INTRODUCING THE SUPERVISOR’S PYD TOOLKIT

JUTTA DOTTERWEICH, ACT FOR YOUTH

JUNE 1, 2021
Jutta Dotterweich
Director of Training
ACT for Youth Center for Community Action
Cornell University
www.actforyouth.net

Contact Info
jd81@cornell.edu
OBJECTIVES

Why a Supervisor’s PYD Toolkit?

Applying PYD to youth programs and organizations

Tour of the toolkit
POLL

When you hear the words “positive youth development”, what are you thinking of?

A. Child and adolescent development
B. Youth services or programming
C. A philosophy/approach on how to work with young people
PYD HISTORY IN NEW YORK STATE

NYS Advancing Youth Development Partnership 1998 - 2012

Act for Youth 2000 - now
New PYD Curriculum 2015
PYD Online Courses 2016
Creating Inclusive Program Environments 2020
HOW CAN I EMPOWER YOUTH WHEN I DON’T FEEL EMPOWERED?

Youth Worker/ Youth Program Staff
KEY TAKEAWAYS

- Educating frontline staff does not establish a youth development approach in an agency
- Training alone is not sufficient to integrate and sustain a youth development approach
- Youth empowerment requires staff empowerment
Edgar Schein’s Concept of Organizational Culture

**Artifacts**—Visible, tangible expressions (where people park, who gets what offices, doors open or closed, décor, dress code...)

**Espoused Values**—What the organization tells the world (and itself) it believes in and stands for.

**Values in Use**—What the organization follows and enacts in its actual practices and decision-making.

**Basic Assumptions**—The taken-for-granted “way we do things around here” that are not normally brought to consciousness, let alone questioned, and which guide and shape the way the organization organizes itself.

(Robert Rich, 2008)
ADOPTING INNOVATIVE APPROACHES

Innovative practice

Change of current practice

Organizational support structure

Implementation Drivers

Knowledge Competencies

Leadership (technical & adaptive)

Organizational Infrastructure
ESTABLISH ORGANIZATIONAL SUPPORT - SUPERVISOR PYD TOOLKIT

Goals

• Establish new practices
• Develop competent staff
• Allocate fiscal and other resources to support new practices and policies
• Align agency mission with PYD goals
Positive Youth Development (PYD) is a philosophy or approach that guides communities in the way they organize programs, supports, and opportunities so that young people can develop to their full potential.
• Building positive outcomes for youth
• Youth voice and engagement
• Developmentally appropriate/long-term
• Inclusive/universal
• Community-based/working together
CREATING POSITIVE OUTCOMES FOR YOUTH BY CHANGING...
Young people experience quality programming:
- Learn new skills
- Expand their horizon
- Connect with adults
- Actively participate – have a voice

Young people experience positive relationships with adults:
- Focus on caring, support, learning, inclusion, and agency
- Opportunities for youth-adult partnerships

Young people experience positive environments:
- Setting is welcoming, safe, and inclusive
- They feel a sense of belonging; they feel valued
- The agency is part of their web of community supports

WHAT DOES PYD MEAN FOR YOUTH PROGRAMS AND ORGANIZATIONS?
Promoting and providing organizational support for
- Quality programming
- Ongoing program improvement
- Developing quality staff

Integrating PYD principles into supervision process:
- Using a strengths-based approach
- Reflective practice

Establishing policies and practices for youth development settings
- Safe and inclusive program settings
- Opportunities for youth and staff input
- Promoting community connections/collaborations
POLL

Thinking about your own agency how would you respond to the following statements (agree or disagree)?

A. The Board of Directors understands and supports positive youth development.

B. My agency’s documentation practices incorporate a strength-based approach.

C. In my agency performance reviews highlight personal goals, interests, and strengths?

D. My agency collaborates with a wide range of community organizations and groups to enhance our services.
Brief Tour>>

Organizational Support for Positive Youth Development (PYD)

Top Reasons Administrators Endorse a Positive Youth Development Approach

- **PYD promotes youth engagement.** Authentic youth engagement enhances the organization’s reputation in the community and opens doors to additional funding opportunities.
- **PYD reduces spending** for costly prevention and intervention programs. Young people involved in PYD programs are less likely to engage in negative or risky behaviors.

http://www.actforyouth.net/youth_development/professionals/supervisors/
Positive Experiences

Young people thrive in quality programming that builds on their strengths, expands their horizons and comfort zones, and gives them agency and voice. Supervisors of positive youth development (PYD) program staff play a key role in developing, maintaining, and promoting quality programming in their
Effective youth programs provide young people with the opportunity to establish positive relationships with adults. Young people need to be cared for, respected, and valued. They also need challenges, backed by guidance, to help them stretch, grow, and step out of their comfort zone.

Staff may also need to feel valued and empowered to engage in these nurturing relationships with youth. Supervisors can support staff by integrating principles of supportive relationships into their supervisory practice and by promoting and supporting youth-adult partnerships.
Positive Environments

Effective youth programs offer safe, inclusive, and supportive environments for young people. Research tells us that a supportive social context is critical for learning and thriving. Researchers have also recognized that young people grow in a variety of social settings -- families, schools, youth programs, health care environments, child welfare and juvenile justice systems, and more -- and we can best support youth development by strengthening connections among these settings [1].

The resources in this section of the Supervisor’s PYD Toolkit support the creation of positive program environments.

Developmental Settings

Community Programs to Promote Youth Development

In its 2002 review of rigorously evaluated, community-based youth programs, the National Research Council (NRC) provided an evidence base for effective youth development settings. National Academies Press.

Research Review