

The Association for Child and Youth Care Practice Inc.



THE CYC ADVOCATE

Our Mission: ACYCP's mission is to engage practitioners in building the child and youth care profession. We build collaborative partnerships, promote innovative training and education, shape public policy, and inform developmental practice through research and scholarship.

Our Vision: We envision a society which recognizes, understands, and supports the essential role of child and youth care work in ensuring the well-being and success of children, youth, and families. ACYCP aspires to excel as an influential and innovative organization advancing child and youth care practice throughout the profession.

Now Happening

ACYCP CHILD AND YOUTH CARE LIFE ACHIEVEMENT AWARD NOMINATION FORM



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As part of its strategy to professionalize the **field of child and youth care work (CYC)**, the **Association for Child and Youth Care Practice (ACYCP)** is offering an exciting opportunity for members to nominate a colleague for their sustained contributions to the profession. The award consists of an attractive engraved plaque and a public announcement. You know your colleagues best, so we welcome your input and participation in the awarding and evolution of this award!

Brief History

Child and youth care pioneer and ACYCP co-founder, Mark Kruger, Ph.D., was in charge of giving the Life Achievement Award since the early 1970s. It has been sustained in recent years by Sister Madeleine Rybicki and professor Karen Vander Ven. It is not given every year and is considered to be very special to the field. It was designed to call special attention to CYC leaders who have been exceptional among their peers, in the development of the field of child and youth care work. This award is a salute and standing ovation for individuals who have always been there for the child and youth care profession. In the earliest days, the award was given to three pioneers who founded the CYC field Dr. Albert Trieschman, Dr. Henry Maier, and Dr. Karen Vander Ven. More recently the award was given to Dr. Andrew Schneider-Munoz, Sister Madeline Rybicki and Michael Mitchell, as leading professional practitioners with a lifelong commitment to child and youth care. Dr. Munoz helped to found the ACYCP Youth Work Certification, Sr. Rybicki is one of the nation's leading trainers and served as the President of the Academy of Child and Youth Care, and Michael Mitchell is Past President of the Wisconsin Association of Child and Youth Care Practitioners (WACYCP), a regional, national and global force for youth worker professional development.

Nomination Criteria

- Nominators **MUST** be current ACYCP members, however, nominees **DO NOT** need to be ACYCP members
- Nominators may consist of more than one person, but at least one nominator **MUST** be an ACYCP member
- Nominees do not have to be currently employed and may be retired, but not deceased
- Nominators may submit more than one nomination, but on separate nomination forms
- Nominees may come from any area of the broad child and youth care field

- Nominees may come from any level of practice (ex. direct care, research, administration, supervision, etc.)
- Nominees may reside or practice in any part of the world
- Finalist nominations are reviewed and a winner selected by the ACYCP Board of Directors
- Nomination forms are coordinated by the ACYCP Membership Committee
- Winners are only eligible for one award
- Nominees hereby consent to their nomination and any related publicity
- Nominator(s) hereby consent to any publicity related to their nomination submission(s)
- Award finalists will be notified prior to the selection of a winner

Award Criteria

Nominations, with supporting documentation, will be evaluated on the following basis:

- How long has the nominee served the CYC profession?
- What CYC organizations has the nominee been a member of?
- Has the nominee served on any CYC boards?
- What positions has the nominee held during their CYC career?
- Has the nominee been involved in any CYC mentoring activities?
- Has the nominee been involved in research, training or program development and/or promotion?
- Has the nominee been directly involved in CYC training venues?
- Has the nominee contributed towards the advancement of CYC certification?
- Has the nominee advocated for, or otherwise advanced, the welfare of CYC workers?

This is an excellent way to demonstrate recognition and appreciation for a wide range of service, leadership and experience not always readily recognized in day-to-day CYC job performance. The more objective supporting evidence and material you can provide the better. Supporting documentation may be attached to this form (reproductions ONLY). If you want someone to know just how much you appreciate and recognize their contributions and achievements, then just download and complete this form. Then send it to the Membership Committee Chair, Michael Mitchell, at: propman46@gmail.com or call (608) 846-2860. Or you can hard copy it and mail to: Jody Rhodes, ACYCP, at P.O. Box 510423, Milwaukee, WI 53203.

Please Print

Nominee Name: _____
 Phone: () _____
 Address: _____
 City: _____
 Postal Code: _____
 State/Province/Country: _____
 Current Employer (if any): _____
 Nominator Name(s): _____
 Phone: () _____
 Address: _____
 City: _____
 Postal Code: _____
 State/Province/Country: _____
 Current ACYCP Member Name: _____

Nominator(s) Statement: (Why are you nominating this person? Attach additional pages or supporting documents- reproductions only-as desired, see Criteria above.) ◇

POSITIVE YOUTH DEVELOPMENT INSTITUTE



2018 Summer Training Academy Pre-Conference

This premiere pre-conference offers opportunity to improve your work with young people by engaging with nationally recognized trainers in a small group setting. These sessions strengthen skills, expand knowledge, and improve practice through the in-depth exploration of content that is not possible in a conference workshop.

This year's offerings are being finalized. Watch for updates at www.pudi.net. A full list of offerings will be posted by March 1, 2018!

Registration Fee: \$199

The Maine Event: Fostering Equity and Justice for Youth

This national conference, sponsored by the Positive Youth Development Institute (PYDI) and the Collaborative for Perpetual Innovation (CPI), brings together professionals and volunteers who interact with youth, regardless of setting. The conference offers the latest research, effective practice strategies, and peer networking resulting in renewed commitment and motivation by participants.

Early Bird Special: First 50 registrations are only \$250!

Regular Registration: \$350

From the Soapbox

THE MEANING OF THE MARCH

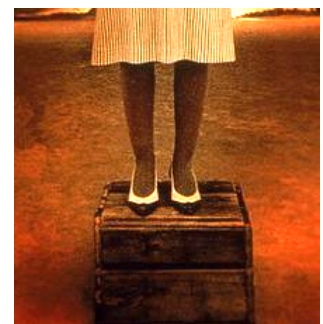
***By Karen VanderVen, Ph.D.,
Professor Emerita, University of Pittsburgh***

There's more than the all too occasional spring breeze warming me these days. It's something wonderful; The Youth Marches.

