



MILESTONES

Creating the workforce of tomorrow



January 2012

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We want to hear from you.

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Dear Practitioner,

2012 promises to be a year of change. The instability of the national economy coupled with cuts in state and federal spending on children, youth and families will impact most of us. Maintaining quality programs in the face of staffing cuts and reductions in funding streams will challenge our already limited resources.



As members of the CYC professional community, we know the importance of our individual contributions. It is our moment-to-moment interactions with youth that make the real difference in individual lives. It is our unwavering support for quality programs and credentialing that is moving the profession forward in better meeting the needs of our families and communities.

CYCCB is an important voice for the professional community. We need your help. Being credentialed means you are meeting the highest standards as set by our community. If you are not currently certified, this is your year to add it to your list of New Year's resolutions (that actually get accomplished!). As we know, modeling what we expect is one of the most important things we can

do.

The CYCCB website now includes a way to make donations. We are already using your certification fees to support state and national professional development efforts. Additional donations will help us to expand our impact and services.

This month we are beginning the second cycle of CYCCB elections to the Board of Directors. We encourage you to consider making the 2-year commitment to serving on our international board. It is an opportunity to expand your contributions to the profession while you learn from some of most visionary and capable practitioners in the field (see details below).

2012 promises to be challenging...but responding to CHALLENGE is what we do best. Let's end 2012 like we have ended 2011 with a long list of examples of how we have worked together to improve individuals' futures and the impact of our profession on families and communities.

Expecting the best,

Frank Eckles
Board President



This section highlights CYC practitioners who are stepping out as leaders in the Professional Development movement. We salute your efforts to elevate the CYC profession as you demonstrate the highest values of our profession.

Helping Co-Workers to Finish Application Process

Tone Reyes CYC-P, Training Specialist with Casa Pacifica in California assists with certification, portfolios and applications at his agency. He is an integral part of helping practitioners become certified and raising the standard for child, youth and family care. We salute you, Tone!



My Personal Journey: How (& Why!) I got certified

Kenneth Kretchun, Program Director, Citizens to Abolish Domestic Apartheid, Inc., North Versailles, Pennsylvania.

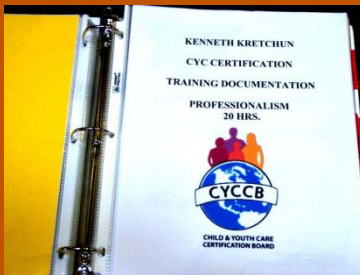
In June 2011, I attended the *Child & Youth Care: Basic Course* at the University of Pittsburgh Afterschool Summer Institute. My sole intent was to become better informed about working with youth by soaking up as much knowledge as possible.



My wife works early in the morning, and she dropped me off daily at the Summer Institute around 7:45 AM, even though the classes did not



Ken's Application Binder



start until 9:00 AM. I wore my best clothes possible the first day, my favorite Cleveland Indians jersey. I thought I was the only person present this early when lo and behold, I heard a voice say, "The Indians are still on that losing streak." I turned around, and Sister Madeleine Rybicki introduced herself to me.

Sister Madeleine is a Catholic Nun with Holy Family Institute. She is based out of Cleveland, Ohio and was present the first day of class. Sister Madeleine is a master trainer in numerous topics. She trained our class on documentation at the Summer Institute. Sister Madeleine was my advisor for the certification process.

As I progressed through the Summer Institute training modules, my focus began to change. I was still there to act as a sponge, absorbing much needed knowledge, but now I wanted to earn a Professional Certification in the Child and Youth Care field, the highest certification possible in this profession.

Mr. Frank Eckles, the President of the Child & Youth Care Certification Board, trained our class on several modules at the Summer Institute. Mr. Eckles is responsible for "igniting the spark" in me and many of my classmates. He stressed the importance of having highly skilled youth workers. He also advised us about being the best in a profession. Mr. Eckles gave me the inspiration and desire to want to reach another level, the highest level.



After I completed the Summer Institute, I made a decision. I was going to earn my Professional Certification! The next step was to successfully pass my competencies exam. My confidence was not at an all-time high because I had not taken any type of rigorous exam since my final year at Penn

State University in 2002. Did I still have what it takes? I would soon discover first hand.

I came in to take the test with an open mind. The test was long and deep. It consisted of reading numerous cases and answering multiple choice questions about them. The most difficult part for me was to remain focused and concentrate on the case studies, some of which were quite lengthy. After around 2 ½ hours, I was satisfied that I had answered all the questions and done my best and submitted my exam. The next step involved waiting for the results.

