

State-Level Youth Systems Action Plan
Planning Period: January 2011 – January 2014

Context

These goals address the priority of “improving youth outcomes by building a system of coordinated and integrated services, opportunities and supports for all youth ages 9-25 exists in Colorado.”

Adolescence is an age of opportunity and is generally defined as the period of life ranging from 10 to 25 years of age. The number of adolescents in the US is expected to grow by almost one million by 2010 and also increase in diversity (NAHIC, 2004). There continue to be significant racial, ethnic, geographic, socioeconomic, and other disparities that affect the health and well-being of this population. Improving the health of adolescents and young adults is a critical national issue as the well-being of adolescents has “a major impact on the overall health of society: today’s adolescents are tomorrow’s work force, parents and leaders (Birkhead, et al, 2006). Research shows that while investments in early childhood is good, later investments in improving the health of adolescents and young adults results in more favorable results (Knudson, E. & Heckman, J. 2006).

Improving lifelong prospects for youth begins with a shared vision and commitment to positive youth outcomes. The work of this action plan represents an effort to promote and enhance collaboration of internal and external stakeholders who engage with or work on the behalf of youth and young adults in Colorado. “Collaboration results in easier, faster and more coherent access to services and benefits and in greater effects on systems” (Mattessich, et al., 2001).

Work in this MCH priority will maximize the health and healthy development of youth ages 9 to 25. With internal and external partner support, the activities of this plan will improve health indicators, including risk and protective factors, for youth in Colorado.

Goal(s)	Data Source(s)
G1 Increase collaboration of Prevention Services Division programs and initiatives impacting youth from “Borderline” at baseline to a “Strength” by January 2014.	Wilder Collaborative Factors Inventory (MCH State Performance Measure)
G2 Increase the number of adults partnering with youth to build youth systems by January 2014.	Wilder Collaborative Factors Inventory OR Social Network Analysis
G3 Increase the percentage of trained youth who are routinely and systematically involved in informing and shaping state and local decision-making from baseline at X to _____ by January 2014.	Co9to25 Survey of Partners
G4 Increase in number of policies implemented that support a coordinated and integrated youth system in Colorado from baseline by 15 by January 2014.	Policy database

Objective A: By June 2012, PSD youth-serving staff will report an increase in effective communication and coordination.

Lead: Sharon

Target Population: PSD Youth-Serving Staff

Criteria for Success:

- Group members report improved communication.
- Group members report improved coordination.

As Measured by:

- Staff Survey/Wilder
- Staff Survey/Wilder

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Develop and implement a mechanism to increase communication and coordination	Create a list of programs, campaigns and initiatives funded and implemented through PSD that affect the health and healthy development of youth.	December 2011	Celeste/PHYT	Program records
	Input the list into an interactive website	December 2011	Celeste/PHYT	Hits on website
	Disseminate, maintain and sustain information	Ongoing	Sharon/PHYT	Updates made
	Conduct regular and ongoing PSD Healthy Youth Team Meetings	Ongoing	Sharon/Audra	Meeting Notes
	PSD youth-serving staff that are not part of PHYT have an opportunity to connect and become involved in efforts via learning communities, trainings, brown bags.	Ongoing	Sharon/Audra	Learning community and trainings materials; list of participants
	Mechanism such as Google Groups is Developed for Coordination.	May 2013	Sharon/IT	Activity on Google Groups

Progress Updates

12/22/11	A very thorough list was developed and a draft website is complete. Also, PHYT has been meeting on a monthly basis for over a year and group members' report positive feedback about the progress of the group. In the first year, our MCH Performance Measure increased by 70%! In 2010, only 20% of group members reported "Agree/Strongly Agree" to the statement, "PSD youth-serving programs/initiatives invest the right amount of time in our collaborative efforts." Then, in 2011, 90% responded, "Agree/Strongly Agree" to the same statement.

Objective B: By, December 2012, PSD youth-serving staff will have the capacity to integrate the CO9to25 Framework into their work.

Lead: Audra

Target Population: PSD Youth-Serving Staff

Criteria for Success:

- PSD youth-serving staff report an understanding of the CO9to25 Framework
- PSD youth-serving staff use and refer to the framework in their planning, implementation and evaluation of their programs and initiatives.

As Measured by:

- Staff survey
- Review of program strategic plans, action plans, evaluation plans, grant applications, etc.

