



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).

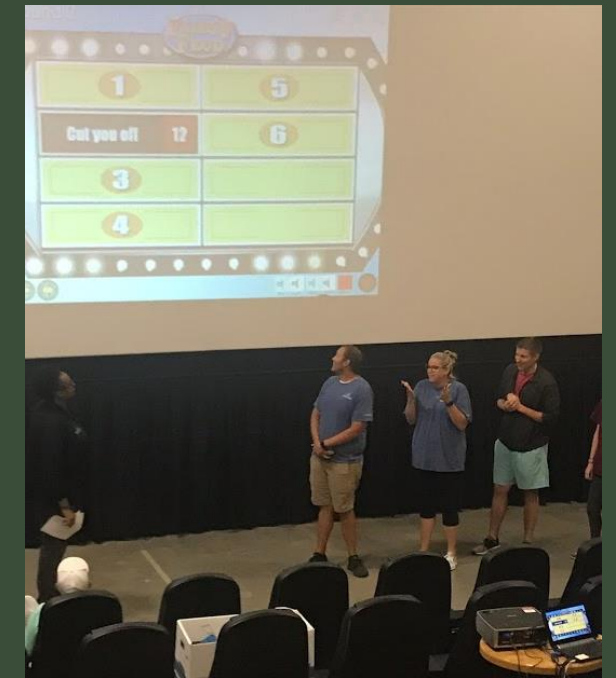


Supporting & Setting Up Your Team For Success



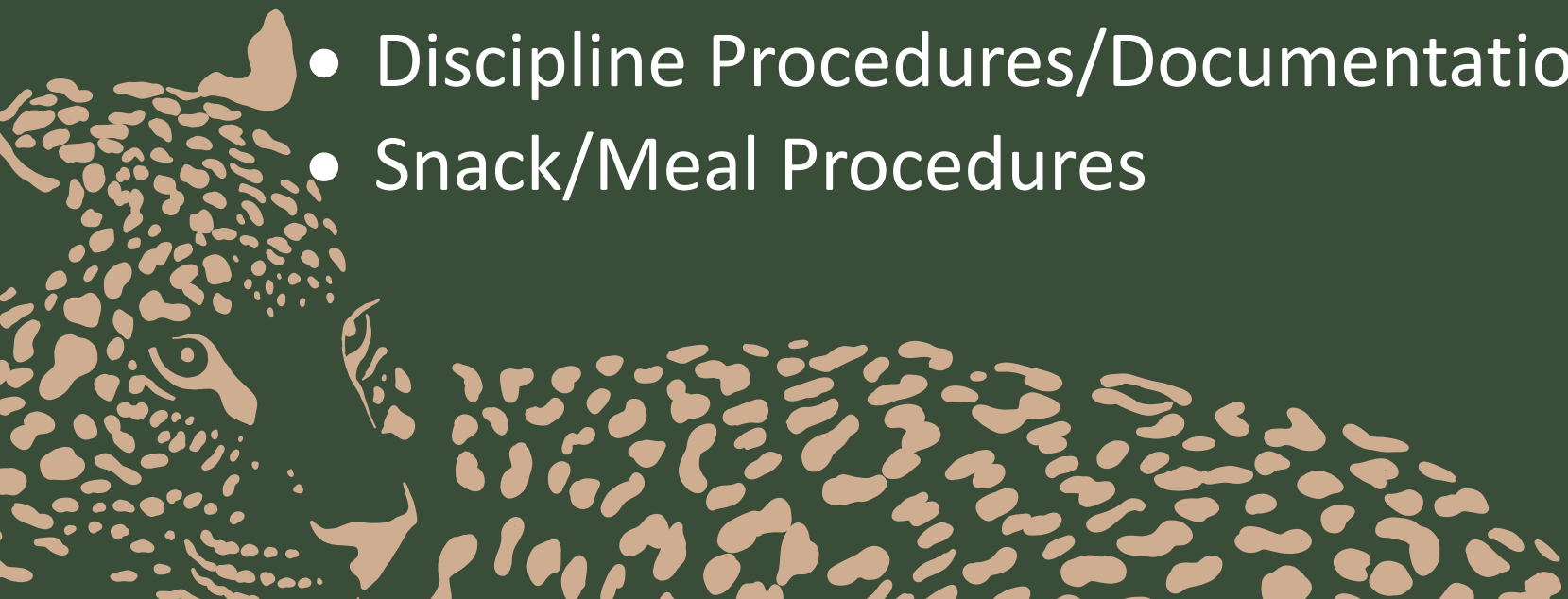
Staff Training

