



# Advancing Student Impact Through Staff Professional Development

**Bethany Luis, MPH & Sarah McQueen, MSW**

**2024WARD: Building Brighter Futures  
for Today's Youth Leaders**

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**U.S. Department of Health and Human  
Services Bureau (FYSB) Adolescent  
Pregnancy Prevention Program  
Grantee Conference**





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# Overview of Talk About it Texas

**Talk About it Texas aims to reduce disparities in adolescent sexual health outcomes in Dallas, San Antonio, and the Rio Grande Valley through increased access to sexual health information and resources.**

# Workshop Objectives

**After this session, participants will be able to:**

- Explain the importance of a well -trained workforce in the creation of safe spaces for students.
- Describe the connection between meaningful professional development and its impact on student experience.
- Identify the professional development needs of their own workforce.
- Develop a plan with at least one training topic to meet that need.

# OPENING ACTIVITY

How do you feel after a good Professional Development session?



# OPENING ACTIVITY

How do you feel after a good Professional Development session?

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# Professional Development and Student Impacts



# PROFESSIONAL DEVELOPMENT

## What is Professional Development?

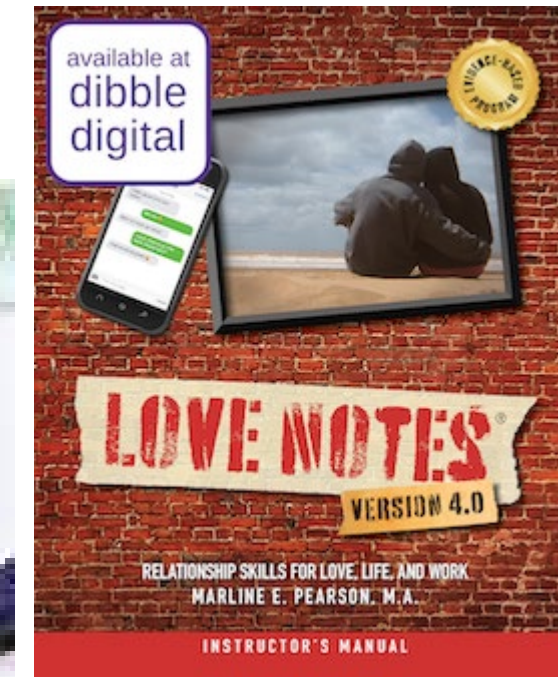
- New skills gained through continued education, workshops, on the job training, certifications; can be formal or informal

## What are the benefits of PD?

- Stronger team; team cohesion
- Employees report higher confidence in their work
- Investment in employees results in less turnover



# PROFESSIONAL DEVELOPMENT



# PD AND SUSTAINABILITY

## How does a PD plan support sustainability?

- Employees engaged in PD are more likely to stay engaged in their work
- Effective PD develops leadership skills, which will be invested back into the organization
- Supports integration of the work into organizational operations and culture
- Skills needed to implement and evaluate program become part of organizational standards

# PD AND SUSTAINABILITY

- **Motivational Interviewing**
- **Trust -Based Relational Intervention (TBRI)**
- **Systems Thinking, Systems Change**
- **Adolescent Health Conferences**



# EFFECTIVE PD AND STUDENT IMPACTS

**How does a well -trained and culturally humble workforce impact youth outcomes?**

- Skills training can increase competency and energy, which can impact program performance
- Learn new teaching techniques to meet needs of all learners
- Safe and supportive environments boost student recruitment and retention
- Staying current on issues ensures up to date and accurate information





# EFFECTIVE PD AND STUDENT IMPACTS

- Broaden/create new partnerships
  - Faith-based partnerships (church staff, parents, non-profit organization)
- Connecting curriculum content to partner organization's values and own curriculum
  - Youth Ministry
  - Substance Use Group Sessions



