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WACYCP BADGER BUZZ



"Meeting the needs of Wisconsin's Child and Youth Care Professionals"



"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character."

----- Martin Luther King, Jr.



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[BAYARD RUSTIN AND OTHER CIVIL RIGHTS LEADERS](#)

[“BLACK HISTORY IS OUR BLACK FUTURE”](#)

[MLK Day: Only Federal Holiday Designated as National Day of Service](#)

WE WANT TO HEAR FROM YOU!

propman46@gmail.com

[Join Us Today!](#)

Today you have the Wisconsin Association of Child and Youth Care Professionals (WACYCP). Whether you're exploring career options, newly employed, or celebrating another milestone, we help light the way. We provide the resources and support, where, how, and when you need it. By giving you access to training specialized just for you, we help you develop key competencies, which improve program outcomes. Better outcomes reduce errors and stress, while nurturing the spirit, which brought you to this work in the first place. We battle isolation and burnout by connecting you with a statewide network of supportive peers. We advocate for you as a professional in both public and private venues. We celebrate your victories and rally to your challenges.

Individual Memberships Are Free!

Inspired By This Newsletter?

Consider forwarding it to two CYC colleagues or friends.

Was this newsletter forwarded to you by a friend? Sign up here to get it delivered to your inbox quarterly: wacycpmembervoice@gmail.com

Illustration: ekavesh on Pixabay.com

LOOK WHAT'S WAITING FOR YOU IN THIS EXCITING ISSUE:

- GREETINGS FROM THE WACYCP BOARD
- YES, YOU CAN MAKE IT HAPPEN
- ENROLL NOW!
- READY RESOURCES
- NOW HEAR THIS!
- IT'S A GUY THING
- BE AWARE WITH SELF-CARE
- GET HELP HERE WITH YOUR CYC CERTIFICATION APPLICATION!
- FROM THE BUSINESS SIDE OF CYC
- WISCON IN THE SPOTLIGHT
- GETTING OFF THE SIDELINES: It's Never Too Late To Invest In WACYCP!
- READY RESOURCES
- FROM CLASSROOM TO COMMUNITY
- PROFESSIONAL CYC CERTIFICATION WORKBOOK IS KEY TO SUCCESS
- AROUND WISCONSIN
- READY RESOURCES
- CLASSROOM TO COMMUNITY
- READY RESOURCES
- AS THE TWIG IS BENT...
- DID YOU HEAR?
- DID YOU KNOW?
- NOW HEAR THIS!
- YOUR AD CAN GO HERE AS A MEMBERSHIP BENEFIT!*

*Down's Syndrome Association of WI seeks Madison/Dane Co. office space (see ad)

Editor's Comment: While we happily understand if you regard the Badger Buzz like you might a good book, you don't have to finish this entire issue in one sitting, as much as you might like to (LOL). We know there's a broad range of CYC information and resources in each issue, which reflects the scope of professional activities within our field. So, we suggest you take an initial scan of each issue, read what grabs your attention, then come back for a deeper dive later.

We're all very busy. But doesn't real life-long learning and personal professional development deserve more than the usual three-minute attention span and 15-second sound bite, which seems to have become the norm for most of today's social media formatting? We believe you'll be glad you did.

Is there something you'd especially like to read? Text us at (608)846-2860 or email us at propman46@gmail.com and we'll get right on it!

LIKE WHAT YOU SEE? FEEL FREE TO SHARE, ANNOUNCE, PRINT AND POST AS YOU SEE FIT. REPRINTS?-See terms and conditions at end of this issue.

WANT MORE? Join WACYCP (www.wacycp.org) and get the quarterly Badger Buzz as a benefit! Individual memberships are free.

SAY AND SHARE HERE! Would you like to write for the Badger Buzz? Contact Michael Mitchell at propman46@gmail.com or (608)846-2860 in Madison. **The copy deadline for the Spring edition is April 1, 2024.**

Greetings from the WACYCP Board



Welcome to the Winter Edition of the Badger Buzz,

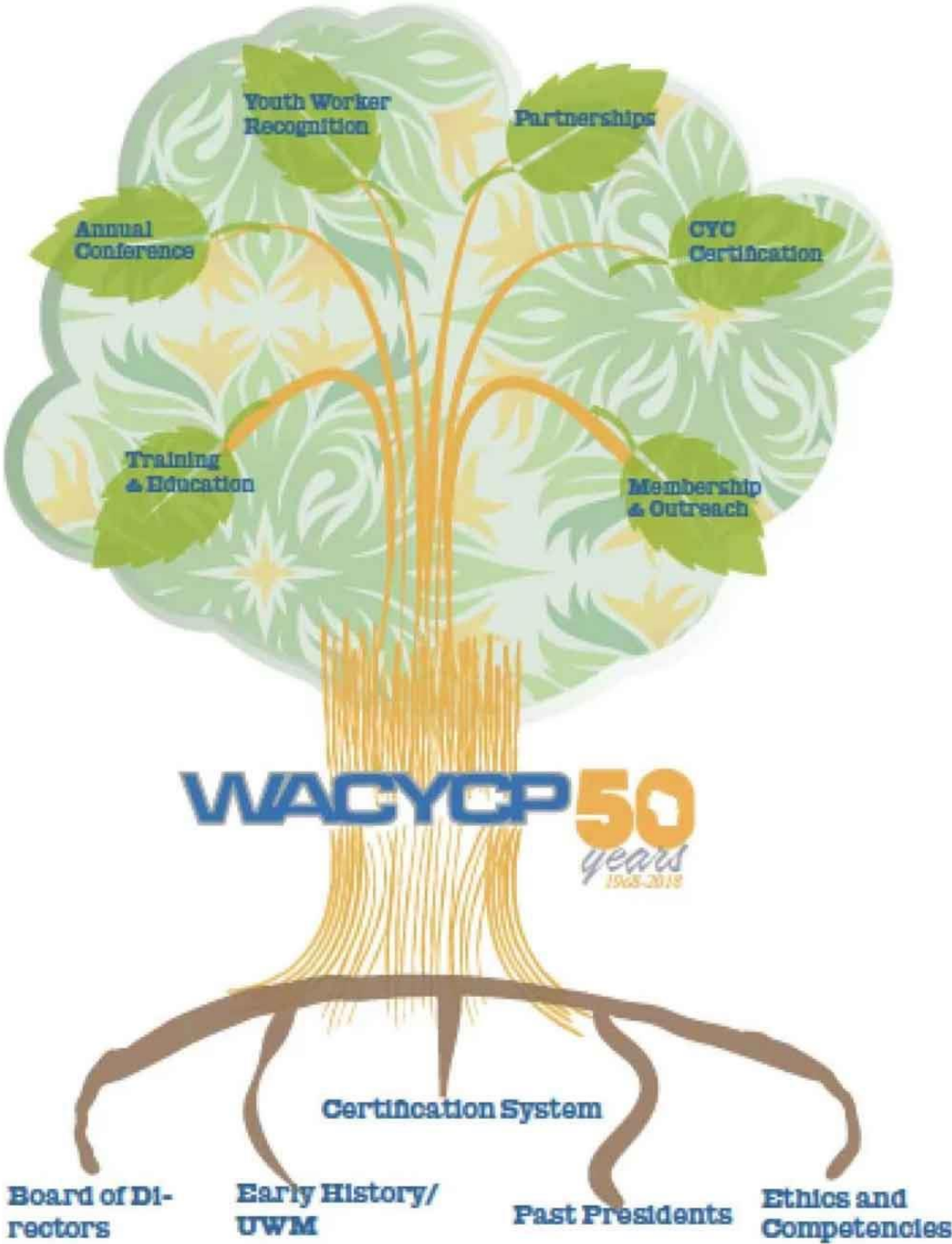
Hard to believe its 2024 already- seems like the years are just buzzing by faster and faster. As youth workers we are used to a fast pace, and 2024 is off and running.