- 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

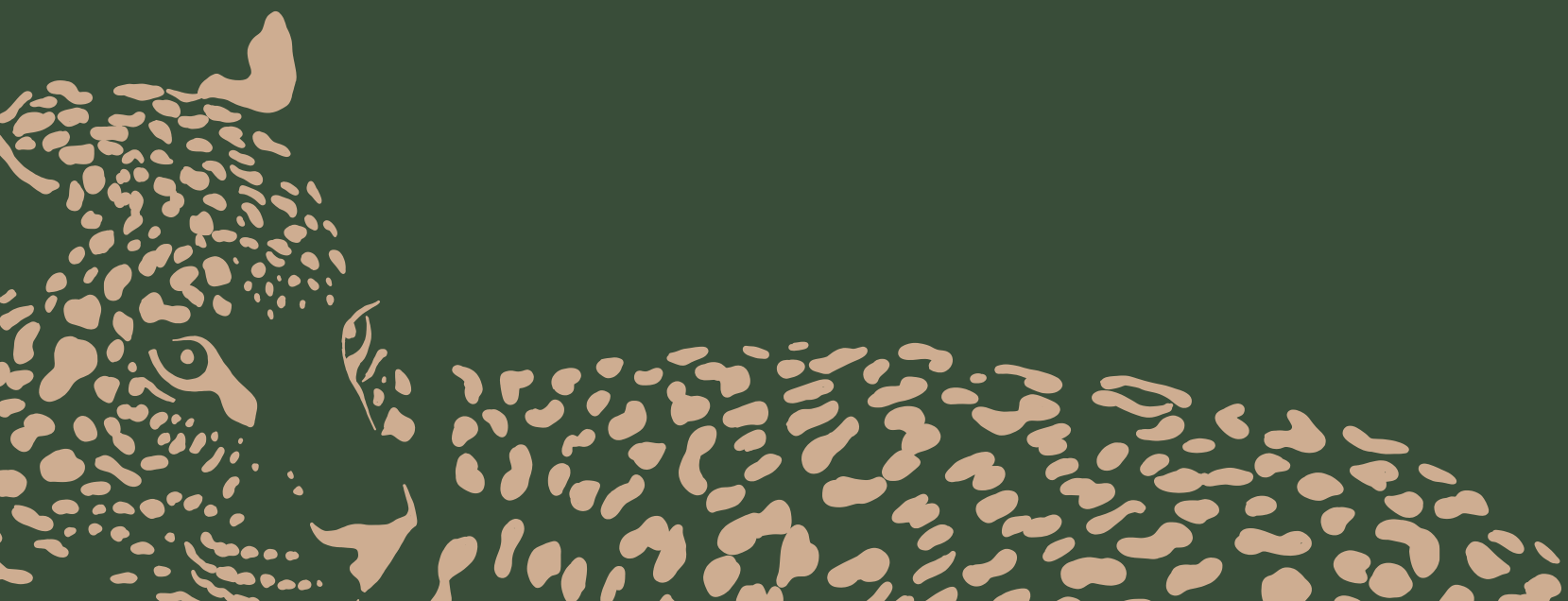
Staff Training

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



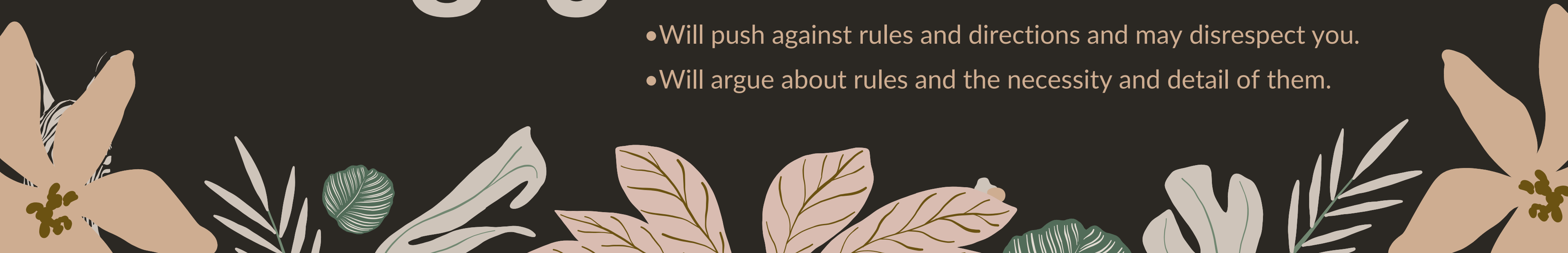
Pick Your Battles: Age-Appropriate Behaviors

