SERVICE YEAR

CURRICULUM
Strengthening Service Years
as a Postsecondary Option

Full Curriculum Roadmap

Full Curriculum Roadmap

The Full Curriculum Roadmap is designed to guide you through how best to incorporate all three components of the Corps Member Curriculum: Strengthening Service Years as a Postsecondary Option – fostering a belonging culture, incorporating an asset-based framework, and enhancing intentional skills attainment – into your service year program over a 10-12 month period.

HOW TO USE THIS ROADMAP

The Full Curriculum Roadmap is organized into four main sections associated with a typical service year structure:

- Pre-Service
- Service Year Corps Member Orientation
- Service Year Training Calendar for Months 1-10
- End of Service

Each section includes guided steps to ensure successful implementation. You will be prompted to conduct a training session, host a check-in, administer an assessment, or suggest a journaling exercise.

ALTERNATIVE PATH

If you are not able to commit to implementing the Full Curriculum over a 10-12 month period, but still want to ensure your corps members receive the foundational training for all three components of the curriculum, consider utilizing the Full Curriculum Alternative Path. Following the Alternative Path icons throughout this roadmap offers a lower time commitment for implementing the curriculum and provides guidance on how to front-load the training during orientation and omit the monthly training schedule

IDENTIFYING CURRICULUM COMPONENTS

Training sessions, assessments, tools, and other key resources needed for the facilitation of each of the three components of the curriculum are included in the Session Guides and listed throughout this roadmap. They can be identified with the key at the right.

B= BELONGING CULTURE

A= ASSET-BASED FRAMEWORK

S= SKILLS ATTAINMENT

C= CROSS CURRICULUM

HELPFUL TIP

There are additional "cross curriculum" resources that you will need to successfully implement the full curriculum across all three components. These resources include the guidance for individual and group check-ins, journaling prompts, and the end of service check-ins.

The following information legend is intended to assist in reviewing and integrating the curriculum into your program.

Here's an example of how the first belonging culture session guide on values, identities, and community agreement would be named:

B1: Session Guide: Values, Identities, and Community Agreement

TIME ESTIMATE	SESSION GUIDES
LEARNING OUTCOMES	INVENTORIES & ASSESSMENTS
VIRTUAL MODIFICATION	CHECK-IN MEETING
ACTIVITY	JOURNALING
HELPFUL TIP	ALTERNATIVE PATH

PRE-SERVICE

For many service year programs, the pre-service period is often a very busy time because staff is helping your existing corps members finish their service year and identify their next steps, while also recruiting your next cohort. To ensure your program is prepared to integrate the full curriculum into your next program year, Service Year Alliance recommends mapping out a schedule with targeted dates that will help your program staff prepare for the facilitation of the curriculum with corps members.

Preparing for curriculum integration should begin about six weeks before orientation. During this time you should take the following actions:

- Adjust your orientation schedule by adding two additional days. The components covered during orientation can be incorporated into your existing orientation structure as you see fit.

Estimated total time for integrating these sessions into your orientation is 12.5 hours.

- Identify which members of your staff will facilitate trainings during orientation, so they can review these resources and complete the following Service Year Program Staff training sessions:

For staff who are facilitating training sessions of the Belonging Culture Curriculum, review:

- B0: Resource: DEI Formative Self-Assessment
- B0: Resource: Glossary

For staff who are facilitating training sessions for the Asset-Based Framework Curriculum, review:

- A1: Training Session: Introduction to Asset-Based Frameworks and the Growth Assessment Tool
  Est. time: 15 minutes.
- A2: Resource: Asset-Based Growth Assessment Tool
- A0: Resource: Glossary

For staff who are facilitating training sessions of the Skills Attainment Curriculum, review:

- S1: Training Session: Introduction to the Employability Skills Process
  Est. time: 60 minutes.
- S3: Resource: The Employability Skills Inventory
- S0: Resource: Glossary

At the end of S1: Training Session: Introduction to the Employability Skills Process, you will have a better understanding of the Employability Skills presented in this curriculum. If you would like to add a skill to your curriculum, we recommend you complete S2: Training Session: Creating Rubrics during your pre-service time as well. The S2: Resource: Blank Rubric Template is a helpful tool for this session.

