



2019 Information Packet

The second annual Great KIDS Leader Impact Academy will empower leaders from all professional sectors to advance the well-being of Allen County's children and families. Our focus for this convening of the Academy is achieving positive youth development by utilizing strength-based practices, with particular emphasis on the 40 Developmental Assets.

Great KIDS make Great COMMUNITIES is a positive youth development initiative under the supervision of Judge Charles Pratt, Allen Superior Court, Family Relations Division. The mission of Great KIDS is to motivate and equip individuals and organizations to join together in nurturing competent, caring and responsible children and adolescents.

This Packet Includes:

- Academy Overview
- Schedule
- Curriculum & Instructors
- Selection Criteria
- Application Guidelines
- Financial Information
- Program Dates & Topics

Great KIDS make Great COMMUNITIES

has been made possible by funding from



for over 25 years

ACADEMY OVERVIEW

The vision of the Great KIDS Leader Impact Academy is to help equip leaders in organizations (across all sectors) in our community who can have an impact on positive youth development through increased knowledge of strength-based practices. The Academy participants, in particular, will spend time focusing on positive youth development as framed by Search Institute's 40 Development Assets.

Academy participants will:

- ◆ *Review the research and implement evidence-based, strength-based practices framed by Search Institute's 40 Developmental Assets.*
- ◆ *Learn practices that utilize the 40 Developmental Assets to help youth engage in positive behaviors that help build resiliency.*
- ◆ *Understand the practical intersections of positive youth development practices with cultural inclusion, poverty, trauma, discipline and physical/mental well-being.*
- ◆ *Gain expertise to lead your agency or organization in the application of positive youth development practices.*
- ◆ *Understand the means to use your leadership skills to implement system changes and to transform Allen County into a "Positive Youth Development Community".*

The Leader Impact Academy certificate program will consist of 6 full-day training modules, attendance at the Conference on Youth, attendance at 3 community lectures, participation in a Capstone Development Day, and the completion of a group capstone project. Academy training sessions will be held monthly starting in September of 2019 and will conclude in April of 2020. Sessions will begin on Thursday, September 12, 2019 and will be held at Indiana Wesleyan University in Fort Wayne. The lecture series will consist of three (3), 2-hour lectures which will be held in the International Ballroom at Purdue University Fort Wayne. The Academy participants will also be required to attend the 30th Annual Great KIDS Conference on Youth on October 3, 2019.

After completing the Leader Impact Academy training, participants will be responsible for the implementation of a Capstone Project — a set of actions designed and implemented by Academy participants to initiate collaborative efforts to improve awareness of evidence-based, positive youth development practices and the development of programs to address needs in Allen County. After the Capstone Project is submitted and approved, participants in the Academy will receive a Continuing Education certificate from Purdue University Fort Wayne.



Leader Impact Academy Schedule

September 12, 2019

**October 3, 2019
(Conference On Youth)**

November 14, 2019

December 12, 2019

January 16, 2020

February 20, 2020

March 19, 2020

April 23, 2020

(Capstone Development Day)

May 21, 2020

**(Leader Impact Academy
Awards Luncheon)**

Leader Impact Academy Community Lecture Series

November 15, 2019

January 17, 2020

March 20, 2020

April 24, 2020

Insight from 2018 Academy Participants

"I have learned over the years that all communities are first composed of individuals, each of which has a set of gifts and talents they bring to a group. The Academy afforded a group of professionals across Allen County to collaborate and create new connections in order for our county to become trauma informed and trauma responsive. This experience allowed each person to tap into the gifts and talents of others as well as become more educated about the needs of our community. This group connected and mobilized in order to make a difference in our community."

Shenita Bolton, FWCS

"I was honored and grateful to be part of the Great KIDS Leadership Academy this past year. The synergy of working alongside other local leaders combined with guest experts radically enhanced my organization to become trauma-informed."

Clinton Faupel, RemedyLIVE

"Being a part of the Academy was profoundly beneficial not only for the intensive education around trauma but for the collaboration and cohort experience that was created. I am so thankful for the opportunity to grow my knowledge and be with a instrumental group of colleagues that are looking to change how we comprehend, respond and treat trauma in our community." **Libby Martin, Lutheran Social Services**

CURRICULUM & INSTRUCTORS

Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence, and Effective Leadership Skills

Dr. Debi Grebenik, LCSW (Alia)

Great leaders move us. They ignite our passion and inspire the best in us. When we try to explain why they are so effective, we speak of strategy, vision, or powerful ideas. But the reality is much more primal: great leadership works through the emotions. Great leaders excel not just because of their skills or smarts; they excel because of their emotional intelligence. Effective leaders weave together emotional intelligence, trauma competence and effective leadership skills. Come hear how to develop your emotional intelligence and trauma competency skills so that you can show up as an effective leader.

The Developmental Relationships and Sparks

Jim Conway (Search Institute)

Relationships are developmental when they help young people discover who they are, develop abilities to shape their own lives, and learn how to engage with and contribute to the world around them. A Spark is the hidden flame inside every young person that taps into their true passions, talents, skills, and dreams. This workshop helps you be intentional and strategic in strengthening relationships in schools, youth-serving programs, and agencies while tapping into Search Institute's research on Sparks as a gateway to relationship-building with young people.

