



1. Opportunities for relationship building can greatly be affected by the nature of a program's physical space.
2. Over-enroll. Determine your average daily absentee rate, add 5, and enroll that many students to ensure that you will meet your attendance goals.
3. Parents are a wonderful resource and support for cultural activities, invite them to teach these activities.
4. Parents need to know that attendance is essential. Have you included in your registration that children need to stay in the program three hours a day five days a week?
5. Provide opportunities that children and youth would not otherwise have.
6. Put a young person on the hiring team, they know what works best for them.
7. Remember there are businesses out there supporting education, check them out!
8. Remember to look for who is NOT coming to your program.
9. Remember: Teachers are working hard. After school is about supporting them, not replacing them.
10. Remember: This program is for the kids. Ask them how to make it better.
11. Schedule your time so you can be in each Program Leader's classroom every day.
12. Service Learning is a wonderful bridge between academic standards and real-world application.
13. Share students' talents! Stage an open house or performance at your site or in a community event at the park.
14. Show the real world of an afterschool program before hiring staff through video and/or site observation.
15. Site staff can help by soliciting/partnering with local stores.
16. Staff development is much more than a "drive-by" training. It requires ongoing coaching and mentoring support.
17. Staff turnover can be felt deeply by students; implement policies and practices that support emotional balance (allow departing staff and new staff to work together with students for a few days).
18. Standards are everyone's responsibility. Find out which standards are being focused on and then provide opportunities for students to practice.
19. Step out of the way (be the facilitative support), let your students do what they want and help them figure it out.
20. Students are more likely to take on work and the risk of learning a new skill when it is interesting to them and when they feel it will help them with their lives.
21. Students are safe when they feel secure that they will be valued and accepted by their peers.
22. Students feel safe when agreements (rules) are fairly and consistently enforced.
23. Students may be inspired if you let them know that their help is needed in the community.
24. Students who have been trained and acquire skills to resolve conflicts in healthy and respectful ways are kinder and happier, and require less adult guidance.
25. Substitute, exaggerate, rearrange, combine ideas, reverse, dig deeper.
26. Teachers, secretaries, and principals are great recruiters. Keep them informed.
27. The best after school program on the planet cannot help anyone if their doors are closed because of lack of funds.
28. The more staff and volunteers in the room, the more learning experiences can be tailored to the needs of individual students.
29. The neighborhood and the community are a wealth of untapped volunteers. If you don't ask, they won't help.
30. The privilege of access comes with responsibilities, design program space and storage system in ways that allow children free access to needed project supplies, materials and equipment.