



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# BEFORE & AFTER SCHOOL

## TRANSFORMING YOUTH

HAMDEN/NORTH HAVEN YMCA  
PROGRAM OVERVIEW

July 24, 2019

District Executive Director: Darryl  
Brackeen Jr.





**LARGEST PROVIDER OF  
YOUTH PROGRAMS IN U.S.**



**9 million kids each year**

**EARLY CHILDHOOD**  
**110,000 kids**

**AFTERSCHOOL**  
**600,000 kids**

**DAY CAMP**  
**700,000 campers per summer**

# HAMDEN/NORTH HAVEN Y'S CHILD CARE MISSION

To foster the ongoing development of all children with quality, affordable and accessible child care programs which ensure each child a positive, safe and nurturing environment in collaboration with families, schools and community.

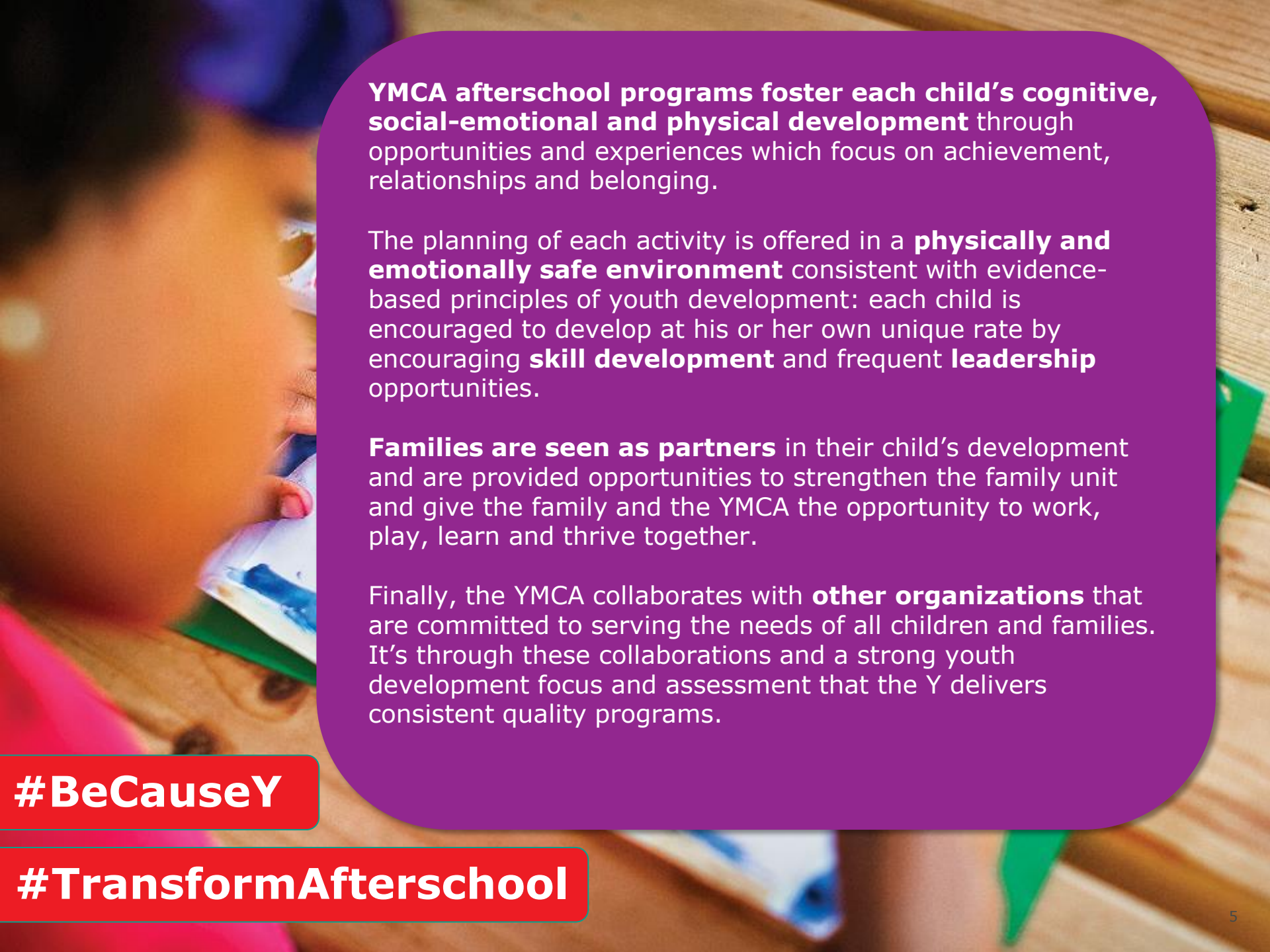




# Y AFTERSCHOOL

**Youth-centered programs that leverage best practices from YMCAs across the country to help youth and families nurture the potential of children during out-of-school time.**





**YMCA afterschool programs foster each child's cognitive, social-emotional and physical development** through opportunities and experiences which focus on achievement, relationships and belonging.

The planning of each activity is offered in a **physically and emotionally safe environment** consistent with evidence-based principles of youth development: each child is encouraged to develop at his or her own unique rate by encouraging **skill development** and frequent **leadership** opportunities.

**Families are seen as partners** in their child's development and are provided opportunities to strengthen the family unit and give the family and the YMCA the opportunity to work, play, learn and thrive together.

Finally, the YMCA collaborates with **other organizations** that are committed to serving the needs of all children and families. It's through these collaborations and a strong youth development focus and assessment that the Y delivers consistent quality programs.

**#BeCauseY**

**#TransformAfterschool**

# DESIRED SHORT TERM OUTCOMES

## Achievement

- Youth feel that their efforts are valued and recognized.
- Increased youth perception of self as capable leader
- Increased [youth] sense of self confidence/esteem
- Increased knowledge and awareness of development pathway/progress (youth, staff, families)



