

Who We Are: A statewide private-public partnership of diverse youth; young adults; community leaders; youth-serving professionals; and adults who live with, care for, or care about young people (at the state and local levels) who have come together to infuse positive youth development principles and strategies throughout Colorado. Note that each objective will be aligned with a CYDT committee to enact this action plan; each committee will reflect the diversity of stakeholders. The following vision, goals and objectives were developed in partnership with both youth and adults.

Vision: Colorado is a state where all people value and pursue respect, communication and understanding between youth and adults to achieve a unified, healthy and engaged community, so that both adults and youth reach their full potential and lead healthy lives.

**What is positive youth development?**

It is an *approach*, not a program, that guides communities in the way they organize services, opportunities and supports so that young people can be engaged and reach their full potential. Communities that adopt a youth development approach emphasize these principles:



**Youth Development Principles:**

1. Strengths-based
2. Youth engagement
3. Youth-adult partnerships
4. Culturally responsive and inclusive
5. Includes *ALL* youth
6. Collaboration
7. Sustainability

**Goal: To raise awareness, promote, enhance, unify and increase positive youth development efforts and strategies :**

The Strategic Planning Committee, made up of Committee Chairs, will meet quarterly to ensure that the committees' work is coordinated and moving toward the CYDT's vision in accordance with PYD principles.

1. Determine leadership, meeting structure and processes for strategic planning, committee coordination, communication and synthesis that embodies PYD principles.
2. Develop and implement an evaluation plan for continuous improvement purposes and to determine the short-term progress and long-term outcomes of the CYDT and each committee.
3. Ensure sustainability of CYDT.

**Objective 1, Outreach: Develop a team of champions made up of youth and adults to develop and implement an action plan to address positive youth development in Colorado.**

Strategies	By When?	Evaluation Indicator	Progress
1. Ensure the CYDT and each committee reflects the diversity of PYD stakeholders from across the state with continual outreach to less engaged groups, such as family members, youth from families with disabilities, youth from families in the military, law enforcement, higher education institutions, foundations and the business community	Ongoing	List of stakeholders who regularly attend meetings # of members representing various sectors, regions, interests and expertise (e.g., youth, young adult, family, private, public, rural and urban)	<ul style="list-style-type: none"> <li>✓ Each subcommittee is co-chaired by at least one youth and one adult.</li> <li>✓ La Plata, Ft Collins, Eagle, Boulder, Pueblo, Colorado Springs &amp; Grand Junction are active members in work groups</li> </ul>
2. Develop partnerships with existing youth and family leadership groups to coordinate efforts and garner greater representation	Ongoing	# of connections with youth and family leadership groups	<ul style="list-style-type: none"> <li>✓ Initial connections were made through research and enhanced through the fall trainings and continuing through the spring learning circles.</li> <li>✓ Have list of youth advisory boards</li> <li>✓ Building partnerships with Learn N Serve, Kaiser Permanente Theatre Educational Programs, 4-H CSU Extension, COYAC, Get R!EAL, Coordinated School Health &amp; Positive Behavior Support</li> </ul>
3. Develop multi-modal system of collaboration and communication for diverse stakeholder representation.	Ongoing	Development of multi-modal system that engages a variety of stakeholders through a variety of means	<ul style="list-style-type: none"> <li>✓ CAN launched ning.</li> <li>✓ CYDT members now administer and promote ning to connect PYD efforts across the state</li> <li>✓ CDPHE pays for CYDT work group conference calls</li> <li>✓ CSI &amp; MHUW support work group &amp; training webinars</li> <li>✓ ACY provides Constant Contact for email management</li> <li>✓ Exploring Facebook for youth network</li> </ul>
4. Develop and share common promotional message and marketing strategy to promote youth development		Promotional materials with common promotional message and who it is shared with Use of message	<ul style="list-style-type: none"> <li>✓ Working on logo for CYDT</li> </ul>
5. Develop outreach materials and presentations (e.g., brochures, concept papers, powerpoints) to orient and engage various stakeholders for use at the state and local level [in conjunction with all other committees]	Ongoing	# of materials developed # of groups the materials have been utilized with increase diversity of CYDT stakeholder base?	<ul style="list-style-type: none"> <li>✓ 3 checklists have been developed from the report of recommendations for youth-serving professionals, decision-makers and funders. Each will be distributed with PYD &amp; CYDT Outreach information beginning March</li> </ul>

**Objective 2, Research & Evaluation:** Share findings from statewide PYD scan, consult on CYDT evaluation and develop tools for communities to assess, evaluate and improve their PYD outcomes.

