

2007 MetLife Foundation Afterschool Fund

FINAL REPORT

PART I: CONTACT INFORMATION

State: Wisconsin	
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PART II: Training Narrative/Outcomes

MetLife Grant Narrative

By Dr. Kathi Vos, Wisconsin 4-H Afterschool State Contact & Wisconsin Afterschool Network Partnership Coordinator

TITLE: Collaboration and Partnerships – WAN Convenes for a Common Cause to Advocate for Youth!

SUMMARY – Building Partners and Advocates by Creating an Afterschool Training Consortium

The Wisconsin Afterschool Network (WAN), co-lead by 4-H, recruited 76 experienced staff to train 478 people at six regional WAN workshops, a Wisconsin AfterSchool Association Conference, three WAN gatherings, three Wisline Web sessions and a Desire2Learn online course. These Trainers worked with 4-H agents at 11 counties who trained an additional 430 afterschool providers and partners. Training events ranged from a two month online course to a two hour Wisline Web session. A total of 26 different training events were held between March 1, 2007 – September 30, 2007 to train 908 afterschool providers and their partners. Although data was not collected at state training events, it is estimated that 11 county 4-H programs are reaching 4,690 youth. This shows that when WAN organizes their training consortium they can indeed reach a significant number of Afterschool providers and their partners. This MetLife Grant demonstrated how Extension can be a catalyst to bring afterschool partners to the table to work collaboratively on training afterschool staff. The next challenge will be to get WAN partners to agree on core competencies then create a sustainable training system.

SITUATION: Need -- Building a Professional Afterschool Workforce

The University of Wisconsin-Extension (UWEX) 4-H Youth Development program, along with the Wisconsin Department of Public Instruction (DPI), has been co-leading the Wisconsin Afterschool Network (WAN) since October 1, 2005. WAN's vision is that "All Wisconsin youth will have the opportunity to attend a quality after school program". WAN includes representation from families, government, education, child care providers, youth development workers, as well as other state and community partners. WAN is supported by a three-year Mott Afterschool Network grant and is comprised of over 450 partners from 150 state and local organizations. In 2006, WAN partners established quality recommendations entitled "Guiding Principles for Afterschool Programs" (See WAN website at <http://dpi.wi.gov/sspw/wan.html> for a complete list.) WAN has begun to organize training and support around these "Guiding Principles" to help build a more professional workforce.

A well-trained staff is an essential component in a quality afterschool program. The Massachusetts After-School Research Study (MARS) found that "programs with more highly educated and better paid staff had significantly better quality." Another study of high-performing afterschool programs operated by The After-School Corporation (TASC) found that a key shared characteristic was "a strong experienced leader/manager supported by a trained and

supervised staff.” As policymakers increase expectations of afterschool programs to improve academic performance and address other youth development issues, the existence of a well-trained workforce that knows how to build community partnerships and mobilize citizens to be advocates for youth becomes imperative. In the past, the Wisconsin AfterSchool Association has co-sponsored their annual spring conference with WAN and the Wisconsin Community Education Association. Although efforts have been made to offer joint trainings, there is a need to develop a training consortium that does this in an efficient and effective way based upon core competencies that have been agreed upon by WAN partners.

RESPONSE: Building Partnerships – WAN Convenes for a Common Cause to Advocate for Youth!

The Wisconsin Afterschool Network (WAN) has a three year grant funded by the Mott Foundation and is part of the Mott Afterschool Network. This national network of statewide afterschool networks brings together 32 established statewide afterschool networks in their collective mission to build partnerships and policies that are committed to the development and sustainability of quality afterschool programs. This national network meets twice a year, has monthly phone conferences and a robust website and provides opportunities to learn how other states are providing quality training. This has been a great network for WAN leaders to both learn and share best practices. It has provided Wisconsin MetLife trainers access to over 400 resources located on their online data base at <http://www.statewideafterschoolnetworks.net/resources/index.html>

On January 19, 2007, the WAN State Leadership team supported 4-H’s application for a MetLife Training grant to help create a WAN Training Consortium using a face to face “Train the Trainer” system complemented by distance learning technology. Responses included:

- WAN’s Partnership team, led by Kathi Vos, created a regional network system that connects WAN’s statewide efforts to local afterschool programs by providing training and support. Currently 21 people are on three WAN Regional Leadership teams in the northeast, southeast and western part of the state. A job description have been drafted and shared with this team and will be approved by to the WAN State Leadership Team.
- Carrie Hovland, a VISTA Leader from the Wisconsin Campus Compact AmeriCorps/VISTA project provided additional support to help build the capacity of these three WAN Regional Networks.
- Vos recruited and coordinated six of the 24 (25%) of the seminars presented at the March 2-3, 2007 Wisconsin AfterSchool Association Conference and coordinated conference and seminar evaluations.
- The Department of Public Education sponsored an Afterschool Toolkit training provided by Southwest Educational Development Laboratory (SEDL) and invited 4-H staff and their partners to participate. Staff then provided training on how to use these online training tools at their local site. Go to <http://www.sedl.org/afterschool/toolkits/>
- WAN partnered with the Wisconsin Council on Children and Families to provide advocacy training to help afterschool staff mobilize citizens to be an effective voice for working families and youth. Vos coordinated the four spring and three fall WAN Regional Training sessions in 2007. The spring sessions focused on “Building Partners and Advocates for Afterschool” and the fall sessions help partners develop a regional plan of action that connects to WAN’s state goals.
- The WAN Policy team developed a \$5 million 2007-09 state budget proposal for establishing a new funding stream for after-school programs that was not funded in this budget cycle. Survey data gathered at the fall 2007 WAN Regional gatherings will provide insights into lessons learned that can be applied to the next round of state budget requests.
- The WAN State Leadership Team held a summer retreat on June 26-28, 2007 to begin to develop a sustainability plan and is in the process of clarifying how further developing this WAN training consortium helps improve program quality.

RESULTS – Created a Train the Trainer System

21 Master Trainers Become the WAN Regional Leadership Team – Kathi Vos, the WAN Coordinator, recruited 21 Master Trainers to help identify resources and adapt training materials on *Building Partners and Advocates for Afterschool Programs*, as well as conduct training and provide technical assistance via distance learning. WAN Master Trainers are staff representing the three regions of the state and includes experienced 4-H Youth Development Agents who have been actively involved in local Afterschool training, active WAN partners and Regional 21st Century Community Learning Centers (CCLC) Coordinators. This became the nucleus of the WAN Regional Training Teams.

478 Trainers – These 23 Master Trainers worked with 478 afterschool providers at their partners at six state and regional training events and WAN gatherings. These were complemented by a series of three two hour Wisline Web Sessions and an online training course. Workshop participants were encouraged to bring 2-3 partners to the Regional training events to help create local training plans. Target audience included: local afterschool providers, 4-H Agents, other Youth Development workers, WAN Partners, Afterschool Administrators and Directors as well as staff providing training and support services to Afterschool.

430 Local Afterschool Providers & Partners Trained – 33 WAN trainers (working in 11 local teams of 3) provided 8 hours of training and technical support to 430 local afterschool providers and partners. Here's a brief overview of their efforts:

Barron County reached 37 Afterschool partners by providing training for high school and college mentors as well as a meeting to initiate a local Afterschool Network.

Dane County created a local training network of five agencies who pooled resources and expertise to create a 60 hour training course to meet state licensing requirements specific to school age child care providers. During the fall 2007 session, 17 trainers provided training and support to 24 Afterschool providers. The course is taught over 10 weeks and includes one class per week of 2.25 hours, assignments and readings for approximately 2.25 additional hours per week and 3 Saturday half-day sessions for a total of 60 hour. Credit is also available from UW- Platteville. They are consulting with Dr. Kathi Vos on how they can adapt this face to face class as an online course using Desire2Learn software. Dane County partners are also active in 4-H's Creating 4-H Learning Experiences online course and have created four Afterschool science activities. One activity entitled "What so Special about Water Absorption" passed the jury and is posted on the Wisconsin 4-H Afterschool Activity collection at <http://www.uwex.edu/ces/4h/afterschool/curriculum/activities.cfm>

Fond du Lac County reached 118 partners with four different training approaches. For example, Denise Retzleff, the 4-H Agent facilitated eight 2 hour sessions with 41 youth in grades 4-6 to develop their leadership skills by creating their own Lights on Afterschool promotional event for October 18, 2007.

