

UNDERSTANDING AND APPLYING

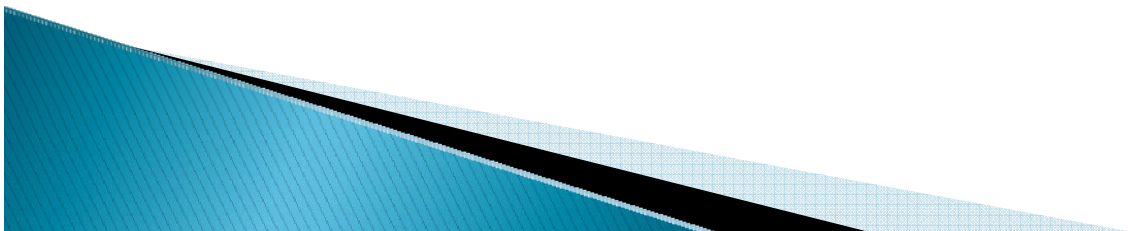


RECREATION AND PARKS PRACTITIONER

VOCATIONAL COMPETENCIES

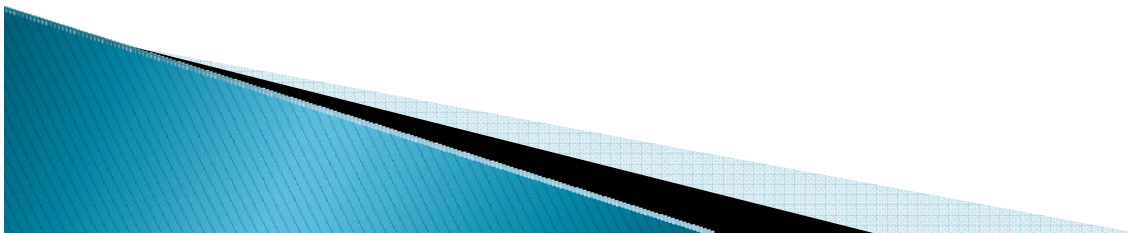
Today's Discussion

- ▶ ARPA – Education and Professional Development Committee
- ▶ Why the Competencies Project
- ▶ What are Core and Advanced Competencies for Recreation and Parks Practitioners
- ▶ Self-Assessment Tool
- ▶ Where To From Here



ARPA Education and Professional Development Committee

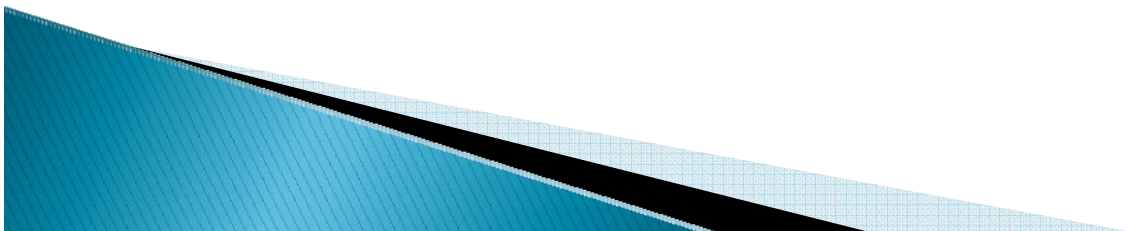
- ▶ *To build and maintain the identity and credibility of Recreation and Parks as a professional occupation by ensuring appropriate and timely opportunities for the on-going development of required skills and knowledge that will make ARPA members strong leaders in their community.*



