Task Eight

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 Over the past 2 months, I have evaluated the after-school programs of Park Place School and if the school does an adequate job meeting and developing their students to practice conflict management. I approached this evaluation with a goal-free observation meaning I did not create any standards for my findings, I only reported on what I saw during my visit and through my interviews. Through this task, I will mention my findings, possible implications and suggestions for Park Place School purely based on my results from the visit.

**Results**

 I would like to start this task by stating the result I got from my complete evaluation with the school, While I did have a goal-free approach I began observing the interacting between the staff and students. The staff seemed at the time very short with students notably on Thursday when the Christian-based organization Ignite would come and due to group activities to engage with the children. The staff seemed to have a high level of burnout through the course of the two months. I also was able to speak to the Director of the school Amiee Philips and I asked if the school regularly participates in after-school programs with the students, Ms. Philips stated that the school does not currently offer any after-school programs majority due to lack of funding of the school. However, Ms. Philips also mentioned that the school receives a majority of their help from Ignite and volunteers to help create a space of enjoyment after school for children. I sat in a classroom facilitated by an Ignite leader and a volunteer that had the children engage in an activity that required walking up to someone and introducing yourself. While observing I noticed that no full-time staff was present during this time, I also noticed that several of the children were not engaging with the project. I also was able to interview 3 of the anticipated 4 children and surprising they answered all my questions in the interview the same. The last thing that I noted during my observation I believe that the stay staff utilized this time to take a break from the children as many of the children did not mention hearing from the staff member after school hours. Through my observation, I believe that the results show that the children of Park Place do not practice conflict management with one another and I did not see any dedicated position for helping the children mediate between each other or the community.

**Implications/Impact of results**

 The conclusion that I can draw through my visits and results is that it is clear that Park Place struggles to maintain the environment of children with their programs. I have also noticed that Park Place School does not show any progression toward becoming a school that offers after-school programs with their students. It is from the results I have gathered that the implications of teachers becoming increasingly fatigued working with the at-risk population shows through burnout, which undeniably will contribute to the teachers lack service and availability to teach students new ways to practice conflict management skills efficiently. Based on the statements I mentioned above, I believe this is impactful to the students of Park Place School because based on my findings and the lack of both conflict management skills for the students and also lack of after-school programs of the school this could hinder the children developmental process. These are children from an “at-risk” population who will need to be able to utilize communication skills and alternative negotiating skills to reach their full potential and it is based on my observations that Park Place School fails to do so. I also believe that there is a strong culture of burnout within Park Place which I believe contributes to the staff being absent at times and not practicing strong mediation skills with the students. All of these statements I have made based on my findings could impact students lives off school as well as on school, due to the population that the school is serving. I believe that my findings could help Park Place understand that the needs of the students, as well as the overwhelming sense of burnout in the staff, could allow the school to install new policies and programs to help tackle this. Lastly, I believe that my findings could help the school become more aware of the issues, as I realized that a lot of the stakeholders were unaware of the lack of enforcement with conflict management skill and bullying that was present in the school. This is very alarming because the school is grades 2-5 which are high developmental stages in a child’s life.

**Objectives/ Goals/ Recommendations**

 Through intensive research, communication with the staff, and my observations I have created 2 goals/ recommendations and the objectives of how to achieve that goal to help the school attend to the needs of both the staff and also the children. The first goal I created was to actively search for bullying within the school, through one of my interviews I was able to speak with a child that I chose to speak with and he disclosed to me that he gets bullied tremendously in school, when I asked him if he talks to staff about this he mentioned he does and nothing happens. I believe a clear objective for this is to have staff attend an annual bully awareness class, which could be offered through the local YMCA which would set the goal of having staff become more sensitive to the community of bullying. My second goal is to create an after-school program designed to help students contribute to their population and become better at speaking to one another through interactive programs. In an article I research, a school that serviced a primarily African American population created a program designed to help students who have disabilities with mental/behavioral health (Project Step, 2019). This project also has a dedicated staff that immerses themselves with the students that are enrolled in the program after school and has shown that students who participated in it, showed lower rates of aggression toward staff and also did not get called in for disciplinary action. Park Place could adopt a similar model and allow teachers or outside staffers to create a curriculum based on social development. I believe that the stakeholders consider these recommendations, goals, and objectives because it correlates with Park Place School’s mission of wanting to prepare their students with success. I also believe with making that statement requires changes to both staffs being more aware of bullying and helping them have a better sense of their own burnout and ways to not counter-transfer that energy to students. I also believe that with that mission of wanting success for students, the school should be more accommodating to after-school programs for students, research through the Education and Urban Society Journal shows that students in an at-risk area that acclimating interventions and helping them control negative behaviors can help with their growth as students (Education, 2019). In conclusion, I believe that this was a very intensive observation and evaluation and I believe that Park Place School has a lot of improving to do in regards to identifying what child needs more help and also identifying internal staff issues and being able to allow those staff members time to adjust to the high demands of servicing an “at-risk” population.

**References**

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