



DQUAC: the Provider Network for the Denver Afterschool Alliance

DQUAC

(Denver Quality Afterschool Connection)

Professional Development Slate

September 2019-December 2019

DQUAC.COM to register

The screenshot shows the top portion of the DQUAC website. At the top is a navigation menu with links for 'Home', 'About', 'PD Opportunities', 'Resources', and 'Contact'. Below the menu is a photograph of four women sitting around a table, engaged in a discussion. The table has papers, water bottles, and a coffee cup. Below the photo is a section titled 'The Denver Quality Afterschool Connection' in blue. To the left of this section is the DQUAC logo. To the right, the text reads: 'MISSION: DQUAC is a communications network, a support system, and a collaborative environment for youth serving organizations.' Below this is the heading 'Our purposes:' followed by a bulleted list: 'to support quality programming through sharing best practices and offering professional development', 'to contribute expertise to initiatives, organizations and efforts in the Denver Metro', and 'to raise public awareness and support for OST programming as a research-proven method to increase youth's success in school and life, support families and improve communities.'

Sessions Offered:

3 Signature SEAL (Social, Emotional, Academic Learning) Practices

Best Practices for Selection and Hiring

Best Practices for Supporting Kiddos on the Autism Spectrum or Other Disabilities

Coaching As A Supervisor

Creating a Culture and Climate of Social and Emotional Learning at your Site

Developing Independent Youth Learners through the Process of Choice Theory

Emotional Intelligence: How EQ is the new IQ

Exploring Family Engagement

Flying By The Seat Of Your Pants

Foundations of a Trauma-Informed Approach (2 Parts)

Helping Youth Develop Empathy Using Animals

How Do I Answer Questions about Healthy Sexuality??!!

Impactful Communication: strategies for “hard” conversations

Incorporating Music and Theatre Arts Activities into Your Program

Mindfulness 101: Implementing mindfulness programming at site

QPR Gatekeeper Training for Suicide Prevention

Quality 101

Quality 201: Continuous Quality Improvement Basics

Restorative Justice: History, Perspective, Action

Strategies in Mindfulness

Technology's Role in Engaging Students in Deeper Learning

Trauma-Informed Practices

Violence: Let's talk about it

Working with Boys of Color

September 2019

Developing Independent Youth Learners through the Process of Choice Theory

Facilitators: Dr. Bryan Bohanan, Associate Director, Denver Public Schools and Melanie Kartzmer, Program Manager for Universal Supports, Denver Afterschool Alliance

Date: Tuesday, September 10, 2019

Time: 9am-12pm

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Pens or pencils? Playing in the gym or going outside? We often provide youth superficial, limited options that hinder their ability to think critically and make meaningful choices. In this workshop, we will explore choice theory, the myths of choice, and what influences the decision making process. Participants will dive into what factors affect choice and develop strategies to better incorporate authentic choices into programming.

Takeaways:

- Understand what choice theory is and how to create authentic choice opportunities.
- Learn how to develop independent learners through authentic choice processes.
- Develop techniques to create an environment at your site that allow youth to experience organic/authentic choice.

Session Style: Lecture & Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Working with Boys of Color

Facilitator: Dedrick Sims, CEO, Sims-Fayola Foundation

Date: Thursday, September 19, 2019

Time: 9:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: This workshop focuses on the prevailing disposition regarding students of color in general in this country, but boys of color in particular. We also focus on how those dispositions bleed into the schooling process and the impact on the attitudes, experiences, and social/academic outcomes of young men of color. This workshop is hyper-focused on challenging existing mindsets, conscious and unconscious, of those who serve young men of color and making the correlation between perception and practice. This workshop is the foundation of the other workshops in this series.

Takeaways:

Participants will be able to identify historical inequities that still persist in our education system.

Participants will be able to identify strategies that are effective for working with young men and boys of color.

Session Style: Lecture, Round table discussion, & Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development.

Foundations of a Trauma-Informed Approach (Part 1 of 2)

Facilitator: Kyle Bixenmann, Manager of External Training, Mount Saint Vincent

Date: Tuesday, September 24, 2019

Time: 9:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: This the first part of a two part series about providing trauma-informed support to young people. This session will explore how the brain develops and organizes, including the elements that come together to create positive development in young people. Next, we will look at how trauma impacts brain development and how we can reframe challenging behavior using trauma-informed key concepts to help us respond more supportively. Finally, we will discuss an overview of strategies to help support young people before, during, and after a challenging situation to help them regulate and learn from the situation.

