

**OUSD After School Program Improvement Plan**

<b>School: Learning Without Limits</b>	<b>Lead Agency: Bay Area Community Resources</b>	<b>Date: 5/1/11</b>
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The Program Improvement Plan identifies key program strengths and areas of progress, as well as areas for improvement. The Program Improvement Plan is developed collaboratively with the Principal, After School Site Coordinator, Lead Agency Director, and OUSD After School Program Manager, and outlines action steps needed for improvement in one or more program quality areas, based on the specific needs of the program.

	<b>Strengths/Areas of Progress</b>	<b>Needs/Gaps</b>	<b>Action Steps for Improvement</b>	<b>Who is responsible?</b>	<b>By When?</b>	<b>STATUS</b>
<b>Safe Environment</b>	Physical Environment  Emergency/Safety Procedures  Program Materials  Food and Drink  Cultural Competency	No areas of improvement were identified by evaluator.	N/A	N/A	N/A	N/A
<b>Supportive Environment</b>	Staff provide a welcoming atmosphere.  Session flow is planned, presented, and paced for youth.  Staff use youth-centered approaches to reframe conflict.	Activities support active engagement.  Staff support youth in building new skills.  Staff support youth with encouragement	According to the YPQA model, supportive environment must be in place in order to be successful at engagement and interaction.  Keeping this in mind, we are focusing on achieving positive changes in Supportive Environment for the remainder of the school year. Interaction and Engagement will also be addressed appropriately, but we recognize that most of the growth will take place first in Supportive Environment.  1. Building Intentional Communities (BIC) training: Staff will attend this	BACR and OUSD will Coordinate BIC training with OUSD	BIC training March 24 and 25, 2011	BIC training is complete. Coaching in this area is on-going.

			<p>training and work on identifying values that can be used as the backbone of the program and staff/student behavior. Because this curriculum is youth development centered, it will give staff more tangible tools to use to support students in their development.</p> <p>2. YPQA – Youth Methods Training This training will provide staff more tangible activities and facilitation methods to improve student engagement. We will learn more specifically about student choice and ways to promote student planning in the class room.</p> <p>** We will report back to the Principal and Academic Liaison after we've completed trainings for planning and next steps. In addition, in order to ensure that weekly one-on-one coaching sessions are as effective as possible BACR program manager and OUSD program manager will monitor this process, give feedback, and address coaching questions.</p> <p>.</p>	<p>and “Be the Change” consulting.</p> <p>BACR and OUSD will coordinate to register our staff for the YPQA youth methods training on February 25, 2011</p>	YPQA Youth methods Training February 25, 2011	YPQA training is complete. Coaching in this area is on-going.
<b>Interaction</b>	Youth have opportunities to participate in small groups.	<p>Youth have opportunities to develop a sense of belonging.</p> <p>Youth have opportunities to act as a group</p>	<p>1. Building Intentional Communities training: As noted above. Also, one of the main areas that this training supports is creating a strong sense of community. We believe this will help students feel a stronger sense of belonging and help staff create more opportunities for students to facilitate and partner with adults.</p>	BACR and OUSD will Coordinate BIC training with OUSD and “Be the Change” consulting.	BIC training March 24 and 25, 2011	BIC training is complete. Coaching in this area is on-going.

