Optimal SRAE Staff Performance

Presented: March 12, 2020

HOUSEKEEPING ITEMS

Listen only mode

Submit Questions

Raise Your Hand Option

WebEx Support 1-866-229-3239, Option #1

Today's Presenters

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Today's Presenters

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Preparation for Hiring

How do you prepare for hiring a new staff member?

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Preparation For Hiring

Is your organization large, with many protocols and policies in place?

or

Is it small, with all authority and responsibility resting on your shoulders?

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Who will sit on your hiring panel?

Organizational representation:

Larger agencies
- President
- Executive Director
- Human Resources (HR) Director

Smaller agencies
- Ad hoc committee
- Board member

Who will sit on your hiring panel?

Program representation:

- Program director
- Training and marketing personnel
- Curriculum specialist
- Community outreach
- Evaluator
- Administrative assistant
- Veteran program facilitator

Practical Considerations

The Job Description:

- Is the job title clear?
- Are the responsibilities and expectations communicated clearly?
- Are the "must haves" included?

Preparation for Hiring

Who should write the job description?

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PREPARATION FOR HIRING

Marketing Strategies for Hiring Staff

Messaging

Tailor wording to convey the most critical attributes and qualifications for the role or position.

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Messaging

Facilitator Characteristics Include:

- Creative

- Engaging

- Well-spoken

- Good communicators

- Comfortable leading groups

- Flexible

- Energetic

- Compassionate

- Able to manage group dynamics

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Messaging

Supervisor Characteristics Include:

- Good organizational skills
- Highly motivated
- Decision maker
- Skilled in interpersonal relationships
- Strong written and verbal communicator
- Great listener
- Energetic leader
- Creative problem solver

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Recruitment Plans

- Consider the position and the type of candidate that would be a good fit for it

- Social sites: LinkedIn, Instagram, Facebook, and Twitter

- Websites

- Use word-of-mouth

- Ask partner organizations, schools, youth-serving agencies, and churches to help spread the word

- Post at colleges and universities

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The Interview Process

How do you assess your job candidates and their fit with the organization?

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The Interview Process

Assessment of Candidates' Alignment with Your Program

- Mission

- Core Values

- Cultural Competence

The Interview Process

MISSION

Is the candidate willing and able to teach and defend SRAE in the program location and the greater community?

CORE VALUES

A team player, willing to be transparent, interested in innovative methods, attuned to the value of unity through diversity?

CULTURAL COMPETENCE

Able to demonstrate insight into the culture of your school and your community?

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The Interview Process

Innovative Interviewing Approaches

- Role playing
- Scenario-based questions
- Panel interview
- Presentation

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Initial Onboarding of a New Hire

What type of information do you need to communicate to a new hire?

Initial Onboarding Of New Hire

GRANT COMPLIANCE AND FIDELITY LEGISLATIVE CRITERIA FOR SRAE

"Congress amended Section 510 of the Social Security Act (42 U.S.C. 710) in FY 2018 to enable territories or other entities to implement education exclusively on sexual risk avoidance."

Title V SRAE FOA Modified 06-15-18

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Required SRAE Components

"(A) ensure that the unambiguous and primary emphasis and context for each topic described in paragraph (3) is a message to youth that normalizes the optimal health behavior of avoiding non-marital sexual activity;

(B) be medically accurate and complete;

(C) be age-appropriate;

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Required SRAE Components

(D) be based on adolescent learning and developmental theories for the age group receiving the education; and

(E) be culturally appropriate, recognizing the experiences of youth from diverse communities, backgrounds, and experiences."

Section 510 of the Social Security Act (42 U.S.C. § 710), as amended by section 50502 of the Bipartisan Budget Act of 2018 (Pub. L. No. 115-123), and as further amended by section 701 of Division S of the Consolidated Appropriations Act, 2018 (Pub. L. No. 115-141).

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Required SRAE Topics

A. The holistic individual and societal benefits associated with personal responsibility, self-regulation, goal setting, healthy decision-making, and a focus on the future.

B. The advantage of refraining from non-marital sexual activity in order to improve the future prospects and physical and emotional health of youth.