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
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AE
AFTER CLASS
ENRICHMENT

October 2018 



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



<div>After Class Enrichment March 2022</div> <div></div>						
Holly Springs-Motlow ACE Activity Calendar						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 	2 	3 	4  Leprechaun Bait	5
6	7 	8  Leprechaun Tag	9  St. Patty's Trail Mix	10  Rainbow Rain Stick	11 	12
13	14  SHAMROCK SHAKE	15 	16 	17 	18 	19
20	21  Group Game	22 	23 	24  Candy Land	25 	26
27	28 	29 	30 	31 		

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)

"Arrggghh 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  CAMPPOUT 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  Reindeer Games	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

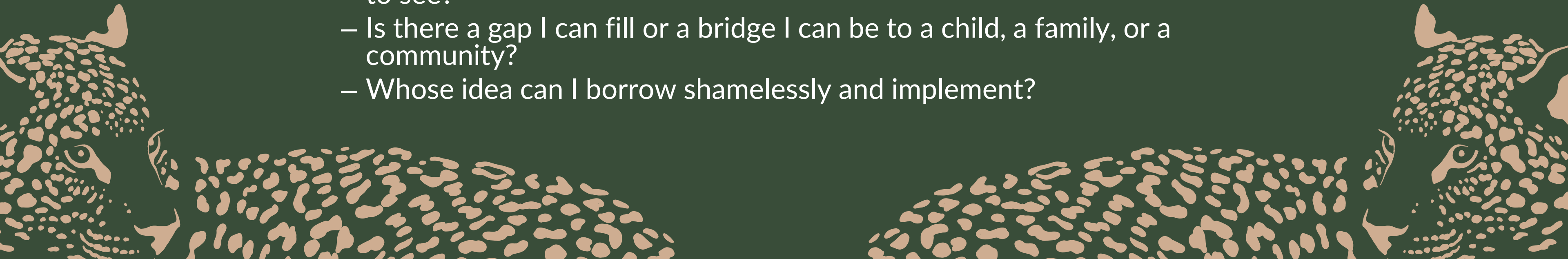
Remember: You're A Superhero

- **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 are 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!

