



pax tools



BOYS & GIRLS CLUBS



A Letter from Dr. PAX

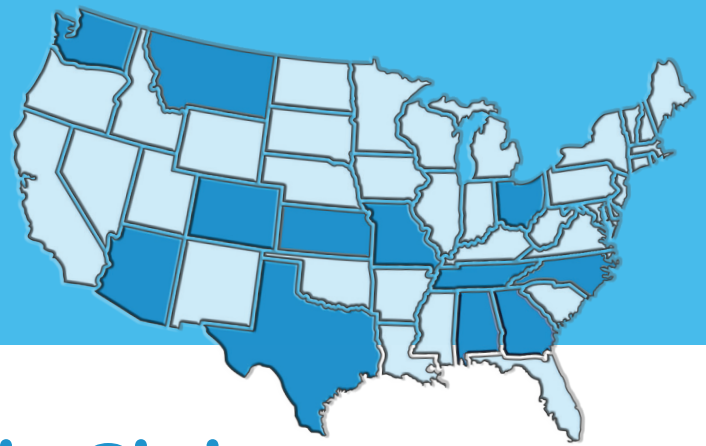


We are proud to partner with Boys & Girls Clubs across the country to deliver evidence-based programming to improve the lives of young people and those who care for them. Mr. Rogers famously said, “Look for the helpers”, and for decades, we have constantly sought to engage and support those who help create nurturing environments for children everywhere. This includes working with Children’s Television Workshop and Sesame Street to provide messaging to keep children across the world safe from accidental injury. It includes supporting the children and families of deployed soldiers during the Gulf War. It includes increasing the peace and safety of young people in schools. Most recently, it involves improving the self-regulation and lifetime outcomes for children through the educators, human service professionals, youth workers, parents, and caregivers who support them.

We are proud to now partner with Boys & Girls Clubs and support the pivotal role they play in the success of young people. Providing their youth development professionals with trauma-informed evidence-based strategies ensures they have tools tailored to meet their needs and the needs of young people in Clubs from every culture and region. The strategies developed for Boys & Girls Clubs also meet the core tenets of PAXIS Institute programming – deriving from the proven brain, behavioral, and social science and positioning the children as heroes of change. Together, PAXIS Institute and Boys & Girls Clubs are truly working to increase Peace, Productivity, Health, and Happiness for everyone in every community.

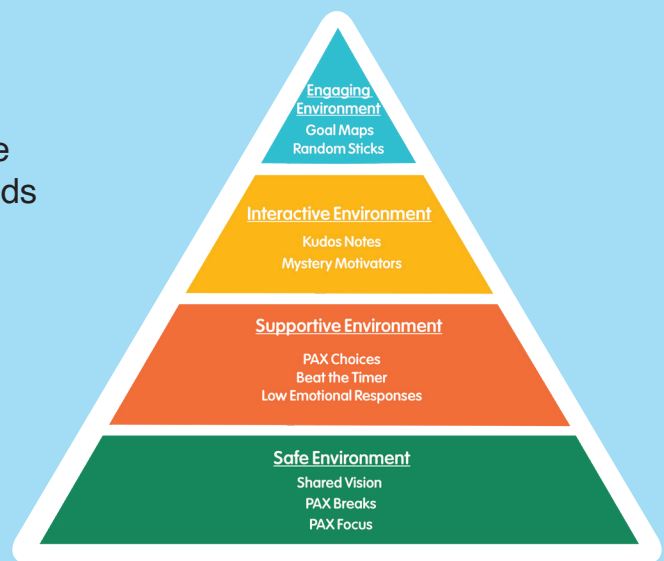
Dr. Dennis Embry, Ph.D.,
President and Senior Scientist

Introduction:



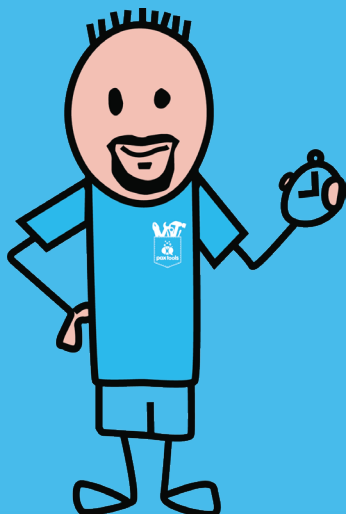
Boys & Girls Clubs and PAX Tools

PAXIS Institute has independently partnered with Boys & Girls Clubs throughout the U.S. to bring **PAX Tools**® to Club members and staff since 2021. Stakeholders have utilized an array of funding streams, including the American Rescue Plan Act, State Opioid Response, general state appropriations, private sector contributions, and others. These initiatives have allowed Clubs to meet the needs of their members, staff, and the community at large. These include improving youth mental health and academic performance, increasing workforce development and retention, as well as achieving indicators of performance in the National Youth Outcomes Initiative and the Weikart Youth Program Quality Initiative.