Jackson County - Five training sessions reaching 42 partners were conducted as part of the MetLife program. For example, in August, 2007, twenty-eight teachers from the Black River Falls school district received training by UW-Extension educators related to after-school resources, the Public Adventures curriculum, and opportunities to build afterschool partnerships and programs. Using experiential learning, teachers gained knowledge and experience with the Public Adventures curriculum. As a result of the training, one teacher enrolled his child in the afterschool program and others expressed interest in incorporating Public Adventures into their programs.

Juneau County – Thirty Afterschool partners received a minimum of 20 hours of training on curriculum, youth protection, tutoring special needs students, selection and training of youth and community volunteers, and interview techniques. Extension is the lead for providing In-service training and on-going support of this newly funded 21st Century Community Learning Center Afterschool program. As youth participants establish their 4-H clubs, they will be asked to brainstorm and select their own 4-H Afterschool club name.

Kenosha County – Kenosha's Community Learning Centers do not operate on Wednesday. Instead the students who have regular attendance are eligible to participate in organized team sports sponsored by the Boys and Girls Club of Kenosha. Each of the 9 participating elementary schools has a co-ed team of 3rd-5th grade students. The games are well attended by parents, teachers and school principals. On October 10th Kenosha County UW Extension (UWEX) in partnership with Kenosha Unified School District #1 (KUSD) organized an advocacy effort. Every family was given a custom made after-school bumper sticker to show their support and build pride in Kenosha CLC programs. A booth with CLC staff provided information highlighting Kenosha's CLC after-school programs with brochures, displays, impact data, and a raffle. UWEX Afterschool Resource Coordinator, Andrea Grant, and CLC Project Director, Lautauscha Shell, engaged in one-on-one conversations with 61 attendees. This was an opportunity to educate stakeholders about funding concerns and 23 of these individuals wrote postcards to US Congressman Paul Ryan in order to bring attention to the need for quality afterschool programming and financial support at the federal level. Six parents expressed interest in becoming more involved in advocacy and requested to be contacted in the future. Grant and Shell are planning for future advocacy opportunities and promoting a parent-led afterschool advisory group.

Lincoln County – Six Afterschool partners attended four WAN Regional training events and have established a local training team that shares resources and expertise to plan local training efforts and to work collaboratively to seek funds. They've planned their first Lights On Afterschool (LOA) event in 2007. They'll provide community

members the opportunity to support their after school programs by purchasing a flashing LOA “Light Bulb” that will be available at area grocery store and banks.

Marathon County - Training was held at the Wausau School District Offices on Friday, September 21, 2007. A total of 19 teachers/coordinators were trained by 4 professional staff (Marathon Co. 4-H Agent, Wausau School District 21st Century Coordinator, and two supervisors of the Wausau Child Care Afterschool program). In the morning, the 4-H Agent presented information on the Experiential Learning Model; strategies to enhance the afterschool educational experience of Afterschool youth; 4-H Afterschool club models; and hands-on training to utilize three 4-H Afterschool project kits (Aerospace; Plant & Soil; and Literacy) which were developed with MetLife grant funds. Then the 21st Century and WCC coordinators trained staff in the principles of Literacy; Science; and Technology using Afterschool Toolkits found online at <http://www.sedl.org/afterschool/toolkits/>. They provided hands on instruction in the computer lab to familiarize teachers with the resources that are available to them to enhance their programs.

Oneida County – A three county training event was conducted in the North-woods of Wisconsin for After-School Day Care providers. Participants learned about "hands on" 4-H activities covering an array of topics. Participants participated some curriculum design and learned of many resources, including all that 4-H has to offer. A presentation was also made on advocacy. Participants each received a choice of one resource for their setting along with other appropriate door prizes. Evaluations indicated that participants found the workshop productive and enjoyed the opportunity to meet and discuss issues with other providers.

Outagamie County - Twelve partners, along with the five afterschool site coordinators, attended the community-based organizations’ training. The group began drafting its first vision statement for the partnership. The staff training had 22 attendees and was the first time in several years that all five 21st Century Afterschool sites had a joint training. Participants learned how to use the “Afterschool Online Toolkits” and strengthen afterschool partnerships. The second annual Volunteer Training again had over fifty participants.

