

PROFESSIONAL DEVELOPMENT 2014-2015 REPORT



GET ACTIVE!

CHANGE THE GAME!



Husky Sport
Department of Educational Leadership
249 Glenbrook Road, Unit 3093

2014-2015 REPORT



ASSISTANT DIRECTOR OF STAFF AND STUDENT DEVELOPMENT

DANIELLE WORKS WITH THE PD TEAM, THE HUSKY SPORT DIRECTORS' TEAM AND COMMUNITY PARTNERS TO IDENTIFY NEEDS IN STAFF AND STUDENT DEVELOPMENT. WITH A "BIG PICTURE PERSPECTIVE," DANIELLE SPEARHEADS THE DEVELOPMENT OF INTERNAL, AND THE SEARCH FOR EXTERNAL PROFESSIONAL DEVELOPMENT OPPORTUNITIES THAT ENCOURAGE GROWTH FOR STUDENT AND PROFESSIONAL STAFF



GRADUATE STUDENT WORKER AND PD TEAM MEMBER

IN ADDITION TO HER ROLE AS A PROGRAM LEADER FOR THE IN SCHOOL AND AFTER SCHOOL PROGRAMS, WURA IS ALSO A MEMBER OF THE PD TEAM. IN HER ROLE WITH THE PD TEAM, WURA TAKES THE LEAD IN GENERATING IDEAS FOR AND CO- PLANNING MONTHLY PROGRAM LEADER MEETINGS, AS WELL AS COLLECTING STAFF FEEDBACK.



UNDERGRADUATE STUDENT WORKER AND PD TEAM MEMBER

CARLEY TAKES THE LEAD IN PLANNING AND FACILITATING MONTHLY ALL STAFF MEETINGS. ADDITIONALLY, CARLEY IS RESPONSIBLE FOR COMPILING PD TEAM RESOURCES, MANAGING THE PD TEAM'S EVENTS, AND ARTICLE CONTRIBUTIONS TO HUSKY SPORT WEEKLY COMMUNICATION EMAILS.

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Get Active!
Change the Game!



THE PROFESSIONAL DEVELOPMENT TEAM LOOKS FORWARD TO GROWING THIS FALL WITH THE ADDITION OF TWO UNDERGRADUATE STUDENTS!

VERONICA FIELDS AND LAUREN O'MALLEY WILL BRING INNOVATIVE IDEAS AND UNIQUE SKILLS TO HELP MOVE THE TEAM FORWARD. IN THEIR ROLES, THEY WILL ASSIST IN THE PLANNING AND FACILITATION OF MONTHLY TRAINING SESSIONS FOR THE 2015-2016 ACADEMIC YEAR!

PROFESSIONAL DEVELOPMENT OVERVIEW



Approach

Through strategic and relevant training sessions focused on personal, social, professional, and partnership development, Husky Sport aims to cultivate conceptual understanding amongst our students, staff, volunteers, and partners so to empower them to be well prepared life-long practitioners.

By providing structured opportunities to engage in meaningful conversation, experiential learning and supported reflection, involved personnel will be equipped to deliver day-to-day programming, stay current on best practices and research findings, and be prepared to enhance alignment with our many community-campus partnerships.

Participants in Husky Sport professional development will be able to recognize and analyze identified needs, collaborate in a power-sharing decision making process amongst stakeholders, deliver and evaluate programs, and continue to work toward personal, professional, and partnership improvement.

Scope

Through a collaborative network of personnel and resources available to us primarily through the City of Hartford and University of Connecticut, Husky Sport is afforded the sustained opportunity to work alongside the following stakeholders with regards to personal, social, professional, and partnership development:

- Youth and Families
- Hartford School Teachers and Staff
- Hartford Community Agency Leaders and Staff
- City-wide Hartford Partners
- Husky Sport Staff, Students, and Volunteers
- UConn Student-Volunteers
- UConn Professors and Staff
- UConn Campus Partners

PROFESSIONAL DEVELOPMENT STRUCTURE

ALL-STAFF RETREATS

Twice annually, the Husky Sport staff gathers for a multi-day retreat to kick-off the start of the academic and programmatic semesters. During our All-Staff retreats, new and returning staff build interpersonal relationships with one another, as well as with community-campus partners and stakeholders to prepare for the new semester.