- As you will see throughout this roadmap, journaling is a key activity in this curriculum. To support your service year corps members throughout their service year, you should introduce journaling to help them reflect and record their experiences while serving. Before beginning orientation and the program year, review the C1: Resource: Journaling to familiarize yourself with this concept and the prompts.

- Individual and group check-ins are another important activity you will engage in throughout the year with your service year corps members. In advance of the program year, review the C2: Resource: Group Check-ins & C3: Resource: Individual Check-ins to familiarize yourself with the suggested check-in schedule and facilitation tips.

HELPFUL TIP

If you have time, review all of the session guides, training sessions, and resources in advance of the program year.

SERVICE YEAR CORPS MEMBER ORIENTATION

During your service year corps member orientation, you will introduce foundational components for fostering a belonging culture, incorporating an asset-based framework, and enhancing intentional skills attainment. By participating in training sessions, your service year corps members will be able to complete assessments, inventories, and activities that they will build upon throughout their service year.

ESTIMATED TIME FOR FACILITATION: 760 MINUTES/12.5 HOURS

HELPFUL TIP 💡

As mentioned in the Pre-Service section, to successfully implement the full curriculum, it is recommended that your program staff extends your orientation period by an additional two days. This additional time will ensure that your service year corps members have adequate time to participate in training sessions and activities

During orientation, you should facilitate the following components of the curriculum. We recommend following the order proposed below, starting with Belonging Culture, then Asset-Based Framework, and ending with Skills Attainment Curriculum.

If you are opting for the Full Curriculum Alternative Path, you should follow the orientation schedule detailed on the next page.

BELONGING CULTURE CURRICULUM

ESTIMATED TOTAL TIME FOR FACILITATION: 550 minutes/9 hours

As your corps members learn about their identity and values, they will increase their understanding about their relationship to others with practical examples of ways to foster a belonging culture in their service year, among their fellow corps members, and in their communities.

Learning Outcomes for the Belonging Culture Curriculum

- Learn practices to foster belonging environments that will enable your corps members to show up authentically
- Explore approaches to being civically, socially, and culturally responsive leaders
- Develop ways to promote and strengthen anti-racist restorative practices and gender inclusive environments
- Utilize strategies to elevate their voices and the voice of others

In advance of your first Belonging Culture training session, distribute the B0: Resource: DEI Formative Self-Assessment to your corps members. Be sure to plan for 30 minutes for your corps member to complete this assessment, and collect it from your corps members at the end of orientation.

HELPFUL TIP

If you have not yet reviewed the B0: Resource: Glossary & B0: Resource: DEI Formative Self-Assessment, take a few moments to do so before beginning these sessions

HELPFUL TIP

The DEI Formative Self-Assessment may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that you collect it at the end of orientation! Administering the DEI Formative Self-Assessment as a pre- and post-service assessment will enable you and your corps members to develop a baseline and observe areas for growth from the start of the service year to the end of the service year. You will administer the same assessment at the end of the service years.

Use the Belonging Culture Curriculum session guides to facilitate trainings with your corps members. These guides provide a link to the training sessions and the recommended prep work to facilitate each training:

[B1: Session Guide: Values, Identities, and Community Agreements](#)
EST. TIME: 110 MINUTES

[B2: Session Guide: Belonging Spaces - Brain Science of Belonging](#)
EST. TIME: 110 MINUTES

[B3: Session Guide: Centering Voice](#)
EST. TIME: 65 MINUTES

[B4: Session Guide: Being Culturally Responsive](#)
EST. TIME: 80 MINUTES

[B5: Session Guide: Anti-Racist Restorative Practice](#)
EST. TIME: 100 MINUTES

[B6: Session Guide: Creating Gender Inclusive Environments](#)
EST. TIME: 85 MINUTES

