

Social and Emotional Learning for Staff and Leadership





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Objectives

- Learn about key elements of our SEL professional development initiative in Anchorage youth programs
- Identify connections to your work
- Take away ideas for SEL supports for staff in all roles

Agenda

- Introductions
- What we are doing, what we've learned, and making connections to your work
- Q&A
- Closing: Connections to SEL Skills

Project Design



Facilitator Team



Cohort Participants



Youth









ENVIRONMENTS

**DEVELOPMENTAL
ENVIRONMENTS**



RELATIONSHIPS

**DEVELOPMENTAL
RELATIONSHIPS**



EXPERIENCES

**DEVELOPMENTAL
EXPERIENCES**



SPACE AND TIME

**SPACE AND TIME TO
DEVELOP ABILITIES**

Source: Ready by 21 Readiness Project, *Ready by Design: The Science and Art of Youth Readiness*

YOUTH & SCHOOL-AGE PQA

PROGRAM QUALITY ASSESSMENT

pyramid of program quality



SEL Competencies & Related Skills



Source: Collaborative for Academic, Social and Emotional Learning (CASEL)

Project Design





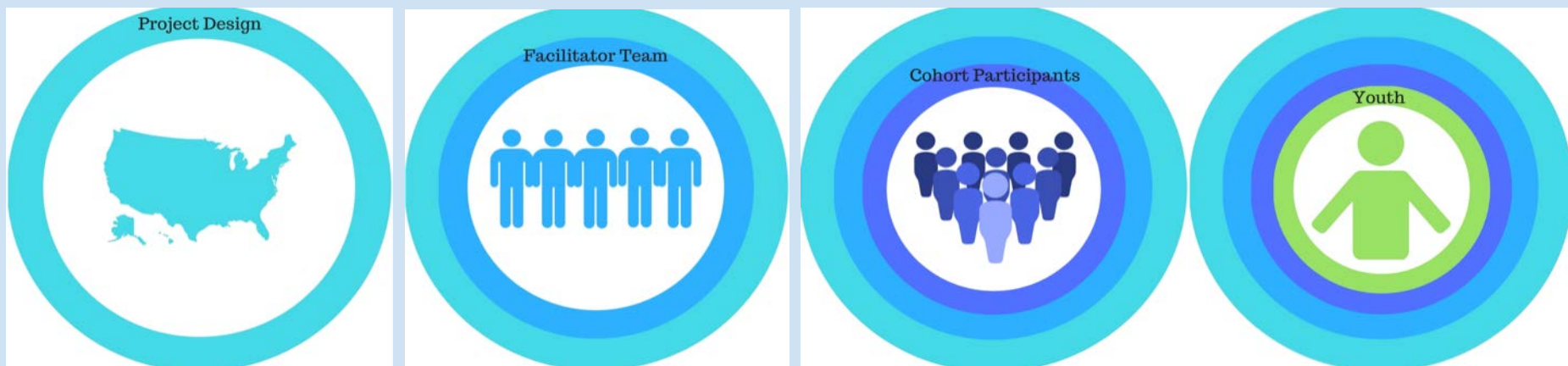


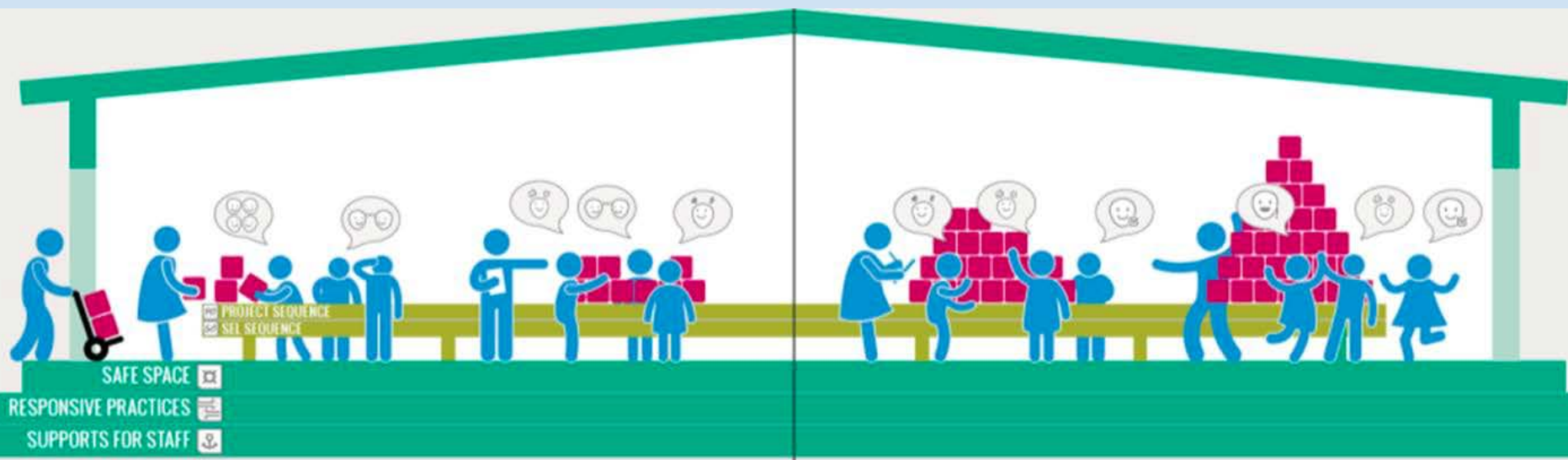
Developing skills at each level of organizations