We often hear concerned - and often negative - comments about today's youth as a group. "They have a sense of entitlement." "They bully". "They get involved with drugs, plus premature and unrestrained sexual behavior." "They're disrespectful". "They're on their cell phones all the time". And so forth. We've all heard it - and maybe even said it ourselves, in that we wonder what to do and how child and youth care practice can address these issues.

The Parkland High School shootings were shocking and upsetting to us all. "What is the world coming to?" we have despaired.

Now, today while I write this, thousands of mobilized youth are gathering in Washington, D.C. and in other sites around the country. There have been school walkouts and numerous local marches as well with people of all ages also involved. They have experienced some devastating news and decided that this was too much - they just couldn't take it and wanted to do something about it.



What inspiring behavior, showing the qualities that only restore confidence in the true nature of today's youth and what they are capable of doing when they have had, so to speak, "enough". Watching the crowds in Washington, DC, on TV, hearing their compelling and articulate speeches, their clever and convincing posters, such as "How loud do we need to be for them to listen?" and "How about we put a teacher in every gun store?". There was the comment "I didn't see one cell phone". I am moved - and impressed.

We may have wondered what can explain the marches organized and carried out by young people. A few concepts: non-linear dynamical systems theory, the superordinate goal, and intergenerational collaboration, could be relevant. Other factors may have played in as well.

The first concept is from non-linear dynamical systems theory (sometimes referred to as "chaos theory"). While this description is oversimplified, in general it means that when a system is over controlled, counter dynamics are set up that can lead to resistance to the nature of the system. Energy develops around the edges. This of course can be good or bad. When the current national administration came into power with its agenda that was not favored by many people, I said, "You wait. In time there is going to be a lot of activity countering it". Now this is happening. Over control has not served children and youth well. Point and level systems, as I've discussed in the past, have been an example of over control attempts with unbeneficial and unexpected results because of justifiable resistance to them.

Youth have realized that we have been in an over controlled system in many ways that are apparent every day in the news. Laws and policies have been enacted in painful, destructive ways and thus the countermovement has emerged.

The superordinate goal proposed by the famous ecological psychologist Urie Bronfenbrenner is another relevant construct. A superordinate goal is one that is so compelling that it gathers people up to work together to attain it. Somehow preexisting unproductive dynamics and relationships among the participants tend to melt away. They let things go in order to do their part to support the greater good and respond to the contagious energy and conviction of those around them.

There was an intergenerational aspect to the march. Others as well as I have written about the developmental power of younger and older people joining together to pursue various activities. Again, the march had people of all ages working harmoniously together and through this learning more about each other's strengths and developing new understandings.

Undoubtedly there were some occasional difficult interpersonal situations behind the scenes in the marches. But that does not detract from the overall power and meaning of what was accomplished.

If it is so that the three concepts described here were operating with such positive effects, then there are implications for child and youth work practice. Intentional programming can be done to create situations that replicate these (or, in the case of over controlled systems, make sure that the practices in place - again using the example of point and level systems (can't resist another comment about them) - are eliminated. More intergenerational programs can be created. Many already have been with great success.

America's youth have shown us what they can do. Now, can we learn a lesson and show them what we can do to support and enhance such positive behavior? ◇

Competencies in Review

DEVELOPMENTAL PRACTICE METHODS: THE FINAL COMPETENCY

By James Freeman



[Editor's Note: This is the last in a series on the CYCCB professional competencies. To read other articles in this series (summer & fall 2017, and winter 2018) go to www.acycp.org]

Previous columns in this publication have highlighted the first four of five competencies which include (1) Professionalism, (2) Cultural & human diversity, (3) Applied human development, and (4) Relationship & communication.

The fifth competency domain is known as "developmental practice methods" and is primarily focused on the application or "doing" aspect of caring. There

are eleven specific sub-competency domains which can be summarized in the following five topic areas:

- Relational care
- Health and safety
- Program structure (e.g. interventions, environmental design, activity planning) and group dynamics (e.g. activities of daily living, group process)
- Counseling and behavior guidance
- Family and community engagement

The concept of relational care ties us back to the previous domain of "relationship and communication". It reminds us that effective care and support for any type of change is built on positive relationships.

Health and safety is a critical component of supporting the optional development of young people. Too often schools, neighborhoods, and homes lack elements of safety that allow young people to thrive. Child and Youth Care practitioners support safe environments and promote healthy living.

Positive youth-serving programs focus on strengths, empowering young people, and planning with the personal interests and needs of those participating in the program. The physical space and environment is important as it communicates message and expectations to everyone present. Activity planning should also model appropriate leisure and recreation and support developmentally targeted experiences.

Group dynamics involve activities of daily living (e.g. hygiene, meals, opportunities to develop social skills, home life) as well as group process (e.g. group dynamics, privacy, communication, mediation) which are part of any healthy group living environment). Providing guidance for positive behaviors becomes important when supporting a young person to navigate and interact with their community. This can include a range of skills from helping a youth find meaning in their actions to intervention in moments of crisis.

The final section of this competency domain provides a focus on engagement of family members and those in the community. This involves learning to communicate effectively, collaborate on goals, advocating for needs of the youth, and supporting access to resources in the community.

In summary, these five competency domains provide a wholistic framework for the development of Child and Youth Care practitioners who aim to improve their capacity to care over the duration of their career. ◇

Now Happening

NOT SO SIMPLE SIMON

By Michael Mitchell



Given that we adults all had one (an adolescence that is), one would think that making an accurate and well done movie about teens wouldn't be all that much of a challenge. Right? Wrong!

Only a select few coming-of-age movies have ever fully captured the depth and complexity of the teenage life experience. More often than not, films about teens focus on one, maybe two, aspects or issues from this stage in human development. It's a rare creation when a movie can move seamlessly from micro to macro perspectives, without tripping over itself. This is what makes "*Love, Simon*" such a tour-de-force.

On its surface, *Love, Simon* suggests a glossy American depiction of the average everyday life of teenagers. However, what is revealed is a beautifully crafted version of Becky Albertalli's novel, **Simon vs. The Homo Sapien Agenda**. This winner of the National Book Award was skillfully adapted for the screen by Isaac Aptaker and Elizabeth Berger, and retains the tight plot of the best well-told story.

