



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Holding Youth Accountable | July 30, 2024



Erica Hoskins
Education Specialist



Shanika Peck
Director, Career Programs

Objectives

- Understand the importance of accountability in youth development
- Learn techniques for fostering accountability
- Explore strategies for addressing accountability challenges

Foundations Inc. Your Capacity Building Partner



Build Capacity

Capacity Building and Support



Strengthen Skills

Professional Learning

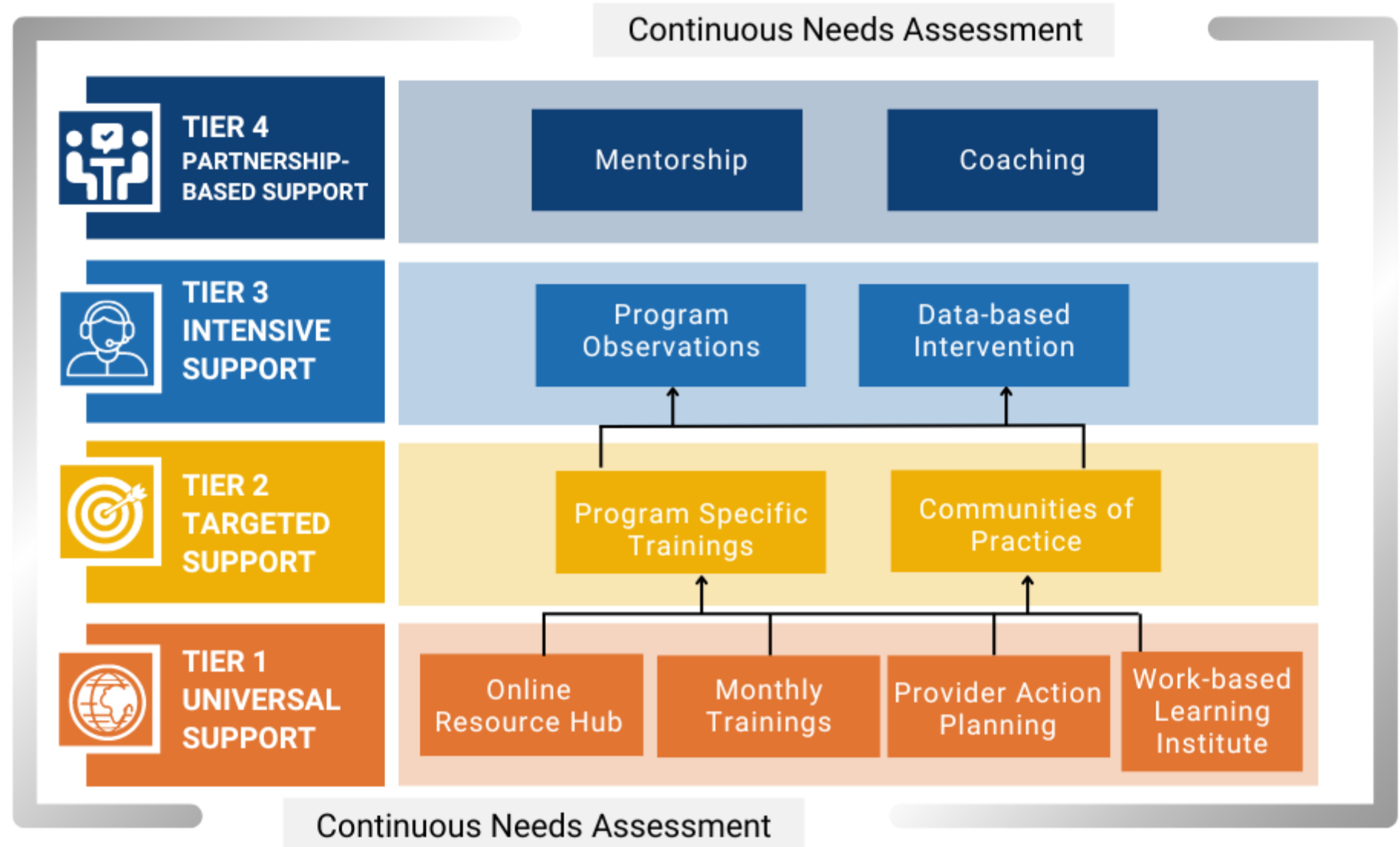


Elevate Techniques

Resources

TIERED CAPACITY-BUILDING SUPPORTS

Our Approach



Understanding Accountability

What does accountability mean to you?