ASSET-BASED FRAMEWORK CURRICULUM

ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes

Building on your service year corps members' foundational knowledge of their identity and relationships with others, your program staff will begin to increase their awareness and understanding of their assets, strengths, abilities, and talents. Before ending orientation, you will administer the Asset-Based Growth Assessment Tool. This tool will help your service year corps members navigate the guided activities, so that they can explore and define their asset

Learning Outcomes for the Asset-Based Framework

During orientation, your service year corps members will:

- Identify their assets, strengths, abilities, and talents gleaned from their lived experiences
- Gain knowledge about the differences between asset-based and deficit-based frameworks
- Increase their knowledge about core principles of an asset-based approach
- Set S.M.A.R.T. goals that they can build upon during their service year

HELPFUL TIP

If you have not yet had a chance to complete the A1: Training Session: Introduction to Asset-Based Frameworks and the A2: Resource: Asset-Based Growth Assessment Tool, and review the A0: Resource: Glossary, take some time to do this before starting the orientation sessions for your corps members.

Use the Asset-Based Growth Assessment Tool session guide to facilitate the training with your corps members:

- **A2: Session Guide: Asset-Based Growth Assessment Tool: A Guide for Corps Members**
  EST. TIME: 90 MINUTES

- Distribute the **A2: Resource: Asset-Based Growth Assessment Tool** at the beginning of the session.

HELPFUL TIP

The Asset-Based Growth Assessment Tool may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that the pre-service assessment section is completed by the end of orientation – don't forget to collect it!

HELPFUL TIP

This training session is scheduled for 90 minutes to allow for an hour of time for the corps members to complete the Asset-Based Growth Assessment Tool. Feel free to use this time as planning time while corps members complete their assessments!

INTENTIONAL SKILLS ATTAINMENT CURRICULUM

ESTIMATED TOTAL TIME FOR FACILITATION: 120 minutes/2 hours

Now that your service year corps members have learned more about the assets, strengths, abilities, and talents that they brought into their service year, you will help them learn about various skills that they can further hone during their service years to prepare them for life after service. It is best if this session is conducted after the Asset-Based Framework session since they will have learned how to identify their existing strengths and can bring those learnings into this session.

Learning Outcomes for the Intentional Skills Attainment Curriculum

During orientation, your service year corps members will:

- Gain knowledge about the importance of skills development and attainment
- Explore the foundational 8 employability skills that will prepare them for life after service
- Assess their own skills development and explore strategies that will help them develop new skills and hone existing ones

HELPFUL TIP

If you have not yet had a chance to complete the S1: Training Session: Introduction to the Employability Skills Process and review the S3: Resource: The Employability Skills Inventory and the S0: Resource: Glossary, take some time to do this before starting the orientation sessions for your corps members

Use the Employability Skills Inventory session guide to facilitate training with your corps members:

- **S3: Session Guide: Employability Skills Inventory**
  EST. TIME: 2 HOURS

- Distribute **S3: Resource: The Employability Skills Inventory** at the beginning of the session.

HELPFUL TIP 💡

The Employability Skills Inventory may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that the pre-service section is completed by the end of orientation – don't forget to collect it!