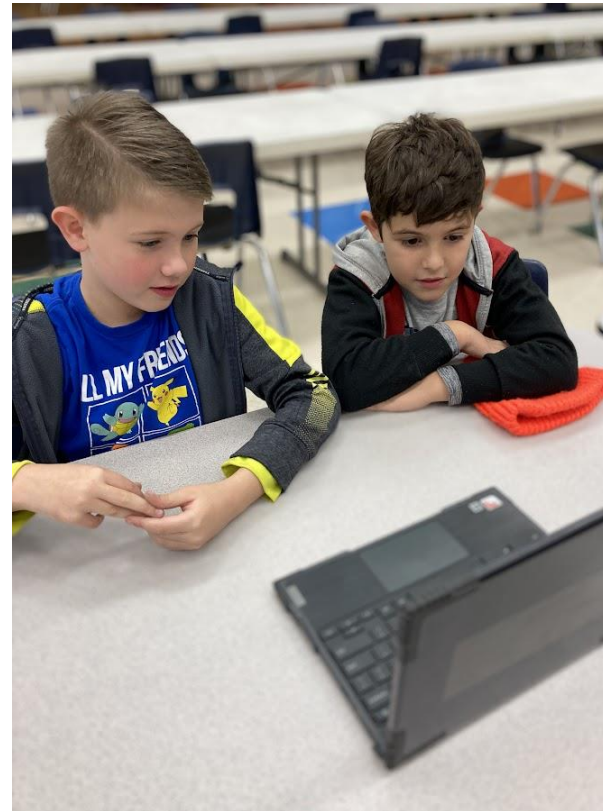


Materials: Laundry Baskets, Yoga Balls, Pool Noodles, and Youtube

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



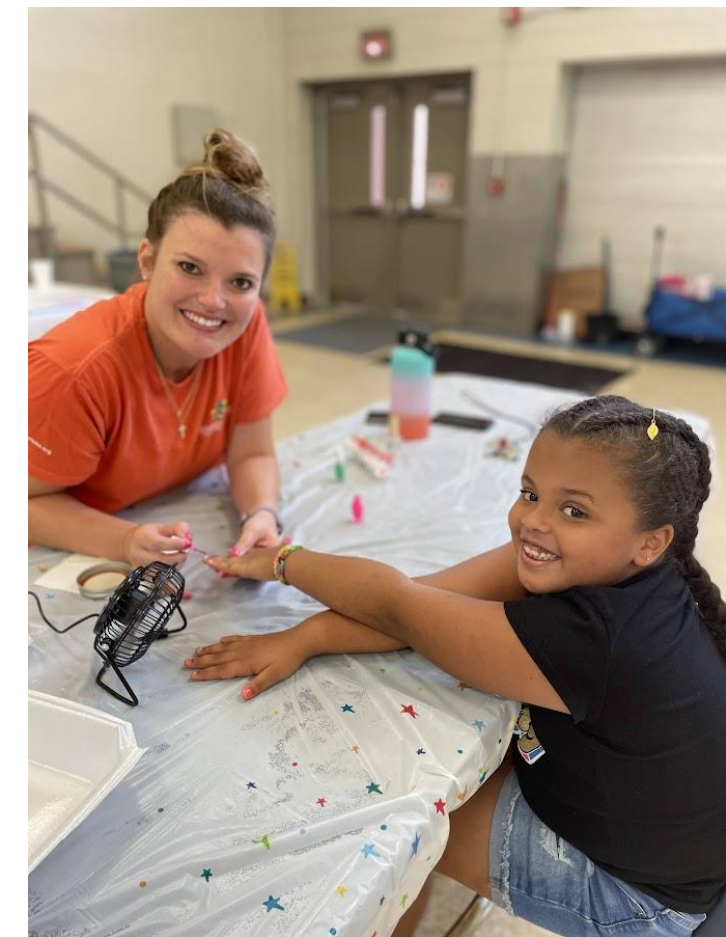
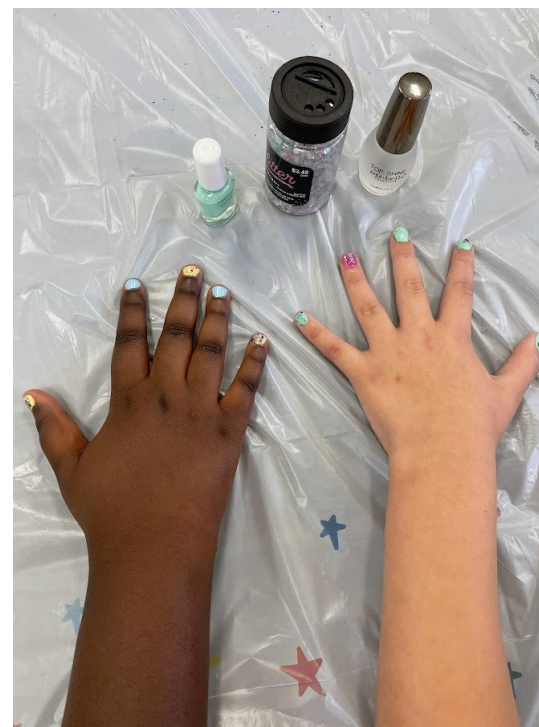
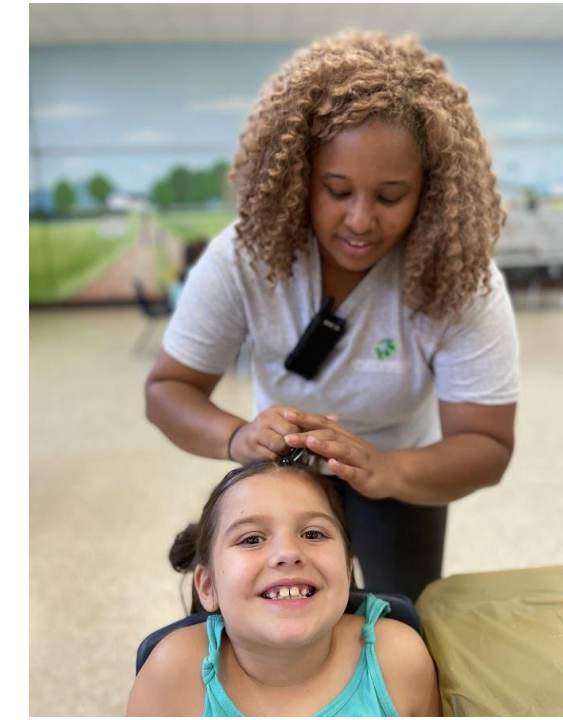
Intergenerational!



