



# It's a Wild World Out There:

HOW TO EMBRACE YOUTH THROUGH  
PROGRAMMING

# Introductions

Tamika Pollard  
MPA, CPRP



- City of Greenville Parks, Recreation, & Tourism
- Recreation Operations Manager
- Professional Involvement
  - Active member of NRPA
  - Active member of SCRPA
- University of Tennessee Alumni

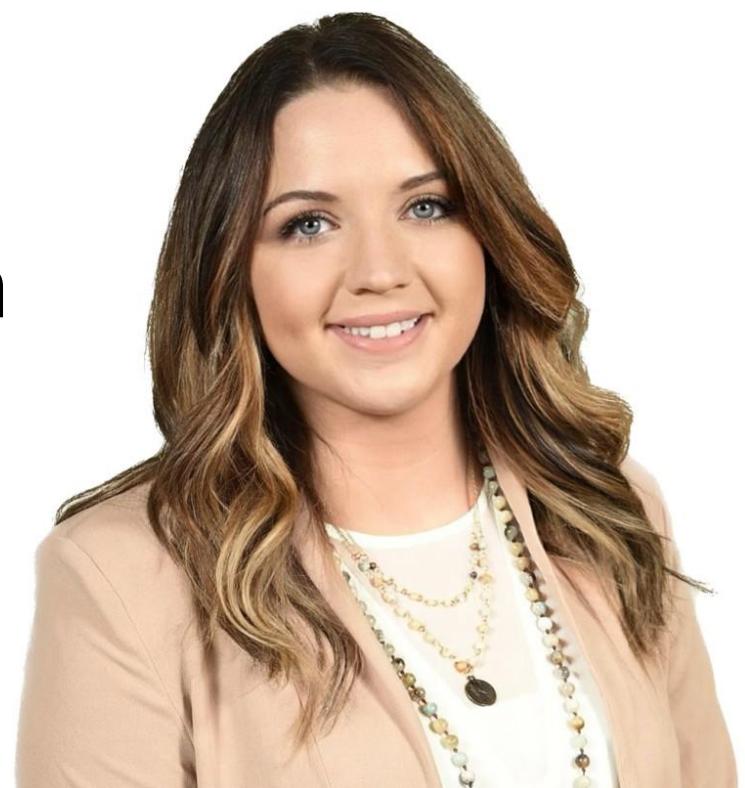


# Introductions

Rebekah Parker,  
CPRP



- Spartanburg County Parks Department
- Assistant Recreation Manager
- Professional Involvement
  - Active member of NRPA
  - Active member SCRPA
- Spartanburg Methodist College Alumn



# Learning Outcomes

1

SUPPORT TEAM SUCCESS BY IDENTIFYING AGE-APPROPRIATE BEHAVIORS/MISBEHAVIORS AS WELL AS NAVIGATING APPROPRIATE INTERACTIONS/RESPONSES AMONGST STAFF, PARTICIPANTS, AND PARENTS.

2

LIST CHARACTERISTICS AND PLANNING STRATEGIES THAT IMPROVE THE QUALITY OF PROGRAMMING AND SERVE YOUTH OF ALL AGES IN A MEANINGFUL WAY.

3

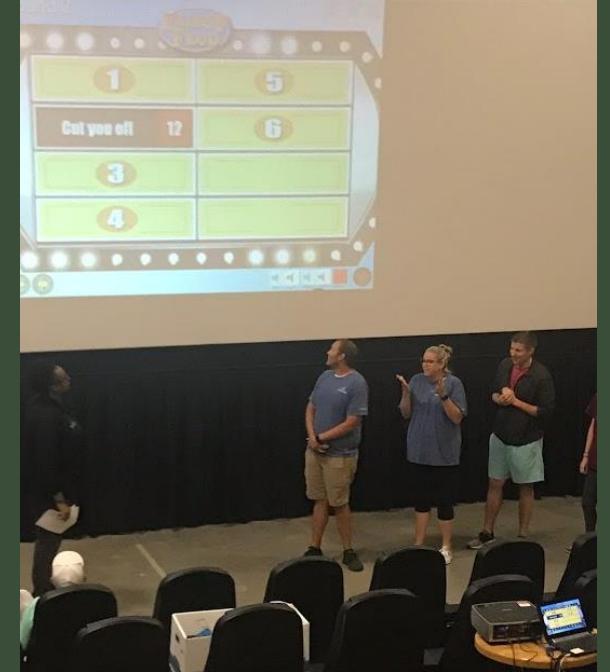
IDENTIFY CREATIVE THEME, ACTIVITY, AND TRIP IDEAS TO FOSTER INNOVATION IN THE FORMATION OF A VARIETY OF YOUTH PROGRAMMING (INCLUDING TEENS).