HELPFUL TIP 💡

This training session is scheduled for 2 hours to allow for an hour of time for the corps members to complete the Employability Skills Inventory. Feel free to use this time as planning time while corps members complete their inventories!
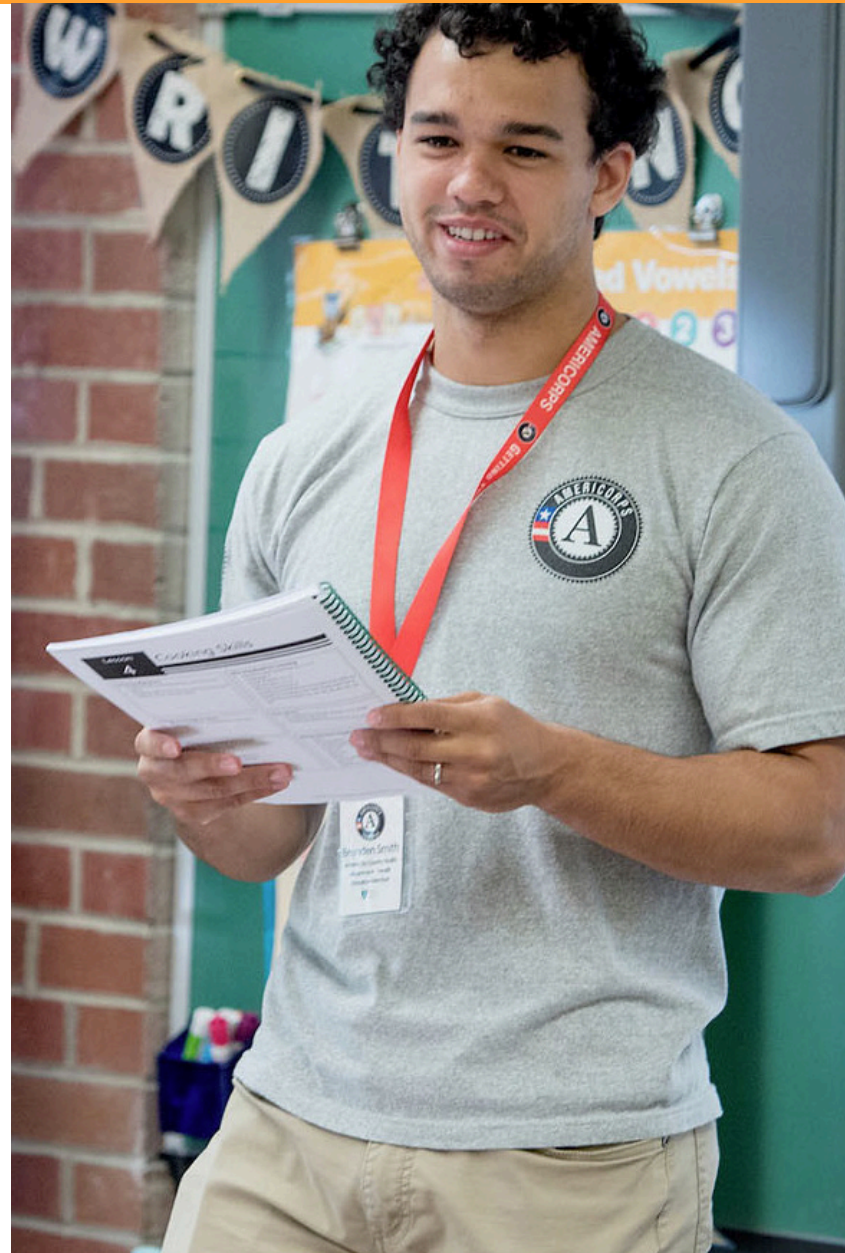
CROSS CURRICULUM

As you close out orientation, take a few moments to preview some touchpoints your corps members can expect throughout their service year. You can introduce the concept of journaling to help them reflect and record their experiences while serving. Additionally, you can share your plans to engage them in check-ins, both individually and as a group.

ALTERNATIVE PATH

If you are opting for the Full Curriculum Alternative Path, please move directly to the End of Service section. Before taking this step: take a moment to reflect on your orientation sessions focused on the Asset-Based Growth Assessment Tool and Employability Skills Inventory. If you found that your corps members needed additional guidance and support to help them identify their strengths, assets, abilities, and skills in order to complete these assessments and inventories, you may want to stay on the Full Curriculum Roadmap which provides guidance for the Asset-Based Framework and Intentional Skills Attainment training sessions under the Service Year Training Calendar for Months 1-10.

SERVICE YEAR TRAINING CALENDAR

Now that you have laid a foundation for fostering a belonging culture, incorporating an asset-based framework, and enhancing intentional skills attainment, you've solidified the building blocks that will strengthen your corps members' service year experience, and better prepare them for life after service over the next nine months. You will facilitate training sessions, conduct individual and group check-ins, and encourage journaling across all three curriculum components throughout the service year to build upon this foundation.

