

Welcome to
"Creating Your Special Recipe for
Staff Development"

BOOST Conference 2017

April 20, 2017 3:45pm-5:15pm

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Final Countdown...SHOWTIME!

What helps you
mentally
prepare before a
public speaking
engagement?





“Creating Your Special Recipe for Staff Development”



Workshop objectives:

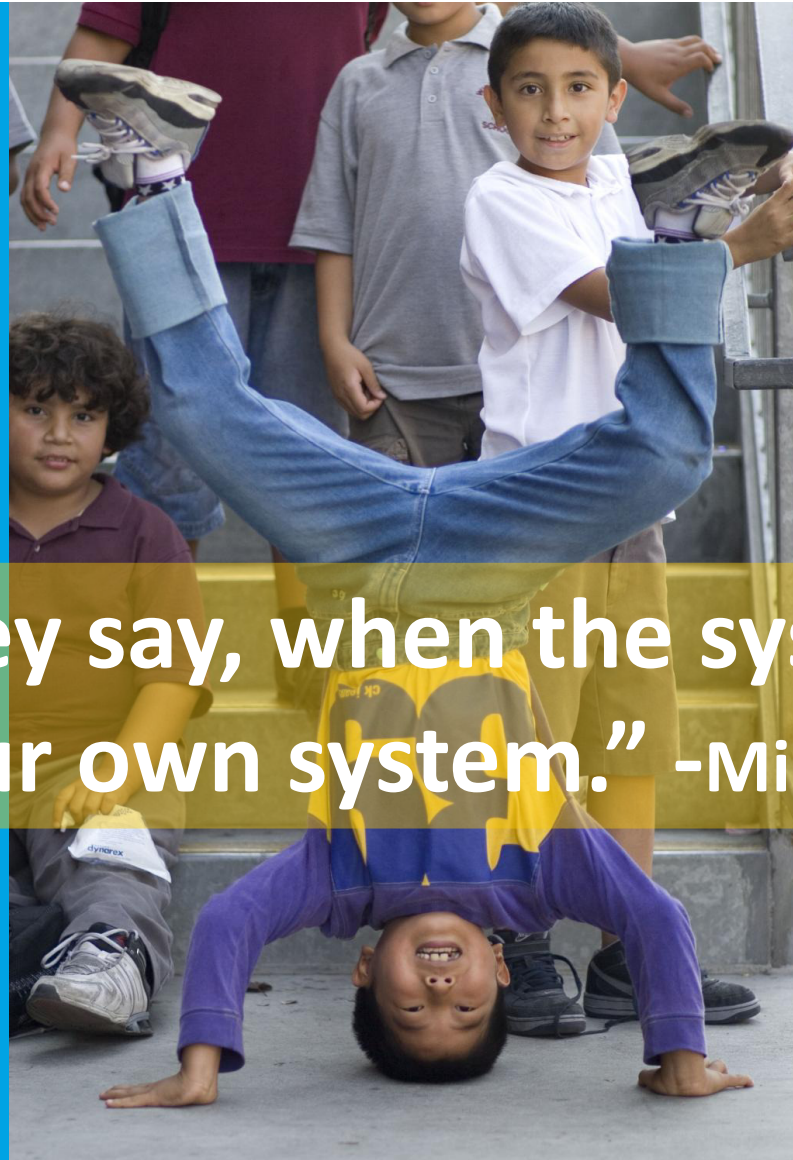
Participants will learn practices to conduct staff meetings and trainings.

Participants will explore the value of developmental experiences for educators and community leaders.





**“It’s like they say, when the system fails you,
create your own system.” -Michael K. Williams**





Create the conditions and systems for success...

**Partnerships with LAUSD, City of Los Angeles
(Mayor's Office) & Private Sector**

**Well-established and effective boards
(advisory and fundraising capacity)**

**Dedicated staff, deeply rooted and connected to
the communities in which we work**





Our Mission

The mission of LA's BEST is to provide a safe and supervised after school education, enrichment and recreation program for children ages 5 to 12 in the City of Los Angeles.



Our Vision

All children need a safe place to be after school with caring, responsible adults and engaging activities that connect each child to his/her school, family and community.





Our Values

Nothing we do... is as important as the effect it has on a child.

Engaging activities are seen as vehicles for creating values, building skills and solidifying peer and adult relationships.

Children are viewed as individuals to be developed, not problems to be solved.

Children should be involved in choosing how, when, in what, and with whom to be engaged.

When we listen for understanding, everyone learns – children and adults alike.

Staff Development Starting Point



Recognize and embrace the value of staff knowing what it's like to walk in the shoes of the children we serve.