Racine County – Twenty-nine Afterschool partners were involved in creating a local afterschool network. Results from a recent United Way survey will help them develop a local directory to enable them to share resources.

Training Continues via Distance Education – The UWEX Wisline Teleconferencing, Wisline Web videoconferencing, Desire 2 Learn (D2L) online courseware, and the 4-H Afterschool web sites builds on the training gained at these six Train the Trainer sessions. Recognition to MetLife, National 4-H Council and other project partners was provided on all publicity and teaching materials using media toolkits found on National 4-H Council web site and the Wisconsin 4-H Afterschool website.

Resources Developed -- Partners were encouraged to use new National 4-H training materials entitled *Tools of the Trade* and *Civic Engagement* at their local sites. Wisline Web sessions, training plans, training tools and resources tools were posted on the Wisconsin 4-H Afterschool Partnership Webpage at <http://www.uwex.edu/ces/4h/afterschool/partnerships.cfm> . Over 60 training tools were made available on the Wisconsin 4-H Afterschool Partnership webpage and more are coming in from county training events.

DATA COLLECTION

1. County staff submitted Final MetLife Afterschool Final report data to the state 4-H office who aggregated the narrative report and Training Statistics.
2. **After-school Provider Survey** tool was required by all 2007 4-H Afterschool Training Grants funded by the MetLife Foundation. Staff who attended the spring regional training sessions were asked to fill it out the day of the event. Only 14 out of 66 people had the youth participant data with them, so the others were asked to input it online. Individuals who attended received a certificate of participation and were reminded to go online to fill in their Provider Survey at <http://www.4-hafterschool.org/>. However, the Provider Training Survey did not ask to identify the state and the MetLife Grandee site name was optional, so it will be impossible to aggregate state participation numbers using this online survey.
3. Within a month of the training, lead Extension trainers were asked to submit to both Tom Carpenter tom.carpenter@uwex.edu and Kathi Vos kathi.vos@uwex.edu . Wisconsin is still in the process of collecting the following documents:
 - An electronic copy of the **participant and trainer roster** that includes name, organization, title, mailing address, phone number and e-mail of all participants.

- Electronic copies of training materials that local trainers would like to share on the 4-H Afterschool website at <http://www.uwex.edu/ces/4h/afterschool/partnerships.cfm>
4. **Success stories** of 4-H Afterschool Training grant must be submitted into the Cooperative Extension Planning and Reporting System by December 31, 2007 with a copy sent to Kathi Vos at kathi.vos@uwex.edu along with any other evaluation documents, handouts or promotional materials that you would like to share. Please file them under the “Building 4-H Afterschool Programs”. After Success Stories are collected, Kathi Vos will do a summary report.

RECOMMENDATIONS

Related to Partnership Goals

1. Results of this MetLife Training grant and county success stories will be shared with Wisconsin 4-H staff via a statewide Wisline Web and feed into Extension’s statewide strategic planning process. As work continues on afterschool issues, there continues to be a need to clearly articulate Extension’s educational role in supporting partnerships, program quality and policy development.
2. Recommendations from this MetLife grant will be shared with Wisconsin Afterschool Network (WAN) State Leadership Team and the WAN Goal Teams. WAN will integrate this information into their sustainability plan. WAN Goal teams will use this to guide their existing work plan.
3. Action Planning has been done in the Northeast Region on September 19, 2007, will occur on October 12, 2007 in the Southeast and in the Western Region in February 2008. Carrie Hovland, the VISTA Leader will help build the capacity of these WAN Regional networks to mobilize their regional action plans and connect it to the WAN State Leadership plan. The goal is to help the Regional networks sustain themselves by fall 2008.

Related to Program Quality Goals

4. MetLife funds provided training funds for Afterschool partners in 11 counties to take what they learned at WAN Regional meetings and apply it locally. Local sites will go back to the WAN Regional meetings and share what they learned with their WAN partners. This helps build connections between research and practice and encourages the development of a regional community of practice built on WAN Guiding Principles.
5. WAN Guiding Principles are in place and partnerships have been formed. A WAN Goal Team on Program Quality is conducting a Training Survey. The Kansas and Missouri and Missouri Core Competency framework is being considered for adoption in Wisconsin. Once core competencies has been agreed upon, WAN can proceed with developing their training consortium.
6. This MetLife Grant shows that WAN has the capacity to train over 900 people in a six month period by using a variety of delivery modes. It is time to “connect the dots” and get on with creating a systematic state plan to improve program quality using core competencies to create a statewide system to ensure programs are of high quality!