The promotion of this film makes no secret that this is a story about a gay teen (Simon Spier) coming out to the world. So is this supposed to be a surprise? Not really. And that is refreshing in itself. What is so surprising (and there are many) is how Simon comes to discover and reconcile both his own and others assumptions and expectations, while struggling to retain his personal integrity. Using strategically placed comic gems throughout, *Love, Simon* questions the audience, just as Simon (played by newcomer Nick Robinson) questions himself. At one pivotal point, Simon (as narrator) asks viewers "Why is it that only gay people have to come out?" What follows is one of the most ingenious and drop-dead funny scenes this reviewer has seen in *any* movie in the past five years. This is just one reason why *Love, Simon* should be

seen in theaters, as the audience reactions are almost as enjoyable as Simon's.

This film however, is no laugh romp. Numerous poignant and deeply felt scenes, win viewers over to Simon's quest for that all-important first love affair, which culminates in a nail-biting and riveting resolution. Many viewers may find themselves self-consciously surprised to actually cheer out loud when the mystery, which has confronted Simon throughout the film, is surprisingly resolved.

Regretfully, this film, like numerous recent others of the genre, is set in an upper-middle class suburban locale. All the characters are well-groomed and stylish, with never a pimple or blemish in sight. However, to its credit, **Love, Simon** does thoughtfully work in racial and cultural diversity in novel ways.

Thankfully, unlike *Moonlight* and other films with gay characters, **Love, Simon** is rated PG-13, thus making it accessible to perhaps its most important audience demographic. This should help **Love, Simon** take its place in the pantheon of enduring trans-generational films like **Juno**, **Moonlight**, **The Breakfast Club**, **Edge of Seventeen** and **Breaking Away**. ◇

PLANNING ON ENTERING THE CHILD AND YOUTH CARE (CYC) PROFESSION UPON COURSE COMPLETION OR GRADUATION?



Then you need to join the Association for Child and Youth Care Practice!

As a member of today's leading trans-national CYC professional association, you will have access to career resources, **even while you're still in school**. For 41 years, the ACYCP has helped its members get started and stay supported in the exciting and challenging field of CYC work. Regardless of which specialty area you plan to pursue, ACYCP membership offers benefits critical to your professional growth and success. Membership will also make your course study materials more interesting and meaningful. Get started today by going to www.acycp.org and click on the **Membership** tab and follow the instructions for the **Regular** or **Student** memberships (sign up your colleagues and get a **group discount!**). Still have questions? We're always here for you, so just contact ACYCP Membership Services at propman46@gmail.com and we'll help get you started!

- Jump start your career with affordable webinars, workshops and conferences
- Introductions to professional volunteer mentors
- Quarterly **CYC Advocate** written by professionals in the field of child and youth care work
- Entry-level job postings from agencies and programs
- A copy of *The Journal of Youth and Childcare Work* (Regular Membership only)
- Connection to quality internships
- Consideration for professional education and field research scholarships
- Monthly **Membership Memo** keeping you up on news in youth and child care
- Access to job search and employment tools like resumes, cover letters and interview tips
- Support for your field research projects
- Friendly networking opportunities with experienced peers
- Award recognition for your professional activities and career accomplishments
- Easy access and assistance with recognized professional ACYCP Certification

We could go on, but you're smart enough to get the point; **you need the ACYCP and we need you!**
YOUR FUTURE IN CHILD AND YOUTH CARE WORK BEGINS TODAY WITH THE ACYCP!

From the Field Toolbox:

GETTING PARENTS, COMMUNITY ONBOARD WITH YOUTH

By Michael Mitchell



[Editor's Note: *This is the 4th and final part in a series on youth employment. It is reprinted with the permission of the Juvenile Justice Information Exchange/ This Week In Juvenile Justice, July 3, 2017. For more information on JJIE, go to: <https://jjie.org/>*]

The poet William Ross Wallace wisely observed that "The hand that rocks the cradle rules the world." Nowhere would this be truer than in youth employment programming; a fact we ignore at our peril. Getting and keeping parents/guardians and the community engaged in youth employment programs goes well beyond just getting parental consent on permission forms and work permits. Remember "It takes a village ..."?

What's not to like? Surely helping a youth get a job, especially a commercial one, is a win-win situation for all the stakeholders involved. And this is not to imply that parents actively try to undermine program objectives. Rather, it's more a matter of everyone pulling in the same direction, with a clear common understanding of the goals, expectations and procedures that lead to successful outcomes.

Helping parents understand, for example, that keeping their child home from work as a disciplinary measure has serious unintended consequences for all the other stakeholders. Likewise, helping youth meet workplace expectations, as with clean uniforms, keeping work schedules straight and making positive behavioral choices on the job, are aspects of employment for which parents are ideally suited. Parents can also provide indispensable support when they take time to discuss their child's work experience and, even more, share their own past and current experiences in the workplace. Role-modeling is perhaps the most important contribution a parent can make to their child's developmental maturity and employment success. As we've been told, youth may not always listen to everything we say, but may well watch everything we do.

Clarify Expectations

One of the major complaints made about parent-teacher relationships is that parents only hear from schools when their child has messed up. What parent wouldn't be a bit defensive when they get an unexpected note or call from program staff or a work supervisor? Getting and keeping the support of parents (and youth) means being clear about expectations, from Day One. Without being heavy-handed, referencing the consequences for noncompliance is also essential. Can we really hold people accountable if we haven't explained the expectations, options and consequences of behavioral choices?

Conversely, building in recognition incentives like certificates, plaques and cash awards for exceptional performance encourages youth and parents to support program goals. In work team settings, giving work mates the opportunity to vote for "Best in Leadership," "Hardest Worker" and "Best in Team Spirit" is an ideal way to use peer pressure to positive advantage. This doesn't mean, however, that everyone gets an A for effort. All this is part of a constructive, creative and proactive management mindset. It's also a common characteristic of the more successful youth employment programs.

Developing a keen sense for unspoken personal/institutional power differentials is mandatory in getting parental buy-in, especially with court-supervised participants. Something as seemingly minor as addressing a parent as "Mrs. /Mr. Jones," rather than going immediately to a first-name basis, can convey an attitude of respect and equality. This is especially true if a substantial age, racial, cultural or other significant differential is involved. This can be particularly welcoming to parents who may feel a bit "beaten up" by many legal/educational/social service systems that demand compliance at the expense of participation. Honoring parents/guardians as capable, empowered and fully invested stakeholders is the foundation of reaching and involving the community at large.

Communication Isn't Optional

Getting the support of the community, be it a neighborhood, a school district or an entire municipality is, however, more than scaling-up the parental/guardian relationship.

