
Notes on Implementation

The original training was designed to be implemented over the course of 4-5 days. Because sessions tend to build upon one another, we have found it most useful to conduct the training with the 4 day sequence presented in the manual (sample agenda provided). This does not mean however that you must complete the entire sequence all at once.

How to decide?

Current Skills

In planning your training, consider the baseline knowledge the staff may already have as well as the current developmental needs of your staff. Some may already be well-versed in experiential learning while others are lacking in the area of diversity education.

Time Constraints

Consider how much training time you have. Is it easier for your team to devote 2-4 days to training or is it easier to divide it up into several sessions over the course of a month? Our experience has been that when the entire training is conducted over 2-4 days, the team builds a sense of connection and excitement about their work. If schedules necessitate splitting up the training, try to ensure consistency in participation (again, remembering that sessions build upon one another).

To facilitate your thinking, the “Preparing the Youth Development Professional” Sessions are listed below in terms of Phase 1 and Phase 2 training components. It is suggested that Phase 1 topics can be completed within a 2 day training format. Estimated session times are given in the Lesson Plans, but it is important to note that you have the flexibility to adapt the time as needed. Additionally, you may wish to vary the format based on your groups staff development needs.

Phase 1 topics:

Overview

Session I: About Youth and Caring Adults

Session III: Setting Ground Rules

Session IV: Experiential Learning Model

Session V: Characteristics and Developmental Tasks of Youth

Session IV: Essential Elements to Support Youth

Session X: Understanding Risk Behaviors of Young Adolescents

Session XII: Characteristics of Programs that Work

Session XIII: Putting the Pieces Together to work for Your Team

Phase 2 topics:

Session II: Personality IQ

Session VII: Understanding and Valuing Diversity

Session VIII: Communicating One-on-One and in Groups

Session IX: Understanding Peer Group Support

Session XI: Youth Adult partnerships

Training Venue

Once you have determined your training needs and time constraints, it is time to think about the training venue.

We have had great success in conducting the training in retreat format. While this can be expensive and logistically challenging, our experience has been that being away from the office (i.e. e-mail, voice mail, computers!) allows the participants to bond with each other and to become immersed in the material without outside interruption. It provides a time for them to be wearing only their “youth development” hat.

If a retreat setting is not possible, try to figure out a way for participants to stay focused and to physically stay in the room for the training. Because the training sessions build upon one another and because much of the training relies on participants sharing their own experiences, people drifting in and out of the training sessions can become disruptive.

Trainer Preparation

This training requires that trainers prepare their materials in advance. Schedule several training team meetings prior to actual implementation to ensure that trainers have reviewed the materials and are well-prepared. The interactive nature of the material requires that trainers have a firm grasp of the concepts they are teaching so that they can seamlessly integrate it with examples generated by participants.

HAVE FUN!

The most important piece to remember is that this training is FUN! Staff attracted to the youth development field are often easily bored. This training was designed to be interactive, experiential and fun!! No matter what happens, don't lose your sense of humor.

Good luck!!

Preparing the Youth Development Professional

SAMPLE 4-DAY SCHEDULE

Day 1

8:00 Welcome
 Overview: What is this training about?
 Introductions: Instructors & Participants
 9:30 Session I: About Youth, About Caring
 Adults, About Your Current Roles
 10:00 Break
 10:15 Session I: continued...
 12:00 Lunch
 1:00 Session II: About You: Personality
 I.Q.™
 2:45 Break
 3:00 Session II: continued...
 Session III: Setting Ground Rules--
 Establishing Norms
 Team Time
 Reflecting and Applying
 5:00 Close for the day

Day 2

8:00 Group Process
 8:30 Session IV: Characteristics and
 Developmental Tasks of Youth -19
 9:00 Session V: Characteristics of Youth
 from 6–18 “Let’s Start Where
 They Are”
 10:00 Break
 10:15 Session V: continued...
 12:00 Lunch
 1:00 Session VI: Essential Elements to
 Support Youth and Create
 Opportunities for Growth
 2:45 Break
 3:00 Session VI: continued...
 Reflecting and Applying
 Team Time
 5:00 Close for the day

Day 3

8:00 Group Process
 8:30 Session VII: Understanding and Valuing
 Diversity
 10:00 Break
 10:15 Session VII: continued...
 12:00 Lunch
 1:00 Session VIII: Communicating
 One-on-One and in Groups
 2:45 Break
 3:00 Session IX: Understanding Peer
 Group Support
 Reflecting and Applying
 Team Time
 5:00 Close for the day

Day 4

8:00 Group Process
 8:30 Session X: Understanding Risk
 Behaviors of Young Adolescents
 10:00 Break
 10:15 Session X: continued...
 11:00 Session XI: Youth and Adults as
 Full Partners
 12:00 Lunch
 1:00 Session XII: Characteristics of
 Programs that Work
 1:45 Session XIII: Putting the Pieces
 Together to Work for Your Team
 2:45 Break
 3:00 Team Reports
 4:00 Final Evaluation
 Closure and Celebration
 5:00 Dismiss Class