Why the Competencies Project

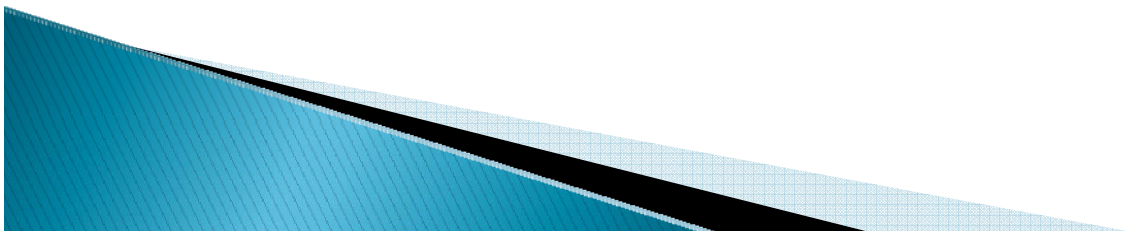
- ▶ Recreation and Parks Practitioners work in a variety of settings
- ▶ Decrease of post secondary “recreation and parks” programs
- ▶ Constantly evolving roles and expectations
- ▶ Changing face of the recreation and parks practitioner

“Focus on the core – the essence of the sector”



ARPA Is Positioned To...

- ▶ Work with post secondary institutions to focus on competency based curriculum
- ▶ Shape future professional development opportunities
- ▶ Identify focused continuous learning opportunities
- ▶ Promote career awareness opportunities
- ▶ Increase levels of awareness of recreation and parks as a profession with our own body of knowledge and competencies.

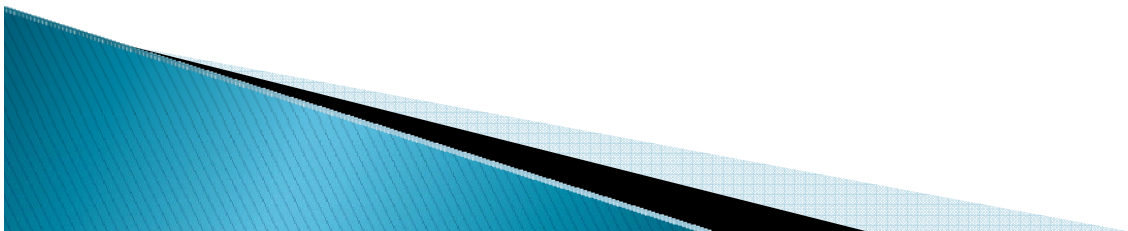


VALUES AND GUIDING BELIEFS

- ▶ We believe that:
 - recreation and parks provide benefits that are essential to the health and well-being of individuals, communities, the economy and environment in Alberta;
 - the lifetime benefits of recreation and parks are:
 - enhanced population health, individual wellness, healthy lifestyles and lifelong learning;
 - building communities, social capital and foundations;
 - the conservation and preservation of parks and natural environments; and,
 - enhanced economic conditions in communities and the province.
 - “recreation” is inclusive of play, physical activity, sports, arts and culture, and outdoor pursuits;

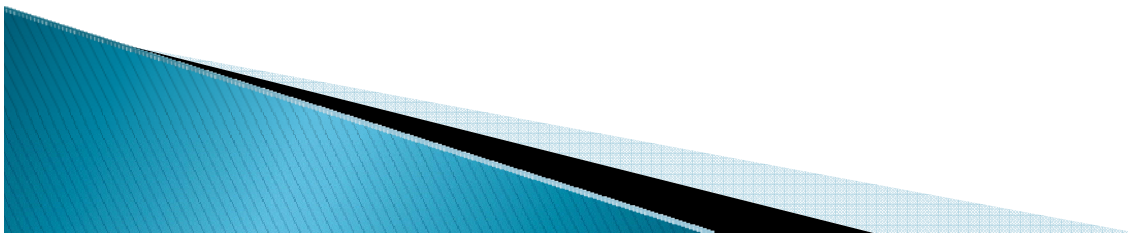
VALUES AND GUIDING BELIEFS

- “parks” are inclusive of public open spaces, recreation corridors and environmental stewardship;
- “recreation” is a key vehicle for achieving healthy lifestyles that can be accessed by a variety of disciplines;
- using a “community development” approach ensures diversity while yielding benefits both through the process and the programs and services which are delivered;
- working in partnership with others who contribute to wellness and quality of life in Alberta is essential; and,
- volunteerism is fundamental in the delivery of recreation and parks programs and services in Alberta.