PAX Tools provides trauma-informed evidence-based strategies for a vital set of stakeholders within the youth system of care. Out-of-school time professionals serve as essential protective factors during the most vulnerable hours of the day for many children. Additionally, these professionals, many of them at the entry level, have had very little access to professional development or evidence-based practices to carry out their work. **PAX Tools** provides practical strategies with a universal language and approach for improving behavior and relationships. **PAX Tools** also provides synergistic effects by improving fidelity and outcomes for Clubs' other powerful initiatives.

What is paxtools



What is PAX Tools?

PAX Tools® is made up of trauma-informed evidence-based strategies for adults who work with or care for youth. Each strategy has its own single-subject design evidence of effectiveness for improving simple daily interactions among youth and adults.

“PAX Tools was able to help us look at the positives but still deal with the negative behavior... It was like flipping our mindset.”

Boys & Girls Club of Washington Association & Alliance

Everyday activities such as gaining young people’s attention, finishing tasks efficiently, taking turns, and responding to wanted and unwanted behavior can all become potential sources of conflict and particularly difficult for young people who have experienced adversity or trauma. **PAX Tools** provides adults with strategies that help prevent conflict in these common situations and many more. The increased frequency of positive daily interactions leads to an improvement in overall cooperation and trust among children and adults.

**99 %
leave PAX tools
training ready to
implement
immediately**

PAX Tools has great flexibility in implementation across a variety of environments in which young people interact with adults and each other. **PAX Tools** is not a scripted curriculum or a sequential set of lessons, but a set of strategies that are implemented in daily activities. The individual strategies may be used independently to improve specific scenarios or combined for even greater effects.

As the evidence reflects, with **PAX Tools**, the whole truly is greater than the sum of the parts. When **PAX Tools** strategies are implemented with fidelity, relationships, cooperation, and outcomes will continue to improve. This makes **PAX Tools** a terrific fit for families and caregivers to improve the climate in the home. This also makes **PAX Tools** particularly effective for Youth Workers and Human Service Professionals in out-of-school time and other professional environments in which adults work with young people.



Boys & Girls Clubs:

Boys & Girls Clubs' leadership and youth development professionals utilize **PAX Tools** strategies to facilitate daily tasks and interactions with young people. Each participating staff member attends an online **PAX Tools** training tailored to their position and experience. Staff members leave training prepared to integrate **PAX Tools** strategies with the young people in their care the very next day.

Here are some of the ways Boys & Girls Club staff learn to support young people using the trauma-informed evidence-based strategies in **PAX Tools**.



1. Engaging young people in taking an active role in setting positive expectations for themselves and for the group

2. Providing young people with constructive, real-time feedback without interruption, shame, or embarrassment

3. Guiding young people in completing tasks quickly and efficiently without the dawdling or procrastination that can lead to problematic behavior



4. Selecting young people for desirable and even undesirable tasks in a way that increases trust, cooperation, and resilience



Putting PAX Tools to Work

5. Identifying and reinforcing positive behaviors in young people in a healthy, sustainable way that leads to good decision making

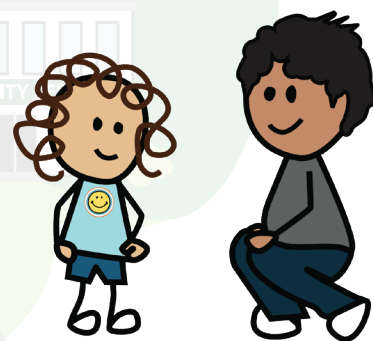
6. Gaining the focused attention of young people quickly and effectively while promoting safety as well as instantaneous transitions



8. Improving young people's cooperation and decision making by engaging them with active roles and choices



9. Teaching young people to manage their emotions by recognizing when they need to take a break and re-group



7. Modeling appropriate ways for young people to give and receive gratitude by identifying positive behaviors in others



10. Supporting young people with practical steps to set and achieve their goals

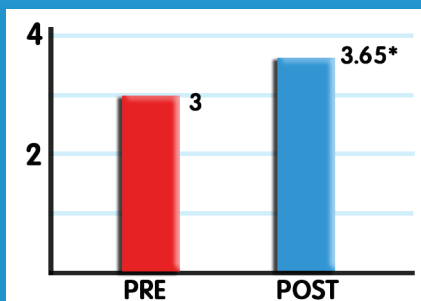
Boys & Girls Clubs: Putting PAX Tools to Work



