

# Deconstructing YPQI: Part 2

## Responsive Professional Development & Coaching

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*May 19, 2021*



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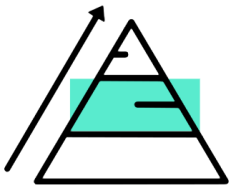
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Improving & Aligning  
Policies



Planning and Partnering  
for Impact



Strengthening Practices  
and Programs

## About the Forum

The Forum is committed to changing the odds that all children and youth are ready for college, work and life.

We connect leaders to ideas, services and networks that can help them make more intentional decisions that are good for young people, even in the face of limited resources.

We help leaders who are trying to improve & align policies, plan & partner for impact, and/or strengthen programs & adult practice.



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# is the proud home of...



Helps leadership groups build broader partnerships, set bigger goals, use data better and implement bolder strategies.



Builds quality improvement systems to strengthen practices and programs serving young people



Supports state and local policy leaders.



Mobilizes action by and for young people.



Works to expand economic mobility and close the opportunity gap in America.



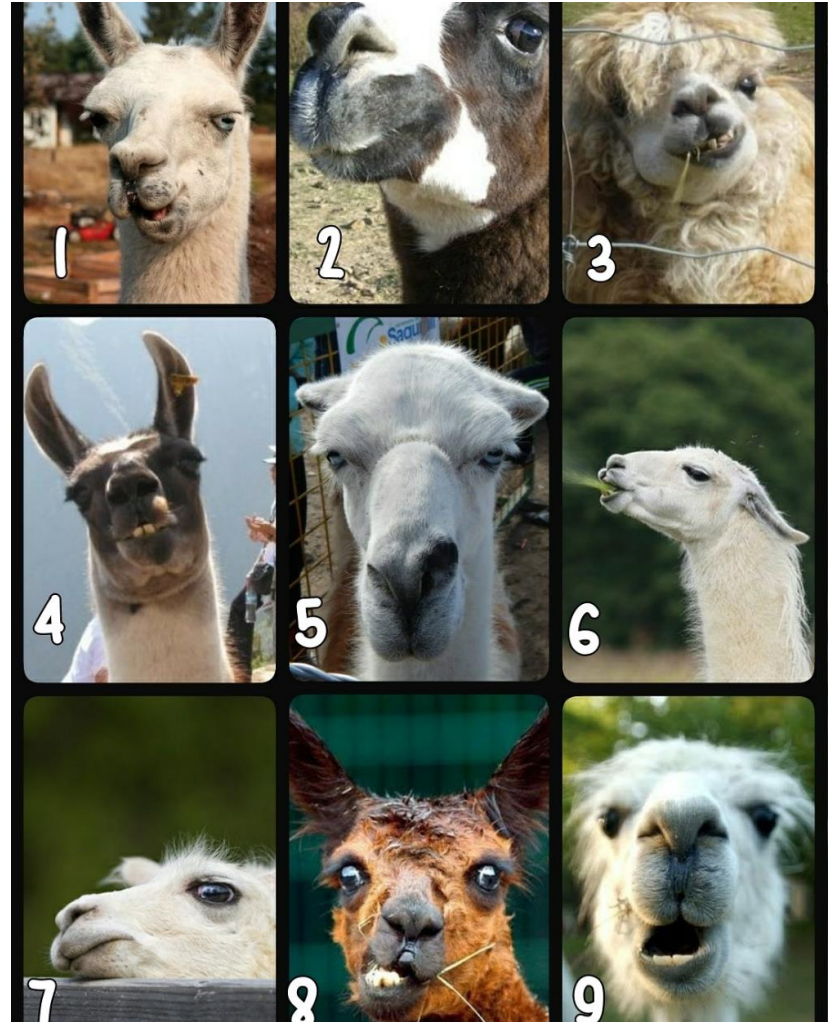
Seeks to change the odds for youth through a commitment to upend inequities, embrace science informed strategies, and accelerate progress.



