We are thrilled to announce that two nationally renowned and recognized keynote speakers will be delivering virtual workshops to our Vermont audience. This is a very special opportunity to learn from these thought leaders and the workshops will be open to all. Anyone working with youth in any capacity will not want to miss this!

**DISRUPTIVE INNOVATION**  
With Darrell “Coach D” Andrews

COVID19 and the global pandemic took the world by surprise and changed the landscape of education and many other industries. It created a phenomenon we call, “Disruptive Innovation.” As a result of DI, the way we do education has changed. Many schools have hybrid models and students, staff, educators, and administrators are dealing with a plethora of trauma! In times like this, it takes the power of DI to embrace new avenues of inspiring our students to maximize their potential in school and life.

These high-energy virtual sessions will provide insights into ways to embrace our new normal. Coach D will share virtual and non-virtual tools he uses to inspire students and schools--using innovation and new normals as motivation. Attendees will walk away with powerful student engagement tools that will enhance program and student success during this time of crisis.

**Dates:** October 2, 2020 (9-11 a.m.) and October 16, 2020 (9-11 a.m.)  
**Location:** Online  
**Cost:** $25/session regular rate; $15/session for Vermont Afterschool members  
**Registration:** [www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment](http://www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment)

**EQUITY 2.0: DEEPER LEARNING AS A LEVER FOR HIGHER STUDENT PERFORMANCE**  
With Dr. Pedro Noguera

How do we ensure that all students have the opportunity to engage in meaningful learning that draws upon their higher order thinking abilities and provides them with the skills needed for college and careers? This is not one of the issues that education policy has focused on in recent years, but it should be. Access to deeper learning opportunities is a critical equity issue. This presentation will focus upon how to support, motivate, and engage students through project-based learning and other strategies that foster deeper learning, particularly in afterschool settings. Dr. Noguera, Professor of Education at the Graduate School of Education and Information Studies at UCLA, will describe strategies that have proven effective in advancing equity, and will explore how programs can implement strategies to support out-of-school time staff to be more culturally responsive in their work with students.

**Date:** November 6, 2020 (10-11 a.m.)  
**Location:** Online  
**Cost:** $25 regular rate; $15 for Vermont Afterschool members  
**Registration:** [www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment](http://www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment)
We recognize that as individuals, as a field, and within our state, we have to commit to doing the hard work to disrupt deep patterns of structural inequity in order to ensure all youth, staff, and families feel welcome in out-of-school time programs. To address this important topic, Rebecca EunMi Haslam, a past VT Teacher of the Year and founder of Seed the Way, will lead a six-part virtual series on equity and racism. This series is essential for anyone who wants to learn how to respond to racist behaviors while building an understanding of true inclusion, racial justice, and organizational change.

1. **Equity Literacy: Identity, Bias, and Student Success | October 28, 2020 10am-noon**

   This foundational workshop will explore how to understand implicit bias and examine the influence of different identity groups. Participants will explore the Equity Literacy framework for anti-bias learning environments and you will learn some “ready responses” to racist comments and incidents including how to “call out” behavior while “calling in” each other with the goals of shared understanding and respect.

2. **Racial (micro)agressions: Intent, Impact & How to Respond | December 2, 2020 10am-noon**

   Goals of this workshop are to define, recognize, and examine different themes of microaggressions, their hidden messages, and to better understand the relationship between intent and impact; and to explore specific examples of microaggressions collected from the field, as well as tools educators can use to interrupt bias and respond in the moment.


   Goals of this workshop are to examine the power of word choice and to practice making simple and significant shifts in our language in order to be more aware, respectful and affirming.

4. **Racism and the Implications for All of Us | March 10, 2021 10am-noon**

   In this session, participants will locate themselves in the conversation about race and racism in the U.S., reflect on our own social positionality, and critically examine our impact on those we serve. Participants will gain an understanding of the impact of racial trauma on students of color and begin to envision what racial justice looks like in our programs and learning spaces.

5. **Examining Three Levels of Inequity & Disruption: Personal, Cultural & Systemic | April 28, 2021 10am-noon**

   Goals of this workshop include deepening participants’ analysis of different levels of inequity, from personal to systemic; challenging deficit ideology and the myth of meritocracy; and identifying high-leverage action steps.

6. **Organizational Climate and the ‘Hidden Curriculum’ | June 9, 2021 10am-noon**

   This workshop will invite individuals to examine their own organizational climate, policy, language, visuals, accessibility, representation, inclusion, patterns of interaction, and unspoken values through an equity lens.

**Location:** Online  
**Cost:** $25/session or $100/entire series regular rate; $15/session or $60/entire series for Vermont Afterschool members  
**Registration:** [www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment](http://www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment)
NEW! 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.

1. Child Development K-5 | September 22, 2020 (5:30-7 p.m.)
An overview of child development for grades K-5, this workshop will provide background information on development ages and stages of the social, emotional, physical and intellectual domains. Tips, activities and resources for how to plan and implement afterschool activities that are developmentally appropriate will be reviewed.

2. Active Learning and Incorporating Youth Voice | September 24, 2020 (5:30-7 p.m.)
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.

3. Building Relationships with Families | September 29, 2020 (5:30-7 p.m.)
This workshop will give participants the opportunity to explore their opinions about parenting and family diversity and learn about the stages of parenting. Participants will have time to discuss/role play how to handle a variety of scenarios related to interactions with families accessing a youth program. The Families and Communities section of STARS will be reviewed and attendees will leave with a draft of a yearly plan that may increase family engagement in their program.