What is Accountability?



Accountability vs Responsibility



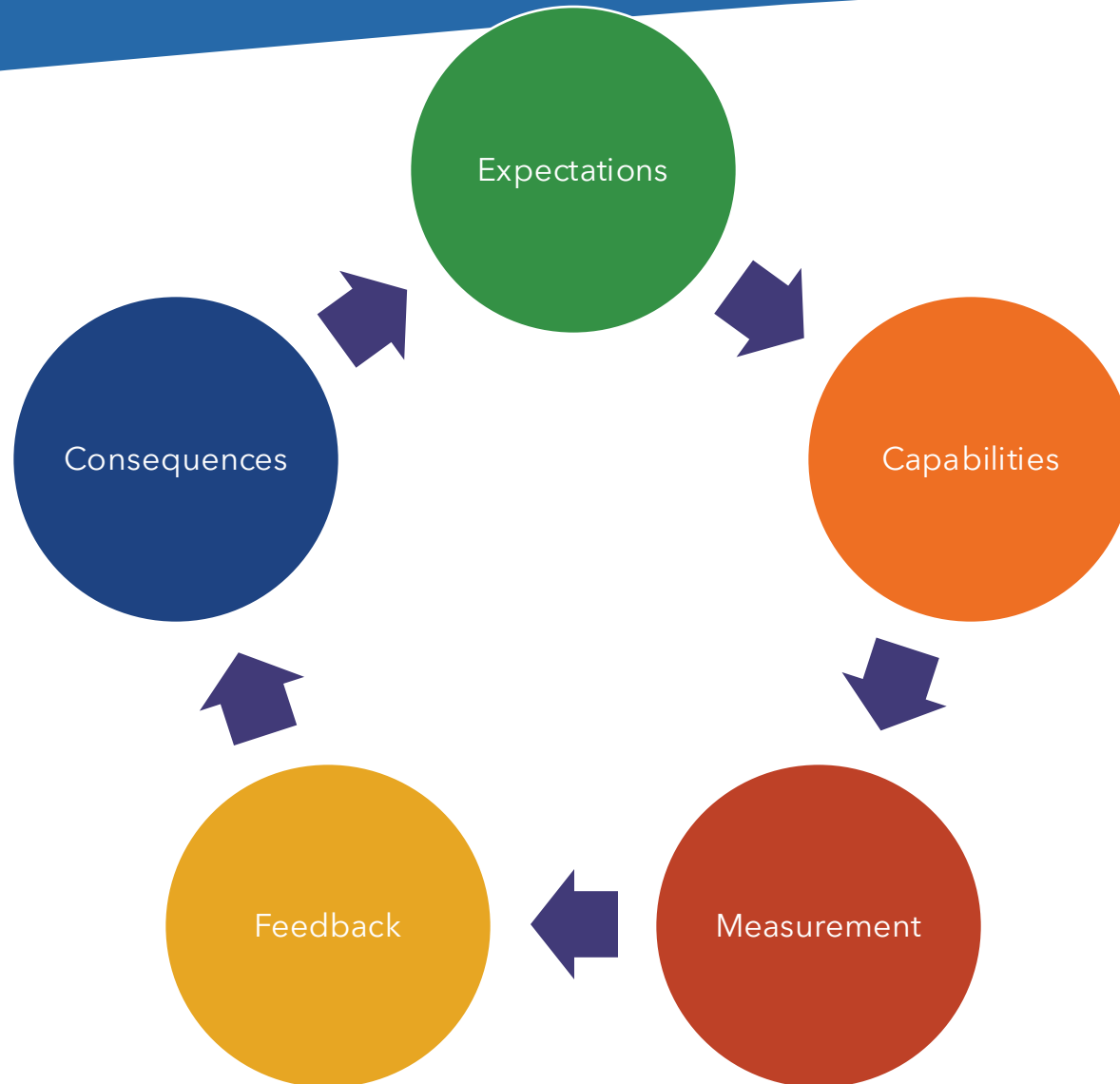


CAREER CONNECTED
