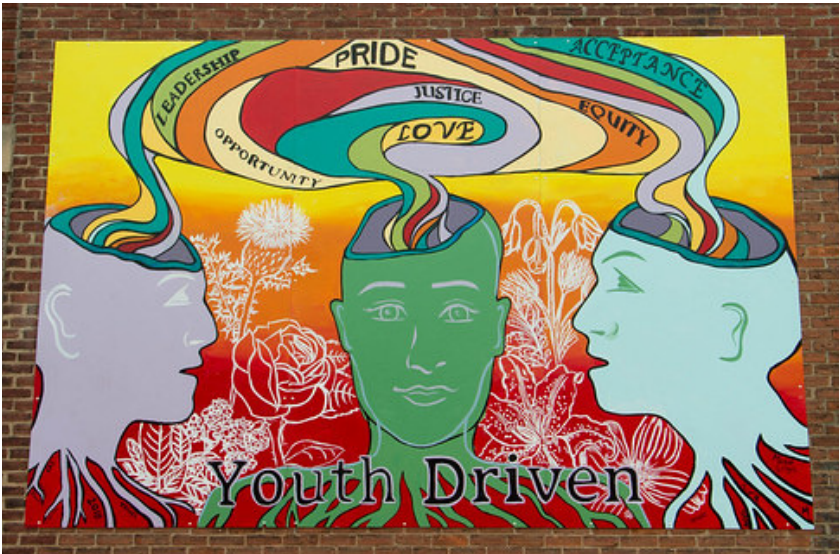




# Youth Driven Spaces Services



*Neutral Zone*

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# Introduction to YDS Matrix

## What is the Neutral Zone?

The Neutral Zone is a teen center for high school students, located in Ann Arbor, Michigan. The idea for the Neutral Zone emerged in 1997 when area teens expressed the need for a place where they could congregate after school and on weekends. From the very beginning, they felt the Zone should be more than a hangout spot; it should be a safe place to make new friends, mix with youth from different backgrounds, explore new ideas, learn new skills, and do it all in a setting that was teen-friendly. Since its inception, its founders placed a high value on teen leadership and included the words “youth-led” in the original mission. and the organization bylaws outlined roles for youth on the Board of Directors. In the early days, youth even made up a majority of paid staff.

As Neutral Zone (NZ) grew from a start-up into a thriving organization, the value of being “youth-led” evolved to “youth-driven” as youth-adult partnerships grew to play a more significant role. "Youth driven spaces" (YDS) is how we refer to Neutral Zone's unique approach to positive youth development. At its core, YDS provides support and opportunities for youth to make decisions, take on genuine leadership roles, support their peers and engage in meaningful projects both at NZ and in the greater community.

*“The Neutral Zone is a diverse, youth-driven teen center dedicated to promoting personal growth through artistic expression, community leadership, and the exchange of ideas.”*

–Neutral Zone mission statement

Neutral Zone's mission was created by teens. Embedded in the mission statement is the acknowledgment that teens must have authority as well as a voice, and that skill development and support must be responsibly doled out in equal measure. Our teens establish the norms and expectations for the center. They work collectively with staff and adult volunteers to identify and agree on ground rules that create a positive culture. They determine their own program goals. They imagine, innovate, and initiate new program ideas and educate each other. Through this, teens develop confidence and competency.

## What is YDS?

Youth Driven Spaces (YDS) is a framework for youth and adults to work in partnership to amplify youth voice, empowerment, leadership, and decision-making within youth-serving organizations and schools. Over the past 10 years, Neutral Zone's Youth Driven Spaces Initiatives have supported nonprofits, libraries, health centers, arts organizations, and schools build youth voice and leadership within their own programs and organizations. This happens through training, coaching, and consultation that helps organizations adopt youth driven practices and strategies. It often happens structurally through the development of a youth advisory leadership council, one of the most tangible and accessible ways to uplift youth voice and decision making. Our work is unique in that Neutral Zone staff and teen trainers partner together to support and train other youth and adults in positive youth development, diversity, equity and inclusion, restorative practices and many other topics that support a youth-driven approach.

