

# INTRODUCING THE SUPERVISOR'S PYD TOOLKIT

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## INTRODUCTION

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# OBJECTIVES



Why a Supervisor's PYD Toolkit?



Applying PYD to youth programs and organizations



Tour of the toolkit

## POLL

When you hear the words “positive youth development”, what are you thinking of?

- A. Child and adolescent development
- B. Youth services or programming
- C. A philosophy/approach on how to work with young people

# PYD HISTORY IN NEW YORK STATE



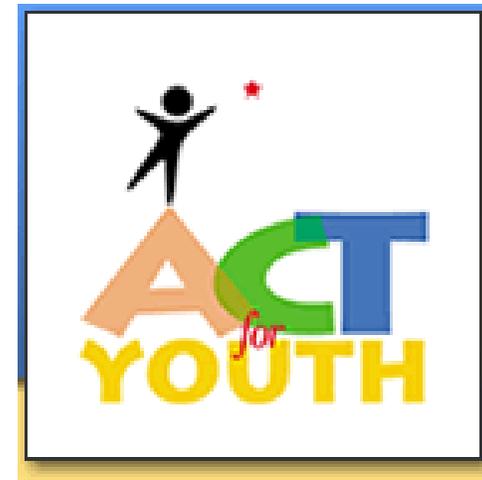
NYS Advancing Youth  
Development Partnership  
1998 - 2012

Act for Youth 2000 - now

New PYD Curriculum 2015

PYD Online Courses 2016

Creating Inclusive Program  
Environments 2020



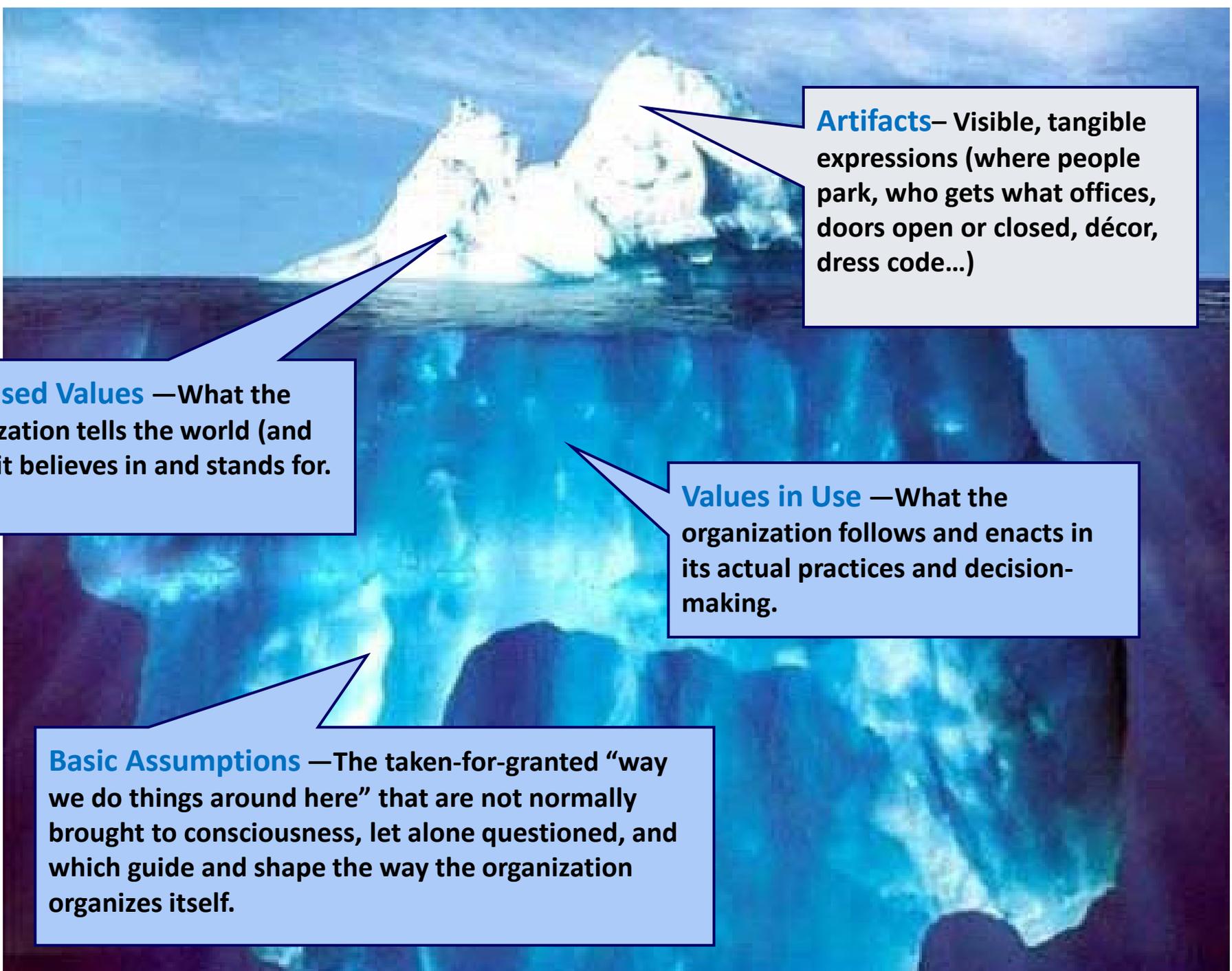
HOW CAN I EMPOWER YOUTH WHEN I  
DON'T FEEL EMPOWERED?

