



PROFESSIONAL DEVELOPMENT CATALOGUE

2024–2025



Vermont
Afterschool

ELEVATE

Uplifting Vermont Through Afterschool



VERMONT AFTERSCHOOL CONFERENCE

Oct. 24th & 25th, 2024

Sugarbush Resort

2024 Vermont Afterschool Annual Conference

Vermont Afterschool's 15th Annual Conference returns for another 2-day affair! **Thursday will feature a half-day, professional development deep-dive with Amy Brady from StandUP and the Flourish Lab entitled “Empowering Environments: The Antithesis to Behavior Management.”** *(All out-of-school-time professionals—especially directors and site coordinators—are encouraged to attend this half-day workshop, though space will be limited.)*

Friday will once again bring together over 200 of Vermont's out-of-school time directors, staff, educators, and partners for a full day of learning, a keynote from Tyler Kearns from the St. Louis Clayton Kid Zone, networking, and celebration of the important work you do for Vermont's children, youth, and families.

Dates: October 24 (12:45 PM–5:00 PM) and October 25 (8:00 AM–5:00 PM)

Location: Sugarbush Resort, Warren, VT

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

Registration: vermontafterschool.org/conference/

Field Forums

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

1. Using the OST Job Quality Standards to Address Recruitment and Retention Challenges | October 30, 2024 (6:00–7:30 PM)

2. Supporting Children in Afterschool Who Have School Day Behavior Intervention | January 2025 (Date/Time TBD)

3. Talking to Children About Difficult Topics (i.e., natural disasters) | March 2025 (Date/Time TBD)

4. Summer Safety | May 2025 (Date/Time TBD)

Cost: FREE

Registration: Registration available through Vermont Afterschool calendar (vermontafterschool.org/calendar/)



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)

L.E.A.D. 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.

Dates:

- Tuesday, November 5, 2024 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Wednesday, January 8, 2025 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Wednesday, March 5, 2025 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Wednesday, May 14, 2024 (9:00 AM–1:00 PM) | in-person at our South Burlington office

Cost: FREE for 16 hours of professional development

Registration: vermontafterschool.org/LEAD/

L.E.A.D. 2.0: This program is designed for those who have completed LEAD 1.0 and who are interested in continuing to further develop their skills and collaborations with other like-minded leaders in the afterschool field. Participants will participate in 5 in-person meetings, and virtual coaching sessions with a designated Vermont Afterschool coach as needed. 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.

Dates:

- Tuesday, November 5, 2024 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Wednesday, January 8, 2025 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Wednesday, March 5, 2025 (10:00 AM–1:00 PM) | in-person at our South Burlington office
- Thursday, April 17, 2025 (9:00 AM–11:00 AM) | in-person at our South Burlington office
- Wednesday, May 14, 2024 (9:00 AM–1:00 PM) | in-person at our South Burlington office

Prerequisite: LEAD 1.0

Cost: FREE*

Registration: vermontafterschool.org/LEAD/

*Participants who successfully complete L.E.A.D. 1.0 and 2.0 are **eligible to receive a \$1,600 bonus**.

HELPING THEM TO LEAD THE WAY

Do you want to support a group of youth to create change in their lives? Helping Them to Lead the Way is a five-part workshop 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.

This series will provide participants with knowledge of adolescent development, leadership, and relationship content relevant to each phase of the empowerment model, and will present key principles and activities of youth empowerment, while supporting participants to develop their own youth leadership goal and accompanying plan to achieve that goal. Culminating in the presentation of participants' youth empowerment project plans and the design of an evaluation of their effectiveness from the youths' perspective, this series provides the content and experiences for developing and planning a youth-led change initiative in partnership with youth and empowering their leadership development as change-makers.

1. Micro-credential course overview, Introduction to the Awareness Phase and the Power of Relationships | Friday, January 10, 2025 (10:00 AM–4:00 PM) | in-person location TBD*

2. The Visioning Phase, Leadership Practices and Youth Voice Frameworks | Date/Time TBD (by the group) | 2-hour Virtual

3. The Transformation Phase, Supporting Leadership Development and Creating Change | Date/Time TBD (by the group) | 2-hour Virtual

4. The Growth Phase, Laying the Groundwork and Preparing the Adults for Youth-Led Change | Date/Time TBD (by the group) | 2-hour Virtual

5. Project Presentations, Peer Evaluation, Reflection, and Celebration | TBD (10:00 AM–2:00 PM) | in-person location TBD*

*We will do our best to find locations for the in-person sessions that are centralized to registrants' locations.

