

# Training when there is “No time”

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# Recognition of Indigenous Lands

## ESD 123

Is situated on the ancestral homelands of the Cayuse, Umatilla, and Walla Walla Tribes. The three tribes spent most of their time in the area that is now northeastern Oregon and Southeastern Washington, subsisting on salmon, roots, berries, deer, and elk.



*Cayuse – Umatilla – Walla Walla*  
Confederated Tribes of the Umatilla Indian Reservation

VISIT THE MUSEUM AT  
**TAMÁSTLIKT**  
CULTURAL INSTITUTE

**For generations, Indigenous communities across the Americas have demonstrated resilience and resistance in the face of violent efforts to separate them from their land, culture, and each other.**



<https://native-land.ca/>

Taking a moment

# Norms

- One person one mic
  - Assume best intentions
  - Stand up and take breaks as needed
  - Mute when not talking
  - Use the chat box to ask questions
-

# Activity

You will need:

- Two pieces of paper
  - Something to write with
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# Breakout Room!

We are going to go into breakout rooms! We will have 10 minutes in groups of 3-4 to share out!

We will then come back and debrief!

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# Training Barriers?

- What do they look like?
  - What do they sound like?
  - Who are they coming from?
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# BUT THE TIME?

- Who have you had these conversations with?
  - Are there any schedules I can create?
  - Will the schools and parents be ok with schedule change?
  - Who else would need to know to support us?
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**What does training look like right now?  
Where can I train?**

# 2021/22 Academic Calendar

September 2021						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2021						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January 2022						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2022						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## Federal holidays 2021/22

Sep 6, 2021	Labor Day	Dec 24, 2021	Christmas Day (obs.)	Jan 1, 2022	New Year's Day	Jun 19, 2022	Juneteenth
Oct 11, 2021	Columbus Day	Dec 25, 2021	Christmas Day	Jan 17, 2022	Martin Luther King Day	Jun 20, 2022	Juneteenth (obs.)
Nov 11, 2021	Veterans Day	Dec 31, 2021	New Year's Day (obs.)	Feb 21, 2022	Presidents' Day	Jul 4, 2022	Independence Day
Nov 25, 2021	Thanksgiving Day			May 30, 2022	Memorial Day		

**What does building community look  
like for you and your staff?**

# Community/ Team/Group/ Our People!

- Who are the people that need to be trained?
  - Why do they need to be trained?
  - Who's going to train them?
  - What does training even look like for them?
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**What can I train my staff in?**

# Where are staff struggling?

- Working with struggling youth
  - Communicating with the school day
  - Parent communication
  - Staff leadership
  - New projects for students
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# Curriculum

What does your grant/funding say?

Where can I look for help?

What sites are available for me?

What do other programs use?

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# Human Resources-ish

- Who's dress codes are you using
  - Do/can you have a program handbook?
  - What are your staff expectations?
  - What do your interview questions look like?
  - What are your internal policies that could be adjusted?
  - What does your job posting say?
-



**What does my leadership look like?  
Where is my context?**

# How often do you see your programs?

- How often do you get out of the office?
  - What does your schedule look like?
  - What can you do to make the time?
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# How can you train at a program?

Model a session

Create a schedule for the day to  
rotate staff

Bring in another staff from a site to  
support a facilitator for new ideas

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# What can you do at meetings?

- \*Have site coordinators share facilitated activities they or their staff have done

- \*Ask coordinators if they have a passion or an educational topic they enjoy and provide them time to take a training, to become the expert to teach it to others.

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# How to utilize technology

- Zoom, Ring Central, TEAMS
  - Google Docs
  - Canva
  - Recordings of a training
  - Video messages to staff
  - Weekly : Biweekly Check in's
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# Training Resources

- <https://schoolsoutwashington.org/>
  - <http://www.boostconference.org/>
  - <https://forumfyi.org/work/the-weikart-center/>
  - <http://www.afterschoolalliance.org/>
  - <https://www.k12.wa.us/policy-funding/grants-grant-management/nita-m-lowey-21st-century-community-learning-centers-program>
  - <https://www.trainingwheelsgear.com/>
  - <https://wearecoachingleaders.com/>
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# Reflection

What mindset can you change about trainings?

What is one thing you are going to try with your teams?

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# Links

- Padlet  
<https://padlet.com/malamanresources/imdtv3duoj3jxunw>
  - Jamboard  
[https://jamboard.google.com/d/1wiGStUGdvJKI1\\_twg6pQwtARuPMH3PmyUw2v-9nall4/viewer](https://jamboard.google.com/d/1wiGStUGdvJKI1_twg6pQwtARuPMH3PmyUw2v-9nall4/viewer)
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