Youth Worker/ Youth Program Staff

## KEY TAKEAWAYS

- Educating frontline staff does not establish a youth development approach in an agency
- Training alone is not sufficient to integrate and sustain a youth development approach
- Youth empowerment requires staff empowerment





**Artifacts**— Visible, tangible expressions (where people park, who gets what offices, doors open or closed, décor, dress code...)

**Espoused Values** —What the organization tells the world (and itself) it believes in and stands for.

**Values in Use** —What the organization follows and enacts in its actual practices and decision-making.

**Basic Assumptions** —The taken-for-granted “way we do things around here” that are not normally brought to consciousness, let alone questioned, and which guide and shape the way the organization organizes itself.

Edgar Schein's Concept of Organizational Culture

(Robert Rich, 2008)

# ADOPTING INNOVATIVE APPROACHES

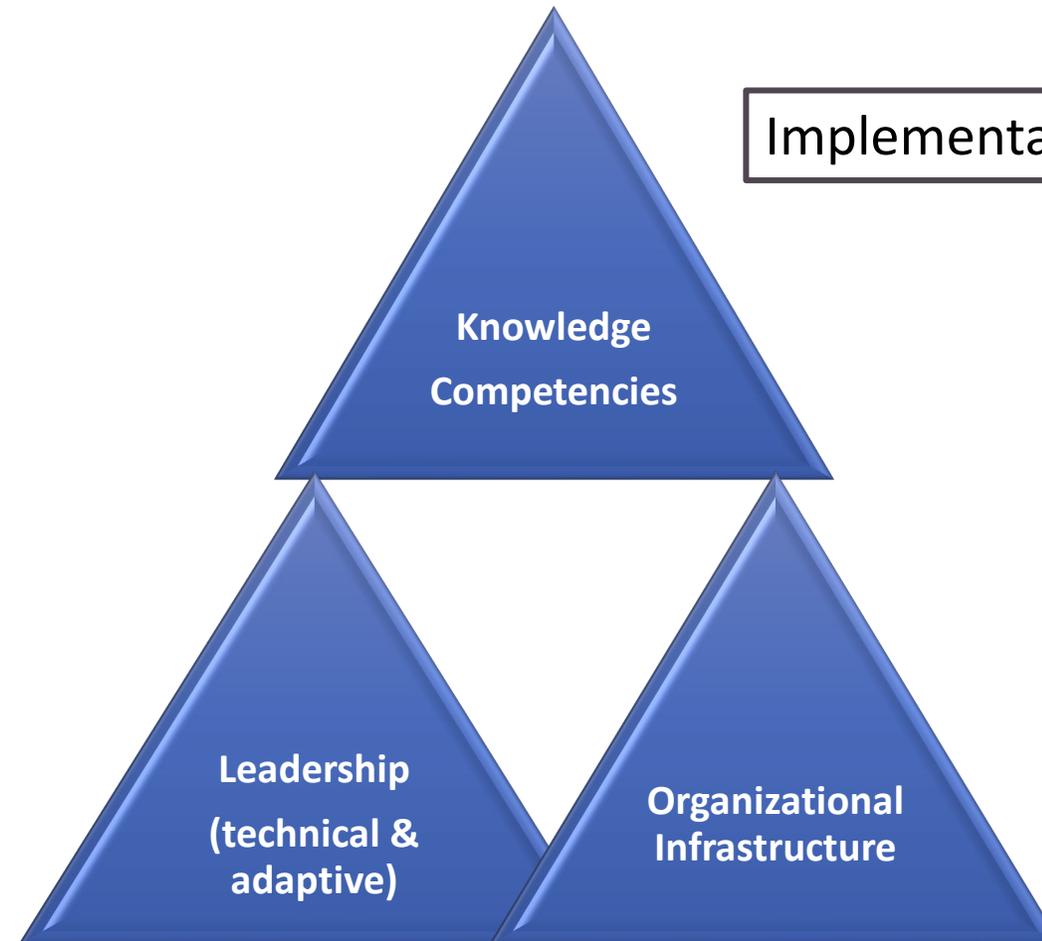
Innovative practice



Change of current practice



Organizational support structure

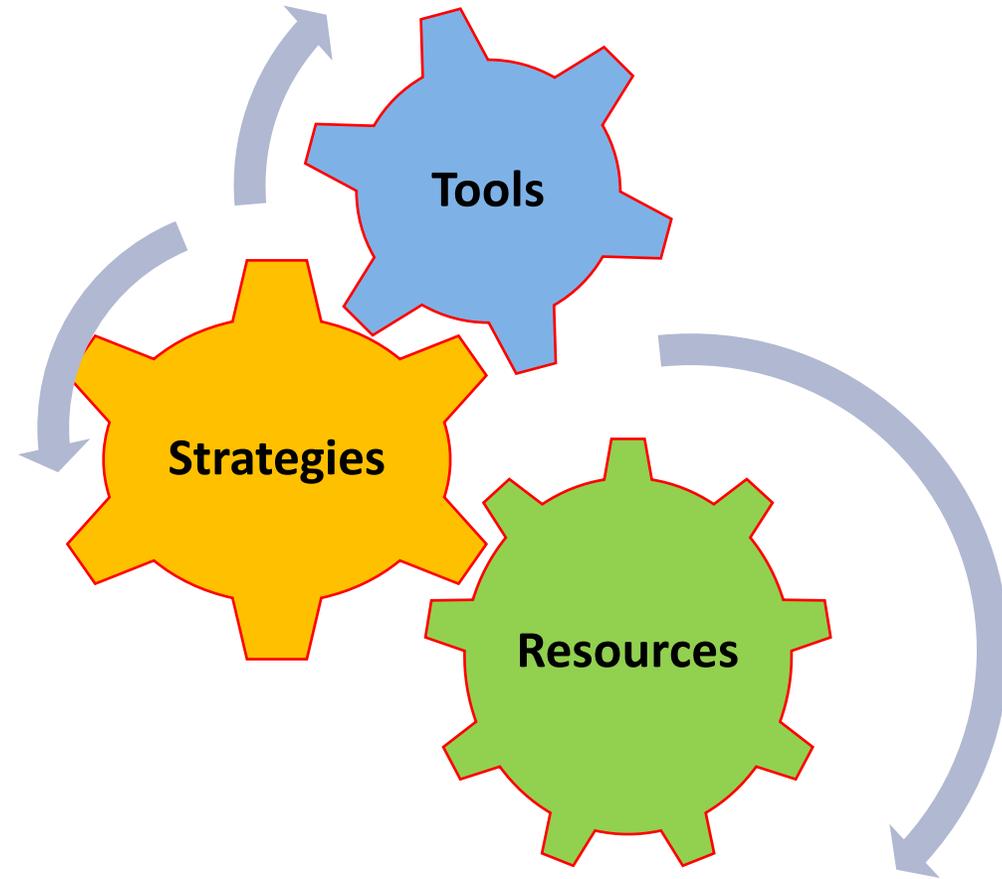


Implementation Drivers

# ESTABLISH ORGANIZATIONAL SUPPORT - SUPERVISOR PYD TOOLKIT

## Goals

- Establish new practices
- Develop competent staff
- Allocate fiscal and other resources to support new practices and policies
- Align agency mission with PYD goals





Positive Youth Development (PYD) is a philosophy or approach that guides communities in the way they organize programs, supports, and opportunities so that young people can develop to their full potential.