DIRECTORS' TEAM MEETINGS

Husky Sport is lead by a team of Directors who share responsibility for overseeing activities and programs at UConn and in Hartford. The group is comprised of Dr. Jennifer Bruening, Dr. Justin Evanovich, Patricia Bellamy, Danielle DeRosa and Leah Ward. Once per week, the Directors' Team gathers to discuss organizational operations and strategic planning across programs.

ALL-STAFF MEETINGS

Once per month during the academic year, all members of the Husky Sport staff meet as a group. In addition to program updates and overviews, each meeting's content is focused around a central topic. These topics are selected to support staff to work more effectively with, or on the behalf of the children and youth who we serve. Typically there are supplemental materials sent to the staff the week before the meetings, these materials are used to inform conversation at the meeting.

PROGRAM LEADERS' MEETINGS

Husky Sport's Program Leaders (PLs) are in charge of running the day-to-day operations at our partner sites, in terms of planning and carrying out Husky Sport curriculum. As a way to empower the Program Leaders, these monthly meetings allow them to connect as a Professional Learning Community in effort to share interests, areas of knowledge, and to engage in collective problem solving through meaningful conversations and thought provoking activities.

EXTERNAL PROFESSIONAL DEVELOPMENT

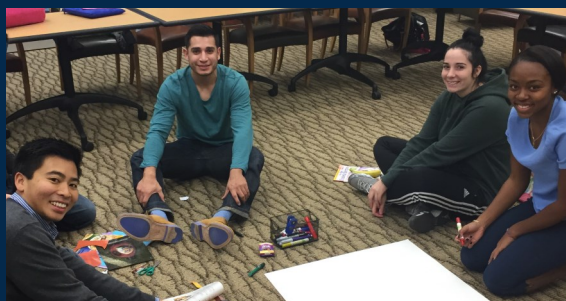
In addition to Professional Development that is designed and delivered by the PD Team, there is also an emphasis on the importance for staff to attend external Professional Development opportunities that align with our mission and vision. These activities can take place at UConn, in the City of Hartford, or beyond, and provide staff with additional professionally enriching experiences. Workshops, conferences and speakers of interest are continuously shared with staff through a weekly organizational communication email.



Husky Sport staff at the first-annual Boston Roundtable for Sport & Peace

A CLOSER LOOK: ALL-STAFF MEETINGS

Date & Topic	Objectives
September 4, 2014 Organizational Culture	To identify and discuss organizational values and cultural elements of successful, people first organizations.
October 2, 2014 Behavior Management	To provide staff members with the opportunity to practice communication and verbal problem solving skills.
November 6, 2014 Social Systems and Hierarchies	To provide staff with a lived experience in effort to encourage a broader understanding of others' perspectives.
December 4, 2014, Critical social and societal issues	To encourage collaborative dialogue and critical thought around social issues that are relevant to practice.
February 5, 2015 Organizational Capacity Building and Fundraising	To educate staff on brand identity and fundraising strategies in effort to connect strategies to Husky Sport.
March 5, 2015, Connecting Literacy to Physical Activity	To provide staff with skills to increase their effectiveness in classroom engagement with students and teachers.
April 2, 2015 Presentation: Center for Career Development, Careers for the Common Good	To teach and improve understanding of resume building techniques and strategies of staff members.
May 7, 2015 Building Lasting Relationships	To review the year's events, recognize organizational and personal successes, and prepare for a productive summer.



