

BUILDING THE CAPACITY OF STAFF TO USE A DEVELOPMENTAL APPROACH

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CONTEXTUAL ISSUES

- The Nature of Training & Development of College Access and Readiness Staff
- Who and how people enter this profession

SAMPLE

- “I was drawn to *College Access Program* as a result of my high school experience. I did not have the best relationship with my high school counselor as she was unsupportive of my dream to attend the state university. I can do better for kids.”

STRATEGIES FOR TRAINING YOUR STAFF

- Separate personal and professional experiences specifically relative to college going pathways
- Build in reflective practices about their own development and skills
- Examine practices that might be undermining self-efficacy
- Create intentionality of action

BIG PICTURE TRAINING SUGGESTIONS

- Share PD and training with youth development programs
- Provide school-wide PD on Adolescent Development and related topics
- Use *Ready, Willing, and Able* as training tool
- Examine program incentives that account for foundation setting and skill building rather than only outcomes.