



Educational Services for After-School
Sharing Expertise Providing Solutions



The Nifty 9

Ensuring Quality Programming

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Objectives for the Day

- Welcome and Introductions
- Agreements
- KWL
- What is the Nifty 9?
- How do you orchestrate staff development to support both exemplary performance and quality programming?
- Looking at the “L”—what we learned

Welcome and Introductions

And Then There Was One

- Find a partner
- PRS, GWD, KKKKS
- Winner becomes leader, other person holds on to his/her waist
- Find another team
- Continue to play in same manner until there is only 1 (winner and winning team)

Agreements

- Show up and choose to be present
- Experiencing on a visceral level
 - Uh Huh
 - Hey
 - Clap
- **What about this is important?**

What is the Nifty Nine?

- Systematic look at what creates a strong afterschool program that is created by the exemplary performance of staff
- Professionalism Direct and Tell vs. Inquiry
- Safety Holistic Instruction
- Managing the Environment
- Behavior Guidance Transitions
- Discipline Debriefing

What do you know?

KWL is a strategy to activate prior knowledge—to help learners make connections

Know	Want to Know	Learned

Professionalism

- Mind set of a professional
 - Pride in the work you do
 - Continually strengthen performance
 - Be a problem solver
 - Practice the appropriate level of initiative
 - Wait to be told
 - Ask permission for the routine
 - Offer a suggestion
 - I intend

Building Professionalism

Intentionally taught Your Scenarios

Hear “what” not “who”

Avoid defending, deflection, rationalizing, and explaining

Reflect on your own behavior

Take steps to change your approach

Safety

- Safety and Supervision
 - Prevention vs. intervention
 - Line of sight
 - Clear expectations—Environmental Agreements around “safety” in this situation/location/environment
 - Always on the “radar”

Safety Awareness

- Scans—visual and auditory
- For self, students, and other staff
- Physical Safety
- Emotional Safety
- Speed Dating
 - Strategies to promote physical safety
 - Strategies to promote emotional safety

MBD

- **The Trilogy**

- Manage the environment and your place in it
- Support positive behavior choices
- Discipline as appropriate

- Creating a space for children and youth to make positive choices



Manage the Environment

- Many environments of afterschool
- Your place in the space
- Utilize the environment to support positive behavior choices
- Think prevention
- Environmental agreements around responsibility and respect



Behavior Guidance

- **Agreements**
 - Be safe
 - Be respectful
 - Be responsible
 - Have fun
- **Conversations**
- **Discipline**

Discipline

- Discipline vs. punishment
- Determine logical consequences
 - Warning
 - Time out or My Choices x's 2
 - Reciprocal Classroom
 - Parent Conversation
 - Site Coordinator/Director
- Conversation with parent or caregiver

MBD

- Importance of “King or Queen of the World”
- Clear expectations
- Monitor the results you are achieving
- Coach and scaffold success (brainstorm possibilities)
- Hold Accountable

Direct and Tell vs. Inquiry

- Build buy-in
- Better results
- View video:

Direct and Tell vs. Building Buy-in Through Inquiry

- Debrief
 - Key learning
 - How will you use?

Holistic Instruction

- **Lesson Design—Lesson Plan**
- Opening
 - State the objective (standard could go here)
 - Activate prior knowledge
- Content
 - “I do”—model, explain, demonstrate, inform
 - “We do”—work with students to expand understanding

Holistic Instruction

- Content continued...
 - “You do”—students work in pairs or small groups on the project described
 - Take advantage of the teachable moment
- Closing
 - Review
 - Reflect
 - Debrief

Transitions

- Moving from one activity or location to another
- A very public face
 - Opening, Homework
- Multiple transitions every day—
- Intentionally taught and strengthened
 - What will it take to be effective?
 - How will we make that happen?
 - Are you committed?

Debriefing

- Thinking about the experience
- Creates learning opportunities from activities
- Guided
 - Liked Best, Next Time (LBNT)
 - What's important about that?
 - DIGA
 - Describe
 - Interpret
 - Generalize
 - Apply

Q and A

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