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Combining online learning with leadership development

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Let's talk about leadership development

1. It's complicated.
2. It's personal.
3. Why you need a mentor
4. What it can do for your program



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Let's get to know each other

- Introduce yourself
- What are you hoping to gain from this workshop?



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It's complicated.

Leadership combines personality traits, skills, innate talents, past experiences, and other factors like energy, motivation, ambition, perseverance, and drive.



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- **A leader is someone who guides others in pursuit of a goal.**
(Because there are many functions that have to take place in order to achieve a goal, there are many ways to lead.)
- You have to know your personal style, your goal, and be willing to commit to guiding others.



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Reflect on the video

- Clear goals?
- How important is staff to program goals?
- How do you look at staff development?
- Do we all lead in the same way?

Leadership Qualities: How I rank myself

Take 5 min. and rank yourself.

Then share your insights with a partner.

If willing, share with the large group.

PYD

Positive Youth Development

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Leadership qualities: How I rank myself

This activity helps adult staff to reflect on how all people can be leaders in their own ways. The key to leadership is to identify and appreciate your personal strengths. Then, challenge yourself to build up skills in the areas where you need work. As you work with your fellow staff members, partner with those who have different strengths to create a powerful team.

In this 30 minute exercise, staff rate themselves in 10 leadership qualities. You can do this alone or with other staff members.

Leadership quality	I definitely have this quality	I'm pretty good at this	I need to work on this	I need help with this
Enthusiasm: I have energy, a positive attitude, and am motivated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prepared: I assess the situation, understand the audience, know how to prepare, know how to report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicate well with others: I am an effective speaker, am able to work with all kinds of people, am tactful, and am a good listener.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring: I am sensitive to others, I accept others for who they are, am compassionate, have a good sense of humor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creativity: I can express ideas, can come up with helpful suggestions, I try to brainstorm for new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem solver: I can tackle problems, am resourceful, I think through difficulties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Character: I act in an ethical manner, I am honest, not led astray by peer pressure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adaptability: I can cope with the unexpected, I can accept change.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependability: I am reliable, others can trust me, I make good on my promises, I keep on task.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperation: I work well with others (even those I may not like).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



extension.psu.edu/youth/betterkidcare

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Reflect on your leadership qualities

- Do you value some of these qualities more than others in a leader?
- Do you agree that caring is a leadership quality?
- Can you see how expanding your idea of leadership might help your staff to develop?

It's personal.

The challenge of leadership development is how to get everyone working together to use their personal tendencies and skills to achieve the program goals.

What type of leadership style is yours?

1. Read the title and description of the 4 leadership styles.
2. Read the choices for **STRENGTHS** and match with the correct style.
3. Read the choices for **CHALLENGES** and match with the correct style.
4. Discuss your answers with a partner. If willing share your choices with the entire group.



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Reflect on the four leadership styles

- What did you decide was your own personal leadership style? (show of hands)
- What experiences have you had with former bosses or managers having these different styles?
- How did their leadership styles impact you when you were an employee?



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Why you need a mentor...

Listen to Diane Barber, Executive Director of the Pennsylvania Child Care Association, discuss her personal journey to leadership



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Reflect on video

- What role did mentors play in Diane's leadership journey?
- Did you have a mentor in an afterschool program?
- How did you benefit from having a mentor (or multiple mentors)?

PYD ONLINE SERIES

ALIGNED TO NATIONAL AFTERSCHOOL ASSOCIATION

**Core Knowledge and
COMPETENCIES**
for Afterschool and Youth Development Professionals



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PYD Positive Youth Development BETTER • KID • CARE

Positive Experiences, Positive Relationships, Positive Environments.
10 online modules to support (PYD) positive youth development practices

Gain knowledge and tools to successfully work with school-age children and youth ages 5 to 18 years. We know that youth development professionals come from many backgrounds and work in a variety of settings. Our online modules are an easy and convenient way to get the professional development you need to succeed.

20 hours of professional development, available anytime, anywhere.

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Foundation Modules	Mastery Modules
<ul style="list-style-type: none"> • Child and Youth Growth and Development • Interactions with Children and Youth • Cultural Competency and Responsiveness • Safety and Wellness (Physical and Emotional) • Youth Engagement 	<ul style="list-style-type: none"> • Program Planning and Development • Family, School, and Community Relationships • Professional Development and Leadership • Learning Environment and Curriculum • Child/Youth Observation and Assessment

Access Better Kid Care's On Demand Online Professional Development System to:

- Create a free account
- Program directors can purchase preparation codes to share with staff, volunteers and specialists
- Watch videos Highlighting best practices
- Print your certificate of completion (Previous modules for free. \$3.00 fee for certificate of completion.)

