BUILDING THE CAPACITY OF STAFF TO USE A DEVELOPMENTAL APPROACH

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The Nature of Training & Development of College Access and Readiness Staff

Who and how people enter this profession
“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.