# Welcome & Introductions

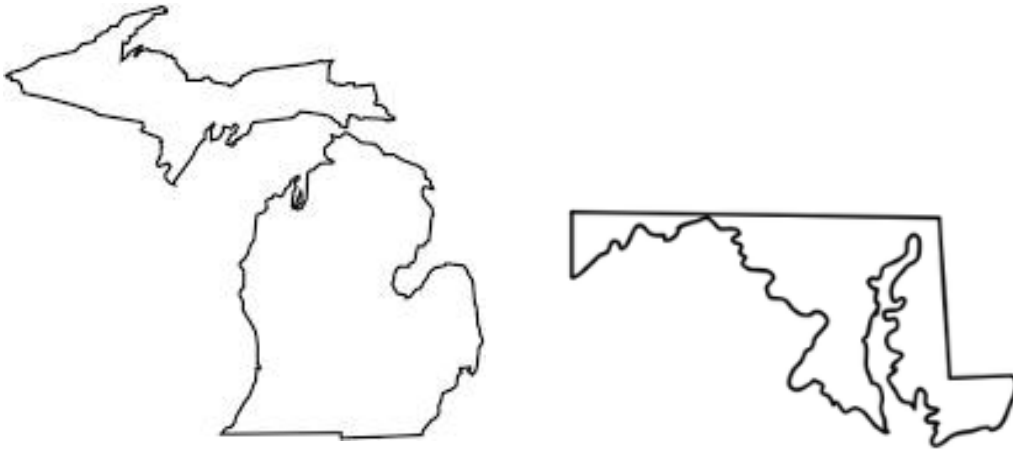
In the chat box,  
please share...

- Name, pronouns
- Organization
- City/State
- How you're feeling, in llama scale...



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# Acknowledgements



The land of the Peoria, Odawa, Piscataway, and  
Susquehannock peoples.

<https://native-land.ca/>



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# Objectives

- Hear from Weikart Center partners who **pivoted their approach** to staff training and coaching in response to program changes resulting from the COVID-19 pandemic.
- Review the foundational principles and best practices for **facilitation of Adult Learning**.
- Share opportunities and challenges related to providing **responsive training and coaching**.



# Agenda

- ✓ **Welcome & Introductions**
- **Opening Activity**
- **Review adult learning theories & barriers**
- **Hear from Richmond YPQI & Missouri Afterschool Network**
- **Small Group Discussions**
- **Reflections & Closing**



# Let's Get Started!

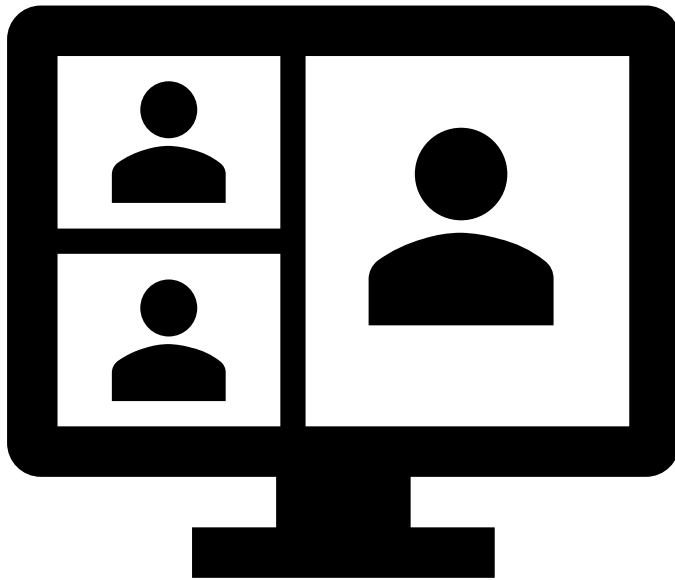
Think about a particularly rewarding or positive learning experience you've had as an adult...

- *What made it rewarding?*
- *What were some of the characteristics of the teacher or facilitator?*
- *What was your role in the experience?*





# Adult Learner Gallery



- ✓ Turn your camera off
- ✓ **Turn it back on** when you agree with the statement



# Adult Learning Characteristics

Self-Concept

Experience

Readiness to Learn

Orientation to Learning



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# Adult Learning Characteristics

## Self-Concept

- *From dependency to self-directed and internally driven.*
- Involve adults in decision-making about learning.
- Autonomous work.
- Goal alignment: workshop with job/life.