LEARNING PHL

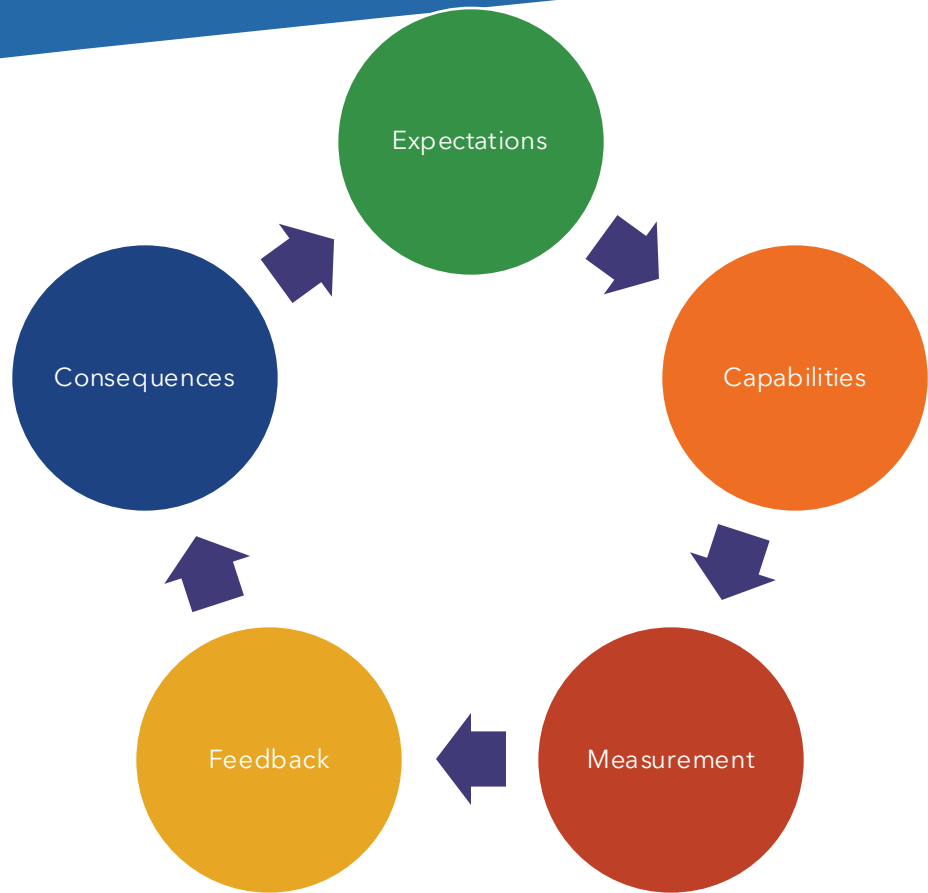
Positioning Philadelphia's Youth for Career Success

