# PROGRAM GROWTH FRAMEWORK

The Program Growth Framework serves as an inspiring guide for creating a strong and inclusive culture when working with youth, visualized as a pyramid with three transformative levels: safety and belonging, engagement, and leadership.

At the foundation is Safety and Belonging, where we cultivate an environment that makes both students and staff feel secure and included:

- Establishing clear and consistant rules and consequences through restorative justice
- Inclusive language is established and practiced by students and staff.
- Prioritizing building rapport through genuine connections and positive incentive systems
- Introducing tools to manage conflicts and repair relationships with restorative justice practices.
- The organization introducing best practices to help minimize and track unsafe play and behaviors.
- Basic group management & facilitation training for staff
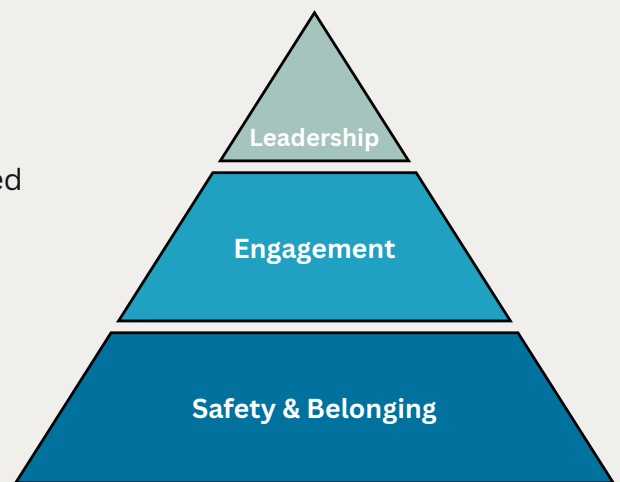
The Engagement tier of the framework emphasizes enhancing participation and involvement to make programs more meaningful. This can be achieved through diverse activities:

- Offering a range of options that cater to different interests and abilities of students
- Involving youth and staff in planning and decision-making.
- incorporating input from both students and staff in the planning process and decision-making,
- Increased staff training on game facilitation, conflict resolution, and positive sporting behaviors
- Encouraging positive adult participation to model enthusiasm and support.
- All adults model enthusiasm and support in activities.
- Staff is able to use restorative justice to help students who are disregulated return back to the main group
- Inviting families and community members to participate and support the program.

At the top of the pyramid is the level of Leadership. This stage empowers students to take ownership of their growth and play an active role in guiding others.

- By providing opportunities for students to take responsibility for leading activities
- Students and staff drive positive change, the program helps them build confidence, develop valuable skills, and find purpose.
- Self-correction of non-inclusive or hurtful language
- Students taking responsibility for program activities and creating positive change.
- Students using conflict resolution skill independently
- Students are learning to regulate their emotions better and channel it for good
- As students grow into leadership roles, they become role models and advocates, amplifying the program's impact

Leadership

Engagement

Safety & Belonging