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The Association for
Child & Youth
Care Practice, Inc.

Quarterly Newsletter

Summer 2015

In This Issue

[ACYCP Expands Membership Benefits](#)

[National Academy Trainer Summit](#)

[President's Perspective](#)

[Name the Newsletter!](#)

[Stephen M. Plottner \(1957-2015\)](#)

[Certification Update](#)

[From The Soap Box...Again!](#)

[Bolster Collaborative](#)

[2015 Positive Youth Development Institute](#)

[Frank Delano on Supervision](#)

[Wait for it . . .](#)

[And the Shoutout Goes To . . .](#)

[FICE News](#)

[Member Benefits](#)

[Enrollment/Renewal Form](#)

ACYCP Expands Membership Benefits

Many of our members are up for renewal this summer. So after months of extensive research, including a widely distributed survey of the current membership, ACYCP has instituted an expansion in membership benefits, including a new Student Membership. Most notable is an expansion of educational opportunities via webinars, support for professional research, access to scholarships plus more opportunities for members to interact with one another. There are now also more opportunities

Newsletter Staff

[Michael Mitchell-Editor](#)

Frank Eckles

Suzie Henderson

Mary Krause

Copy Deadlines 2015-16:

Fall Issue: Oct. 5

Winter Issue: Jan. 4

Spring Issue: April 4

ACYCP Board

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Melanie Crowther-Member

Special Representatives

for members to contribute their experience and expertise as committee members, mentors and professional resources. As always, members may also stand for election to the Board of Directors. Long known as one of the few North American professional organizations which embraces the full-range of child and youth care specialties, ACYCP is open to anyone 18+, active or retired, who works in or advocates for the professionalization of the youth and child care field. For more information, see [a complete list of membership benefits](#), and our [enrollment/renewal form](#), with money-saving enrollment incentives.

[Renew your membership today!](#)

National Academy Trainer Summit

Save the Date!

Academy National Trainer Summit
September 29, 30 and October 1 & 2
Austin, Texas

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President's Perspective

Little Big Wins!



We need lots of little big wins. A little big win happens when a child smiles for the first time and then, again and again. Or when she cleans her room instead of trashing it.

On the playground, in detention centers, throughout the neighborhood, during after-school, at home with the family, as child and youth care workers, we go wherever the young need us! We meet them where they are!

Another win happens when child and youth care workers get certified. This is our moment---and the work has deep impact, not only because we care so much, but because our interventions are

evidence-based and build competencies that come from relationship and attachment.

So be a part of the winning professional team. Get started on

Carol Kelly
FICE liaison
Angela Kelber-Simpson-
YWLC/UW-M Liaison

Opkara Rice
AACRC Liaison

James Freeman
CYCCB Liaison

ACYCP T-shirts!!

Place your order today!



Are you proud to be a member and a child and youth care professional? Well, show it! We have a limited number of unique ACYCP T-shirts available.

Sizes Small to XXL!

To order on-line, follow this link: [PayPal Checkout!](#)

Youth Work Quote

"Ok is not good enough when working with kids. ... I don't think we should settle

certification at: www.cyccb.org. Master certification for child and youth care workers now sits alongside teacher credentialing and social work licensure. It's a matter of putting what you know and all of your training into a portfolio so others can validate and recognize your professional skills and experience.

Most of us are in centers and agencies that are rocking and rolling with change. All across the country child and youth care workers are stepping up to the plate to lead transformation!

You can see many examples of innovative youth work leadership in the next edition of the Journal of Child and Youth Care Work which is out just now and has a special focus on the most advanced trauma-informed care in our field:

<http://www.nrcys.ou.edu/catalog/product.php?productid=216&cat=14&bestseller=Y>

And for the strategies you need to do best practice work, check out the new Youth Thrive training that counts toward your certification! www.youthcatalytics.org/services/youth-thrive/

With lots of little big wins youth workers are reducing risk and promoting strengths across the country. Together with the youth, we are thriving!

Dr. Andy Schneider-Munoz, CYC-P

President

Association for Child & Youth Care Practice

A Rose is a Rose is a.... Newsletter?

The newsletter staff is so proud of our publication that we feel it would be wrong to treat it as a generic orphan, so we'd like you to help us name it! Please send your suggestions for a fitting name to:

Editor, **Michael Mitchell** at: propman46@gmail.com

The person, whose suggested name is selected, will win a year's membership as our thank-you for your participation!