We look forward to hosting our 24th Annual Youth Work Awards Event this year- 24 years ago we started to celebrate great youth workers from all over Wisconsin and this year will be no different. Watch for nominations to open up in March.

We also will celebrate the annual Thank a Youth Worker Day on Thursday May 2nd. A day where internationally (well US and Canada primarily) celebrate the youth work field. We will have information on how to recognize youth workers and resources on our website soon.

Happy Reading!

Romero Ference



Yes, You Can Make It Happen!
JOIN 3,000 COLLEAGUES IN 800 AGENCIES!



“Certification has helped me consolidate the many workshops, webinar, trainings and conferences I attend every year into one recognized professional document, without overloading my resume.”---Michael

The Child & Youth Care Certification Board (CYCCB) provides an assessment process and certification to child and youth care practitioners who demonstrate their commitment to high standards of care and commitment to ongoing competence development. The CYC certification program is the most rigorous demonstration of competence in the field.

Steps in the Certification Process: CYCCB uses a multi-method approach to competence demonstration. Certification is awarded to candidates who successfully demonstrate their CYC competence through completion of all the steps listed below:

STEP ONE – CHOOSE LEVEL

Determine which certification level best describes your experience, training/education and level of competence. Choose the highest level at which you qualify. Practitioners can apply at any of the three CYC certification levels: Entry(CYC), Associate (CYC-A), and Professional (CYC-P). It is not necessary to complete certification at a lower level before applying at a higher level. The Entry and Associate Levels are not available in Canada.

STEP TWO – TEST

Schedule and complete testing with a passing score. Practitioners are typically able to pass the situational judgement exam at the highest level for which they qualify.

STEP THREE – COMPLETE APPLICATION

Complete an application form for the level chosen and provide supporting documentation. This includes documenting: 1) minimum requirements of education, experience & training; 2) provision of colleague references & supervisor assessment; 3) proof of membership in a professional association; 4) agreement to abide by ethical standards; and 5) confirmation of eligibility to work with children, youth & families.

STEP FOUR – COMPLETE PORTFOLIO

Complete a written portfolio (professional level only).

STEP FIVE – RENEW CREDENTIAL

Renew certificate on a two-year cycle.

**SEE BELOW FOR A WORKBOOK AND WEBINAR ASSISTANCE
START TODAY! YOU’LL BE SO GLAD YOU DID!**

Illustration: rawpixel on Pixabay.com

CYC Certification

HIRE THE COMPETENCE YOU NEED



Hire Smarter

3000+ Certified Practitioners

Over 800 CYC programs have Certified Practitioners

Hire CYC Certified Practitioners who are well prepared, committed, and seek employment working with young people.

Many leaders in the CYC field are recognizing that the workforce crisis provides an opportunity to innovate. In the past, employers have most often hired staff who were untrained and not prepared for the rigors of work in the child and youth services field. This continues to lead to high turnover and significant rehiring costs.

A study conducted by the Society for Human Resource Management found that the average cost to hire an employee is \$4,129, with around 42 days needed to fill a position. According to Glassdoor, the average company in the United States spends about \$4,000 to hire a new employee, taking up to 52 days to fill a position.

In Youth and Family Services, turnover destroys relational gains and trust, two key ingredients in helping young people heal and thrive. Hiring for competence and demonstrated commitment is the new

value proposition.

[For more information or to list a job](#)



Ready Resources

BABIES LEARN LANGUAGE BEST THROUGH SING- SONG SPEECH NOT PHONETICS



[Editor's Note: The following is reprinted with thanks to Neuroscience News.com newsletter dated December 1, 2023. To subscribe to their free newsletter, go to their website.]

Summary: New research suggests that parents should use sing-song speech, such as nursery rhymes, with their babies, as it aids language development.

Contrary to the belief that phonetic information is the foundation of language, this study reveals that rhythmic speech plays a crucial role in language acquisition during a child's first months. Phonetic information is not reliably processed until around seven months of age, whereas rhythmic information helps babies recognize word boundaries from the start.

The study sheds light on language learning and its relation to dyslexia and developmental language disorders.

Key Facts:

Babies learn language more effectively through rhythmic speech, emphasizing word boundaries.

Phonetic information is not fully processed until around seven months of age.

Rhythmic information is a universal aspect of all languages and aids language development.

Source: University of Cambridge

Parents should speak to their babies using sing-song speech, like nursery rhymes, as soon as possible, say researchers. That's because babies learn languages from rhythmic information, not phonetic information, in their first months.

Phonetic information – the smallest sound elements of speech, typically represented by the alphabet – is considered by many linguists to be the foundation of language. Infants are thought to learn these small sound elements and add them together to make words. But a new study suggests that phonetic information is learnt too late and slowly for this to be the case.

Instead, rhythmic speech helps babies learn language by emphasising the boundaries of individual words and is effective even in the first months of life.

[READ MORE](#)

BONUS FEATURE

[Perinatal Depression: Decades of Elevated Mortality Risk](#)

Enjoy!

Illustration: neelam279 on Pixabay.com

Special Feature!

HEALING THE 'INVISIBLE ACHE' BEHIND THE SUICIDE CRISIS AMONG BLACK MEN AND BOYS



[Editor's Note: This article is reprinted with thanks to the program Fresh Air and SHOTS Health News From NPR (National Public Radio) and was posted November 15, 2023.]

By Tonya Mosley

If you or someone you know may be considering suicide or is in crisis, call or text 988 to reach the Suicide & Crisis Lifeline.

