



WELL-BEING

PYD

A CATALYST TO TRANSFORM LIVES & COMMUNITY!

YMCA of San Diego County

IMPACT

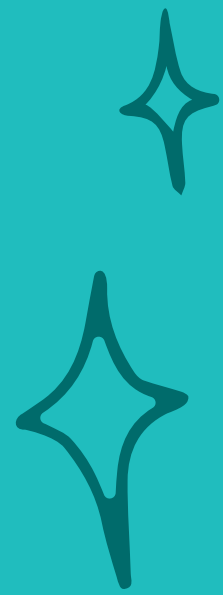
THEORY OF
CHANGE

SUSTAINABILITY

THIS IS WHY WE EXIST!



CHILDREN'S MENTAL HEALTH AND OUR Y



THERE'S A CRISIS AMONG CHILDREN & YOUTH

Poor mental health is the
#1 reason for hospitalization

There is a lack of connection
to community

Suicide is the #2 leading
cause of death

Inequitable access to social-
emotional learning experiences

There is a shortage in the
mental health workforce

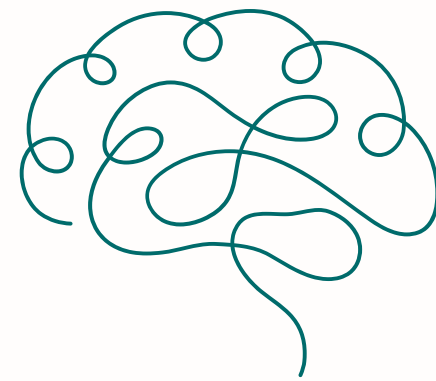
There are too many
unrealistic expectations

WHAT IS CHILDHOOD MENTAL HEALTH?



Being mentally healthy during childhood means:

- reaching developmental & emotional milestones
- learning healthy social skills
- learning how to cope when there are problems



Early life experiences shape
the developing brain & lay
the foundations of sound
mental health



It is essential to treat children's
mental health within the
context of their:



Families



Homes



Communities



WHAT CAN WE DO ABOUT IT?

← all



POSITIVE YOUTH DEVELOPMENT!

an evidence-informed APPROACH that builds kid's protective factors through staff and leadership behavior

You don't have
to be a therapist
to help

"Our Staff
are Our
Program"


Lean just as much
into teens and
young adults
as we do
0-5 year olds

Connection
is
Protection

Staff training and adoption of the
"Super 6" can improve youth outcomes



WHAT IS PYD



Positive Youth Development (PYD) is a strengths-based, evidence-informed approach to engaging children and young people through methods that promote resilience and improve mental wellness and social-emotional skills. PYD approaches are characterized by adult behavior rather than children's behavior or "fixing" children's deficits.

PYD-informed staff intentionally build connection with children through a methodical approach that includes engaging authentically, promoting peer bonds, expanding interests, sharing power, challenging growth, and managing goals; the "Super 6".

This approach leads to the optimal development and maintenance of social-emotional skills among children that will help them shape their identity, manage stress in the future, and combat the growing children's mental health crisis. This is commonly referred to as building protective factors and increasing resilience.

PYD IS TRANSFORMATIONAL

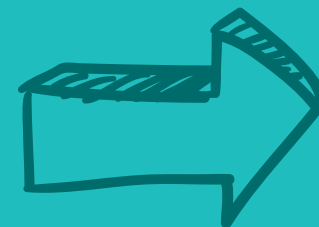
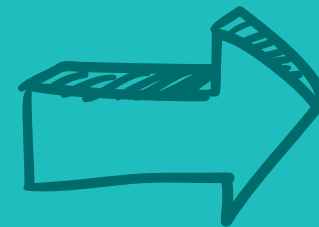
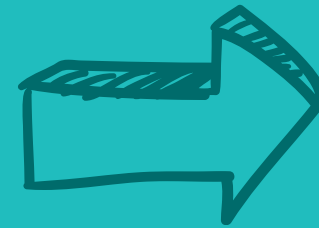


WHAT IT ISN'T:

Not A Program

Not a Task

Not SEL Curriculum



WHAT IT IS:

A Youth-Centered Approach

A Process

A Way of Adult
Interacting/Being



YMCA OF SAN DIEGO COUNTY THEORY OF CHANGE

**Well-being at the YMCA: Well-being happens when individuals and communities are connected and thriving with access to basic needs.*



WE KNOW...