- Building positive outcomes for youth
- Youth voice and engagement
- Developmentally appropriate/long-term
- Inclusive/universal
- Community-based/working together

The screenshot shows the ACT for Youth website. At the top left is the logo with a stick figure and the text 'ACT for YOUTH'. To the right is a search bar and the tagline 'Your Online Source for Positive Youth Development'. A navigation menu includes 'Youth Development', 'Adolescence', 'Sexual Health', 'Publications and Events', and 'About Us'. The breadcrumb trail reads: Home > Youth Development > What is Youth Development? > Principles of Youth Development. A sidebar menu lists: 'What is Youth Development?' (selected), 'Principles of Youth Development', 'Youth Development Research', 'Youth Development Settings', and 'Positive Outcomes'. A yellow box says 'Find new resources each month in the ACT for Youth Update!'. Below that, a section titled 'A Note on Terminology' explains that youth development terminology is not fixed. The main content area features the title 'Principles of Positive Youth Development' with a 'printer-friendly' link, a photo of a diverse group of youth, and a paragraph defining positive youth development as a framework for organizing services, opportunities, and supports.

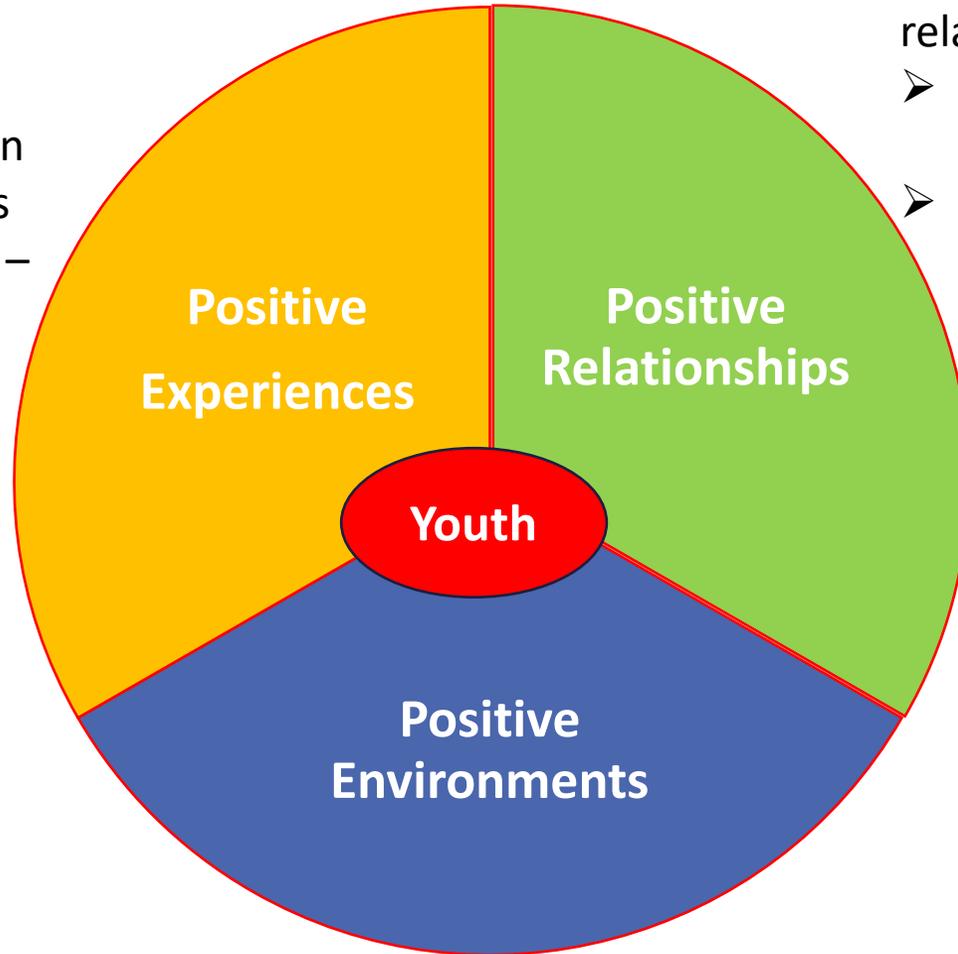
[Principles of Positive Youth Development - What is Youth Development? - ACT for Youth](#)

CREATING POSITIVE  
OUTCOMES FOR YOUTH  
BY CHANGING...