I received my letter in the mail about ten days later. I quickly opened it and discovered I passed the exam! The next step is where Sister Madeleine really made the difference. I needed help with my application, binder, and electronic portfolio. I needed an expert advisor. I chose Sister Madeleine. She is experienced, qualified (she has attained the CYC Professional Certification), has been involved with the Certification program since its inception, is a portfolio assessor, and is an Indians fan.

I met with Sister Madeleine on five separate occasions for one hour each session. The first visit was "messy" on my part. I had a big pile of certificates that were in no particular order. I normally would have been more organized, but the trials and tribulation of my organization's summer program and the productivity time lost at work due to the Summer Institute attendance pushed back my time line.

Sister Madeleine took the time to explain about each part of the application and binder. We set up a game plan and a timeline. The certification process would not take one day, one week, or even one month. It would take numerous months of constant, evenly paced effort. I would continue completing my application and binder, plus start working on the electronic portfolio, one question

per week and a half.

The next meeting had better outcomes on my part. I had the sections sorted out better when I arrived. This meeting was a "keystone meeting." I saw what competency sections were completed and which ones needed additional training hours. Sister Madeleine always communicated with me. She sent e-mails and made phone calls to remind me of meeting dates and times. Sister Madeleine used positive reinforcement and encouragement.

My wife attended several of our meetings because Sister Madeleine made her feel comfortable and part of the process. I listened to and implemented all of Sister Madeleine's suggestions. The final meeting was a wrap up meeting after Thanksgiving. Sister Madeleine gave me some excellent final enhancements, such as using section tabs and highlighting key points in the binder. All this time, I continued working on my electronic portfolio questions. Sister Madeleine gave me pointers here as well. She gave advice on the finer points that others may have overlooked. She read each question in great detail.

The best part about my advisor, Sister Madeleine, is that she will assist, but she will not do the work. She gave me expert advice, but she expected me to complete the work. Sister Madeleine appears to work well with people who are self motivators. She seems to be a great compliment to those people who like to take charge and give a good, hard effort.

The entire Professional Certification process began in June 2011 and ended at the beginning of December 2011. The encouragement and dedication of such individuals as Mr. Frank Eckles and the great assistance and skilled advice from Sister Madeleine Rybicki made the entire process challenging, but more importantly, it was rewarding. The process brought out qualities and efforts in me I had not known existed within me.

The entire process was indeed a long, wonderful journey.

Note from Michelle and Frank in the Office:

Ken's application packet and portfolio are some of the best submitted. In processing the hundreds of applications which have been approved, this one stands out and very clearly demonstrates what a fully competent practitioner 'looks like'. This application was approved much more quickly than most. Ken's attention to detail, organization, following application instructions, and providing all the support documentation requested made it much easier to process.

We can all learn from the model which Ken has provided. The CYC-P certification is the highest rung on the CYC credentialing ladder. It is the most rigorous demonstration of competence in the profession. Congratulations, Ken... you are setting yourself aside as one of the best.

CYCCB OFFICE & STAFF

We've made some big changes here in the CYCCB office. We just updated our computer systems with two much-needed faster computers. This was made possible by a donation from Steve Bewsey, Director of Housing & Homeless Services at Lifeworks in Austin, Texas. Big-time thanks to you, Steve!

When you call the office, you may have noticed that instead of only Frank answering the phones, Michelle Luetge and Charlotte Swain are also here to help you. We're identical twin sisters, who were adopted as babies. We've spent nearly all our lives living within 20 miles of each other. Because we look alike, most people assume we think alike



You aren't seeing double - we're twins



Michelle on the phone - as usual



Charlotte creating brochures

but as Frank can attest, we have very different personalities; and our three personalities mesh to make for a well-run office.

Charlotte is our Information Analyst, who enters and helps analyze research data, composes and distributes the newsletters and job postings, and updates contact information. "I truly enjoy working here because, one, Frank is an AWESOME boss and two, I feel connected to all the practitioners who are making a real difference in the way our youth and families are being helped." If you have a new email address or have any questions or problems with the newsletters, call Charlotte.

Michelle is the Office Manager who does all the bookkeeping, certification/renewal processing, and tracking distribution of money between CYCCB and all other allied certification programs. "This job is really fulfilling because it allows me to have a part in recognizing the hard work of the people who work directly with children, youth and families. I truly enjoy helping people to be recognized for their expertise and competence by becoming certified. As former foster youth, my sister and I experienced the system from the inside. It is an amazing opportunity to daily work with the best practitioners in their field to continually improve the developmental support our communities offer young people and families."