"Creating Your Special Recipe for Staff Development"



A

Start with a purpose, goal or desired outcome(s) of a training and meeting.





Influence Attitudes and Beliefs

Learn Skills



A decorative header featuring a central red rectangle with the word "SHARE" in white. On either side of the rectangle are images of various spices and herbs in small bowls and wooden spoons.

SHARE

At your tables please share examples of how you currently achieve these 3 outcomes with staff in your organization. Please make sure you designate a facilitator/spokesperson and note-taker for each table.

Gain Knowledge

Influence Attitudes and Beliefs

Learn Skills



Gain Knowledge

EXAMPLE: Provide information in a handout, article, etc. and allow participants to conduct a Creative Teach-back.

Influence Attitudes and Beliefs

EXAMPLE: Create activities such as “Where Do You Stand?”

Learn Skills

EXAMPLE: Allow time and space to practice (e.g. with scenarios) in a setting that promotes constructive feedback and dialogue.



"Creating Your Special Recipe for Staff Development"



B

Create experiences that can be incorporated within staff gatherings (e.g. trainings and meetings) to achieve desired outcome(s).





"Creating Your Special Recipe for Staff Development"



Listen and respond to the input and
feedback of staff.





“Creating Your Special Recipe for Staff Development”



A

Start with a purpose, goal or desired outcome(s) of a training and meeting.



B

Create experiences that can be incorporated within staff gatherings (e.g. trainings and meetings) to achieve desired outcome(s).



C

Listen and respond to the input and feedback of staff.





“Creating Your Special Recipe for Staff Development”



Ways to Engage

Getting to Know the Audience

Effective Questioning

Stay Present (in the moment)

Leveraging Experience of Audience



Rapport – a close and harmonious relationship in which the people or groups concerned understand each other's feelings or ideas and communicate well.



Where Do You Stand?



Building rapport with an audience is more important than the content of a training or meeting.



Where Do You Stand?



Experience is
acknowledged and
valued in our field.

Where Do You Stand?



Youth and adults learn the same.

