

Youth Services Integration:

October 2021

Youth Services Integration committees are excited to enter a new phase in the work. Each committee has arrived at a space to invite new team members, receive feedback from the Guild community, and/or develop content for the drafted structures. Your participation will be key in the coming months. We appreciate everyone looking out for invites and opportunities to collaborate.

Steering Committee

A drafted outline for the Youth Services Practice Framework is on its way. The work needs your input. In December, Mark Boilard and Annie Willis will be attending staff meetings to engage you in the process of developing our Youth Services Universal Practices. These practices will frame and connect the work we do across all settings, and unite us around the students we serve. See you soon!

Training Work Group

After creating a new on-boarding plan for youth residential, the training work group is excited to begin interacting with identified coaches and trainers to outline the content and build the materials for the plan. Residential supervisors and clinical staff should be ready to be briefed on the drafted new process in the upcoming month.

Policy and Practice Portfolio Work Group

We are excited to introduce "Compass," the portfolio outlining the procedures of our work. P3 work group has finalized their list of priority topics and will move to the next step - the creation of accessible content for Compass. A new group of staff have been enlisted to support this next phase of the project. Over 30 staff will be involved in developing content for "Compass".

Communication Sub-Group

Steering Committee identified priority areas, such as communication, to enhance the integration process. The communication sub-group has surveyed staff and reviewed current communication systems and processes. The next step will be recommendations to ensure equitable access for all staff to essential information. Be on the look out for a new admissions communication process in November piloting this work.

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

"Staff are willing to provide feedback when asked"

"...Having more fun and taking a breath"

"There is more clarity on systems for managing the work"

"Recognizing faces from other departments"

"Every level of staff is being asked for their input and being heard. This is beginning to seem like a new 'norm' for The Guild."



The other day someone asked:

"Can we see some of these work products?"

[Click here to get a peek of the P3 and TWG October Steering presentation](#)

Have an idea? Email Annie, Chief Education Officer, at awillis@guildhumanservices.org or Mark, Director of Residential Services, at mboilard@guildhumanservices.org

Stay tuned for our monthly updates and opportunities for participation.