## Relationships

- Staff have an increased knowledge of each youth's personality, likes/dislikes, interests
- Families feel informed and included in program and youth development
- Youth feel that they can openly and honestly communicate with staff
- Increased transparency with current & potential community partners



## Belonging

- Youth feel valued by peers and staff, part of Afterschool "team"
- Youth feel included in program development and/or delivery
- Increased awareness of diversity, including different perspectives, ideas, and customs.
- Staff feel responsible for youth development





# TRANSFORMING YOUTH MUST BE INTENTIONAL AND MODELED



**THE YMCA TEAM!**



# MEET OUR STAFF TEAM!



## **Darryl Brackeen, Jr., District Executive Director**

Darryl Brackeen, Jr. has been with the Y since early 2019. He is an alumni of New Haven Public Schools, a Fairfield University graduate with a Masters from Fordham University. Darryl has done extensive community work in developing educational child care programs.



## **Erin Kelly, Child Care and Summer Camp Director**

Erin Kelly is graduate of Southern Connecticut State University. She has been a Hamden North Haven Y employee serving families and children since 1998.



## **Kathryn Forsyth, North Haven School Age and Summer Camp Coordinator**

Kathryn Forsyth is a certified teacher with a degree from the University of Rhode Island, a Y employee since 2008.

# VISION FOR STAFFING AT SHEPHERD GLEN AND HELEN STREET SCHOOL

- **Hamden Youth Development Coordinator**- This individual will oversee the efforts in the town of Hamden programming at Helen Street School and Shepherd Glen. The Licensed Afterschool Operation has direct responsibility of Leading the YMCA Cause, Creating an Impact, Developing Resources. The Program Coordinator is responsible for implementing the Y mission, strategic goals, key initiatives and core values. This involves all aspects of developing and delivering high quality afterschool and camp programs, building and retaining an outstanding staff, and establishing the YMCA as a vital force for local community development, closing the achievement gap, and youth development, and building equitable communities.