**Supporting &  
Setting Up  
Your Team For  
Success**



# Staff Training

- Make staff training fun & interactive
- Use different venues & spaces
- Sprinkle fun activities to show appreciation but to also foster team building & practical learning
- Do it throughout the year & month
- Don't forget about you



# Staff Training: Sample Agenda

- Ice Breakers
- Tour of Facility
- Expectations/Teamwork\*
- Chain of Command
- Cleaning Schedule/Guidelines
- Show First Aid Supply/OSHA Binder Location
- Emergency Procedures/Safety Drills
- Show Accident/Incident Documentation
- Discipline Procedures/Documentation \*
- Snack/Meal Procedures
- Activity Calendar, Daily Schedule, Field Trips\*
- Participant Needs\*\*\*
- Customer Service/School Partnerships Guidelines\*
- Expectations: Staff Conduct in Areas\*
  - While in Gym (go to gym)
  - While on Playground (go to playground)
  - While in Classroom
  - While in MP Room
  - While in Snack/Meal Times
  - While in Shift Change/End of Day Mode

# Staff Training

- Assumptions get us in trouble
- Age does not equal maturity
- Common sense is not common
- Be specific to avoid confusion
- Give practical examples for where the contents of the training came from
- Ex. Laps, hugging, tickling, unwanted affection

## Appropriate Vs. Inappropriate Physical Interactions

### Appropriate Physical Interactions

- Side hugs
- Shoulder-to-shoulder hugs
- Pats on the shoulder or back
- Handshakes or fist bumps
- High-fives & hand slapping
- Verbal praise
- Pats on the head when culturally appropriate
- Touching hands, shoulders, and arms
- Arms around shoulders
- Holding hands (with young children in escorting situations)

### Inappropriate Physical Interactions

- Full-frontal hugs
- Kisses
- Showing affection in isolated areas
- Lap sitting
- Wrestling
- Piggyback/shoulder rides
- Tickling
- Allowing youth to cling to an adult's leg
- Any type of back rub or massage given by or to youth
- Any form of unwanted affection
- Compliments relating physical appearance or body development
- Touching bottom, chest, or genital area
- Grabbing, shaking, pushing, or pinching, slapping
- Giving & receiving gifts

# Staff Training

- Assumptions get us in trouble
- Age does not equal maturity
- Common sense is not common
- Be specific to avoid confusion
- Give practical examples for where the contents of the training came from
- Ex. Relationships, disciplinary tone, embarrassing, jokes

## Appropriate Vs. Inappropriate Verbal Interactions

### Appropriate Verbal Interactions

- Verbal Praise
- Positive reinforcement for good work or behavior
- Appropriate jokes
- Encouragement or reassuring a child
- Praise
- Pulling youth aside when possible

### Inappropriate Verbal Interactions

- Name-calling
- Inappropriate jokes
- Secrets
- Cursing/profanity
- Off-color or sexual jokes
- Belittling, embarrassing, or shaming
- Derogatory remarks
- Harsh language that may frighten, threaten, or humiliate youth
- Derogatory remarks about youth, family, cultures, or beliefs
- Speaking negatively about the program or other team members to parents or youth
- Soliciting for your business
- Sarcasm

# Staff Training

- Assumptions get us in trouble
- Age does not equal maturity
- Common sense is not common
- Be specific to avoid confusion
- Give practical examples for where the contents of the training came from
- Ex. Social media communication & presentation, text messages, perception

## Appropriate vs. Inappropriate Electronic Communication

### Appropriate Electronic Communication

- **Making all personal social media private so youth and parents cannot access**
- **Being mindful of post and comments under post that may present you in a negative light**
- **Contacting parents on Site phone**
- **Replying to attempts to contact on the Site Cell Phone**

### Inappropriate Electronic Communication

- Harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating comments
- Sexually oriented conversations
- Private messages between adults and youth
- Taking pictures/videos of youth on personal cell phone
- Posting pictures/videos of youth on personal social media sites
- Befriending parents or youth on social media
- Sharing your social media handles, and personal contact information
- Soliciting for your business
- Letting youth play with your cell phone
- Contacting parents on personal phone

# Staff Training

## A Set-Up For Success

- Assumptions get us in trouble
- Age does not equal maturity
- Common sense is not common
- Be specific to avoid confusion
- Give practical examples for where the contents of the training came from to drive point

- **Have An Investigative Spirit:** Accept nothing at face value
- **What You Do For One, You Do For All:** avoid favoritism, spread the love, give every child an opportunity to earn, and give attention
- **Don't Get Played:** Puss in Boots (Shrek); stay together

- **Modify Your Strategy And Your Plan:** if it's not working change it; stay together
- **Keep A Professional Distance:** Love Them Like Family, But Remember They Are Not
- **Pick Your Battles:** recognize when a kid is being a kid

# Pick Your Battles: Age-Appropriate Behaviors

5-7

- May accuse others of cheating if they don't win a game.
- Will be able to share but might still find it difficult, especially when it comes to something they enjoy.
- May come across as being an "expert" on everything.
- Will enjoy joking around and will start to develop "potty" humor.
- Dramatic

8-9

- Will be very sensitive to what you think of them.
- Will narrow the friendship field by having closer friendships, but less of them.
- Will push against rules and directions and may disrespect you.
- Will argue about rules and the necessity and detail of them.

# Pick Your Battles: Age-Appropriate Behaviors

10-12

- Might still argue about rules and the necessity and detail of them.
- Will try to explain away misbehavior through excuses and justifications. They will fight hard to find the loophole in the rule.
- Mood Swings!