Takeaways:

1) A model for understanding brain organization and development, 2) Key trauma-informed concepts that help to reframe young people's challenging behavior, 3) An overview of strategies to help support young people, before, during, and after a challenging situation.

Session Style: Lecture & Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Creating a Culture and Climate of Social and Emotional Learning at your Site

Facilitators: SEAL Coaches, Denver Afterschool Alliance

Date: Wednesday, September 25, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: Schlessman YMCA (3901 E Yale Avenue Denver, CO 80210) - Community Room on the 2nd Floor

Description: Social Emotional and Academic Learning (SEAL) is important in all programs. It is not only important that youth learn SEAL skills, but also to create a program environment that promotes this kind of learning. SEAL doesn't exist only in each program offering, how can you make your entire program support SEAL? Participants will learn strategies to create a culture and climate that promotes SEAL site-wide.

Takeaways:

- Develop a SEAL-rich site vision
- Strategies to promote SEAL site-wide
- Explore other SEAL tools and resources

Session Style: Interactive workshop

Recommended for: Managers or site leads

Quality 101

Facilitator: John Lewis, Data and Quality Manager/Network Lead, Denver Public Schools & Denver Afterschool Alliance

Date: Thursday, September 26, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: A Denver Afterschool Alliance workshop designed to be an introduction to quality in afterschool programs and to explore ways that your site and/or organization can engage in deeper continuous quality improvement work.

Takeaways:

- Learn the history of Denver's quality work and the current Denver landscape.
- Engage with the Denver Afterschool Alliance's Pillars of Quality and discover how they connect to your program(s).
- Explore a variety of quality measures that may be useful to your organization.

Session Style: Interactive workshop

Recommended for: Site leads, managers and organization representatives interested in connecting to the Denver Afterschool Alliance and understanding the quality work in which it is engaged.

OCTOBER

Applications of a Trauma-Informed Approach (Part 2 of 2)

Facilitator: Kyle Bixenmann, Manager of External Training, Mount Saint Vincent

Date: Tuesday, October 1, 2019

Time: 9:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: This is the second part of a two part series about providing trauma-informed support to young people. This session will focus on applying the trauma-informed concepts learned in the Foundations of a Trauma-Informed Approach class to actual children that we serve. Using Mount Saint Vincent's, state-based intervention planning tool, participants will walk through a case study of an actual young person and see how we used an understanding of trauma and neurobiology to develop a plan to support him. Working in table groups, participants will then have the opportunity to develop their own state-based intervention plans for young people they work with to help them better navigate challenges.

Takeaways:

- A template for support planning for young people impacted by trauma
- An actual plan to use with a young person in your program

Session Style: Lecture & Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Mindfulness 101: Implementing mindfulness programming at site

Facilitator: Rebecca Kanov, Founder, Arts & Minds

Date: Thursday, October 3, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Mindfulness is accessible for any student population. In this training, you will learn about why mindfulness and creative expression are essential for your student population. You will receive specific tools to incorporate mindfulness using movement and creative arts into your everyday curriculum. No experience necessary!

Takeaways:

- Small and large group mindfulness tools for direct staff
- One - on - one behavior management using mindfulness
- Movement + Creative Arts Programming options for your site

- Mindfulness training and supervision information for supervisors

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Violence: Let's talk about it

Facilitator: Marcy Brakefield, LCSW, School-Based Therapist, Project PAVE

Date: Tuesday, October 8, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: This session will provide information, teach activities, and facilitate discussion surrounding domestic and mass violence. This session will help direct service providers, teachers, administrators to initiate conversations about violence, understand the emotional impact violence has on students and learn ways to connect them to resources and offer support.

Takeaways:

- Provide information about domestic and mass violence
- Help providers with initiating conversations about violence
- Understand the emotional impact that violence has on students
- Learn ways to support students and connect them to resources

Session Style: Round table discussion, Lecture, & Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Flying By The Seat Of Your Pants

Facilitator: Omid Amini, Senior Manager, Department of Extended Learning & Community Schools, Denver Public Schools

Date: Monday, October 14, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: Boys & Girls Clubs of Metro Denver (2017 W. 9th Ave. Denver, CO 80204) - JC Owen Board Room

Description: Do you often find yourself flying by the seat of your pants during program hours and not finding time to train your staff? Does training at your site look like trial by fire? Do the days fly by and your staff need more job training? In this interactive workshop we will create a sustainable job training time management system for program

hours that increases the amount of staff development contact hours while developing your skills of prioritization and time management.