**Social and Emotional Learning Coaches**- Will be trained in social and emotional learning strategies and will serve as behavioral specialists.

**Equity & Social Justice Organizing Associate**- This individual will work with the Hamden Board of Education to ensure that YMCA programming is aligned with the districts effort to close the achievement gap, ensure an equitable system and programming, and will oversee the organizing of our school aged programming advisory board.

**Family Resource Coordinator**- social worker who will have the responsibility to ensure that when there are needs for our families that we are able to direct them and support their needs.

## **After-School Staffing:**

-After-school Head Teachers, After-school counselors, Electives coaches (Art, Dance, Strategy, Robotics, Sports, etc.)

# VISION REQUIRING RESOURCES

Please note that the vision that we are providing today, will be based on securing grants from the Federal, State, and local levels. We have secured the support of Superintendent Goeler and principals of both schools in our efforts to seek such opportunities.



# OUR PARTNERS

To ensure we are delivering the highest quality program in all areas of our program, we have built collaborative and partner relationships with the following organizations:



# PRIOR TO HIRING OUR STAFF

**Here is what we do to keep our students safe:**

- 2 to 3 interviews with leadership staff
- 3 Professional and personal references checked
- Finger prints checked
- Sex Offender Registry
- DCF Registry



# REQUIRED TRAININGS

## **Before and After School Trainings for ALL STAFF**

- OEC: Connecticut Health and Safety Orientation Certificate (for Care4Kids providers)
- Redwoods: Child Sexual Abuse Prevention, Before & After School Program, Playground Safety, Harassment Prevention, Appropriate Touch, Safe Lifting, Social Media and Digital Communication, and Preventing Member & Guest Slips, Trips and Falls.
- Mandated Reporter Training
- CPR Certification and CT Childcare First Aid Certification
- Medication Administration Certification
- Epi-Pen Certification



# OUR HEAD TEACHERS

**Head Teacher requirements:** in a Child Care Center for school-age children only (within the age range of 5 years to under 13 years)

## **Option 1**

Twelve (12) credits in early childhood education or child development, elementary education, recreation, group social work or a related field from a regionally accredited higher education institution

Over not less than a nine (9) month span of time: At least five hundred and forty (540) hours of documented supervised experience working with children in a program that serves school-age children (within the age range of 5 years to under 13 years).

## **Option 2**

A four (4) year college degree in elementary education, recreation, group social work or a related field from a regionally accredited higher education institution

At least two hundred and seventy (270) hours of documented supervised experience working with unrelated school-age children (within the age range of 5 years to under 13 years). This supervised experience could be student teaching or a practicum assignment.

# ABOUT OUR PROGRAM

# WHERE WE ARE LOCATED

## After School Program

School ending time– 6:30 PM:

### Current Locations are:

#### Helen Street

(There is presently before-school care and we will partner when needed)

#### Shepard Glen

(Provide Before-care  
6:30am-school start time)





# WHAT MAKES OUR PROGRAM SPECIAL?

- \* **Homework** Help
- \* **Arts/STEM** programing
- \* **Physical Activities**
- \* **Social and Emotional** Skills
- \* **Character Development**
- \* **Student Centered** Focus
- \* **Social Responsibility & Equity**
- \* **Nutritional Education** & Snacks
- \* **Well trained, local and caring** Staff
- \* **We are State Licensed**



# OUR FLEXIBLE DAILY SCHEDULES ALWAYS INCLUDES...

- Physical activity
- Problem Solving, STEM and Creative Learning Experiences, based on the YMCA Core Values: caring, honesty, respect, responsibility
- Nutritional plan
- Homework assistance from YMCA staff.



# YMCA TOOLS AND RESOURCES





# AFTERSCHOOL TOOLKIT

The Y Afterschool leverages signature tools and resources that empower staff to deliver a holistic approach to youth development. Staff grow as leaders while helping youth explore their full potential and engaging families in the youth development process.

