



# Next Steps for Andover Youth Services

---

Select Board Meeting  
August 30, 2021



# Overview of Presentation

## 1. Short Term Planning

- The Youth Center will be open beginning September 7<sup>th</sup>
- Temporary Staffing Plan
- Continuing Existing Programming

## 2. Long Term Planning

- Charge for the AYS Steering Committee
- Selection Process

## 3. What to anticipate in the coming weeks and months



# Short and Long Term Planning is Underway

Short Term

Continuity of Operations  
& Programming

Long Term

Steering Committee



# Short Term – Continuity of Operations & Programming

- Establish Temporary Staffing Model – Oversight, Program Development & Planning, Program Staff and Support
- Maintain existing programs when possible, including retaining existing seasonal staff who wish to continue with AYS
- Add new programming incrementally



# Short Term – Temporary Staffing Model

## Transition Leaders



- Leaders & managers experienced working with youth and program administration
- Town department head volunteers
- Responsible for general oversight of temporary operations

## Program Coordinators



- Experienced leaders to design and oversee programming for youth
- Maintain contracted vendors & instructors

## Seasonal Staff



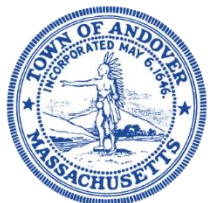
- Provide program staffing and Support
- Maintain current seasonal staff who wish to continue with AYS



# Temporary Staff Compensation

Permanent Title	Hourly Wage	Temporary Titles	Hourly Wage
Director	\$54.46	Transition Leaders	\$50-60
Assistant Director	\$52.42		
Program Coordinator	\$44.22	Program Coordinators	\$35-40
Outreach Worker	\$42.77		
Program Assistant	\$33.09		
Seasonal Staff	\$13.50-15.50	Seasonal Staff	\$13.50-15.50

- Compensation for temporary staff is not higher than total compensation for the permanent positions
- Temporary positions are non-benefited (benefit costs for permanent positions not included in table above)
- Compensation and qualifications for temporary positions aligned with responsibilities & compensation of permanent staff



# Continuity of Operations & Programming – Existing Programming

Program	Program Details
<b>Drop-In at the Youth Center</b>	<p><b>Begins Sept. 7th, M-F from end of school to 6:30 PM.</b> Activities taking place include:</p> <ul style="list-style-type: none"> <li>Open Gym</li> <li>Arts/Creative Arts</li> <li>Gaming</li> <li>Group Activites/Games</li> <li>Cooking Classes</li> <li>Homework Support</li> </ul>
<b>Field Hockey</b>	For 3-8th graders will resume as scheduled and is fully booked
<b>The Skate Park</b>	Will resume its regular schedule (W-TH-F 1:00-7:00 PM, Sat/Sun 12-6:00 PM)
<b>First Lego &amp; Game On</b>	Both will resume and schedules will be announced in the coming days
<b>Happy Feet</b>	Will run as it has for many years



# Continuity of Operations & Programming – Existing Programming

- Additional programming will be developed with participating youth
- Working to confirm current program staff for existing programs and identify new staff for new and/or additional programming
- Several community groups and associations have contacted the Town about potential partnerships to provide programming support