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



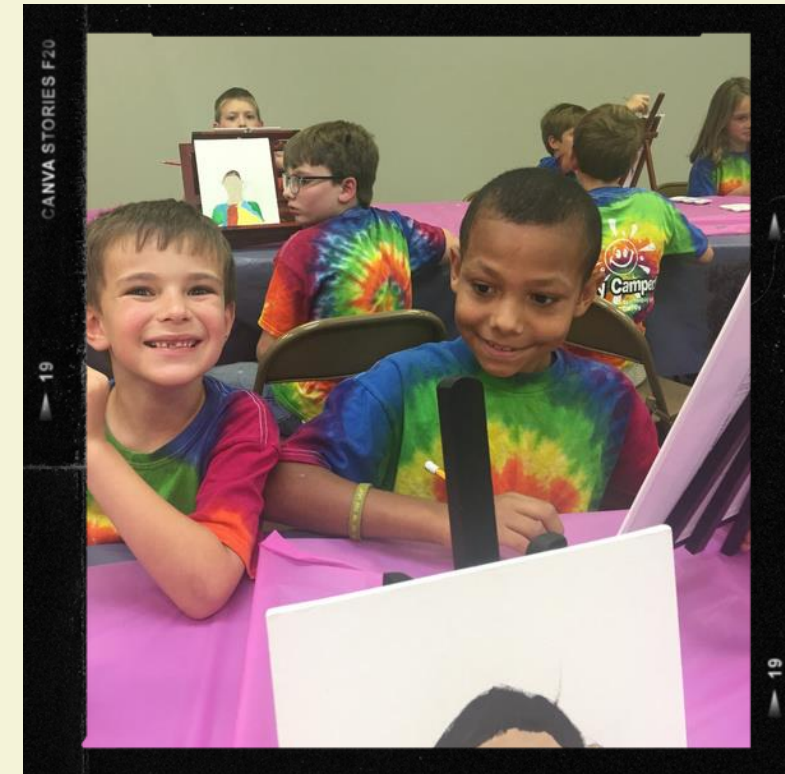
A local studio was rented. Youth practiced throughout the week with staff to learn their parts. They went in the studio, recorded the track with the help of an Engineer. Tracks were shared and distributed to families.

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.