As has been said with regard to funders, "out of sight is out of mind, and out of mind means out of money." We might modify this to read "out of business," as community support is critical in creating buzz and keeping youth employment in the public eye. Keep in mind that we live in the Communications Age. Timely and consistent communication, through various media and at all levels, is a mandatory, not optional, component of programming. Called marketing, advertising or public relations in other organizations, quality communications can't be an afterthought.

Yes, it takes time and talent to keep the lines of communication open with the community. However, this doesn't mean that programs have to turn out monthly glossy newsletters. If youth work activities have high

public visibility as a group, brightly colored T-shirts (or in agency colors), with the imprinted program logo, can build positive public recognition. Just remind youth of this fact and help them self-monitor their personal behavior. This is especially true for youth involved in food drives, street clean-up or other community service activities. Some programs have even enlisted outdoor advertising companies to donate space on their otherwise empty billboards to get the message out.

Sponsoring community festivals, sporting activities and entertainment events reach communities where they live and play. Creating (and protecting the confidentiality of) a community contact database, plus a modest website, are ideal for both active and passive communications. Weekly email blasts (with a subscriber button) are easy ways to keep everyone current on program activities and status. Giving awards to community supporters for their volunteerism, in-kind donations or financial support has a ripple effect, and encourages others to participate in programming.

However community communications are executed, it's critical to take the long view and build support over time. This can't be an 11th hour afterthought. Waiting for a funding crisis to go running to the community for support is a mission doomed to failure. Develop a short list of "talking points" that highlight the essential ideas about the program's vision, mission, activities and outcomes. Then make sure staff consistently stays on message as they interact with the public.

Can't spare the staff time? Seek out volunteers or interns (like college students or retired professionals), with specific skills sets, to assist in the technical formatting and execution of the agency communications. Likewise, seek out in-kind donations of staff time and creative resources from local advertising and graphics agencies. This helps in making sure that bulletins are of consistent high quality, accurate and attractive. A poorly executed, rushed and jumbled message is worse than no message at all. If your program or agency doesn't have a logo, these same people can help you develop one.

Remember, the root of "community" is the word "common." Let them know what they have in common with youth employment programming, and support is almost assured.

Identifying, reaching, involving and recognizing all the stakeholder groups involved with youth employment programming is the keystone of success. Securing funding, creating structure, finding hard and soft support/resources, and enlisting participation; all support successful outcomes and program durability over time.

Youth employment programs are one of the most effective ways to assist disadvantaged youth, especially those in the juvenile justice system, in developing life competencies. Competent youth have a better chance of becoming competent adults. Competent adults, in turn, have a better chance of raising competent children.

Competency development is almost the only hope of breaking the transgenerational cycle of delayed emotional, cognitive and behavioral development. Only fully mature and self-actualizing adults can overcome social, economic and personal adversity. As a democratic society, we owe every person the chance to be all that they can be. Anything less is to betray our highest calling as individuals and a nation.

Michael Mitchell is first vice-president, online publications editor and membership services chair for the [Association for Child and Youth Care Practice](#). He has worked with 2,000-plus juvenile court-supervised, at-risk, special ed teens and adolescents with clinical mental health issues and holds a master's degree in secondary education. He has won numerous awards for his work with youth, a major percentage of which were youth of color. Write to him at propman46@gmail.com ◇

NEED HELP WITH YOUR CYC CERTIFICATION APPLICATION?



Help is HERE! CYCCB offers monthly webinar-based Certification Help. If you need help completing your certification, application, references, documenting your training and experience, finishing your portfolio, or a host of other things, COME TO OUR HELP WEBINAR.



If you need immediate help, call the CYC Office (979) 764-7306. They can answer most questions and provide you with necessary forms.

If you need more, attend one of our webinars. The webinars will be focused on whatever issues are brought to the session relating to certification completion. If you need more help than can be offered during the hour session, a resource person will be assigned to you who can stay involved until you get your application filed.

Go to this link to sign up. You will receive an email confirming you are signed up. Two to three days before the webinar is held we will contact you with instructions for how to join the webinar.

You will need a computer with high speed internet access. You can either use headphones at your computer or call-in using a phone. Certification staff will be available during the webinar to answer your questions.

If you have questions, please contact us at (979) 764-7306 or CYCoffice@YouthWorkAcademy.org. There is no charge for attending the webinar. Your phone company may charge for the phone call.

Webinars are all scheduled at:

- 3:30 - 4:30 PM Newfoundland**
- 3:00 - 4:00 PM Atlantic**
- 2:00 - 3:00 PM Eastern**
- 1:00 - 2:00 PM Central**
- 12:00 - 1:00 PM Mountain**
- 11:00 - 12:00 PM Pacific**
- 10:00 - 11:00 PM Alaska**

Webinars will be held once-a-month on the following Wednesdays in 2018.

2018	May 16	Jun 13	Jul 11
Aug 15	Sept 12	Oct 10	Nov 14
Dec 12			

As the snow is finally starting to melt, there is a sense of hope in the air. Spring in Canada is a time of year where we tend to find renewed energy and smell the promise in the air. As we pack away the winter clothes and change over the closets, it's usually a good time to clear the clutter. With more energy and less clutter this motivates us to be open to learning new strategies, start new projects or network with other professionals. Thankfully, Canadian Associations have been working hard to be able to offer new trainings, symposiums and innovative conferences.



*In Vancouver, British Columbia, the CYCABC (Child and Youth Care Association of British Columbia) will be hosting the 20th National & 12th International, Child and Youth Care Conference called "Transitions and Transformations", May 2-4. This important conference will be held at the Sheraton Vancouver Airport Hotel in Richmond Influencing Change through Relational Practice. Registration is now open. To register, please visit their website at: cycabc.com

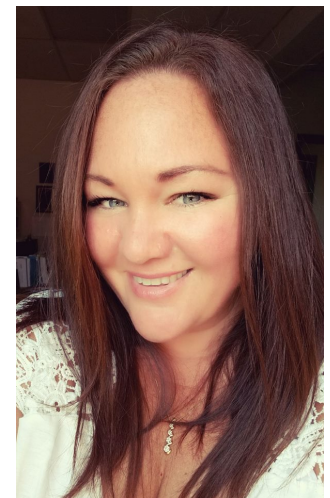
*In Montreal, Quebec, the QAE (Quebec Association of Educators) will be hosting their annual English conference on May 23rd, 2018 at Champlain College. The QAE's conferences are always very well attended by professionals across all fields of youth care. The conference is called, "Healing Ourselves, Healing Others". There will be a total of 10 workshops to choose from, all of which are aimed to help youth workers learn innovative tools and strategies to be able to work with clients who have diverse and complex needs. Participants will have the chance to reflect on best practice as well as connect and share with other professionals. Registration is now open. (\$80.00 CAD includes lunch and conference materials) To register, please visit their website at: qae-aeq.com

*In Edmonton, Alberta, the CYCAA (Child and Youth Care Association of Alberta) will be hosting their 3 day annual English conference on May 30th-June 1st at MacEwan University. Frank Delano from New York, USA will be joining as the Keynote speaker. Registration information can be found on their web site at: cycaa.com

I am hoping you would consider attending these events as we always warmly welcome our southern neighbors. Until next time, I wish you all the best.