Recreation and Parks Practitioners

- ▶ What is common for Recreation and Parks Practitioners?
- ▶ What distinguishes us from other “professions”?
- ▶ What “unique role” do we play in the community?



VOCATIONAL COMPETENCIES

- ▶ The vocational competencies for recreation and parks practitioners are somewhat unique

Rather than having the specialization of a brain surgeon, the recreation and parks practitioner should instead be likened to a family doctor who has an extensive but broader base of general knowledge and skills.

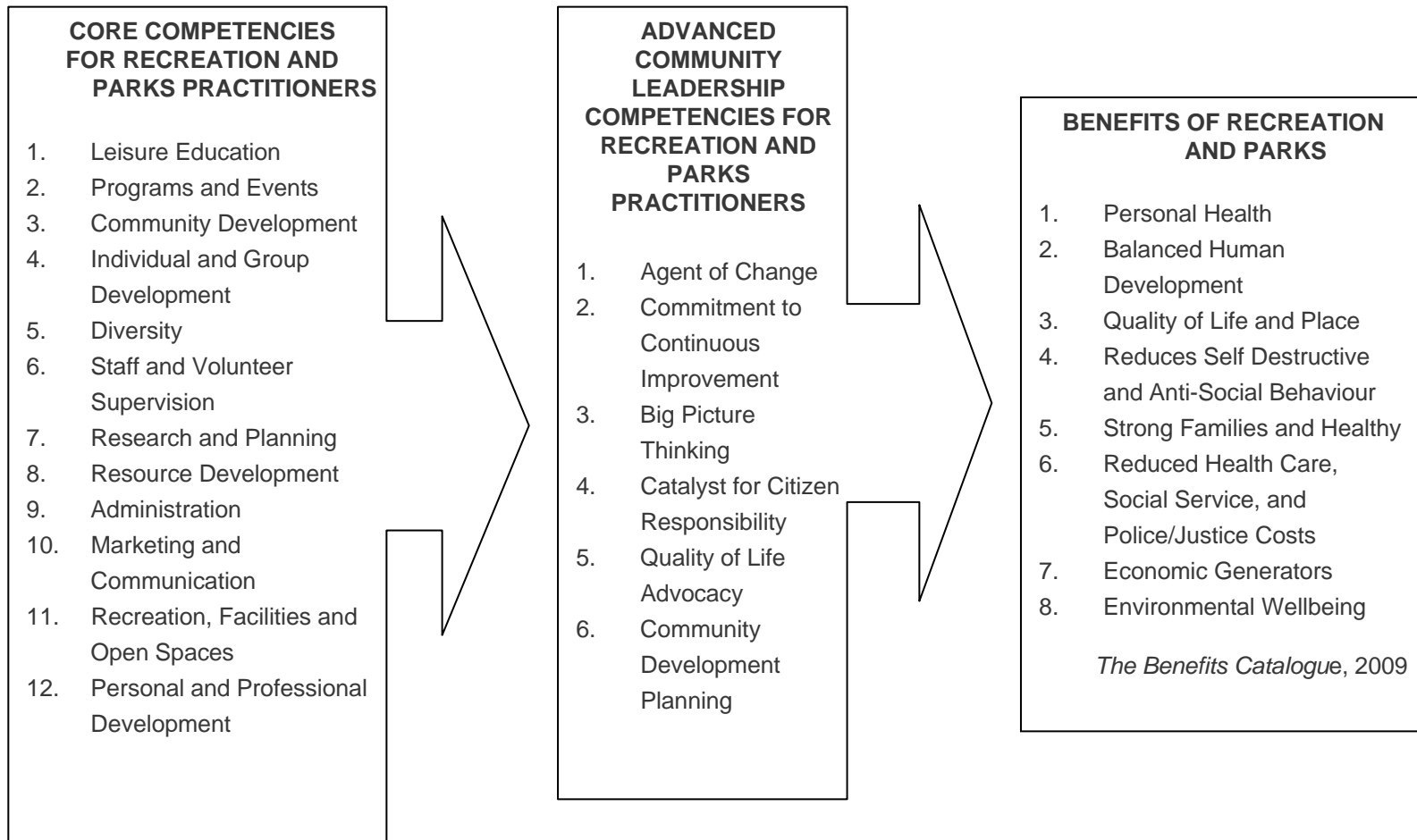
VOCATIONAL COMPETENCIES

- ▶ **Vocational** refers to what is needed specifically for the profession rather than the generic competencies that could apply to many fields.
- ▶ **Competencies** describe a culminating demonstration of learning and achievement that is a combination of skills, knowledge and attitudes.