Cost: FREE

Registration: Registration available until November 15, 2024 through Vermont Afterschool calendar (vermontafterschool.org/calendar/)

FOUNDATIONS AND APPLICATIONS OF SEL

Social-Emotional Learning (SEL) has taken schools, communities, and parents/caregivers by storm over the past few years with great reason: SEL supports academic achievement, improves student well-being, builds skills that are key to future readiness, and improves school climate and safety. This is a 5-part, 18-hour professional development series for anyone who works with young people within schools, communities, and third spaces who is seeking a more expansive lens of each SEL core competency and a greater understanding of how to apply these principles to their own work.

Learning Objectives:

- Understand and effectively apply the five core competencies of social emotional learning identified by the Collaborative for Academic and Social Emotional Learning (CASEL).
- Practice peer facilitation and connect each of the five core competencies to key settings in your community
- Develop a deeper understanding of how to apply SEL principles to your own work through a self-guided project-based learning experience

Each session includes a deep dive into that session's key setting within CASEL's SEL framework, lesson co-facilitation with program participants, small and large group discussions, time for snacks and break, guest speakers, SEL openers and closers, and built-in opportunities for personal reflection.

Cost: FREE

Registration: Registration available through Vermont Afterschool calendar (vermontafterschool.org/calendar/)



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:

Building Community and Belonging in Your Space

Child Development

Career Exploration

Creating a Culture of Youth Voice

Culturally Responsive Practices for Afterschool Programs

Discovering Your Leadership Style

Equity and Inclusive Practices for Afterschool Staff

Promoting Equity and Antiracism in Your Afterschool Program Through Engaging Activities

Redefining Resilience

Social-Emotional Learning (SEL)

Staffing and Supervision

STEM: Science, Technology, Engineering, and Math

Strengthening Relationships with Families

STRONG: Strengthening Families Protective Factor Framework

Trauma-Informed Practices

Transformative SEL

Youth Voice and Leadership

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

Registration: vermontafterschool.org/workshops/

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

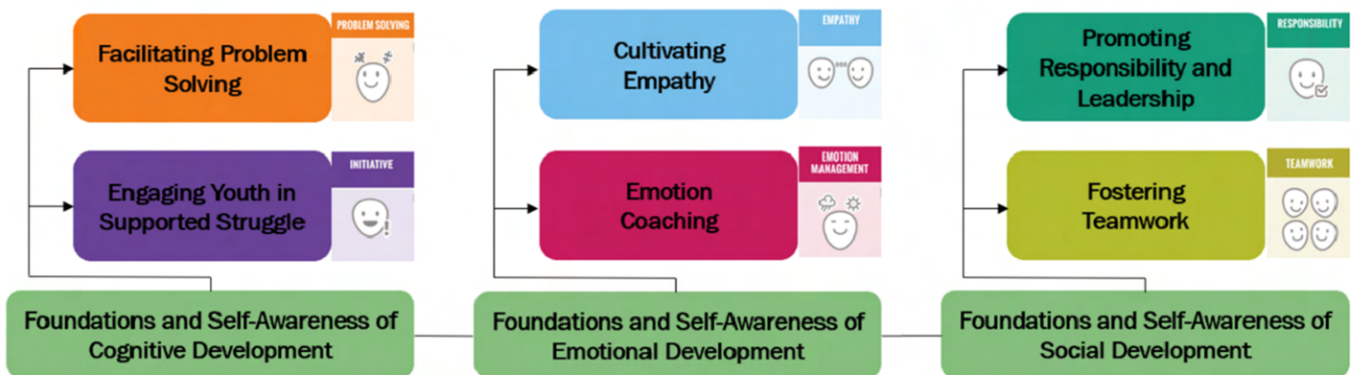
Emotional Development Strand:

- 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

Registration: vermontafterschool.org/SEL-methods/



Youth Resilience Trainings

BASIC SPECIALIZED CARE

This six-hour introductory training for early childhood and afterschool professionals who serve vulnerable children and their families in regulated child care and afterschool settings is one of the requirements to become a Specialized Care Provider in Vermont. Topics covered include caregiving together with families; child abuse, neglect, and trauma; understanding differences in development; and understanding children's behavior.

Dates:

- Wednesday, November 13, 2024 (10:00 AM–4:00 PM) | in-person at our South Burlington office
- Wednesday, April 16, 2025 (10:00 AM–4:00 PM) | in-person at our South Burlington office

Cost: FREE

Registration: Registration available through Vermont Afterschool calendar (vermontafterschool.org/calendar/)

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, December 10, 2024 (9:00 AM–3:00 PM) | Virtual
- Tuesday, March 11, 2025 (9:00 AM–3:00 PM) | Virtual

Cost: \$30/individual

Registration: Registration available through Vermont Afterschool calendar (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 families are served.

