PROFESSIONAL DEVELOPMENT CATALOGUE

2022–2023

Vermont Afterschool
2022 Virtual Vermont Afterschool Conference

Save the date! We are thrilled to announce the return of the in-person Vermont Afterschool Annual Conference! Our annual conference brings together hundreds of Vermont’s out-of-school time directors, staff, educators, and partners for a full day of learning, networking, and celebrating. This year’s conference will feature a strong lineup of morning and afternoon workshops, a raffle with local prizes, and a special keynote speech from Brooklyn Raney, teacher, coach, and founder of One Trusted Adult.

Date: October 28, 2022

Location: Stoweflake Resort, Stowe

Cost: Early bird registration (before October 1) $125/person for members, $150/person for non-members. After October 1, rates increase to $150/person for members, $175/person for non-members

More information: https://vermontafterschool.org/conference/
Micro-Credentials

A micro-credential is a certification indicating demonstrated competency in a specific skill. Professionals take courses/trainings and develop these skills in certain fields. They promote learning by doing: professionals apply their learnings in practice, collect evidence, and demonstrate their competence.

L.E.A.D. = Leadership, Exploration, And Development

LEAD 1.0 | Leadership and quality in afterschool programs are inseparable; for programs to succeed and become sustainable, they need strong leadership at all levels. This four-part series will provide an advanced level group of afterschool professionals with the tools to hone their strengths and develop new skills to assume greater leadership roles in the future. Specifically designed for experienced directors and site coordinators who are looking for that next level of growth and development. Each session will include a training session, a guest speaker, lunch and time to network.
Date(s): All meetings are in-person from 9:00 AM-1:00 PM.

- October 20, 2022 at our South Burlington office
- January 12, 2023 at our South Burlington office
- March 9, 2023 at our South Burlington office
- May 18, 2023 location TBD

Cost: $0 for 16 hours of professional development hours
Registration: Email Tricia Pawlik to sign up (tricia@vermontafterschool.org)

LEAD 2.0 | Those who wish to earn a Micro-Credential in Leadership can enroll in Year Two, which is project based. Participants will have two in-person meetings and monthly virtual coaching sessions with a designated Vermont Afterschool coach, as well as with a colleague in the LEAD 2.0 program. As part of this program, participants will create and implement a project that will improve the quality of their program and support their growing leadership skills. Each participant will present their project and working portfolio at the end of the course.

Prerequisite: LEAD 1.0

Cost: $0
Registration: Email Tricia Pawlik to inquire (tricia@vermontafterschool.org)
*Those that complete L.E.A.D. 2.0 are eligible for a $250 bonus from the Child Development Division

YOUTH VOICE MICRO-CREDENTIAL COMING SOON!

Helping Them to Lead the Way: A Youth Voice & Leadership Empowerment Micro-Credential

A five-part workshop & speaker series on the knowledge base and skill sets for raising up youth voices and supporting them to create the change they see is needed in their lives, schools, and/or communities. From individual self-advocacy, to empowering community level youth leadership, this series will walk participants through an Empowerment Model for creating youth-led change, while supporting them in creating their own youth leadership development plan.
Best Practices

**BOOT CAMP BASICS**

School-age child care hubs and other afterschool programs are bringing on new staff who need foundational understandings in the Core Competencies. In response to this need, we are offering the FREE Boot Camp Basics virtual training series with 13.5 hours of skill-building workshops to help programs in their orientation of new staff. If you have any questions, please contact Becky Wilcke at becky@vermontafterschool.org.

1. **Active Learning and Incorporating Youth Voice | September 14, 2022 (5:30 PM -7:00 PM)**

   Active learning and youth voice involve much more than giving out some materials and listening respectively. In this workshop we’ll cover active learning by explaining the role it plays in the experiential learning cycle and helping participants create more powerful learning opportunities for youth. And we’ll also cover youth voice by building your understanding of what youth voice can be and also showing you how you can infuse it into every aspect of your program and organization.

2. **Vital Connections for SEL | September 22, 2022 (5:30 PM -7:00 PM)**

   Relationship is the foundation for all we do with children. It’s via our connection that we can nurture children in their development over time and care for them today. Just as we support children’s intellectual and physical growth, children also need support for their social and emotional growth. This workshop describes the vital relationship at the center of childcare and the most essential daily SEL support.

3. **Strengthening Relationships with Families and Your Community | September 27, 2022 (5:30 PM -7:00 PM)**

   In this workshop we will discuss and learn about the importance of relationships with families and the community. We will also explore the benefits of strengthening those connections in order to enhance program quality. Participants will learn strategies on how to communicate with, and support the families of the children in their program. Participants will also leave with strategies on how to use available resources to benefit the program, the families, and the community.

