RELATIONSHIPS

A quality program develops and nurtures positive, reciprocal relationships and interactions between staff, students, programs, facility, community, afterschool administration, and school day administration.

GUIDELINE 1: Program staff members engage youth in positive ways and intentionally build individual relationships.

1.1 Respect for and acceptance of all youth and families displayed by learning their names, their interests about their families, etc. (Name learning: youth – staff and staff – parent)

1.2 Formal creation of human factors that ensures a sense of belonging (i.e. respect, empathy, sportsmanship, caring, etc.)

1.3 Use of a student/staff generated list of expectations that foster team building, personal interactions, and conflict resolution. Revision of list as needed.

1.4 Positive, intentional relationship building from use of conflict resolution techniques.

1.5 Program strategies encourage youth to accept responsibility.

1.6 A warm, supportive, and caring manner reflected by clear, non-aggressive language, and voice.

1.7 Physical boundaries reflect appropriate age, gender, culture, and preferences of youth.

1.8 Staff serve as positive role models.

1.9 Parent handbook shares information about the relationship norms and the positive techniques used to redirect inappropriate choices.

KANSAS AFTERSCHOOL PROGRAM • Quality Guidelines
GUIDELINE 2: Program staff members engage in positive staff/staff relationships.

2.1 Reciprocal respect between staff members.
2.2 Shared decision-making, planning and evaluation.
2.3 Training in the expectations for staff/staff relationships (i.e. learning each other’s names).
2.4 Positive and intentional engagement in building individual working relationships.
2.5 Conflict resolution techniques solve issues among staff members and volunteers while modeling techniques for youth.
2.6 A warm, supportive and caring environment demonstrated though clear, non-aggressive language and voice.
2.7 Staff relationships reflect appropriate age, gender, culture and preferences of staff members.

GUIDELINE 3: Program students engage in positive student/student relationships.

3.1 Mutual respect and acceptance displayed by learning each other’s names.
3.2 Formal creation of human factors that ensures a sense of belonging (i.e. respect, empathy, sportsmanship, caring, etc.).
3.3 Use of list fosters team building, personal interactions and conflict resolution. Revision of list as needed.
3.4 Planning and working together.
3.5 A warm, supportive and caring manner demonstrated through clear, non-aggressive language and voice.
3.6 Interactions appropriate to age, gender, culture and preferences of other program participants.
3.7 Appropriate strategies resolve differences and conflicts.
GUIDELINE 4: Program members engage in positive program/facility relationships.

4.1 Proper facility-use.
4.2 Respect and acceptance of facility rules and regulations.
4.3 Intentional building of relationships with facility staff.
4.4 A warm, supportive and caring manner demonstrated through using clear, non-aggressive language and voice.