Fostering Accountability

Five Areas of Clarity



Setting Clear Expectations

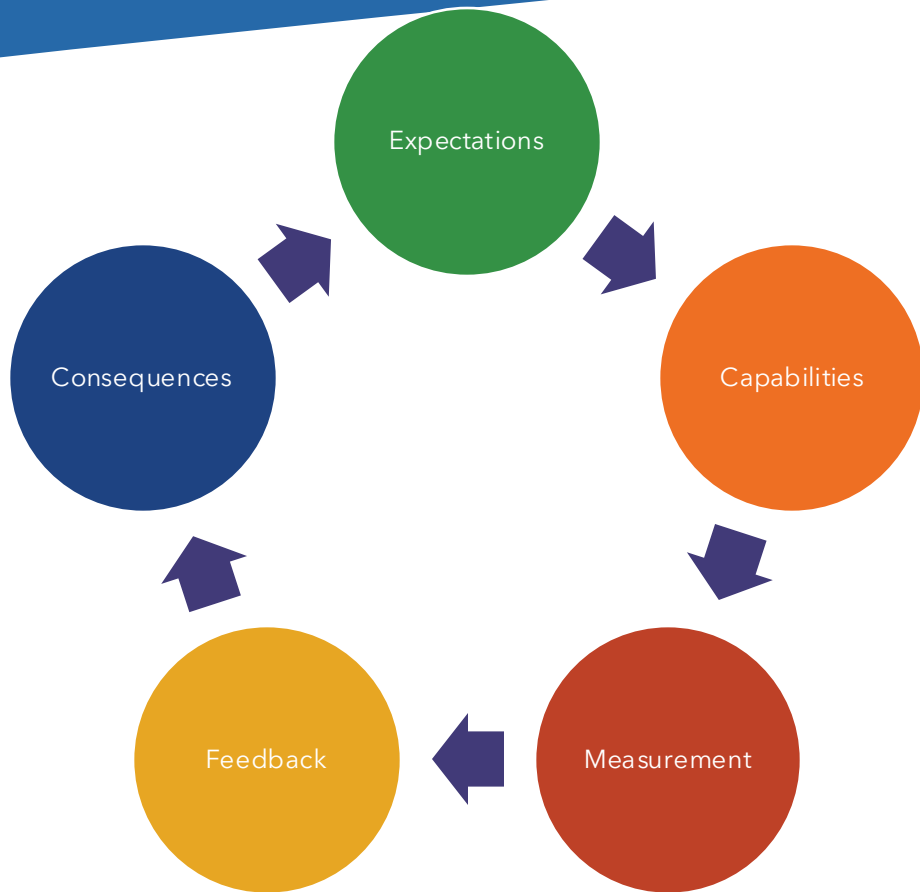


1. What outcome is expected?
2. What steps are needed to achieve the outcome?
3. How will the outcome be measured?

Setting Clear Expectations

1. What expectations do you have for youth at your site?
2. Are the expectations clearly defined?
3. How are youth and families informed of the expectations?