Melanie Fournier

Canadian Representative, ACYCP
President, Quebec Association of Educators



Now Happening:

ANNUAL AWARD HONORS CYC PIONEER, TEACHER AND MENTOR

It is with great pride that the ACYCP Professional Development Committee announces the **2018 opening of nominations for the annual ACYCP Carol Kelly Newcomers' Award**. This award was established to honor the example, spirit and legacy of child and youth care (CYC) pioneer, teacher and mentor **Carol Kelly**.

Nominations are **open now** under the follow criteria:

- Nominees and nominators **both must be current ACYCP members**.
- Nominees must have a **minimum of 3 years paid CYC experience**.
- Nominators may consist of more than one person, but at least one nominator must be an ACYCP member.
- Nominators may submit more than one nomination, but on separate nomination forms.
- Nominees may come from any professional CYC community of care.
- Nominees may come from any level of practice (ex. direct care, research, administration, supervision, etc.)
- Nominees may reside or practice in any part of the world.
- Finalist nominations are reviewed and a winner selected by the ACYCP Board of Directors.



- Nominations are coordinated and vetted by the ACYCP Executive Board.
- Winners are only eligible for one award.
- Nominees hereby consent to their nomination and any related publicity.
- Nominators hereby consent to any publicity related to their nomination submission(s)
- Award finalists will be notified prior to the selection of a winner
- The award announcement and/or presentation will be made by the ACYCP President, at a time and/or place of the ACYCP Board's choosing. The award winner need not be present to qualify.

To download a nomination form, go to www.acycp.org and click on **Scholarships and Awards** and follow the directions. The **deadline** for the 2018 award is **Tuesday, May 1, 2018**.

President's Perspective

2018 OFF TO A STRONG START

By Jody Rhodes

The first quarter of 2018 has been a very busy time for the ACYCP. We've had lots of important events to plan, upcoming events to promote, partnerships to form, and operating systems to streamline. A special thanks to all the hard working ACYCP Board Members and committee members who help make all this great progress happen.



Some highlights include:

1. CYC World Conference was held in beautiful Ventura, CA hosted by Casa Pacifica. **ACYCP was a conference sponsor** and many board members presented and were in attendance. A special keynote was given by **Lorraine Fox**, a pioneer in our field and a treat for anyone who was there to hear her words of wisdom.
2. We negotiated a **partnership agreement with the Council on Accreditation (COA)**. We are now in a formal partnership to help support each other efforts in the youth work field. We look forward to this partnership blossoming in the coming year.
3. We have **new board member representative at FICE-USA** (Federation International for Child Education) **Janet Wakefield**. She will represent us at the spring FICE meeting in Europe. <https://www.ficeinter.net/>
4. **The Child and Youth Care Certification Board (CYCCB) will now offer all three levels of youth work certification**. Visit the new website, www.cyccb.org to see the updated integration and forms for all three levels. **CYCCB is also celebrating its 10 year anniversary** this year. Watch for more details on the celebration!
5. **ACYCP is helping to promote Thank a Youth Worker Day - Thursday May 10th 2018**. Visit www.thankayouthworkerday.org for more info and resources.
6. The **Canadian Council will be holding their conference May 2nd-4th in Vancouver, BC**. **ACYCP will be sponsoring 5 ACYCP youth workers to attend the Educators Day on May 1st**. We are proud to support the Canadian Council in this great educational event.
7. **ACYCP is helping to promote the 50th anniversary of WACYCP (WI Assoc. of Child and Youth Care Professionals)** co-hosted with and **ACRC (Association for Child Residential Centers)** - **June 14th in Milwaukee, WI** and entitled: **Intentional Collaboration: Greater Together** being held at the **Junior Achievement Kohl's Learning Center**.

(see registration info elsewhere in this issue)



Thinking Like a Fox

BEING "ARMED AND READY": ASSISTING WITH ASSERTIVENESS

By Lorraine E. Fox, Ph.D.

Lorraine holds a doctorate in clinical psychology and a doctoral certificate in organizational development, and is a Certified Child Care Worker. She has trained and consulted across the United States and in Australia, Canada, Guam, England, Scotland and Czechoslovakia. In addition to extensive work with private service agencies, Lorraine is a contract instructor with the University of California, Davis, and the San Diego State University Foundation, training public service employees serving welfare and child protective clients and their community partners. In addition, Lorraine has a long standing relationship with the California Community Colleges Foster and Kinship Care Education Programs. She was awarded the Outstanding Service Award for Excellence in Teaching by the UC-Davis. Lorraine has published numerous scholarly articles, and co-authored an internationally recognized training curriculum. Lorraine has appeared on radio and television in the U.S., Canada, and Australia and has been a consulting editor for the Journal of Child and Youth Care.



Most people seem to agree about a rise in societal distress about what seems to be a loss of "civility" in social interaction. Concern has reached a peak with the election of a President who calls fellow politicians and even leaders of foreign governments' names with no apology. He has made fun of reporters and people who are disabled, and has been recorded using crass names for women. This behavior has not only been un-reproached, but has been rewarded. Panelists on news shows can be heard interrupting each other, raising their voices to drown out someone who is speaking, and name-calling others who disagree with them. This behavior is again being rewarded as these people are repeatedly given opportunity to appear on national television panels and thus invade our living rooms. As the familiar song says, "*Children are listening*".

