Prime Time Palm Beach County

Afterschool Symposium 2023

SHIFT TO NOW

Embracing the present to offer youth meaningful out-of-school time experiences

Investing in Program Staff

Lili Murphy
Florida After School, Inc.

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Dedicated to Quality Out-of-School Time

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Who is Florida After School?

Vision:

- All children and youth have high-quality out-of-school time opportunities that inspire them to change the world.

Mission:

- To advocate for and equip out-of-school time stakeholders with resources to build the profession and support high-quality programs for all children and youth.

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What do we do?

- PROMOTE QUALITY standards and best practices for out-of-school time (OST) programs that inform program decisions through training and technical assistance.
- COLLABORATE with public and private partners to share high-quality and innovative resources with OST programs to accelerate learning and youth development.
- ADVOCATE for policies and funding to expand the availability and accessibility of OST programs, as well as elevate public awareness on the benefits of those programs.
- ENGAGE direct service providers to ensure our efforts are representative and effective for those serving children, youth, and families every day.

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Learning Objectives

- Program leaders will be able to describe the work culture that they are hoping to create in their programs.
- Program leaders will leave with several team building activities to develop program culture.
- Program leaders will leave with some tips to support front line staff workers.

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Work Culture

- Menti
- https://www.menti.com/alt4zo155d2h

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Work Culture

How to cerate a positive company culture:

- Identify your organization's core values
- Establish trust by representing those values
- Create opportunities for feedback
- Maintain clear and consistent expectations
- Ensure that your employees feel valued
- Accept and learn from mistakes

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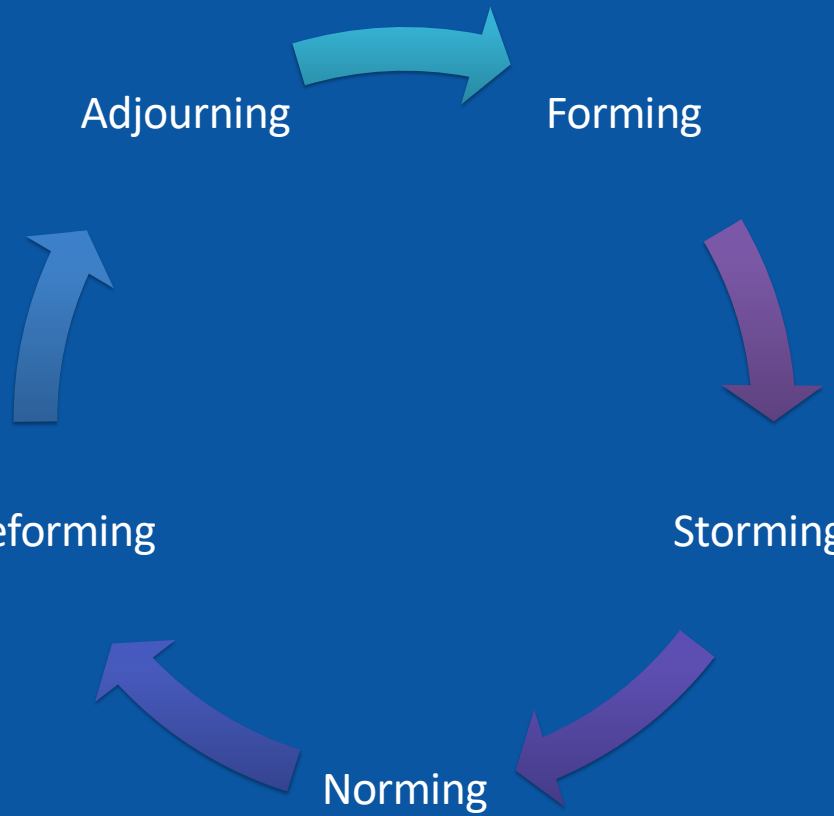
Stages of Team Development



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Stages of Team Development

1. Forming:
   a. Team members should feel welcome
   b. Leaders input is valuable in this stage
   c. This is the time to share goals, timelines, roles and responsibility
   d. Find creative ways to build trust between team members
2. Storming:
   a. Expect friction and conflict as people push each others boundaries.
   b. Leader helps the team navigate disagreements
   c. Open communication is important
   d. Praise and celebrate effort while being subtle and sensitive with constructive feedback.

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Stages of Team Development

3. Norming:
   a. Encourage team members to praise and help each other
   b. As a leader, step back but maintain a strong inspirational presence.
   c. Evaluate performance and offer feedback
   d. Be intentional and creative about maintaining strong bonds
4. Performing
   a. Team is comfortable working together, have built strong relationships
   b. Streamline processes
   c. Leaders act as a coach or mentor to offer guidance and help
5. Adjourning: When a project is complete of the team transitions.

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Team Building Sample Activities

- Icebreakers
- Compass points
- Group Juggle
- Mississippi Hot Chocolate Swamp

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How can we support frontline staff?

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How can we support frontline staff?

- https://forms.gle/wvK7btQf8iPbCaPw7

SCAN ME

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SHIFT TO NOW

How can we support frontline staff?

- Invest in them as people
- Support their career goals
- Compliment and praise, authentically
- Show up and be present

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The Children's Services Council of Palm Beach County provides significant funding for Prime Time's overall operations. The Palm Beach County Youth Services Department provides support for Prime Time's Middle School Out-of-School Time Initiative.