



Colorado 9to25 Action Plan

Goal: Using a positive youth development approach, Colorado’s youth systems-building effort, known as *Colorado 9to25*, aligns and supports efforts across Colorado to ensure youth across Colorado are *safe, physically and mentally healthy, well-educated, connected and contributing* so that they can reach their full potential.

The plan below outlines how state and local community partners utilize a collective impact approach to develop and implement a quality, sustainable and unified youth system that will impact 15 key indicators. By mobilizing partnerships; raising public awareness; promoting best and promising practices; sharing accountability for results; and promoting policy and environmental change, CO9to25 will force a fundamental shift in approach that is driven by the principles of positive youth development and outcomes that youth, families and communities deserve.

OVERSIGHT AND INFRASTRUCTURE

OBJECTIVE A: By June 30, 2014, enhance and maintain the infrastructure of the CO9to25 Leadership Team so it may provide oversight for the CO9to25 Action Plan.

Criteria for Success: <ul style="list-style-type: none"> • Establishment of a diverse Leadership Team who believes in, can articulate the goals and strategies of CO9to25 and carry them out in their work. • Collaboration survey results 		As measured by: <ul style="list-style-type: none"> • Process Quality and Working Together Survey (Hicks and Larson) • PARTNER Tool (www.partnertool.net) 	
Key Activities	Target Completion Date	Responsible Organization or Team	Progress
A1. Analyze membership roster and identify any missing partners	November 2013	GPS Action Team	This was completed, but will be done again with the passing of HB-1239

A.2. Create an accessibility plan to ensure CO9to25 is inclusive of interested participants who need accommodations (e.g. call-in capability, interpretation, translation)	January 2014	Civic Canopy	Incomplete
A.3. Update CO9to25 Leadership Team Charter so roles and responsibilities and expectations are clearly defined	December 2013	GPS Action Team	Partially complete; put on hold until the interface with HB-1239 is figured out
A.4. Hire Civic Canopy as the CO9to25 “backbone organization”	January 2014	CDPHE	Application has been submitted to Kaiser
A.5. Create and implement a nomination and selection process to finalize membership	October 2013	GPS Action Team	Complete; need to reassess based on interface with HB-1239
A.6. Host monthly GPS Action Team (steering committee) meetings	Ongoing	CDPHE	Completed and ongoing
A.7. Host quarterly Leadership Team meetings to oversee implementation of the action plan	Ongoing	Civic Canopy	Completed and ongoing
A.8. Form “Action Teams” with youth and adults based upon plan activities.	February 2014	Civic Canopy	Incomplete
A.9. Complete collaboration survey to evaluate team processes, actions and adjust as needed	January, April, August 2014	CDPHE/Civic Canopy	Incomplete

MOBILIZE PARTNERSHIPS

OBJECTIVE B: By June 30, 2015, mobilize public-private partnerships across sectors at the state, local and community levels to create a quality, sustainable, and productive network of youth and adult partnerships statewide that will work to address youth indicators and provide training, support, and technical assistance to partners throughout the state to more effectively address these indicators.

<p>Criteria for Success:</p> <p>1-3 Years</p> <ul style="list-style-type: none"> • Increase knowledge, awareness, and support of the CO9to25 infrastructure among network partners, grantees, and state and local stakeholders • Increase youth partners, network partner, and funder engagement and participation in events/meetings and youth engagement opportunities <p>3-5 Years</p> <ul style="list-style-type: none"> • Increase communication, coordination, and integration of CO9to25 framework into state and local work • Network partners use Positive Youth Development (PYD) tools/resources to mobilize partnerships • Increase in the number of youth-adult partnerships 	<p>As measured by:</p> <ul style="list-style-type: none"> • Process Quality and Working Together Survey (Hicks and Larson) • PARTNER Tool (www.partnertool.net) • 2 Other CO9to25 Surveys to be developed by <i>The Implementation Group</i>
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Key Activities	Target Completion Date	Lead Organization/Community Action Team	Progress
B.1. Identify public and private partners to engage in CO9to25	June 2013	Leadership Team	A list has been developed; need to add based on new partners
B.2. Share and promote the framework, including the value of PYD, with partners	Ongoing	Leadership Team	In progress and ongoing
B.3. Develop a plan for CO9to25to provide ongoing, timely and thoughtful communication with stakeholders in rural and urban areas across Colorado.	November 2013	CDPHE	Annie Guo is in the process of developing it