Stephen M. Plottner, 1957-2015

It is with great sadness that we report the accidental death of Stephen Plottner, Executive Director of Lutheran Homes Society Family & Youth Services of Oregon, Ohio, on July 13 from injuries suffered in an auto accident. Stephen was a passionate advocate for youth and children, serving for 18 years as president and board member of the Ohio Association of Child and Youth Care Professionals. Stephen was also very active in the spiritual and civic life of his community. He is fondly remembered as a kind, compassionate, generous and joyful personality, who loved spending quality time with his wife, children and grandchildren. A life-long prolific writer, Stephen wrote both professional materials as well as poetry, plus had his own blog. Those wishing to celebrate Stephen's life may send memorial donations to the SM Plottner Writing Scholarship Fund, c/o Cynthia Plottner, 551 Erie Beach Road, Lakeside, OH 43440.

A photo and more extensive obituary can be found at the [Sandusky Register Online](#).

for less than excellent".
--Melissa Ladwig--

Quick Links

[ACYCP website](#)

[CYCCB website](#)

[CYC-Net](#)

Social Media

Like us on **Facebook** 

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Follow us on **twitter**

Special Thanks

ACYCP would like to extend a Special Thanks to CYCCB for helping to make this newsletter possible.

Feedback Welcome!

ACYCP is excited to hear feedback from our readers!

If you have comments and/or ideas for additional content please feel free to contact the editor, Michael Mitchell
atpropman46@gmail.com

JCYCW Latest Edition!



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Disclaimer

The ACYCP newsletter is published quarterly on-line, as one of many ACYCP membership benefits. Articles and shared information are designed to

CYC Certification Update

By James Freeman,
CYCCB Board President

The Child & Youth Care Certification Board (CYCCB) provides an assessment process and certification to individuals who demonstrate their commitment to high standards of care and commitment to ongoing professional development. The board has seen unprecedented expansion and activity across North America over the past year and a half - certifying more CYCs than in any previous year.

Last month three incumbent board members were reelected along with one new board member. These individuals include Frank Eckles (Texas), Heather Modlin (Newfoundland & Labrador), Jean Carpenter-Williams (Oklahoma), Debbie Zwicky (Wisconsin) and James Freeman (California).

Specific objectives of the board this year include: engaging higher education, publication of a certification preparation handbook, leadership succession planning, and the expansion of portfolio reviewers.

The board has launched a redesigned website at www.cyccb.org where practitioners can access the competencies, code of ethics, and research related to professional certification.

From The SoapBox...Again!

By Karen VanderVen

It's Not Either Or! Camp is Still Camp!

"Instead of making friendship bracelets or rowing in a canoe, kids at...." This statement opened a recent newspaper article that continued to describe a science camp where the youngsters perform experiments on DNA and microorganisms.

But my immediate thought was, "Kids at summer camp should be... well, paddling a canoe and making friendship bracelets!" I admit I immediately thought back to my days as a summer camper back in the 1940s (don't bother doing the math) where I spent day after day learning canoeing and rest hours braiding lanyards (the 40-s' version of friendship bracelets). I still remember the various canoeing techniques: bow rudder, pull-to, straightaway, half moon or sweep. reverse half moon, and j-stroke. Lanyard making included weaving with four strands, putting in a twist, finishing off by overlapping gimp to make an enclosing square.

Remember? What's amazing is that I still do. Just to support my contention that it is as important for youngsters to learn the concepts and skills of canoeing and lanyard making, today as it was then I did a little internet research. Sure enough. You can get guidance for the same things on line - the procedures and the terms for these activities are essentially identical nearly 70 years



inform, educate and support professionals in the field of child and youth care practice. However, inclusion of any and all material does not imply official endorsement by the Association for Child and Youth Care Practice, Inc. (ACYCP). Newsletter content should not be considered a substitute for legal, medical, ethical or organizational policy consultation and/or adherence.

later. So there's got to be something to exposing

It's a matter of balance and inclusion in the selection of activities to which we expose youngsters: both, not either-or. Of course getting kids interested in science from an early age especially through a hands-on approach is crucial - please don't get me wrong! But we have to be careful that the encroachment of more formal academic type work into childhood play time and non-academic skill development does not eliminate some of these seemingly more frivolous pursuits. Many educators and developmentalists lament the loss of art, music and physical education in schools. So it is even more incumbent on camps and other out-of-school programs that are the province of child and youth workers to make up for it.

Canoeing, friendship bracelet making, and many similar activities develop important knowledge and skills for getting along with others, working together, and as a spearhead to further interests. For children to discover what they like and are good at requires a broad sweep of experiences. Childhood may well - even should - include interesting science experiments. But do make the time and space for the canoeing and friendship bracelets.