		<p>facilitators and mentors.</p> <p>Youth have opportunities to partner with adults.</p>	<p>2. Second Step Training – Second Step is an empathy building and conflict resolution curriculum. We expect that this training will help provide a tangible way for students to resolve conflicts in partnership with adults.</p> <p>3. YPQA Youth Methods training as noted above.</p> <p><b>** We will report back to the Principal and Academic Liaison after we've completed trainings for planning and next steps.</b></p> <p>In addition, in order to ensure that weekly one-on-one coaching sessions are as effective as possible BACR program manager and OUSD program manager will monitor this process, give feedback, and address coaching questions.</p>	<p>BACR will Coordinate with OUSD Second Step coaches to arrange this training.</p> <p>BACR and OUSD will coordinate to register our staff for the YPQA youth methods training on February 25, 2011</p>	<p>Second Step training by April 15, 2011</p> <p>YPQA Youth methods Training February 25, 2011</p>	<p>Second Step training is currently being coordinated with OUSD.</p> <p>YPQA training is complete. Coaching in this area is on-going.</p>
<b>Engagement</b>		<p>Youth have opportunities to set goals and make plans.</p> <p>Youth have opportunities to make choices based on their interests.</p> <p>Youth have opportunities to reflect.</p>	<p>1. YPQA Youth Methods Training – as noted above. Again, this will focus on both giving students time and space during activities to plan, set goals and make choices.</p> <p>2. On-going Focused Coaching on</p>	<p>BACR and OUSD will coordinate to register our staff for the YPQA youth methods training on February 25, 2011</p> <p>BACR Academic</p>	<p>YPQA - February 25, 2011</p> <p>Class Room Management</p>	<p>All trainings in this area are complete. Coaching in these areas is on-going.</p>

			<p>Lesson Planning and class room management. In order to focus on interaction and engagement each activity should be organized, clearly planned and student behavior must be managed appropriately. Although staff have been trained in the past on these subjects, additional training and focused coaching should help improve activities overall.</p> <p>Staff will focus on less planning in order to create more opportunities for student engagement.</p> <p><b>** We will report back to the Principal and Academic Liaison after we've completed trainings for planning and next steps.</b></p> <p>In addition, in order to ensure that weekly one-on-one coaching sessions are as effective as possible BACR program manager and OUSD program manager will monitor this process, give feedback, and address coaching questions.</p>	<p>Consultant will lead this training.</p> <p>BACR Program Manager will lead on-going coaching. Coordinator will continue coaching during weekly staff meetings.</p>	<p>March 19, 2011</p> <p>Lesson Plan initial coaching meeting, March 4, 2011.</p> <p>Focused Coaching is on-going but we expect to see improvement by April 29, 2011</p>	
<b>Academic Support</b>	Youth are supported in the development of specific academic skills.	<p>Staff support individual learners.</p> <p>Staff provides support for linking academic content to youths' prior knowledge.</p>	<p>BACR staff already work closely with Academic Liaison (AL) and Principal to develop and improve academic climate in the after school program. However, we believe that our staff will strengthen this area not only with the continued partnership with AL and Principal, but also by strengthening their individual skills in the class room</p>	<p>BACR Academic Consultant will lead this training.</p> <p>BACR Program Manager will</p>	<p>Class Room Management March 19, 2011</p> <p>Lesson Plan initial coaching meeting, March 4, 2011.</p>	<p>All trainings in this area are complete. Coaching in these areas is on-going.</p> <p>Coaching generally</p>

			<p>environment.</p> <p>Appropriate lesson planning will address the areas of concern. We will also continue to work with our AL on other class room methods to support individual learners.</p> <p>** In addition, in order to ensure that weekly one-on-one coaching sessions are as effective as possible BACR program manager and OUSD program manager will monitor this process, give feedback, and address coaching questions.</p>	<p>lead on-going coaching. Coordinator will continue coaching during weekly staff meetings.</p>	<p>Focused Coaching is on-going but we expect to see improvement by April 29, 2011</p>	<p>involves a cycle of observations, feedback and suggestions. Program Manager, Coordinator, Academic Liaison, OUSD manager and Principal have all continued to give suggestions for improvement.</p>
<b>Attendance</b>	Attendance was not identified as an area of concern.	N/A	N/A	N/A	N/A	N/A
<b>Program Operations and Compliance</b>	Program Operations and Compliance has not been identified as an area of concern.	N/A	N/A	N/A	N/A	N/A

**Sign and Date:**

Site Administrator: \_\_\_\_\_ After School Site Coordinator: \_\_\_\_\_

ASPO Program Manager: \_\_\_\_\_ Lead Agency Director: \_\_\_\_\_