- Executives
- Managers
- Direct Service Staff

Share in the Comments Box:

What connections are you making to your own work?





Source: Susan Crown Exchange and Weikart Center, *Preparing Youth to Thrive – Promising Practices for Social and Emotional Learning*

Community of Practice across diverse types of youth programs

- Afterschool
- Runaway and Homeless Youth Shelters
- Youth Mental Health
- Juvenile Justice
- Alaska Native education

Session Focus

Date	SEL Competency Focus	Catalyzing Topic
September 2017	All SEL Competencies	Second Order Change Kickoff!
October 2017	All SEL Competencies	Social and Emotional Intelligence
November 2017	Self Awareness	Embracing Resistance
December 2017	Social Awareness	Cultural Responsiveness
January 2018	Relationship Skills	Coaching & Communication
February 2018	Responsible Decision Making	Trauma Informed Practice
March 2018	Self Management	Healthy Leading / Wellness at Work
April 2018	All SEL Competencies	Systems Change



Component	Purpose
Brief break, Lunch & Inspirations	Support wellness for participants through providing a nutritious lunch coupled with inspiring stories. Each month participants share something that has inspired them lately. This will be done in a rotating format where each participant has one opportunity to share during the year. This also serves to help participants get to know each other better.
Arrival	Engage participants as they arrive
Welcome, Agenda Overview, SOC Updates	Provide Information
Working Agreements	Collectively develop or reinforce group norms and expectations
Inclusive Opening	Bring all voices into the room. Prime people for the work of the session.
Reflection on Practice	Promote learning through reflection on experiences at work during the past month (based on last month's session--could include follow up to peer check in during the month)
Catalyzing Topic Introduction	Provide content around which to support SEL growth for participants. Content is based on best and promising practices in the field and align with Anchorage youth development practice. This is not a "how to training", but a chance to invite individual exploration connected to a key topic in youth development practice, and to practice SEL skills in a relevant area. Include connections to resources and expertise shared by participants.
Contextualize and Personalize	Develop new understanding and perspectives through exploring a dilemma, situation, or opportunity at work sparked by today's topic (or what's current at work).
SEL Skill Building	Provide opportunities for development in specific SEL skills (e.g. through explicit reflection or practicing skills in the context of youth development scenarios or strategies). In most cases this is done through building on the areas explored through "contextualize and personalize".
Individual and Team Action Steps	Identify action steps based on today's session –both individually and for the team check in
Optimistic Closing	Provide an opportunity to reflect, to reinforce learning from the day, and to help participants look forward to returning to the group next session.
Looking ahead and feedback form	Collect feedback to support continuous improvement for curriculum and facilitation. Provide an opportunity for participants to share resources related to the catalyzing topic for next month. Encourage participants to upload any resources to the website between sessions.



“[Second Order Change was] Very beneficial for staff... Exposure to guided reflection is such a luxury in our busy work lives—and greater understanding of social emotional learning is so important in our workplace.”

-Executive Cohort Participant
2016-17









Project Design





Quick Write for You:

- What do you most want to take back to your colleagues?

Q&A



Closing

Poll: SEL Skills Connections

SEL Competencies & Related Skills



Source: Collaborative for Academic, Social and Emotional Learning (CASEL)

Thank You!

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Anchorage
Youth
Development
Coalition



Community Collaboration at Work