Reference:

Henney, M. A different kind of summer camp. Pittsburgh Post Gazette, July 20, 2015.

Karen VanderVen, Ph.D.,
Professor Emerita Department of Psychology in Education
University of Pittsburgh

Bolster Collaborative: Get to Know Us!

Bolster Collaborative was formed to provide professionals, volunteers, and parents with current social research in easy-to-access form. Drawing on a long history in positive youth development and a desire to sustain the vision of Dr. Peter Benson (1946-2011), former CEO of Search Institute, the collaborative provides best practice research to visitors and a growing body of members. Through a slate of high quality online resources, the collaborative supports child and youth care workers of all types in their efforts to raise healthy, thriving young people. Members of the collaborative enjoy access to Implementation Strategies, Practice Briefs, and Video Shorts-all of which are updated monthly.

To learn more about Bolster Collaborative, visit their website at www.bolstercollaborative.com

2015 Positive Youth Development Institute A Huge Success!



ACYCP co-sponsored the 2015 Positive Youth Development Institute, held July 20-21 at the University of New England. Board members Hector Sapien and Tim Duffey served on the planning team for the event. Participants came from 10 states and 3 countries (U.S., Canada, and Scotland) with a wide representation of roles across child and youth care providers.

The institute's keynoter was Dr. Kenneth Ginsburg, author of Building Resilience in Children and Teens: Giving Kids Roots and Wings, Letting Go with Love and Confidence, and the Reaching Teens curriculum. His

message was compelling and created a solid foundation on which the rest of the institute content could rest.

Among the 26 learning sessions was an offering on the Youth Thrive framework co-led by Hector and a session on engaging youth in processing and releasing survey data co-led by Tim.

The institute was followed by four post-conference training events, including a full-day Youth Thrive presentation led by Hector and Cindy Carraway-Wilson of Youth Catalytics.

Plans are currently underway for the 2016 PYD Institute to be held again on the beautiful coast of Maine! To see news coverage of the PYD Institute provided by the local ABC affiliate, go to: <http://m.wmtw.com/news/youth-institute-draws-participants-from-10-states/34259510>

---- Tim Duffey

Supervision and Leadership

Supervision with "The Millennials": Some Food for Thought

Imagine a veteran Child and Youth Care supervisor has had a number of openings for a while and hires a new, young worker for their program. As the worker's first day approaches reality sinks in and the supervisor thinks "OMG! Did I really hire a gosh-darn Millennial?? How am I going to supervise one of these entitled people??" Of course, I am exaggerating some here but there is a clear, anxious rumbling within our Child and Youth Care field, and across all areas of our society, about the strategies to engage and develop this new generation in the work force.

You probably have heard many of the stereotypes people dread:

- They are so "entitled"
- Their work ethic is just not the same
- They are always on those phones!
- They don't have any attention span
- They are so self-absorbed
- They won't stay long. They have very little sense of "duty", or loyalty to the organization

I must admit that I have seen some of these qualities in younger

workers in our field and in other settings. You know "stereotypes come from somewhere". However, with some brief reflection I realized a clear irony in all this. I currently am facilitating trainings and consulting in a very wide variety of agencies both inside and outside of the United States. With all respects for the other generations, who do I consider the most highly motivated students with the highest learning energy? Which is the group that activates my creative juices the most in the trainings when facilitating? You guessed it....Those same gosh-darn "Millennials"! (There are a number of definitions of a "Millennial" out there, but for this discussion let's say those from 18 to 30 years



In a recent training I facilitated at Casa Pacifica Center for Children and Families this young Assistant Supervisor Melissa Ladwig earned much respect for her high standards when she shared her "words of wisdom" about supervision: "When I have a worker who is doing ok and not causing me any problems that bothers me more than those giving me problems. Ok is not good enough when working with kids and I go home wondering what else I can do to connect with them better to motivate them. I don't think we should settle for less than excellent". Here Casa Pacifica Training Director and ACYCP Board Member James Freeman acknowledges her bright idea by holding the proverbial light bulb above her head.