PAX Tools has become a natural fit within Boys & Girls Club staff professional development plans due to its seamless integration with the positive youth development framework, the principles of out-of-school time, and the initiatives of the Boys & Girls Clubs. The trauma-informed evidence-based strategies that make up **PAX Tools** resonate with staff and young people across geography and cultures due to their effectiveness and the mutual respect and collaboration they elicit.

PAX Tools provides for a practical, operational mechanism for BGC staff to support young people and achieve the lofty aims of the Boys & Girls Clubs such as ensuring all children and youth, including those who need the greatest support, with a nurturing environment to succeed to the best of their abilities. **PAX Tools** has become part of the targeted programming to improve youth outcomes such as improved academic performance and graduation rates, reduced school and community violence, reduced suicide, improved social-emotional skills, and improved mental health.

PAX Tools, with its menu of independent strategies, offers a great deal of flexibility in implementation. This ensures cultural competence and allows Clubs to meet the unique needs of their professionals and young people by focusing on strategies and solutions they need most. **PAX Tools** offers a training variation for everyone from Club leadership and directors all the way through seasonal and part-time youth development professionals. This represents a vast range in professional and educational experience, and **PAX Tools** ensures all these professionals have a consistent language and approach to behavior regardless of their role.

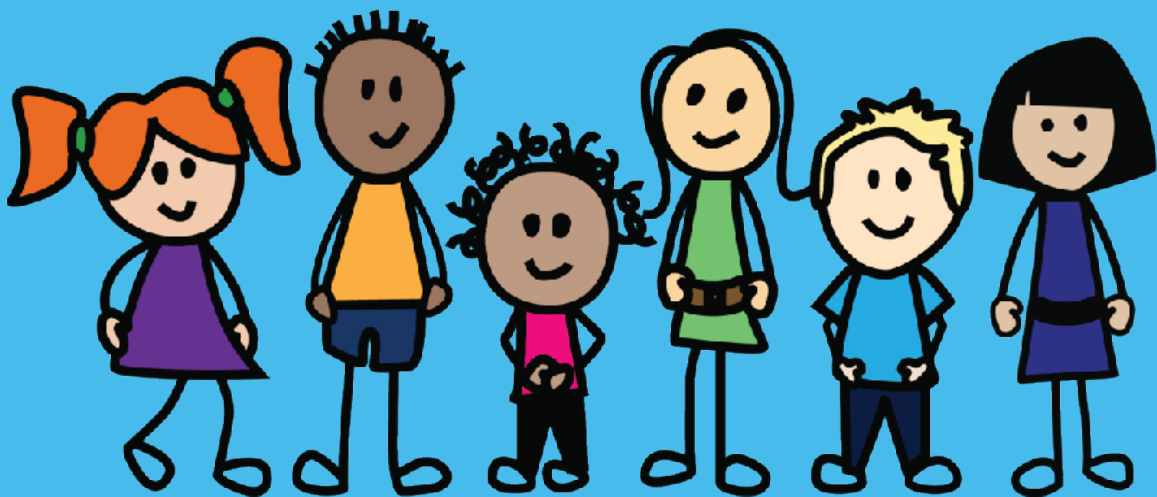


Significant increase in supervisor recognition for professionals working with youth in Clubs using PAX Tools

**p < 0.05 in Ohio Boys & Girls Clubs study*

Providing these trauma-informed evidence-based strategies to all Boys & Girls Club staff is vital to Club workforce development and retention. Youth workers with positive Club experiences and a high sense of efficacy remain in the field and with their Club – ensuring ongoing and sustainable positive youth development within their community.

See What Boys & Girls Clubs Built with PAX Tools



See What Boys & Girls Clubs

Boys & Girls Club Staff Trained in PAX Tools

2021-2024



2,631

Boys & Girls Club professionals were trained in PAX Tools for Youth Development. This training ensures out-of-school time professionals are equipped with trauma-informed evidence-based strategies of PAX Tools to implement with youth in their care.



2,228

Boys & Girls Club professionals were trained in PAX Tools for Youth Workers. This training provides the trauma-informed evidence-based strategies of PAX Tools in a format narrowly tailored to the unique role and demographic of youth development professionals.