Actor Courtney B. Vance was a young actor on Broadway in the 1990s when he received a call from his mother that would tear his world apart: His father was dead, she said, by suicide. Years later, Vance's godson, a promising college student, would also die by suicide.

In the wake of these devastating losses, Vance has focused on peeling back the layers of both his father's pain and his own struggles as a Black man in America. In a new book, *The Invisible Ache*, Vance and psychologist Robin L. Smith (who often goes by Dr. Robin) explore the trauma unique to Black men and boys, and address what they see as an urgent need to change the conversation about mental health.

[See 988 Sticker Offer In Display Ad Section At End Of This issue]

[READ MORE](#)

[988 FREQUENTLY ASKED QUESTIONS](#)

BONUS FEATURE

[Youth Suicide: Current Trends and the Path to Prevention](#)

Illustration: Leroy Skalstad on Pixabay.com

It's a Guy Thing **SEEING YOUR OWN GREATNESS**



[Editor's Note: The following is reprinted with thanks to the author and Leadership Right, and was posted December 7, 2023.]

By: Adam Danyal

We all have dreams of achieving something meaningful. Of leaving our mark and making a difference. But very few ever believe we possess what it takes to accomplish anything truly extraordinary. We think those who do great things must be special in ways we can never attain.

The key is not just seeing your inner greatness, but fully expecting it.

Legendary leaders help others envision their highest selves. Martin Luther King didn't just have a dream, he believed everyone could live that dream. Gandhi saw India's freedom in every citizen's eyes before they saw it themselves. Great leaders ignite greatness in others by believing it already exists within them.

This starts with believing in your own limitless potential. But potential means nothing until passion is added. Passion provides the relentless energy to push boundaries and redefine what's achievable. It's the pilot light for turning potential into performance. FDR said "Happiness lies in the joy of achievement and the thrill of creative effort." When you marry potential with passion, fulfillment naturally follows.

But passion alone is not enough either. The key ingredient is execution through action. Without persistent action, passion for achievement quickly fades. Sustained effort focused like a laser turns aspiration into reality. Effort enables passion to catch fire so potential energy gets released. Small consistent actions create an exponential impact over time. This is why the most successful leaders focus on daily progress through disciplined execution.

The formula is simple: Potential + Passion + Execution. But nothing complex is ever easy. Living to your full potential requires extraordinary persistence in overcoming obstacles, disappointments, self-limitations, and doubts from others. It means silencing your inner critic and developing emotional resilience when you stumble or get pushed back down. But resilient people always get back up. They expect greatness from themselves regardless of circumstances or odds.

Your potential mixed with passion will drive you. Consistent execution will take you to heights unimagined. By committing fully to your own development and believing unequivocally in your latent talents, you honor both yourself and those who will someday follow your lead. Excellence always starts from within. Leadership begins by seeing just how bright your light can shine. Believe it, live it, achieve it. That is your calling. ◇

BONUS FEATURES

[The Path to Mental Wellbeing](#)

[Heart Symptoms You Shouldn't Ignore](#)

[The Lone Ranger Makes a Comeback](#)

[The Best Morning Stretches For Men Will Make You Limber](#)

[The Best Stretches For Lower Back Pain](#)

[How to Make This Your Best Year Ever](#)

[Healthy Marriage and Responsible Fatherhood](#)

Illustration: PublicDomainImages on Pixabay.com

Be Aware With Self Care!

FIRST GENE-EDITING TREATMENT FOR SICKLE CELL DISEASE



[Editor's Note: The following is reprinted with thanks to the author and Verywell Health and was updated and posted December 8,,2023.]

By Mira Miller

Key Takeaways

The FDA approved a groundbreaking treatment to cure sickle cell disease by using CRISPR gene-editing technology.

An FDA panel said the treatment is safe enough for clinical use.

Before the approval, the only cure for the disease was a bone marrow transplant.

The Food and Drug Administration (FDA) has approved the first-ever genetic therapy that can potentially cure sickle cell disease, which causes excruciating pain in patients.

An FDA advisory panel said that the treatment, which uses the groundbreaking gene-editing technique called CRISPR, is safe for clinical use.

The treatment, called Casgevy, is developed by Vertex Pharmaceuticals and CRISPR Therapeutics. Before this approval, the only other cure for the disease was a bone marrow transplant from a donor, a treatment that very few people choose to undergo because of the risks.

Sickle cell disease is a group of inherited red blood cell disorders in which the red blood cells become hard and sticky, resembling a C-shaped farm tool called a "sickle," according to the Centers for Disease Control and Prevention (CDC). It affects approximately 100,000 people in the United States, the majority of whom are Black.

People with sickle cell disease have abnormal hemoglobin and their sickle cells die earlier, leading to a shortage of red blood cells. The first signs of the disease usually show up within the first year of life. The symptoms are different for everyone and can range from mild to severe, but some of the most common complications include anemia, blood clots, liver problems, organ damage, pain, and stroke.¹

There's no question that the new gene therapy can cure the disease, according to Jeffrey Glassberg, MD, an assistant professor of emergency medicine, hematology, and medical oncology at Mount Sinai School of Medicine.

[READ MORE](#)

BONUS FEATURES

Kweku's Korner: Therapy Is For You....Yes YOU!!! [Milwaukee Courier-see ad below]

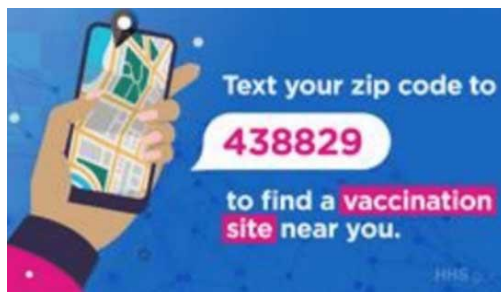
[Aaron Perry Embarks On Nationwide Book Tour To Inspire Health Among Black Men](#)

[Transform Black Women's Health!](#)

[More Americans can now get insulin for \\$35](#)

Illustration: John Hain on Pixabay.com

[Editor's Note: ALSO...Everyone age 6 months and older is eligible to get the COVID-19 vaccine at no cost [THIS PROGRAM EXPIRES SOON!]. Remember, if you or a loved one are unvaccinated, you're at higher risk of getting seriously ill from the virus and spreading it to others. Although this editor was vaccinated ad boosted, I still contracted COVID in the hospital while undergoing an elective procedure! Be aware with self care!]



GO HERE FOR PRINT RESOURCES

There are still 1500 people dying from COVID every week!