It occurred to me that while I am seeing a small bit of those stereotypes in my classes there are other much more positive qualities that are extremely common. Millennials in the trainings are generally:

- Highly motivated to learn and press for reasons behind traditionally accepted statements to better understand them

- They have a strong sense of social justice
- They are often willing to volunteer for activities or role plays
- They seem to see "duty" as less following orders and more as "being involved" in
- They do verbalize not feeling a lot of "loyalty" to staying long term in an agency, citing occasions where they have seen very long time workers unceremoniously "laid off" by their agencies. The "lack of loyalty" sounds somewhat healthy now
- They are the group that approaches me most often after classes to say thank you to me for seeming to value their thoughts and opinions
- They are very idealistic and seem to have very high standards about how children should be cared for
- They often express, though sometimes awkwardly, their frustration with practice they see in their agencies as less than their idealistic excellent. They are very confused as to why many supervisors don't seem to be willing to confront what they perceive as bad practice from experienced workers

This disconnect between the stereotypes and concerns with Millennials in many employment situations and what I am seeing most often in the trainings is revealing to me. It raises the obvious key question of how CYC agencies and supervisors can engage this younger generation to understand and see if these negative stereotypes are "real", and to develop new approaches in supervision to better capitalize on some of the significant strengths Millennials can bring to the table. This is meant to primarily be a provocative "food for thought" article. So I will throw out a few thoughts and below and end with a few _____'s for you to continue the thinking!



Frank Delano presenting a t-shirt from the Wisconsin Association of Child and Youth Care Practice Conference to Saira Batasar-Johnie as a symbol of the importance of sharing ideas and effective Child and Youth Care Practice internationally. Saira has been an excellent student in a number of my trainings and, in this case, coordinated a training I facilitated in Toronto from start to finish. Saira is a recent graduate of the Ryerson University CYC program and, at 25 years old, is already a valued Board Member of the Ontario Association of Child and Youth Care.

Some "food for thought" for supervising Millennials:

- How can we best capitalize on that alternate sense of "duty" of wanting to be "involved" in making things better? How can we get young people on committees? How can we increase the small group activities in agency trainings?
- Emphasize how the work they are doing with children and families improves the society as a whole to better engage their sense of social justice
- Millennials have grown up in a time that is more multi-cultural with a higher sensitivity to accepting different cultural norms. They find this approach very attractive. Try to accentuate the multi-cultural aspects of the agency and of the work.
- Have supervision sessions that take on more a "coaching" tone and process. Try to take extra time to explain the reasons behind policies, expectations, etc.
- "I want to see my supervisor have a passion for the work we do. I want to have her as a role model" (Leticia Coelho)
- "Sometimes you just have to tell us what to do. Be sure the expectations are clear" (Lais Colombo). This comes from a

young woman who recently graduated summa cum laude from University. She has worked in a restaurant all through her education years and I have watched her work in a number of different situations. I have always seen her as having an exceptionally positive work ethic and as very self-motivated. When I told her that her answer surprised me given how self-motivated she seemed, she calmly said "Look around the restaurant. Do you see any workers on their phones"? I did not, and she explained "That is because the owner tells us if we are on our phone he will fire us. If he didn't tell us that I would be on my phone a lot. It is not because I am not a good worker but I have grown up with a smart phone in my hand. It is part of me. I would not think it was an issue unless I was told".

- "I want to be valued. I don't want to feel I am merely a means to a number. My input is unique and I want it valued as such" (Krystina Augustine)
- "I want a supervisor who will help me, not just hire me to their advantage. I want to be valued and have a mentor" (Larissa Ortega)
- It is important to have mutual respect and clear communication about expectations. Also, if I do something that is not correct I want to know quickly so I can make it better" (Jija Issac)
- "Entering the workforce as children whose brains have been overstimulated by technology so my brain is constantly going. What I need is to be motivated by my work, feel empowered by my supervisor to trust that I am capable to get the job done well. I am full of ideas and want to be seen as a key part of the team and not second class in my career". --- Saira Batasar-Johnie
- _____ ?? Your ideas??

So, CYC Supervisors there is some food for thought going forward. You probably have noted that I (perhaps not so subtly) started the suggestions with my ideas and quickly turned the show over to some of those gosh-darn "Millennials"....the path to success in this process is emerging!

The author can be reached at Fdelano24@aol.com

Wait for it . . . Wait for it

And you'll be soooo glad you did! What is it? Why it's an ACYCP webinar entitled ***Resumes, References and Cover letters - Your Key to Career Success!***, planned for Fall 2015. Taught by an award-winning CYC professional, with 25 years of business supervision and managerial experience, plus 20 years of employment skills coaching background, this webinar will help members stay ahead of budget cuts and lay-offs, or take advantage of new opportunities for professional growth, by capitalizing on your well-earned skills and experience. **This webinar will be offered FREE to all current paid ACYCP members.** Watch your email and the ACYCP website, www.acycp.org for further details!

And the Shoutout Goes To. . .