28

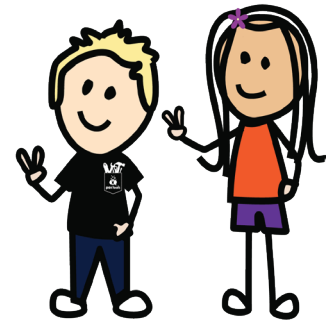
Boys & Girls Club professionals were trained in PAX Tools for Community Educators. This training provides community-based educators who work with families and caregivers learned trauma-informed evidence-based strategies to integrate into their workshops and support families.

Built with PAX Tools



207

Boys & Girls Club professionals were trained in PAX Tools Next Steps. This training provides participants already trained in PAX Tools with additional instruction in PAX, including additional strategies and applications for various settings.



225

Boys & Girls Club professionals were trained in PAX Tools Refresh. This training provides PAX Tools Youth Workers with an opportunity to revisit the PAX Tools strategies in a self-paced format.

PAX Tools in Boys & Girls Clubs Across the U.S.

Over 5,200 Trained

1,952

PTYD: 537 PTNS: 207
PTYW: 983 PTR: 225

22

PTYD: 10
PTYW: 12

712

PTYD: 315
PTYW: 397

230

PTYD: 79
PTYW: 151

50

PTYD: 50

96

PTYD: 24
PTYW: 72

PAX Tools Refresh - PTR
PAX Tools Next Steps - PTNS
PAX Tools for Youth Workers - PTYW
PAX Tools for Youth Development - PTYD
PAX Tools for Community Educators - PTCE

582

PTYD: 380
PTYW: 202

1,002

PTYD: 804
PTYW: 170
PTCE: 28

112

PTYD: 112

131

PTYD: 105
PTYW: 26

322

PTYD: 119
PTYW: 203

72

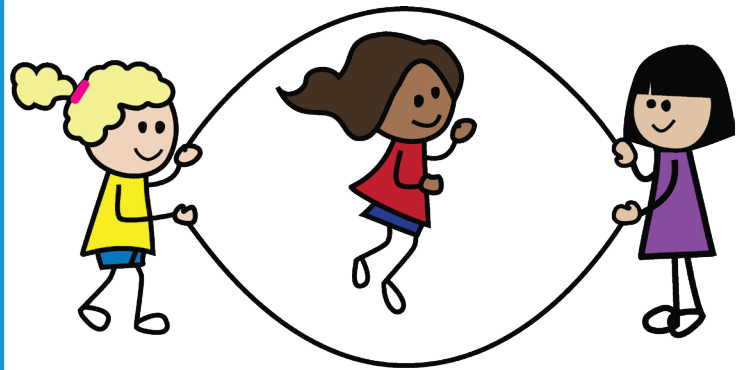
PTYD: 60
PTYW: 12

See What Boys & Girls Clubs

Boys & Girls Club and PAXIS Institute collaborated to evaluate the effectiveness of PAX Tools in their Clubs with Club staff and the young people they support. This evaluation consisted of interviews with Club leadership and youth development professionals as well as a comprehensive pre- and post-assessment made up of items from multiple nationally and internationally-normed and validated research measures. Here is a list of those measures.

The **Social Competence Scale** is a 25-item, 5-point Likert Scale survey with variations for parents and professionals to use to assess pro-social behavior and social emotional development in children. As part of the ongoing Fast-track Project, the Social Competence Scale has reliable predictability with a number of lifetime outcomes.

Sample item: *Controls temper when there is a disagreement (not at all through very well).*



The **Strengths and Difficulties Questionnaire** is a 25-item, 3-point Likert Scale questionnaire with variations for parents, clinicians, researchers, and educators to screen for potential psychiatric disorders, gauge the success of interventions, and determine prevalence rates in epidemiological studies involving children. Multi-informant implementations provide for effective screening consistent with the Diagnostic and Statistical Manual of Mental Disorders (DSM-V).

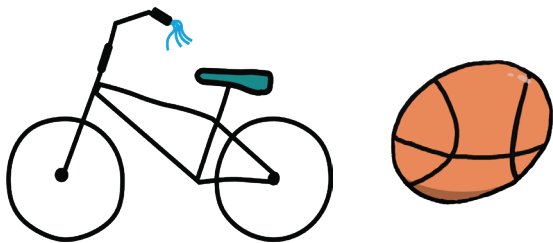
Sample item: *Often unhappy, depressed or tearful (not true through certainly true).*



Built with PAX Tools

The **Maslach Burnout Inventory** is a 22-item, 7-point Likert Scale inventory with variations for educators, human service workers, and medical professionals to assess burnout in adult professionals as defined by the World Health Organization. The Maslach Burnout inventory is effective in diagnosing the state of burnout for individuals in a workplace and determining the success of interventions.