The goal of YDS is to support organizations in creating a culture in which youth hold as much voice, leadership and power as adults at the program, organization and governance levels. Youth share new ideas and dream up new programs and projects. Youth plan and lead program meetings. Youth participate in the hiring of new staff. Youth lead program evaluations. Youth sit on the board of directors and are at the highest levels of decision making and governance. In a sustained YDS organization, youth are driving the initiatives, goals, and mission of an organization with the support and advising of adults.

## What is this service matrix?

As a youth-serving organization or school, you can contract with Neutral Zone's Youth Driven Spaces to receive training, coaching and consulting for your organization. This matrix works as a resource and tool to understand the range of service offerings Youth Driven Spaces can provide. We organized this service matrix to help organizations understand the audience (is this workshop for adults and/or youth), length and key components of our various services. This guide also breaks down workshop training by level, outlining whether it's intended as an introductory, moderate or advanced topic.

*Have other questions or inquiries?*

*Please contact John Weiss, Director of Strategic Initiatives at [weiss@neutral-zone.org](mailto:weiss@neutral-zone.org) or Kelsey Cavanagh-Strong, Youth Driven Spaces Manager at [kelsey@neutral-zone.org](mailto:kelsey@neutral-zone.org).*

# Introduction to Youth Advisory Model

*The goal of this program is to introduce the Youth Advisory model at a youth-serving organization or school and to assist that site to undertake a youth-driven project.*

*The program begins with 1-2 days of training with adults to help them develop an understanding of the advisory model and to equip them with skills and practices to support a group of youth to initiate their advisory.*

*Professional development with adults is followed by a day of training with teens and their adult advisors and a ½ day of coaching provided, on-site.*

## **Adult Advisor Training**

1-2 days of skills-based training, with a focus on the following topics:

- Adult advisor training in youth-driven practices and strategies
- Overview of Teen Advisory model
- Making youth and adult partnerships work

## **Teen Advisory Training**

Full-day training with team of 8-15 teens and adult advisors. The goal is to make plans for a project they will initiate following training. The day will focus on the following topics:

- Community-building
- Teen Leadership skills
- Exploring issues
- Planning your first project

# Inside the Neutral Zone: Experiencing Youth-Driven Practice and Strategizing YDS for your Program

*The goal of this program is to introduce a team (adults or adults and teens) to the Neutral Zone, the model youth-driven space organization and to assist that site in strategizing ways to move forward on their goals to become youth-driven.*

*The program begins with a mission tour and access to key staff, to explore questions and ideas about their site and program. The visiting team then participates in a 1.5 hour workshop to strategize key next steps.*

**Length and Audience:** ½ day for adults or adults/youth

## **Mission Tour**

The visiting group participates in a mission tour to learn about Neutral Zone's youth-driven programs and to learn about teens roles in program, organization and governance. The tour includes access to key staff in our creative and leadership programs in order to help touring group explore key questions.

## **Strategy Workshop**

The team participates in an active strategy planning workshop to help them understand the principles of youth-driven space and to strategize key next steps in their program or organization's development.

## **Q/A & Consultation**

As wrap-up the group meets with the Executive Director or Associate Executive Director to explore further questions and discuss next steps.





# Adult Practices to Support YDS

- Page 7** Components and Pillars of Youth Driven Space
- 8** Youth Driven Basics for Adults
- 9** Ask-Listen-Encourage & Scaffolding
- 10** Reflection: Creating Teachable Moments
- 11** Workshop Planning
- Youth-Adult Partnerships (YAP)

# Components and Pillars of Youth Driven Space

## **Description:**

*This workshop provides an introduction to the key components of a youth-driven space and an introduction to the three (theoretical) pillars which support a Youth Driven Space.*

**Length/Audience:** ½ day, for adults

## **Key Components:**

Participants will be able to:

- List and explain components of a YDS over both program and organization
- Name the 3 pillars of YDS and
  - List the components and importance of supporting teens' intrinsic motivation
  - Name the seven developmental needs of teens and some concrete ways to support each
  - Explain the concept of youth-adult partnerships, including its core components