Dates: *Must attend both dates.

- Wednesday, November 6, 2024 **and** Wednesday, November 13, 2024 (10:00 AM–4:00 PM) | in-person at Steele Community Room in Waterbury Town Offices
- Tuesday, March 11, 2025 **and** Wednesday, March 18, 2025 (10:00 AM–4:00 PM) | Location: TBD

Cost: FREE

Registration: Registration available through Vermont Afterschool calendar (vermontafterschool.org/calendar/)

YOUTH THRIVE 4 YOUTH

Developed by the Center for the Study of Social Policy, Youth Thrive is a Framework and a national initiative that promotes improvements in youth-serving systems and better access to supports, resources, and opportunities for all young people to thrive. The Framework is based on a review of research on adolescent development, brain science, trauma, resilience, and healing. At the heart of the Youth Thrive Framework are five protective and promotive factors that are key to well-being for all youth (age 9–26) as they grow into young adults. This 8-hour training (2 hours virtual, 6 hours in person) is available for a cohort of youth in your program ages 14–22 who are invested in understanding what they and their peers are going through during adolescence and learning how to promote their own healing, health, and well-being.

More Information: For more information and to inquire about scheduling for your program, contact Marla Goldstein (marla@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 2024, the program content will include five 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 **\$300 bonus from CDD**.

Fall Dates:

- Tuesday, October 1, 2024 (9:00 AM–12:00 PM) | Virtual
- Tuesday, October 22, 2024 (9:00 AM–11:00 AM) | Culturally Responsive Practices for Afterschool Programs | Virtual
- Wednesday, November 13, 2024 (10:00 AM–4:00 PM) | Basic Specialized Care | in-person at our South Burlington office
- Monday, December 2, 2024 (10:00 AM–12:00 PM) | Virtual
- Monday, December 16, 2024 (10:00 AM–12:00 PM) | Virtual

Spring 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 2024: Introduction to Afterschool Education (EDU 1320)

SPRING 2025: Afterschool Education & Development of the School-Age Child (EDU 2065)
Social-Emotional Development in Children Ages 5–18 (EDU 2145)

Dates: Follows CCV semester schedule; meets online weekly

Cost: FREE for staff working in licensed programs; limited to 15 participants

Location: Virtual

Registration: Contact Ben Ardel (ben@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. **The 3 FREE online CCV courses listed on p. 11 can be applied to this Certificate.**

Participants who successfully complete the Certificate are **eligible to receive a \$1,000 bonus.**

More information: www.vermontafterschool.org/professionals/youth-work-certificate. Contact Ben Ardel (ben@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 Observations 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.

Participants who successfully complete the Credential are **eligible to receive a \$1,200 bonus.**

Registration: vermontafterschool.org/professionals/certificates-credentials/

More information: Contact Ben Ardel (ben@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) 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

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) 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. Elementary and 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 BIOMEDICAL is offered in the fall and focus on biomedical engineering, with activities such as creating a prosthetic device for your leg and improving bandages. LEL BASICS is an on-demand curriculum that can be used at any time. There are no prerequisites to sign up for LEL but you do need to have upper elementary and/or middle school girls or non-binary youth in your program.

Dates:

- 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: vermontafterschool.org/LEL/

READY, STEM, GO CONFERENCE

Every year, a national alliance of afterschool networks partner to host a two-day virtual conference, shining a spotlight on resources, strategies and inspiration to boost out-of-school time (OST) STEM programming. This FREE virtual conference provides opportunities for OST professionals to network with peers from across the country, engage with speakers committed to supporting others in designing enriching STEM activities beyond the classroom, and ignite excitement to help youth explore STEM and all the ways it can inspire and set their lives up for success. Check out sessions recorded from last year's conference at: bit.ly/ReadyStemGo2024

Dates: March 2025 (dates/times TBD)

Cost: FREE

Registration: Contact Katie O'Shea (katie@vermontafterschool.org) to be notified when registration opens.



Resources

Northern Lights at CCV | northernlightssccv.org/
Vermont Child Care Licensing Regulations | dcf.vermont.gov/cdd/laws-regs/
Vermont Child Development Division | dcf.vermont.gov/cdd/
Agency of Education | education.vermont.gov/
National AfterSchool Association | naaweb.org/
Afterschool Alliance | afterschoolalliance.org/
Hunger Free Vermont Snacks & Meals | hungerfreevt.org/getfoodhelp/



We are grateful to the following funders for their support of our professional development in FY2025

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

LET'S KEEP IN TOUCH.

VERMONTAFTERSCHOOL.ORG



150 Kennedy Drive
South Burlington, VT 05403
info@vermontafterschool.org
802-448-3464