

# Youth Services Integration:

## August 2021

The work continues! Over the last month progress has been made in all committees to ensure the successful integration between departments. Read on to learn more.

### Steering Committee

The Guild is a place where our teams work together to improve our students' quality of life. This committee has created a base for the Guild Youth framework using the values of: collaboration, safety, excellence, diversity, respect, and dignity for all. Our next step is to identify, with your support, the everyday things we do to represent those values, creating a road map for all students, staff, and families.

### Training Work Group

Using feedback from current staff, the training workgroup is outlining what the first 90 days of onboarding looks like after pre-service. Our primary focus has been residential assistants. The goal is to provide ongoing and individualized support to staff, so they can feel successful in their work with students. Be on the look-out for a draft of that plan.

### Policy and Practice Portfolio Work Group

After gathering input from various staff across the Guild, this workgroup has identified critical categories (communication, emergency response, staff and administrative supervision) for the first round of policies and procedures that will be included in an easily accessible resource. Our next step will be to present proposed strategies to make this resource the most accessible for residential staff.

### Program Director Collaboration

The program directors have taken their goals head on and started to collaborate regularly. The directors have committed to meet weekly regarding program needs across our 24/7 schedule and 10 sites. Cohort meetings have started for each house, where school, residential, clinical, and other department staff can discuss student and program related needs together. If you want to be a part of these meetings, contact your department director for more information.

Positive signs of small change quotes, generated from The Guild youth staff:

"Increased presence of occupational therapy staff in the houses"

"Shared ownership of large program events like the dance, Awards Day and Special Olympics"

"More cohesive and clear communication during crisis"

"More conversations between departments with different people focused on students"



We often get asked, "Who is on these committees?"

Click here to see the team of staff who are dedicated to ensuring a smooth and effective integration process.

Have an idea? Email Annie, Chief Education Officer, at [awillis@guildhumanservices.org](mailto:awillis@guildhumanservices.org) or Mark, Director of Residential Services, at [mboilard@guildhumanservices.org](mailto:mboilard@guildhumanservices.org)

Stay tuned for our monthly updates and opportunities for participation.