# Adult Learning Characteristics

## Experience

- *Adults have wealth of life experience.*
- Acknowledge and value experience.
- Avoid “novice” treatment.



# Adult Learning Characteristics

## Readiness to Learn

- *Interest in tasks that are relevant.*
- Make clear connections between theories, techniques, and the everyday.
- Both content and activities should be relevant.



# Adult Learning Characteristics

## Orientation to Learning

- *Overriding interest in problem-solving.*
- Can be simulated in training.
- Clearly identify learning objectives.



# Barriers, Reactions & Behaviors

- **Resistance** - You don't understand everything we have going on or what we're up against. You can't make me do it!
- **Survival** - This is just one more thing and it too will pass. If I keep to myself, no one will call me out.
- **Compliance** - We will do the bare minimum to get through, then it's business as usual.
- **Engagement** - I see the value of this change, and I'm committed to taking advantage of this opportunity.



# Providing Responsive Professional Development

**Frank Cardella**  
**Director, Community Impact**  
**United Way of Greater Richmond & Petersburg**

- **Brief history of quality improvement system**
- **How have you pivoted your approach to providing professional development?**
- **What lessons did you learn?**
- **What, if anything, will you carry forward into your future approach to PD?**





# Virtual YPQI



Yes,  
we  
can!



**Frank Cardella**  
Director, Community Impact

*Ready By 21: Deconstructing YPQI (pt. 2)*  
May 19, 2021



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Get ready for twenty-seven 8x10 color glossy pictures with circles and arrows and a paragraph on the back of each one, explaining what each one is, to be used as evidence...



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Get ready for college work and life

# Cross the streams...



When the only tool you have is a hammer, you treat everything like a nail. So we upgraded our tech: hardware, software, and a-ware-ness.



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# Welcome to Upside-down Assessment



Improve-Plan-Assess keeps it low stress!



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# Bold New Look, Same Great Taste



## VIRTUAL YPQI

*Due to the COVID-19 pandemic, United Way's Richmond YPQI initiative is moving to a virtual format for the 2020-21 cohort. We will offer the same research-based training and quality improvement while making sure all participants are able to stay safe and healthy.*

### The Virtual YPQI process will include:

- Official YPQI Self-Assessment support, including an age-appropriate Program Quality Assessment (PQA) tool and live virtual guidance with a Weikart-certified trainer
- Site-based access to online Scores Reporter database for tracking improvement goals and coaching sessions
- One seat in all LIVE virtual trainings with Weikart-certified trainers
- Unlimited site access for recorded virtual trainings
- Quick tips and tricks videos and emails from certified coaches
- On-demand coaching specific to your program with a trained YPQI coach
- Access to regularly occurring themed office hours with trained YPQI coaches

**FOR MORE INFORMATION ABOUT RICHMOND YPQI, CONTACT UNITED WAY'S FRANK CARDELLA, [CARDELLAF@YOURUNITEDWAY.ORG](mailto:CARDELLAF@YOURUNITEDWAY.ORG) OR VISIT [YOURUNITEDWAY.ORG/YPQI](https://YOURUNITEDWAY.ORG/YPQI).**



- Returning and New Program Sites
- Returning Coaches
- Returning and New Trainers
- Classic and New Training Opportunities



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# Admit it, you were singing as soon as you saw him.

Did Pete cry?

Goodness, no!

He kept walking along and singing his song.



