

PROFESSIONAL DEVELOPMENT  
REPORT  
2016-2017



*GET ACTIVE!*

*CHANGE THE GAME!*



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

# Professional Development Report



## *2016-2017 Annual Report*

Meet the Team	3
Staff Infographic	4
PD Structure	5
All Staff Meetings	6
Program Leader Meetings	7
Partnerships	8
Assessment	9
Looking Ahead	10

*Get Active!*

*Change the Game!*

## *Approach*

*In order to best support the mission of Husky Sport, it is crucial that Husky Sport staff are prepared sport-based youth development practitioners. To do this, staff engage in strategic and relevant training sessions focused on personal, social, and professional development.*

*Husky Sport aims to cultivate conceptual understanding amongst our students, staff, volunteers, and partners so to empower them.*

*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 and campus partners. Husky Sport staff 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.*

# Meet the Team

## Danielle DeRosa, Director of Staff and Student Development

Danielle develops the strategic plan for how Husky Sport supports its staff. This work includes leading the Husky Sport PD team, developing and delivering professional development opportunities, meeting with staff to better understand their experience with Husky Sport, and serving as a member of the Directors' Team.



## Jackie Kelly, Graduate Assistant

Jackie works alongside members of the professional development team to organize and facilitate monthly staff meetings. She also creates the Program Leader Updates that are distributed monthly to the staff in order to keep everyone up to date on all of Husky Sport Programming. In addition to her PD team efforts, Jackie is a Program Leader for our Ready, Set, Read! Program, and is a first year Master's student in the Sport Management program.

## Samantha Guarneri, Undergraduate Student Worker

Sam helps to organize and facilitate staff meetings and trainings with the Professional Development team. In addition, Sam manages external professional development opportunities, and gathers articles for the Husky Sport weekly email. Sam has been involved with Husky Sport for the past two years, working with a variety of in school and out of school programs in Hartford.



## Kerry Mattson, AmeriCorps Public Ally

Kerry manages staff certifications and assists in the implementation of monthly professional development meetings. He is a second year Public Ally, who began his work with Husky Sport as a student intern in May 2015. Kerry is a Program Leader for our Ready, Set, Read! and Husky Move interventions in school, as well as the Fitness, Food, and Fun after school program.

# Staff Demographics

*Husky Sport takes pride in its diverse staff who bring a wide variety of experience and knowledge to our meetings. Here is a quick look at who we are!*

**40**  
Total Staff

**16**  
Undergraduate Students

**15**  
Graduate Students

**5**  
Directors Team

**4**  
AmeriCorps Public Allies

**60%** Women    **40%** Men

### Our Staff Identifies As:

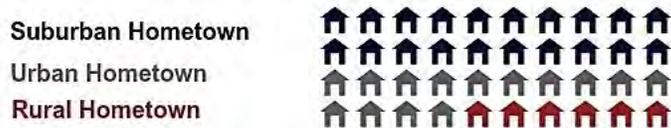
African American, Afro-Puerto Rican, Asian, Black, Hispanic, Jamaican American, Multiracial, White

### Where are we from?



*Our staff comes from 11 different states and 1 Canadian province!*

### Hometown Descriptions



### High School Attended



### Academic Disciplines

Allied Health, Bible Religion, Black Studies, Business Administration, Communication Sciences, Educational Leadership, Elementary Education, Higher Education and Student Affairs, History, Human Development and Family Studies, International Studies, Kinesiology, Nutritional Science, Philosophy, Physical Education, Political Science, Public Health, Secondary Education, Social Work, Sociology, Special Education, Sport Management, Urban Design

# Professional Development Structure

## Staff Retreats

Twice annually, Husky Sport staff gathers for a multi-day retreat to kick-off the start of the academic and programmatic semesters. During our 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 McGarry, 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 all 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 topic. These topics are selected to support staff so they can work more effectively with, or on the behalf of the children and community we serve.



## Program Leader Meetings

Husky Sport's Program Leaders (PLs) are in charge of running our programs at our partner sites, in terms of planning and carrying out Husky Sport curriculum. Our meetings work to empower PLs to share knowledge and experiences through the community of learners framework.