Related to Policy Goals

7. Based on feedback from workshop participants, there is a need to clearly define advocacy roles and what Afterschool partners can do as individual citizens as well as what their place of employment allows them to do, especially if they are state employees. This has been identified as a training need that will be addressed at future WAN Regional gatherings by the Wisconsin Council on Children and Families.
8. This MetLife Training grant provided incentives for partners to come to WAN Regional Gatherings and go back home and provide local training. Most attendees were Afterschool providers or youth development workers seeking opportunities to network and share resources. However, for WAN to accomplish its vision to provide quality afterschool for all Wisconsin youth, there’s a need to create collective voice for Afterschool. WAN Regional Gatherings can provide partners with the knowledge, practice and tools to become effective advocates for after school if appropriate training and support is provided. Outreach efforts like this are an excellent way to connect the needs of grassroots to WAN’s state policy initiatives.

Appendix A: Wisconsin Afterschool Network Regional Training Team

To join WAN and get on the WAN e-mail list-serve contact:

Tom Carpenter, WAN Roster Coordinator, University of Wisconsin –Extension, 4-H Youth Development, tom.carpenter@uwex.edu or 608-262-1223

For more information go to <http://dpi.wi.gov/sspw/wan.html> or contact:

- Douglas White, WAN Project Director, Wisconsin Department of Public Instruction, Douglas.white@dpi.state.wi.us or 608-266-5198
- Steven Fernan, WAN Assistant Project Director, Wisconsin Department of Public Instruction, steven.fernan@dpi.state.wi.us or 608-266-3889
- Kathi Vos, WAN Partnership Coordinator, University of Wisconsin–Extension, 4-H Youth Development, kathi.vos@uwex.edu or 608-262-2496
- Charity Eleson, WAN Policy Coordinator, Wisconsin Council on Children and Families, celeson@wccf.org or 608-284-0580
- Alison Wineberg, WAN Program Quality Coordinator, Wisconsin Department of Public Instruction, Alison.kromm@dpi.state.wi.us or 608-267-3751
- Carrie Hovland, Campus Compact VISTA Leader, coordinating WAN Regional Network Development, carrie.hovland@uwex.edu

The Wisconsin Afterschool Network Regional Planning Team include the following people:

For September 20, 2007 NE Region:

- Debra Kruger, NE Regional 21st CLC Coordinator, debrakruger@laona.k12.wi.us
- Danielle Jandrain, Boys and Girls Clubs of Green Bay, djandrain@bgcgb.org
- Kevin Konkol, Boys and Girls Clubs of Green Bay, kkonkol@bgcgb.org
- Deborah Moellendorf, Lincoln County 4-H Youth Development Agent, Deborah.moellendorf@ces.uwex.edu
- Stan Kocos, Wisconsin Afterschool Network Rep from Fond du Lac, kidsclub@charter.net
- Katy Logan, Fond du Lac Boys and Girls Club, kburns28@hotmail.com
- Samantha Baker, Fond du Lac Boys and Girls Club, guses@fonddulac.k12.wi.us
- Jill Jacklitz, Wisconsin Council on Children & Families, jilljacklitz@wccf.org

For October 12, 2007 SE Region:

- Kathy Dunkerson, SE Region 21st CLC Coordinator, kdunkers@racine.k12.wi.us
- Tracy Strother, Racine County 4-H Youth Development Educator, tracy.strother@ces.uwex.edu
- Rae Williams DiMilo, Wisconsin Afterschool Network Rep, rwdimilo@uwm.edu
- Tammy Thompson, Recreation and Community Services, West Allis – West Milwaukee School District, ThompsonT@wawm.k12.wi.us
- Sabrina Gentile, Wisconsin Council on Children & Families, sgentile@wccf.org

For October 26, 2007 Western Region:

- Pat Kardin, SW Regional 21st CLC Coordinator, patkardin@aol.com
- Katy Forsythe, Eau Claire County 4-H Youth Development Educator, katy.forsythe@ces.uwex.edu
- Deborah Jones, Jackson County 4-H Youth Development Educator, Deborah.jones@ces.uwex.edu
- Wendie Libert, Jackson County Extension, wendie.libert@ces.uwex.edu
- Danielle Johnson, Jackson County AmeriCorps/VISTA
- Kris Crowe, Wisconsin Afterschool Network Rep from Augusta, crowekri@augusta.k12.wi.us
- George Clay, Chippewa Valley Council Boy Scouts, Geclay@bsamail.org
- Sabrina Gentile, Wisconsin Council on Children & Families, sgentile@wccf.org

Appendix B: Participation Summary

Date	State Training	Trainers	Training Participants	Est. Youth reached
3/2/2007	WAN Mtg & training	2	28	
3/15-5/15/07	D2L Course	9	12	
3/2/2007	WAA Conference	24	185	
4/19/2007	Afterschool Toolkit	6	85	
4/20/2007	WAN State Leadership Team	0	14	
4/25/2007	NE WAN Regional Training	5	22	
4/27/2007	W WAN Regional Training	5	24	
5/4/2007	SE WAN Regional Training	5	21	
5/11/2007	WAN Wisline Web	1	12	
5/18/2007	WAN Goal Team meeting	4	16	
8/14/2007	MetLife Wisline Web	1	8	
8/23/2007	MetLife Wisline Web	1	14	
6/25-27/ 07	WAN Retreat	1	8	
9/20/2007	NE WAN Regional Training	7	16	
9/21/2007	WAN State Leadership Team	4	13	
	<i>State training totals</i>	75	478	NA
	County Training			
	Barron	3	37	400
	Dane	3	17	34
	Fdl	3	118	375
	Jackson	3	42	150
	Juneau	3	30	90
	Kenosha	3	91	400
	Lincoln	3	6	734
	Marathon	3	19	1767
	Oneida	3	10	100
	Outagamie	3	31	75
	Racine	3	29	565
	<i>County training totals</i>	33	430	
TOTAL	State and county training	108	908	4690

PART III: TRAINING STATISTICS

Please complete the chart below.

2007 MetLife Afterschool Fund Grantee Progress June 27, 2007	Data
Number of after-school providers & partners trained	908
Number of certificates for participation issued	59
Number of after-school participants impacted (or who will be impacted)	4,690
Amount of funds leveraged with MetLife Foundation's support (any additional funding obtained as a result of this grant?) \$50,000 to Fond du Lac & \$20,000 to LaCrosse County	\$70,000 J.C. Penney grants
News articles or pictures of training in progress available? If yes, please attach. (<i>which is <u>not</u> a requirement</i>)	
Civic Engagement/Citizenship Resource Guide Downloaded: Yes or No	Yes
15-hour Training Downloaded: Yes or No	Yes

PART IV: Based on the totals provided in the above table, please provide to the best of your ability demographic percentages for trainers and those trained. We understand that grantees may not have collected this data:

1. TRAINERS: Gender

% Male	% Female
14%	86%

2. TRAINERS: Race

% African-American	% Asian	% Caucasian	% Hispanic	% Native-American	% Other
1%		98%			1%

3. TRAINING PARTICIPANTS: Gender

% Male	% Female
23%	77%

5. TRAINING PARTICIPANTS : Race

% African-American	% Asian	% Caucasian	% Hispanic	% Native-American	% Other
3%	1%	91%	3%	1%	1%

PART V: BUDGET

Use the following budget table to report grant funds used to date.

Budget Items	Funding	Funding
	Allocated	Spent
Travel	2,000	2,260.24
Curricula	2,000	2,121.24
Supplies	2,000	1,822.07
Training Materials	2,000	2,286.15
Marketing Materials	2,000	1,510.30
Total	\$10,000	10,000

PART VI: ATTACHMENTS

If available, please submit copies of news articles or photos that we may share with the MetLife Foundation to:

Cecily Morgan, Account Manager
National 4-H Council
7100 Connecticut Avenue
Chevy Chase, MD 20815
2007metlife@fourhcouncil.edu