



# PROFESSIONAL DEVELOPMENT CATALOGUE

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2023–2024 (Updated 1/8/24)



Vermont  
**Afterschool**



# Field Forums

Vermont Afterschool regularly hosts field forums on different topics relating to out-of-school time providers and professionals including health, safety guidance, funding, advocacy, and more.

1. **Supporting LGBTQ+ Youth** | Tuesday, January 9, 2024 (6:00–7:30 PM) | Virtual
2. **Breaking STEM Stereotypes** | Thursday, February 8, 2024 (12:00 PM–1:30 PM) | Virtual
3. **Connecting Children with Food Access Resources and Meal Programming in Third Space Programs** | Tuesday, March 5, 2024 (5:30–7:00 PM) | Virtual
4. **Disaster Preparedness** | Date and Time TBD | Virtual

**Cost:** FREE

**Registration:** Registration links are available through Vermont Afterschool's Event Calendar ([vermontafterschool.org/calendar/](https://vermontafterschool.org/calendar/)).



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## 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 (with a maximum of 40 participants).**

Popular training topics:

**Child Development**

**College and Career Readiness**

**Culturally Responsive Practices for Afterschool Programs**

**Equity and Inclusion Practices for Afterschool Staff**

**Group Dynamics and the Team Building Process**

**Social-Emotional Learning (SEL)**

**Staffing and Supervision**

**STEM: Science, Technology, Engineering, and Math**

**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 with Data**

**Planning and Reflection**

**Reframing Conflict**

**SEL PQA Basics**

**Structure and Clear Limit**

**Voice and Choice**

**Dates:** Schedule at your convenience

**Location:** Virtual or in-person

**Cost:** \$240+ per two-hour training, plus mileage and materials; partial scholarships available for licensed programs through the Child Development Division

**For more information:** Contact Becka Wilcke ([becka@vermontafterschool.org](mailto:becka@vermontafterschool.org)).

## SOCIAL-EMOTIONAL LEARNING METHODS

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. Each strand consists of three workshops for a total of 7 hours of training. **There is a minimum requirement of 10 participants for each strand (with a maximum of 40 participants).**

### Cognitive Development Strand:

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

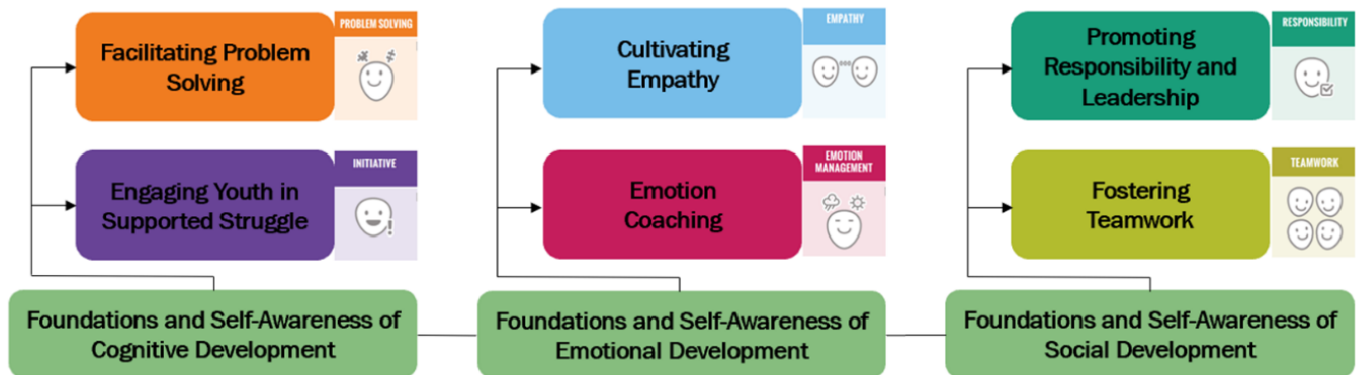
### Emotional Development Strand:

- 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

**For more information:** Contact Becka Wilcke ([becka@vermontafterschool.org](mailto:becka@vermontafterschool.org)).



Essentials of an SEL Framework





# 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.

Contact Becka Wilcke ([becka@vermontafterschool.org](mailto:becka@vermontafterschool.org)) for more information and to inquire about scheduling for your community or program.

## 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.

**Date:**

- Thursday, February 8, 2024 (1:00 PM–3:00 PM) | Virtual

**Cost:** FREE

**Registration:** Registration link is available through Vermont Afterschool's Event Calendar ([vermontafterschool.org/calendar/](https://vermontafterschool.org/calendar/)).

## REDEFINING RESILIENCE

This two-hour workshop provides an introduction to N.E.A.R (Neuroscience, Epigenetics, Adverse Childhood Experiences (ACEs), and Resilience) research. Knowledge of these elements empowers us to shift dynamics in our community to prevent high ACE scores, build connection, and foster resilience. After the introductory workshop, participants can sign up to meet once in a month to deepen the understanding of resilience development and factors affecting it.