Teens

- Might become more argumentative and will push against you more.
- Will be impulsive and start taking risks.
- Will want to make their own decisions about the things that affect them.

# Improving The Quality of Your Programming



# Remember: It Starts With You



## Is Your Mind In The Right Place?

- Don't plan from a place of lack or limitations
- Are you collaborating & utilizing your team, your village, your community?
- Are you putting yourself in a position to be inspired and to develop?



# Have a Plan

If one must have chaos, let it be organized!



WOODRUFF LEISURE CENTER

PHONE: (864) 476-7967

EMAIL: [RMORGAN@SPARTANBURGCOUNTY.ORG](mailto:RMORGAN@SPARTANBURGCOUNTY.ORG)



October 2018



## Activity Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 <b>Decorate the Classroom for October</b>	2 <b>Character Building Activity</b>	3 <b>YOGA (AGES 5-8 YEARS OLD)</b>	4 <b>YOGA (AGES 9-12 YEARS OLD)</b>	5 <b>NATIONAL TEACHER'S DAY (THANK YOU CARDS CRAFT)</b>	6
7	8 <b>Basketball Relay Race</b>	9 <b>BINGO</b>	10 <b>Character Building Activity</b>	11 <b>Monster Drawing Contest</b>	12 <b>Fit Kids Class</b>	13
14	15 <b>National Grouch Day (Character Trait Lesson)</b>	16 <b>LEGO BUILDING CONTEST</b>	17 <b>Character Building Activity</b>	18 <b>Enjoy The Afternoon Outside</b>	19 <b>Dance Party</b>	20
21	22 <b>National Color Day (Railroad Color Contest)</b>	23 <b>NUTRITION Activity with Ms. Ginger</b>	24 <b>Character Building Activity</b> *Parents turn in treats for Halloween Party	25 <b>Board Games</b>	26 <b>National Pumpkin Day (Pumpkin Flavor Food Items Tasting)</b>	27
28	29 <b>Character Building Activity</b>	30 <b>Halloween Movie</b> *Archery 3 pm for ages 10 and up	31 <b>Halloween Party!</b>	Important: Children may bring a costume in their book bag to school with them on Wednesday, October 31 <sup>st</sup> and we will allow them to change when they arrive at the center. Thanks!		

# Have a Plan

If one must have chaos, let it be organized!



After Class Enrichment March 2022						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 	2 	3 	4  Leprechaun Bait	5
6 	7  Leprechaun Tag	8  St. Patty's Trail Mix	9  Rainbow Rain Stick	10 	11  NO SCHOOL Teacher Inservice Day	12
13  SHAMROCK SHAKE	14  KIDS YOGA	15  KARAOKE Party	16  Early Release Day!	17  Candy Land	18  MOVIE DAY	19
20  JAIL BREAK Group Game	21  MARCH MADNESS	22  KIDS' CHOICE	23  BOARD GAME SQUAD	24  MOVIE DAY	25  MOVIE DAY	26
27  KIDS YOGA	28  GAME DAY	29  BOARD GAME SQUAD	30  MOVIE DAY	31  MOVIE DAY		



# Have a Plan

## Every site is different!



## Schedule

2:45-3:00 PM Arrival – Bathroom Break and Attendance

3:00-3:15 PM Nutritious Snack Served

3:15-4:00 PM Quiet Time – Homework and Reading

\*Children without homework will be taken to the gym for organized activities

4:00-4:30 PM Curriculum Calendar Activities – Please see Monthly Calendar for Details

4:30-6:00 PM Wellness and Fitness – Organized Activities

# Have a Plan

If one must have chaos, let it be organized!



## 2019 SUMMER CAMP SCHEDULE

(Woodruff Leisure Center)

### Color Me Crazy (June 10-14)

From monochrome to rainbow and all the hues in between, Campers will put every color on their palette during this crazy-cool first week of Camp! Fundamental art principles will be the guidelines as new and returning Campers alike fill in the colors of fun!

### Shipwrecked (June 17-21)

"Arrrghh mateys!" Join Captain Walker D. Plank for a week designed to spark imaginations and tickle funny bones. Decoding pirate's maps, scavenger hunting for buried treasure and even taking a field trip to swim around a local pirate ship will make for a week they'll treasure forever.

### The Art of Tinkering (June 24-28)

Think outside the box! Campers will tinker with all sorts of things, as they discover how science, tech, engineering, art and math all work together. Get ready to expand your imagination!

### Space is the Place (July 8-12)

Suit up, strap in and prepare for launch! This is a mission of a lifetime as we explore the universe and embark on a galactic adventure. From moon rocks to space food, join us to discover the wonders of our galaxy!

### Tropical Paradise (July 15-19)

Aloha boys and girls! Who needs a beach? With a bit of imagination, we can make our own paradise oasis. Join us as we turn The Woodruff Leisure Center into a paradise island and enjoy a little vacation during camp!

### Walk on the Wild Side (July 22-26)

Did you hear that? It's the call of the wild beckoning you to camp this week. Wild crafts and activities will entice campers to learn all about wildlife. We may even have some special visitors!

