



EXECUTIVE SUMMARY

March 11, 2008 Southwestern WAN Regional Planning Workshop

Name of Group: Southwest Wisconsin Afterschool Network (SW WAN)

Date report drafted: March 19, 2008

Report prepared by Carrie Hovland, AmeriCorps* VISTA Leader and Kathi Vos, WAN Partnership Coordinator

BACKGROUND AND PURPOSE

This WAN Regional Planning Workshop was held to enable the WAN Regional Networks to both coordinate WAN Regional Network gatherings *AND* connect local needs and issues of Afterschool partners to WAN's statewide goals which include:

1. Create a sustainable structure of statewide, regional and local partnerships that focuses on supporting high quality Afterschool programs by strengthening and connecting private and public partnerships
2. Support the development and growth of local, regional and statewide policies to secure resources needed to sustain new and existing Afterschool programs
3. Support local, regional and statewide systems to ensure programs are of high quality.

This workshop was held on March 11, 2008 at the Dane County UW-Extension Office in Madison. See *Appendix A* for the March 11, 2008 SW WAN Participation Roster.

THE PROCESS

During the planning portion of the workshop, participants focused on these five tasks:

1. Understanding WAN
2. Defining "Strengthens" and "Challenges" of Afterschool Programs as related to each of the goal teams
3. Brainstorming on possible regional goals related to WAN Statewide goals
4. Selecting a goal team and drafting a regional plan of action
5. Committing to action by selecting future meeting dates.

RESULTS

1. Sally Bowers presented "What is WAN" PowerPoint. See *Appendix B*.
2. All participants wrote down "Strengthens" and "Challenges" on individual Post-It notes and signed their names. See *Appendix C* for a complete list of responses.
3. Participants then divided into three groups and discussed the goal team topics. See *Appendix D* for notes from the Program Quality Goal Team.
4. Goal Team facilitators worked with participants to create **one year plan of action**. Goal statements include:

Partnership Goal: Identify potential organizations for partnerships

2. Identifying best practices for partnerships

Program Quality Goal: Provide professional development activities for SW WAN members at each of the three 2008 SW WAN meetings

Copies of a draft of each goal team action plan can be found in *Appendix E*.

NEXT STEPS

Short reports were given by goal team leaders. Sally Bowers led the group in determining next steps that included upcoming SW WAN Regional Gathering Dates:

- May 22, 2008 9-12 pm in Dane County UW-Extension

ACKNOWLEDGEMENTS

For March 11., 2008 SW Region:

-Linda Eisele; City of Madison and Wisconsin Afterschool Association; 608- 261-4240
leisele@cityofmadison.com

- Lisa Strub; School Age Child Care Director West Madison YMCA; 608-276-6606 or
lisa.strub@ymcadanecounty.org

- Sally Bowers; Dane County UW-Extension 4-H Youth Development Educator 608-224-3702 or sally.bowers@ces.uwex.edu

- Donna Duerst, Rock County UW-Extension 4-H Youth Development Agent; 608-757-5692 or donna.duerst@ces.uwex.edu

These training events are coordinated by the University of Wisconsin Cooperative Extension 4-H Youth Development Program on behalf of the Wisconsin Afterschool Network (WAN) along with special grant from the MetLife Foundation in partnership with the National 4-H Council and the Mott Afterschool Network. Due to grant funds we are able to offer many of these training sessions with no participation fee or at a very low cost. Together we are converging for a common cause to help:

- Keep kids safe
- Inspire youth to learn and
- Help working families!

Appendix A:

Sl. No.	Last name	First name	Organization	Title	Address Line 1	Address Line 2	Phone	Email	3/11/2008
1	Bowers	Sally	Dane County 4-H	4-H Youth Development Educator	1 Fen Oak Ct #138	Madison WI 53718-8812	608-224-3702	sally.bowers@ces.uwex.edu	<u>1</u>
2	Castillo	Sara	YMCA of Dane County	Program Coordinator	3309 Leopold Way Apt 205	Fitchburg, WI 53713	608-221-1574 ext 132	sara.bielefeldt@ymcadanecounty.org	<u>1</u>
3	Eisele	Linda	Wisconsin Afterschool Association	Representative	129 S. Segoe Rd.	Madison, WI 53705	261-4240	leisele@cityofmadison.com	<u>1</u>
4	Gascho	Jean	Madison School & Community Recreation Youth Programs	CLC Supervisor	3802 Regent St	Madison, WI 53705	608-204-3008	jgascho@madison.k12.wi.us	<u>1</u>
5	Hovland	Carrie	UW-Colleges/UW-Extension	Americorps* VISTA Leader	432 South Lake St Room 501	Madison, WI 53706	608-262-4584	carrie.hovland@uwex.edu	<u>1</u>

6	Jens	Jessica	Sauk County UW-Extension	4-H Youth Development Agent	West Square Building 505 Broadway	Baraboo, WI 53913	608- 355- 3255	JJens@co.sauk.wi.us	<u>1</u>
7	Kraemer	Katy	Wisconsin Community Education Association	President	400 S Dickason Blvd.	Columbus, WI 53925	920- 623- 6204, Ext. 3923	katy_kraemer@columbus.k12.wi.us	<u>1</u>
8	Martin	Jana						aardvark5@msn.com	<u>1</u>
9	Mesa	Elizabeth	Kettle Moraine YMCA	Site Coordinator			262- 247- 1049	see ruska, tracy	<u>1</u>
10	Rehman	Beth	YMCA Sun Prairie	School Age Child Care Director	160 South Street	Sun Priarie, WI 53590	608- 837- 8221 ext 1011	beth.rehman@ymcadanecounty.org	<u>1</u>
11	Ruska	Tracy	Kettle Moraine YMCA	Director			262- 247- 1049	truska@kmymca.org	<u>1</u>
12	Strub	Lisa	YMCA of Dane County	School Age Child Care Director	5515 Medical Circle	Madison, WI 53719	608- 276- 6606	lisa.strub@ymcadanecounty.org	<u>1</u>

13	Wood	Carolyn	Adams Friendship Middle School	Americorps VISTA			608- 339- 4064 x309	wood_c@af.k12.wi.us	<u>1</u>
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Appendix B:

Fall 2007 WAN Accomplishment Report

Shared at September 26-28, 2007 Mott Lead Conference, Washington, D.C. , at September 21, 2007 WAN State Leadership Team meeting and WAN Fall Regional Gatherings

The Wisconsin Afterschool Network (WAN) is a public/private partnership of local and state organizations that help:

- **Keep kids safe**
- **Inspire them to learn**
- **Help working families.**

MISSION: To support schools and community partners in delivering high quality Afterschool programs to diverse school age children and youth that increase academic achievement, enhance youth development and encourage family involvement.

VISION: All Wisconsin school age children and youth have the opportunity to attend a high quality Afterschool program.

GOALS:

- Partnership** - Create a sustainable structure of statewide, regional, local and school-community partnerships focused on supporting high quality Afterschool programs and influencing policy development.
- Policy** - Support the development and growth of statewide policies to secure resources needed to sustain new and existing Afterschool programs.
- Program Quality** - Support statewide systems to ensure programs are of high quality.

On October 1, 2005, Wisconsin received a grant from the C.S. Mott Foundation to expand the Wisconsin Afterschool Network (WAN) to over 200 local and state organizations. There are currently over 450 individuals on WAN's e-mail list-serve.

Major WAN Accomplishments

WAN Partnership goal accomplishments include:

- Hosted Governor's Summit on After School Programs on February 7, 2006. 195 key stakeholders now better understand the value and need for quality after school programs.
- Created a communication system that includes two list-serves connecting 450 partners, a website and web based password protected work space.
- In 2005, formed a consensus on WAN's Governance Structure and re-examined it at the 2007 WAN Sustainability Retreat.
- Coordinated the July 19, 2006 WAN Retreat that empowered WAN State Leadership Team to take on key leadership roles.
- Consulted with the Finance Project and hosted a Tri-state (WI, IA & MN) Sustainability Retreat on June 25-27, 2007 to begin to create sustainability plans.