Children and youth are experiencing pervasive mental health and socioemotional challenges

Community members are experiencing stress due to mental, physical, emotional, financial, and social circumstances

Systemic inequities create barriers for people to access opportunities to experience upward mobility and promote their health and well-being*

THE YMCA OF SAN DIEGO COUNTY...

Fosters positive youth development through programs and services that are preventative, healing, and strengthening

Offers impactful and accessible programming for all ages focused on the social determinants of health and well-being*

Meaningfully engages communities to understand their unique needs, provide responsive services, and advocate for systems-level change

Invests in and prioritizes the well-being and development of our staff and volunteer teams

SO THAT...

Children and youth thrive socioemotionally, academically, and feel a sense of belonging

Community members experience equitable opportunity, economic stability, upward mobility, reduced stress, and improved well-being*

Communities are engaged, healthy, and connected

Staff and volunteers are life-long impact leaders in positive youth development and well-being



THE “SUPER SIX” OF POSITIVE YOUTH DEVELOPMENT



RELATIONSHIPS

Engage Authentically

Engaging authentically with young people, taking time to get to know them by listening and understanding who they are—their cultural and lived experiences, their interests, and their passions

Promote Peer Bonds

Helping young people work together in teams and groups, creating a safe space for them to learn with and from one another, and develop deep bonds and relationships

ENVIRONMENTS

Expand Interests

Expanding young people’s interests by supporting them to try new things, broaden their horizons, learn about other people’s cultures and perspectives, and explore their own identities