Stressors rise,  
Attendance falls,  
Is there going to be school  
at all?  
But when push comes to  
shove,  
We will send a virtual  
training invite to remind  
you of continuous quality  
improvement.  
*Da da da dada, da d'dada  
dyada, da da dada dyada*



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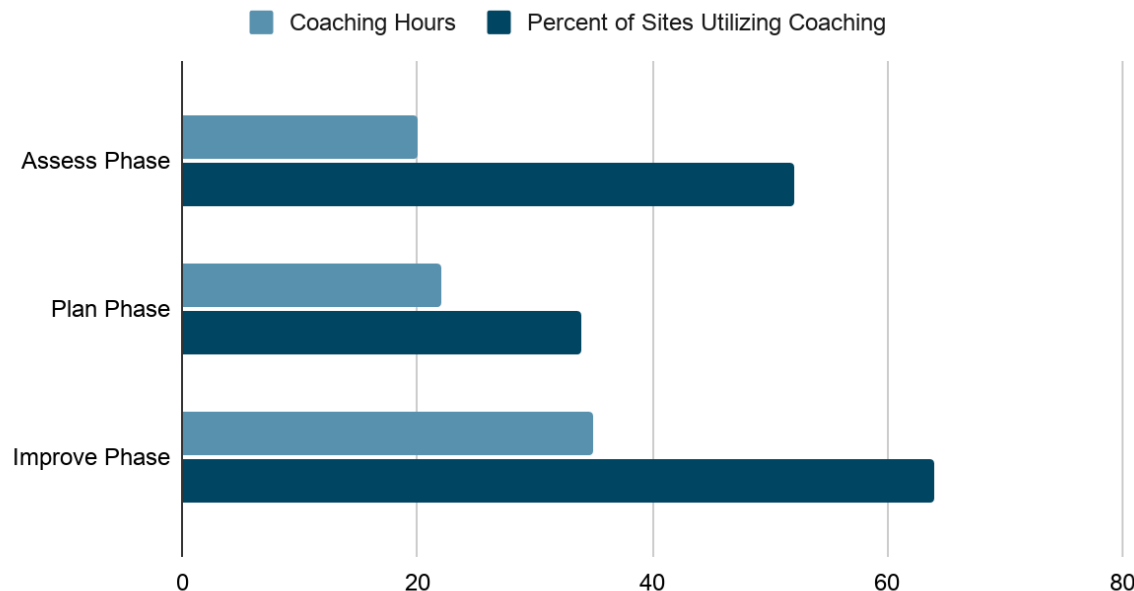


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# Keeping our eyes on the prize

Quality Coaching Accessed by Sites



All 52 program sites that began the FY20 cohort in September stayed involved in at least some form of quality improvement work even during the height of pandemic interruption.



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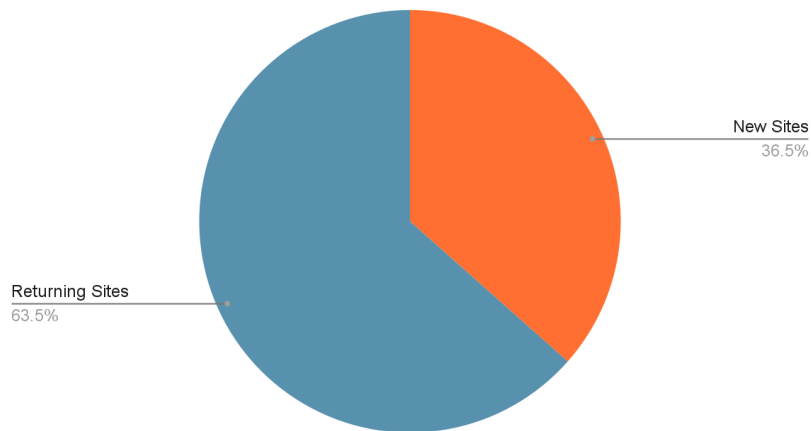
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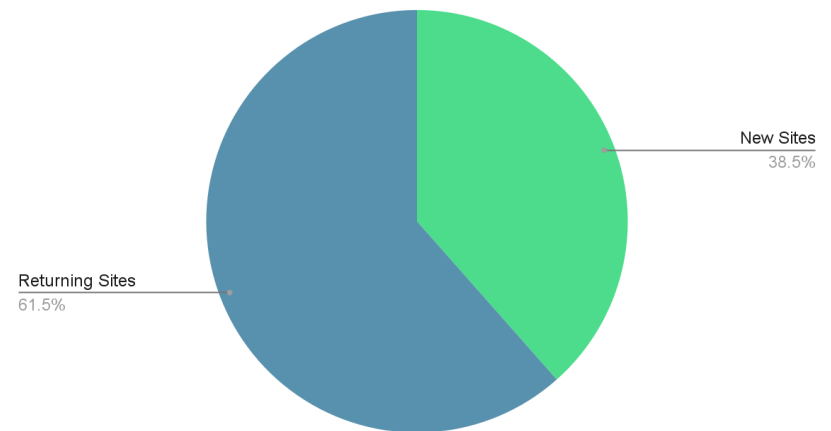


