



San Francisco Beacon Initiative
Youth Program Quality (YPQA) Pilot
Promising Practices – 2015
WESTERN ADDITION BEACON CENTER



YPQA DOMAIN: Skill-Building

IMPROVEMENT GOAL: Learning focus linked to activity

PRACTICE DETAILS: Our goal was to ensure that every activity was clearly linked to learning focus or outcome goal. According to the YPQA tool, this is the first step in the learning process; for youth to understand what they are going to learn and how they are going to learn it. It is also another method to ensure that we are actively working on our second improvement goal; planning. In order for the link to be made, the instructor has to have a clear objective for the implementation of the activity, what skills will be improved, and why this learning objective is important.

Our approach to the YPQA tool is to create an atmosphere of observation and consistent improvement; to achieve this we include our entire staff in the process. Each week in our staff meetings we discuss whatever YPQA goal we are attempting to improve; we go through the tool so that everyone has a clear understanding of what quality in this area looks like. Next, a weekly rotating member of the staff conducts observations for the week and does a share out at the following meeting; we stay on that goal until every staff member has the opportunity to observe and share. From there, we brainstorm tangibles that we can try to ensure that the practice is being regularly implemented. One method that we have used are "got caught" tickets that staff members can earn from either their peers or members of the supervision team. Every two weeks, the person with the most "got caught" tickets earns some form of prize like lunch or the opportunity to come in late/leave early one day on the following week.

IMPACT SO FAR: Staff morale around YPQA tool increased; staff have more intentional lesson plans and activities; students are able to better understand and communicate how and why certain activities are done, as well as, what they gained from participating in the activity.

FOR MORE INFORMATION CONTACT:

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