Sample item: *Working with people all day is really a strain for me (never through every day).*



The **National Youth Outcomes Initiative** is a multi-item, 4-5-point Likert Scale questionnaire used in the annual internal study conducted by Boys & Girls Clubs of America to assess how well Clubs deliver a high-quality experience that promotes positive youth development. Members (youth) and staff participate to determine indicators of BGCA's priority outcome areas. In 2019, over 200,000 club members participated in the study.

Sample item: *I feel safe at the Club (strongly agree through strongly disagree).*

The **Youth Risk Behavior Survey** is a multi-item, multiple choice comprehensive study carried out by Centers for Disease Control and Prevention with school-age adolescents every two years. This study assesses prevalence of health behaviors and determines trends over time and across populations.

Sample item: *How old were you when you had your first drink of alcohol? (never through 13 or older).*

Customized Research Items for each Club were developed through collaboration between PAXIS Institute and individual Club leadership. These items helped to ensure the cultural competence of the evaluation in assessing the individual constructs that are meaningful in each area.

Sample item: *How has the amount of peer-to-peer conflict changed since implementing PAX Tools? (increase through significant decrease).*



See What Boys & Girls Clubs



PAX Tools is
working in our
Club!

"I plan to use all PAX Tools; I feel like they will be beneficial for our day-to-day operations."

"PAX Tools has been great, actually! It's nice to have a template from which everyone can work."

"I'm enjoying using PAX Tools and watching my staff do it as well. There's been a shift in behavior issues for the better at the club."

"When I look back, I can see their progress. I've appreciated the perspective PAX gives about focusing on positives. I think that has helped a lot."

"I love PAX because it's structured but it has freedom. You have free range how you implement it. There are days where I don't do all of PAX Tools, and that's OK. But there are days where I have to use every Tool developed."

Built with PAX Tools

Our kids are
enjoying
PAX Tools!



“This was awesome!! It reinforces a lot of what BGC already does and adds great tools to the toolbox!”

“I am enjoying using PAX Tools and watching my staff do it as well. There has been a shift in behavior issues for the better at the Clubs.”

“This was a great training overall and I feel like I can improve on many things in my day to day workflow. I can also better serve my students because of this training.”

“The training was very thoughtfully prepared and communicated. It was nice to hear from other locations about new ideas and how they creatively problem solve with PAX Tools.”

“I am so glad this training was available! I feel like, even though everything has been a refresher, I have learned new ways to implement PAX Tools that I would not have known otherwise. Thank you!”

See What Boys & Girls Clubs

in Boys & Girls Clubs in 2021-2024



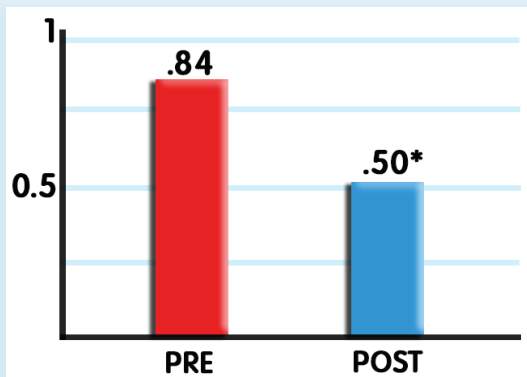
100% reported feeling confident implementing PAX Tools strategies immediately after training

Boys & Girls Clubs of Kansas

participants report PAX Tools will help in supporting the youth they work with

7 out of 10

Boys & Girls Clubs of Missouri



Significant reduction in symptoms of depression for children in Clubs using PAX Tools

**p < 0.05 in Washington Boys & Girls Clubs study*

98% PAX Tools is consistent with the Club's policies and initiatives

Boys & Girls Clubs of Colorado

plan to stay in the youth work field after using PAX Tools

93%

Boys & Girls Clubs of Ohio

Built with PAX Tools



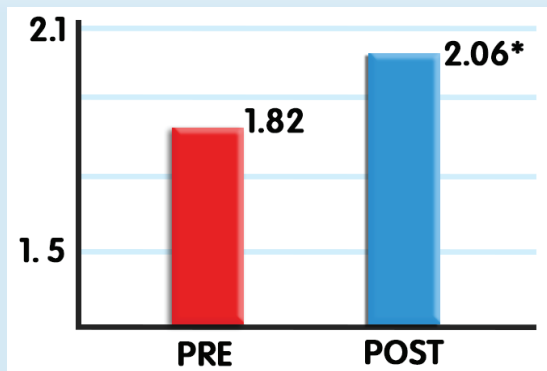
95% feel PAX Tools will decrease conflict among youth in their setting