With this unfortunate climate as our new "milieu" it seems that we have some responsibility to help those in our care learn how to respond to impolite, rude, and unkind communication in ways that will bring the temperature of the interaction down rather than heat it up, providing both physical and emotional safety. While it is a human tendency to respond to rude or hostile behavior by becoming rude or hostile in return, this never makes things better. When situations of "uncivility" arise they provide "teaching moments" about how we can control a situation and ourselves by **deciding** how to act in response to how others are acting. If they can anticipate it, and have a "plan" ready to neutralize the situation, they will feel armed and ready - prepared to demonstrate an ability to be better, more civil.

We want to be sure that our children and teens, regardless of the "rough edges" many of them have, believe that they **deserve** to be treated with respect. Teaching "assertiveness", as a way of responding to others involves teaching both a set of beliefs and a variety of specific behaviors designed to keep interactions safe, mutual, and as reasonably "civil" as possible, even in situations when there is a power imbalance.

Assertive responses are a direct, honest and appropriate expression of one's feelings and interests without unnecessary anxiety or guilt. It allows us to stand up for ourselves in constructive rather than destructive ways. In order for young people to be willing to learn how to express themselves in this way they must **believe** in their own individual "right" to be treated in ways that are in their best interests. A sample of these "beliefs" that we want to instill in our children:

- They have the right to be treated with respect, no matter how old they are, how "big" they are, or what position they are in with regard to another person
- They have the right to their feelings and opinions and they have the right to express both of these, in a "civil" way.
- They have the right to be listened to and taken seriously.
- They have the right to say "no" when what is being asked of them is not good for them.
- They have the right to make requests and ask for what they want, as long as they understand that asking for something doesn't mean that they will automatically get it.
- They have the right to ask for information about matters that impact them directly.
- They have the right to make mistakes when they are learning new skills.
- They have the right to say "I don't know" or "I don't understand".

Assertiveness means standing up for yourself and expressing your rights and feelings without denying the rights and feelings of others. The non-assertive person lets bothersome behavior go by without speaking up. Or non-assertiveness "matches" the rude, uncivil behavior of another. When we are assertive we are able to say "no" when we can't or don't want to do something, or being able to say "yes" when we want to be included or considered for something. Assertive behavior allows us to disagree with others, but to do so in a way that is not rude or disrespectful. Assertive behavior raises one's standing in a group by demonstrating that they can respond to nastiness from others by being polite and respectful - while still not accepting the uncivil behavior. This breathes relief to those either experiencing or witnessing crude, crass, controlling, or downright nasty behavior and who may be unsure how to respond. A quote from one of our great American leaders can be helpful here. Theodore Roosevelt said: "Let us speak courteously, deal fairly, and keep ourselves armed and ready". We can do both: be kind, and arm ourselves with the skill to stand up and show strength without being mean when we are being "uncivilly".

Between now and the next edition of Fox's Forum your homework is to 1) Begin discussions of civility, what it is, and why it is important; 2) Begin outlining individual rights to be treated civilly for your kids. Next time we'll discuss more specific ways young people can keep their dignity in tact even if being treated disrespectfully.◇

INTERNATIONAL CYC CONFERENCE

May 2-4, 2018 Richmond, BC

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- > Presentation sessions will be focused on reconciliation, advocacy and activism, and quality practice for today's world.
- > Check out www.cycabc.com for more information and to register. *Student rates available!*

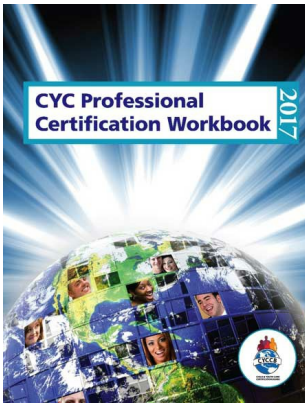


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@CYABC123



CYCCB is pleased to announce that the long awaited **CYC Professional Certification Workbook** is now available. The workbook is designed to help child and youth work practitioners prepare and apply for professional certification (CYC-P) offered by the Child & Youth Care Certification Board.

It provides a wealth of information in an easy-to-use format. It includes information on the history of the CYC certification effort, characteristics of certified practitioners, the testing and application process, forms, costs, and sources for a wide variety of articles, publications, and professional development supports useful to CYC practitioners working in any setting. The sections on test preparation and the professional portfolio offer sample exam questions and portfolio responses. Information about the Entry, Associate, and Professional level certifications is included.

The workbook is in response to the need for a one-stop source of information that addresses applicant questions and needs. Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbooks is constructed with tabbed sections to make it easy to find answers for whatever certification related questions you might have.

The workbook is available from CYCCB for \$30 (which includes shipping costs).

[Order a manual at this LINK](#)

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Now Happening

YOUR FUTURE IS BRIGHT WITH ACYCP!

As you complete the final steps of your **ACYCP Certification** (or renewal), don't forget that it requires that you join a child and youth care (CYC) professional association. And while there are numerous fine state and local CYC organizations, we like to think that **ACYCP is the best value** for your membership requirement. ACYCP works hard to embrace the **full spectrum of CYC specialties** in its activities and benefits. Just cruise on over to:

<http://www.acycp.org/acycp-individual-membership>

and following the instructions. Join us as we begin the **next 40 years** as the premier omnibus CYC organization in the U.S. Interested in serving on the Board, a committee or presenting a webinar?

So won't you come and join with your professional colleagues in availing yourself of these special opportunities for members of ACYCP?

Better yet, talk to your peers, colleagues and friends about joining ACYCP today. We offer both student and CYC worker group discounts on memberships and renewals. Just go to: <https://www.acycp.org/acycp-individual-membership> Employee members enjoy even more benefits when your agency joins as a **Partnering or Supporting Agency Member** at: <https://www.acycp.org/acycp-agency-membership>

Any way you access it, ACYCP membership is your ticket to almost two dozen benefits designed specifically for you and thousands of other professionals just like you, wherever you practice. We can't wait to welcome you and help you become the self-actualizing professional you've always wanted to be! Contact Membership Services Chair, Michael Mitchell, at propman46@gmail.com, or call him in Madison, WI at (608)846-2860. ♦

WELCOME!

Now Happening

CYC CERTIFICATION BOARD: TEN YEARS YOUNG AND STRONGER THAN EVER!



By Frank Eckles

The **Child and Youth Care Certification Board (CYCCB)** was formed by the Association for Child and Youth Care Practice (ACYCP) in 2008 to oversee the implementation of the CYC-P professional certification. Over the past 10 years, much has been accomplished to establish and expand the CYC Certification. CYCCB is now the largest international CYC certification program in the world. CYCCB has:

1. Provided leadership in revising the 2002 CYC competency document. In 2010 work was completed to update language and practices to better reflect cross sector work.
2. Implemented proctored test sites in many US states and four Canadian Provinces. Currently there are over 80 trained proctors available across North America.