# Unmasking the data: Word on the street is that YQPI yields strong ROI

FY20 Cohort Maturity



FY21 Cohort Maturity

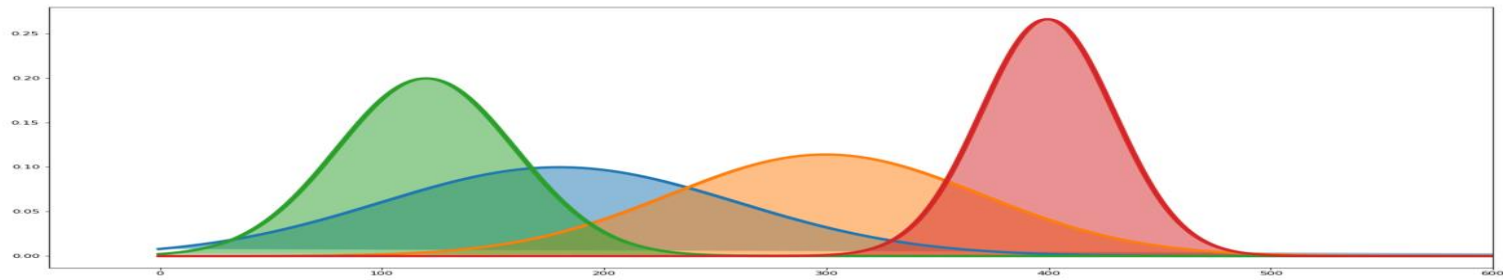


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# Thank you.

**Frank Cardella**

*Director, Community Impact*

[cardellaf@yourunitedway.org](mailto:cardellaf@yourunitedway.org)

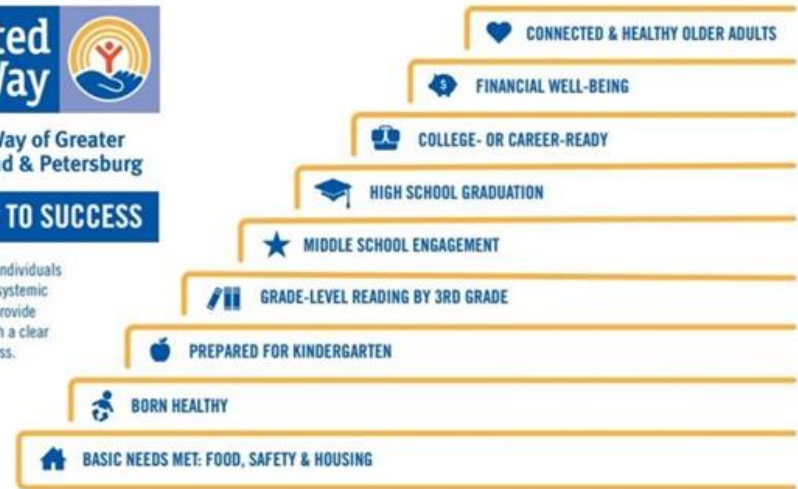
804-771-5831



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## STEPS TO SUCCESS

We empower individuals  
and address systemic  
problems to provide  
**everyone** with a clear  
path to success.



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# Providing Responsive Professional Development

**Bradley Lademann**  
**Associate Director of Quality Initiatives**  
**Missouri Afterschool Network**

- **Brief history of quality improvement system**
- **How have you pivoted your approach to providing professional development and coaching?**
- **What lessons did you learn?**
- **What, if anything, will you carry forward into your future approach to PD?**



# Small Group Discussions



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Ready by 21: Deconstructing YPQI Part 2

1 / 8

Set background Clear frame

Group 1

How did you pivot your approach to PD this year?