# Youth-Driven Basics for Adults

## Description:

*This workshop provides an introduction to the key principles of a youth-driven space, the role of adults and the stages an organization moves through during YDS development*

**Length/Audience:** ½ day, for adults

## Key Components:

Participants will be able to:

- Identify the principles and components of a youth-driven space (YDS)
- Cite the differences between adult as facilitator vs. advisor
- Recognize the stages a YDS organization goes through as it moves to higher order youth participation



# Ask-Listen-Encourage & Scaffolding\*

## Description:

This workshop provides adults with some of the key skills to help youth take on greater leadership roles and to have more voice, choice and decision-making opportunities in programs and the organization.

**Length/Audience:** Full Day, for adults (this workshop can also be useful for youth leaders who plan and facilitate programs)

## Key Components:

Participants will be able to:

- Identify the principles and components of a youth-driven space (YDS)
- Cite the differences between adult as facilitator vs. advisor
- Recognize the stages a YDS organization goes through as it moves to higher order youth participation



\*From Weikart Center for Youth Program Quality Youth Worker Methods training

# Reflection: Creating Teachable Moments

## Description:

*This workshop helps participants understand why reflection strategies are important and how they connect to YDS. Participants will learn and practice the LAPA (Listen- Affirm-Probe-Ask) method and also consider other debrief frameworks.*

**Length/Audience:** ½ day, for adults

## Key Components:

Participants will:

- Be introduced to the importance of reflection as part of the YDS Pillars
- Learn to apply the LAPA method to classroom/out of classroom discussions
- Apply active reflection strategies for debriefing projects/events
- Name the parts of the experiential learning cycle



# Workshop Planning

## Description:

*In this workshop, participants will examine a scaffolding-based approach to supporting youth learning. Specifically, participants will consider and apply the High/Scope workshop framework, practiced for over 30 years, as a method to planning active and collaborative workshops. Additionally, participants will examine and consider how to employ successful facilitation behaviors.*

**Length/Audience:** Full day, for adults (this workshop can also be useful for youth leaders who plan and facilitate programs)

## Key Components:

Participants will:

- Name curriculum components of the workshop framework
- Explore effective facilitator skills and behaviors (LAPA, experiential learning cycle)
- Be familiar with several active planning strategies
- Apply curriculum planning process and strategies to designing their own workshops



# Youth-Adult Partnerships (YAP)

## Description:

In this workshop, participants will understand the framework for youth-adult partnerships, the integration of this framework as part of a YDS and develop some strategies to support YAPs.

**Length/Audience:** ½ day, for adults

## Key Components:

Participants will:

- Reflect on power dynamics between adults and youth as a way to be reflective when supporting a team made up of both
- Explore differences in working styles/approaches between adults and youth
- Define Youth-Adult partnerships and recognize its 4 components
- Develop key tips and strategies to support YAP
- Be familiar with the YAP Rubric Assessment and develop ways to use it in their setting to support YAP







# Youth-Driven Organizational Practices

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<b>23</b>	Youth-Driven Staff Hiring

# Starting a YDS

## Description:

*In this workshop, participants are introduced to the components of a YDS and reflect/plan how they can begin incorporating them in their own setting.*

**Length/Audience:** ½ day, for adults or adults & teens

## Key Components:

Participants will:

- Consider roles youth typically play and extended roles they might play going forward
- Make a plan to increase some element(s) of their programming, organization or governance to make more youth-driven



# YDS Fundraising through Storytelling

## Description:

*In this workshop participants will reflect on the values and elements of their organization that support successful donor and sponsorship asks. Participants will also examine ways to make an effective donor ask and practice the approach.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Examine the importance of values when connecting with donors
- List the most exciting aspects of their program or project to present to potential sponsors
- Review some 'dos and don'ts' of donor solicitation
- Practice asking for sponsorships and reflect on experience
- Make a personal and organizational plan for asking sponsors