4. **Supporting All Youth | October 4, 2022 (5:30 PM -7:00 PM)**

   Afterschool and third-space programs play a vital role in promoting positive youth development. However, youth in our community face any number of challenges in accessing quality afterschool and third space programming. Thus, programs need to be inclusive, welcoming, and accessible for all youth to encourage youth participation. Supporting All Youth is a 1.5-hour workshop for the new and beginner-level staff to discuss diversity, equity, inclusion, and belonging in afterschool and third-space programs.

5. **Professionalism/Building Your IPDP | October 12, 2022 (5:30 PM -7:00 PM)**

   This workshop will highlight the importance of being professional in a school age child care setting. Participants will learn tips on maintaining professional boundaries, as well as master how to create a professional Individual Professional Development Plan.

6. **Basic Specialized Care | November 10, 2022 (10:00 AM - 4:00 PM)**

   Basic Specialized Care (BSC) is a 6-hour training designed for child care professionals working in regulated child care programs or schools, with children who are at risk or have special needs, and their families.

**Cost: FREE**

**Location:** Virtual, except Basic Specialized Care will be held at the VTA office in So. Burlington

**Registration:** https://vermontafterschool.org/bootcampbasics/
IN-PERSON and VIRTUAL STAFF TRAININGS

We offer interactive learning experiences for staff working in afterschool, summer, and third space programs. These trainings, typically 1-2 hours in length, are facilitated by trainers with significant expertise in their topic areas and can be scheduled at a time that is convenient for your staff. From brand new direct service staff to seasoned staff members to site and program directors, there are a range of trainings that will benefit a variety of audiences. All trainings are available virtually. Please note that we require a minimum of 10 participants for each workshop.

Popular training topics:

- Child Development
- Social-Emotional Learning (SEL)
- Staffing and Supervision
- Science, Technology, Engineering, and Math (STEM)
- Trauma-Informed Practices
- Transformative SEL
- Youth Voice and Leadership
- STRONG: Strengthening Families Protective Factor Framework

The workshops in the Youth Program Quality Intervention (YPQI) series are interactive and hands-on courses designed to provide participants with practical skills that are geared to improve the quality of interactions with youth. The workshops are aligned with the items of the YPQI tool but are appropriate to any afterschool program looking to boost quality efforts.

YPQI trainings:

- Active Learning
- Ask, Listen, Encourage
- Building Community
- Cooperative Learning
- Homework Help
- Planning and Reflection
- Planning with Data
- Reframing Conflict
- SEL PQA Basics
- Structure and Clear Limit
- Voice and Choice

Dates: Schedule at your convenience

**Location: Online or In-person**

Cost: $200+ per two-hour training, plus mileage and materials; partial scholarships available for licensed programs through the Child Development Division

Registration: Please contact Becky Wilcke at becky@vermontafterschool.org for more information.
The following Social Emotional Learning (SEL) Methods workshops have been developed to help adults improve their practice in supporting social, emotional, and cognitive development in their programs.

Please note, programs will need to commit to the full strand of either Cognitive, Emotional, or Social. These are three workshops for each strand for a total of 7 hours of training. There is a minimum requirement of 15 participants for each strand.

**Cognitive Development Strand:**
Foundations and Self-Awareness of Cognitive Development
Engaging Youth in Supported Struggle
Facilitating Problem Solving

**Emotional Development Strand:**
Foundations and Self-Awareness of Emotional Development
Emotion Coaching
Cultivating Empathy

**Social Development Strand:**
Foundations and Self-Awareness of Social Development
Fostering Teamwork
Promoting Responsibility and Leadership

Please contact Tricia Pawlik (tricia@vermontafterschool.org) for more information.
Youth Resilience Trainings

**COACHING BEYOND WINNING: SEL IN ACTION**

This workshop will focus on positive youth development in third space settings such as sports teams and afterschool activities. Topics include adolescent brain development, social emotional learning, resilience, and protective factors for primary prevention efforts.

Dates:

- October 19, 2022  (1:00 PM - 3:00 PM)
- January 17, 2023  (4:00 PM - 6:00 PM)
- February 15, 2023  (10:00 AM - 12:00 PM)
- March 23, 2023    (3:00 PM - 5:00 PM)
- May 23, 2023      (1:00 PM - 3:00 PM)

Location: Virtual  
Cost: FREE  
Registration: Email Becky Wilcke (becky@vermontafterschool.org) to register.