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Increase the capacity of PSD youth-serving staff to integrate the CO9to25 Framework into their work	Conduct learning communities re: the CO9to25 framework within PSD	July 2012	Anne-Marie/PHYT	Notes/Evaluation
	Conduct brown bags and trainings within PSD	June 2013	Audra/PHYT	Notes/Evaluation
	Provide technical assistance and consultation to staff	Ongoing	Audra	Notes/Survey
	Evaluate staff knowledge on CO9to25	September 2013	Audra	Evaluation
	Obtain volunteers for "speaker's bureau" on the framework	June 2013	Audra	List of volunteers
	Strategically send speakers to state and local stakeholders	September 2013	Audra/Speakers	List of "talks" conducted

Progress Updates

12/22/11	We have hosted one learning community where we incorporated PYD. We have also oriented the interns to the framework and PYD. We also did a training on PYD for the PSD Healthy Youth Team.

Objective C: The public health role in youth systems building is understood and valued by key internal and external stakeholders.

Lead: Audra

Target Population: PSD Healthy Youth Team (PHYT) and Colorado 9to25 (CO9to25) Network Internal and External Partners

Criteria for Success:

- PHYT members are able to describe what public health's unique role is related to systems-building.
- CO9to25 Steering Committee support public health taking the lead on youth systems

As Measured by:

- Survey/Feedback
- Survey/Feedback

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Mobilize partnerships to support the coordination of state and local youth systems efforts	Make a list of key internal and external partners to be involved in the CO9to25 steering committee and network.	March 2012	Anne-Marie	Brainstormed list
	Conduct 1:1 meetings with key partners to get buy-in for the work.	February 2012	Anne-Marie/Audra	List of 1:1s and feedback received.
	Conduct bi-monthly CO9to25 steering committee meetings.	Ongoing	Audra	Meeting dates and notes
	Conduct quarterly Leadership Team meetings	Ongoing	Audra	Meeting dates and notes
	Host bi-annual networking meetings.	Ongoing	Audra/Youth Advisors	Meeting dates and notes
	Develop and implement a survey for feedback from the CO9to25 Leadership team on the Network, framework and public health's role	July 2013	Audra/EPE	CO9to25 Network Survey
Progress Updates				
12/22/11	We have developed a steering committee and detailed charter. The steering committee has met bimonthly for the past year. Anne-Marie has conducted 1:1s with steering committee members and various youth and young adults to build commitment and get feedback on the framework. The framework is drafted and will be finalized within the next few weeks.			

Objective D: By January 2013, internal and external partners across Colorado use the CO9to25 Framework to improve the health and well-being of youth.

Lead: Audra

Target Population: Internal and external CO9to25 members, including PHYT

Criteria for Success:

- At least 75% of PSD youth-serving staff report using the Framework in their program/initiatives
- At least 50% of CO9to25 steering committee partners report using the framework in their programs/initiatives.
- At least 25% of external CO9to25 partners report using the framework in their programs/initiatives

As Measured by:

- Survey/report from stakeholders
- Survey/report from stakeholders
- Survey/report from stakeholders

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Develop and promote the CO9to25 Framework and "Call to Action" to increase alignment of youth efforts in Colorado	Incorporate youth and adult feedback into the framework.	Ongoing	Audra	Notes with themes and input.
	Work with PSD Intern to use his graphic design skills to develop draft version of the framework.	March 2012	Anne-Marie	Draft version of framework
	Contract with Vermilion to utilize feedback and draft framework to create a final version of framework and logo	January 2013	Audra	Contract; meeting notes
	Draft final version of the Framework	May 2013	Audra	Final Framework Document
	Draft CO9to25 "Call to Action" in partnership with youth	May 2013	Audra/Nkem	Draft version of "Call to Action" Document
	Obtain and incorporate feedback regarding the "Call to Action" from internal and external partners.	July 2013	Audra/Nkem	Final "Call to Action" Document
	Host webinars and network meetings to share framework and "Call to Action"	November 2013	Audra	Webinar materials; list of participants; evaluations
	Host follow-up trainings/webinars and community of practice calls to provide technical assistance on how implement the framework	January 2014	Audra	Training materials; list of participants; evaluations

Progress Updates				
12/22/11	Feedback from youth has been collected, but needs to be incorporated. Anne-Marie has conducted 1:1s with steering committee members and various youth and young adults to build commitment and get feedback on the framework. The framework is drafted and will be finalized within the next few weeks.			
Objective E: By July 2012, a sustainable infrastructure for a statewide network (CO9to25) exists.				Lead: Audra
Target Population: PHYT and CO9to25 internal and external partners				
Criteria for Success:			As Measured by:	
<ul style="list-style-type: none"> Group members express their commitment and contribute resources to PHYT and CO9to25. Participation and retention of group members is high. The groups regularly use a communication mechanism via the web, listserv etc. 			<ul style="list-style-type: none"> Wilder Survey; Documented participants Documented notes and participation. Website or mechanism. 	
Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Develop and maintain the infrastructure for a statewide network.	Team charters are finalized and updated.	April 2013	Audra	Documents
	Develop Logic Model and Action Plan for CO9to25	January 2013	Audra	Logic Model and Action Plan documents
	Conduct/host regularly scheduled leadership team meetings.	Ongoing	Audra	Meeting notes
	Develop a shared communication mechanism for the groups.	September 2012	Audra/Annie Guo	Website hits/ use of mechanism
	Promote and support local youth systems groups/councils	January 2014	Audra	List of local groups/councils
	Develop CO9to25 Evaluation Plan	April 2013	Anne-Marie	Evaluation Plan document
Progress Updates				
12/22/11	Both groups have team charters and meet regularly.			