Takeaways:

- Increased ability to effectively self-assess systems & routines.
- Learn how to create effective systems with your resources.
- Identify and harness resources for a system & routine.
- Increase your ability to support and train staff within the system & routine.

Session Style: Lecture & Interactive workshop

Recommended for: Managers or site leads

Exploring Family Engagement

Facilitator: Amy Brady, Founder, StandUP

Date: Thursday, October 17, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Effective family engagement is a key factor in successful youth programs. So what gets in the way? The answer may surprise you! In this interactive workshop, participants will discover the key barrier to family engagement and will explore how to move past this barrier. Participants will also receive ideas and strategies for creating more meaningful engagement within their programs, shifting our mindset to “what CAN we do?” rather than “why we CAN’T”.

Takeaways:

- Understanding barriers to family engagement
- Strategies to increase family engagement

Session Style: Interactive workshop & round table discussion

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Technology's Role in Engaging Students in Deeper Learning

Facilitator: Caitlin Gayles, Schools Manager, EVERFI

Date: Tuesday, October 22, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: How can we make sure that the content we teach our students sticks with them throughout their futures? As technology continues to become more deeply embedded in classrooms, more opportunities exist for digital instruction to play a large role in how students make sense of the content they learn. During this session, education providers will explore the role that rigorous instruction plays in equipping students with a deep understanding of academic standards.

Takeaways:

- You will be able to discuss technology's role in helping students achieve a strong depth of knowledge of critical skills
- Walk away with a bank of resources and strategies, both digital and offline, to engage students in rigorous learning

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Trauma-Informed Practices

Facilitator: Nachshon Zohari, Program Manager for Community Outreach, Denver Office of Behavioral Health Strategies

Date: Thursday, October 24, 2019

Time: 9:00 a.m. –1:30 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: This free, 4-hour Trauma-Informed Practices training explains how one's trauma history can impact current behaviors and how organizations and communities can best create environments that maximize a sense of safety and minimize trauma triggers.

Takeaways:

- Define trauma and describe how it differs from everyday stress
- Better understand the role of resilience in buffering the effects of traumatic events & learn about vicarious trauma
- Learn 2 to 3 survival coping strategies people with trauma may use and name alternative ways to cope
- Understand how adverse childhood experiences impact adult health & the importance of self-care
- Explore ways you can help people experiencing traumatic stress reactions & identify the impact of stress on their bodies and minds

Session Style: Lecture

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Quality 201: Continuous Quality Improvement Basics

Facilitator: John Lewis, Data and Quality Manager & Network Lead, Denver Public Schools & Denver Afterschool Alliance

Date: Tuesday, October 29, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Join the Denver Afterschool Alliance to discover how participants of the DAA’s Systems Building work utilize the Weikart Center’s Youth Program Quality Intervention to impact the quality of their programs. Attendees will have the opportunity to learn key components of the program intervention process and have the opportunity to explore the Youth Program Quality Assessment.

Takeaways:

- Understand the continuous quality improvement process that is used by DAA participants.
- Explore and grow personal knowledge of the Youth Program Quality Intervention process and the Youth Program Quality Assessment.

Session Style: Interactive workshop

Recommended for: Youth developers who want to dive deeper into the world of program quality, are curious about using the Program Quality Assessment at their site/organization, or are current participants of the DAA that are new to their role (e.g., newly hired site leads or managers).

NOVEMBER

Impactful Communication: strategies for “hard” conversations

Facilitator: Amy Brady, Founder, StandUP

Date: Monday, November 4, 2019

Time: 9:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: “You can do hard things” has become a new mantra within the StandUP community. In this workshop, we will address communication that we often label as “hard”, “difficult”, “crucial”, and “critical”. We will begin by discussing and breaking down the barriers to these conversations. We will then learn several strategies for showing up powerfully in communication such that we both honor people and move a situation forward. Participants will have the opportunity to practice, and will leave with clear action plans.

Takeaways:

- Discover barriers to communication
- Learn concrete strategies toward powerful communication

Session Style: Interactive workshop & round table discussion

Recommended for: Managers or site leads; Organization leadership

Best Practices for Supporting Kiddos on the Autism Spectrum or Other Disabilities

Facilitator: Dana Choquette, Director of Behavioral Health Services, Boys & Girls Clubs of Metro Denver

Date: Tuesday, November 5, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: Boys & Girls Clubs of Metro Denver (2017 W. 9th Ave. Denver, CO 80204) - JC Owen Board Room

Description: Are you newer to the Youth Development world? Not sure how to effectively support kiddos with disabilities? This session is for you! We will address best practices for supporting kids on the Autism Spectrum or with other learning disabilities. We will learn about how to create inclusive programming for all abilities, make simple accommodations, and empower kiddos to be their best!