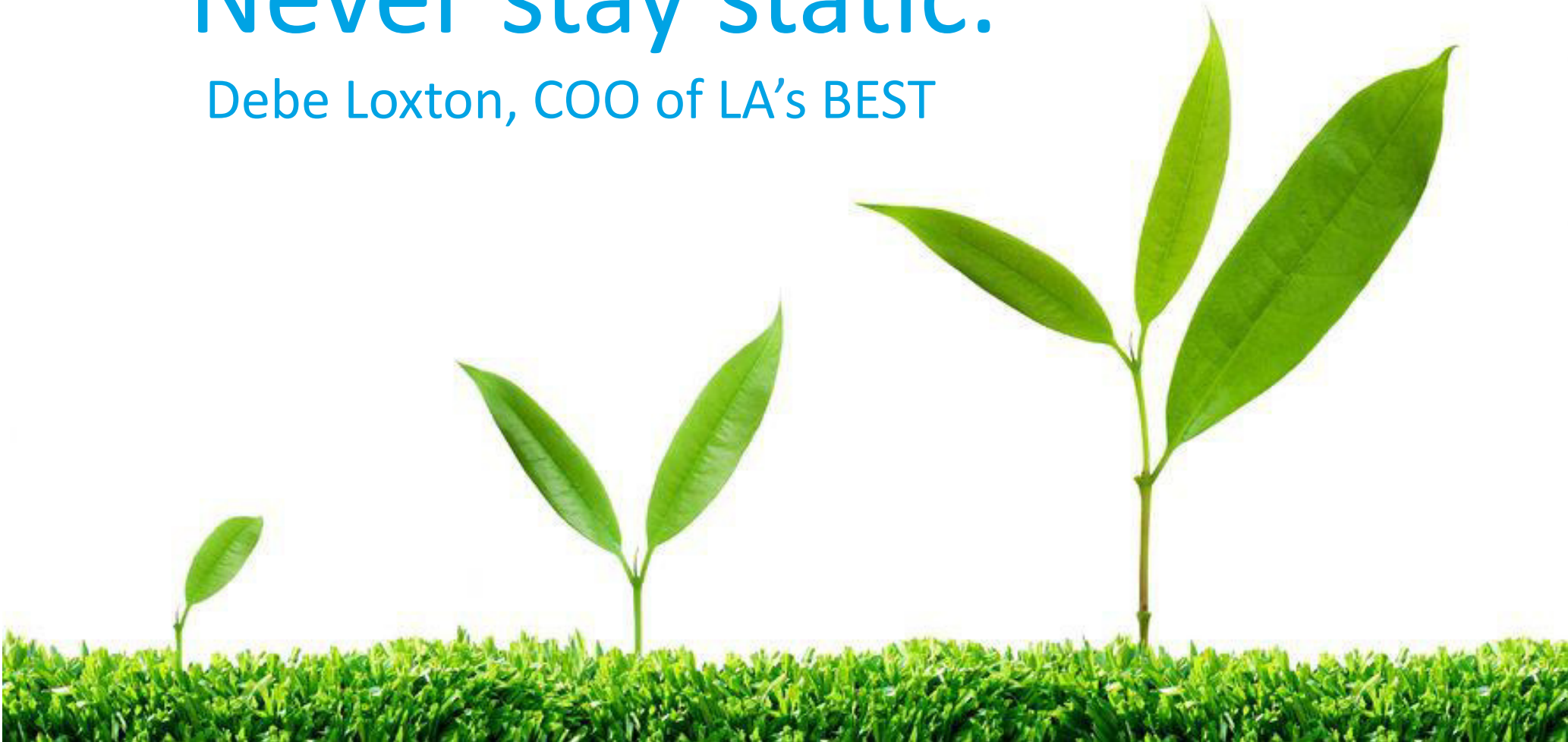


Provocateur – a person who deliberately behaves controversially in order to provoke discussion, driven from a core set of beliefs and values.



“Never stay static.”

Debe Loxton, COO of LA's BEST



A young boy with short brown hair and glasses is looking directly at the camera. He is wearing a white collared shirt and a dark tie. In the background, another student is visible, and there are colorful educational posters on the wall, including one about 'Magnesium' and another about 'Air & Weather'. A bookshelf filled with books is also visible.

**There is always more to gain
from the audience/students
than the presenter/teacher.**

Inspired by Glen Osborn,
original Seattle Coach/Trainer



“Core beliefs and values
are the colors and
brushes to paint your
vision.”

Inspired by Valentine, local Seattle artist

“This field of many names, builds
systems to support ‘you’ being
‘you’



Inspired by Jackie Jainga-Hyllseth, School's Out Washington

“It’s just not what they learn, but how they change and grow based on the experience.”



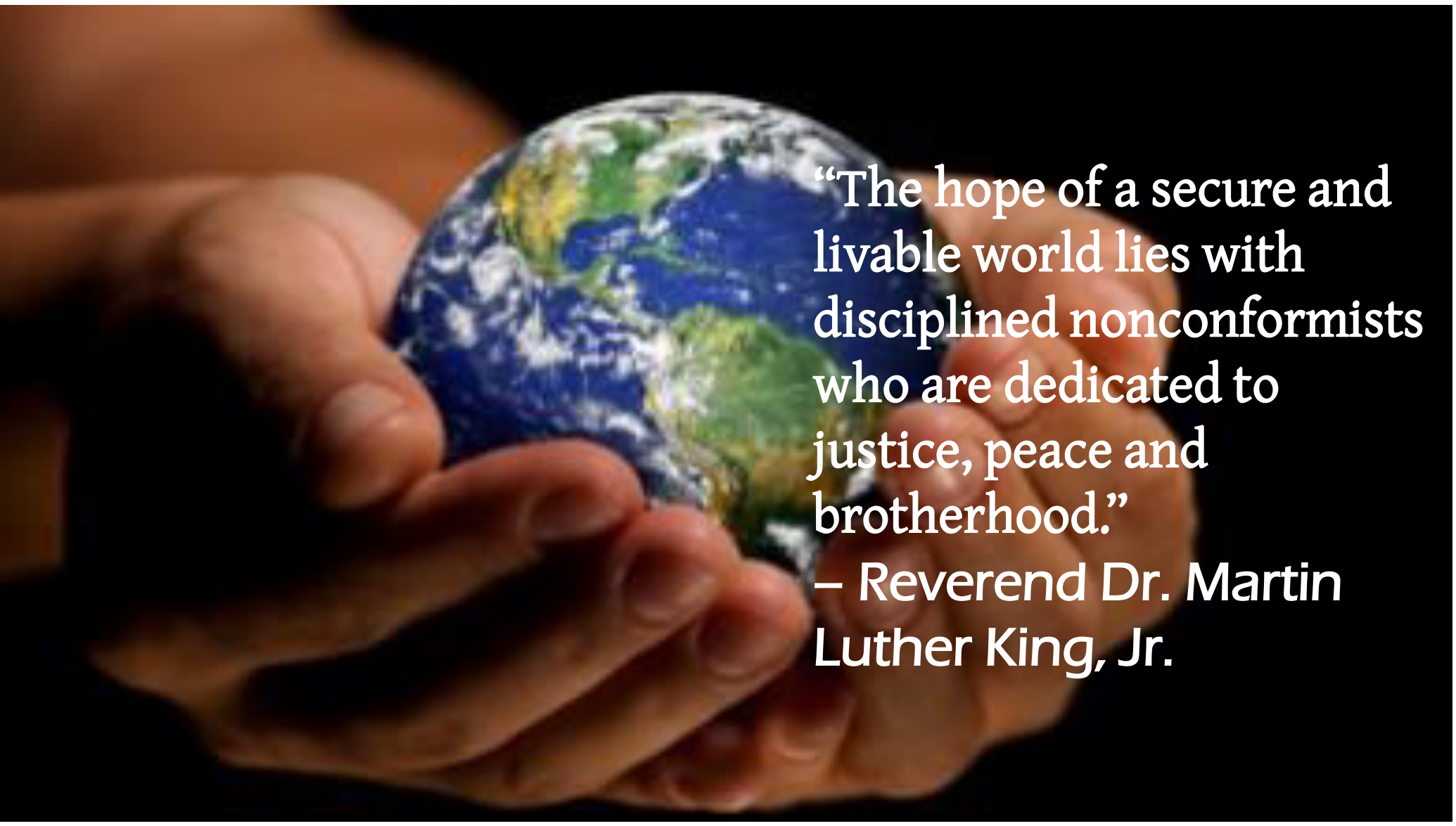
Inspired by Debbie Barnes, School's Out Washington