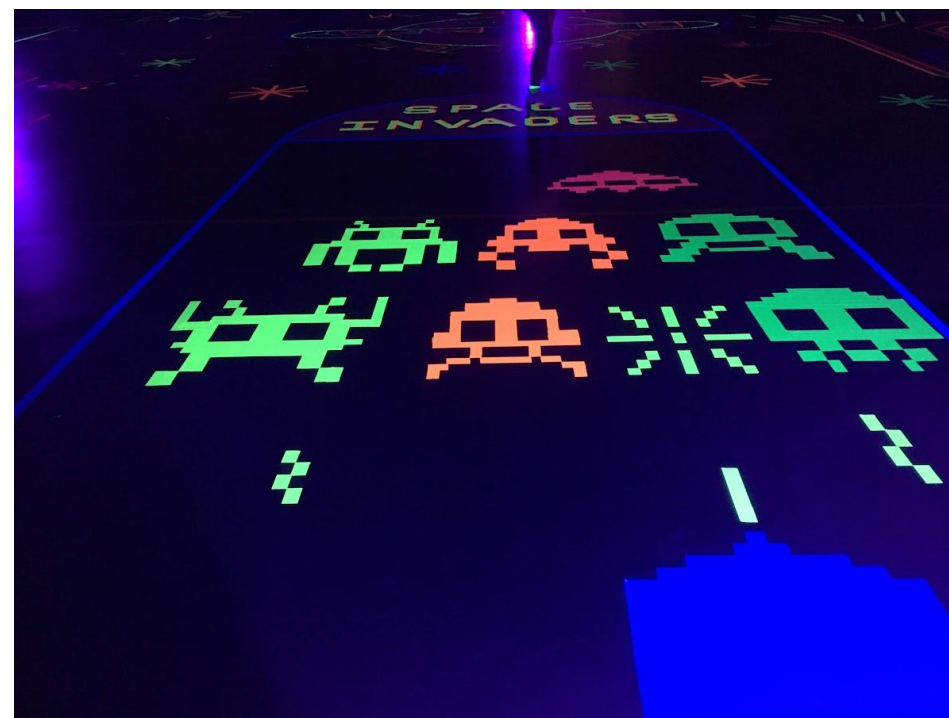
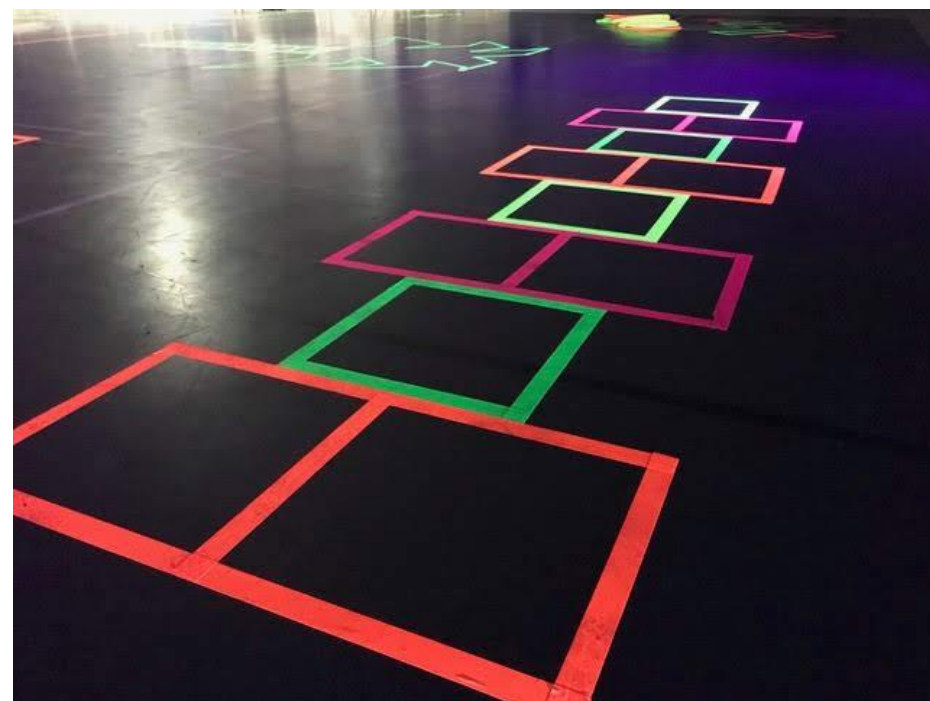
Event: Summer Glow Party