Free COVID-19 Testing Kits

PROFESSIONAL DEVELOPMENT



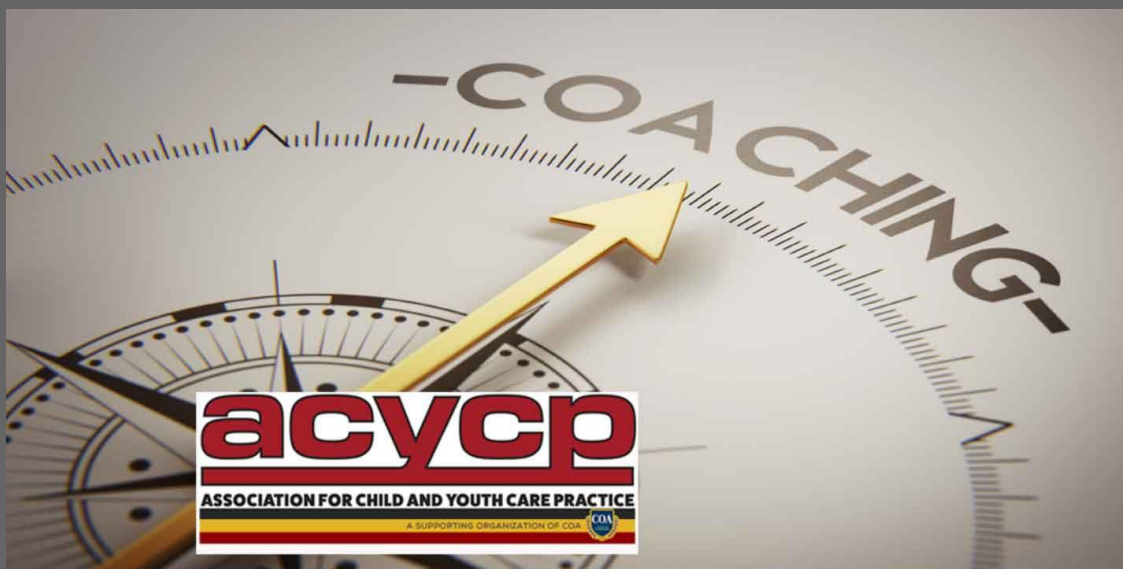
A virtual marketplace of professional development for Child and Youth Care Practitioners.

What our participants say:

There is an **AMAZING** range of relevant content available at CYC Source.

Buy the packages, they save money and make it easy to train groups.

Learn from the perspective of practitioners and field leaders.



Coaching for Supervisors & Leaders

LIVE

Tuesday, February 13

1:00 – 3:00 PM Eastern

Learn More

\$10 discount for ACYCP members



RISE: Resilient Parenting

5 Hour Archived Training

The Resilient Parenting program is a core curriculum of the RISE: Wellness and Resilience Framework™. The information and resources offered through this program are for any parent, caregiver, or grandparent.

Learn more

HELP APPLYING FOR CERTIFICATION

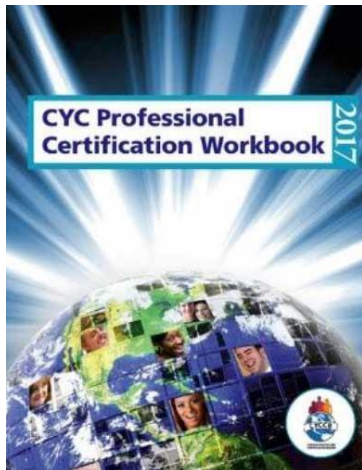


CERTIFICATION HELP WEBINARS

CYCCB offers monthly webinar-based Certification Help. If you have questions about how to get started or need help completing your certification application, references, documenting your training and experience, or finishing your portfolio, [sign up for one of our webinars](#).

If you need immediate help, call the CYC Office (979) 764-7306 or email CYCcertification@YouthWorkAcademy.org or visit the website at www.CYCCB.org

ORDER CERTIFICATION WORKBOOK



Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbook is available for \$30 (shipping cost included).

[MORE INFORMATION & ORDER WORKBOOK](#)

“If the only tool you have in your toolkit is a hammer, you tend to see every problem as a nail.”—Abraham Maslow

GET TESTED



[VIRTUAL CERTIFICATION TESTING](#)

Learn about the in-person and virtual testing programs

[REGISTER FOR ONLINE TESTING](#)

When you are ready to proceed with virtual testing.

From The Business Side Of CYC SEEING THE BEST IN PEOPLE



[Editor's Note: The following is reprinted with thanks to the author and Leading Right, and was first posted on January 9, 2024 To subscribe to Leadership Right go to: <https://www.linkedin.com/company/leadershipright/>]

By: Adam Danyal

Great leaders believe in people more than processes. They operate from a deep conviction that most people wake up every morning aiming to do their best. But we all need support.

Like a master gardener tending sprouting seedlings, effective leaders nurture talent by making positive assumptions. They presume competence not inadequacy. They coach more than criticize. They are generous with trust, not stingy.

Making positive assumptions is a competitive advantage. Expect the best in people, and that is likely what you'll get. Psychologists call this idea Pygmalion Effect. Believe someone will succeed and they are more likely to do so. The opposite is also true. Expect little, reap little.

Leadership is often self-fulfilling prophecy. View your team as capable partners on an important mission, and they will move mountains. See them as opposition or obstacle, and progress halts.

Beware toxic positivity though. Sometimes a situation calls for sober realism, not mere cheerleading. The key is striking the right balance - affirming yet honest, encouraging yet accountable.

There are always weeds in any garden. But nurture mainly roses. Pull the weeds as needed, but keep watering the flowers.

Making positive assumptions takes discipline because negativity bias hijacks brains quick as jackrabbits. Stay vigilant. Catch limiting thoughts as they arise. Then consciously reframe them.

Everyone has beauty within if given light to grow. Be the sunlight. Tend your garden with care. Pull weeds gingerly. Then stand back amazed by what blossoms.

BONUS FEATURES

[DWD Continues Customer Service Improvements for Unemployment Insurance\[Video\]](#)

[Don't Share That!](#)

[Planned Parenthood Of Wisconsin Workers Seek To Unionize](#)

Enjoy!

Illustration: Mohmed Hassan on Pixabay.com

Wisconsin in the Spotlight

DEATH OF BOY, 16, AT SAWMILL HIGHLIGHTS RISE OF CHILD LABOUR IN US



[Editor's Note: The following is reprinted with thanks to the author, The Guardian (newspaper) and PACEs Roundup, and was posted November 29, 2021. Illustration is model only.]

By Betsey Reed

In late June, Jim Schuls and his 16-year-old son, Michael, woke up at 4am for their usual drive from their apartment in Florence, Wisconsin, to begin work at 5am at a sawmill. Father and son made this journey together five times a week in the summer, when Michael worked longer hours than he did in term time. His two older brothers had also worked at the same mill when they were about his age.