Strategies	By When?	Evaluation Indicator	Progress
1. Share Colorado positive youth development research findings with communities and across sectors, with diverse partners	April – February 2010	Number of people who have received the report through various formats	<ul style="list-style-type: none"> <li>✓ Conducted a webinar. Posted to the Colorado Youth Development ning.</li> <li>✓ Incorporating participant feedback to draft report for final editing</li> <li>✓ Unveiling on Feb 26.</li> <li>✓ Posted on healthyouthcolorado.org</li> </ul>
2. Develop SMART objectives & evaluation plan for CYDT	March 2010	Documented SMART objectives & evaluation plan Evaluation results and their use for CYDT data-driven decisions	<ul style="list-style-type: none"> <li>✓ Finalizing SMART objectives for current committee work to communicate visually &amp; succinctly to all partners.</li> <li>✓ Developed a documentation plan for CYDT process indicators</li> <li>✓ Conducted the Working Together Survey, discussed results celebrating our strengths and addressing our next steps for our weaknesses</li> </ul>
3. Develop recommendations for state surveillance to measure PYD outcomes & indicators	April 2010	Advocacy tool developed	<ul style="list-style-type: none"> <li>✓ Analyzing HKCS and future recommendations to build PYD construct(s) for state surveillance of adolescent/youth outcomes</li> </ul>

**Objective 3, PYD Integration:** Promote youth development and infuse concepts and strategies into state and local infrastructure including policies, regulations, strategic plans and evaluation indicators.

Strategies	By When?	Evaluation Indicator	Progress
1. Develop and disseminate white paper to share with key leaders and policymakers on the value of implementing effective youth development strategies within CYDT members' existing agencies and networks		White paper List of people who received white paper Use of white paper – policy analysis?	<ul style="list-style-type: none"> <li>✓ The executive summary will be utilized as the white paper.</li> </ul>
2. Ensure youth development is reflected within the new PLC State Plan	September 2009	Copy of state plan	<ul style="list-style-type: none"> <li>✓ PYD, youth engagement &amp; Thriving At 25 framework are all incorporated into the PLC State Plan</li> </ul>
3. Develop a list of policies, procedures and regulations within CYDT's sphere of influence to update/change to support PYD and develop plan for affecting change (e.g., RFA/P language, including reporting & evaluation requirements and funding reimbursement restrictions; trainings & orientations; vision, mission and goal development; creating youth internships; performance goals; job descriptions) [some will require collaborating with other CYDT committees for their expertise and consistency]	Ongoing	List of policies and regulations and plans to address each. Evidence/documentation of changes made to policies, procedures and regulations	<ul style="list-style-type: none"> <li>✓ Provided feedback on PLC's RFA/P template</li> <li>✓ Drafting list of PYD Integration &amp; Institutionalization tools based on CYDT members' spheres of influence</li> </ul>
4. Ensure that the 5 PYD questions from Oregon are included on the 2011 Healthy Kids Colorado Survey	2011	5 PYD are on the 2011 HKCS and analyzed for their relevance and impact for statewide and community use	<ul style="list-style-type: none"> <li>✓ Anne-Marie got agreement and is continuing to ensure it.</li> </ul>

**Objective 4, Training & Technical Assistance: Provide training and technical assistance on positive youth development to build capacity at the state and local levels.**

