STAFFING & STRUCTURES TO EMPOWER YOUTH VOICE

JANUARY 25, 2024

FOR ADDITIONAL QUESTIONS/INFORMATION EMAIL:

- KEILA WILLIAMS KEILA.WILLIAMS@BIGTHOUGHT.ORG

- EVAN CLEVELAND EVAN.CLEVELAND@BIGTHOUGHT.ORG

BIG THOUGHT

CREATE GREAT

Programmatic Build

Staffing:

- Admin & logistics
- Program application
- Connections

Structures:

- Climate
- Signature practices

BIG THOUGHT
CREATE GREAT

Structure: Climate that Supports Learning

Facilitator & Learners (youth, adult) facilitate learning through:

- Using clear rituals and routines
- Creating a climate of mutual respect among the facilitator and the learners
- Affirming, inviting and responding to everyone's culture, talents, and perspectives
- Productive and creative use of materials, instruments, tools and technology
- Using physical space conducive to learning in the discipline

BIG THOUGHT
CREATE
GREAT

Climate: How it Shows Up

- Visuals
- Classroom set-up
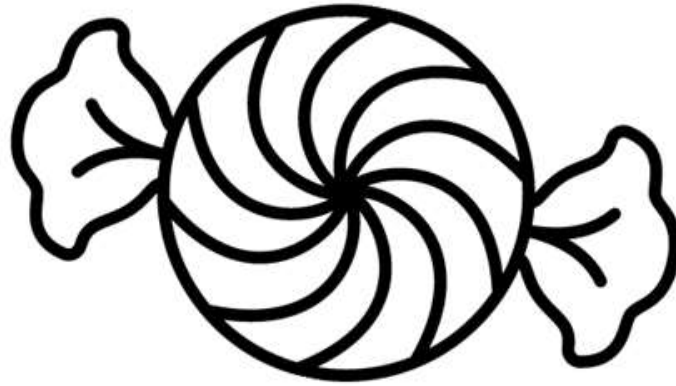- Signature practices

BIG THOUGHT

CREATE GREAT

WARM WELCOME

WARM WELCOMES CREATE **COMMUNITY** AND A WARM **ATMOSPHERE** TO ENHANCE **RELATIONSHIPS** AND **BELONGING**; THEY ARE DONE AT THE **START OF THE DAY** OR PROGRAM.

C COMMUNITY

A ATMOSPHERE

R RELATIONSHIPS

B BELONGING

S START OF THE DAY

BRAIN BREAKS

TAKING JUST A **MINUTE** TO LEAD AN **INTERACTIVE** BREAK WITH STUDENTS IS BASED IN **NEURO-SCIENCE** WHEN IT'S **TIME TO RESET**. BRAIN BREAKS ARE THE PALLET CLEANSER YOU NEED!
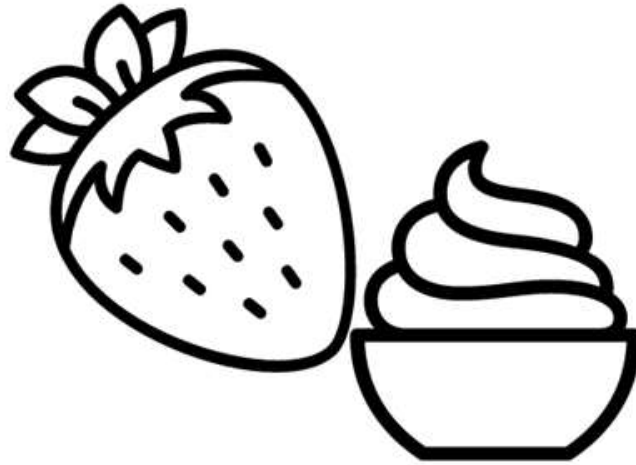
M MINUTE

I INTERACTIVE

N NEURO-SCIENCE

T TIME TO RESET

OPTIMISTIC CLOSINGS

OPTIMISTIC CLOSINGS **FINALIZE LEARNING** THROUGH **REFLECTION** TO CHECK FOR **UNDERSTANDING** WITH **INTENTION**, THEN IT'S **TIME TO GO**!

F FINALIZE LEARNING

R REFLECTION

U UNDERSTANDING

I INTENTION

T TIME TO GO

Staffing

- Admin & Logistics: Site specialist

- Program Application: Discipline-based teaching artists

- Connections: Site guides

  - Between youth and TAs, parents, and admin

BIG THOUGHT
CREATE
GREAT

Staffing

- Site specialist: 1 per campus

- Teaching artists: 1 for every 20 students

- Site guides: 2-3 per campus

BIG THOUGHT
CREATE
GREAT

HOW WOULD YOU STAFF IT?

Montessori Academy at Onesimo Hernandez has 75 students in the afterschool program.

What staffing numbers do you need?

Remember:
- Site specialist: 1 per campus
- Teaching artists: 1 for every 20 students
- Site guides: 2-3 per campus

BIG THOUGHT
CREATE GREAT

Pivot!

35 of the 75 are Pre-K and Kinder students. The site has no staff with Early Childhood Education expertise.

So we change by:
- Seeking the right staff:
  - Who has the experience and who wants it?
- Partnering with experts
- Observing
- Collaborating
- Overcommunicate enthusiastically
- Ongoing assessment

BIG THOUGHT
CREATE GREAT

CREATIVE SOLUTIONS

BIG THOUGHT

Staffing: More Fluid

- Admin & Logistics: Program managers

- Program Application: Teaching artists, with lead TAs

- Connections: Opportunity advisor

  - Between youth and TAs, program managers, and probation officers

Structure: Signature Practices

- Youth-led lesson plan
- Check in/out
- Trauma informed practices, restorative practices, Handle with Care
    - Resets:
        - Removal:
            - Acknowledgement of the youth, the emotion, the other students, and the teaching artist
            - Acknowledge the disruption
            - How to handle dysregulation differently
    - Work continues while student is in the reset
    - Reintroduce the student to the group

BIG THOUGHT
CREATE
GREAT

THANK YOU FOR COMING TO STAFFING & STRUCTURES TO EMPOWER YOUTH VOICE

FOR ADDITIONAL QUESTIONS/INFORMATION PLEASE EMAIL:

- KEILA WILLIAMS
  KEILA.WILLIAMS@BIGTHOUGHT.ORG

- EVAN CLEVELAND
  EVAN.CLEVELAND@BIGTHOUGHT.ORG

BIG THOUGHT
CREATE GREAT