Photo credit: Pixabay

3. Created a Canadian version of the CYC-P exam that is adjusted for culture, diversity, language and practices in Canada. Additional work to further refine the exam is currently in planning.
4. Integrated the CYC-P credential into the existing certification programs sponsored by state and provincial professional associations in Texas, Ohio, Wisconsin, Wyoming, Louisiana, Florida, California, Indiana, Newfoundland and Labrador, Nova Scotia, and Ontario. Negotiations are underway to establish reciprocity with the Alberta CYC Credential.
5. Co-sponsored work with the ACYCP and the University of Pittsburgh to hold an international gathering of higher education faculty from child and youth work degree programs attended by representatives from colleges and universities in the US, Canada, and Scotland. Work was started on an integrated higher education system built around the Competencies for Professional CYW Practice (2010) and CYC Certification.
6. Supported the work of the Child and Youth Care Educational Accreditation Board of Canada (CYCEAB) to raise standards for CYC higher education programs in Canada. CYCCB is a founding member.
7. Collaborated with ACYCP, National After School Association (NAA), National Staff Development and Training Association (NSDTA), CYC Certification Institute (CYCI), National Partnership for Juvenile Services (NPJS) and the Association of Children's Residential Centers (ACRC) in 2012 to establish the CYW Workforce Coalition (CYWWC). This group is working across sectors to link professional development opportunities, establish a unified voice for the CYC workforce, and increase career pathways that promote an accessible, stable and competent workforce.
8. Published the *CYC Professional Certification Workbook* in 2017 to provide a comprehensive source of information for students and practitioners preparing for CYC certification.
9. Conducted research to continue exploring how certification and quality training practices are benefitting CYC practitioners and improving services to children, youth and families.
10. Integrated the Entry and Associate Certifications offered through the CYC Certification Institute into the CYCCB certification umbrella to expand professional development and certification opportunities over the entire span of a practitioner's career from entry into the workforce through fully competent practice.
11. Co-sponsored with the Indiana Youth Services Association, The Journey, Department of Education and 21st Century Learning Community a pilot program in 2018 to test the viability of an on-line application process that facilitates completion of all certification application requirements before a practitioner tests.

The international certification effort continues to be an excellent example of what can be accomplished when CYC practitioners work across silos to accomplish a common goal. The most important work of CYCCB continues to be accomplished by volunteers.

We thank the many practitioners who have served on our Board and committees. Many of our leadership have been involved for more than 10 years. CYCCB's mission could not have been accomplished without the thousands of unpaid volunteer hours donated by this group and others not included on the list below. CYCCB is truly an international effort that provides a place for expertise to be brought together for the common good of CYC practitioners, the profession and the millions of young people we serve.

Anthony Bonsutto, Ohio
 Jean Carpenter-Williams, Oklahoma
 Cindy Carraway-Wilson, Maine
 Pam Clark, Indiana
 Dale Curry, Ohio
 Carol Brunson Day, Washington, DC
 Frank Eckles, Texas
 James Freeman, California
 Michael Gaffley, Florida
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YES, YOU TOO CAN BE AN INSTRUCTOR!

Do you have skill sets in a youth and childcare specialty? Would you like to share your CYC experience with colleagues in the U.S. and Canada?

Whether you are a novice or an experienced presenter, **ACYCP's Professional Development Committee** would like to hear from

you! We can help you with every step from helping with your PowerPoint slides to tips on how to organize and pace your presentation. Like so many of ACYCP's activities, you'll be helping your CYC colleagues do more and do it better. In addition, it will look great on your resume.

We're looking to schedule a line-up of presenters for each quarter, beginning in 2018. So holler back and sign-up to take ACYCP to the next level!

For more information, kindly contact:
Michael Mitchell (Initial Coordinator)
(608)846-2860 (Madison, WI)
propman46@gmail.com



Photo credit: pixabay.com

Now Happening

[Please announce, copy, post and share as you see fit.-Thanks!]

ARE YOUR STUDENTS PLANNING ON ENTERING THE CHILD AND YOUTH CARE (CYC) PROFESSION?



Then you need to know about the Association for Child and Youth Care Practice!

As a **Student Member** of today's leading trans-national CYC professional association, your students will have access to career resources, even while they're still in school. **This year we are celebrating our 41st Anniversary**, a milestone in helping our members get started and stay supported in the field of CYC work. Regardless of which specialty field they plan to pursue, ACYCP membership offers benefits critical to your students' professional growth and success. Please ask for the **Student Version** of this flyer. If this sounds great for your students, what about YOU?! Yes, all these benefits and more are yours as a Regular ACYCP Member. **There are also potential direct benefits for your course enrollments, academic performance, dedication to life-long learning, and course completion levels, plus the possibility of improved graduation and career-placement rates for your college or university.** Just go to www.acycp.org and click on the Membership tab and follow the instructions to the **Regular or Student Membership sections**. Still have questions? Want to contact an **ACYCP representative in higher education**? We're always here for you, so **just contact ACYCP Membership Services** at acycpmembervoiceMJM@gmail.com and we'll help get your stated! **Here's what you and your students gain:**

- Admission to free or affordable webinars, workshops and conferences
- Introductions to CYC academics and mentors
- Monthly newsletters filled with exciting breaking news and information
- Access to job postings from CYC agencies and programs
- A copy of *The Journal of Youth and Childcare Work* (not available with Student Memberships)

- Connection to quality internships
- Consideration for professional education and field research scholarships
- Access to job search and employment tools
- Support for field research projects
- Friendly networking relationships with experienced peers
- Award recognition for professional activities and accomplishments
- Easy access to recognized Professional CYC Certification

YOUR STUDENTS' CYC CAREER BEGINS TODAY WITH THE ACYCP!

Now Happening

STRONGER TOGETHER: CYC CERTIFICATION PROGRAMS MERGE!