Boys & Girls Clubs of Kansas

reported a clear understanding of the strategies

100%

Boys & Girls Clubs of Ohio



Significant increase in the ability to solve problems on their own for children in Clubs using PAX Tools

**p < 0.05 in Washington Boys & Girls Clubs study*

100% confident PAX Tools will decrease workplace stress

Boys & Girls Clubs of Washington

were confident in PAX Tools decreasing conflict among youth

90%

Boys & Girls Clubs of Washington



In Boys & Girls Clubs

100%

PAX Tools are working in their Club

9 out of 10

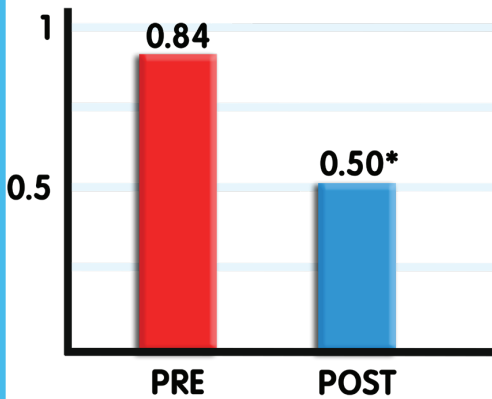
using PAX Tools led to less conflict within their Clubs

95%

PAX Tools helped them gain confidence in working with youth

*Based on a population-level implementation in Ohio from 2021 - 2024

Significant reduction in symptoms of depression for children in Clubs using PAX Tools



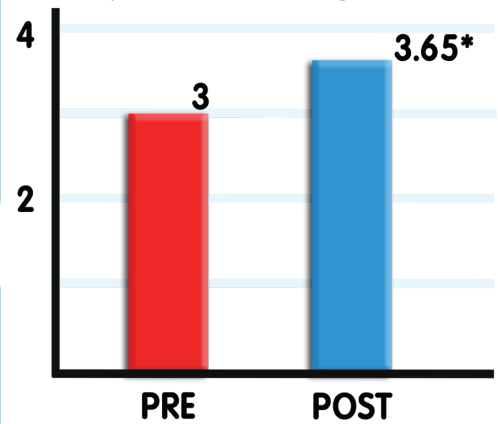
*p < 0.05 in Washington Boys & Girls Clubs study

"Our staff has been raving about PAX Tools... everyone is feeling and communicating better."

*Sam Shahid,
Boys & Girls Club of
Northeast Ohio*

Over **5,200** Boys & Girls Club staff trained in PAX Tools since 2021.

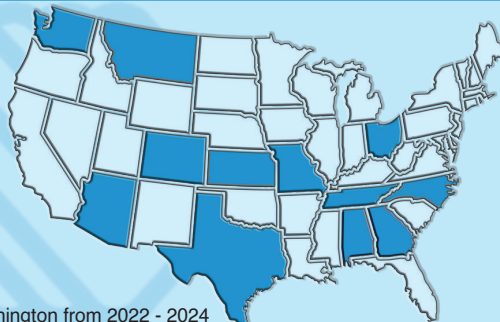
Significant increase in supervisor recognition for professionals working with youth in Clubs using PAX Tools



*p < 0.05 in Ohio Boys & Girls Clubs study

96%

PAX is helpful in supporting the children they work with



95%

likely to continue their work with youth based on their experience with PAX Tools.

*Based on a population-level implementation in Washington from 2022 - 2024

For more information about PAX Tools visit www.paxis.org
To ask a question or schedule a training email: info@paxis.org

© PAXIS Institute, 2024. www.paxis.org



Available in
live virtual
&
self-paced online
formats

As Implemented in Boys & Girls Clubs throughout the U.S.



What is PAX Tools?

PAX Tools is a collection of research-based strategies to improve cooperation and self-regulation in children. PAX Tools provides a unified approach to behavior for organizations and professionals throughout your community and allows young people to experience nurturing environments supported by caring adults in community settings and at home. **PAX Tools for Youth Workers** provides trauma-informed, evidence-based strategies for those working with youth in the community during out-of-school time.