## Youth Development

**Y Chats:** Daily youth-led activity created to facilitate group conversations, break the ice, and build relationships amongst students (and staff).

**Youth Choice:** Program format that encourages students to choose from the range of daily stations and/or activities to create youth-by-in, ownership, and leadership. In advanced Afterschool programs this includes committees of students helping plan weekly activities and snack selects alongside staff.

## Community Engagement

**Family Boards:** Information stations designed to keep families abreast of program, activity, and community news.

## Staff & Program Development

**Site assessment:** Evaluation tool for Y sites and staff to review success and opportunities of existing program for continues program, environment, and staff improvement.

**Y Competency Companion:** Nationwide suite of training tools for YMCA Youth Development staff.



# TRANSFORM PROGRAM: AFTERSCHOOL PROGRAM SCHEDULING



## AFTERSCHOOL PROGRAM SCHEDULING

A Y Afterschool program helps youth achieve, build relationships, and feel a sense of belonging through thoughtful planning and intentional scheduling of activities. This tool focuses on creating a program schedule that incorporates a holistic range of subjects.

Afterschool is about more than just keeping kids busy. Incorporating specific program components in an intentional way engages youth, encouraging them to come...and stay.

### INSTRUCTIONS



#### 1. UNDERSTAND COMPONENTS

Review the Afterschool components and sample weekly schedule.



#### 2. EVALUATE

Review your current program schedule against the components and recommended dosages to identify what you are already doing and determine how to integrate any missing components.



#### 3. BUILD A SCHEDULE

Use the weekly schedule template to create a holistic program schedule.

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### STAFF COMPETENCIES

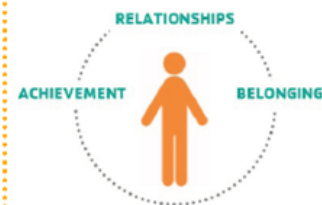
Developing Others  
Quality Results

### FIDELITY

- Curriculum and activities offer a holistic range of subjects that are age appropriate, developmentally appropriate, and incorporate nationally recognized standards of quality.
- Activities reflect the philosophy of the program and promote the development of all youth in the program.

### QUALITY

- The schedule reflects all essential program components at the recommended dosages.
- The schedule is structured, so that youth feel safe and secure, but flexible enough to accommodate the needs of all youth.



# TRANSFORM PROGRAM: AFTERSCHOOL PROGRAM SCHEDULING



| COMPONENT  | DOSAGE                             | DESCRIPTION  |
|--|------------------------------------|--|
| <b>21st-CENTURY SKILLS</b>   | 2 times per week                   | Project-based learning aligned with school-day curriculum that involves teamwork, time management, digital moviemaking, STEM, journalism club, or robotics club  |
| <b>ARTS</b>  | 1 hour per week                    | Projects with clear learning objectives that engage youth in planning, implementation, and debriefing  |
| <b>COLLEGE &amp; CAREER READINESS</b>  | 2 times per month                  | Activities that allow participants to explore career paths and higher education opportunities (e.g., career club, trips to local colleges, etc.)   |
| <b>FAMILY AND PARENT ENGAGEMENT</b>  | A minimum of 1 time every 3 months | Multiple ways for parents and families to engage including monthly events, interactions with staff, and volunteer opportunities  |
| <b>GLOBAL LEARNING &amp; INCLUSION</b>   | 1 hour per week                    | Cultural events and projects that explore diverse perspectives, ideas, beliefs, and customs (e.g., "Who I am" activity or Passport Around the World)   |
| <b>HEALTH &amp; WELLNESS</b> <ul style="list-style-type: none"> <li>Wellness &amp; Nutrition</li> <li>Physical Activity</li> </ul> | 2 times per month                  | Nutrition education and other activities related to well-being aligned with the Y's Healthy Eating and Physical Activity (HEPA) standards (e.g., Food & Fun, yoga, body image, hygiene, dental health) |
|  | 30 minutes daily                   | Indoor or outdoor activities that align with the Y's HEPA standards (e.g., CATCH, Food & Fun, dance, team sports)  |
| <b>ACADEMIC ENRICHMENT</b> <ul style="list-style-type: none"> <li>Homework Help</li> <li>Math or Literacy</li> </ul>               | 30 minutes daily                   | A time for small groups or partners by grade to work on homework in the presence of an adult staff member.   |
|  | 30 minutes daily                   | Broad-based conceptual/cognitive learning that may or may not directly relate to school content beyond homework (e.g., <del>KidzLit/KidzMath</del> , Afterschool Math Plus)                            |
| <b>LEADERSHIP DEVELOPMENT</b>  | 2 times per week                   | Experiences that intentionally allow participants to plan, develop, and lead program components with staff support (e.g., snack choice, activity planning)   |
| <b>SERVICE-LEARNING</b>  | 1 project per quarter              | Projects with clear learning objectives that engage youth in planning, implementation, and debriefing (e.g., community garden)   |