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

Building
Community
With Each
Other

Connection
with City
Officials

Understanding
the City's Role

Being Able to
Ask Questions

Attending
Council
Meetings

Giving Ideas To
The City of
Greenville

Learning What
Departments
Do



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

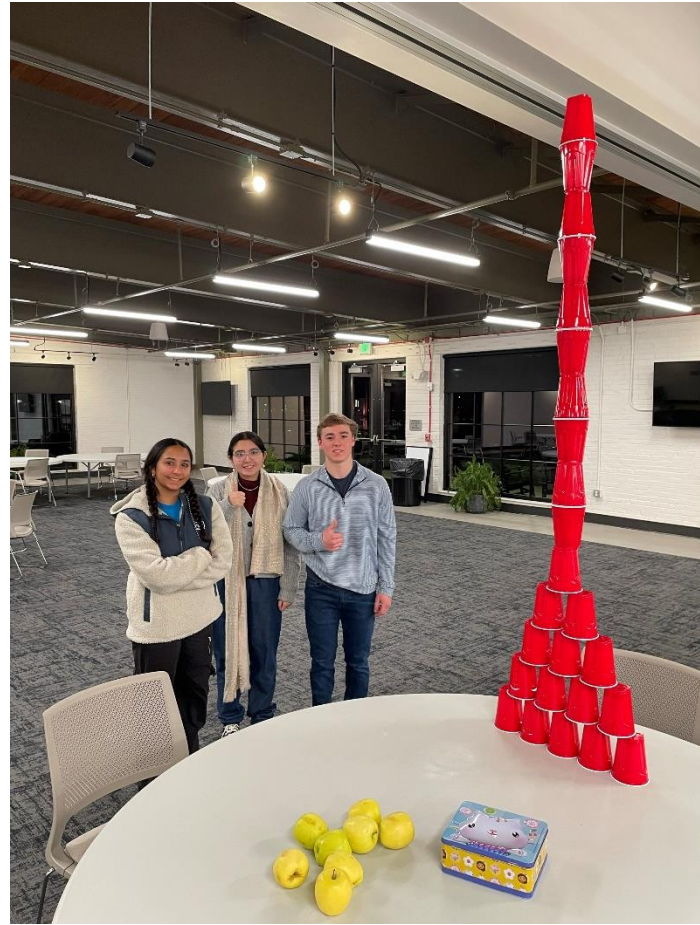
Engineering

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





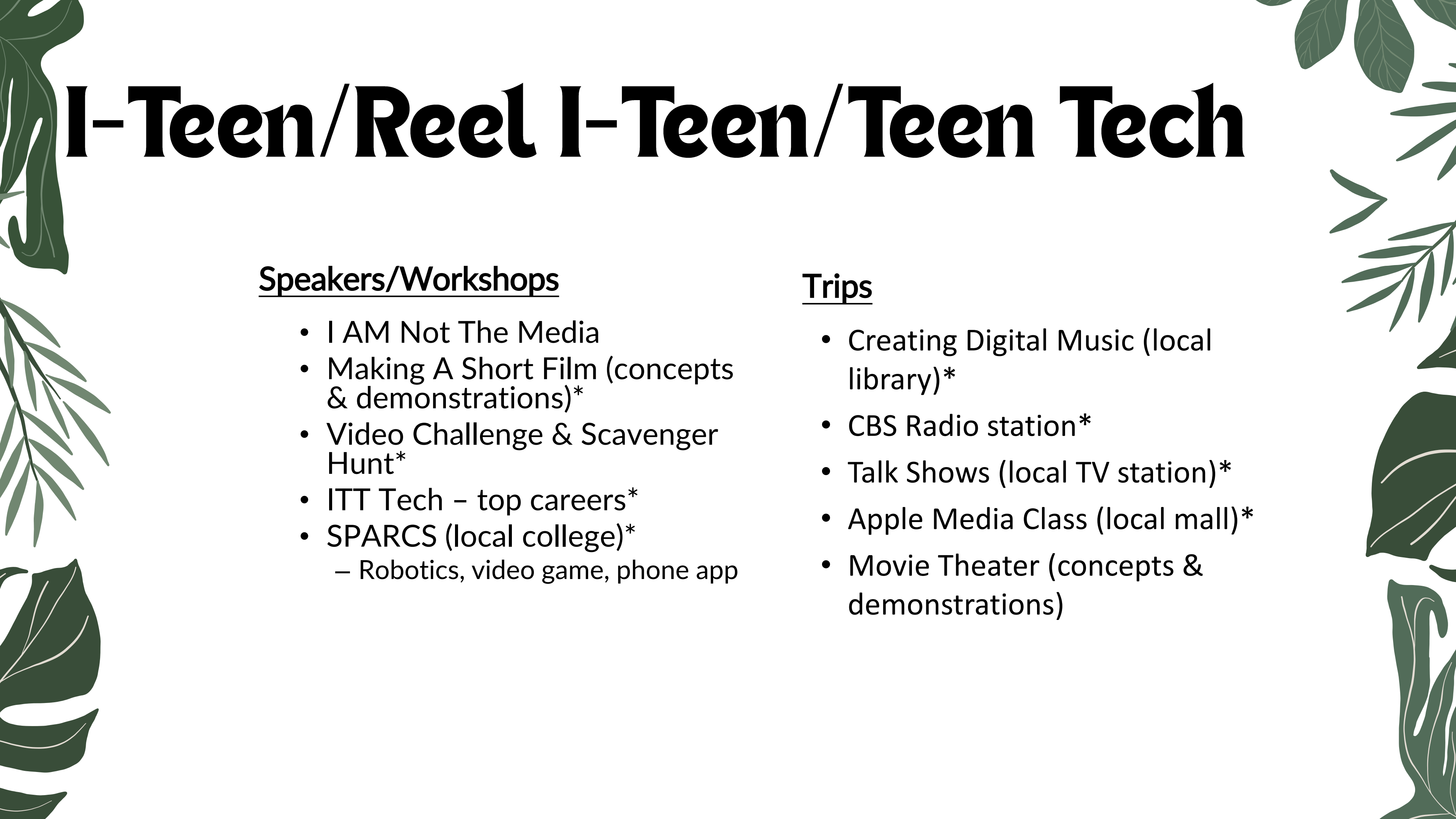
Wrong Way, Right Track/CSI

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*



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

Mind, Body, Soul

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



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:

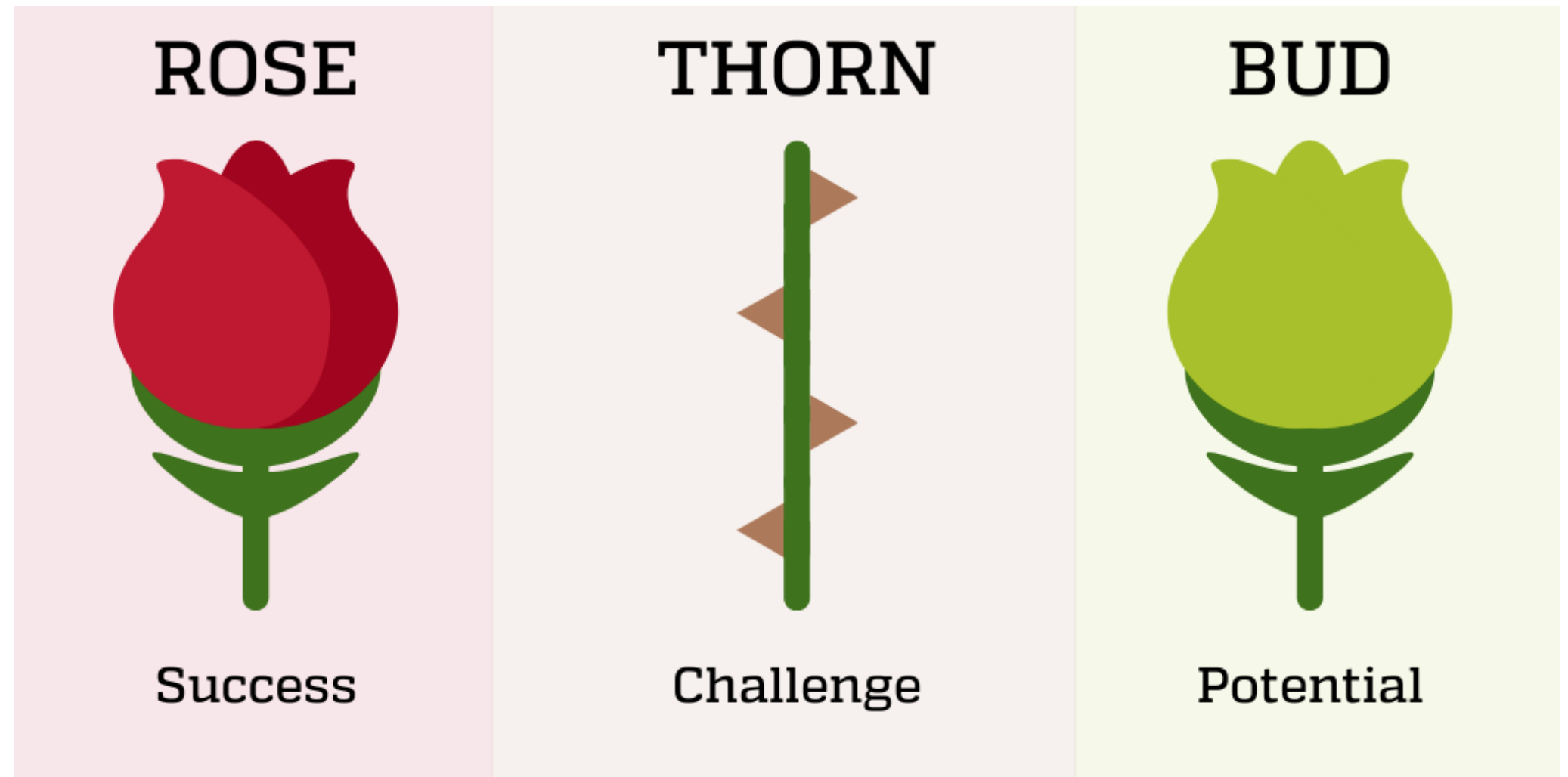
1. An area you are proud of
2. Something we do really well
3. Great moments & memories we have provided

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!



THANK YOU

Tamika Pollard, MPA, CPRP

Recreation Operations Manager

City of Greenville Parks, Recreation, & Tourism

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