# Planning a Fundraising Event

## Description:

*In this workshop participants will plan a fundraising event, identifying the key resources, components, and marketing/outreach ideas necessary to have a successful event.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Brainstorm event ideas, potential resources and marketing/outreach strategies
- Create a step by step plan, with timeline, to implement the fundraising event



# Youth-Led Facilitation

## Description:

*In this workshop participants reflect on effective facilitation and the qualities they have to serve in this role. The workshop also provides opportunities to learn and practice strategies to successfully facilitate a group.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Share their comfort and experience with facilitation
- Explore effective facilitator skills and behaviors (LAPA, experiential learning cycle)
- Actively practice facilitation in a safe environment



# Program Advocacy

## Description:

*In this workshop participants will explore the concept of "advocacy", defined as "a plan that is designed to build stakeholder support".*

*Members will then create strategies and a plan to increase program advocacy in their own organization.*

**Length/Audience:** ½ day, for adults or adults & teens

## Key Components:

Participants will:

- Consider what makes a message effective.
- Name the four components of program advocacy (objective, message, audience, presentation/methods) and some specific strategies to achieve each.
- Make a plan to begin some type of program advocacy back at your own organization



# Marketing with “So-Lo-Mo” (Social-Local-Mobile)

## Description:

*In this workshop participants will examine the so-lo-mo framework while developing specific strategies around the components to help promote their project, cause or enterprise.*

**Length/Audience:** ½ day, for adults or adults & teens

## Key Components:

Participants will:

- Define elements of the “so-lo-mo” framework for marketing
- Apply so-lo-mo, through developing a so-lo-mo “checklist”
- Begin to apply these strategies to your program or area



# Teens on Board

## Description:

*In this workshop participants will examine the youth-adult partnership (YAP) framework and consider how it applies to board governance. Group will also actively develop new strategies to facilitate youth-adult partnerships on the board.*

**Length/Audience:** ½ day, for adults or adults & teens

## Key Components:

Participants will:

- Name and examine a number of elements that define the typical power dynamics between adults and youth
- Reflect on how to change the YAP dynamic on a shared Board, and specific steps they could take to share power in board governance





# Youth-Driven Enterprise

## Description:

*In this workshop participants begin to consider their enterprise ideas and formulating their product or service with a value proposition. The group will also consider the principles of customer discovery and engage in an active brainstorming to begin their marketing, outreach or service plan.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Create a value proposition for their enterprise
- Learn about customer discovery and apply it to their enterprise work
- Brainstorm ideas for marketing/outreaching and put them into a plan to develop or build their enterprise



# Youth-Driven Staff Hiring

## Description:

*In this workshop participants will learn about the goals of their organization and be prepared to be a part of interviewing and hiring potential staff.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Consider the goals of their program and the skills necessary for adult staff support
- Select candidate qualities important for hiring
- Prepare to participate in a hiring process



# Skills for Cultivating Teen Leadership

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<b>32</b>	Conflict Resolution

# Community-Building

## Description:

*In this workshop, participants will learn to better understand the importance of community building and teamwork to run an effective group. Participants will learn valuable tools for building and sustaining strong youth communities.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Establish the importance of community building activities
- Evaluate group process using the 5 stages of group development
- Learn tools for supporting group cohesion during each of the five stages of group development
- Prepare to facilitate one or more new community building exercises



# Leadership Styles

## Description:

*This session will help participants better understand their own unique style of contributing to their group's success, and provide insights into understanding other members of their group. Participants will gain skills to communicate and collaborate more effectively with each other.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Reflect on personal leadership style
- Identify areas to further develop leadership style
- Set goals for leadership development



# Communication

## Description:

*In this workshop, participants will examine the different parts to effective communication and be introduced to some strategies that they will practice to improve communication skills.*

**Length/Audience:** 1.5 hours for adults & teens

## Key Components:

Participants will:

- Consider and reflect on components of effective communication
- Practice and reflect on active communication skills



# The Elevator Speech

## **Description:**

*This workshop will examine three different ways of creating an elevator speech and provide participants the opportunity to develop a draft and practice it among their peers.*

**Length/Description:** ½ day, for adults & teens

## **Key Components:**

Participants will:

- Examine three techniques for creating a powerful message in an elevator speech
- Use one of the three techniques to develop and practice an elevator speech



# Outreach and Teen Recruitment

## Description:

*This workshop is to help a youth advisory or program develop an outreach and recruitment plan to bring in new participants.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Recognize the challenges of building an inclusive community.
- Identify the needed group assets
- Develop a plan for outreaching and recruiting new participation
- Strategize how to keep the new recruits engaged





# Group Bonding

## Description:

*In this workshop, participants will take part in team-building and story-sharing exercises to develop trust and common ground.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Participate in activities that allow the group to explore their group identity and create a sense of community among members
- Explore the successes and challenges of working as a team/group



# Leadership and Making a Plan for Program Improvements

## Description:

*In this workshop participants will engage in active exercises to reflect on their individual leadership style. Participants will then apply their leadership skills to examining challenges in their program and coming up with actions ideas to address those issues.*

**Length/Audience:** 1.5 hours for adults & teens

## Key Components:

Participants will:

- Consider their leadership style, and those of others, in order to improve work together as a team
- Examine things going well and things that need change within the program
- Identify action items to address to improve program



# Conflict Resolution

## Description:

*This workshop will introduce new tools for managing interpersonal and group conflict. Participants will build conflict resolution skills through active role plays.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Examine tools to interrupt oppressive language
- Provide dialogue methods to resolve intergroup conflict
- Explore group dynamic and create group norms





# Youth Advisory or Student Advisory Development and Capacity Building

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# Starting a Youth Advisory Council (YAC)

## Description:

*In this workshop participants will look at different roles for a YAC and begin identifying and planning steps to begin (or enhance) their YAC.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Explore power of youth advisory councils within site organizations
- Identify several roles for youth advisory councils
- Identify steps to consider developing advisory councils
- Recognize resources to developing advisory councils



# The Youth Advisory Council (YAC) Process

## Description:

*This workshop helps an organization recognize and consider the stages a YAC moves through, to examine where their own program is at, and to make some plans to advance their YAC to the next stage.*

**Length/Description:** ½ day, for teens and adults

## Key Components:

Participants will:

- Define a YAC, what it does and the reasons for establishing a YAC
- Learn the stages of a YAC and develop key tips and strategies they could use to coach and support a YAC in each of its various stages



# The 30 (or 60) Minute Meeting

## Description:

*This workshop will help participants examine a structure to get a lot done with their youth in a short 30 or 60 minute meeting. Specific tools and strategies will be provided to participants.*

**Length/Audience:** ½ day for adult advisor(s) and can include teen facilitators

## Key Components:

Participants will:

- Be able to state differences between a facilitator and an advisor
- Be able to identify the components of an effective TAC meeting and the kinds of things that take place during each component
- Complete an implementation plan and include:
  - 1-2 active planning strategies to try in an upcoming meeting
  - Plan for increased youth leadership roles





# Assessing Issues – Survey and Focus Groups

## Description:

*This workshop will provide participants the tools to either structure and run a productive focus group or to create an effective survey. Group members will then create a work plan to implement one of these methods for gathering data.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Consider and chose different ways of assessing community on issues of importance to group
- (If delving deeper into focus group or interviews) Understand the difference between convergent vs divergent questions and craft effective questions for collecting data
- (If delving deeper into survey) Understand the kinds of survey items that can be used and craft effective items to use on a survey
- Create a work plan for assessing issue



# Project Planning

## Description:

*Participants will understand the importance of planning and engage in an active series of exercises to help them lay out a plan for a project or initiative they want to engage in.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Recognize the importance of planning for successful projects
- Learn and reflect on a few useful planning strategies
- Use a planning strategy to design a youth driven project



# Reflection

## Description:

*This workshop guides participants to consider different reflection techniques to support discussions, project and event planning, and experiential learning.*

**Length/Audience:** 1/2 day for youth and adult advisor(s)

## Key Components:

Participants will:

- Understand the importance of reflection for building youth competencies and active participation
- Learn and reflect on new reflection strategies
- Strategize to include at least one reflection strategy in upcoming activity