# TRANSFORM PROGRAM: AFTERSCHOOL PROGRAM SCHEDULING

## SCHEDULE REVIEW

Review your current weekly or monthly schedule and planned activities.

Use the program components checklist to the right to identify any components already included in your schedule. To account for schedule elements that cover multiple program components, check off all applicable components covered by that element.

Review the completed checklist; are there any components you don't cover in your program currently? Are there any you need to increase the dosage of based on the recommendations? If so, look for opportunities to incorporate those components in the form of multicomponent activities to avoid over-scheduling youth or overburdening program staff.

**Do you already have an activity that addresses multiple components?**

Share your activities with other Ys by uploading them to the [Afterschool Upgrade Online Community](#) in the "Community Documents" folder on Exchange.

| PROGRAM COMPONENTS CHECKLIST |                   |               |                  |  |                        |                            |
|------------------------------|-------------------|---------------|------------------|--|------------------------|----------------------------|
| DAILY                        | PHYSICAL ACTIVITY | HOMEWORK HELP | MATH OR LITERACY | WEEKLY                                       | 21ST-CENTURY SKILLS    | GLOBAL & INCLUSION         |
| MONDAY                       |                   |               |                  | PER RECOMMENDED WEEKLY DOSAGE                |                        |                            |
| TUESDAY                      |                   |               |                  | MONTHLY                                      | ENRICHMENT             |                            |
| WEDNESDAY                    |                   |               |                  |  | HEALTHY EATING         | COLLEGE & CAREER READINESS |
| THURSDAY                     |                   |               |                  |  | LEADERSHIP DEVELOPMENT | SERVICE-LEARNING           |
| FRIDAY                       |                   |               |                  | PER RECOMMENDED MONTHLY AND QUARTERLY DOSAGE |                        |                            |

## SAMPLE WEEKLY SCHEDULE

This sample weekly schedule shows how components can be layered over typical schedule elements and how components can be combined into a single time slot. Use the template on the following page to create your own schedule.

### ADDITIONAL SCHEDULE FEATURES

- Activities are offered at various times to ensure that youth who arrive later or leave earlier have the same opportunity to experience Afterschool as those who stay the whole time.
- Activities can easily be adapted so that they are developmentally appropriate and accommodate diverse abilities.
- Rhythm and pacing take advantage of the natural ebb and flow of youth's energy throughout the afternoon.