UPDATES

CYCCB BOARD ELECTIONS

The CYCCB Board Elections are coming up in April. Now is the time to be nominating your choices. All certified practitioners are invited to nominate potential Board members to fill 4 positions. The nominees who receive the most votes from certified practitioners will be elected. Some current board members will be seeking re-election. Only practitioners certified by CYCCB may be nominated. Board terms are two years. Serving on the board is a significant opportunity to contribute to the evolution of child and youth care practice. CYCCB implements the highest standards in the field. Its mission is to bring practitioner leadership to raise standards of practice, promote certification, and increase recognition of our contribution to the world community. The nomination form is accessible by clicking here [CYCCB Nomination Form](#)

MEETING OF THE CYCCB AND NATIONAL AFTERSCHOOL ASSOCIATION BOARDS

On December 7th, members of the CYCCB and National Afterschool Association Boards (NAA) met at the University of Pittsburgh. The meeting, organized by Dr. Paul Young, NAA President & CEO, and Frank Eckles, CYCCB Board President, focused on how the two organizations will be working together to create an integrated national

credentialing and professional development system. Plans are in the works to roll out a new professional development Leadership



Academy at the NAA Convention in April (for more information, see EVENTS below). The meeting was facilitated by Patricia Heilbron, Director of the Case-Western Fellowship Program in Cleveland.

The groups are continuing the conversation through teleconference meetings and will meet again in February at Kent State University. Meeting participants included: Jude Nee, Alpha Best Education; Alycia Orcena, Ohio Child Care Resource and Referral Agency; Lorraine Thoreson, 21st Century Community Learning Centers Michigan; Dr. Andy Munoz, University of Pittsburgh; Dr. Dale Curry, Kent State University; Sister Madeleine Rybicki, Holy Family Institute; Karen VanderVen, University of Pittsburgh; Will Greenaway, Student, UPITT; and Sheila James, Ohio Child Care Resource and Referral Agency.



APOST SYMPOSIUM SERIES FOCUSES ON AFTER SCHOOL OUTCOMES

The Allegheny Partners for Out-of-School Time in December sponsored a Symposium titled, "Quality Activities Achieve Outcomes". Featured speakers included Dr. Carla Herrera, Senior Research Fellow, Public/Private Ventures, presenting the results of a longitudinal study on after school outcomes; and Judy Nee, Executive Vice-

President for AlphaBEST Education, describing the elements of high quality after school programs. The meeting was organized by Aimee LeFever, APOST Quality Campaign Director with the United Way in Allegheny County. Aimee and her organizations provide leadership and professional development funding in the Pittsburgh area to the hundreds of CYC practitioners working in after school programs.

EVENTS



OACYCP Conference

February 8-9, 2012

Huron, Ohio

WACYCP Conference

May 10, 2012

Milwaukee, Wisconsin

NAA 2012 Annual Convention

April 2-4, 2012

Dallas, Texas

PUBLICATIONS OF INTEREST

**Relational Child and Youth Care Practice
Journal**

The special issue of the *Relational Child and Youth Care journal* (volume 24, issue 1-2 double issue) is worth highlighting. The issue opens with Garfat and Fulcher (Characteristics of a Child and Youth Care Approach) listing 25 characteristics of the child and youth care approach collected from a review of the literature. The following articles provide a wealth of well considered perspectives on CYC practice.

[25 Characteristics Article](#)

Journal of Child and Youth Care Work

The in-press issue of the *Journal of Child and Youth Care Work* also does a great job of articulating the knowledge base and methods of child and youth care.

Ethical Issues in Youth Work

Check out Sarah Banks' book *Ethical Issues in Youth Work*.

[Ethical Issues flyer](#)

Right Here, Right Now: Life-Space Interventions with Children and Youth

Kiaras Gharabaghi & Carol Stuart (2012).
New York: Pearson Press.

Right Here, Right Now provides a theoretical and practical exploration of life-space intervention as the central concept in working with children and youth in the 21st century. Kiaras Gharabaghi and Carol Stuart argue for an updated concept of life-space to reflect changes in social conventions, technology, and our evolving cultural diversity by emphasizing four dimensions of life-space: physical, virtual, mental, and relational.

Employing the language of social pedagogy, Gharabaghi and Stuart argue that life-space intervention is about promoting the process of learning for young people. *Right Here, Right Now* ties together theoretical and practical elements into a unified argument about the pedagogic character of life-space intervention.

This newsletter is created by the Child and Youth Care Certification Board. It is distributed to practitioners credentialed by CYCCB, our Advisory Committee and others who support our work. Please feel free to forward it to others who might be interested.