**CREATING A CULTURE OF YOUTH VOICE**

Youth voice is increasingly becoming a buzzword, but what does it really mean? This workshop will help you build your understanding of what youth voice is and can be. It will also show you how you can infuse it into every aspect of your program and every level of your organization. Participants will leave with a better understanding of what programming that encourages youth voice looks like and how they can best promote it every day.

Dates:

- September 28, 2022  (3:00 PM - 5:00 PM)
- October 26, 2022    (1:00 PM - 3:00 PM)

Location: Virtual  
Cost: FREE  
Registration: Email Becky Wilcke (becky@vermontafterschool.org) to register.
RESILIENCE AND YOUTH WELLNESS

This workshop provides an opportunity to learn more about the protective factors of youth and what it means to be resilient. We will address strategies to increase protective factors of youth, essential building blocks of resilience, and common signs of substance misuse in youth as well as resources to address substance misuse and youth mental health.

Dates:
- October 13, 2022 (4:30 PM - 6:30 PM)
- January 12, 2023 (1:00 PM - 3:00 PM)
- March 16, 2023 (3:00 PM - 5:00 PM)
- April 20, 2023 (1:00 PM - 3:00 PM)

Location: Virtual
Cost: FREE
Registration: Email Becky Wilcke (becky@vermontafterschool.org) to register.

YOUTH MENTAL HEALTH FIRST AID

Youth Mental Health First Aid USA teaches you how to identify, understand, and respond to signs of mental illness and substance use disorders in youth. This training gives adults who work with youth the skills they need to reach out and provide initial support to children and adolescents (ages 12-18) who may be developing a mental health or substance use problem and help connect them to the appropriate care. This training includes 2 hours of required pre-work and 5 hours of instructor-led content.

Dates:
- October 11, 2022
- February 9, 2023
- April 11, 2023
- May 18, 2023

Times: All workshops are 9:00 AM - 3:00 PM
Location: Virtual
Cost: $30/individual
Registration: Email Becky Wilcke (becky@vermontafterschool.org) to register.

YOUTH THRIVE

Youth Thrive is an evidence-informed framework for approaching our work with youth ages 9-24. Instead of a sole focus on limiting risk factors or maintaining a problem-free environment, Youth Thrive teaches youth work professionals and parents to recognize, support, and build on protective and promotive factors. Based in strengths-based and positive psychology, this approach can be used in any setting where youth and their families are served.

Dates: *Must attend both dates.
- Fall: November 3, 2022 (10-4 p.m.) AND November 10, 2022 (10-4 p.m.)
  Location: Aldrich Library, Barre (Milne Room)
- Spring: March 2, 2023 (10-4 p.m.) AND March 9, 2023 (10-4 p.m.)
  Location: TBD

Cost: FREE
Registration: Email Becky Wilcke to register (becky@vermontafterschool.org)
Career Pathways

AFTERSCHOOL ESSENTIALS

Afterschool Essentials is an accelerated half-year program that Vermont Afterschool offers FREE for staff working in licensed afterschool and child care programs. It is designed to meet the needs of the professional with limited experience in the afterschool setting. This program covers a full range of topics, including school-age child development, program development, health and safety issues, and partnerships with families, inclusion and cultural diversity.

For Fall 2022, the program content will include three meetings with the cohort, 11 online learning modules with the Youth Development Institute, self-study, and consultation with a coach.

NOTE: Those who complete the full course will also be eligible for the Afterschool Foundations Certificate and a $100 bonus from CDD.

Dates:
- October 13, 2022 (9 a.m. - 12 p.m.) | Zoom (link provided once registered)
- November 10, 2022 (10 a.m. - 4 p.m.) | Basic Specialized Care Training | In-person in South Burlington
- December 8, 2022 (10 a.m. - 12 p.m.) | Zoom (link provided once registered)

Cost: FREE for staff working in licensed afterschool and child care programs
Registration: Email Tricia Pawlik to sign up (tricia@vermontafterschool.org)

ONLINE COLLEGE COURSES

Vermont Afterschool partners with the Child Development Division (CDD) to offer FREE 3-credit, online courses for afterschool professionals through the Community College of Vermont (CCV). This is a tuition-free opportunity for those who are currently working in a licensed afterschool and child care program.

FALL 2022: Introduction to Afterschool Education (EDU 1320)

SPRING 2023: Afterschool Education & Development of the School-Age Child (EDU 2065)

Dates: Follows CCV semester schedule; meets online weekly
Cost: FREE for staff working in licensed programs; limited to 15 participants
Location: Online
Registration: Email Tricia Pawlik to sign up (tricia@vermontafterschool.org)
CERTIFICATES AND CREDENTIALS

---> Interested in furthering your career?
---> Want to receive recognition for your skills and training?
---> Need to fulfill education requirements for the afterschool licensing regulations?