### It's Game Time (July 29-August 2)

How many sports can we fit into a week? Let's find out! From Disc Golf to Bowling and everything in between, we'll be playing all week long! We'll include all the skills and drills you'll need. Game on!

### Masters of Talent (August 5-9)

What is your creative talent? Join us for a week of self-discovery as we explore our hidden talents through creative play. Campers, you'll have a chance to showcase your unique talents at the end-of-the-week Talent Show for family and friends.

# Have a Plan

If one must have chaos, let it be organized!  
Summer Camp Schedule



7:30-9:00 AM	Arrival — Free Play in Classroom & Morning Snack
9:00-10:00 AM	Outside Time
10:00-11:00 AM	Gym — Organized Activities
11:00-11:30 AM	Group Bathroom Break/Clean-up for Lunch
11:30 AM-1:00 PM	Lunch
1:00-2:30 PM	Small Groups — Organized Activities
2:30-3:30 PM	Organized Activities
3:30-4:00 PM	Afternoon Snack
4:00-6:00 PM	Group Activities & Pick-Up

# Have a Plan

Use what you have in your hand & in your head

## Summer Day Camp July/Aug 2021



Inman Elementary Summer Activity Calendar						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
11	12 Abstract Painting	13 Apple Ring Donuts	14 Macaroni with A Twist	15 Balloon Tennis	16 CARNIVAL DAY	17
18	19 Artistic Creations	20 CAMPOUT DAY	21 Galaxy Jars	22 GAME DAY	23 Disney Day	24
25	26 Nature Sun Catcher Craft	27 Tye Dye	28 Kabobs and a Kraft	29 MINUTE TO WIN IT	30 WATER DAY	31
1	2 SLIME	3 Splatter Painting	4 Stress Balls	5 Foil Portraits	6 OLYMPIC DAY	7
8	9 	10 	11 	12 	13 	14

# Remember: You're A Superhero

- **Who you are:**
  - A superhero, a role model, a mentor, etc.
- **Why we are here:**
  - To create an experience, a positive core memory
- **What you get:**
  - An opportunity to learn & to grow in ways that will impact the rest of your life



# Guidance For Connection

- Begin by thinking:
  - What kind of experience would I like to build for youth?
  - What initiatives is my team passionate about? What untapped talents do they have?
  - What would the youth like to see? Ask them!
  - How can I support my staff day-by-day and through training? Observe & seek input!
  - What resources can I tap into right now that are within my reach?
  - Who am I overlooking in my current network that could provide assistance? Or that I could provide an assist to?
  - If resources were unlimited is there a program or even that I would like to see?
  - Is there a gap I can fill or a bridge I can be to a child, a family, or a community?
  - Whose idea can I borrow shamelessly and implement?

# Mixtape: Past & Present



# Cardio Drumming!

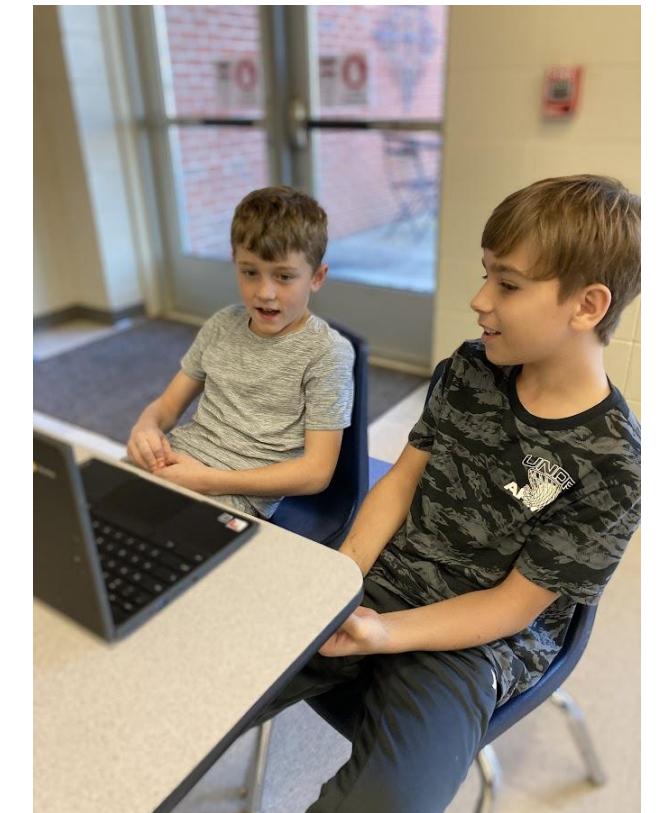


Materials: Laundry Baskets, Yoga Balls, Pool Noodles, and Youtube

Average Cost: \$10 per set

# Activity: Peer Mentoring

- Peer mentoring program in partnership with local high school
- Youth meet with 1-2 high school student mentors just two talk every 2 weeks, for 3 months