Young people experience quality programming:

- Learn new skills
- Expand their horizon
- Connect with adults
- Actively participate – have a voice



Young people experience positive relationships with adults:

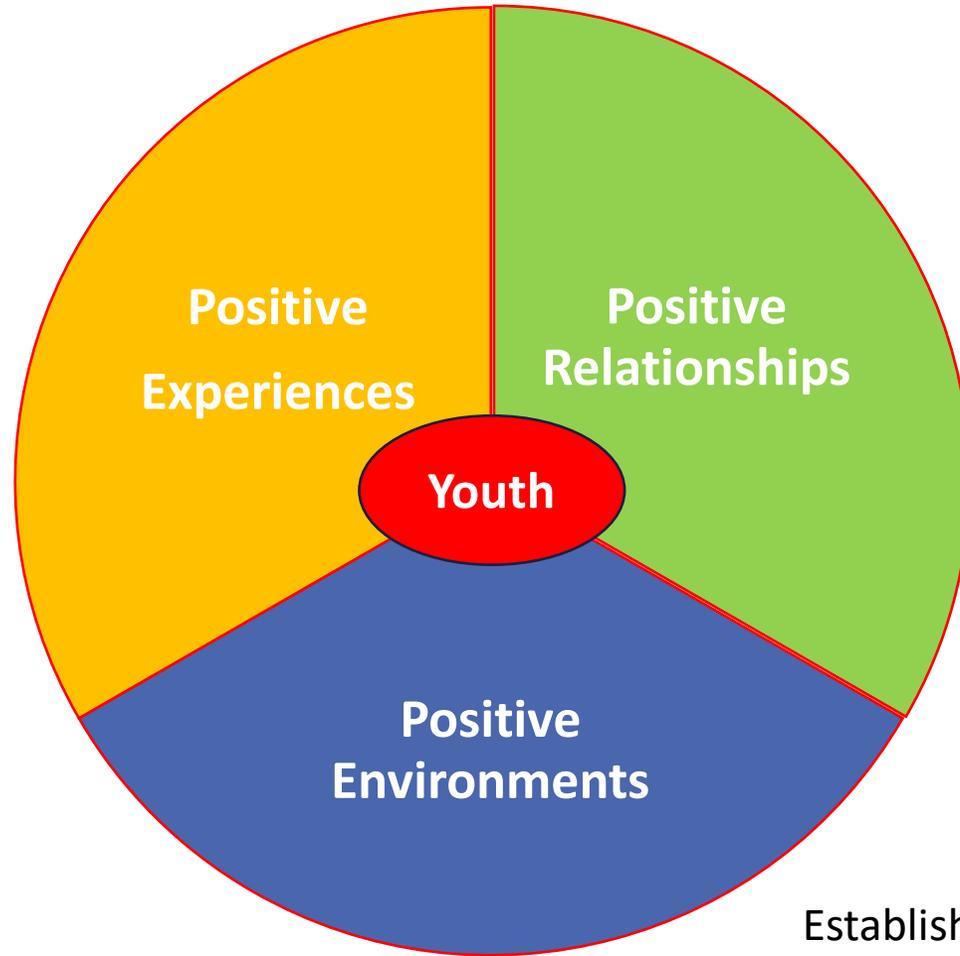
- Focus on caring, support, learning, inclusion, and agency
- Opportunities for youth-adult partnerships

## WHAT DOES PYD MEAN FOR YOUTH PROGRAMS AND ORGANIZATIONS?

Young people experience positive environments:

- Setting is welcoming, safe, and inclusive
- They feel a sense of belonging; they feel valued
- The agency is part of their web of community supports

- Promoting and providing organizational support for
- Quality programming
  - Ongoing program improvement
  - Developing quality staff



- Promoting
- Practice of developmental relationships
  - Practice of youth-adult partnerships

- Integrating PYD principles into supervision process:
- Using a strengths-based approach
  - Reflective practice

## SUPERVISOR STRATEGIES

- Establishing policies and practices for youth development settings
- Safe and inclusive program settings
  - Opportunities for youth and staff input
  - Promoting community connections/ collaborations



QUESTIONS?  
COMMENTS?

