

2026 Staff Survey

Staff Evaluation of 21st Century Community Learning Centers – 2026

PURPOSE OF RESEARCH. This survey will help us understand how out-of-school-time (OST) programs work from the perspective of staff. This is not a test. YOUR SUPERVISOR WILL NOT BE INFORMED of your individual answers. You have been selected as a possible participant because you are a paid or volunteer staff member or vendor providing activities at a Michigan 21st Century Community Learning Centers (21st CCLC) site.

WHAT YOU WILL DO. If you agree to participate in this research study, we will ask you to complete a survey about your experiences at the 21st CCLC site. The survey will take 10-15 minutes to complete.

POTENTIAL BENEFITS. You will not directly benefit from your participation in this research study. However, your participation will help your program and Michigan Department of Education understand what working conditions are like for those who work in 21st CCLC programs and the kinds of practices that staff report about working with youth. They will use this information to improve the program. The information also may contribute to the understanding of what aspects of staff interaction and activities are associated with positive student outcomes.

POTENTIAL RISKS. One risk of participating in this study is breach of confidentiality. We take many steps to protect the confidentiality of your information, including assigning code numbers, keeping information locked in file cabinets and on password-protected computers, only allowing research team members to see the data, and never reporting any individual responses. Summarized responses will be reported to your program administrators only if at least three people answered the question. You may skip any questions you do not feel comfortable answering. This study is completely voluntary.

PRIVACY AND CONFIDENTIALITY. Information about you and your responses will be kept confidential to the maximum extent allowable by law. Your supervisors will not be able to see your individual survey responses. The results of this study may be published or presented at professional meetings and in reports, but the identities of all research participants will remain anonymous. Data will be kept at MSU for at least 7 years, and at least 3 years after the end of the project. Data will be stored in a locked file cabinet and on secure password-protected computers in the research office on the MSU campus. (IRB exempt number STUDY202600013)

If you need to come back to the survey later, close the browser to exit. To re-enter the survey, use the same link.

This survey is **NOT** for Site Coordinators or Project Directors. Do not proceed if you are a Site Coordinator or Project Director.

Q1. Are you a **staff member** according to the following definition?:

Staff: You have direct contact with youth working at the out-of-school-time (OST) program (whether you are paid or not) and you don't serve in a supervisory role (Not a Site Coordinator, Assistant Site Coordinator, etc.).

NOTE: If you check NO below, then you will be logged off the survey. If you have received this link in error and you do not work for the 21st Century Program, check NO.

Yes

No

Q2. What is your gender?

Male

Female

(If “Teaching certificate” is selected in Question Q3., the survey will proceed to Q4.. For all other selections, it will skip to Q5.)

Q3. Please check the box if you have any professional certifications below (Check all that apply).

- Mi-YDA
- Associate Degree in (enter your field of study): _____
- At least 60 semester hours with 12 semester hours in a child-related field
- Bachelor's Degree in (enter your field of study): _____
- Postgraduate Degree in (enter your field of study): _____
- Teaching certificate
- Social worker
- ☒ NONE of above
- Other (please specify): _____

Q4. Do you currently work as a certified teacher during the school-day?

- Yes
- No

Q5. Which of the following is most like your position in THIS program? (Select the ONE that is closest to your situation)

- I am a regular staff working directly with youth hired and paid by this program
- I am a vendor who has agreed to provide enrichment activities at this program
- I am a volunteer
- Other (please specify): _____

Q6. How many years have you worked in **ANY program** or school with youth?
(Select "0" if this is your first year)

▼ 0 ... 25 or more

Q7. How many years have you worked in **THIS program** with youth?
(Select "0" if this is your first year)

▼ 0 ... 25 or more

Q8. Since you're relatively new to this program, please indicate how much you agree or disagree with the following.

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	I don't know
My supervisor makes sure I know what this program is trying to accomplish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am clear on how staff at this program are expected to work with youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I talk regularly with my supervisors about how things are going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q9. As a staff member, on average how many hours do you spend **weekly** for session planning?

Q10. Indicate how much you agree or disagree with the following.

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
I receive enough hours to prepare for the activities I lead.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q11. In the past year, how often did you participate in training or professional development on:

	I am not sure	Never	Once	2-4 times	More than 4 times
Child/Youth Growth and Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning Environments and Curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child/Youth Observation and Assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationships and Interactions with Children and Youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth Engagement, Voice and Choice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fairness, Belonging, and Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family, School, and Community Relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety and Wellness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program Planning and Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Development and Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
STEM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12. Rate how much you agree or disagree with the following statements about coworker support?

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Most of my coworkers here produce quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I consider at least one of my coworkers to be a true friend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe sharing feedback or concerns with my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q13. To what extent are the following program goals essential to meeting the needs of your participants?

	Not important at all	Not important	Important	Extremely important
Improving the academic achievement of all youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging school-day attendance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helping youth keep up with schoolwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing opportunities for youth to learn STEM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging youth in fun leisure activities otherwise unavailable to them (i.e., arts, music, fitness, sports, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping youth in a safe environment that allows them to relax, play, and socialize	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving the social and emotional development of youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging youth with leadership opportunities to develop skills and contribute meaningfully in our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussing higher education opportunities and/or potential careers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving youth opportunities to learn new skills and/or retain skills already acquire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify):

Q14. Rate how much you agree or disagree with the following statements about linkages between the out-of-school-time (OST) program and the school-day:

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly Agree	Not sure
I know whom to contact at my students' day-time school if I have questions about their progress or status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The activities I provide in the out-of-school-time (OST) program are tied to specific learning goals that are related to the school-day curriculum.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know most of the students' names and grade levels at this program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15. Please indicate whether you receive each of the following, and to what extent you use it in planning for activities you provide.

	Do not receive/use	Use occasionally	Use regularly
Individual students' academic plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual students' progress with school-day assignments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If there is anything I need to note about the individual students' day at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q16. How frequently does your supervisor do the following things?

	Never	A couple of times per year	About three to five times per year	About once a month	Nearly every week
Review your activity plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make sure that program goals and priorities are clear to you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Give you useful feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be present during programming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Review program data with you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q17. Below, we ask about how you feel about your job. Remember, no one at the program will be given your individual answers. Your answers will be kept confidential.

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
I am satisfied with this job at this out-of-school-time (OST) program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18. What race(s) do you identify with? (Check all that apply)

- American Indian or Native Alaskan
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern/Arabic
- Native Hawaiian or Pacific Islander
- White or Caucasian
- ⊗Unknown
- Other (Please specify): _____
- ⊗Prefer not to disclose

Q19. Is there anything else that you would like to share about this program, working with youth, etc.?

Thank you very much for completing this survey. Your answers will be used to help improve 21st Century and other youth programs in Michigan.