VOCATIONAL COMPETENCIES

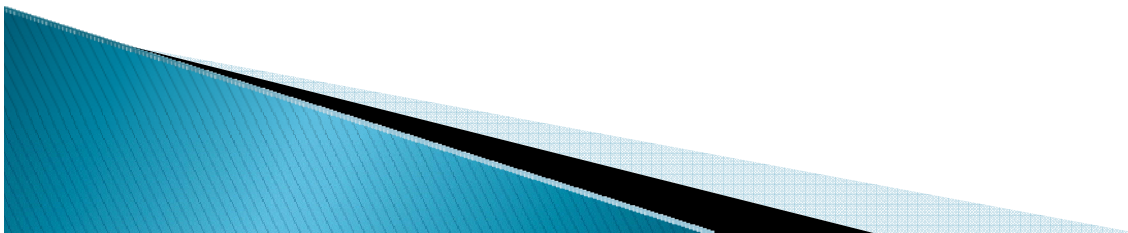
- ▶ *There are many applications where a supervisor can apply these competencies:*
 - Recruitment Tool
 - Succession Planning
 - Coaching Tool
 - Performance Management
 - Career Planning (Practitioner/Organizational)

Overview of Competencies for Recreation and Parks Practitioners

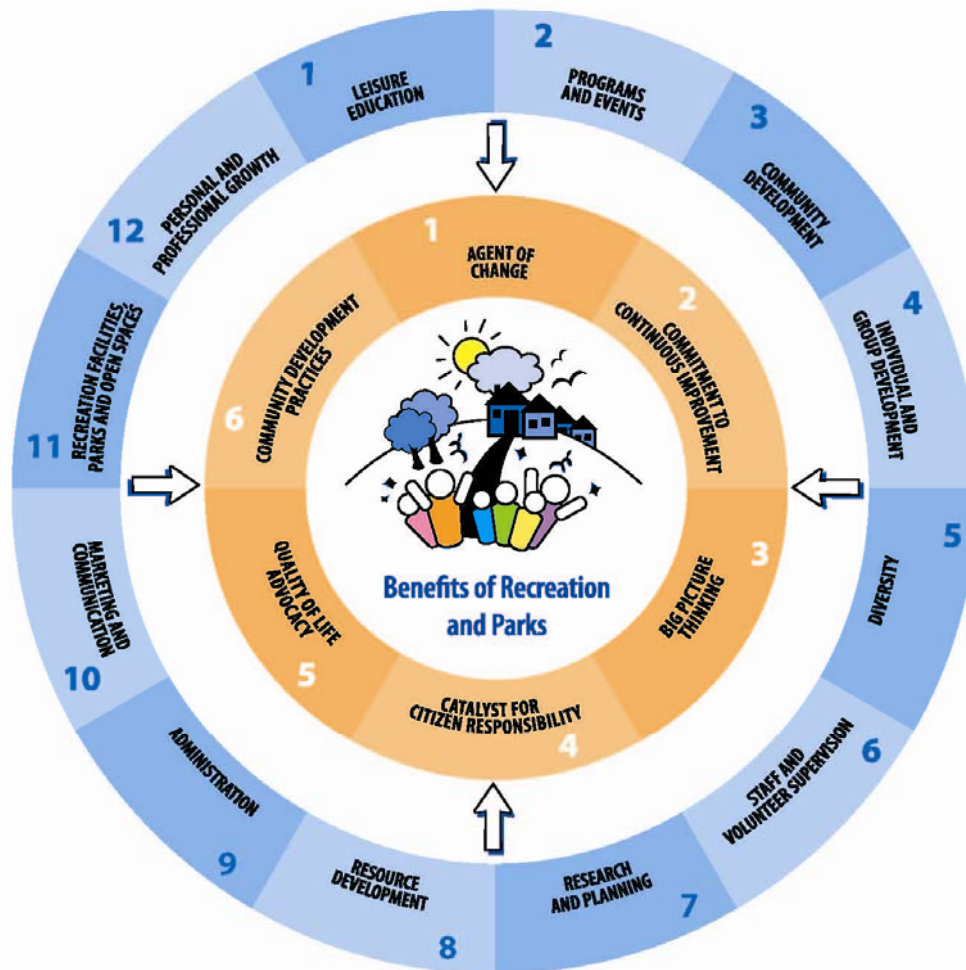


Professional Development Plan: Vocational Competencies

Self-Assessment Tool



Competencies Required for Recreation and Parks Practitioners Committed to Building Active, Creative, Engaged Communities



The outer circle identifies the twelve core competencies that are required by any recreation and parks practitioner.

The inner circle, or advanced competencies, relates more to the community leadership role a recreation and parks practitioner often has.

A particular recreation and parks position will require any combination of the core and advanced level competencies.

Core Competency / Indicators

Competency Area	Indicators to help you understand what encompasses this competency.	1 = I AM NOT AT ALL LIKE THAT	10 = I AM 100% LIKE THAT
11. RECREATION FACILITIES, PARKS AND OPEN SPACES <i>Contribute to the safe and effective management of recreation and parks venues</i>	✓ Contribute input into the design and development of recreation and parks venues.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Apply knowledge of diversity, legislation, standards, policies, and regulations that may affect the provision and maintenance of recreation and parks venues.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Contribute to risk management strategies (e.g., safety, security, liability).	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Recognize safety hazards and take appropriate action.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Develop schedules to optimize the use of recreation and parks venues.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Contribute to the development of partnership agreements related to joint use.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Coordinate rental agreements to satisfy stakeholder needs.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Demonstrate and implement knowledge of energy and environmental conservation strategies.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Implement healthy and safe operation of recreation and parks venues.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Plan, implement and evaluate programs and strategies that maximize stewardship of environment.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Places a priority and applies environmental strategies.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Understand the role others in my organization play in the delivery of recreation and parks in my community		