Their day at Florence Hardwoods – one of the largest employers in the town with a population of about 2,000 – began as normal. Jim operated a forklift outside while Michael worked alone inside the mill. Jim says he never worried because he believed “young kids were stacking lumber”, not operating dangerous machines.

According to a Florence County sheriff's office report, when the conveyor machine became jammed Michael stepped on to it to try to straighten the wood, but he had not pressed a safety button to turn it off. The conveyor started to move and he became caught in the machine. The teenager was trapped for 17 minutes before a supervisor, who had been operating a forklift outside, discovered him unconscious.

[READ MORE](#)

[Wisconsin Ranked 13th In Best States To Raise A Family](#)

Illustration: Model only on Pixabay.com

Getting Off The Sidelines

IT'S NEVER TOO LATE TO INVEST IN WACYCP



Did you know that WACYCP is an all-volunteer 501(c) (4) tax exempt organization?

Every year those associated with WACYCP **donate hundreds of hours in service to the organization**, to benefit the Wisconsin child and youth care professionals, which it serves. Many also dig down into their own pockets to cover travel expenses, accommodations and other expenditures needed to complete strategic tasks, in service to our vision and mission.

In addition, there are the scholarships and awards, which WACYCP bestows annually to deserving recipients within WACYCP and across the Wisconsin profession at large. In trying to return maximum quality to our members, we try and keep agency dues as low as possible, while keeping membership value high.

We also need to contract with commercial services to help us with those technical and specialized skills, which we're unable to cover with our volunteer resources. Database management, website design and hosting, on-line publication distribution, and membership dues to allied organizations, are just a few of these many expenditures. This leaves little left over to cover daily operating costs or special projects.

That's where you can help us carry the financial load.

Please donate to WACYCP today!

You can give today or include WACYCP in your estate planning. You can make a donation on behalf of yourself, in honor of someone else, or on someone else's behalf (gift?)- your choice! Make your donation online (below) or send your check or money order to:

**WACYCP, Inc.
PO Box 510423
Milwaukee, WI 53203
Phone: (414) 519-3130**

Please feel free to share this information with other WACYCP and CYC colleagues.◇

Ready Resources

DEPT. OF CHILDREN AND FAMILIES: JANUARY IS HUMAN TRAFFICKING AWARENESS MONTH



[Editor's Note: The following is reprinted thanks to the Child Welfare In The News, and Wis Politics, and was posted January 4,, 2024.]

Human trafficking is happening in Wisconsin, to Wisconsin residents. To help raise awareness of this important issue impacting our communities, Governor Evers has proclaimed January as Human Trafficking Awareness Month. "Human trafficking can be difficult to recognize, especially to the untrained eye," said Department of Children and Families (DCF) Secretary Emilie Amundson. "That is what makes fighting this crime challenging. Our hope is that communities will use this month as an opportunity to have conversations about what trafficking is, what it looks like, and how you can report when you get that gut feeling that something just isn't right."

[READ MORE](#)

BONUS FEATURE

[Rep. Stubbs: Introduces Legislation To Combat Human Trafficking](#)

Enjoy!

Illustration: geralt on Pixabay.com

From Classroom to Career

GUIDING STUDENTS TO MANAGE THEIR EMOTIONS



Editor's Note: The following is reprinted with thanks to the author, Edutopia (new resource), and Resilient Wisconsin and was posted December 18, 2023.]

By Jasmine Brann

As a school principal, I've navigated my share of student disputes—from “she stole my applesauce” to football recess referee to mediating more serious and violent gang disputes as a high school administrator.

When students have outbursts or retreat inward, they may have issues with other students, something happening at home, or even an internal conflict they're trying to process. Supporting students when they're in crisis, or especially rebellious, is difficult. It requires patience and understanding. It's not about the discipline that we impose, but rather the self-discipline we all—adults and students—model and learn how to harness from within.

TEACHING SELF-REGULATION IS AN URGENT NEED

Research indicates that there is a mental health crisis among teens today. Forty-two percent of high school students indicate suffering from overwhelming stress and anxiety—a 50 percent increase from 2011. These strong emotions can be disastrous if students don't learn how to adapt and cope.

Interpersonal and intrapersonal conflicts can be hard to manage, yet they present teachable moments for us to help students apply strategies for resolving their issues in real time. Our students are also watching our every move, including the models we provide when we're elated, frustrated, or simply riding the wild of human emotions. In fact, discipline (the forbear of discipline) means “to teach” in

Latin. We must remember that schools not only are institutions of academic learning but also are training grounds for lifelong personal success.

[READ MORE](#)

BONUS FEATURES

[...UW Regents 'Got Taken To The Cleaners' Over DEI Funding Deal \[New Resource\]](#)

[Skipping School: America's Hidden Education Crisis](#)

[Police Officers Are Coming Back To Milwaukee Public Schools](#)

[UW-Whitewater Offers Financial Literacy Courses To High School Students](#)

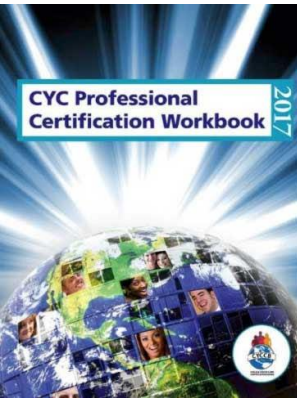
[Child Welfare And Social Work Education: From A Pedagogy Of Oppression To A Pedagogy Of Resistance](#)

[UW Regents Approve Deal To Limit Diversity Positions On Campuses](#)

Enjoy! ◇

Illustration: Jane Carmona on Upsplash.com:

**CYC PROFESSIONAL CERTIFICATION WORKBOOK :
GET IT NOW AND COMPLETE THAT CERTIFICATION
TODAY!**



CYCCB is pleased to announce that the long awaited ***CYC Professional Certification Workbook*** is now available. The workbook is designed to help child and youth work practitioners prepare and apply for professional certification (CYC-P) offered by the Child & Youth Care Certification Board.

It provides a wealth of information in an easy-to-use format. It includes information on the history of the CYC certification effort, characteristics of certified practitioners, the testing and application process, forms, costs, and sources for a wide variety of articles, publications, and professional development supports useful to CYC practitioners working in any setting. The sections on test preparation and the professional portfolio offer sample exam questions and portfolio responses. Information about the Entry, Associate, and Professional level certifications is included.

The workbook is in response to the need for a one-stop source of information that addresses applicant questions and needs. Whether you are preparing for testing, completing an application, or simply exploring how to improve your CYC knowledge and skills, this workbook is designed for you. The workbook is constructed with tabbed sections to make it easy to find answers for whatever certification related questions you might have.

The workbook is available from CYCCB for \$30 (which includes shipping costs).