Clear Capabilities

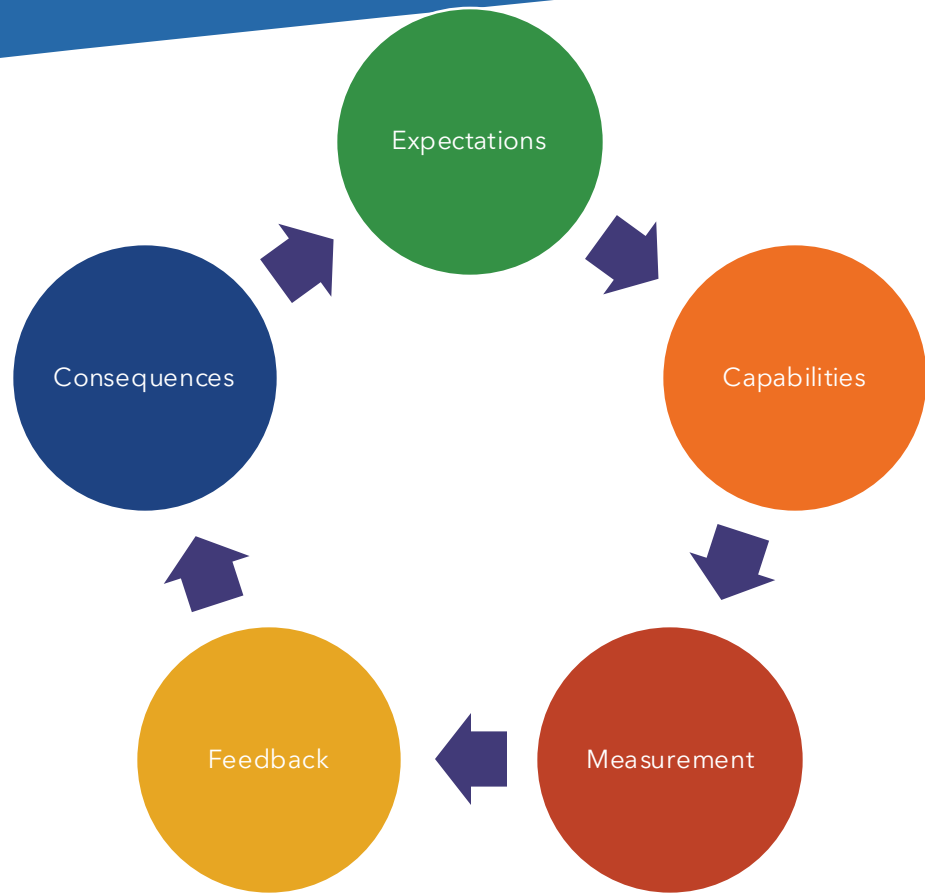


1. What skills are needed to meet the expectations?
2. What resources are needed?
3. How will the resources be acquired?

Clear Capabilities

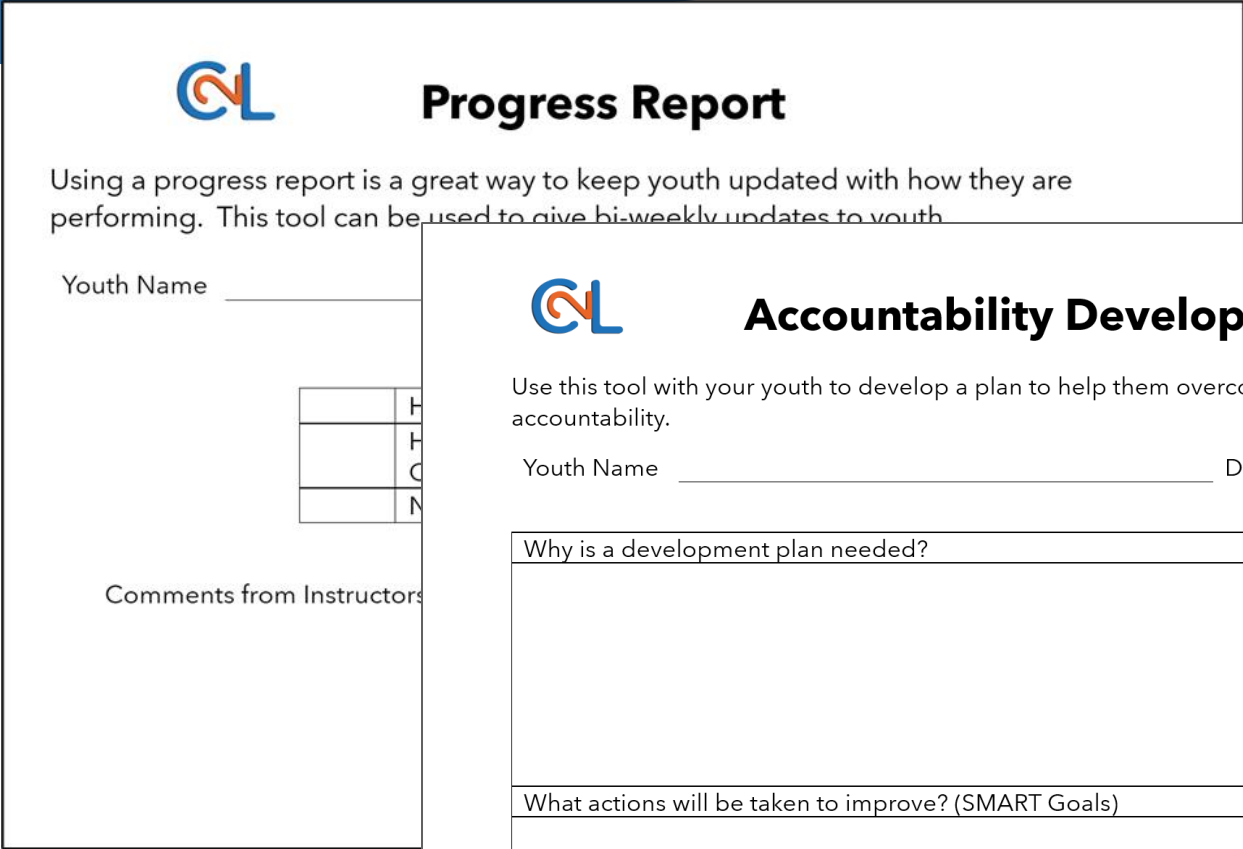
Do your current expectations align with their capabilities?


Clear Measurement and Feedback



1. Are the expected outcomes clear, measurable and objective?
2. Are you meeting regularly to review progress?
3. Are you giving objective feedback?