A CLOSER LOOK: PROGRAM LEADERS' MEETINGS

Date & Topic	Objectives
September 18, 2014, Classroom Management Techniques	To discuss and identify best practice in lesson planning and classroom management.
October 9, 2014, Husky Sport Best Practice	To share program challenges and successes to create a tool box of effective strategies.
October 23, 2014, Discussion of Educational Opportunities	To apply knowledge gained through a pre-meeting reading assignment and personal experience to critical discussion of societal issues.
November 13, 2014, The Multiple Roles of a Program Leader	To apply experiences in Husky Sport to critical discussion examining individual roles and responsibilities.
December 18, 2014 School Climate and Culture. Guest Speakers: Clark PBIS team	To discuss and better understand the climate and culture of Clark School in effort to create relevant and appropriate programming .
January 7&8, 2015 PL Retreat	A two-day retreat to discuss varied topics including behavior management, multiple learning styles, fundraising, and capacity building, as a way to prepare for the academic year.
February 19, 2015 Visit to the Rainbow Center	To discuss with a campus partner ways to include diversity in programming and emphasize inclusiveness.
March 26, 2015 Media Messages	To examine and discuss media messages and their relationship with societal inequalities. Conversation was facilitated by Chris Doucot, co-founder of Hartford Catholic Worker.
April 13, 2015 Mini-Retreat	A mini-retreat to spend time viewing a film and engaging in critical examination of historical events and present day impact as it relates to societal issues.
May 14, 2015 Planning Ahead	To participate in active conversation to evaluate programming in effort to plan for the 2015-2016 year.



PROFESSIONAL DEVELOPMENT ASSESSMENT

HUSKY SPORT STAFF SEES THEMSELVES IN THESE WAYS. . .

OUR STAFF VALUES DIVERSITY AND INCLUSIVENESS

When asked if they considered themselves to be culturally competent, Husky Sport staff agreed with an average of 4.57 on a scale of 0-5, with 5 representing strongly agree.

STAFF TESTIMONIAL

“The topics covered at PD are helpful. When we discuss race issues in America and the associated conversations, it’s beneficial. It helped me to develop on personal level from discussing social issues at meetings.”

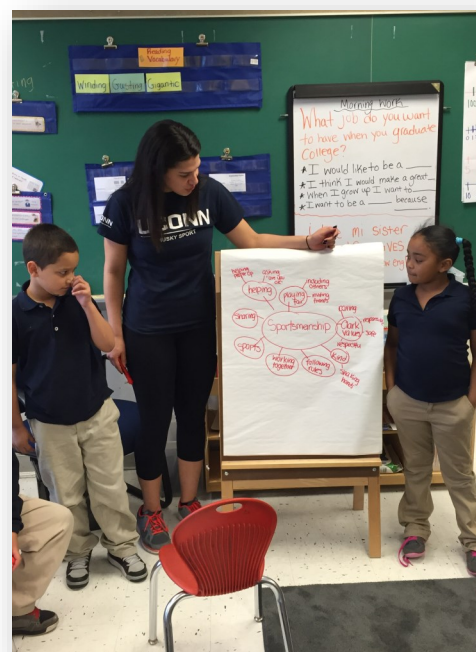


OUR ACTIVITIES ARE RELEVANT AND EMPOWERING TO POSITIONS WITH HUSKY SPORT

When asked if the content of PD was relevant to their job with Husky Sport, staff agreed with an average of 4.55 on a scale of 0-5, with 5 representing strongly agree.

STAFF TESTIMONIAL

“PD improves us as people not just as staff members. It makes us a better person and more open so we are more effective in Hartford”





A STRATEGIC LOOK AHEAD

It has been a great year for the Professional Development Team! In reviewing feedback from Husky Sport staff, we are excited to focus our energy on the following areas for the 2015-2016 academic year:

- **Maintain organizational structure for position specific trainings**
- **Continue to develop and improve upon pre, mid and post semester surveys**
- **Continue to bring in consultants for program specific trainings**
 - Ready, Set, Read!
 - Sport-based youth development practices
 - Nutrition
- **Work as a staff to develop shared terminology and definitions**
- **Provide a standardized template to collect feedback and information from external training experiences**