- Launched the Southeast, Northeast and Western WAN Regional Networks by recruiting 14 partners to develop a WAN Regional Leadership job description and facilitate four spring 2007 WAN Regional Gatherings for 100 partners.
- Collaborated with the Wisconsin Campus Compact to secure a VISTA Leader to assist with building the capacity of the WAN Regional Networks.

WAN Policy goal accomplishments include:

- Advocated for a federal budget appropriation with the Wisconsin Congressional delegation to increase 21st Century Community Learning Center funds.
- Coordinated a budget item narrative in the State Superintendent's Department of Public Instruction 2007-09 biennial budget request.
- Published two policy briefs (Mind the Gap and School's Out!) discussing the research supporting the role that high quality Afterschool programs play in improving student achievement and promoting positive youth behaviors.
- Conducted advocacy training camps to help participants develop skills and knowledge to talk to policy-makers about the importance of Afterschool.
- Hosted a Children's Advocacy Day to train 120 partners on provisions to advocate for in the state budget, including funding for Afterschool and how to talk to policy-makers. Most participants then marched to the Capitol to visit their legislators and the Governor's staff.
- Succeeded in getting a motion introduced into the state budget writing committee (Joint Finance) to provide state funding for Afterschool programs. While the motion failed on an 8-8 vote, it helped educate members on the value of Afterschool programs.
- Met with editorial boards at six of the state's largest newspapers to discuss the importance of state funding for Afterschool.
- Developed a funding proposal entitled "Wisconsin's Expanded Learning Policy Project" to form a leadership team (comprised of the State Superintendent, governor's education policy advisor, a legislator, a Department of Workforce Development administrator, a business leader and the Director of the Wisconsin Council on Children and Families) to develop policy strategies to enhance after-school and summer school programs. The focus will be on enhancing the academic success and career exploration of at-risk students in grades 6-9.
- Developed strategies to support federal earmarks and redirect federal funds to state Afterschool efforts.

WAN Program Quality goal accomplishments include:

- Formed consensus on seven Guiding Principles for Afterschool Programs.
- Created a Continuous Improvement Process for Afterschool Programs (CIPAS) assessment tool and trained 35 staff, which then used it to review Afterschool sites in nine Wisconsin communities. Seven Afterschool sites successfully completed the CIPAS assessment with the support of mentors. Currently working with the Department of Public Instruction to develop a coaching model designed to support the implementation of action plan created as a result of CIPAS results.
- Aligned the CIPAS rubrics to reflect best practices for all types of Afterschool programs.

- Collaborated with the Wisconsin Afterschool Association, Wisconsin Community Education Association, Wisconsin 4-H Afterschool and other partners to sponsor joint training on behalf of the Wisconsin Afterschool Network. This laid ground work for the WAN Training Consortium.
- Initiated a survey to measure staff competencies and further identify areas for professional development to support the WAN Training Consortium.
- In 2007, expanded program quality training opportunities to include Southeast Regional Educational Laboratory (SERVE) Afterschool Toolkit Train the Trainer workshop for 89 Afterschool partners.
- In 2007, secured a \$10,000 MetLife Training grants entitled “Creating Partners and Advocates for Afterschool”. So far, 14 experienced staff trained 189 trainers at six WAN regional workshops. Trainers are currently working with 4-H staff in 11 local sites to train an additional 400 Afterschool partners by October 1, 2007.
- Coordinated three WisLine Web sessions on May 11, August 14 and 23, 2007 to provide technical support and assistance to 35 MetLife grantees and WAN partners who participated in the WAN 2007 spring training sessions on “Building Partners and Advocates for Afterschool”.