"I am excited to use what I have learned today!"

"I really appreciated the self-paced learning! It allowed me to go faster in areas that were familiar and take more time in concepts that were new!"

"Practical solutions, clear explanations!"

About PAX Tools for Youth Workers

This training is available in live virtual and self-paced online formats and consists of 4 content hours where participants learn how to implement eight evidence-based strategies in their everyday interactions with young people. Participants will receive all the materials needed to implement PAX Tools with the children they serve. Upon completion of the course, participants will be equipped with eight trauma-informed PAX Tools strategies they can begin using as soon as the very next day!

You will learn about...

- the unique influence youth workers have on young people
- how to teach behavior as a skill set
- the importance of a trauma-informed approach
- how to create a nurturing environment for young people

Who should attend PAX Tools for Youth Workers?

Ideal participants might serve in one of the following roles:

- ✓ Camp Counselors
- ✓ Recreational Staff
- ✓ Volunteers
- ✓ Seasonal Staff
- ✓ AND MORE!

For More
Information

Email
info@paxis.org

Visit
paxis.org

PAX = Peace • Productivity • Health • Happiness



PAX Tools™ is a trademark of PAXIS Institute. ©PAXIS Institute, 2024. All rights reserved. www.paxis.org

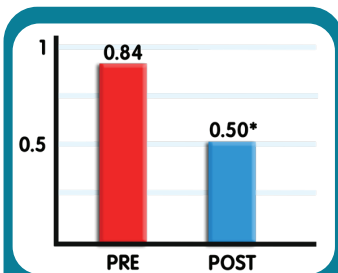
Available in
live virtual
&
in-person
formats



As implemented in Boys & Girls Clubs, YMCAs, and out-of-school organizations across the U.S.!

What is PAX Tools for Youth Development?

PAX Tools for Youth Development is a collection of trauma-informed evidence-based behavioral strategies for adults who work with young people in an out-of-school time setting. These strategies promote the development of self-regulation in young people, reduce conflict between young people and adults, and improve relationships. Professionals who attend training will receive all the strategies and materials they need to use PAX Tools with the young people they work with right away.



Children exposed to PAX Tools have demonstrated fewer symptoms of depression.

* $p < .05$ in a Washington State study

About PAX Tools for Youth Development Training

PAX Tools for Youth Development training is available in **live virtual and in-person formats**.

This training consists of **6 content hours** during which participants learn to implement trauma-informed evidence-based strategies to facilitate the work they do with young people every day. Participants receive all materials needed to implement PAX Tools with the children they serve.



Who Should Attend PAX Tools for Youth Development Training?

Participants might serve in one of the following fields:

- ✓ Out-of-School Time
- ✓ Youth Development
- ✓ Summer & Day Camp Leadership
- ✓ Youth Activities Coordination
- ✓ And MORE

FOR MORE INFO

VISIT

paxis.org/pax-trainings/

EMAIL

info@paxis.org

PAX Tools™ is a trademark of PAXIS Institute. © PAXIS Institute, 2024. All rights reserved. www.paxis.org

Workforce Development and Retention for Human Service and Youth Workers

PAX Tools: Improving Outcomes for Youth and Adults

PAX Tools is a set of **trauma-informed evidence-based** strategies for adults who work with or care for youth. This menu of strategies, which can be used independently or in conjunction with one another for synergistic effects, provide for improved cooperation and collaboration among adults and youth. These evidence-based strategies help alleviate common challenges in the human service and youth work field such as gaining attention, getting on the same page, limiting problematic behavior, reinforcing pro-social behavior, increasing self-regulation, and more.

PAX Tools provides four distinct trainings narrowly tailored to specific populations: *Community Educators*, *Human Service Professionals*, *Youth Workers*, and *Foster and Kinship Caregivers*. PAX Tools has a training for any adult who works with or cares for young people.



pax tools as Workforce Development

PAX Tools is now being implemented by thousands of professionals and caregivers across the U.S. PAX Tools provides all adults who engage youth with **evidence-based** strategies to improve cooperation and collaboration in daily activities. Multiple studies have demonstrated **improvements in efficacy and confidence** in working with young people for adults who use PAX Tools. A recent study of over 500 human service professionals implementing PAX Tools showed significant **reductions in conflict** among children and between children and adults. A separate study identified significant **increases in supervisor recognition** for youth workers as well plans to stay in the youth work field. PAX Tools has also been utilized to support accreditation for congregate care and residential treatment facilities.

