

## Met Life Training Plan/Local Partnerships Working the UW-Extension Staff

Contact information for this grant is listed as follows:

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There is a need in this area for training and technical assistance to identified after-school programs. While the Oneida County UW- Extension agent works in Oneida County to build partnerships in the schools and to develop 4-H programming, the child care resource and referral works in the four counties of Florence, Forest, Oneida and Vilas. These training dollars will be used to work with the existing after-school programs in Oneida and Vilas counties. At this time there are no state regulated programs in Florence or Forest counties providing after school care.

The identified need has come specifically through conversation with the directors of the after school programs. They are asking for training specifically for staff working with age 6-12 years of age. There are no local training opportunities at this time. Currently, there are three agencies providing after-school and summer camps. These agencies are Camp Jorn YMCA (1 program), Headwaters, Inc. (2 programs), and the YMCA of the Northwoods (5 programs). There are 8 programs between these agencies located in Eagle River, Rhineland, St. Germain and Woodruff. Given the opportunity to work together, (the CCRR agency and the UW-Extension included), there would be a total of 10 programs/partners involved.

We have chosen at this time, to work with state regulated programs **only** due to the yearly training requirement for staff. They are the programs asking for training. These programs could best monitor the needs of their staff and evaluate any outcomes. This does not mean, however, that additional staff working with school-age children would not be invited to the training opportunities. The 4-H youth development agents in Forest and Vilas counties would be contacted to identify any additional persons. There is also a group in Lac du Flambeau, the Positive Alternatives Coalition, which works with youth, schools and the community, which would be used as an additional resource for persons to attend training opportunities.

We would be creating a new training initiative in this area. Currently, after-school staff persons are receiving some training over the internet. The training required by the state licensing agency is not specific to school age children. There is no school-age course at the technical college. There have been relatively few workshops at

local conferences pertaining to the specific needs of school aged children. This is a relatively small population of staff in comparison to the early childhood staff. Schools in this area tend not to offer training outside of their schools. It is most hard to get training on the topics after-school staff need.

Our plan will incorporate an overview of the rich 4-H curriculum with program staff being able to have hands-on activities. Sets of curriculum will be ordered for the training opportunities so that staff persons may go back to their programs, thus implementing the curriculum, ideas and activities they have just learned.

Training will also focus on working with children with difficult behaviors. There are many possible trainers in this area who are able to conduct training on this topic.

The final area to be covered will be in providing the advocacy training, which took place at the WAN meeting in March 2007. The Project Bridges director has also attended the Advocacy workshop sponsored by Wisconsin Council on Children and Families in February 2007.

This training will be provided in 2-half day workshops.

### **Initial Outcomes for Trainings:**

- Increased skills of school age staff in curriculum planning
  - Assess the usage of the 4-H curriculum in the attending programs
  - Level of participation of the staff at the training
  - Feedback after the training; feedback after 4 months
- Increased use of skills in working with children with difficult behaviors
  - Assess the initial needs of the staff attending the trainings
  - Feedback after training on knowledge gained and after 4 months
- Improved level of advocacy for after-school programs
  - Assess initial knowledge before workshop
  - Develop plan to be an advocate
  - Participation in advocacy campaigns-do staff participate when asked?

The evaluation plan is to do an initial assessment at the training to determine the level of knowledge. This can be done verbally and charted. An evaluation tool will be used after each training to compile information gained, additional information needed on the topic and suggestions for future training. This tool has not been developed at this point. After 4 months, another assessment will be taken. This will be done through the program manager or director to identify the level of usage of the gained knowledge and to determine future training needs.

### **Training Outline:**

Training dates are yet to be determined. Two Saturday mornings in August and September will be reserved to deliver the trainings in an 8 a.m. to 12 p.m. time frame. A morning continental breakfast will be included.

Curriculum planning will be in one session. The second session will be dealing with difficult behaviors and the advocacy training. If more time is needed, this can be identified by the programs. We can conduct future workshops.

Curriculum Planning will include: An overview of the 4-H curriculum, identify the needs in specific programs, hands on activities that can be done in programs, how to start a 4-H club (if applicable to the program), additional resources to use, and implementation of the curriculum.

Dealing with Difficult Behaviors will include the identification of the behaviors participants need to discuss (this will be done before the workshop occurs by surveying the programs), discussion of the behaviors, identifying possible solutions, follow-up on implementation.

The advocacy workshop will include the overview of advocacy, how to develop a plan and implement it and how to do follow up with legislators.

(At this time we have not specifically put these workshops together. The advocacy topic is developed, however. It is our intent to cover items on which staff need information. We need to specifically identify those points first.)

Training could be conducted in Oneida or Vilas county locations.

These training opportunities support all of the guiding principles for Afterschool Programs through WAN.

The partnership we are creating with this training is only the beginning. In rural areas, we must partner to maximize our resources. This creates partnerships with agencies who may not ordinarily work together. The knowledge base of the staff is reflected by the type of programming they implement. And the leaders in those programs reflect the needs of the families in these communities. A safe, healthy and nurturing environment is not possible without knowledge of what is appropriate for school aged children. Appropriate problem solving techniques must be used. Children in school age settings have different needs than pre-school children. Many of the staff do not have school aged backgrounds and need to know how to handle situations that may arise daily.

The 4-H curriculum is rich in ideas and strategies. Forming afterschool clubs can be an important element in a child's life. It gives an individual a chance to focus on something that he/she is specifically interested in. When a child is focused, they learn quicker and easier. Older school-agers do not always want to attend structured programming or programs where there are much younger children. Using a club or the curriculum gives them the opportunity to work with others of their age and enjoy their special interests together and use their knowledge in the community in which they live. These are life-long skills that are being developed.

### **Budget Narrative**

**350.00 for curriculum purchases for participating programs (approx. 10 items for each) and additional Lights On materials**

**60.00 for food at the trainings**

**50.00 stipend for additional trainer for Difficult behaviors**

**40.00 for copying, mailing, binding, paper, postage, calls (materials and follow-up surveys)**

**500.00 Total**