Takeaways:

- Participants will leave with an understanding of what Autism is and how it impacts development, as well as an overview of other common cognitive disabilities.
- Participants will leave with tangible ideas to implement into their programming to create inclusive and fun spaces for all abilities.

Session Style: Lecture, Interactive workshop & Round table discussion

Recommended for: Direct service/site staff; New to youth development

Emotional Intelligence: How EQ is the new IQ

Facilitator: Dr. Bryan Bohanan, Associate Director, Department of Extended Learning & Community Schools, Denver Public Schools

Date: Tuesday, November 12, 2019

Time: 9:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Research studies investigating emotions has revealed a link to intelligence. Individuals face an abundant amount of challenges in various settings. Many staff reach burnout and leave the profession within the first three years. Without developing a specific set of skills, individuals may not be equipped to handle the emotional load of work. The purpose of this session is to explore how individuals conceptualize their own levels of emotional intelligence and their ability to recognize the five domains of EI in others. The session will explore the phenomena of human interaction and social processes and improve emotional intelligence in individuals.

Takeaways:

- Develop strategies around emotional hijacking, self-awareness, and self-management.
- Determine how your inter/intra personal skills affect your relationships.

Session Style: Lecture, Interactive workshop & round table discussion

Recommended for: Direct service/site staff; Managers or site leads; New to youth development

Strategies in Mindfulness

Facilitator: Tonia Crosby, Founder, bhavanaKIDS

Date: Wednesday, November 13, 2019

Time: 9:00 a.m. – 12:00 p.m.

Location: Schlessman YMCA (3901 E Yale Avenue Denver, CO 80210) - Community Room on the 2nd Floor

Description: Learn powerful mindfulness tools and techniques with bKIDS Founder Tonia Crosby in a safe and interactive environment! This workshop will deliver researched and proven mindfulness strategies, practices and exercises you can use while, communicating with peers and colleagues, serving your community, and taking care of yourself.

Takeaways:

- Strategies and activities for teaching mindfulness techniques in any environment. Develop techniques for communicating mindfully in professional and personal relationships. Explore practices for ongoing self-care in a stressful world.

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

How Do I Answer Questions about Healthy Sexuality??!!

Facilitator: Rose Barcklow, Sex Education Specialist, Denver Public Schools

Date: Thursday, November 14, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: If you've ever been approached by a student who asked a question about sexual health and you felt unprepared to answer the question, this workshop is for you. This training will help after school providers develop the skills to answer students questions about healthy sexuality and create an inclusive and safe environment for all youth to thrive.

Takeaways:

- Learn the Answering Questions Protocol
- Practice the Answering Questions Protocol
- Develop basic knowledge about human development

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Incorporating Music and Theatre Arts Activities into Your Program

Facilitators: Beau Augustin & Amy Martinson, Performing Arts Instructional Curriculum Specialists, Denver Public Schools

Date: Thursday, November 21, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: In this session participants will experience and explore activities that can be used in nearly any setting with students ranging from warm-ups to student performance prompts. All activities covered in this session are designed to work with minimal or no additional resources and are aligned to both Music and Drama Theatre Arts Academic Standards.

Takeaways:

- Multiple activities that you can use with students tomorrow
- An experience in setting up an environment for risk-taking
- Connections to the Drama Theatre Arts and Music curriculums

Session Style: Interactive workshop

Recommended for: Direct service/site staff;New to youth development

Restorative Justice: History, Perspective, Action

Facilitator: Lana Hailemariam, Facilitator, StandUP

Date: Monday, November 25, 2019

Time: 9:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Restorative approaches enable those who have been harmed to convey the impact of the harm to those responsible, and for those responsible to acknowledge this impact and take steps to make it right. Restorative practices are methods and strategies which can be used both to prevent relationship-damaging incidents from happening and to repair the harm they caused when they do happen.

In this workshop, participants will first understand why there is a need for a restorative approach in the first place by gaining a clear understanding of the School-to-Prison pipeline and its relationship to restorative approaches. Once the history of the discipline systems in schools is understood, then participants will begin to look at their own organization as a part of that system. Various restorative strategies will be introduced and practiced.