Templates



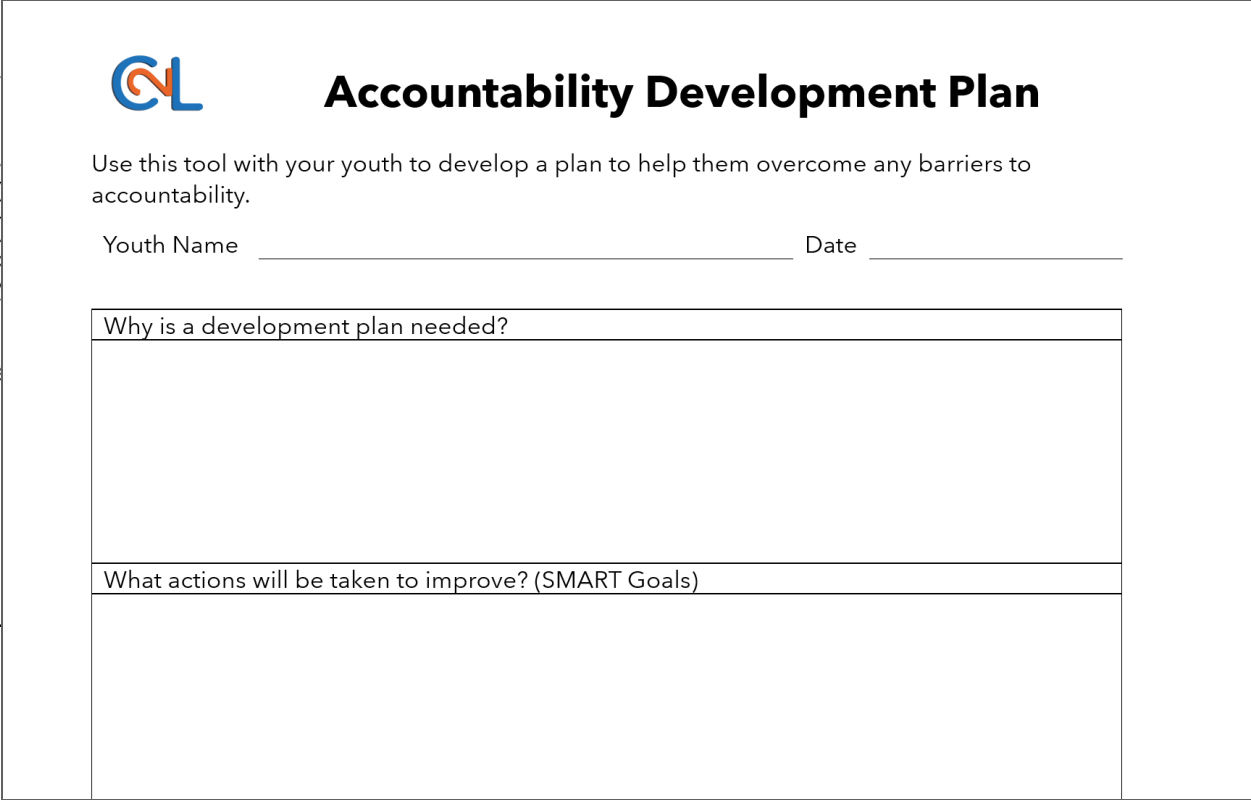
 **Progress Report**


Using a progress report is a great way to keep youth updated with how they are performing. This tool can be used to give bi-weekly updates to youth.

Youth Name _____

	H
	H
	C
	N

Comments from Instructors _____



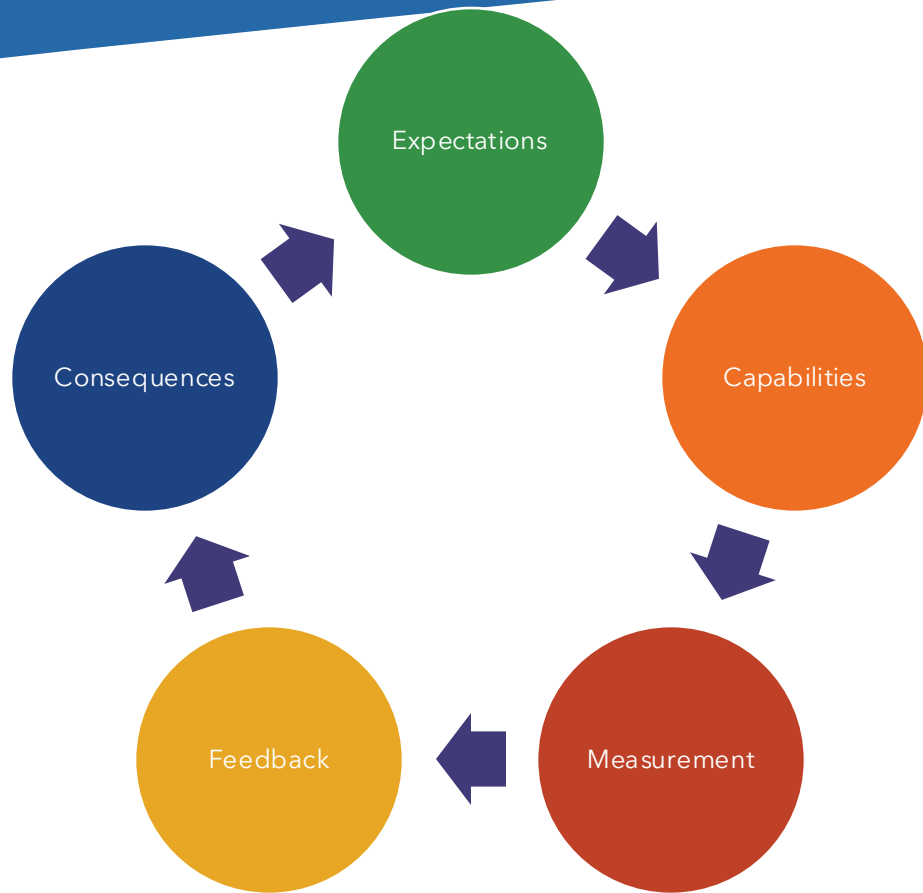
 **Accountability Development Plan**

Use this tool with your youth to develop a plan to help them overcome any barriers to accountability.