[Order a manual at this LINK](#)

Around Wisconsin

STUDY: LACK OF CHILDHOOD NURTURING LINKED TO ACCELERATED AGING



[Editor's Note: The following is reprinted with thanks to the author, Wisconsin Public Radio (WPR) and: was first posted December 27, 2023.]

By Hope Kirwan

UW-Madison researcher studied epigenetic changes to identify long-term impacts of childhood deprivation, threat

A new study by a researcher at the University of Wisconsin-Madison found that a lack of nurturing as a child is associated with accelerated aging later in life.

The research looks at changes to a person's genome that have been linked to their environment or behaviors — what's called epigenetics. These markers can indicate a person's biological age, or how much their body has aged physically.

Lauren Schmitz, professor at UW-Madison's La Follette School of Public Affairs, said the field of research around these epigenetic changes is still new because data is limited. Studies require both survey data on people's health experiences and a blood sample.

Using data that was available, Schmitz said she wanted to look at how people's early life experiences impacted the way they were aging decades later. She said other types of research have already shown that adverse childhood experiences, or ACEs, are associated with negative health impacts as an adult. But Schmitz wanted to see if these traumatic experiences were having an impact at the cellular level.

Her study found that people who experienced a lack of parental involvement or affection had accelerated biological aging later in life. They had epigenetic changes that affect the way the body works, leading to age-related diseases and death.

[READ MORE](#)

BONUS FEATURES

[Advancing Rural Maternal Health Equity \[Guidelines\]](#)

[Income and Poverty Estimates for States, Counties and School Districts](#)

[Wisconsin Child Abuse and Neglect Report: Annual Report for Calendar 2021](#)

[**Milwaukee Public Library Is Hiring Teen Interns**](#)

[**BEAD Program To Connect More Wisconsinites To High-Speed Internet**](#)

[**Milwaukee Rental Housing Resource Center Still Serving Residents In Need**](#)

[**Mentorship Program Seeks To Keep Youths On Right Track**](#)

[**Milwaukee Begins New Approach To Improve Lives Of Black Men And Boys**](#)

[**Foundation For Black Women's Wellness Marks 10 Years**](#)

[**Unveiling Lesser-Known Types of Human Trafficking**](#)

[**Equal Rights Case Portal Adopts MyWisconsin ID**](#)

[**Milwaukee Daddy/Daughter Dance**](#)

[**Milwaukee Twilight Centers for Ages 10-18**](#)

[**Find Fun & Affordable Activities in Milwaukee**](#)

Enjoy! ◇

Illustration: Jtriones31 on Pixabay.com

As the Twig is Bent

PARENTS AND THE LUCK OF THE DRAW



“As The Twig Is Bent, So Grows The Tree”-

--Confucius

[Editor’s Note: The following is reprinted with thanks to the author, Child Welfare In The News, and The Milwaukee Courier and was posted December 29, 2023.]

By [WI State] Senator Lena C. Taylor

In the course of my personal, legal and legislative career, I've had the opportunity to work on many difficult cases or situations involving families, to include my own. Often you see people when they are at their worst, struggling to make sense of their situation or circumstances.

Children, who frequently have little say in what happens to them, are often the most impacted. If the youth are lucky, they have parents that are protecting them and working to secure the best possible outcomes for their child(ren). While it sounds trite to say "lucky," that representation is not far off. Other than through adoptions of older aged youth, children don't get to pick their parents and don't control to whom they are born.

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BONUS FEATURES

Wisconsin Children Can Stay Covered Under Medicaid For A Year Thanks To Federal Policy Change

Study Finds Immersion In Nature Can Help Children's Mental Health

Enjoy

Illustration: Milwaukee Courier

Did You Hear?

ADDRESSING THE FENTANYL AND OPIOID CRISIS



[Editor's Note: The following is reprinted in part with thanks to the office of US Senator Tammy Baldwin (D-WI) and was posted January 5,, 2024.]

Senator Baldwin championed multiple provisions of the SUPPORT Act, bipartisan legislation to address the opioid and fentanyl epidemic. The legislation advanced in the Senate HELP Committee in December. Senator Baldwin successfully included provisions in that legislation to train first responders to prevent overdoses, combat opioid-related infectious diseases, and improve the health of expecting mothers and their children. She also fought to ensure that funding could be used for emerging substances of concern, like xylazine. ◇

Keeping Fentanyl Out of Our Communities

In the Senate version of the National Defense Authorization Act legislation, Senator Baldwin successfully helped include the FEND Off Fentanyl Act, bipartisan legislation to combat the country's fentanyl crisis by targeting the illicit fentanyl supply chain, from the chemical suppliers in China to the cartels that traffic the drugs from Mexico.

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BONUS FEATURES

[Why Some Judges Favor Drug Courts' Treatment-Based Approach](#)

[Continuous Medicaid/CHIP Eligibility for Children and Youth: 2024 Considerations for States](#)

Illustration: Pixabay.com

Did You Know?

ACYCP CHARTS STRONG FUTURE AT FIRST ANNUAL IN-PERSON BOARD MEETING IN MILWAUKEE SINCE COVID



Back Row: L to R: Tom Plake (Guest. The Journey); Star DeLuca (Del. ACYCP); Frank Eckles (Del. ACYCP); Gene Cavaliere (Del. ACYCP); Frank Delano (Del. ACYCP) ; Christina Scanlon (3rd VP

ACYCP); Michael Mitchell (Del.& Editor ACYCP Online Periodicals); Janet Wakefield (2nd VP ACYCP); Chip Bonsutto (Del. ACYCP) ; Luke Van Denend (1st VP ACYCP)

Front Row: L to R: Melinda Bowman (Guest-The Journey); Jerriann Chandler-Ochoa (Del. ACYCP); Jessica McKinley (Secretary- ACYCP); Jody Rhodes (President- ACYCP).

[Editor's Note: Jessica McKinley is a newly elected delegate to the ACYCP Board and has a long list of CYC accomplishments and qualifications to her name, primarily in the state of Indiana. We hope to see more of her writing in future issues of the ACYCP online periodicals, namely the quarterly CYC Advocate and the monthly Membership Memo. Many of those pictured above have been active in the founding and history of WACYCP, while ACYCP itself has very strong roots in the Milwaukee area since its inception. To secure an agency or individual ACYCP membership please go to: www.acycp.org .]

By Jessica McKinley

As I drove north from Indiana to Milwaukee, I kept reflecting on the Cream City and Gloria Lake Summit articles that I read in preparation for our time spent together in the Cream City. These articles were true reflections of the dreams and ambitions of the field. These articles are testimonials to many child and youth care practitioners who are truly advancing the field of child and youth care work. The next day and a half were promising. We kicked off our time together with 14 board members, plus miscellaneous representatives and friends of ACYCP, in addition to another 30+ from ACRC (Association of Children's Residential and Community Services (<https://togetherthevoice.org/>) in a combined dinner at BIRCH Restaurant. The food was tasty and the conversations were fruitful. It was truly humbling to find myself sitting amongst the crowd involved in enthusiastic conversations of every type.