Major documents and tools developed include:

- “Mind the Gap” and “School’s Out!” policy briefs
- 12,000 WAN Fact Card and Conference Table Tents whose logo design and printing costs were provided by the Wisconsin Education Association Council.
- WAN tabletop display
- WAN Governing Policies
- WAN Guiding Principles for quality staff development
- WAN Afterschool Funding Request for the 2007-09 State Budget
- WAN Theory of Change Plan for 2006-09.
- WAN website <http://www.dpi.state.wi.us/sspw/wan.html>
- WAN Building Partners and Advocates for Afterschool Toolkit, CD and website at <http://www.uwex.edu/ces/4h/afterschool/partnerships.cfm>

To join WAN and get on the WAN e-mail list-serve contact:

Tom Carpenter, WAN Roster Coordinator, University of Wisconsin –Extension, 4-H Youth Development, tom.carpenter@uwex.edu or 608-262-1223

For more information go to <http://dpi.wi.gov/sspw/wan.html> or contact:

- Douglas White, WAN Project Director, Wisconsin Department of Public Instruction, Douglas.white@dpi.state.wi.us or 608-266-5198
- Steven Fernan, WAN Assistant Project Director, Wisconsin Department of Public Instruction, steven.fernand@dpi.state.wi.us or 608-266-3889
- Kathi Vos, WAN Partnership Coordinator, University of Wisconsin–Extension, 4-H Youth Development, kathi.vos@uwex.edu or 608-262-2496
- Charity Eleson, WAN Policy Coordinator, Wisconsin Council on Children and Families, celeson@wccf.org or 608-284-0580
- Alison Wineberg, WAN Program Quality Coordinator, Wisconsin Department of Public Instruction, Alison.kromm@dpi.state.wi.us or 608-267-3751

Appendix C:

Results from Strengthens and Concerns related to goal team facilitation

Program Quality Goal Team facilitation
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Strengths	Concerns
<p>Flexibility</p> <p>Able to adjust to the dynamics of students on a given day</p> <p>Offering Variety of activities, including active gym time, homework lab, games, etc</p> <p>Involving middle schoooners in taking leadership role with younger children</p> <p>Diversity of programming and new opportunities for kids -Through partnership with community youth programs such as 4-H</p> <p>Activity based-reduce obesity gymnastics(fitness, pool/swimming, exercise, physical games)</p> <p>Curriculum resource 4-H has to offer</p> <p>Great amount of resources available to Afterschool programs -always creating new enrichment programs</p> <p>Opportunities for “extra” activities-swimming, gymnastics “gym” time Staff from these areas are available for our kids</p> <p>I feel the programs pull in more of the difficult students in regards to behavior and ability to complete academics. Which is good in the long run since these children</p>	<p>Staff</p> <p>-Recruiting, qualifications, training, retention</p> <p>-Lack of training opportunities and dollars result in lack of quality staff pool</p> <p>-Staffing, availability, enough bodies, qualified staff</p> <p>-Ability to recruit and retain volunteers to help lead programs</p> <p>-Training opportunities and cost of trainings -frontline and administration</p> <p>-staff development for inexperienced staff</p> <p>-transition of staff-stability with long term staff</p> <p>-space more and consistent</p> <p>-space-tied to large motor rooms-yeild loud wild behavior</p> <p>-Space issues and unwillingness of schools to open space for Afterschool use and ensure that program will not be displaced.</p> <p>-To much time spent on discipline select few-takes away from time playing, organizing and administering program</p> <p>-Funding-really need more finances to build up programs to included high quality</p>

<p>prosper from more 1 on 1?</p> <p>The quality of staff we hire is very high. All our staff have either education and/or experience working with children and families</p> <p>Spirit-willingness work with children in Afterschool settings</p> <p>Staff-Patient, caring, fun, innovative, flexible</p> <p>Partnership with school districts</p> <ul style="list-style-type: none"> -Community/achieve science club with UW-Madison -Service-Learning (Volunteers from class-chair of department, engage students into civic duties. Education hours/volunteer hours -AmeriCorps* VISTA help place students -mentorship-volunteers <ul style="list-style-type: none"> -Kids Fit-pep game, no fun, mandatory, participation, no choice -Licensing-Camp Rule, when approved? -Spring Rally-May 1, 2008 	<p>materials for all age groups and a variety of interests.</p>
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Partnership Goal Team Development