Accepted for CDA • Eligible for CEUs

Better Kid Care online modules are approved for professional development in 40+ states. Check for approval in your state: <http://bit.ly/gof.com/30states>

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NAA CORE KNOWLEDGE AND COMPETENCIES

The competencies are grouped into ten content areas:

1. Child and Youth Growth and Development
2. Learning Environment and Curriculum
3. Child/Youth Observation and Assessment
4. Interactions with Children and Youth
5. Youth Engagement
6. Cultural Competency and Responsiveness
7. Family, School, and Community Relationships
8. Safety and Wellness
9. Program Planning and Development
10. Professional Development and Leadership



Programs serving youth ages 5-18

NAA Competency levels

1. Entry—beginning knowledge and skills
2. Developing—has developed some experience
3. Proficient—can apply knowledge and skills
4. Advanced—can apply skills in increasingly nuanced ways
5. Mastery—can analyze, synthesize, and evaluate

<https://naaweb.org/resources/core-competencies>

What is PYD?

- PYD is an intentional, prosocial approach that engages youth within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive; recognizes, utilizes, and enhances young people's strengths; and promotes positive outcomes for young people by providing opportunities, fostering positive relationships, and furnishing the support needed to build on their leadership strengths.

<https://youth.gov/youth-topics/positive-youth-development>



Foundation series

- Child and Youth Growth and Development
- Interactions with Children and Youth
- Cultural Competency and Responsiveness
- Safety and Wellness
- Youth Engagement



Mastery Series

- Program Planning and Development
- Family, School, and Community Relationships
- **Professional Development and Leadership**
- Learning Environment and Curriculum
- Child and Youth Observation and Assessment

Penn State Better Kid Care (BKC)

- **On Demand Distance Education**

- BKC's On Demand Distance Education system provides low-cost professional development online anytime you are ready to learn!
- PYD modules developed in collaboration with Nebraska Extension



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BKC Website



Better Kid Care

Better Kid Care Online Learning
Better Kid Care in Your State
 Are Better Kid Care online lessons approved or accepted for child care professional development in your state?

On Demand Distance Education
 Better Kid Care's On Demand Distance Education system provides professional development online anytime you are ready to learn! Get started using On Demand with a video tutorial, review the lesson taking, and read frequently asked questions.

Better Kid Care News
Military Quarterly
 A quarterly review of Better Kid Care resources that will help caregivers in military-connected programs and communities. For fall, we examine why it is important to learn about observation.

New in On Demand...
 Aug 23, 2018
 Several new modules arrived over the summer. Click the links to read a summary of the module, or just sign in to On Demand to start the module for free. As always, you only have to pay if you need a certificate of completion.

Adventure Trips—Guaranteed Youth Engagement
 Jun 15, 2018
 Field trips are an ever-popular experience for children once they reach the age of about seven or eight. Out-of-school time programs that offer field trips as part of their programs help to meet the needs of children to go out and explore their community.

New On Demand Module
 Jun 15, 2018
 Non-Instructional Staff: Create a Positive Climate for Children.

Content Areas (CKC)
 Child Growth & Development
 Curriculum & Learning Experiences
 Families, Schools and Community Collaboration and Partnerships
 Assessment
 Communication
 Professionalism & Leadership
 Health, Safety & Nutrition
 Program Organization & Administration

PA On-site Training
Better Kid Care: Becoming Trauma Informed
 When: Oct 9, 2018
 Where: Penn State Extension, 310 Allan Road, Carlisle, PA 17013

Better Kid Care: Becoming Trauma Informed
 When: Oct 11, 2018
 Where: Penn State Extension, 310 Allan Road, Carlisle, PA 17013

Better Kid Care: PCAN—Challenging Behaviors
 When: Oct 16, 2018
 Where: Penn State Extension, 310 Allan Road, Carlisle, PA 17013

Better Kid Care: Becoming Trauma Informed
 When: Oct 16, 2018
 Where: Penn State Extension, 310 Allan Road, Carlisle, PA 17013

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On Demand Web Lessons

Welcome to your professional learning experience with Better Kid Care!

The professional development hours awarded by Better Kid Care (one or two hours) include time spent reading content, watching module videos, checking your knowledge, completing reflection and application exercises, and taking the post assessment. Because some of these activities may be completed away from the screen, total hours awarded may not equal dedicated screen time.

Research shows that professionals who continue learning offer higher quality care to children and youth. Our online lessons were created for professionals like you who want to learn to enhance programs for children and youth. No more than 9 hours of On Demand professional development will be awarded in one calendar day.

Enjoy your learning experience!

v16.12

Sign In

What is your e-mail address?

My e-mail address is:

Do you have a Better Kid Care password?

No, I am a new customer.