AFTERSCHOOL AND YOUTH WORK CERTIFICATE

Offered by the Community College of Vermont (CCV), the Afterschool and Youth Work Certificate will provide students with essential skills to develop, support, and administer high-quality afterschool and youth programs for young people ages 5-18. Emphasis is on developing programs that use youth voice, active learning, planning and reflection, and supporting effective collaboration with families and community partners. The coursework can be completed fully online for a total of 24 credits.

Learn more: www.vermontafterschool.org/professionals/youth-work-certificate
Contact: Tricia if you have further questions (tricia@vermontafterschool.org)

Vermont Afterschool Foundations Certificate

Designed to support and recognize the professional development of Vermont’s entry-level afterschool professionals during the first two years of employment.

Vermont Afterschool Professional Credential

The Credential is a way to formally recognize the professional competency and accomplishments of afterschool professionals who demonstrate a depth of experience and training.

The Certificate and Credential are connected to the Vermont Core Competencies for Afterschool Professionals. The application process for the Credential requires applicants to document learning in each of the following five core knowledge areas:

• Child and youth development
• Families and communities
• Curriculum and learning environment
• Healthy and safe environments
• Professionalism and program organization

Date: Applications reviewed on a rolling basis
Cost: A small fee for each application with a bonus offered to awardees who qualify
Registration: www.vermontafterschool.org/professionals/certificates-credentials/
Contact: Tricia if you have further questions (tricia@vermontafterschool.org)
Program Support

COMMUNITIES OF PRACTICE

In recognizing that we have so much to learn from each other, we offer different types of community of practice as a way for staff to come together and reflect on how they can improve personal and program practices. Learning comes from facilitated discussions with each other.

Vermont Youth Center Alliance (VYCA)

The Vermont Youth Center Alliance (VYCA) serves as a meeting place for professionals working in youth centers who can often feel isolated in their work and even within their communities. The mission of VYCA is to promote the healthy development of Vermont youth and advocate as a cohesive group in order to advance the mutual concerns of Vermont youth centers. Email Matt for more information (matt@vermontafterschool.org).

Youth Voice Community of Practice

This group is for people who want to explore what it means to include young people in decision-making, how to engage youth as leaders, as well as how to form and support youth councils for out-of-school time programs. Email Matt for more information (matt@vermontafterschool.org).
CUSTOMIZED COACHING

At Vermont Afterschool, we understand that every program has different needs and challenges. We offer customized coaching and support to meet these unique needs. If you need assistance with any of these topics please call today to set up your program-specific coaching session. We have experienced professionals who can work with you and your program to increase quality and give you proven strategies that work.

Topics include:

- How to Improve Your STARS
- Licensing Regulations
- Youth Program Quality Intervention (YPQI)
- Sustainability
- Starting a New Program
- Youth Voice
- Staffing and Supervision
- Other Options According to Your Needs!

Transformative SEL

- Dates: Ongoing
- Cost: $60/hour; $50/hour for Vermont Afterschool members. Licensed programs receive a free or reduced rate, depending on the scope of the coaching.
- Email: info@vermontafterschool.org

LINKING ENGINEERING TO LIFE

Thanks to the support of STEM Next, Vermont Afterschool has developed Linking Engineering to Life, which is specifically aimed at girls and non-binary youth who have historically been underrepresented in STEM fields as part of the Million Girls Moonshot initiative.

LEL works to eliminate barriers of participation by recruiting diverse youth and training afterschool program leaders on how best to include youth from a spectrum of economic, geographic, racial, and gender identities. Middle school girls and non-binary students have access to an exciting hands-on curriculum, including all materials and activities, as well as college-aged mentors who are currently studying a STEM topic. LEL is offered as a BASICS engineering course in the fall and a BIOMEDICAL engineering course in the spring. Biomedical focuses on biomedical engineering, with activities such as creating a prosthetic device for your leg and improving bandages. There are no prerequisites to sign up for this, you just need to have middle school girls or non-binary youth.

Dates: There will be a two-hour training the week of January 23, 2023 and the program will start the week of January 30th, lasting for 10 weeks.
Registration: Contact Katie O’Shea (katie@vermontafterschool.org) for more information.
Resources

Northern Lights at CCV | https://northernlightsccv.org/
Vermont Child Care Licensing Regulations | https://dcf.vermont.gov/cdd/laws-regs
Vermont Child Development Division | https://dcf.vermont.gov/cdd
National AfterSchool Association | https://naaweb.org/
Afterschool Alliance | http://afterschoolalliance.org/
Hunger Free Vermont Snacks & Meals | https://www.hungerfreevt.org/out-of-school-time-meals-1

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