

AYDC Second Order Change Call for Applications

AYDC is pleased to invite Anchorage youth programs to apply for the 2018-19 Second Order Change professional development series! **Applications due May 4, 2018.** Visit <http://aydc.org/secondorderchange/application/> to submit your organization's application. For reference, application questions are provided in Appendix A.

Impact

Research shows that *youths' environments, relationships and experiences* impact their short- and long-term outcomes—from health, to civic engagement, to economic self-sufficiency. Second Order Change is an initiative to support transformation in individual staff capacity and organizational health and culture to maximize our ability to achieve positive outcomes for youth.

Second Order Change is a leadership development series and a professional learning community. It supports staff at all levels in youth serving organizations to build social and emotional intelligence, which is responsible for over 50% of effectiveness in all professions and is critical to support youth development.

Praise from an Executive Director participant in 2016-17 Cohort:

"[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."

Second Order Change works. From the start to the finish of the pilot series, participant's social and emotional intelligence attributes increased in both strength and balance, as measured by the *EQ-I 2.0*. When scores for the participants were compared based on level of participation, analysis showed that higher attendance in the program, which increased doses of the experience, increased the degree of skill development staff experienced.





Social and Emotional Learning framework from CASEL

The Learning Experience

The series takes place over the course of eight months, providing the opportunity to build relationships with cohort members, explore a new approach between sessions, and integrate learning through reflection at each cohort session.

We use the Collaborative for Academic, Social and Emotional Learning's (CASEL) social and emotional learning competency framework to support staff development in each of five Social and Emotional Learning (SEL) domains. Each session in the series sparks personal reflection and peer learning through inviting exploration of critical topics in youth development, including: trauma-informed practice, cultural responsiveness, effective communication, and more.

Participants will complete an SEL skills self-assessment as part of this process. All participants will meet in one learning space and connect with peers in similar roles at other Anchorage youth-serving organizations.

Benefits of participating

Be part of a growing network of Anchorage youth organization professionals working to provide *environments, relationships, and experiences* that help youth thrive now and in the future. You and your staff will have access to:

- **High quality professional development** in leading practices based on research in the fields of youth development and SEL.
- **A supportive environment** to energize, rejuvenate, and learn through reflective practice and peer support.
- **A cohort of peers** to forge meaningful new, collaborative relationships.
- Become familiar with **SEL practices** that support lifelong SEL skill development as adults to incorporate in supporting staff and youth within your organization.
- **8 monthly sessions** to provide participants time to incorporate new perspectives and approaches into their work. Light lunch provided.



Participation requirements

- Youth served: Must serve youth in Anchorage, with emphasis on supporting Alaska Native and American Indian youth.
- Participants: Organizations will commit **2 or more staff to participate, including at least one senior leadership staff member** (see Participants section below for examples). Small organizations may commit fewer staff on a case-by-case basis. **Names of participants must be provided to AYDC by August 31, 2018.**
- Attendance: Attend monthly sessions consistently for the duration of the learning series (September 2018-April 2019). AYDC is investing in your staff development so attendance in this competitive process is critical. Participants will also check-in with their organization's participating team once each month between sessions.
- Nominal Fee: Grant funding makes it possible for AYDC to offer this professional development opportunity at only a modest cost to participants. A \$200 fee per participant, or \$150 per participant for AYDC contributing member organizations, is **due by August 31, 2018**. Learn more about becoming a member of AYDC at www.aydc.org/become-a-member

Schedule and Location

- One session each month from Sept 2018 - April 2019. Light lunch provided.
- See Appendix B for list of dates and times. **Please reserve these dates in the case that your organization is selected to participate.**
- Each of the Second Order Change sessions will take place at Camp Fire Alaska Wells Fargo Community Room, 161 Klevin Street, Anchorage, AK 99508.

Participants

Second Order Change has supported professional development for staff from afterschool, mental health, juvenile justice, school district, and other youth programs. This series is not an introductory course, but a chance for staff with some experience to dive more deeply into their own practice. Participants include executive directors, program managers, site directors, administrative staff, and direct youth service staff. These professionals may be focused on managing staff and/or working directly with youth.

Each organization will commit to support the full participation of **two or more staff members, including one senior leadership staff member**. Examples of senior leadership roles include executive directors, COOs, program directors, or those with fund development and staff management responsibilities. These leaders impact the organization broadly through setting the tone for organizational culture or directing policy and strategy.