On day 2 we kicked off the conversation with a reflection on the notes from the Gloria Lake Summit. In early 2023 a group of child and youth care leaders gathered again in Gloria Lake (San Diego, California) at the home of ACYCP past-president and CYC pioneer Andy Schneider-Munoz, to assess the developmental progress of the field and provide a vision for future priorities. The conversation reflected each point within the strategic plan and reflected the monumental gains that have been made since the creation of the ACYCP strategic plan in 1992. From this summit, the following recommendations were made to guide the continuing work of ACYCP in the near future.

Packaging & Marketing

1. Strengthen the ACYCP-CYCCB Public Awareness and Partnerships Committee.
2. Consider adding marketing industry experts to the ACYCP Board & Committee Task Force.

Administrative Support

1. Focus on administrators from over 800+ organizations that are likely to be receptive to further support the development of the field.

Coordinated Education and Training Programs

1. Certification needs to be an outcome of all levels of CYC educational and training programs.
2. Initiate outreach to secondary vocational programs; encourage the development of CYC course work based on the CYCCB competency model; and CYC certification and a career in CYC.
3. Continue to support the CYCCB Higher Education Committee and incorporate leaders from CYC training programs into Committee activities.

Universal credentialing standards

1. Continue efforts to obtain DOL recognized occupational title.
2. Secure funding to support the revision/updating of the competency model and certification assessments.
3. Identify potential high school programs that are receptive to developing a CYC vocational track/program.
4. Continue efforts to communicate and collaborate with accrediting and licensing entities so that CYC Certification is recognized at the local, state, and national level.

This reflection of the progress and gains made over the last thirty years established a tone for the remainder of the day. The momentum was felt and drove the conversation and planning.

The announcement of three new ACYCP board members and the retirement of one created an opportunity for diversity and innovative thinking. The Professional Development committee presented a general description of a Child & Youth Care worker, and this was modified and moved to pass motion for submission to DOL.

Frank provided a well-rounded overview of the accomplishments and work of the CYCCB. Frank reviewed six requests and several accomplishments from CYCCB.

Requests

1. A board election (Oct.- Dec) is hoping to recruit expertise in marketing, research, diversity, and people with strong connections within their practice setting.
2. Re-establish the Webinar program between ACYCP & CYCCB
3. The Workforce Connection program is new and under- used. Need to increase number of programs to utilize
4. CYCCB is now selling T-Shirts and Polo Shirts
5. Spread awareness of certification within your organization and beyond
6. Donations are important and do make a difference

Accomplishments

1. Competency revision- currently being reviewed

2. Interim exam revisions- Entry level exam is done, Professional level is in process, with Associate level last.
3. Retraining of all exam proctors- in late 2022, changes to requirements were implemented, all 34 approved proctors have been trained in US and Canada.
4. The Workforce Connection program was launched in 2022 and continues to develop.
5. High school vocational programs- these programs are expected to expand career routes into the CYC profession.
6. Continuing education provider recognition program- new program that will allow organizations who provide continuing education to be listed and recognized on CYCCB website.
7. Partnerships in Indiana continue to flourish. These partnerships have produced over 500 certified practitioners and serve as a state model.
8. Recognizing the relationship between ACYCP and CYCCB and the correlation in mission, values, and purpose of the relationship is critical. Organizations continue to work alongside each other to better serve the Child & Youth Care practitioners, but also those served.

After lunch, Luke led an activity allowing the fifteen-person team to analyze strengths, weaknesses, opportunities, and threats. In doing so a comprehensive list was created that highlighted the trajectory of ACYCP. Being a newly formed not-for-profit organization, we can challenge the work currently being done and soar to unbelievable heights. ACYCP has an incredibly rich 40- year history. Friend of ACYCP, Carol Kelly once said, "...to go forward, we can't forget where we came from." The direction of ACYCP has been shaped by fearless leaders who will continue to guide the work being done today by over 3,000 certified child & youth care practitioners in over 800 organizations!

As I drove home, I reflected on the conversations had, the friends I met/made, and the phenomenal work being done by so many to advance child & youth care. I thought to myself, wow! A group of committed individuals can change the world, they are doing it every day. As I drove home, I felt renewed, reignited, and excited about the work being done and the many contributions to it. The work that has been accomplished will continue guiding the work that needs to be done. We strive to continue building a unified definition of child & youth care workers. Rather we are an OST school-based program, a faith-based organization, day camp, residential care, foster parent, etc. we are all working towards the same goal: optimal development. If we utilize our village and partner and share, we truly can reach our goal collectively and more holistically. ◇

Illustration:geralt on Pixabay.com

Ready Resources

SPOTLIGHT ON TRIBAL CHILD WELFARE



Editor's Note: The following is reprinted with thanks to Child Bureau Express (CBX) and was first posted on December 8, 2023.]

This issue of CBX spotlights tribal child welfare; the work being done to support American Indian/Alaska Native children and families; and the importance of preserving and nurturing youth's connections to their tribe, culture, and traditions. Read a message from Associate Commissioner Aysha E. Schomburg in which she recognizes the unspoken mental health challenges faced by so many Americans and encourages readers to check in on loved ones, especially during the holiday season. This issue also includes the latest resources and tools for child welfare professionals and the families they serve.

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BONUS FEATURES

[Improving Access to Funding for Indigenous Communities](#)

[HHS Soliciting Nominations for Open Seats on the Secretary's Tribal Advisory Committee](#)

[The White House Tribal Nations Summit Progress Report](#)

[Training for Early Childhood Researchers Working with American Indian and Alaska Native Communities \(CCU\)](#)

Illustration: Roses Street on Pixabay.com

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Questions?

Just contact:
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(608)846-2860
[Madison, WI]

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A promotional poster for the 'Mentor of the Game' event. The top features the title 'MENTOR OF THE GAME' in green, with a basketball icon in the 'O' of 'MENTOR'. Below the title, it says 'POWERED BY BOBBY PORTIS'. A central photograph shows a group of people on a basketball court. To the right, a dark green box contains the text 'A new season here, who will you nominate?'. At the bottom right are the logos for 'MENTOR GREATER MILWAUKEE' and 'POWERED BY' the Milwaukee Bucks. On the left side of the poster, an orange vertical bar contains three white question marks and the text 'For more information bettyh@milwaukeementor.com'.

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Tell Them You Saw It In The WACYCP Badger Buzz!