# Intergenerational!



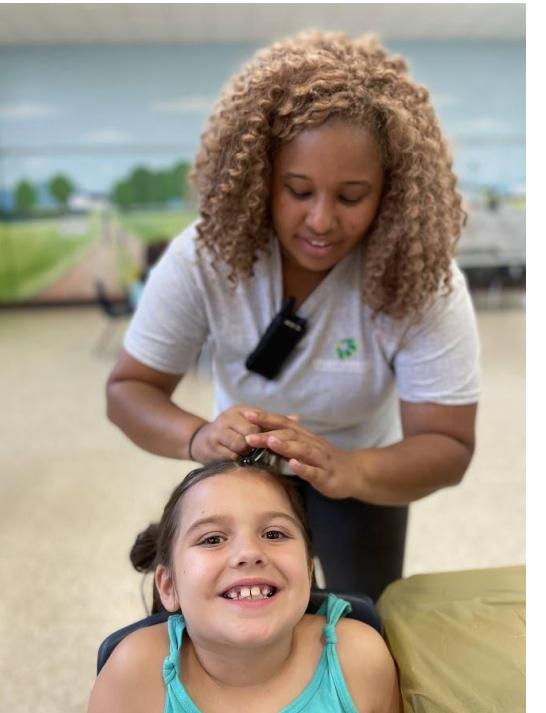
PLAY.

LEARN.

TEACH.

# Activity: Spa Day 2.0

- Utilizing the talents, passions, & certifications of staff to create an experience that some young ladies & gentleman hadn't had
- Intentionally teaching kids about self-care, creativity, & giving them one-on-one time to just talk



# Interest Clubs!



Drama.

Art.

Sports.

Gardening.

STEM and more...

# Guest Speakers!



- Humane Society (Dog Treats)
- Police Station (Solve a Crime)
- Science Center (STEM)
- Local Artist (Mural)

# Field Trip: Amateur Recording Artists



A local studio was rented. Youth practiced throughout the week with staff to learn their parts. They went in the studio, recorded the track with the help of an Engineer. Tracks were shared and distributed to families.

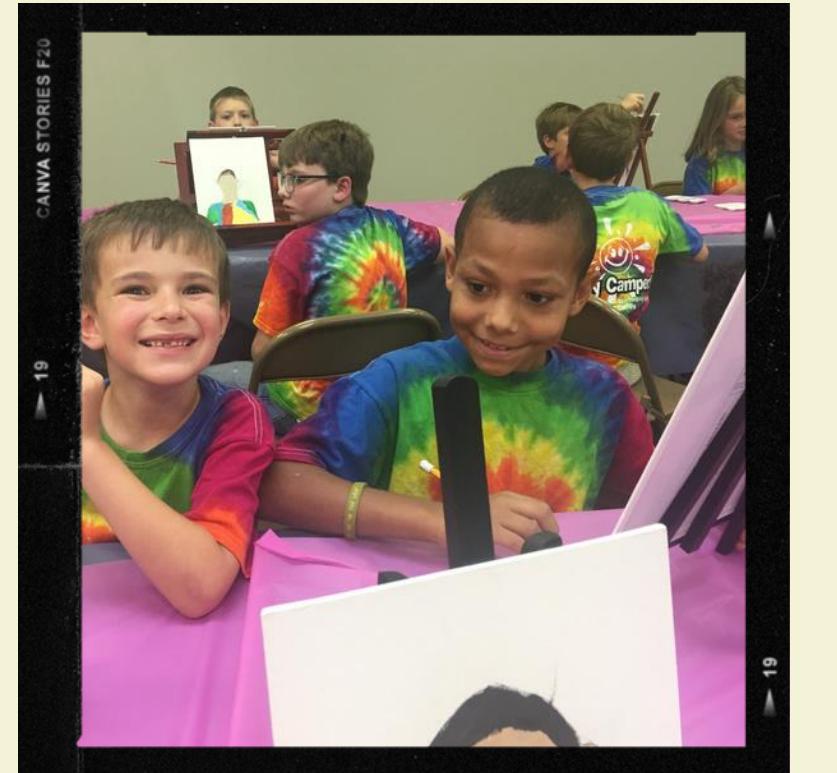
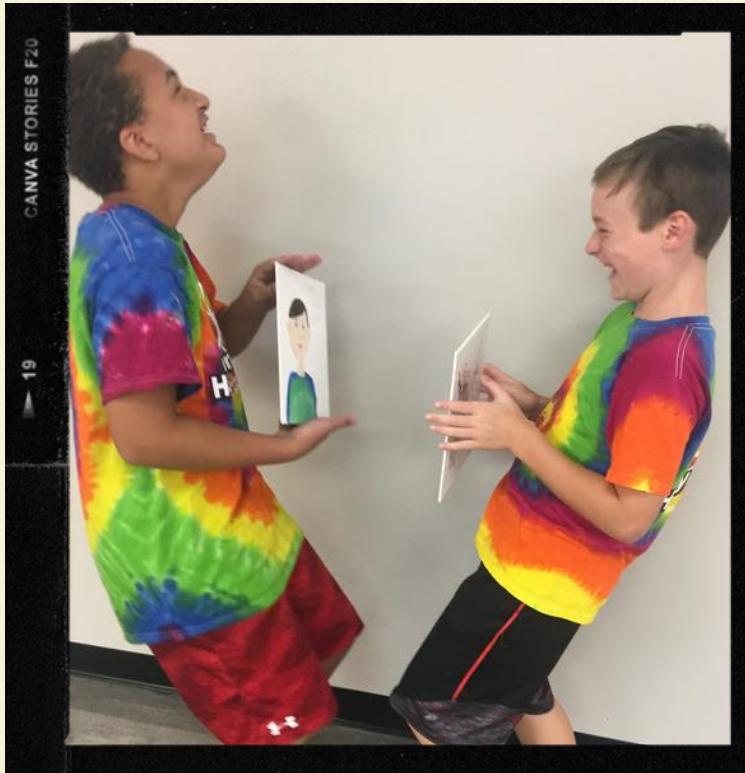