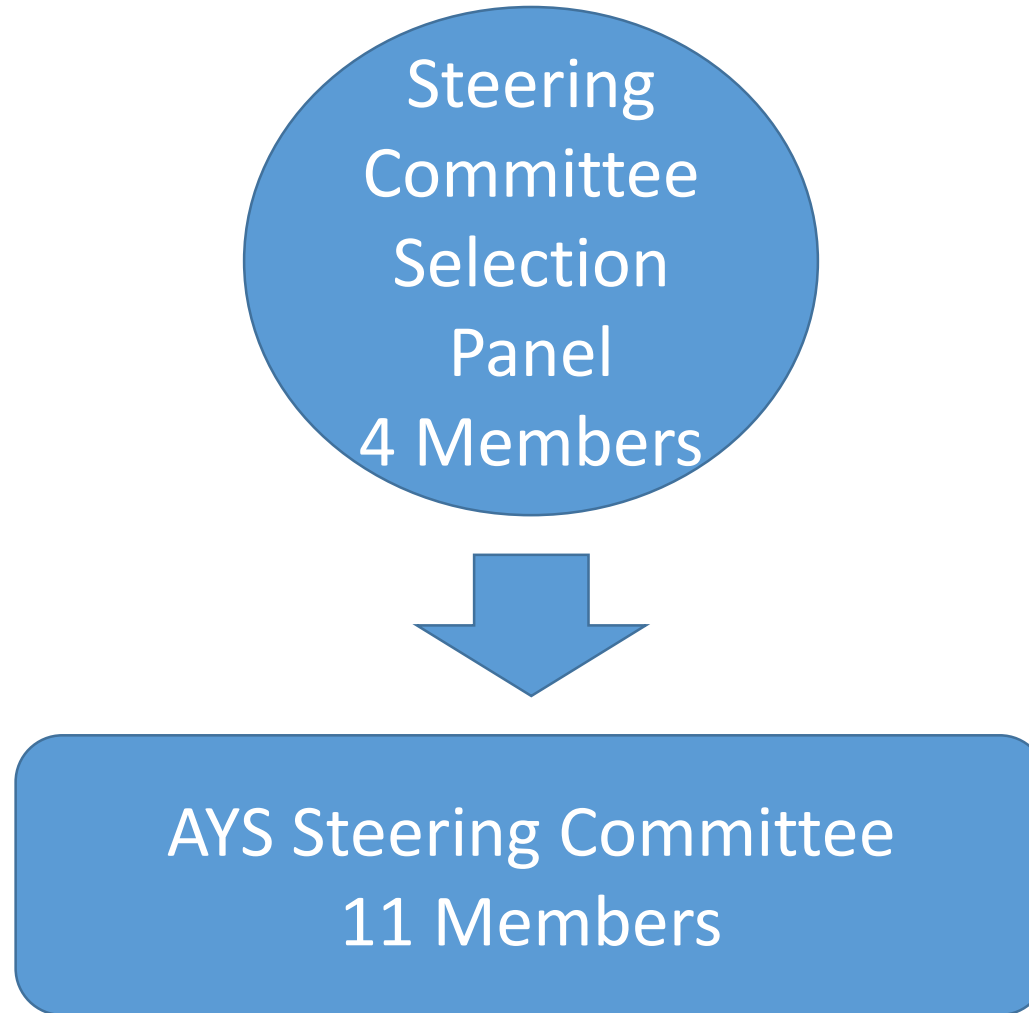


# Long Term – Establish AYS Steering Committee

- The Andover Youth Services (AYS) Steering Committee shall be charged with facilitating a community discussion about the future of AYS. The Committee shall:
  - Solicit input from the community, from both youth and adults, through public meetings and a community wide survey
  - Make recommendations for necessary next steps to ensure long term success of AYS
  - Develop a profile for the next Director of AYS.
  - Participate on the hiring committee for the next Director of AYS



# Long Term – Selection Process



# Long Term – Selection Process & Membership

- The **Selection Panel** shall include the Town Manager or his representative, Superintendent of School and two community members (including a youth representative). Final appointments to the Steering Committee will be confirmed by the Select Board.
- The **AYS Steering Committee** shall include 11 members composed of the following:
  - Residents & Community Leaders
  - Youth Representatives
  - Representatives from partnering or relevant organizations
  - Staff representative from Departments and/or Divisions that regularly interact with AYS (max. 3 members)
- Those who have submitted interest through the Next Steps for AYS email will be contacted about participating on the Committee

*Town of Andover*

---



# What to Anticipate

- The Youth Center will **open on September 7<sup>th</sup>** and operate under the terms of the agreement between the Town and the Andover Youth Foundation
- There will be qualified staff in place for the opening on September 7<sup>th</sup> and efforts to continue to build out the staff are underway
- The **AYS Steering Committee** will serve as a strong community-based review committee to ensure AYS is successful for the next generation
- The entire organization is committed to the future success of AYS