Takeaways:

- Understand the why and history of restorative justice
- Learn restorative strategies
- Examine organizational practices

Session Style: Lecture; Round table discussion; Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

DECEMBER

Coaching As A Supervisor

Facilitator: Chanin Strassburger, Quality Coach, Denver Afterschool Alliance

Date: Tuesday, December 3, 2019

Time: 10:00 a.m. –12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: In this interactive workshop participants will explore personalities in the workplace, the need to address autonomy, mastery and purpose when developing staff and how infusing coaching conversations can address

these needs. Join us as we discuss the benefits and create solution-oriented approaches for infusing coaching into supervisory practices to ultimately increase staff engagement.

Takeaways:

- Participants will develop a plan for infusing coaching into their supervisory practices.

Session Style: Interactive workshop

Recommended for: Managers or site leads; Site Leads newer to their position

3 Signature SEAL (Social, Emotional, Academic Learning) Practices

Facilitators: SEAL Coaches, Denver Afterschool Alliance

Date: Thursday, December 5, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Want to learn about SEAL and how to integrate it into your team or site? Learn the background, importance and how to effectively facilitate the SEAL 3 Signature Practices (Welcoming Ritual, Optimistic Closure) with youth and/or adults!

Takeaways:

- Develop an understanding of the 3 practices & the purpose of them
- Understand how to implement the 3 Signature Practices at your organization/site

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership

QPR Gatekeeper Training for Suicide Prevention

Facilitator: Allison Walsh, School Psychologist, QPR Instructor, Denver Public Schools

Date: Tuesday, December 10, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: Boys & Girls Clubs of Metro Denver (2017 W. 9th Ave. Denver, CO 80204) - JC Owen Board Room

Description: QPR (Question. Persuade. Refer.) Gatekeeper Training for Suicide Prevention is intended to teach those who are in a position to recognize the warning signs, clues and suicidal communications of people in trouble to

ACT vigorously to prevent a possible tragedy. Modeled after the CPR certification- QPR is meant to be a response at the "first aid" level of mental health. Upon completion of this training, attendees will receive an official certification as a QPR Gatekeeper from the QPR Institute. This program is NOT intended to be a form of counseling or treatment; rather it IS intended to offer hope through positive action.

Takeaways:

- Understand the QPR process & implement at your organization

Session Style: Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Helping Youth Develop Empathy Using Animals

Facilitators: Alicia Christensen, Programs Manager, Denver Zoo and Kara Polansky, Outreach Programs Coordinator, Denver Zoo

Date: Wednesday, December 11, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: Schlessman YMCA (3901 E Yale Avenue Denver, CO 80210) - Community Room on the 2nd Floor

Description: Integrating SEL into youth programming can be difficult when this subject matter isn't of high interest to students. Youth show a natural affinity towards animals, and this interest can be used as an engaging conduit to SEL. Teaching students how to empathize with others has been linked to more pro-social behaviors (sharing, helping), acceptance and respect of others, and other factors like self-esteem and critical thinking. Find out how you and your staff can help youth develop empathy with their peers by using animals and materials that can be found right outside (or inside) your front door. During this workshop, participants will experience and discuss specific strategies that help youth develop empathy and overcome fears towards animals, and will explore research about how to apply this learning process towards people.

Takeaways:

- Learn how to use engaging activities (using animals) to help students develop positive social-emotional skills.
- Learn how to incorporate practices into programming that help youth develop empathy with animals.
- Discuss ways to help youth transfer empathy they have developed towards animals towards their peers.

Session Style: Lecture; Round table Discussion; Interactive workshop

Recommended for: Direct service/site staff; Managers or site leads; Organization leadership; New to youth development

Best Practices for Selection and Hiring

Facilitator: Su Pal. Supervisor, Talent Acquisition Team, Denver Public Schools

Date: Thursday, December 12, 2019

Time: 10:00 a.m. – 12:00 p.m.

Location: DPS Acoma Campus (1617 South Acoma St., Denver, CO, 80223), Room 113

Description: Finding the right talent for your organization is crucial to your success. The question is: how can you do that well? In this workshop, you will learn ways to improve your selection and hiring process which leads to finding the right talent. You will also learn how to minimize biases that are inherent to selection and hiring practices.

Takeaways:

- Learn how to improve your selection and hiring process.
- Become aware of biases (intentional and unintentional) that exist in your process.
- Learn how to minimize the biases that are inherent in your selection and hiring process.

Session Style: Interactive workshop

Recommended for: Managers or site leads; Organization leadership; Hiring Managers/Decision makers