# Event: Semi-Pro Wrestling



Opportunities for campers to have their very own personalized wrestling interactions complete with a host and crowd interaction.

# Paint Your Partner!



Character Building Activity.

Paint Your Partner, then...

Have a Reveal!

# Field Trip: Campus, Arena, & Stadium Tours



- Campus, Arena, & Stadium Tours can promote careers in parks & recreation, sports management, tourism, hospitality, & nonprofits, etc. It also gives youth an opportunity to dream about their future, early.



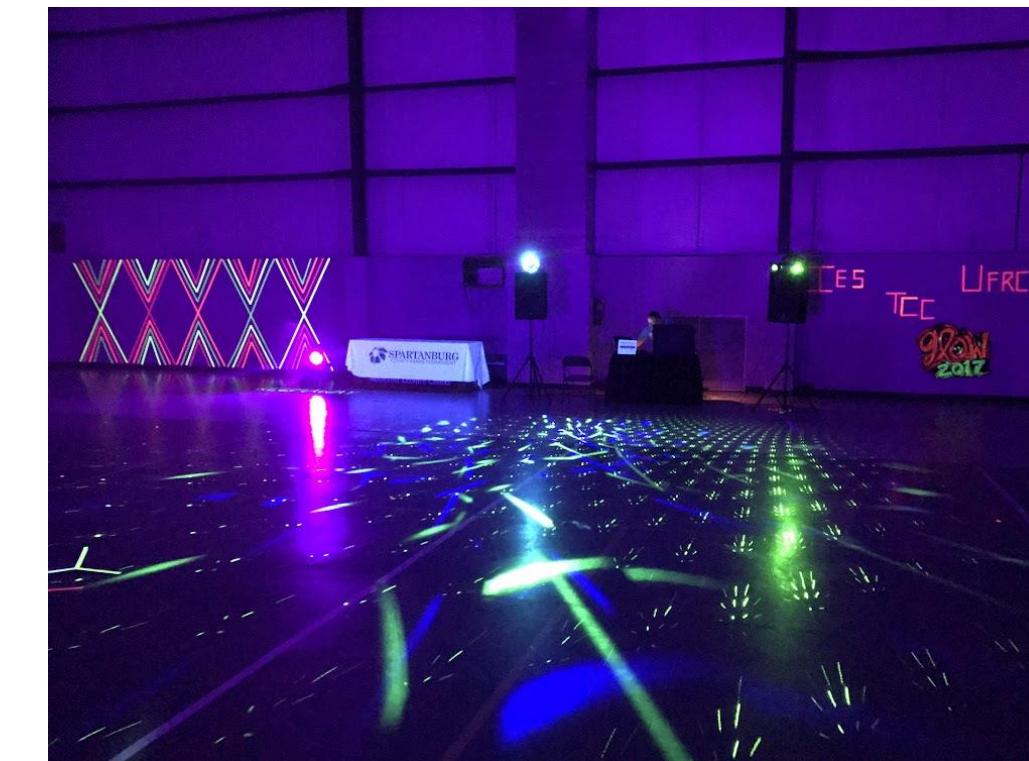
# Event: Summer Glow Party



End of Year Summer  
Glow Party complete  
with lights, tape art,  
light up paint, a DJ,  
photobooth, crafts,  
snacks, & more.



# Event: Summer Glow Party



# City of Greenville Youth Commission

On December 14, 2009, the City Council passed a resolution and ordinance to establish a Youth Commission:

**Vision:** to offer a community where young people are valued and have meaningful opportunities to make a difference

**Mission:** to serve as advisors to the City Council, the City Manager, and other City staff

**Purpose:** to ensure that Greenville youth are an integral part of local government decision making



# 2022-2024

# City of Greenville Youth Commission

## Group Dynamics

- 22 Students (capacity for 24)
- 11 Seniors
- 8 High Schools Represented



## Meetings

- August – May, at least once or twice a month



## Criteria

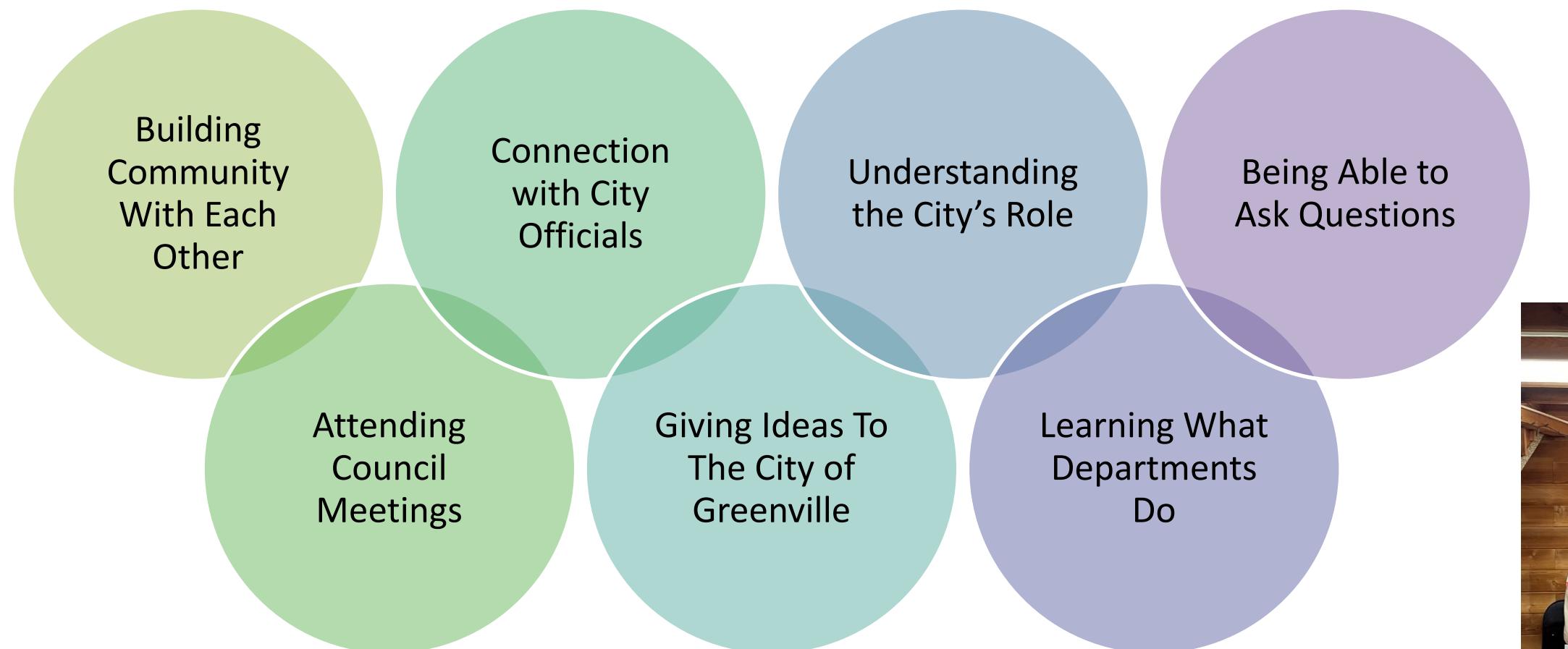
- Must attend a City of Greenville School
- 20% can be non-city residents
- Interview Process
- Must attend 30% of meetings to remain active



# Expressed Areas of Interest



# Expressed Points of Enjoyment



# Reflections From The Youth Commission

## Strategic Plan Stakeholder Meeting (Parks, Recreation, & Tourism)

- More public & private common areas for teenagers & families
- More parks & public recreation areas that are affordable & accessible
- Expansion of the public transit system for accessibility and safety

## Sustainability Programs & Efforts (Planning & Development Services)

- Increased volunteer effort for trash pick-up at events
- Imposing a plastic bag fee or plastic bag ban
- Building more recycling centers



## Crime Prevention (Police Department)

- Ensuring safety efforts match the growth of the City
- Increased safety along the swamp rabbit trail
- More lighting for driver & pedestrian safety



