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Considerations for an Equitable Recovery for the Expanded Learning Workforce on Staff Retention and School Day Partnership

The following questions should be considered when developing programming structures and decisions in coordination with school-day partners:

- How do I/we ensure flexible use of funding guidelines do not inadvertently reduce or eliminate funding or need for EXL programs?
- How do I/we assess working hours to address the need for more stable and consistent employment?
- How do I/we assess how occupations and positions might change due to COVID-19, including reassessment of pay and benefits?
- How do I/we ensure all staff, especially frontline staff, have sufficient liability coverage (to cover increased health risks related to COVID-19)?
- How do I/we ensure professional development will be recognized or incentivized, including being paid to complete training within work hours?
- How do I/we support the district or local educational agencies with partnering with community based organizations (CBOs), unions, etc.?
- How do I/we provide management and/or site coordinators with the tools and skills needed?
- How have I/we considered the elevated health risks faced by frontline staff, who are largely people of color and low-income, in our decision to offer in-person programming?
- Have I/we identified the conditions needed to offer in-person programming that upholds the physical and emotional safety of staff?
- Have I/we considered if virtual-only programming is needed until there is a vaccine as a solution to ensuring the safety of staff?
- How do I/we hire and retain staff in all positional levels within the organization who represent the children and families served?
- Are the needs of students and staff driving the training and professional development content versus the expectations of school day and/or funders?
- How do I/we ensure that staff have an understanding of race, class, power, privilege, and oppression?

To learn more about this tool, visit:

www.afterschoolnetwork.org/expanded-learning-workforce-and-covid-19-advisory-group