Youth Name _____ Date _____

Why is a development plan needed?
What actions will be taken to improve? (SMART Goals)

Clear Consequences



1. What happens when expectations are met?
2. What happens when expectation are not met?
3. How are youth informed of the consequences?



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Additional Strategies

Additional Strategies

- Consistent enforcement
- Positive reinforcement
- Modeling
- Provide structure
- Build a supportive environment

Additional Strategies

- Encourage ownership
- Address mistakes constructively
- Develop self reflection skills
- Lessons or workshops

Clear it Up!

1. Describe why the expectation is unclear
2. Create an improved expectation that is clear

Clear it Up!

“Make sure your project is creative and detailed”

Improved expectation:

“Your project should include at least three creative elements, such as visuals, interactive components, or multimedia. It should also include a detailed explanation of the topic, with at least five key points elaborated in paragraphs”

Clear it Up!

“Help out wherever you can”

Improved expectation:

Assign specific tasks. For example, at an event:
“Please assist at the registration table from 9am to 10am”

Clear it Up!

“Be on your best behavior”

Improved expectation:

“Respect others by listening when they speak, follow instructions, and refraining from using inappropriate language”

Challenges to Accountability

- Lack of clear expectations
- Inconsistent enforcement
- Peer pressure
- Fear of failure or punishment
- Lack of modeling
- Developmental factors

Challenges to Accountability

- External influences
- Low self-esteem
- Resistance to authority
- Inadequate follow-up
- Over-scheduling and stress
- Limited understanding of consequences

Solutions to Challenges

How would you handle these challenges to accountability?

Solutions to Challenges

Inconsistent enforcement

Consistently enforce rules and consequences. Ensure that all leaders and authority figures are on the same page and follow through on established guidelines

Solutions to Challenges

Peer pressure

Foster a supportive and positive peer culture. Encourage group activities that promote accountability and recognize individuals who demonstrate responsible behavior

Solutions to Challenges

Resistance to authority

Build trust and respect between authority figures and youth. Involve youth in the creation of rules and expectations to give them a sense of ownership

Solutions to Challenges

External Influences

Engage families and communities in promoting accountability. Provide resources and support for creating environments that reinforce responsible behaviors

Moving Forward

If you are still planning:

- Create a code of conduct with program milestones in mind
- Introduce the code of conduct during program orientation
- Ensure youth and families sign off and have a copy

Moving Forward

Program currently in session:

- Meet with your youth and create a code of conduct
- Explain and incorporate program milestones
- Ensure youth and families sign off and have a copy

Code of Conduct Brainstorm

What expectations would you include in a code of conduct for your site?