# Assessing Staff Training Needs

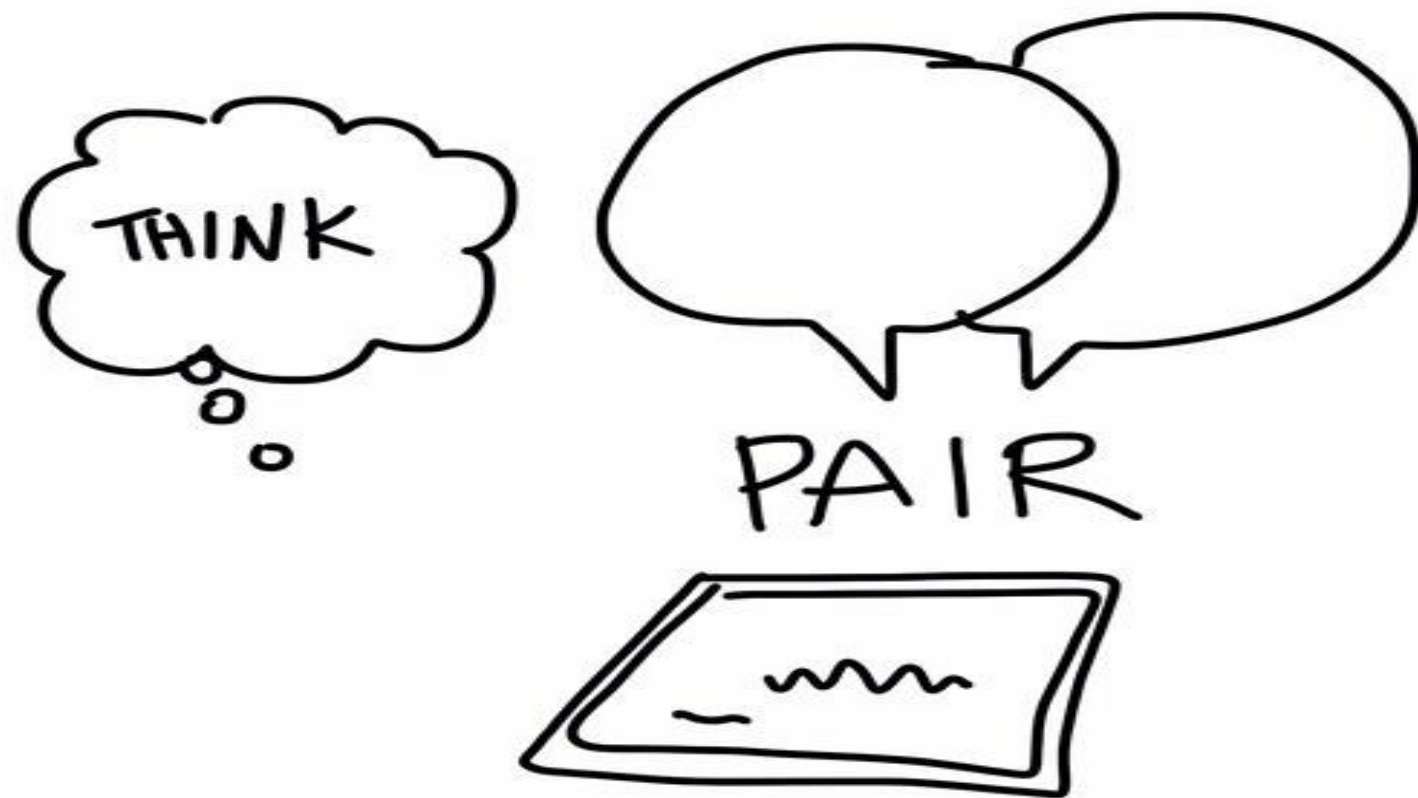
- Needs assessment
- Staff and participant feedback
- Staff evaluations
- Review program goals and objectives
- Understand changing needs of population
- Identify demographic shifts and trends

What? *(What did we learn)*

So What? *(Why is it important)*

Now What? *(What's next)*

# THINK, PAIR, SHARE CLOSING ACTIVITY





# REFERENCES/RESOURCES

[Why Is Professional Development Important](#)

[CDC Practitioner Guide - Sustainability](#)

[The Impact of Professional Development on Student Impact](#)

[How to Identify Training Needs of Employees](#)

# Session Evaluation

Please complete a brief evaluation form for all workshop, forum and networking sessions by scanning the following QR code or visiting the following link:

<https://bit.ly/2024Evaluations>



# Follow us!

<https://talkaboutittx.org/>



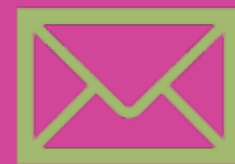
@talkaboutittx

# Thank you!

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Sarah : [smcqueen@healthyfutures -tx.org](mailto:smcqueen@healthyfutures-tx.org)

Bethany: [bluis@healthyfutures -tx.org](mailto:bluis@healthyfutures-tx.org)



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