	✓ I am aware and understand the role other principal organizations play in my area of focus	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Understands the role played by easements and construction areas.	1 2 3 4 5 6 7	Does not apply: I don't Know
Average Rating Score for the Competency Area			

Advanced Competency/Indicators

Competency Area	Indicators to help you understand what encompasses this competency.	1 = I am not at all like that	7 = I AM 100% LIKE THAT
3. BIG PICTURE THINKING <i>Utilizes a proactive system thinking/holistic approach</i>	✓ Understand there is a symbiotic relationship between human beings.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Apply strategies for learning about a community, its key stakeholders, and its resources.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Demonstrate knowledge of the roles and responsibilities of the business, government, and voluntary/non-profit sectors	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Demonstrate knowledge of social capital and organizational and community assets (e.g. physical, human, financial, and environmental).	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Apply techniques that will generate creative, out-of- the-box thinking.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Aware of legislation and policy which could have an impact on my community.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Aware of my community's culture or DNA.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Facilitate the development of teams and coalitions to work proactively to address common goals.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Work proactively to develop diverse teams.	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Support collaboration..	1 2 3 4 5 6 7	Does not apply: I don't Know
	✓ Facilitate the development of systems and processes that will foster an environment conducive to success	1 2 3 4 5 6 7	Does not apply: I don't Know
Average Rating Score for the Competency Area			



PERSONAL ASSESSMENT

Observations:

- ▶ Based on the above assessment, my areas of strength as a recreation and parks practitioner are . . .
- ▶ Based on the above assessment, my areas for growth and development as a recreation and parks practitioner include . . .

Reflections:

- ▶ What has this exercise told me about my capacity as a recreation and parks practitioner?