This service year training calendar is a suggested implementation timeline to assist you in integrating the full curriculum over a nine month program year. The calendar was designed with flexibility to enable your service year program staff to facilitate training sessions sequentially while offering opportunities to foster learning and development through individual and group check-ins as well as journaling activities.

	TRAINING SESSION 📖	JOURNALING 📜	CHECK-IN
Month 1		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 2	Use the A3: Session Guide: Personal and Professional Growth During the Service Year ⏱ ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	

	TRAINING SESSION 📖	JOURNALING 📄	CHECK-IN
Month 3	Use the S4: Session Guide: Work Ethic and Work Etiquette to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 50 minutes	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Remind your corps members to complete the Growth Progress Tracking Chart #1 in A2: Resource: Asset-Based Growth Assessment Tool Use the guidance under Individual Check-In #1 in C3: Resource: Individual Check-ins to facilitate your first individual check-in meeting with each corps member.
Month 4	Use the A4: Session Guide: Identifying and Cultivating the Strengths of Others to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 5	Use the A5: Session Guide: Leveraging Community Assets for Social Change to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 90 minutes/1.5 hours	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 6		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Use the guidance in C2: Resource: Group Check-ins to facilitate a mid-year group check-in. Remind your corps members to complete the Growth Progress Tracking Chart #2 in A2: Resource: Asset-Based Growth Assessment Tool

	TRAINING SESSION 📖	**JOURNALING** 📄	**CHECK-IN**
Month 7	Use the S5: Session Guide: Communication, Organization, and Attention to Detail to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 8	Use the S6: Session Guide: Teamwork, Collaboration, Customer Service Minded to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 9	The Skills Attainment Session focused on Information & Technology Literacy and Innovative Thinking & Problem Solving is an optional training session. If you choose to incorporate the session, it should be conducted this month. Use S7: Session Guide: Information & Technology Literacy and Innovative Thinking & Problem Solving to facilitate the training session 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Remind your corps members to complete the Growth Progress Tracking Chart #3 in A2: Resource: Asset-Based Growth Assessment Tool

Use the guidance under Individual Check-In #2 in C3: Resource: Individual Check-ins to facilitate your first individual check-in meeting with each corps member. |

NOTE: *This session is specifically designed to support service year programs in which their corps members play a vital role in processing information, using technology resources, and addressing problems through innovative solutions as a part of your program's intervention. This session may also be useful if you find that many of your corps members are seeking post-service opportunities that require these skills.*

HELPFUL TIP 💡

For AmeriCorps grantees, consider also using the individual check-ins to facilitate your program's required Mid-Term Corps Member Performance Evaluations.

END OF SERVICE

As the service year comes to an end, there are a few final pieces of content to incorporate into your programming. This time should be used to create spaces that will help your corps members reflect on and discuss their shared service year experience, while also elevating barriers and challenges that can be solved collaboratively.

To accomplish this, you will engage your corps members in a series of group discussions. There are three proposed group check-in sessions detailed in the C4: Resource: End of Service Group Check-ins. Each starts with the post-service assessment for each component of the curriculum and ends with question prompts for the group discussion.

These conversations can be conducted all at once (you should plan for 4-5 hours in total) or split into three 90 minute check-ins.

Redistribute the following resources for corps members to complete the End of Service Assessment portion:

- B0: Resource: DEI Formative Self-Assessment
- A2: Resource: Asset-Based Growth Assessment Tool
- S3: Resource: The Employability Skills Inventory

Service Year Alliance is working to make a year of paid, full-time service – a service year – a common expectation and opportunity for all young Americans. We envision a future in which national service is part of growing up in America. As we enter a new era for national service fueled by recent investments in AmeriCorps, we are focused on ensuring these expansions are successful and set the stage for future growth of the field. We identify opportunities for shared recruitment and data systems to tackle some of the biggest challenges facing our sector. Finally, we foster collaborative approaches to demonstrate the impact of service years as an experience that transforms lives, strengthens communities, and fuels civic renewal at scale. Learn more about our work at ServiceYearAlliance.org.

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