B.4. Develop and share map of youth-serving programs and initiatives funded by state agencies and key statewide partners	January 2014	CDPHE	In progress; A draft version will be available by November 2013
B.5. Use map to determine gaps and areas of need, including communities to focus on local youth systems-building	April 2014	Leadership Team	Incomplete
B.6. Create an online tools to connect youth with youth-serving programs and advisory groups	June 2014	CDPHE	CDPHE is developing
B.7. Host Annual Youth Summit to connect youth from the 100+ advisory boards across Colorado and increase their skills to serve on boards and councils	Annually	Kaiser Permanente	Completed in April 2013
B.8. Convene CO9to25 Partnership events/meetings to connect youth and adults, increase awareness of the effort, recruit partners, leverage partnerships across sectors and provide professional development to youth and adults.	Biannually	CDPHE	One is scheduled for September 2013

RAISE PUBLIC AWARENESS

OBJECTIVE C: By June 30, 2015, engage the public and increase awareness of Colorado’s youth system and its benefits.

Criteria for Success:

1-3 Years

- Increase public use of CO9to25 website and social media
- Increase public awareness of CO9to25
- Increase network partner use of framework
- Increase the number of partners who can speak about the CO9to25 framework and present at events

3-5 Years

- Increase the number of network partners who participate, share, and integrate CO9to25 framework into state and local work

As measured by:

- Survey, assessment and tracking tools to be developed by *The Implementation Group*

Key Activities	Target Completion Date	Lead Organization/ Community Action Team	Progress
C.1. Develop logo and branding for CO9to25	May 2013	CDPHE	COMPLETED June 2013
C.2. In partnership with youth, develop and finalize the CO9to25 framework	May 2013	CDPHE	COMPLETED June 2013
C.3. Develop website and create CO9to25 Facebook and Twitter accounts	December 2012	CDPHE	COMPLETED August 2012
C.4. Optimize website and keep social media accounts active and relevant to partners	January 2014 and ongoing	CDPHE	Social media accounts are active; submitted Kaiser grant includes a request for support for website development

C.5. Host regional “Community Conversations” to share CO9to25 framework and discuss strategies for implementing youth development across the state	Ongoing	CDPHE	Two “Regional Launches” were held in Yuma and Pueblo
C.6. Identify and train diverse PYD champions and speakers across the state to promote and train others on developing local systems for youth	June 2014	CDPHE	Pilot training for CDPHE staff is scheduled for October 31st
C.7. Develop communication plan for CO9to25	December 2014	CDPHE	In progress

PROMOTE BEST AND PROMISING PRACTICES

OBJECTIVE D: By June 30, 2015, increase the number of programs and organizations across the state utilizing evidence-based practices that incorporate a positive youth development approach into their prevention and intervention programs/initiatives.

<p>Criteria for Success:</p> <p><i>1-3 Years</i></p> <ul style="list-style-type: none"> • A clearinghouse of best practices and a Technical Assistance (TA) system exists and is accessed by CO9to25 Partners • Partners are aware of and access the Standards for Youth Engagement and the PYD Toolbox • Partners receive training in Evidence-Based Practices (EBPs) and implementation of tools and resources <p><i>3-5 Years</i></p> <ul style="list-style-type: none"> • Partners utilize tools and resources to improve programs and outcomes • Programs receive high-quality TA and training 	<p>As measured by:</p> <ul style="list-style-type: none"> • Survey, Tracking and Assessment Tool to be developed by <i>The Implementation Group</i>
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Key Activities	Target Completion Date	Lead Organization/Community Action Team	Progress
D.1 Compile and disseminate a list of best practices based on positive youth development for each CO9to25 Indicator.	December 2014	TBD	Many best practices resources exist, but must be assessed for integration of PYD
D.2. Host the CO9to25 Professional Development Series composed of trainings and webinars targeting the 15 CO9to25 Indicators.	Annually	CDPHE	Nkem, CDPHE’s Youth Advisor, has developed a schedule and survey to recruit presenters for this series

D.3. Develop and implement a statewide training and technical assistance system for youth-serving programs across the state.	January 2015	TBD	
D.4. Update and strengthen the online PYD Toolbox on CO9to25 website	December 2014	TBD	A PYD Toolbox exists, but needs to be updated.
D.5. Conduct ongoing trainings on how to integrate positive youth development strategies into prevention, intervention and treatment programs.	Ongoing	CDPHE	Audra conducts trainings on a regular basis
D.6. Develop and promote Colorado Adolescent Developmental Guidelines in alignment with the new Early Childhood Developmental Guidelines and add to the PYD Toolbox.	December 2015	TBD	
D.7. Develop and implement Youth Engagement Standards so that adults have guidance on how to engage youth effectively in their programs/initiatives	June 2014	Kaiser Permanente	A draft of the standards will be completed by December 2013
D.8. Promote the Youth Advisor Model at state and local agencies.	January 2014	CDPHE	Currently, CDPHE is evaluating the effectiveness of this model and will be sharing lessons learned with other agencies

SHARING ACCOUNTABILITY FOR RESULTS

OBJECTIVE E: By June 30, 2015, assure that state and local community partners share accountability for promoting positive youth development and improving the 15 CO9to25 youth indicators.