# Mission Statement Development

## Description:

*In this workshop participants will work collaboratively to understand the importance of having a mission statement to guide their work and to develop a draft statement.*

**Length/Audience:** 1-hour youth and adult advisor(s)

## Key Components:

Participants will:

- Understand the purpose of a mission
- Explore core values and components that drive group
- Incorporate core values and components into a mission statement



# Youth-Led Meetings

## Description:

*This workshop will help participants understand how to design a strong agenda and learn tools to facilitate purposeful meetings.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Understand the purpose and importance of regular meetings
- Identify key components of designing an agenda
- Develop strategies, activities to facilitate successful meetings
- Recognize participant role to make a meeting successful



# Creating Bylaws to Sustain your YAC

## Description:

*This workshop will help participants understand the importance of bylaws for a governing body and draft bylaws to govern their own group.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Understand the purpose of bylaws
- Understand key challenges and needs for bylaws
- Draft a set of key bylaws



# Making Your Case

## Description:

*In this workshop participants will consider how to make a compelling presentation, thinking about the concepts of “why” and powerful words and questions to help drive home their point. Members will then work on a presentation.*

**Length/Audience:** 1.5 hours for youth and adult advisor(s)

## Key Components:

Participants will:

- Consider the elements of a compelling presentation
- Make and practice a presentation/discussion with organization's leadership or community at-large



# Doing Grantmaking

## Description:

*In this workshop participants will establish a grant making process, in order to help support other youth driven initiatives in their organization or school.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Consider the steps and process for implementing a grant making system
- Develop a set of criteria/rubric from which to analyze grant requests
- Develop an application and process make “request for proposals”
- Create a timeline for the grant making process





# Branding Your Advisory Council

## Description:

*In this workshop, participants will consider how to brand their Advisory Council and develop a tagline for promotion. Furthermore, participants will begin to plan some projects to help support promotion.*

**Length/Description:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Develop a brand for YAC, including a tagline
- Consider audiences who are important to hear about your group
- Plan projects that can help group get the word out about their purpose, how it's different from other groups



# Youth-Led Evaluation

## Description:

*This workshop will help participants understand the power of evaluative information and consider how to approach gathering this data through key questions to make their case for change.*

**Length/Audience:** ½ day, for youth and adults

## Key Components:

Participants will:

- Understand the importance of asking questions
- Recognize the power of youth and evaluation
- Identify key questions, sources and methods for an evaluation plan



# Sustaining Leadership

## Description:

*This workshop will help participants consider and make a plan for how they can support new youth for successfully joining their group.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Reflect on the stages of leadership development
- Identify needed skills and knowledge for new members
- Develop a plan for supporting participants across each stage of leadership development



# Strategic Planning for the YAC

## Description:

*In this workshop participants will develop and map out a number of project and initiative ideas that they'd like to carry out over their program year, and begin planning the first key projects.*

**Length/Audience:** ½ day, for youth and adult advisor(s)

## Key Components:

Participants will:

- Recognize the importance of planning
- Brainstorm a number of ideas for group goals, activities and resources that can be used in developing a strategic plan for the year
- Set a couple of broad goals and project ideas, and map those out across a timeline
- Begin planning the first key project



# Accountability in Group Development

## Description:

*In this workshop participants will reflect on what's going well and what's challenging in their group work. They will then engage in an active scenario to consider the principles of accountability and develop some strategies and practices to help keep their group more accountable.*

**Length/Audience:** 1/2 day for youth and adult advisor(s)

## Key Components:

Participants will:

- Identify strengths and challenges within advisory meetings
- Support group to have more effective meetings, by figuring out some practices, strategies and structures to help teens be more accountable
- Plan and organize future meetings with effective accountability components





# School Specific & Restorative Practice

- Page 53** Examining & Understanding School Climate
- 54** GSA Training for Adult Advisors
- 55** Restorative Practice (RP) Introduction
- 56-57** Restorative Practice: Training the Trainers