# Areas of Exploration

Public  
Transportation

Purchasing:  
Minority/Women-  
Owned Business  
Enterprise Program

Communications &  
Engagement

Zoo Foundation

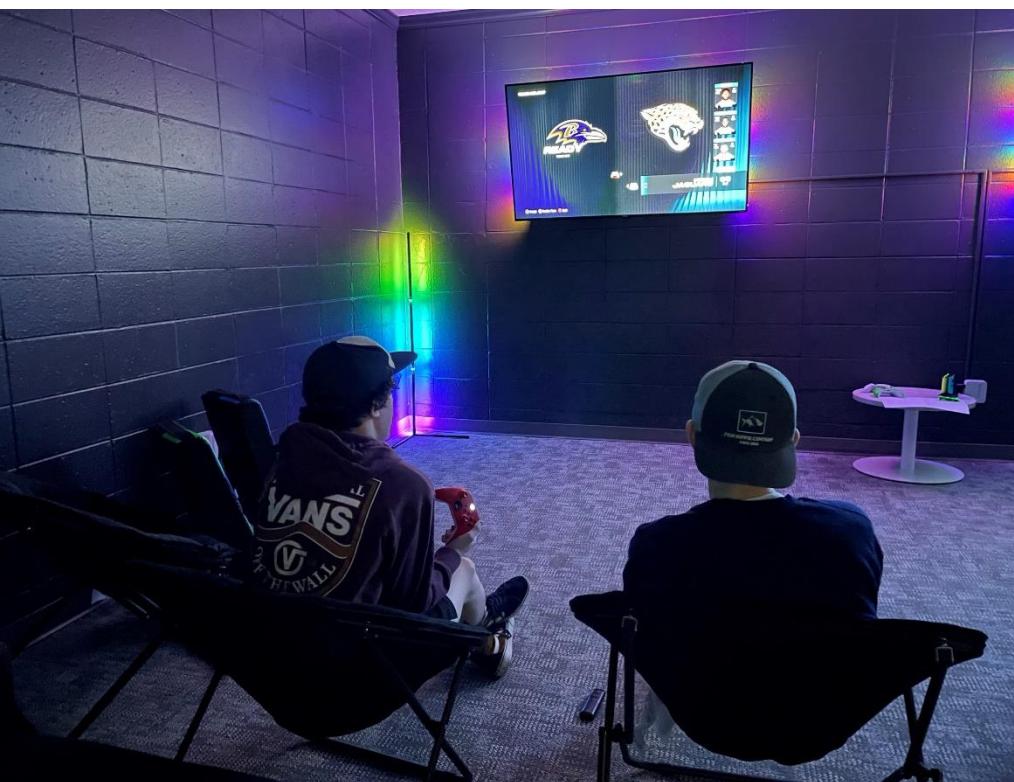
Engineering

Community  
Development:  
Affordable Housing

Mental Health

Understanding the  
City's Role

Downtown Projects



# Poetic Justice/Cultural Connection/Save the Drama

## Speakers/Workshops

- Acting Classes
- Love & Lyrics
- Brazilian Jujitsu (BJJ)
- Graffiti Art Airbrushing\*
- DJ Academy
- Improvisational Theater Workshop (Comedy Theater)

## Trips

- Acting Auditions (talent agency)
- Art Institute (local college)\*
- Access 21 (local TV station)\*
- Local news station



# Wrong Way, Right Track/CSI

## Speakers/Workshops

- Forensics Academy (Local College)\*
- County Courthouse Tour\*
- County Jail Tour\*
- Glass Fusion (Reconstructing a Crime Scene)
- Boxing Classes (local gym)

## Trips

- FBI Agent\*
- Cyber Stories
- Juvenile Court Transition\*
- Financial Fitness\*
- First 48 with Detective\*
- Real Talk Session
- Fire Training Academy

# I-Teen/Reel I-Teen/Teen Tech

## Speakers/Workshops

- I AM Not The Media
- Making A Short Film (concepts & demonstrations)\*
- Video Challenge & Scavenger Hunt\*
- ITT Tech - top careers\*
- SPARCS (local college)\*
  - Robotics, video game, phone app

## Trips

- Creating Digital Music (local library)\*
- CBS Radio station\*
- Talk Shows (local TV station)\*
- Apple Media Class (local mall)\*
- Movie Theater (concepts & demonstrations)

# Other Themes

## Get Moving

- Overcoming Obstacles (texting while driving)\*
- Car Detailing\*
- Defensive Driving School (Drunk Goggles)\*
- Transportation Museum (train ride)
- Lake Cruise
- DMV process\*



## Mind, Body, Soul

- Camp Art Project
- County Courthouse Visit
- Downtown Scavenger Hunt
- Talk Show (local TV station)\*
- Healthy Tailgating\*
- Skate park\*



- A Lesson in Success: The Top 10 Characteristics of A Champion\*
- State Farm (DUI Prevention)
- Aviation Facility
- Dreams Take Flight (Air Elite Dunk Team)



# GROUP ACTIVITY

**Plan a week of day camp**

**(CANNOT be a theme you have previously programmed)**

1. How you selected the theme
2. Field trip/s and guest speaker/s
3. 2 theme related activities (1 game, 1 art/craft)
4. Something you plan to do to incorporate the mission of the department/agency.

Great activity to do with  
leaders, teams, or even kids!!!

# GROUP ACTIVITY

Rose:

1. An area you are proud of
2. Something we do really well
3. Great moments & memories we have provided

Thorn:

1. An area that is bothering you
2. Something we can do better or need to stop doing
3. Not so good moments we've had or experiences we have provided

Bud:

1. Areas you believe have potential
2. Something we haven't tapped into just yet
3. Moments & memories



Great activity to do with leaders, teams, or even kids!!!

# Embracing the Youth!



# Questions?

Everyone  
has a  
**SUPERHERO**  
inside them  
just waiting  
to be  
discovered!

# THANR YOU

**Tamika Pollard, MPA, CPRP**  
Recreation Operations Manager  
City of Greenville Parks, Recreation, & Tourism  
Cell: (864) 894-9011  
Email: [tpollard@greenvillesc.gov](mailto:tpollard@greenvillesc.gov)  
Website: [www.greenvillesc.gov](http://www.greenvillesc.gov)

**Rebekah Parker, CPRP**  
Assistant Recreation Manager  
Spartanburg County Parks Department  
Cell: (864) 381-4084  
Email: [rmorgan@spartanburgcounty.org](mailto:rmorgan@spartanburgcounty.org)  
Website: [www.spartanburgparks.org](http://www.spartanburgparks.org)