Criteria for Success:

1-3 Years

- Implement evaluation plan for CO9to25, with alignment to youth survey questions and PYD tools
- Creation of system for tracking CO9to25 commitments by youth and adults
- Creation of youth “endorsement/certification” system

3-5 Years

- Data from Healthy Kids Colorado Survey (HKCS) and PYD tools inform evaluation and partners
- Youth “endorsement/certification” system is used

As measured by:

- Revised “Thriving By 25” Evaluation Tool
- Survey, Tracking and Assessment Tool to be developed by *The Implementation Group*

Strategies	Key Activities	Target Completion Date	Lead Organization/Community Action Team	Monitoring Plan
E.1. Collect and publish regional and statewide Healthy Kids Colorado Survey data		July 2014	CDPHE	
E.2. Share data with local communities and support a minimum of 3 communities in developing local youth systems		January 2016	TBD	
E.3. Revise and publish the PYD “Thriving At 25” Evaluation Tool for youth-serving programs to utilize		July 2014	TBD	
E.4. Develop a unified data collection system for youth serving programs to collect CO9to25 indicators		January 2015	TBD	

E.5. Develop a mechanism to collect data on young adults ages 21-25 years	January 2015	TBD	
E.6. Provide support to local youth-serving programs to use the tool	February 2015	TBD	
E.7. Develop a statewide youth endorsement/“stamp of approval” system to improve quality of programs and implementation of PYD strategies (e.g. criteria will include youth friendly environments, integration of PYD)	July 2014	TBD	Preliminary research has been done on systems analogous with this
E.8. Endorse at least 20 youth-serving programs in rural and urban areas	January 2015	TBD	
THIS IS WHERE WE COULD ADD PIECES ABOUT THE INTEROPERABILITY (SP?) STUFF, AND OTHER RELEVANT DATA SYSTEM GOALS			
THIS IS ALSO WHERE WE CAN ADD PIECES SPECIFICALLY RELATED TO INTERVENTION, GOALS. FOR EXAMPLE, FAFSA – WE COULD HAVE A GOAL THAT SAYS WE RAISE AWARENESS AND TRAIN CO9TO25 PARTNERS TO INCREASE THE NUMBER OF STUDENTS WHO COMPLETE FAFSA FORMS.			

PROMOTE POLICY AND ENVIRONMENTAL CHANGE

OBJECTIVE F: By June 30, 2015, increase the number of policies at the state, local and organizational levels that better align systems and incorporate a positive youth development approach.

<p>Criteria for Success:</p> <p><i>1-3 Years</i></p> <ul style="list-style-type: none"> • CO9to25 partners are trained to influence policy • Youth are aware of, understand, and promote the Youth Bill of Rights <p><i>3-5 Years</i></p> <ul style="list-style-type: none"> • Partners prioritize and take action to influence policy • Youth access and use Youth Bill of Rights 		<p>As measured by:</p> <ul style="list-style-type: none"> • Survey and Tracking Tools to be developed by <i>The Implementation Group</i> 		
Strategies	Key Activities	Target Completion Date	Lead Organization/Community Action Team	Monitoring Plan
F.1. Develop and Promote a Youth Bill of Rights		December 2013	CDPHE	A draft has been developed and will now be vetted
F.2. Develop and promote Youth Engagement Standards to create consistency in quality youth engagement		June 2014	Kaiser Permanente	A draft of the standards will be completed by December 2013
F.3. Implement the “Youth Friendly Policy/Guidance” document with at least 15 state and community partners		July 2014	CDPHE	The document has been developed by a youth advisor and is being vetted with local communities.
F.4. Implement the “Youth Advisor” model at a minimum of 5 state and local community organizations		January 2015	CDPHE	Currently, CDPHE is evaluating the effectiveness of this model and will be sharing lessons learned with others

F.5. Develop data/fact sheets on CO9to25 Indicators and share with policy and decision makers	January 2015	TBD	
F.6. Revise the policy crosswalk and develop a list of policy recommendations that improve the well-being of youth and young adults in Colorado	January 2015	TBD	A policy matrix has been developed of best practice, state-level policies; it hasn't been updated yet
F.7. Advocate for policy change on at least 2 CO9to25 priorities (HERE IS WHERE WE COULD ADD PIECES SPECIFICALLY RELATED TO A COUPLE OF THE INDICATORS)	January 2015	TBD	