C. The increased likelihood of avoiding poverty when youth attain self-sufficiency and emotional maturity before engaging in sexual activity.

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Required SRAE Topics

D. The foundational components of healthy relationships and their impact on the formation of healthy marriages and safe and stable families.

E. How other youth risk behaviors, such as drug and alcohol usage, increase the risk for teen sex.

F. How to resist and avoid, and receive help regarding, sexual coercion and dating violence, recognizing that even with consent teen sex remains a youth risk behavior.

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SRAE Required Contraception Guidelines

Education on sexual risk avoidance pursuant to an allotment under this section shall ensure that—

"(A) any information provided on contraception is medically accurate and complete and ensures that students understand that contraception offers physical risk reduction, but not risk elimination; and

(B) the education does not include demonstrations, simulations, or distribution of contraceptive devices."

Section 510 of the Social Security Act (42 U.S.C. § 710), as amended by section 50502 of the Bipartisan Budget Act of 2018 (Pub. L. No. 115-123), and as further amended by section 701 of Division S of the Consolidated Appropriations Act, 2018 (Pub. L. No. 115-141).

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Ongoing Professional Development

What supports should you provide to new hires?

Observation During *Early* Onboarding

Facilitators:

- Teach the curriculum with fidelity
- Use appropriate examples to reinforce curriculum
- Model curriculum communication skills when responding to students
- Prepare to teach session content
- Demonstrate understanding of core skills and concepts

Observation *Later* In The Onboarding Process

Facilitators:

- Were they prepared for sessions?
- Did they begin and end the sessions on time?
- Did they use different teaching techniques to increase learning opportunities?
- Did they promote a positive, comfortable environment
- Validate views and opinions of students

Observation During Onboarding

New Supervisors:

- Conduct meetings using strength-based principles

- Acknowledge and build on strengths of staff members

- Facilitate staff members addressing their challenges and suggesting their own solutions

- Have and/or work on building a relationship with staff members

Step-By-Step Walkthrough of Onboarding, Training, and Support

- Spark a human connection to retain talented people.

- Onboarding should be a strategic process with moments that matter for program fidelity, sustainability, growth, and impact.

Introduction of Tools Used
By The Organization

- Curriculum Trainings

- Contact lists (schools, partners, and resources)

- Emails

- Calendar(s)

Introduction of the Team

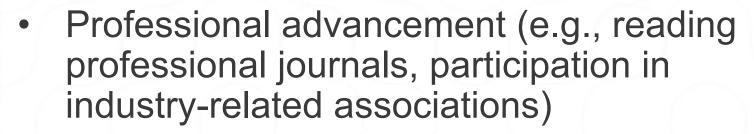- Job descriptions

- Roles and responsibilities

Ongoing Professional Development

GOAL SETTING

"The messenger IS the message."

Delivers content

Demonstrates authenticity

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Ongoing Professional Development

GOAL SETTING FOR STAFF

- Professional advancement (e.g., reading professional journals, participation in industry-related associations)

- Networking in schools and the community

- Connecting with students and parents

- Measurable improvement as facilitators

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Ongoing Professional Development

Encouraging a Growth Mindset

"Vertical growth is like taking the elevator to higher floors and your destination. Horizontal growth is like opening a bunch of new doors on the floor you are already on."

Forbes Magazine

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Ongoing Professional Development

Encouraging a Growth Mindset

- Opportunities to cross-train staff

- Advanced or group dynamics training for facilitators

- Motivational interview training for supervisors

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Ongoing Professional Development

Observation and Feedback

- Provide regular and timely feedback

- Look for opportunities

- Practice, even if it is not in your nature to do so

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Optimizing Program Success

What activities should SRAE programs consider that would help new hires be successful?

Optimizing Program Success

Continual Team Building

Regular Huddles:

- Housekeeping

- Program updates

- Successes and concerns

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Optimizing Program Success

Special Staff Meetings

- Exceptional impact or encouragement

- Special guests, e.g. school nurse, coach, teen advocate, satisfied parent

- Your staff is your first community…invite some cheerleaders!

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Optimizing Program Success

Building External Partnerships

- Service delivery partnerships

- Referral partnerships

- Community Based Organizations (CBO's)

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QUESTIONS?