



Success for Every Student



SUCCESS STORY



In 2011, a group of program leaders were convened to discuss factors leading to high staff turnover in youth serving organizations. Discussion and research showed that when youth development practitioners are well-trained and treated in a professional manner they will not only choose to remain in the field, but will provide engaging programs and develop strong relationships that will positively benefit youth.

In 2012, a formal committee was solidified; now known as the Career Pathways for Youth Development Practitioners (CPYDP). This group of stakeholders has been instrumental in addressing one of the fundamental Excel Beyond the Bell goals of Quality Standards & Professional Development as part of its overall effort to increase collaboration and efficiently utilize resources to enhance program quality.

A robust career pathways system for youth development practitioners has evolved to support career growth, establish stability within the industry, and professionalize the field.



Shared Mission

To inspire children and youth to realize their full potential by building a sustainable system offering safe, quality, and accessible out-of-school time programs

Building Program Quality and Career Pathways

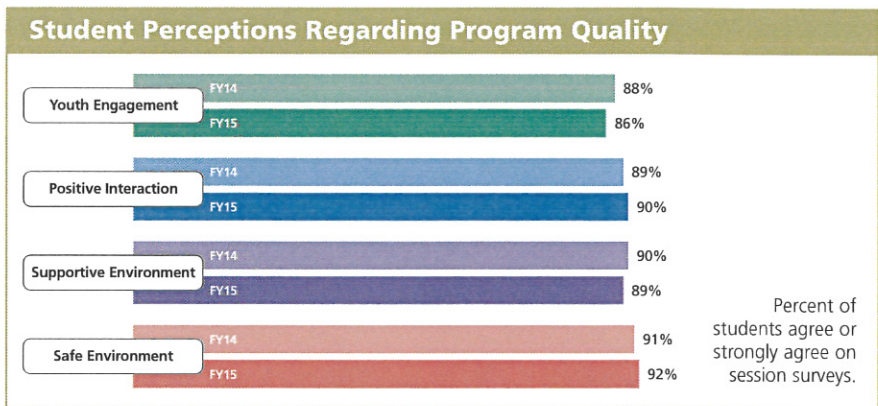
Out-of-school time programs must have caring, competent workers within settings that are achieving quality standards. Out-of-school programs will be safe, developmentally appropriate and well run; all people who work with children and youth will be skilled in engaging them and supporting their intellectual, social-emotional and physical development.

A Career Pathways for Youth Development Practitioners Committee is developing a youth development workforce system, including out-of-school time worker competencies; training aligning with competencies; high school internships; credit earning courses, and career tracks and compensation.

Convening Partners: FutureMakers, Jewish Council for the Aging (Heyman Interages Center), Maryland Out-of-School Time Network, Montgomery College, Montgomery County Public Schools, Montgomery County Recreation Department, Polinger Foundation, Pyramid Atlantic Arts Center, Wonders Child Care Center, YMCA Youth and Family Services

Results

- 100% of the Collaboration Council's 15 funded EBB providers participated in program quality assessments including submitting program self-assessment as well as program improvement plans and 90% of participating youth reported satisfaction with their afterschool programs as indicated by a post survey
- 15 programs received a coaching visit and follow-up from an experienced quality coach
- 808 youth development practitioners attended 39 professional development trainings



Effective Programs Nurture Success for ALL Students

A student came to my EBB program who spoke little English. At first, I was not sure how we were going to communicate and understand each other. However, these challenges just disappeared after the first week. At times another student or an intern would assist him with an activity but many times he was comfortable working on his own.

The fact that other students assisted him and were very kind to him really struck me. I feel that our experience with this young man confirms that we built a supportive culture in the class. It was about “learning by doing” and really involved jumping in and getting your hands dirty. He always participated fully and was supported by others.

It also reminded me that everyone can participate in art programs and gain benefits such as improved confidence and a sense of belonging, as well as the development of creativity and the ability to work independently regardless of your command of the English language.
—Pyramid Atlantic Art Center

“I really enjoy learning things from the students. They love teaching us new games and dance moves within their creative work. They’re never afraid to share what they like or don’t like. It is always so much fun learning with them.”

Teaching Artist, ClancyWorks Dance Company, Montgomery Village Middle School

- 96% of training participants found the materials useful, 94% found the information of high quality and 92% indicated the trainings encouraged them to think about things in a new way
- 19 students received college credit at Montgomery College for this career pathway
- 9 high school students participated in the internship program

Building Collaborative Services for Middle School Youth

Convening Partners: Montgomery County Public Schools, Montgomery County Recreation Department, Collaboration Council and community organizations.

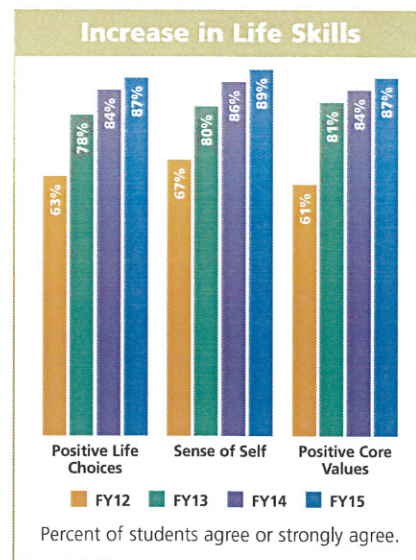
Our partners work together to determine programs offered, outreach to students and families, space, data collection and analysis, transportation and food.

Results

- 1,752 youth participated at Argyle, E. Brooke Lee, Loiederman, Clemente, Forest Oak, Neelsville, and Montgomery Village Middle Schools
- 235 program hours were available over 27 program weeks
- 79% average daily attendance
- The average school day attendance rate for EBB students was 94%
- 138 youth participated in the Excel Beyond the Bell summer program at six middle-schools in partnership with Montgomery County Recreation Department and MCPS Academic Support Program

Demographics:

- 60% of youth participating received Free and Reduced-price Meals
- 13% of youth participating were in ESOL
- 14% of youth participating received Special Education services



An increase in life skills was measured by an increase in the following: positive life choices, stronger sense of self and positive core values. Programs continue to focus on improving these skills along with creating a greater sense of belonging among participants.

Looking Ahead to FY2016

- With a three-year 21st Century Community Learning Center grant, bringing the African Arts, Culture and Education Academy to first through fifth graders living at Park Montgomery and Essex House in December 2015.
- Updating and rolling-out revised Tool Kit for Youth Development Practitioners Summer 2015.
- Planning to implement a quality recognition system for organizations that meet certain criteria to attain a quality badge.
- Finalizing the Youth Development series at Montgomery College in the Fall.
- Hoping to be able to continue and expand training opportunities and provide technical assistance for those interested in creating organizational professional development plans.