By Frank Eckles

Over the past year **CYCCB** and the **CYC Certification Institute** have been collaborating to integrate the Entry, Associate and Professional level certifications under the umbrella of CYCCB. All of these certification levels are based on the same competencies, use the same methods of demonstration (standardized, normed exams; colleague and supervisor references, documentation of relevant practice experience and education), promote use of the Standards for Practice of North American CYC Professionals, and document training in the five core competency areas included in the

Competencies for Professional CYW Practitioners. Both prepare workers for employment in any practice setting in the CYC field. Together they represent the best effort of the CYC professional community to create a meaningful, transportable, widely recognized credential that documents competence across practice settings and geographic areas.

Over the past 20 years the certification programs were implemented by two different groups working to accomplish the same goals. The CYC Institute Entry and Associate levels were implemented in the 1990s to provide a place for practitioners to enter the CYC career development process and move upward into more advanced intermediate practice. In 2008 the CYCCB Professional level certification was launched to define the characteristics of fully competent practitioners at the top of the field. Together the three level system offers a road map for professional CYC practice that extends across a practitioner's career life.

CYCCB and the CYC Certification Institute worked together during 2017 to refine the fit between the programs. Over the 20+ years that the two certification boards have been sponsoring certification, differences in board policies and evolution of thinking regarding certification practices led to differences in how the programs were implemented. Small differences in certification requirements, renewal policies, and other requirements have caused confusion for practitioners using the systems. The two organizations decided to fully review all certification requirements during the integration process to address differences so that a seamless user-friendly system can be implemented.

The integration will be accomplished through a licensing agreement that allows CYCCB to become the primary source for all levels of CYC certification. This is similar to the existing licensing agreement between the Association for Child and Youth Care Practice (ACYCP) and CYCCB that allows CYCCB to implement the Professional Level (CYC-P) certification owned by ACYCP.

All forms have been rebranded for consistency. A new CYCCB website has been implemented that describes the new integrated system. The CYC Certification Institute website has been replaced with a message sending people to the www.CYCCB.org website. Announcements are going to all certified practitioners announcing the system changes and new policies. ◇

THE VALUE OF SOCIAL & EMOTIONAL INTELLIGENCE AND HOW TO GET IT WORKING FOR YOU!!

Friday, May 18, 2018

CYC Certification Competency: Professional Practices



Intellect is a genetic trait that defines learning goals and restricts empowerment. Social + Emotional Intelligence (S+EI) can be learned to infinity and beyond with supportive conditions.

The twenty-six S+EI competencies fall within four pillars: self-awareness, awareness of others, management/regulation of self, and management of others. The Institute for Social + Emotional Intelligence provides the most valid and reliable Social and Emotional Intelligence Profile on the market.

We will examine the effectiveness and potential benefits of S+EI profiling and learning within the context of the CYC Certification Competencies and practitioner self-development.

The program's mission is acknowledging strengths, co-creating resiliency/coping strategies, and exploring challenges and strategies in a psychologically safe environment.

INSTRUCTOR



Charlene Pickrem, is a Certified Child and Youth Care Practitioner with her Master of Arts in Child and Youth Study and her Social + Emotional Intelligence Coaching Certification from the Institute for Social + Emotional Intelligence.

Charlene initially trained as a Correctional Worker but discovered the role was not the right "fit." She spent twenty years as a Residential Child and Youth Care Practitioner before instructing and supervising at the college and university level.

Charlene began her company, Pick Empowerment, in Halifax Nova Scotia, to help individuals and teams assess, educate, co-create and practice strategies to overcome roadblocks.

Charlene volunteers as a host for [Mental Health-Let's Talk About it!](#) on CIOE 97.5 FM and continues to learn from her guests as they share resilience and stories of courage.

Charlene's personal experiences with vicarious trauma, compassion fatigue, burnout, depression and anxiety directed her thesis choice [Residential Child and Youth Care Workers' Perspectives of Job Stress & Knowledge \(2015\)](#).

Charlene feels that with individuals and teams, social and emotional intelligence enhances mental health well-being and provides strategies to empower. Social + Emotional Learning provides individuals and companies with the best return on investment.

SCHEDULE

The webinar will be held May 18, 2018 at:
3:00 PM to 4:30 PM Atlantic
2:00 PM to 3:30 PM Eastern
1:00 PM to 2:30 PM Central
12:00 PM to 1:30 PM Mountain
11:00 AM to 12:30 PM Pacific

COSTS

Registration is for all three webinars.
ACYCP Members \$5.00
All others \$7.50
Most credit cards accepted

WEBINAR REGISTRATION

You will receive additional information on how to join the webinar when you register.

Now Happening

THANK A YOUTH WORKER DAY IS YOUR CHANCE TO SHINE!

SAVE (and celebrate) THIS DATE: May 10, 2018

Yes, you've probably have heard by now that May 10th is Thank A Youth Worker Day! However, if you haven't, then please accept this invitation to stand up and be recognized, for all the great work



you do on behalf of youth and children. Better yet, why don't you go to: <http://www.thankayouthworkerday.com/> and learn how you can fully participate, and help the general public learn more about the life-changing services you and your colleagues provide 24/7/365!

Did You Know?

In 2009, a Journey Fellowship group of youth work professionals in Indiana started Thank a Youth Worker Day as a way of helping youth workers feel

good about their profession and raising awareness of the impact of the field on the lives of children and youth.

CYC-Net has encouraged similar efforts around the world the first week of May. In 2015, the Association of Child and Youth Care Practice Inc. took over the effort and continue to promote the day throughout the world. With these efforts to say thank you and provide recognition now combined, you are invited to participate as it meets the needs and culture of your organization.

Celebrate the first Thursday in May or pick a date within that first full week in May, adapt the language and materials as needed to thank those in your organization or community, and join us in the simple but profound act of saying thank you and honoring those who work with our children and youth.

MOVING? CHANGE OF JOB? GOT A PROMOTION?...

Well, we wish you all the best of success! But don't forget to take us along! Who knows, your ACYCP membership benefits and resources may come in real handy in your new situation. Or does your current email not permit personal or outside messages? Just get us your new email contact and any other membership data updates. So put us on your calendar or to-do list to make sure our contact remains unbroken. Just shoot off a quick easy email to acycp2011@yahoo.com with all your relevant changes, and we'll take care of the rest. We're soooo confident you'll be glad you did!

LINK WITH US!

CYC agencies and organizations may email the general email address at: acycp2011@yahoo.com and send their logo and web link, along with the name and contact information of a designated representative. Please put "Invitation To Link-ACYCP" in the subject line. We look forward to welcoming you to our communications and resource network!

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Copy Deadlines:
1st of each month

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