Zach Wilson

Director of Staff Development, LA's BEST

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A close-up photograph of a pair of hands gently cupping a small, realistic model of the Earth. The globe shows blue oceans, green continents, and white cloud patterns. The hands are positioned on either side of the globe, with fingers slightly curled. The background is a solid, deep black, which makes the hands and the globe stand out prominently. The lighting is soft, highlighting the texture of the skin and the details of the globe.

“The hope of a secure and livable world lies with disciplined nonconformists who are dedicated to justice, peace and brotherhood.”

– Reverend Dr. Martin Luther King, Jr.

Facilitator Engagement Strategies



Getting To Know Your Audience:

Build rapport with audience

Example: Show genuine interest toward participant needs, questions and/or ideas.

Encourage expression of ideas

Example: As you pose questions to the group, include a statement along the lines of "...if you have not had an opportunity to speak/share, please feel free..."

Ensure a balance of voice across all participants

Example: Include various grouping strategies, such as "think, pair, share" especially when you feel like there are individuals dominating the whole group discussions.

Effective Questioning:

Utilize open-ended and reflective questions

Example: If someone shares an option that may not be in a kids' best interest, pose a question along the lines of "how does that option support LA's BEST values?"

Open-ended and reflective questions – examples below:

- What do you think about...?
- How do you see this strategy supporting your kids (and/or staff)?
- What are your thoughts on next steps? Why?

Listen with intent

Example: Focus on the participant speaking and avoid trying to formulate your response until they are finished. Clarify or rephrase questions to elicit audience participation.

Lead toward inquiry

Example: An audience is very engaged when they are requesting information based on their needs (e.g. asking a variety of questions, formulating potential applications to their practice).

Stay Present (in the moment):

Monitor participants' response and adjust design or delivery

Example: Ensure all pertinent information is covered, at least minimally, if you need to create space and time (e.g. not do an entire activity) on the agenda to explore a concern, question and/or “teachable moment” relevant to the majority of the audience.

Keep participants focused on training content (e.g. avoid/redirect tangents)

Example: When a participant raises a question or makes a comment not in line with the training content, create a “Parking Lot” on a flip chart paper to capture it along with any others that come up.

Time Management

Example: It is easy to get distracted by comments and/or having fun. Be sure to keep in mind time management and staying on track with the agenda.

Leveraging Experience of Audience:

Motivate participants to reflect on content

Example: During reflection activities, ensure you link back to individual comments you heard throughout the training (especially those that folks felt most passionate about).

Draw from and leverage participants' experiences

Example: Acknowledge the wealth of experience within the audience, throughout the training, drawing upon linkages to the participants' current roles and responsibilities as it pertains to the training content.

Create opportunities to practice skills, strategies learned (incl. constructive feedback)

Example: Provide role-play opportunities based on pre-written scenarios or scenarios generated by the participants. Allow an opportunity after the role-play for constructive feedback to be shared.

Embrace teachable moments

Example: An unforeseen opportunity presents itself, such as a participant sharing an example of a specific challenge and how they addressed it (that directly ties to training content). This is then a "teachable moment" in which the facilitator pulls out positive elements from the shared example and how it reinforces training content.

Ensure inclusivity

Example: Be sure that you provide and acknowledge multiple ways to participate (e.g. active listening, critical reading and small or large group discussions).