What resources do you have to share?

What did you try that you will carry forward?



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# Reflecting & Connecting



**What did you hear?**

What lessons learned from this year will you take going forward?



**Who do you want to learn more from or connect with during this virtual conference week?**

Make a note to jot down names and connect this week!



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# More Opportunities to Engage with Us



**the forum** FOR YOUTH INVESTMENT | **CENTER FOR YOUTH PROGRAM QUALITY**

## Fostering Supportive Learning Environments

**Learning Community Series**

[Click Here to Register](#)

**Live Virtual Interactive Workshops**  
**Plus Self-Paced Online Courses**

**4 Live Sessions**  
**3 Self-Paced Courses**  
**June 21st-June 30th, 2021**  
**Tuition Cost: \$350**

This learning community provides participants space to explore best practices for creating supportive learning environments. Participants in this series will deepen their understanding of ways to support project based learning, problem solving, a growth mindset and higher order thinking skills. This series will combine live virtual interactive sessions with self-paced online courses.

**More about the series:**

**Fostering a Supportive Learning Environment**  
Monday, June 21<sup>st</sup>, 11am-1 pm EST  
This Kick Off workshop will review the foundations of an Active and Participatory Learning environment. Participants will also identify their own strengths, goals, interests, and constraints related to learning and cognitive development; and how their experiences have affected their attitudes towards learning and their expectations of others' learning.

**Intentional Sequencing for Learning & Development**  
Wednesday, June 23<sup>rd</sup>, 11 am-1 pm EST  
Prepare to guide staff through intentional sequencing of SEL and content-related skills using tools for mapping a project offering from pre-planning through final session.

**Engaging Youth in Supported Struggle**  
Monday, June 28<sup>th</sup>, 11 am-1 pm EST  
Helping support young people through struggle helps promote that opportunity for growth and learning. In this workshop, participants will practice fostering growth mindset to help young people persevere when they struggle and explore strategies that staff can use to support them. Participants will identify nuances for how these strategies may apply to work with the young people they work with, in balanced, equitable ways.

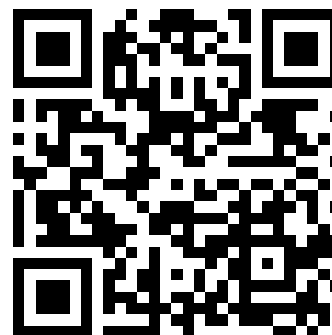
**Final Reflection & Implementation**  
Wednesday, June 30<sup>th</sup>, 11am-12 pm EST  
Come together as a cohort to reflect on this professional development series and develop a plan to implement the strategies into your own programs.

**Self-Paced Online Courses**  
These self-paced Youth Work Methods courses serve as additional resources for programs. For more information on these courses, or to purchase additional courses for program staff visit [our online store](#).

- **Active Learning:** This course introduces strategies for incorporating active learning, and helps participants create more powerful learning opportunities for youth.
- **Ask-Listen-Encourage:** This course introduces communication techniques that help you build more supportive, youth-centered relationships.
- **Academic Supports in Out-of-School-Time Programs:** This course focuses on making any time you are supporting youth with academic efforts effective by helping youth get organized, by providing an atmosphere that helps youth focus on their work, and by building a supportive relationship with youth.

Visit us on the web at <https://forumfyi.org/weisartcenter>

Find more open trainings including a Youth PQA External Assessor Reliability Workshop at: <https://forumfyi.org/events/>



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# Stay Connected

- Presentation materials will be posted online at <https://readyby21nm.vfairs.com/>
- Tweet about your session! #rb21
- Find resources and tools on our website at [forumfyi.org](https://forumfyi.org/)!
- Sign up for our newsletters to stay informed and connected: <https://forumfyi.org/about-us/newsletters/>.



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# Thank you!

**Leah Wallace**  
**leah@cypq.org**



**Adrienne Bard**  
**adrienneb@cypq.org**



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