

CENTER FOR YOUTH DEVELOPMENT

Training and Quality Improvement Strategy 2009-2010

Targeted Outcomes for Participating Programs/Agencies

- Program activities and staff efforts intentionally align with targeted youth outcomes
- Staff increase understanding and knowledge in critical skill areas
- Management and operational structure meets minimum quality and safety standards
- Staff institute and regularly practice intentional efforts to build strong relationships with youth and facilitate learning and development
- Management and operational structure supports continuous quality improvement
- Programs increase retention of staff and youth
- Achievement of youth outcomes supported by internally captured data

3 Tiers of Training and Technical Assistance

Standard Trainings

Staff can request or register for trainings based on program interests and needs. (Both on- and off-site trainings are available). In addition to the training topics listed below, advanced trainings can be arranged upon request. The Mentor Training Institute also offers additional training topics relevant to specific program and volunteer needs for those programs.

Core Curriculum Series

Programs choose from one of 3 tracks (Youth Engagement and Participation, Outcomes Driven Program Design and Planning, or Continuous Quality Improvement). Training and TA sessions will be determined by a program's current level within each track and will use facilitated planning and working sessions to help programs apply new concepts and practices to their sites.

Training Series	Core Courses	Advanced Courses (sample)
Youth Engagement and Participation (YEP)	<ul style="list-style-type: none"> • Introduction to Positive Youth Development • Youth-Adult Partnerships • Youth Participation and Decision-Making 	<ul style="list-style-type: none"> • Effectively Serving Middle School Youth • Serving At-risk Youth • Developing Youth Leadership • Building a Youth Council
Outcomes-Driven Program Design and Planning (PDP)	<ul style="list-style-type: none"> • Introduction to Quality Programming • Program Design with Outcomes in Mind • Facilitating Project-based Learning 	<ul style="list-style-type: none"> • Creating Pathways for Youth • Best Practices within 6 Strategies for Older Youth • Using Research-Tested • Classroom Management • Cooperative Games

		<ul style="list-style-type: none"> • Hip Hop in the Classroom
Continuous Quality Improvement (CQI)	<ul style="list-style-type: none"> • Introduction to Continuous Quality Improvement • Are We on Track? Measuring Progress and Impact • Data-Driven Decision-Making – Managing for Long-Term Impact and Sustainability 	<ul style="list-style-type: none"> • Strategic Planning • Creating a Professional Development Environment • Impacting Positive Performance: Coaching • Identifying and Adapting Tracking Tools

Intensive Technical Assistance Program

Programs participating in intensive TA will receive a full assessment using CYD's Older Youth Program Quality Rubric. Programs within this tier will receive comprehensive one-on-one training and TA in all low score areas, creating and implementing action plans to help raise scores.

Role of Executive Directors

- Provide up-to-date names and contact information for all program managers/ coordinators for afterschool programming serving youth over the age of 12.
- Emphasize the importance of training and continuous quality improvement
- Share information about the services, supports, opportunities and resources available to staff through CYD
- Ensure staff participation in the appropriate form of training and/or TA

Next Steps

- Group trainings within each of the three TA tracks will begin in September 2009. Additional training series will begin in January 2010.
- Agencies or staff interested in participating in CYD program quality improvement work should contact Preston Beckley at 215-665-2514 or pbeckley@uwsepa.org for more information.