Strategies	By When?	Evaluation Indicator	Progress
1. Develop and conduct trainings on PYD focusing on culturally responsive youth and family engagement practices (with youth-adult partnerships depending on community readiness).	February 2010	# of participants trained Immediate and 3-6 month eval	✓ ACY conducted 11 community-driven PYD trainings across the state.
2. Provide technical assistance to communities trying to enhance their PYD culture, practices and evaluation	Ongoing	# of TA contacts and documentation analysis of content addressed	✓ Director of Adolescent & School Health, ACY and CSI are providing TA to communities through June 2010 (e.g., COAPPP, Huerfano Youth Services, Prowers County, Rural & Homeless Youth Collaborative, DU, UCHSC, School Health, Denver Health)
4. Promote PYD through the hosting of learning communities	June 2010	# of partners who attended # of partners presenting Immediate and 3-6 month eval	✓ Contracted with ACY to coordinate. ✓ Partnering with KPETP, Get R!EAL, COYAC, HCC, Pueblo Teen Council, La Plata YMP, Eagle River Coalition & Grand Future Prevention Partners
5. Update Best Practices website (audience: policymakers and program directors) with most recent data and evidenced-based PYD strategies (best and promising)	May 2009	Website is updated # of website hits	✓ The best practices website has been updated to reflect current PYD research and strategies.
6. Develop list of criteria for quality PYD trainings and curricula for CYDT endorsement	March 2010	List of criteria for quality PYD training	✓ Developing a Youth-Adult Partnership Tools Catalog based on criteria
7. Identify and promote CYDT endorsed PYD trainings and curricula	April 2010	Distribution and posting of list of endorsed current trainings Increased participation in endorsed trainings Increase in PYD workforce	✓ Developing a Youth-Adult Partnership Tools Catalog based on criteria that will be accessible on the ning & healthyouthcolorad.org
8. Research and develop a toolkit for PYD champions to assess their organization's readiness for youth-adult partnerships with tools to increase its readiness	March 2010	Existence of toolkit Use of toolkit Increased # of orgs/communities ready for full PYD trainings and change	✓ Will be included in Youth-Adult Partnership tool catalog
9. Leverage resources to support additional trainings that communities need to enhance their PYD work (in conjunction with Funding Committee)	Ongoing	Funding for additional PYD trainings, learning circles and summits	✓ Developing a partnership with CSU 4-H Youth Extension & Learn N Serve to leverage their community partners for training
10. Work with agencies and organizations on integrating PYD training into their existing training and orientation curricula (in conjunction w/ PYD Integration Committee)	2010-2011	Agencies & organizations have PYD infused throughout their trainings on youth-related topics	✓ Developing partnerships with PYD trainers to discuss adapting/incorporating PYD into existing

<b>Objective 5, <u>Funding</u>: Identify and further develop sustainable funding streams to support positive youth development activities</b>			
<b>Strategies</b>	<b>By When?</b>	<b>Evaluation Indicator</b>	<b>Progress</b>
1. Explore options of flexible funding strategies (braided/blended)		Documented list of options with SWOT analysis	
2. Develop plan for increasing flexible funding opportunities that support PYD			
3. Develop partnerships with funders by educating them on how PYD supports their goals (in conjunction with Outreach Committee)		Materials for funders # of presentations # of partners (MOU, CYDT membership, changes in funding requirements)	✓ Working with Youth Opportunities Advisory Board & Denver Foundation to develop a presentation on youth in grantmaking
4. Organize PYD funding opportunities in one central place to the extent possible	Ongoing	The ning hosts up-to-date information on funding opportunities	✓ Grant deadlines related to PYD are now on events calendar of ning
5. Provide technical assistance to isolated PYD efforts in collaborating and coordinating for competitive funding applications and to maximize community resources	Ongoing	Partners have procured funding and formed effective collaborations.	✓ CSI continues to provide TA to support PYD partners in obtaining funds (e.g. Denver Health, Ethnic College Counseling Center, COYAC)
6. Advocate for existing money to be utilized for PYD strategies and for legislation (with funding) that supports PYD	Ongoing		
7. Convene funders to develop a technical assistance support system for applicants			
8. Seek out sustainable funding for CYDT (in conjunction with Strategic Planning Committee)	Ongoing		