### Connecticut After School Self-Assessment Tool

#### Human Relationships

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**1. Staff relate to all children and youth in positive ways**

Staff listen with respect, use supportive language and show appreciation. (1.a.)

Staff make children and youth feel welcome and comfortable. (1.b.)

Staff are kind and fair to children and youth. Activities are open to all regardless of ability. (1.c.)

Staff are engaged with children and youth. They play with and show interest in the children and youth. (1.d.)

**Comments/Evidence:**

**2. Staff respond appropriately to the individual needs of children and youth.**

Staff note each child’s or youth’s special interests and talents. (2.a)

Staff bring in materials related to children and youth’s interests and invite specialists in for certain activities to address that need. (2.c.)

**Comments/Evidence:**

**3. Staff encourage children and youth to make choices and to become more responsible.**

Staff encourage children and youth to find ways to pursue their own interests and with their own companions. (3.a. and c.)

Staff encourage children and youth to share control and responsibility and to take leadership roles. (3.b.)

Staff engage youth in structured time for reflection on how an activity went, what they learned, and on next steps. (3.c.)

**Comments/Evidence:**

**4. Staff interact with children and youth to help them learn.**

Staff help spark children and youth’s interests/curiosity and encourage them to think for themselves. (4.a.)

Staff start discussions by asking open-ended questions (e.g., “what if”, or “how can we..?”), pose a challenge, encourage children and youth to experiment and take risks, etc. (4.a.)

Staff share skills and resources to help children and youth gain information and solve problems. (4.b.)

Staff vary the approaches they use to help children and youth learn. (4.c.)

Staff help children and youth use language skills through frequent conversations and find effective ways to communicate with all children and youth. (4.d.)

**Comments/Evidence:**

**5. Staff use positive techniques to guide the behavior of children and youth.**

Staff acknowledge children and youth when they cooperate, share, care for materials, or join in activities through appreciation and encouragement. (5.a.)

Staff set appropriate limits for children and youth. (5.b.)

Staff use discipline methods that are respectful in their interactions with children and youth. (5.c.)

Staff encourage children and youth to resolve their own conflicts. Staff step in only if needed to discuss the issues and work out a solution. (5.d.)

**Comments/Evidence:**

**6. Children and youth interact with one another and with staff in positive ways.**

Peer interactions have a positive affect and tone. Children and youth and staff listen to each other. (6.a.)

Children and youth show respect for each other and for staff. (6.b.)

Children and youth cooperate and work well together and with staff. (6.c.)

When problems occur, children and youth often try to discuss their differences and work out a solution. (6.d.)

**Comments/Evidence:**

**7. Staff work together to meet the needs of children and youth.**

Staff communicate and are flexible with each other while the program is in session to ensure that the program flows smoothly. (7.a. and b.)

Staff exhibit appropriate, professional conduct around children, youth and families. (7.c.)

**Comments/Evidence:**