# All-Staff Meetings

September 12, 2016

## *Organizational Culture*

Staff engaged in a “Traffic Jam” communication activity, to build a shared understanding of Husky Sport’s organizational culture.

October 13, 2016

## *Digital Engagement*

Staff worked to build an understanding of digital engagement and how it pertains to our efforts as practitioners in a community-campus partnership.

December 8, 2016

## *Diversity & Inclusion in Practice*

Staff highlighted inclusive practices, while considering areas for improvement both on individual and organizational levels.

February 2, 2017

## *Ignite Fundraising*

Directors introduced the Ignite Fundraising competition, and discussed potential strategies to reach our fundraising goals.



March 2, 2017

## *Implicit Bias*

Staff participated in critical dialogue around the impact of our own biases; developing strategies to acknowledge and bring them to the forefront.

April 6, 2017

## *SNAP-Ed and Nutrition Education*

Staff learned about our organizational funding through SNAP-Ed, and engaged in small group activities centered around nutrition.

May 4, 2017

## *End of the Year Reflection*

Staff shared stories from the programming year, and celebrated staff members who were in their final year with Husky Sport.

# Program Leader Meetings

September 22, 2016

## *Organizational Culture*

The PD team introduced the Communities of Practice (CoP) framework, and facilitated discussions on building culture in each program.

October 27, 2016

## *Equity 2020 Updates*

Dr. Robert Cotto Jr. (Hartford Board of Education member) called in to our meeting to discuss the recent Equity 2020 board updates.

November 17, 2016

## *Multiculturalism Workshop*

Staff examined institutional and structural factors that impact environmental realities for youth and community stakeholders in education.

December 15, 2016

## *A Call for a Shift in Language*

Dr. Joseph Cooper facilitated a discussion around his article "A Call for a Language Shift: From Covert Oppression on to Overt Empowerment."



February 16, 2017

## *Qualitative Research in Non-Profits*

Staff discussed the role evaluation plays in Husky Sport programming, as well as reviewed best practices for focus groups.

March 23, 2017

## *Racial Microaggressions*

Staff continued their discussion on implicit bias from our March All-staff meeting, with a focus on identifying and classifying microaggressions.

April 13, 2017

## *PBIS Focus Groups*

Staff reviewed plans for conducting focus groups to hear student voices around PBIS through both a Husky Sport and Wish School lens.

April 20, 2017

## *Wish School Update*

Kevin Geissler called into our meeting to discuss updates on Wish School, after it had been closed for two days for asbestos remediation.

# Partnerships

As a member of a community-campus partnership, it is important for our staff to connect with and learn about the many organizations and assets in the Hartford community. During the Fall Retreat, the Professional Development team created opportunities for staff to engage in a community conversation with organizations working in Hartford. To do so, the team organized several meetings with local organizations (seen below) to hold informational interviews. This allowed our staff to:

- Hear the voices of our partners to help us learn about the landscape of Hartford
- Generate creative ideas for programming and discover new resources
- Encourage personal growth as staff considers new perspectives



In addition to the community conversation, the Professional Development team also partnered with several other organizations to assist in the development and facilitation of workshops for staff. Some topics covered included:

- 2-4-1 Brain Breaks
- Lesson Planning Workshops
- Organization Vision Draft
- A Call for a Shift in Language
- Intentional Facilitation
- Wish School Updates



Where the future is present.