4. Vital Connections for SEL | October 1, 2020 (5:30-7 p.m.)
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 now. 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 youth work and the most essential daily SEL support.

5. Professionalism/Building Your IPDP | October 8, 2020 (5:30-7 p.m.)
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, 2020 (9 a.m. - 3 p.m.)
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: Online
Registration: www.cognitoforms.com/VermontAfterschool/BootCampBasicsFoundationsForNewStaff
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.

Popular training topics:

- **Arts**
- **Child Development**
- **Social Emotional Learning (SEL)**
- **Staffing and Supervision**

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 Limits
- Voice and Choice

**Dates:** Schedule at your convenience  
**Location:** Online  
**Cost:** $200+ per two-hour training, plus mileage and materials; partial scholarships available for licensed programs through the Child Development Division  
**Registration:** Email Nicole Miller to request a workshop (nicole@vermontafterschool.org)
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. The program content is delivered via Zoom meetings, online learning modules with the Youth Development Institute, self-study, and consultation with a coach. There will be two cohorts in Fall 2020 and Spring 2021.

**Dates:** October 13 (9 a.m. - 1 p.m.); November 10 (9 a.m. - 2 p.m.); December 8 (9 a.m. - 12 p.m.)
**Cost:** FREE for staff working in licensed afterschool and child care programs
**Location:** Online
**Registration:** Email Tricia to sign up (triciapawlikyork@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 2020: Introduction to Afterschool Education (EDU 1320)*

*SPRING 2021: 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 to sign up (triciapawlikyork@vermontafterschool.org)
CERTIFICATES AND CREDENTIALS

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

NEW FOR 2020! AFTERSCHOOL AND YOUTH WORK CERTIFICATE
We are very excited to announce a new 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 (triciapawlikyork@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 (triciapawlikyork@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.

**Building Flourishing Communities** - This community of practice is for Building Flourishing Communities (BFC) facilitators to convene every month and share their training experiences.

**Vermont Youth Center Alliance** - 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.

**Youth Thrive** - This community of practice is for all alumni of and advocates for the Youth Thrive trainings that are coordinated by Vermont Afterschool. Youth Thrive is an evidence-based framework for working with youth ages 9-26 that utilizes Protective and Promotive Factors to put this framework into action. Each month, this group takes a deeper dive into one Protective and one Promotive Factor to discuss how they’re being used in practice.

**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.

**Date:** Monthly  
**Cost:** FREE  
**Registration:** Email Sam Graulty for more information (sam@vermontafterschool.org) and BFC Coordinator Umesh Acharya (umesh@vermontafterschool.org) for the BFC community of practice.
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!

**Dates:** Ongoing
**Cost:** $60/hour; $50/hour for Vermont Afterschool members
**Registration:** Email to inquire (info@vermontafterschool.org)

VERMONEY

VerMoney is a hands-on, active learning afterschool program that teaches key concepts of financial literacy to children in grades K-5. Vermont Afterschool will provide curriculum kits, training, local bank or business connections, book selections, a small stipend to cover staff and material costs, and support for program implementation throughout the project.

**Dates:** January - May 2021
**Cost:** FREE; a brief application is required and space is limited to 10 programs
**Registration:** Look for an application in November 2020
Youth Resilience

BUILDING FLOURISHING COMMUNITIES

Vermont’s Building Flourishing Communities (BFC) initiative is a presentation of a cluster of sciences describing the impacts of trauma on the brain and body, and how we can build resilience in our local communities to combat the serious impacts of trauma on our neighbors, family members, and the entire state. The N.E.A.R. sciences consist of the neurobiology of trauma, epigenetics, the Adverse Childhood Experiences (ACEs) Study, and resilience.

The interactive 3-hour session will provide participants with an opportunity to get a deeper understanding of N.E.A.R science. Brain break activities will supplement the learning by encouraging participants to reflect on learned concepts and how to implement them in their daily lives.

Date: On request
Cost: FREE
Registration: Email BFC Coordinator Umesh Acharya for more information on how to connect with a BFC trainer in your local community (umesh@vermontafterschool.org)

YOUTH MENTAL HEALTH FIRST AID

Youth Mental Health First Aid USA is an 8-hour public education program which introduces participants to the unique risk factors and warning signs of mental health problems in adolescents, builds understanding of the importance of early intervention, and teaches individuals how to help an adolescent in crisis or experiencing a mental health challenge. Mental Health First Aid uses role-playing and simulations to demonstrate how to assess a mental health crisis; select interventions and provide initial help; and connect young people to professional, peer, social, and self-help care. The course is designed for adults who regularly interact with adolescents (teachers, school staff, coaches, youth group leaders, parents, etc.).

Dates: September 24, 2020 (8-4 p.m.); November 17, 2020 (8-4 p.m.); December 11, 2020 (8-4 p.m.)
Location: Online
Cost: FREE
Registration: www.cognitoforms.com/VermontAfterschool/_20202021ProfessionalDevelopment
We are grateful to the following funders for supporting our professional development work:

Charles Stewart Mott Foundation; Northfield Savings Bank (NSB) Foundation; Vermont Agency of Education; Vermont Child Development Division; Vermont Department of Health; Vermont Department of Mental Health; Vermont Community Foundation; and VSAC GEAR UP