"As a researcher and a practitioner, I am constantly faced with the challenge of how the information and experience from both worlds can overlap and reinforce one another. It is refreshing to speak with others [ACYCP professional resources] who have witnessed

the benefits of personal experience in the youth development field but also understand the relevance of research and analysis for informing and enhancing practice. Conversations such as these are what I believe will move youth practice forward in terms of providing the best, most appropriate services for youth."

Dayana Kupisk
 dkupisk@gmail.com
 Ph. D. Graduate Student
 Human Development and Family Studies
 University of Wisconsin - Madison

FICE Connects World's CYC Advocates



FICE (International Federation of Educative Communities) is an international organization whose purpose is to make our world a better place for high-risk children, adolescents, and families. To learn about FICE at: <http://www.fice-inter.net/>

2016 FICE Congress, Vienna, August 22nd -25th, 2016

This conference is an opportunity to learn from professionals from many countries, through key note and seminar presentations, formal and informal networking, and exhibits. Optional excursions invite exploration of the city of Vienna, the Austrian Alps, and the famous Vienna Woods. To learn about the Congress, visit: www.toward@betterworld2016.org and web site Toward a Better World for Children, Adolescents, and Families. Consider submitting a proposal to present a session!

Other FICE Opportunities

FICE members can attend conferences in many countries. The FICE website provides information about project and programs. Social media provides opportunity to communicate with colleagues in many countries. While not FICE sponsored, there are many opportunities for international exchange. For example, Alexander Milajov, a CYC professional from Bulgaria, presented at the WACYCP 2015 Wisconsin state conference and also was an observer (along with Opeyemi Olajide Olowookun from Africa) at the ACYCP annual board meeting, held in Milwaukee at the same time.

Questions?: Contact Carol Kelly, FICE-USA representative: carol.kelly@csun.edu. She will refer you to a source or provide answers.

FICE wants to learn from USA colleagues. Contact us today! Get yourself and your organization become involved! You'll be glad you did! ---- Carol Kelly

Member Benefits

- Quarterly newsletter with child and youth care (CYC) professional development tips and news
- Access to ACYCP scholarships
- Volume and organizational ACYCP membership fee discounts
- Automatic consideration for ACYCP scholarships
- DISCOUNTS to affiliated CYC local and national professional conferences
- DISCOUNTS at affiliated CYC local and national workshops and webinars
- FREE access to ACYCP workshops and webinars
- FREE access to resume, cover letter and related career/job search materials
- Access and discounts to international workshops and conferences (FICE)
- Access to professional CYC forums in which to share your achievements
- Access to professional awards and recognitions
- Support for member CYC research and continuing education
- Access to "best CYC practices" information and resources
- Voting privileges on ACYCP board elections
- Automatic approval to stand for committee chair appointments
- Automatic standing to run for board elections and appointments
- Networking and mentoring opportunities with CYC professionals
- Access to a national Q&A forum for personal CYC issues and concerns
- Promotional support for member programs and events

ACYCP Annual Membership Enrollment/Renewal Form

[join ACYCP ON-Line](#)

- General ACYCP Annual Membership \$35 per person
- Student ACYCP Annual Membership \$20 per person
(Ages 18+ with valid proof of current student status required with enrollment form and payment. Access to events requiring 21+ age may be restricted.)
- Organizational ACYCP Annual Membership-please ask for details

Enrollment/Renewal Discounts:

- "Colleague Renewal Discount"-enroll/renew yourself and current or new members and each receive a \$5 discount! Get a maximum of 7 enrollees and your annual membership is FREE! (All forms must accompany total payment at time of enrollment.) \$30 per person
- "Student Discount"-enroll/ renew yourself and current or new members and each receive a discount! Get a maximum of 3 enrollees and your annual membership is FREE! (All forms must accompany total payment at time of enrollment. Ages 18+ with valid proof of age and current student status required at time of enrollment. Access to events requiring 21+ age may be restricted.) \$15 per person

All funds in \$US, do not send cash, allow 3 weeks for processing

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Child & Youth Care sub-field

- Yes, I'm interested in being a regional or state ACYCP coordinator
- Yes, I'm interested in being an ACYCP benefits coordinator
- Yes, I'm interested in being an ACYCP committee member

Mail To: ACYCP, Inc
 c/o Jody Rhodes
 P.O. Box 510423, Milwaukee, WI 53203
 (414) 519-3130 FAX: (414) 562-4557
acacp2011@yahoo.com

We hope that you have enjoyed this issue of the ACYCP e-newsletter. Again, we welcome any and all feedback from our readers!

Sincerely,

The ACYCP Board

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