**Date:**

- Wednesday, March 13, 2024 (3:00 PM–5:00 PM) | Virtual

**Cost:** FREE

**Registration:** Registration link is available through Vermont Afterschool's Event Calendar ([vermontafterschool.org/calendar/](https://vermontafterschool.org/calendar/)).

## 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.

Contact Becka Wilcke ([becka@vermontafterschool.org](mailto:becka@vermontafterschool.org)) for more information and to inquire about scheduling for your community or program.

## 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.

**Date:**

- Tuesday, April 2, 2024 (9:00 AM–3:00 PM) | Virtual

**Cost:** \$30/individual

**Registration:** Registration link is available through Vermont Afterschool's Event Calendar ([vermontafterschool.org/calendar/](https://vermontafterschool.org/calendar/)).

## 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.

- Spring: Thursday, April 4, 2024 (10:00 AM–4:00 PM) **and** Thursday, April 18 (10:00 AM–4:00 PM) | Location: Steele Community Room, 28 North Main Street, Waterbury, VT

**Cost:** FREE

**Registration:** Registration link is available through Vermont Afterschool's Event Calendar ([vermontafterschool.org/calendar/](https://vermontafterschool.org/calendar/)).



# 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 Spring 2024, 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.

### **Spring Dates:**

- March date TBD (9:00 AM–12:00 PM) | Virtual
- Wednesday, April 17, 2024 (10:00 AM–4:00 PM) | Basic Specialized Care Training | Virtual
- Wednesday, May 15, 2024 (9:00 AM–12:00 PM) | Virtual

**Fall Dates:** TBD

**Cost:** FREE for staff working in licensed afterschool and child care programs

**Registration:** Contact Ben Ardel (Ben@vermontafterschool.org) to register.

## 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 2023:** Introduction to Afterschool Education (EDU 1320)

**SPRING 2024:** 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:** Virtual

**Registration:** Contact Tricia Pawlik (tricia@vermontafterschool.org) to register.



## 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.

**More information:** [www.vermontafterschool.org/professionals/youth-work-certificate](http://www.vermontafterschool.org/professionals/youth-work-certificate). Contact Tricia Pawlik ([tricia@vermontafterschool.org](mailto:tricia@vermontafterschool.org)) if you have further questions.

### 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 10 core knowledge areas:

1. Child/youth growth and development
2. Learning environments and curriculum
3. Child/youth observation and assessment
4. Relationships and interactions with children and youth
5. Youth engagement, voice, and choice
6. Equity and inclusion
7. Family, school, and community relationships
8. Safety and wellness
9. Program planning and development
10. Professional development and leadership



**Date:** Applications reviewed on a rolling basis

**Cost:** A small fee for each application with a bonus offered to awardees who qualify

**Registration:** [vermontafterschool.org/professionals/certificates-credentials/](http://vermontafterschool.org/professionals/certificates-credentials/)

**More information:** Contact Tricia Pawlik ([tricia@vermontafterschool.org](mailto:tricia@vermontafterschool.org)) if you have further questions.



# 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.

**More information:** Contact Matt Wolf ([matt@vermontafterschool.org](mailto:matt@vermontafterschool.org)) for more information.

### 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.

**More information:** Contact Matt Wolf ([matt@vermontafterschool.org](mailto:matt@vermontafterschool.org)) for more information.

## 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 contact us 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

Youth Program Quality Intervention (YPQI)

Starting a New Program

Staffing and Supervision

Transformative SEL

Licensing Regulations

Sustainability

Youth Voice

Other Options According to Your Needs!

**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.

**More information:** Contact Vermont Afterschool ([info@vermontafterschool.org](mailto:info@vermontafterschool.org)) for more information.

## 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 LEL but you do need to have middle school girls or non-binary youth.

### **Dates:**

BIOMEDICAL: There will be a training the week of January 22, 2024. The program will start the week of January 29, 2024 and last for 10 weeks.

BASICS: There will be a training the week of September 16, 2024. The program will start the week of September 23, 2024 and last for 10 weeks.

**Cost:** Thanks to the support of STEM Next, LEL is FREE.

**Registration:** Contact Katie O'Shea ([katie@vermontafterschool.org](mailto:katie@vermontafterschool.org)) for more information.

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## Resources

Northern Lights at CCV | [northernlightssccv.org/](https://northernlightssccv.org/)

Vermont Child Care Licensing Regulations | [dcf.vermont.gov/cdd/laws-regs/](https://dcf.vermont.gov/cdd/laws-regs/)

Vermont Child Development Division | [dcf.vermont.gov/cdd/](https://dcf.vermont.gov/cdd/)

Agency of Education | [education.vermont.gov/](https://education.vermont.gov/)

National AfterSchool Association | [naaweb.org/](https://naaweb.org/)

Afterschool Alliance | [afterschoolalliance.org/](https://afterschoolalliance.org/)

Hunger Free Vermont Snacks & Meals | [hungerfreevt.org/getfoodhelp/](https://hungerfreevt.org/getfoodhelp/)

**We are grateful to the following funders for their support of our professional development in FY2024**

**Charles Stewart Mott Foundation • STEM Next Opportunity Fund • Vermont Agency of Education • Vermont Child Development Division • Vermont Department of Health**