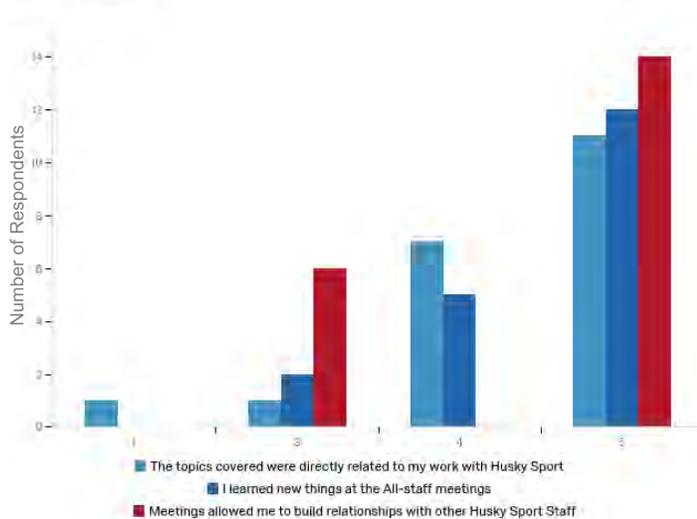
# Assessment

As the year came to a close, the Professional Development team distributed an end of the year survey to our staff. Staff members were asked to provide feedback, and responded to questions on a scale from Strongly Disagree (1) to Strongly Agree (5) about the effectiveness and impact of the All-Staff and Program Leader Meetings:

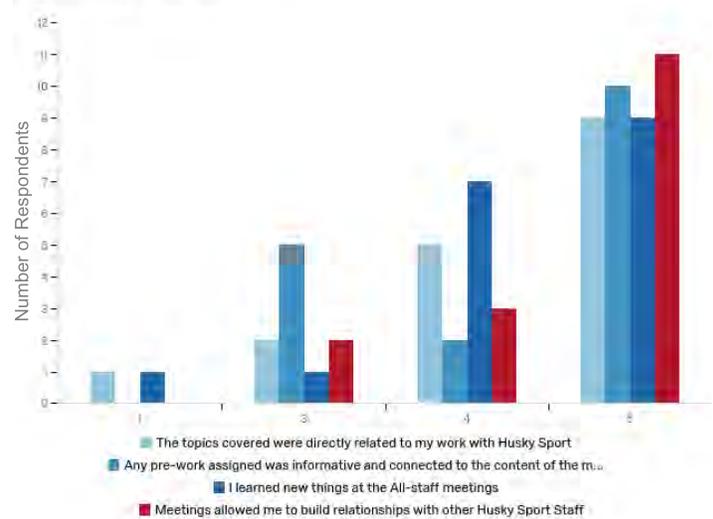
Our staff responded with a mean of 4.53 saying they felt that they learned new things at All-Staff meetings!

Program Leaders responded with a mean of 4.28 saying meetings allowed them to build relationships with Husky Sport Staff!

All Staff Meetings



Program Leader Meetings



## Staff Testimonials

“I found the Racial Microaggressions meeting really helpful for identifying and analyzing microaggressions. It allowed for us to see specific examples, building comfort in recognizing and intentionally counteracting them.”

“I appreciated the opportunity to learn from my peers and to experience what is done in education classes. I like learning theory as well as practice, and I think it gave me more confidence in the classroom.”

“I enjoyed the diversity in topics. With the many opportunities to meet, it was great to engage in new topics that related directly to our work and to hear everyone's thoughts and opinions on the topics.”

“I appreciated being able to spend time with staff and hear their voices on complex realities. A true asset of the organization to be valued and cultivated.”

# Looking Ahead

The 2016- 2017 academic year marked a great year for the Professional Development team! We began the year with an entirely new team; Kerry Mattson and Sam Guarneri had both worked with Husky Sport in various capacities, but joined the team to work specifically on professional development, and Jackie Kelly joined the team as a new graduate assistant. As a team, we spent time in the fall getting to know each other and discussing what we'd like our work to be for the year. The new members of the team brought great perspective and energy to the work!

Thinking ahead to the 2017-2018 academic year, we will strategically look at how we continue to cultivate opportunities for learning and development among our student staff. We are excited to be a placement site for a Higher Education and Student Affairs (HESA) graduate assistant, and feel that this addition to our team will encourage us to continue to apply student development theory in our practice.



After reviewing feedback from the Husky Sport PD team and staff, we are excited to also include the following components to our Husky Sport professional development:

- Continuing to think about how we increase learning for PD team members
- Improving our use of student development theory
- Incorporating more relationship building activities at staff meetings
- Developing intentional strategies to engage staff outside of their programming teams