Strengthens	Concerns
<p>Trained & experienced Afterschool resource people</p> <p>University students, tech students, high school students senior citizens as volunteers</p> <p>University and tech school system pool of staff for sites</p> <p>Network opportunities WAN/WAA</p> <p>Community Partners</p> <p>Many providers of Afterschool</p> <p>Many options and types of programs are available in Madison area-broad representation</p> <p>Collaboration between organizations to provide trainings</p> <p>New sources of part-time staff through partnering with community organization</p>	<p>Afterschool</p> <ul style="list-style-type: none"> -providers working in isolation and competing for funding and providing staff development in isolation -communication with parents-needs to be more direct and immediate -conflict between student/parent education -lack of overall importance for Afterschool programming <ul style="list-style-type: none"> -schools -families -communities -Would like to see more community volunteers come in to Afterschool and take part in special programming -parent involvement more as to keeping them informed and providing feedback to parents as to what is going on. -concerns in Afterschool programs -support from the teachers/schools That children attend -mix of urban and rural-different needs0

Policy Goal Team	
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Strengthens	Concerns
<p>-staff to child ratio is good-most day have more staff than licensing requires</p> <p>-there will always be a need of for some type of Afterschool program</p> <p>-training is provided on an ongoing and regular basis. Many topics/areas are presented to build up staff knowledge</p> <p>-costs our program currently costs students only \$5 for the year</p> <p>-easing family stress through increased opportunities for Afterschool programs</p>	<p>-\$-increase in budget would increase amounts available for supplies equipment and innovative programming</p> <p>-licensing and registry regulations not friendly to Afterschool ages</p> <p>-staff “burn out” from trying to “do it all” because of limited resources for additional staff</p> <p>-funding for programs</p> <p>-FUNDING</p> <p>-sustained funding so can devote to program</p> <p>-diverse funding sources for staffing and materials</p>

**Appendix D:
Goal Team Brainstorming List of Ideas to Consider**

Program Quality Notes

-Staffing/Recruiting

- Staffing is sometime students from colleges
 - Problem with long-term commitments
 - Others recommended tapping into Parents as a Resource
 - Recommended also the use of substitute teachers
 - problem with subs touch and go with schedule
 - Salary is also a huge barrier(how do you compete with higher paying Jobs

- Offer free incentives as YMCA to use their facilities

Appendix E: SW WAN Goal Team Plans

GOAL TEAM PLAN: SW WAN PARTNERSHIP TEAM

SW WAN Partnership Goal Team facilitated by Linda Eisele and Sally Bowers

Goal Statement: 1. Identify potential organizations for partnerships

2. Identifying best practices for partnerships

Observable indicator/outcome: none listed

<i>Specific Steps to reach this goal:</i>	<i>By Whom? Or What Group?</i>	<i>By when?</i>
Resource mapping-send list of best partners to Tom		
Researching and sharing partnership models		
<ul style="list-style-type: none"> • Identify resource websites -Afterschool Tool Kit -Finance Project -Parent Involvement -DPI-Family, school, community p-ships -WAN Takes lead in 		Sally Linda E Linda E Katy Kraemer
Names of planning team: Sally Bowers, Linda E, Katy Kraemer		

GOAL TEAM PLAN: SW WAN PROGRAM QUALITY

SW WAN Program Quality Goal Team facilitated by Lisa Strub

Goal statement: Share best practices of staff development (training, retention, recruitment, etc...)

Observable indicator/outcome: increase sharing of information of best practices

<i>Specific Steps to reach this goal:</i>	<i>By Whom? Or What group?</i>	<i>By when?</i>
A. Share recruitment plans	(Tracy Ruska will send to Carrie Hovland to email to SW list-serve)	Before next gathering
B. Feedback survey (why are staff leaving?)	Program quality goal team works on	At next gathering
C. Id individual (speaker from non-profit) based on information gathered above to share best practices	Entire region	T.B.A
<p>Names of planning team:</p> <p>Jana Martin Aarvark5@msn.com</p> <p>Beth Rehman YMCA-Sun Prairie School Age Child Care Director' 608-837-8221(ext 1011) beth.rehman@ymcadancecounty.org</p> <p>Sara Castillo YMCA of Dane County-Program Coordinator 608-221-1574 ext 132(sara.bielefeldt@ymcadancecounty.org)</p> <p>Tracy Ruska Kettle Moraine-YMCA Director 262-247-1049 truska@kmymca.org</p>		