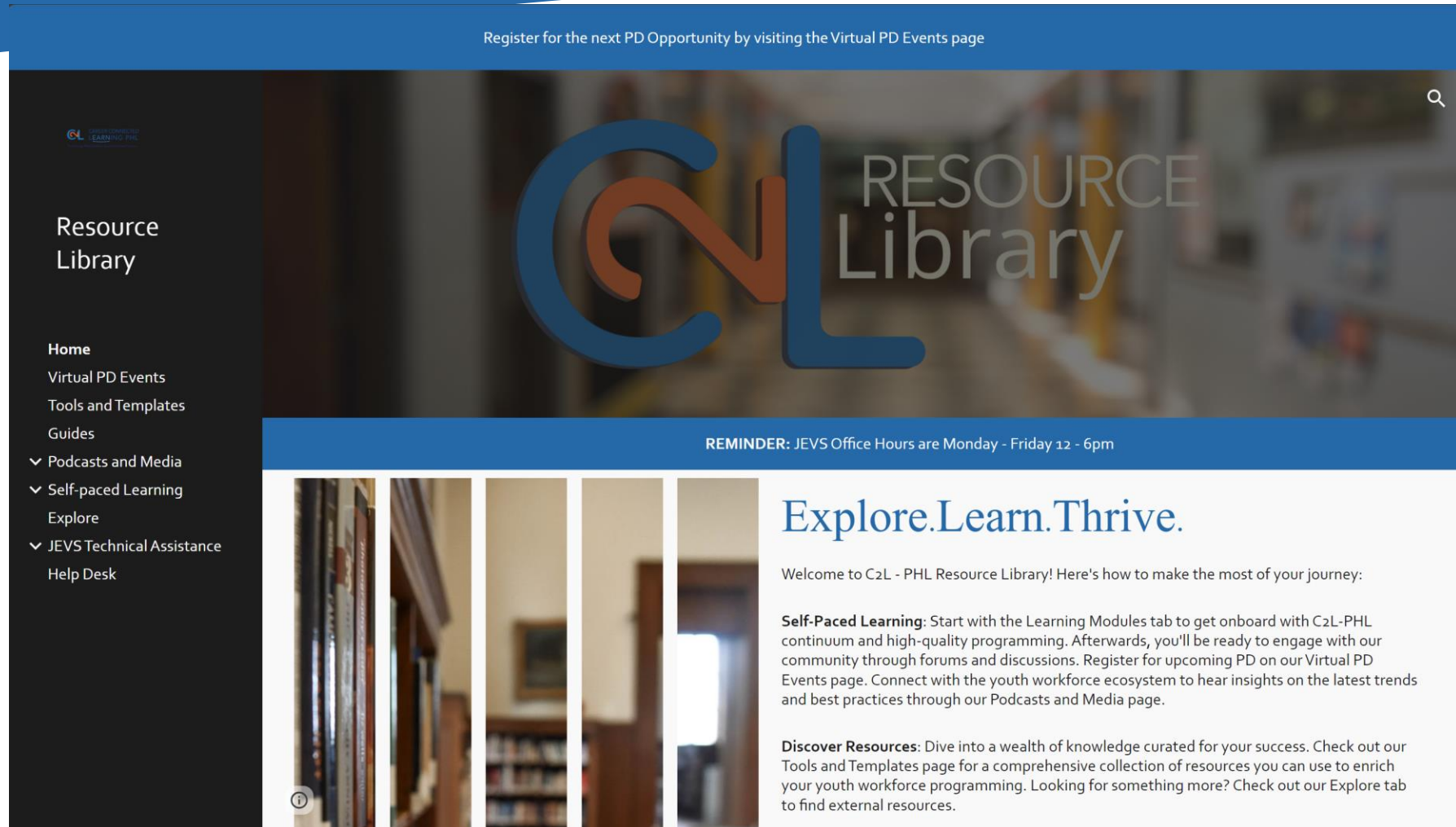
Keeping TABBs

Takeaway
Action
Barriers
Benefits



Resources Review

Register for the next PD Opportunity by visiting the Virtual PD Events page



Resource Library

Home

- Virtual PD Events
- Tools and Templates
- Guides
- ▼ Podcasts and Media
- ▼ Self-paced Learning
- Explore
- ▼ JEVS Technical Assistance
- Help Desk

REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm

Explore.Learn.Thrive.

Welcome to C2L - PHL Resource Library! Here's how to make the most of your journey:

Self-Paced Learning: Start with the Learning Modules tab to get onboard with C2L-PHL continuum and high-quality programming. Afterwards, you'll be ready to engage with our community through forums and discussions. Register for upcoming PD on our Virtual PD Events page. Connect with the youth workforce ecosystem to hear insights on the latest trends and best practices through our Podcasts and Media page.

Discover Resources: Dive into a wealth of knowledge curated for your success. Check out our Tools and Templates page for a comprehensive collection of resources you can use to enrich your youth workforce programming. Looking for something more? Check out our Explore tab to find external resources.

Questions?

careerprograms@foundationsinc.org

Capacity Building Virtual PD Events



Internships
August 6, 2024 at 10am

Expeditionary Learning
August 8, 2024 at 10am

Capacity Building Virtual PD Events



CAREER
CONNECTED
LEARNING PHL



Innovageous

Virtual Professional Development Opportunities for Program Leaders

- Open to all program leaders from C2L-PHL programs
- 1-hour synchronous virtual sessions
- Engaging and interactive activities with embedded practice
- Aligned resources and leader tools for implementation
- Relatable skills and knowledge for youth program leaders
- **Choose one session or join us for all three!**



Topic	Date	Time	Description
High-Quality Program Practices	Tuesday 8/6	10am	Elevate your expertise in managing career-connected learning programs with cutting-edge best practices, actionable planning strategies, and innovative communication methods, while also discovering fresh ideas to actively engage both youth and employers for maximum program impact.



CAREER
CONNECTED
LEARNING PHL