Share Power

Sharing power with young people, ensuring that their voices and opinions matter

EXPERIENCES

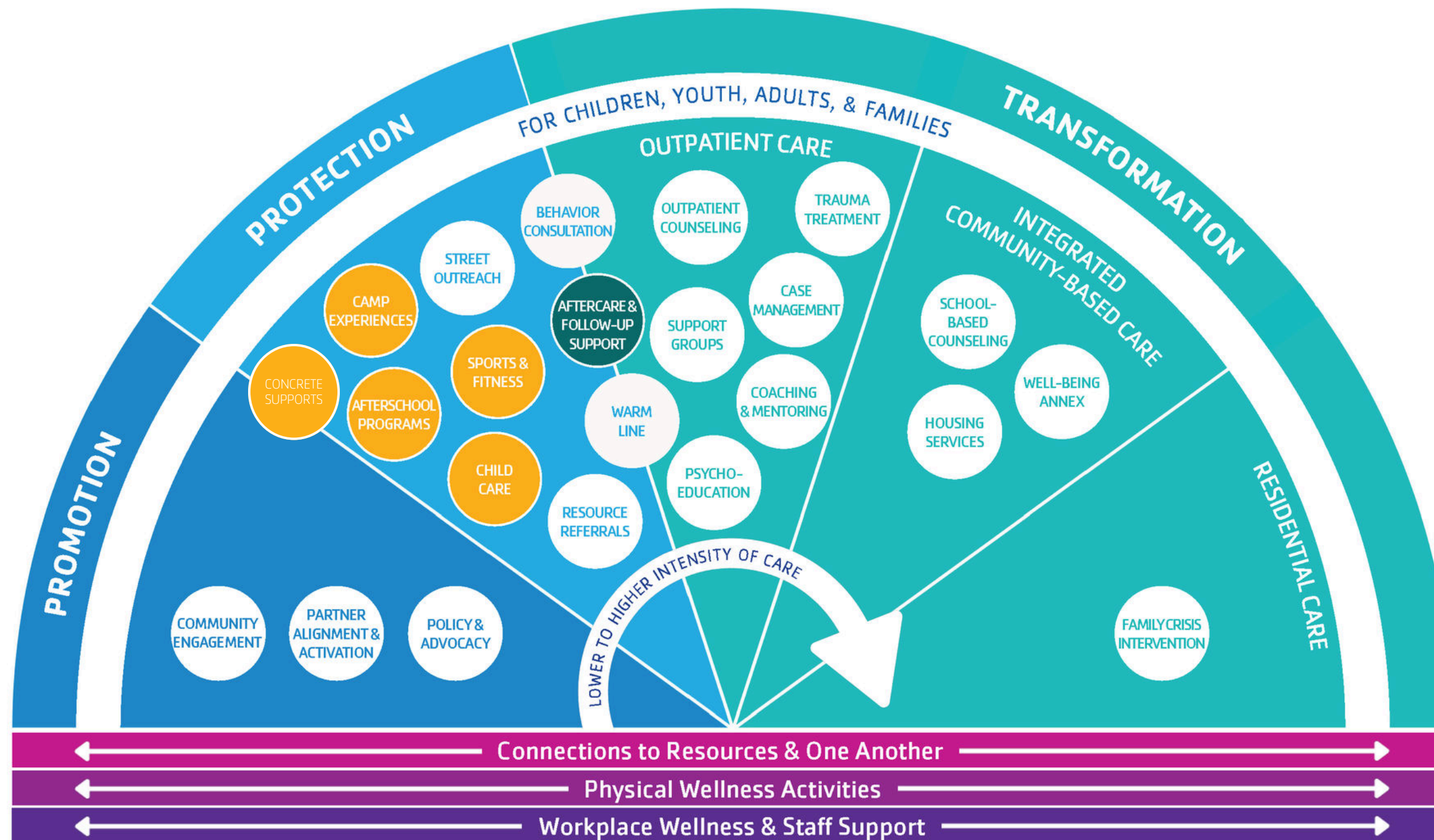
Manage Goals

Helping young people set and manage goals that are important to them and that build upon their passions and interests and align with their values

Challenge Growth

Encouraging young people to take risks and perform beyond even their own expectations

CONTINUUM OF CARE TO SUPPORT CHILD, YOUTH, ADULT, AND FAMILY WELL-BEING



Positive Youth Development (PYD): By infusing PYD practices and principles throughout our programs and services, we can provide supportive environments, foster positive relationships, and create meaningful experiences that encourage children and youth to develop their personal strengths and the skills essential to success.

PYD IMPLEMENTATION

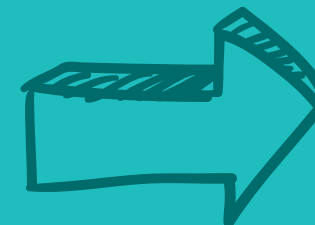
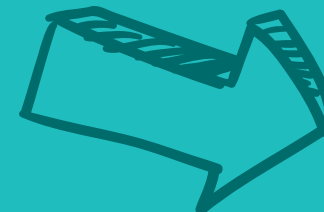
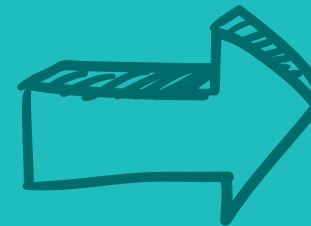
WE'RE DOING THIS:

Increased Leadership & Staff
Training investments

Clinical technical
assistance & coaching

Practical learning and
application support

Evaluation of change
amongst staff, leadership,
children, and caregivers



SO THAT:

Enhanced behavior of "The
Super 6" among all teams

Documented learning &
growth among teams

Increase protective factors
coupled with positive
childhood experiences



OUTPUTS FROM PHASES 1 & 2 OF IMPLEMENTATION:

763.5 Total hours committed
to PYD Learning

Our staff are excelling at
“Engage Authentically” &
“Promote Peer Bonds”

3,665 children/youth served
across the pilot sites

80% of campers had a positive
experience with staff, across
phase 1 & 2

350 Total hours of onsite
support for on the job coaching

Staff & kids appreciate what
PYD enables them to do

POSITIVE YOUTH DEVELOPMENT (PYD) PHASED IMPLEMENTATION



YMCA OF SAN DIEGO COUNTY

At the Y, we understand the importance of providing a place of promise, safety, and connections where children and youth feel seen, encouraged, and cared for. As part of our commitment to addressing youth mental health and well-being, the YMCA of San Diego County is introducing Positive Youth Development (PYD) across our youth-serving programs.



763.5 HOURS

committed to PYD learning (cumulative staff hours)



250 STAFF

Trained in PYD at pilot sites



7,990 CHILDREN

Enrolled in camp at pilot sites (duplicated)



3,665 CHILDREN

Unduplicated children served at pilot sites

WHAT STAFF SAY ABOUT PYD:

“If it wasn’t for PYD I wouldn’t have the mental framework to support youth development”

“I am able to encourage leadership.”

“The kids felt safer talking to me and closer to me.”

WHAT CHILDREN SAY ABOUT PYD:

“My teacher made me feel safe”

“My teacher makes me feel appreciated and good about myself”

WHAT WE LEARNED:



We’re great at **ENGAGING AUTHENTICALLY & PROMOTE PEER BONDS**



Staff appreciate that PYD helps them better relate to children



Children connect more with staff in a PYD environment

WHAT’S NEXT?

We will be combining micro and macro learning accessible to mid-level management and up, across the association.

Through utilizing strategic partnership with branch staff, we will work collaboratively for sustainable change.

WHAT'S NEXT?

← all



Implement micro
and macro learnings



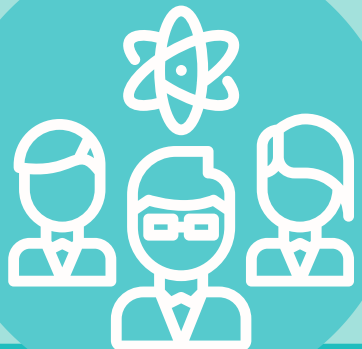
Engage in data
collection activities



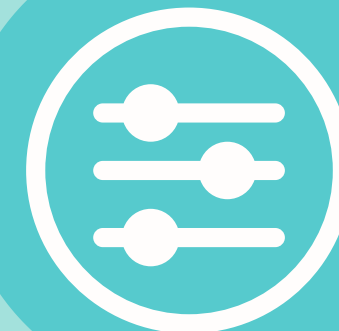
Budget additional
learning hours



Evaluate learning,
make changes



Implement with early
adopter branches



Continuously adjust
and scale



RESOURCES NEEDED TO:



TRANSFORMATIONAL EFFORTS

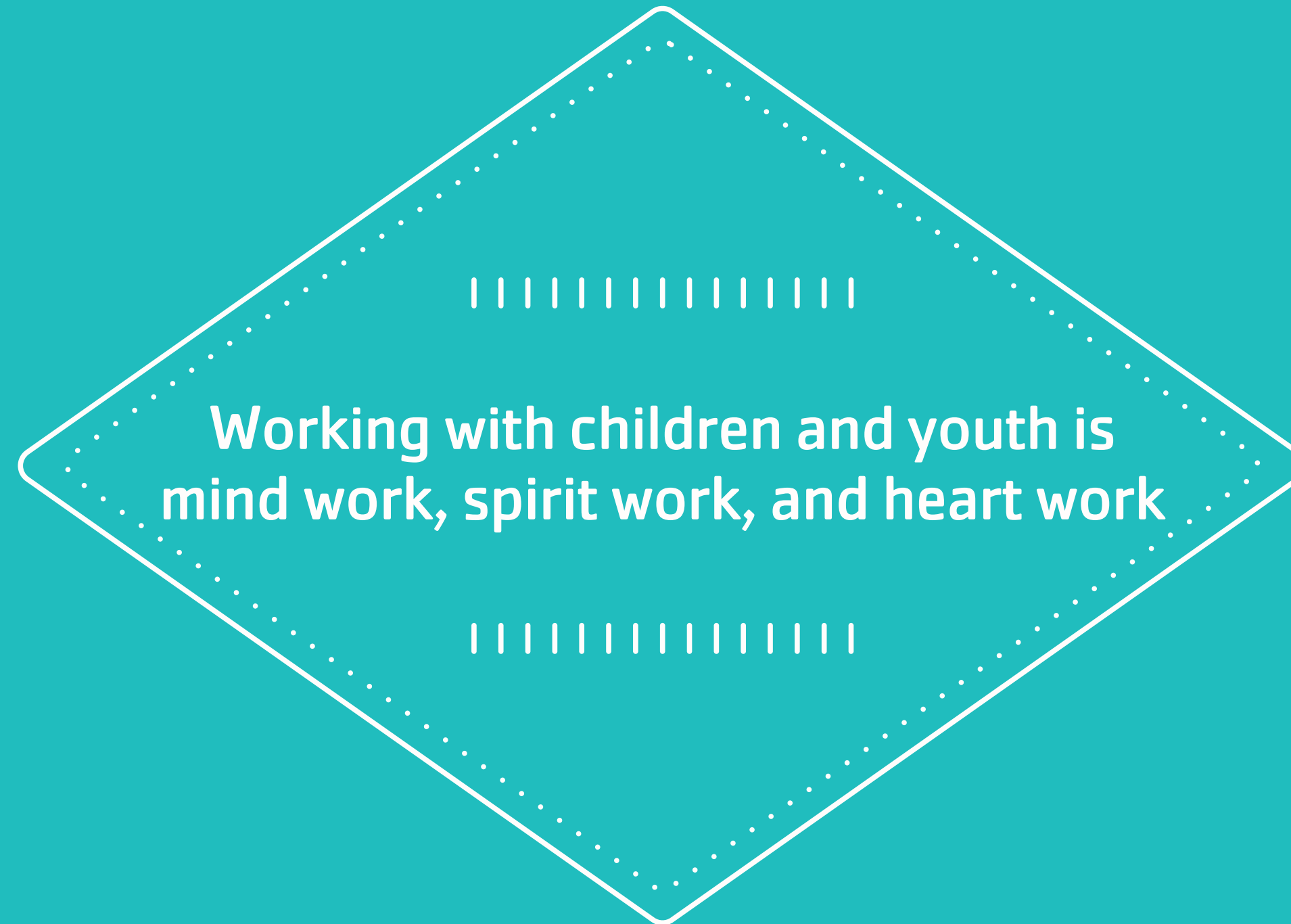
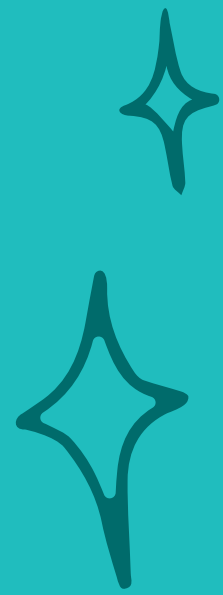
Capacity building among
teams and leadership

Organizational capacity
building and CQI efforts

COMMUNITY ACCESSIBILITY

Increased accessibility to Positive
Childhood Experiences

Additional expert staff to support
enhanced infrastructure



Working with children and youth is
mind work, spirit work, and heart work

Children and youth are assets! If we change our
mindsets from problems to be fixed, to people to
invest in, we'll achieve
a PYD approach and community wellness.





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THANK YOU!!!!