| TIME | MONDAY  | TUESDAY   | WEDNESDAY   | THURSDAY                                | FRIDAY  |
|------|---|---|---|---|---|
| 3:00 | Snack   | Homework Help   | Snack   | Homework Help                           | Snack   |
| 3:30 | Homework Help   | Snack;<br>Name the Grain  | Homework Help   | Snack;<br>Making Indian Lassi Smoothies | Homework Help   |
| 4:00 | Y Cup Field Day:<br>Creating Jerseys<br>– Arts<br>– 21st-Century<br>– Skills Math or Literacy | Math or Literacy<br>Healthy Eating                              | Guest:<br>Tae kwon do Instructor<br>Physical Activity<br>College & Career Readiness | Math or Literacy<br>Global & Inclusion  | Y Cup Field Day<br>Math or Literacy<br>Physical Activity<br>21st-Century Skills<br>Leadership Development |
| 4:30 |   | Physical Activity   |   |   |   |
| 5:00 | Physical Activity   | Haiti Care Packages<br>– Math or Literacy<br>– Service-Learning | Math or Literacy  | Physical Activity                       |   |



# 9 AFTER SCHOOL PROGRAM COMPONENTS



| COMPONENT   | DOSAGE                             | DESCRIPTION  |
|---|------------------------------------|--|
| 21st-CENTURY SKILLS   | 2 times per week                   | Project-based learning aligned with school-day curriculum that involves teamwork, time management, digital moviemaking, STEM, journalism club, or robotics club  |
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| SERVICE-LEARNING  | 1 project per quarter              | Projects with clear learning objectives that engage youth in planning, implementation, and debriefing (e.g., community garden)   |

# YMCA TRAININGS AND RESOURCES

| Training  | Youth Impact Area                         |
|---|---|
| Principles of Youth Development                                     | Achievement<br>Relationships<br>Belonging |
| Introduction to S.A.F.E   | Achievement                               |
| Youth Reflection: Asking Open-ended Questions                       | Relationships                             |
| Youth Choice: Overcoming Barriers                                   | Achievement<br>Belonging                  |
| Youth Affirmations: Distinguishing between Praise and Encouragement | Relationships                             |
| Youth Relationships: Creating Positive Interactions                 | Relationships<br>Belonging                |
| Adding STEM to Youth Programs                                       | Achievement                               |
| Advancing Afterschool   | Achievement<br>Relationships              |
| Afterschool Programing 9 Components                                 | Achievement<br>Relationships<br>Belonging |
| Implementing Healthy Eating and Physical Activity (HEPA) Standards  | Achievement                               |

# THE IMPACT...

- ✓ **Schools and Y Afterschool programs are developing shared goals to support youth**
- ✓ **Y Afterschool sites are aligning with school and home while providing unique development opportunities for youth**
- ✓ **Programming develops youth into leaders who are engaged and taking ownership in ways that positively impact their school and out-of-school time**
- ✓ **Transparency helps develop healthier youth who gain new skills and abilities**



# DESIRED LONG-TERM OUTCOMES

## LONG-TERM OUTCOMES

### Individual

- Youth are more confident, capable leaders
- Youth are recognized as unique, and as such, school-age programming is designed to develop them as individuals

### YMCA

- YMCA Afterschool is recognized as the premier standard in school-age youth development programs

### Community

- Community partnerships and support networks are actively leveraged to create a holistic youth development pathway

### Global

- Youth, families and the YMCA play, learn, and work together as partners

**#BeCauseY**

**WHAT HAMDEN  
PARENTS, STAFF AND  
STUDENTS ARE  
SAYING...**



# TESTIMONIALS

"My son has been going to the Y after school program for two years, and we love it." – Parent

"This is a great program with excellent staff." – Parent

"I love the YMCA. It is more than an afterschool program. It is my go-to child care when there is no school. And where my son has the opportunity to interact and safely play as a kid with other kids." – Parent

"My children used the YMCA afterschool program the entire time they were in elementary school. The programs, staff and the security, I felt couldn't be beat. The YMCA is lifesaving." – Graduated Parent

"I have seen the great job the Hamden Y has done and the connection they have with children." – Parent

"The Hamden Y has been apart of my child's life for 9 years. He attends before and afterschool. He even enjoys camp. He attends the Y year round. The Y has been a positive force in his life. The staff is amazing and personable." – Parent



# THANK YOU!

**Hamden North Haven YMCA  
Before and After School Staff Team**