PAX Tools Training Details

PAX Tools provides four distinct trainings narrowly tailored to specific populations: *Community Educators*, *Human Service Professionals*, *Youth Workers*, and *Foster and Kinship Caregivers*. Trainings are provided in a live virtual format, and select trainings are offered in a self-paced online format. Participants leave training with all the materials and resources they need to begin implementing PAX Tools right away - including the PAX Tools and access to additional resources.

For More Info

Visit
www.paxis.org

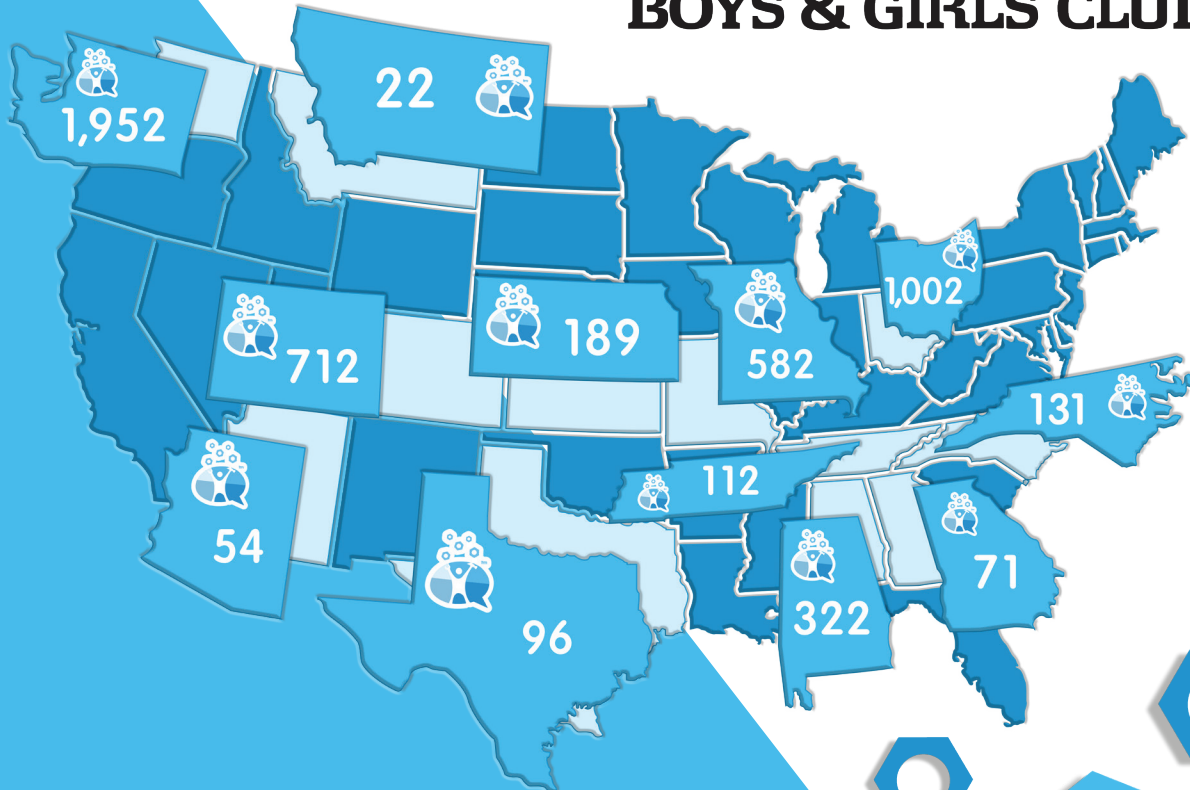
Email
info@paxis.org



paxtools



BOYS & GIRLS CLUBS



PAXIS Institute is proud to partner with Boys & Girls Clubs and all stakeholders who impact young people across the youth system of care. Boys & Girls Clubs and other organizations who provide evidence-based support during out-of-school time have proven to be a critical determinant in young people's success. PAX Tools[®] provides trauma-informed evidence-based strategies for the caring adults who implement them and the young people in their care. The nurturing environment provided by PAX Tools[®] is a perfect fit with Boys & Girls Clubs' positive youth development framework.

To learn more about **PAX Tools[®]** in the community and **PAX Good Behavior Game[®]** in schools, please visit us at www.paxis.org.

To speak with someone about bringing **PAX Tools[®]** to your community or organization, email us at info@paxis.org.

PAX = Peace • Productivity • Health • Happiness