# Examining & Understanding School Climate

## Description:

*Participants will reflect on their current school climate and begin to process ways that they can make change in areas that need improvement.*

**Length/Audience:** ½ day, for youth

## Key Components:

Participants will:

- Identify the positive and negative aspects of their current school climate as well as the various stakeholders that are part of their school
- Identify school issues that they might want to work on in relation to school climate issues
- Identify and begin planning a first tangible project the group is committed to taking to improve school climate





# GSA Training for Adult Advisors

## Description:

*This workshop provides important context necessary to better understand and support the experiences, and developmental processes of LGBTQ youth. Advisors will work together to build a stronger network, a toolkit, and concrete plans for cultivating youth-driven leadership within their GSA's.*

**Length/Audience:** ½ day, for adults

## Key Components:

- Create community among GSA advisors
- Connect GSA advisors to a vision for long-term impact
- Present theoretical basics related to sex, gender, gender expression, sexual orientation and identity development
- Distinguish the role of teacher from the role of advisor
- Develop key questioning skills for GSA advisors
- Provide active meeting strategies and an application plan for GSA advisors to use immediately



# Restorative Practice (RP)

## Introduction

### **Description:**

*In this workshop participants learn the theoretical underpinnings of RP and begin to apply practices and strategies to both build community and to address conflict when it arises to repair the harm*

### **Length/Audience:**

This is a full 2-day training for adults, which can be broken down into 2, 1-day modules.

A half-day practice- based workshop is designed for youth/students.

### **Key Components:**

Participants will:

- Define RP as twofold: 1) building community and connections; and 2) repairing harm
- Name the 4 components of the social discipline window and characteristics of each
- Name the 3 parts of fair process
- Explain the theory of compass of shame
- Define the restorative practices continuum
- Identify and use affective statements
- Practice restorative questioning
- Name several purposes of circles
- Identify and practice circle structures and formats

# Restorative Practices Training of Trainers

**Description:**

*In this workshop, participants will learn to effectively train the introductory 2-day RP training and plan how to support others in the implementation of RP in their settings.*

**Length/Audience:** This is a full 3-day training for adults

**Key Components:**

Participants will:

- Reflect on the different purposes for community building and provide some community building strategies to participants
- Reflect on our own social identities and how that impacts our ability to support relationship development and address harm when it occurs
- Reflect on our own lived experiences, thoughts, and abilities and identify the areas where we will be most personally effective as a trainer and the areas where we need to work to improve to better support others in training.
- Identify the parts of an active-participatory workshop and explain how the parts build on one another and meet adult learning needs.
- Explain the experiential learning cycle, the framework for debriefing and be able to create effective questions for each part of a debrief
- Identify and name effective facilitator skills (including LAPA – Listen, Affirm, Probe, Add Information).
- Demonstrate use of LAPA strategies

- Articulate both some of the ancient and modern context of RP so that they can help trainees have a grounding in what they are learning
- Identify all of the theoretical components and RP strategies embedded in the 2-day RP training
- Explain the purpose and intent of each section of the 2-day RP training.
- Name and explain the training activities accompanying each section of the 2-day RP training
- Create a plan for a peer presentation, including the development of debrief questions and explanation
- Adapt workshop activities to successfully meet the goals of an active-participatory workshop.
- Identify the important aspects of training and coaching others and apply those ideas to a personal implementation plan
- Identify common challenges in a training setting



# Diversity and Inclusion

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# Creating Group Culture

## Description:

*Participants will explore the explicit and implicit norms that govern the culture of their program through an experiential learning activity.*

*Participants will then create a shared set of group norms, and a plan to sustain them.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

- Establish the importance of understanding and creating a group culture
- Introduce comfort zone and learning edges concepts
- Explore how participants define their own culture and background



# Understanding Social Identity

## **Description:**

*This session is an introduction to societal and cultural group memberships and identifiers that often impact our lives and worldviews. Participants will explore issues including race, gender, religion, socioeconomic class, and more, establishing shared language and building empathy across societal and cultural differences.*

**Length/Audience:** ½ day, for adults & teens

## **Key Components:**

Participants will:

- Learn Social Identity terminology
- Share lived experience related to social identity
- Recognize their own social identities and those of others
- Recognize that different social identities lead to different lived experiences and worldviews
- Develop empathy across social identity boundaries
- Make commitment to an action or behavior to foster further exploration and empathy around social identity

# Perspective and Process

## Description:

*This session features a unique learning method to help participants build awareness of their own “cultural lenses.” Participants will gain the skills necessary to more effectively engage inter-cultural collaboration.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Explore and appreciate the diversity of identities and perspectives in the group
- Understand that there are many steps to take to accomplish a goal and that there are a lot of perspectives to contribute to the process
- Explore how identity and life experience impact our assumptions, perspectives and worldviews
- Strategize for navigating differences in perspective in their group





# Creating Inclusive Groups

## Description:

*In this session, participants will be challenged to think deeply about what constitutes a culture of true inclusion in a youth group or program. Further, participants will learn interpersonal and programmatic strategies for ensuring that all participants are welcome and valued.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Consider how/why social cliques are created
- Explore how individuals feel when they are included or excluded from groups
- Discuss tools and strategies to maintain a welcoming, inclusive group environment
- Plan ways the group can engage one another and work toward an inclusive group culture



# Group Dynamics

## **Description:**

*This workshop will provide an opportunity for leaders to explore issues of communication, accountability, participation, and engagement among members of their group. Through experiential learning activities, group members will identify challenges, and learn new leadership and communication strategies to enhance group effectiveness.*

**Length/Audience:** ½ day, for adults & teens

## **Key Components:**

Participants will:

- Explore differences in leadership and communication style
- Address power dynamics among group participants
- Increase sensitivity to group process
- Consider ways to prioritize healthy and empowering group process



# Spheres of Influence- Force Fields

## Description:

*In this session, participants will grapple with key challenges facing their group or community and develop a plan for leverage resources for short term and long-term change.*

**Length/Audience:** ½ day, for adults & teens

## Key Components:

Participants will:

- Explore theory of leadership, influence and change
- Create a sense of urgency for creating change
- Distinguish between kinds of change efforts
- Identify challenges and resources for creating change
- Create an action plan for creating change



# Navigating Cultural Difference

## Description:

In this session participants engage in a host of games and activities in order to consider how people of differing cultures or identities perceive things differently. Participants also consider some strategies for improved intercultural communication and make a plan to apply those for themselves.

**Length/Audience:** ½ -1 day, for adults & teens

## Key Components:

Participants will:

- Be introduced to cross-cultural communication
- Explore social identity and societal group membership
- Gain awareness about participants' own cultural perspective
- Learn strategies for intercultural communication



# Coaching

## **Description & Key Components:**

Coaching is tailored to meet the goals of a site. Following intensive training (2 or more days), coaching visits are recommended every other month to quarterly to help support YDS implementation of practice.

Coaching begins with an initial assessment to understand key challenges and to discuss the most effective communication styles between the coach and agency staff.

Before each coaching visit, coaches communicate with the site to identify key goals and develop strategies to support implementation of YDS practice. A coaching visit may consist of many parts and elements and often times includes a pre check-in with key staff, a workshop for adults or adults & teens, concluding with a meeting to discuss key reflections and plan next steps. Sometimes a coaching visit may include an “observation/feedback” where the coach observes a program meeting or activity in order to document anecdotal evidence. These anecdotes are then used as a lens to help staff reflect on effective YD practice and areas where there can be changes for improvement.

# Train the Coaches Model

## Topic & Description:

*Preparing YDS Coaches– 4 days training + follow up visits*

For locals which have YDS trained staff and youth, a “coach the coaches” model can be employed to build sustainable, local capacity.

Follow-up visits are coordinated such that local coaches share previous coaching visit(s), participate in mini-training or review, and work to plan for next site visit(s).

## Key Components:

Training includes following content:

- Understanding YDS and TAC stages
- Reviewing coaching and YDS and/or TAC specific training & coaching protocols
- Observation/Feedback method
- Making plans for supporting your site(s)