Actions:

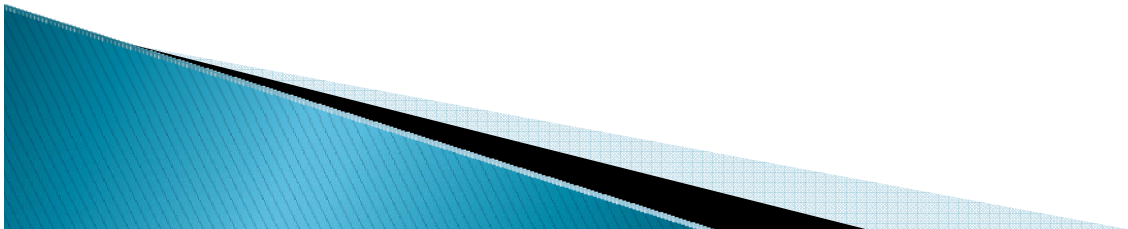
- ▶ What can I do to capitalize on my strengths and strengthen my challenges?
- ▶ What training/development opportunities do I want to pursue?

Professional Development Plan

- ▶ What are my career goals?
 - What would success look like?
- ▶ What is my plan?
 - What is it I want to be able to do or learn?
 - What information do I need?
 - Where would I find the information /training?
- Link with CPLS (Continuous Professional Learning System)

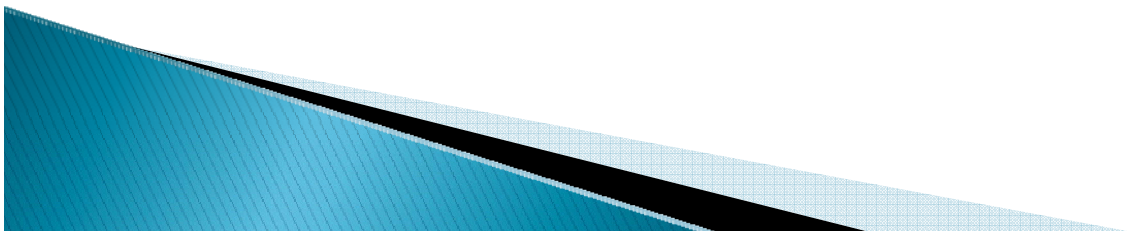
Self-Assessment Process

- ▶ Complete the two core competency areas:
 - Recreation Facilities Parks and Open Spaces
 - Big Picture Thinking
- Complete the Personal Assessment Form
- Share with your “group”
- Feedback!!!



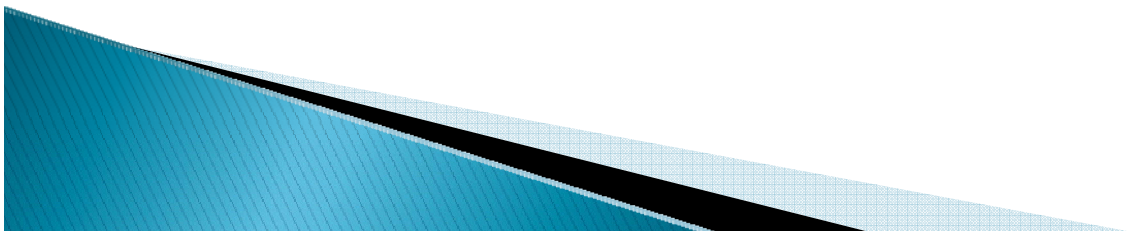
ARPA Committee – Next Steps

- ▶ Foundation for the three Education and Professional Development Pillars:
 - Career Awareness
 - Career Preparation
 - Career Development
- ▶ Framework for future ARPA Professional Development Opportunities



Your Comments

- ▶ Pilot Test the Competencies
- ▶ Individuals and/or Communities
- ▶ Apply the competencies to your situation:
 - General observations
 - Application
 - Changes / Adjustments
- ▶ Comments back by Mid–December to...
 - Toby Rabinovitz or Susan Laurin (Okotoks)





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