Yes, I have a password:

[Forgot your password? Click here](#)

[Continue](#)

Main Menu Options

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On Demand Web Lessons

Lessons

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- By Content Area (CXC)
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- By Discussion Forum
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- State Approved Lessons Test

CDA Course

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- Lesson Prepayment

Discussion Forum Info

Help


- Frequently Asked Questions
- Video Tutorials
- Contact Better Kid Care

All On Demand Lessons (click lesson title - move scroll bar to see all lessons)

Lesson Title	Fee*	Status
		C-Complete P-In Progress
A Good Night's Sleep: How Sleep Affects Health (K7.3 C1) (CDA1) 2hr	0	P
Achieving 21st Century Skills through Project-Based Learning (K2.7 C2) 2hr	0	P
Adverse Childhood Experiences: Building Resilience (K3.5 C1) (CDA3) 2hr	0	P
Advocacy: Raising Awareness for the Early Childhood Professional (K6.10 C1) (CDA6) 1hr	0	C
Art Appreciation 101 for Young Children (K2.15 C1) (CDA2) 2hr	0	P
Balancing Child-Staff Ratios (for Center Directors) (D6.6 C2) 2hr	0	C
Be Clear on Clearances (for Center Directors) (D7.11 C1) 2hr	0	C
Becoming a 21st Century Skills Program (K2.9 C2) (CDA5) 2hr	0	C
Beyond Counting: Strategies to Support Preschool Math Development (K2.15 C2) (CDA2) 2hr	0	P
Block Play Builds Learning Skills (K2.15 C1) (CDA8) 1hr	0	C
Building Community Support for Out-of-School Time Programs (K3.9 C2) 2hr	0	C
Building Relationships with Children and Youth Who Challenge Us (K2.13 C2) 2hr	0	P
CDA Credential: An Introduction and Professional Reflection (K6.5 C1) (CDA6) 2hr	0	P

*** There is no fee for these lessons because you are a reviewer of lessons or an employee of Better Kid Care.**

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On Demand Web Lessons

Lesson series or course

- Lessons
 - *New Releases
 - All On Demand
 - In Progress On Demand
 - Lesson Series or Courses
 - By CDA Subject Area
 - By Content Area (CKC)
 - By Age Group
 - By Discussion Forum
 - Lecciones en Español
 - Completed
 - State Approved Lessons
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 - Contact Better Kid Care

On Demand Lesson Series or Courses (click series title to display the lessons)

- Click2Science (C2S): 20 lessons, 40 total hours
- Coaching Guides: 4 lessons, 0 total hours
- Eco-healthy Child Care Series: 6 lessons, 14 total hours
- For Center Directors: 11 lessons, 22 total hours
- Let's Move! Child Care (LMCC): 6 lessons, 12 total hours
- Observation Series: 4 lessons, 8 total hours
- Observation with Purpose: 6 lessons, 17 total hours
- Positive Youth Development (PYD): 10 lessons, 20 total hours** ←
- Supervising Children Series: 7 lessons, 7 total hours
- Taking Steps to Healthy Success: 7 lessons, 14 total hours


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Help Home Sign out

Module overview

What is youth engagement?

The kickball game offers some common ingredients of youth engagement:

- The youth have an active say.
- The activity is meaningful.
- The youth are able to sustain interest.

Because of the intensity of their interest in the activity, it appears that the children playing kickball are in a state described by the psychologist Mihaly Csikszentmihalyi as "flow" (Csikszentmihalyi, 2008). In the state of flow a person experiences a feeling of "deep enjoyment, creativity, and a total involvement with life." There is a sense of timelessness, and a sense of using all of one's powers in a creative way to do something meaningful.

Engaging youth is about much more than attendance and participation (although these are also necessary for engagement). Engaged youth are eager to connect with their peers, their adult mentors, and the learning activities. Adults do not need to prod or coyle them into activity.



Youth become engaged when they feel a sense of belonging and are able to choose activities that build their skills in areas that really interest them.

(photo of youth "in the flow" in a crafting project)

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PYD coaching guide



What it (a leadership development program) can do for your program

Inject enthusiasm and passion for the work.

Introduce a personal growth mindset.

Help retain high quality staff.

Brainstorming activity

- List the many functions of your program that must come together to make it work well.
- Which of these functions can you delegate to staff?
- How can you use the BKC PYD online modules to give staff small opportunities to lead the program in several of these functions?

Some ideas

- Have staff choose and take a module (that fits their interest).
- Ask them to choose an activity from the module and lead the activity in a staff meeting.
- Ask them to choose a video and lead a discussion on the video in a staff meeting.
- Ask them to do further research on the topic and present it at a staff or parent meeting, or share in a newsletter.
- Meet with them individually to reflect on their learning.

Leadership Development Plan

Use the activities that we have included in this workshop to introduce your intention to create a leadership development plan in your program.

Have everyone in your program complete the Leadership Development Plan.

Hold regularly scheduled meetings with individual staff to view the plan and ensure they are on track.



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Thank you!

Questions or comments?
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