Timeline for Applications

Thursday, March 29, 2018	Applications open
Friday, May 4, 2018 - 5 pm	Online application submission due.
Monday, May 21, 2018	Participating sites selected and notified
Friday, August, 31, 2018	Participant names and payment due
September 2018 – April 2019	Monthly Second Order Change sessions. See Appendix B for dates.

Application Procedures

Apply online at <http://aydc.org/secondorderchange/application/> For your reference, application questions are provided in Appendix A. If you have questions, please contact ciara@aydc.org Applications due Friday, May 4, 2018 at 5pm.

Selection Criteria

AYDC will do our best to accommodate all interested organizations, but in the case that we have more interest than space we may need to select organizations. Selection criteria would include high percentage of Alaska Native/American Indian youth served by your program; interest in and commitment to continuous improvement in youth environment, relationships and experiences; and we will be seeking to include organizations from a variety of sectors, from juvenile justice to afterschool to mental health and beyond.

Past Participating Organizations:

2017-18: Anchorage School District 21st Century Community Learning Centers, Alaska Division of Juvenile Justice, Alaska Humanities Forum, Big Brothers Big Sisters of Alaska, Camp Fire Alaska, Denali Family Services, Volunteers of America Healthy Voices Healthy Choices, Hope Community Resources, Nine Star Education and Employment Services, and Shiloh Community Housing.

2016-17: Anchorage School District 21st Century Community Learning Centers, Alaska Division of Juvenile Justice, Alaska Injury Prevention Center, Anchorage School District Title VII Indian Education, Anchorage Youth Court, Boys and Girls Clubs of Alaska, Camp Fire Alaska, Cook Inlet Tribal Council, Inc., Covenant House Alaska, Denali Family Services, Parachute Ministries.

This opportunity made possible with support from Cook Inlet Tribal Council, Inc., the Alaska Division of Behavioral Health, and AYDC Contributing Members.



APPENDIX A

AYDC Second Order Change Application Questions

- Organization
- Contact Person: Name, Email, & Phone number.
- Please tell us what your organization hopes to achieve through engaging staff in the Second Order Change professional learning series.
- One Senior Leadership staff member commits to participate. *Examples of senior leadership roles include executive directors, COOs, program directors, or those with fund development and staff management responsibilities. These leaders impact the organization broadly through setting the tone for organizational culture or directing policy and strategy.*
- How many additional staff members would participate? *This may include program managers, site directors, training coordinators, frontline staff and others. These professionals may be focused on managing staff and/or working directly with youth.*
- The staff participating are able to commit to attend all 8 sessions (see Call for Applications for dates). *In the case that a participant must miss a session, they will be expected to review the materials and connect with a peer in the cohort before the following session to catch up and be able to participate more fully. If a participant misses more than two sessions they may be asked to discontinue their participation for the year to ensure we maintain a high quality experience for the rest of the cohort group.*
- I understand there is a fee of \$200 (non-members) / \$150 (AYDC contributing member organizations) per participant due by August 31, 2018. *To confirm your organization's current status, visit: aydc.org/partners*
- Approximate percentage of Alaska Native Youth served by your organization.
- Approximate age range of youth served by your organization.



APPENDIX B

Second Order Change 2018-19 Series Sessions

Times: <u>Session 1:</u> 9:30am-2:00pm <u>Session 2-8:</u> 10:00am-1:00pm	Location: Camp Fire Alaska Wells Fargo Community Room 161 Klevin Street, Anchorage, AK 99508
Schedule: The <i>first Thursday</i> of each month, <u>except</u> January 2019 will be the <i>second Thursday</i> . A light lunch is provided.	<ul style="list-style-type: none">• Thursday, September 6, 2018 (<u>9:30-2:00</u>)• Thursday, October 4, 2018 (10:00-1:00)• Thursday, November 1, 2018 (10:00-1:00)• Thursday, December 6, 2018 (10:00-1:00)• *Thursday, January 10, 2019* (10:00-1:00)• Thursday, February 7, 2019 (10:00-1:00)• Thursday, March 7, 2019 (10:00-1:00)• Thursday, April 4, 2019 (10:00-1:00)