Community, Culture, Communication & Creativity

Dr. Shakti Butler (World Trust)

The process of inspiring nurture competence, care and responsibility as values and skills can be as deeply rewarding as it is challenging. The dialogue, strategies and tools we share will frame systems and structures related to addressing the needs of young people living within multi-cultural and multi-racial environments. Experiencing and evolving dynamic strategies, processes, tools and practices is as beneficial for both the youth who are being served, as well as, the adults who provide them.

Participants will engage in community building practices, frame equity issues, and experience an overview of culturally responsive teaching and the brain. Participants will learn *Strategic Questioning*, which is a communication skill and practice that promotes talking with people with whom you have differences without abandoning your own beliefs. It promotes looking for common ground, which may enable both parties to co-create empowering learning experiences .

Insight from Judge Charles Pratt



“As surprising as it seems to me, it has been a generation since Great KIDS first introduced the concept of positive youth development to Allen County. At the time, the accepted wisdom was to identify and focus most of our resources on “at risk kids”. Frankly, all too often we poured all of our efforts into labeling certain children and ignoring others. We even labeled some kids as super predators. With research from Search Institute and the support of the Foellinger Foundation, our community began to embrace the idea that ALL children need our nurturance and support. Negative labeling and divisive risk identification approaches for children were slowly abandoned.

As important as that progress has been, it is essential that we re-evaluate our practices to ensure that the integrity of the research models are still applied. Recent advancements in brain science, the research on trauma and resiliency, the framework of poverty, the need for improved cultural awareness, and the challenges of our times all intersect through positive youth development principles. It is time, therefore, to revisit, realign, and where needed, reform our community’s commitment to positive youth development and strength based practices. This year’s Academy is designed to do just that. It is my prayer that, through your work, we will take a strident step toward the goal of making Allen County a nationally recognized positive youth development community.”

CURRICULUM & INSTRUCTORS

Emotional Poverty

Dr. Ruby K. Payne (aha! Process)

Addressing the disruptive and unproductive behaviors of our youth is a primary concern in our communities. Emotional poverty is not a clinical disorder, but rather a descriptive set of realities that can surface in children and youth that are brought on by home and neighborhood environments. Dr. Payne will discuss what motivates good behavior and the underlying emotional causes of unsafe/disruptive behavior. The goal of this training is to assist in the development of a culture of caring and support as participants gain an understanding of emotional poverty and explore tools and strategies for more effective interactions with our youth.

Drowning In Data

Dr. Annemarie Grassi

Do you feel overwhelmed by the need to measure your organization’s impact? Come learn how to build a simple performance-based outcomes system that establishes long-term outcomes with short-term goals and benchmarks that support your long-term outcomes. Also learn how to infiltrate a performance-based culture throughout your organization from staff to clients and beyond!

Authentic Relationships: GRIT and the Path to Resilience

Skye Berger (Door Opener Academy)

Emotional Intelligence has gained momentum as an awareness movement, often due to perceptions that implementing the whole-person approach may be best-practice for service delivery. A variety of theories, policies, and practices oriented toward integrative services have emerged leading to the developmental support that resilience plays in overall well-being. The path to resilience begins with your role and relationship in the life of a youth. Positive relationship development includes a personal realization of accountability beyond adverse childhood experiences and behaviors that create intrinsic resilience.

Participants will learn to implement best- practices to encourage feelings of youth connectedness to supportive adults through adversity. Participants will explore GRIT and the growth mindset as a tool for increasing well-being. Participants will develop a plan to implement resources that can support their work to develop youth's growth mindset and overall well-being.

SELECTION CRITERIA

The Leader Impact Academy is designed for public and private sector leaders working in social services, juvenile justice, education, law enforcement, healthcare and other community organizations. **Accepted participants to the Leader Impact Academy will be the current and future leaders of these organizations—individuals who are responsible for and capable of affecting change.**

Academy participants **must** be willing to commit to attend all 6 training sessions, the Conference On Youth, 3 community lectures, and the Capstone Development Day.

Participants must commit to designing a plan to embed the knowledge they obtain through their participation in the Academy within their own organization and in our community at large.

NOTIFICATION OF ACCEPTANCE

Once you have submitted your application, you will receive notification of the status of your application for the Leader Impact Academy via e-mail by August 1, 2019.

FINANCIAL INFORMATION

The Leader Impact Academy and Lecture Series is offered at no cost to participants through generous funding from Foellinger Foundation. Great KIDS Makes Great COMMUNITIES is one of the Foundations' Signature Grants.



Applications will be accepted from June 1, 2019 through July 1, 2019.

The applicants will be interviewed individually and final notice of selection will be sent by August 1, 2019.

The 2019 Academy Cohort will have a maximum of 25 members.

Applications must be completed online at: <https://www.greatkidsallencounty.org/great-kids-leadership-academy/>

Application Guidelines

Applicants will be asked to provide the following:

- Contact Information
- Demographic Information
- Professional Biography (A summary of your resume including education, work experience, & skills)
- Personal Statement (A description of your professional goals and how participating in the Academy will help you reach those goals)



Program Dates & Topics

September 12, 2019

Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence and Effective Leadership Skills

October 3, 2019

30th Annual Conference On Youth “Empowering You. For Them.”

November 14, 2019

The Developmental Relationships and Sparks

December 12, 2019

Community, Culture, Communication & Creativity

January 16, 2020

Emotional Poverty

February 20, 2020

Drowning In Data

March 19, 2020

Authentic Relationships: GRIT and the Path to Resilience

April 23, 2020

Capstone Development Day



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