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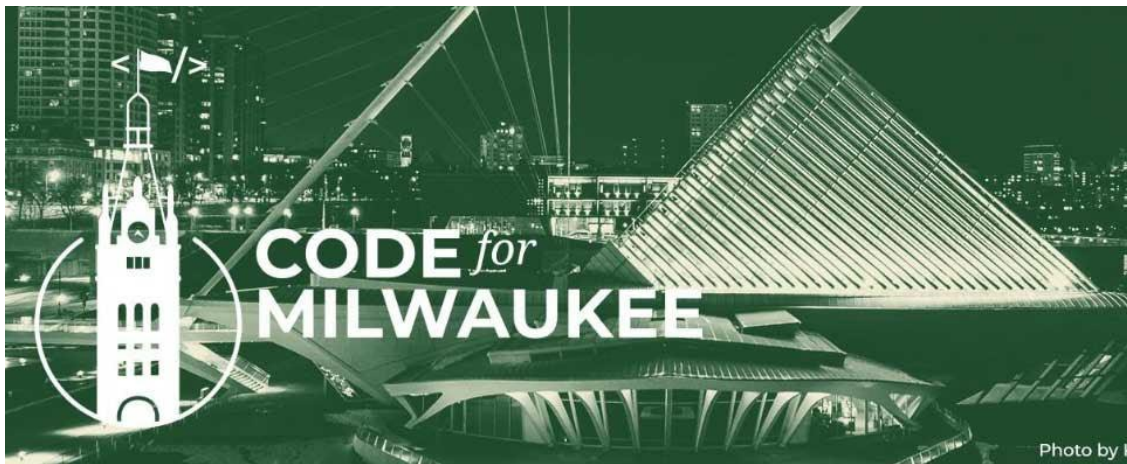
BEATING HEART DISEASE



Together.

Join the Foundation for Black Women's Wellness – in-person – for our 13th Annual National Wear Red Day celebration! On February 24th, from 11:00am - 2:30pm, we will come together in sisterhood to get informed, inspired and empowered to beat heart disease and to commit to protecting our lives at all costs!

[**GO HERE**](#)



Vision

We envision a bright future for Milwaukeeans of all backgrounds, where there is diverse representation and shared opportunities for growth and success. This future will be driven by a unified community of individuals involved in civic tech, activism, and community engagement that works to improve the delivery of public services.

Mission

Code for Milwaukee unites diverse people and groups together to build meaningful and effective projects that make a positive impact on our community.

To contact us, please email info@codeformilwaukee.org.
Or visit, <https://codeformilwaukee.org/>

DOWN'S SYNDROME ASSOCIATION OF WISCONSIN
Seeking Madison/Dane County Office Space



Please contact:
Lisa Jamilla-Wuerth
ljamilawuerth@dsaw.org
608-606-9683

BREAKING NEWS: GO TO WEBSITE FOR DETAILS ON NEW CENTRAL WI OFFICE (Dane Co.)!

Volunteers Needed For the Annual Statewide Awareness Walk



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Think Ability Wisconsin is a statewide partnership network, powered by DSAW, formed to improve transition and employment outcomes for people with disabilities. DSAW staff and TAW partners will be attending several conferences and trade shows as TAW starting this month!

We are beginning our work with TAW by talking to employers about the benefits of hiring people with disabilities. Did you know that companies that include people with disabilities have 28% higher revenue and double the net income?!

If you're interested in learning more, reach out to us at info@thinkabilitywi.org.

The Purposeful Use of Daily Life Events

dle Training now offered virtually!

The Purposeful Use of Daily Life Events, commonly referred to as *dle*, is designed to help those who work directly with young people become more effective in daily interactions with them. Through a focus on everyday events and how these events connect to the overall goals established with young people, the helper adopts a more pro-active approach in intervention. *Dle* offers the potential to make every moment with young people more meaningful.



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Dle training is provided by certified *dle* trainers, based on Dr. Thom Garfat's award winning research into developing effective interventions. Used **WORLDWIDE**, *dle* is an approved continuing education program by California's DSS, Social Care Ireland, and the Child and Youth Care Certification Board.



Register today!

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www.togetherthevoice.org/dle

[Register Here](http://www.togetherthevoice.org/dle)

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988 Suicide & Crisis Lifeline Stickers - There is Hope - Green

These 2 inch x 2 inch "There is Hope" stickers help publicize the 988 Suicide & Crisis Lifeline. The stickers are packaged in quantities of 100 and orders are limited to one packet per order. The stickers are available in green, pink, and blue as well as in English and Spanish.

[988 Partner Toolkit](#)

A banner for the MKE BLACK app. On the left is a circular logo with 'MKE' in red and 'BLACK' in green. To the right of the logo is text: 'Our goal is to celebrate, promote, empower, and advance Black businesses, events, and culture in the greater Milwaukee area by providing resources, connections, and awareness in everyday life.' Below this text is a button that says 'DOWNLOAD OUR APP!'. The background of the banner is a grayscale image of people, with green and red geometric shapes on the left and right sides.

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***Professional Excellence**

***Service**

***Family Engagement**

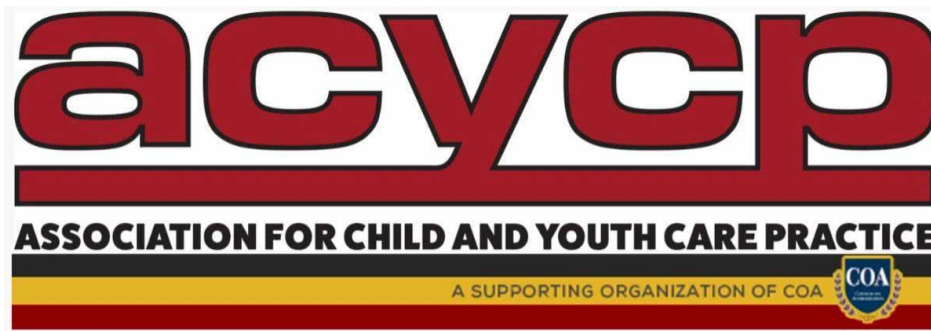
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Find out what ACYCP is all about. See a quick video at: <https://www.acycp.org/acycp-at-a-glance>

MOVING? CHANGE OF JOB? GOT A PROMOTION?...

Well, we wish you all the best of success! But don't forget to take us along! Who knows, your WACYCP membership benefits and resources may come in real handy in your new situation. Or does your current email not permit personal or outside messages? Just get us your new email contact and any other membership data updates. So put us on your calendar or to-do list to make sure our contact remains unbroken. Just shoot off a quick easy email at: <https://www.wacycp.org/contact-us> with all your relevant changes, and we'll take care of the rest. We're soooo confident you'll be glad you did!

Or contact:

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