



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

# ENSURING SUCCESS

## Preparing Staff to Positively Impact Youth

At the Y, we set ourselves apart because we deliver a youth experience that intentionally fosters the key drivers of impact for youth development:

- **ACHIEVEMENT:** We provide thoughtful program activities to help youth gain new knowledge, skills, and abilities; build confidence; and discover who they are.
- **RELATIONSHIPS:** We facilitate relationships with and among youth, creating a space for them to make new friends and develop strong relationships with staff.
- **BELONGING:** We provide a safe and inclusive environment, so that every youth feels welcome and finds a place to belong

GROUP 1	GROUP 2	GROUP 3
Sign In-Out	Kid Zone Attendant/Birthday Party Host	Sports Coach
Assistant Youth Development Specialist	Kid Zone/Teen Center Shift Lead	Referee
Youth Development Specialist	Kid Zone Coordinator	Program Assistant
Youth Development Coordinator	MMO/PNO Coordinator	Teen Center Attendant
Assistant Youth Development Director	Camp/Teen Leader	Teen Center Coordinator
Youth Development Director	Teen Program Coordinator	Ropes Course Facilitator
	Homework Helper	
	Specialty Tutor	
	Enrichment Instructor	
	Specialty Enrichment Instructor	

*\*This list is not all inclusive; Supervisors should consider these trainings for any position that works with youth*

YOUTH DEVELOPMENT TRAINING	GROUP 1	GROUP 2	GROUP 3
Preventing Sexual Abuse Between Young Children <i>Online Training (\$0) 15 minutes</i>	Within 90 days of completing MODS	Within 90 days of hire	Within 90 days of hire
<a href="#">Principles of Youth Development</a> <i>eLearning (\$0) 30 minutes</i>	Within 90 days of hire	Within 90 days of hire	Within 90 days of hire
<a href="#">Introduction to S.A.F.E.</a> <i>eLearning (\$20) 30 Minutes</i>	Within 6 months of hire	Within 6 months of hire	N/A
<a href="#">Youth Relationships: Creating Positive Interactions</a> <i>eLearning (\$10) 30 Minutes</i>	Continuing Education for MODS	Within 90 days of hire	N/A
<a href="#">Youth Affirmations: Distinguishing Between Praise and Encouragement</a> <i>eLearning (\$0) 10 Minutes</i>	Within 90 days of completing MODS	Within 90 days of hire	Within 90 days of hire
<a href="#">Foundations of Listen First</a> <i>eLearning (\$20) 30 Minutes</i>	Within 90 days of completing MODS	Within 6 months of hire	Within 90 days of hire
<a href="#">Three Keys to Successful Family Engagement</a> <i>eLearning (\$0) 30 Minutes</i>	Within 90 days of completing MODS	Within 6 months of hire	Within 6 months of hire

## OTHER TOOLS TO SUPPORT OUR WORK

- Be-Know-Do standards for youth development staff acknowledged in the quarterly SMART Awards
- In-My-Role Cards discussed at Staff Meetings
- Youth Development Staff Self-Assessments will be distributed with 30 Day Evaluations
- Kids Zone University