# POLL

Thinking about your own agency how would you respond to the following statements (agree or disagree)?

- A. The Board of Directors understands and supports positive youth development.
- B. My agency's documentation practices incorporate a strength-based approach.
- C. In my agency performance reviews highlight personal goals, interests, and strengths?
- D. My agency collaborates with a wide range of community organizations and groups to enhance our services.



Brief Tour>>

Feature Section

Supervisor's PYD Toolkit

Organizational Support for PYD

Positive Experiences

Positive Relationships

Positive Environments

Recommended Tool

Assessing Your Organization's  
Readiness for Youth Development

Is Your Organization Ready for PYD? Use

[Home](#) > [Youth Development](#) > [Youth Work Professionals](#) > [Supervisor's PYD Toolkit](#) > [Organizational Support for PYD](#)

## Organizational Support for Positive Youth Development (PYD)

printer-friendly

### Top Reasons Administrators Endorse a Positive Youth Development Approach

- ▶ **PYD promotes youth engagement.** Authentic youth engagement enhances the organization's reputation in the community and opens doors to additional funding opportunities.
- ▶ **PYD reduces spending** for costly prevention and intervention programs. Young people involved in PYD programs are less likely to engage in negative or risky behaviors.

[http://www.actforyouth.net/youth\\_development/professionals/supervisors/](http://www.actforyouth.net/youth_development/professionals/supervisors/)

Feature Section
<b>Supervisor's PYD Toolkit</b>
Organizational Support for PYD
<b>Positive Experiences</b>
Positive Relationships
Positive Environments

[http://www.actforyouth.net/youth\\_development/professionals/supervisors/experiences.cfm](http://www.actforyouth.net/youth_development/professionals/supervisors/experiences.cfm)

## Positive Experiences

printer-friendly



Young people thrive in quality programming that builds on their strengths, expands their horizons and comfort zones, and gives them agency and voice. Supervisors of positive youth development (PYD) program staff play a key role in developing, maintaining, and promoting quality programming in their

Feature Section

Supervisor's PYD Toolkit

Organizational Support for PYD

Positive Experiences

Positive Relationships

Positive Environments

### Personnel Practices

The resources below were developed to support supervision of staff in youth-serving agencies.

 [Sample Strategies](#)

 [Reflection Worksheet](#)

[http://www.actforyouth.net/youth\\_development/professionals/supervisors/relationships.cfm](http://www.actforyouth.net/youth_development/professionals/supervisors/relationships.cfm)

## Positive Relationships

printer-friendly



Effective youth programs provide young people with the opportunity to establish positive relationships with adults. Young people need to be cared for, respected, and valued. They also need challenges, backed by guidance, to help them stretch, grow, and step out of their comfort zone.

Staff may also need to feel valued and empowered to engage in these nurturing relationships with youth. Supervisors can support staff by integrating principles of supportive relationships into their supervisory practice and by promoting and supporting youth-adult partnerships.

## Feature Section

### Supervisor's PYD Toolkit

Organizational Support for PYD

Positive Experiences

Positive Relationships

Positive Environments

[http://www.actforyouth.net/youth\\_development/professionals/supervisors/environment\\_s.cfm](http://www.actforyouth.net/youth_development/professionals/supervisors/environment_s.cfm)

## Positive Environments

printer-friendly

Effective youth programs offer safe, inclusive, and supportive environments for young people. Research tells us that a supportive social context is critical for learning and thriving. Researchers have also recognized that young people grow in a variety of social settings -- families, schools, youth programs, health care environments, child welfare and juvenile justice systems, and more -- and we can best support youth development by strengthening connections among these settings [1].

The resources in this section of the Supervisor's PYD Toolkit support the creation of positive program environments.



### Developmental Settings

#### Community Programs to Promote Youth Development

In its 2002 review of rigorously evaluated, community-based youth programs, the National Research Council (NRC) provided an evidence base for effective youth development settings. National Academies Press.

 [Research Review](#)



QUESTIONS?  
COMMENTS?

THANK YOU!