Objective F: By January 2014, youth and adults are connected and working toward developing youth systems in their communities.

Lead: Audra

Target Population: Youth and adults participating in the CO9to25 Network

Criteria for Success:

- Adults involved in the CO9to25 Network report increased connections with youth
- Youth involved in the CO9to25 Network report increased connections with adults
- Adults and youth involved in the CO9to25 Network report working toward developing youth systems in their communities

As Measured by:

- CO9to25 Network Survey
- CO9to25 Network Survey
- CO9to25 Network Survey

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Coordinate and enhance the capacity of the statewide network of youth groups/councils	Host a statewide youth summit in partnership with CO9to25 stakeholders	April 2013	Audra	Youth Summit materials
	Promote CO9to25 framework to statewide youth groups/councils	Ongoing	Audra/Nkem	Record of meetings attended
	Promote the utilization of CO9to25 social media pages as communication mechanisms for ongoing support	Ongoing	Audra/Nkem	Website hits
	Conduct assessment of skills that youth identify as important for youth engagement/youth leadership	June 2013	Nkem	Survey tool/Results
	Develop a series of relevant trainings for youth groups/councils	September 2013	Nkem	Training materials
Build the capacity of state and local adult partners to engage youth.	Incorporate youth engagement into trainings for state and local public health and their partners	Ongoing	Audra	Youth engagement modules/training materials
	Develop a series of trainings/webinars on youth engagement for state and local public health and their partners	September 2013	Audra	Training materials
Progress Updates				

Objective G: State and local partners in Colorado are utilizing the “standards for youth engagement.”

Lead: Audra

Target Population: State and local public health agencies and their partners

Criteria for Success:

- “Standards for Youth Engagement” are developed in partnership with youth.
- “Standards for Youth Engagement” are utilized by state and local public health and their partners.

As Measured by:

- Copy of the standards.
- CO9to25 Network Survey

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Develop and promote standards for effective and meaningful youth engagement.	Small work group of youth and adults is convened to develop the standards.	September 2012	Audra	List of group participants and documentation of meetings
	Standards are drafted and vetted with LPHAs and CO9to25 partners	July 2013	Audra	Drafted standards; list of partners who gave feedback
	Standards are finalized and promoted with LPHAs and CO9to25 partners.	September 2013	Audra	Final standards document; promotion materials/mechanisms
	Technical assistance is provided re: the standards	October 2013 and Ongoing	Audra	List of TA encounters
	Standards are implemented at the state and local levels.	January 2014	Audra/	CO9to25 Network Survey
Progress Updates				

Objective H: Policies are in place to support a coordinated and integrated youth system in Colorado.

Lead: Celeste

Target Population:

Criteria for Success:

- Policy gaps are identified.
- Policies are in place at the local and state levels.

As Measured by:

- List of needed policies.
- List of adopted policies.

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Develop and implement policies that support a coordinated and integrated youth system	An assessment is conducted to learn what policies exist and gaps are identified.	June 2012	Celeste/PHYT	List of policies and gaps.
	A list of potential state-level policies that support a coordinated and integrated youth system is created.	August 2012	Celeste/PHYT	List of potential state policies.
	A list of potential local-level policies that support a coordinated and integrated youth system is created.	October 2012	Celeste/PHYT	List of potential local policies.
	Prioritize policies to implement and enforce.	December 2012	Celeste/PHYT	Prioritized list.
	State-level policies that support a coordinated and integrated youth system are implemented.	January 2014 and beyond	Celeste/PHYT	State-level adopted policies.
	Local-level policies that support a coordinated and integrated youth system are adopted.	January 2014 and beyond	Celeste/PHYT	Local-level adopted policies
Progress Updates				
12/22/11				

Objective I: Resources are available and provided to support the development and implementation of LPHA action plans.

Lead: Audra

Target Population: Local public health agencies

Criteria for Success:

- List of resources is shared with LPHAs
- Periodic trainings/webinars occur on the topic of youth systems

As Measured by:

- List of resources/toolkit
- Periodic trainings/webinars occur

Strategy	Milestones / Key Activities	Target Completion Date	Responsible Persons/Group	Monitoring Plan
Support LPHA planning and implementation efforts to build youth systems across Colorado	List of resources/tool kit is developed and shared with LPHAs and MCH Generalists	September 2013	Audra	Toolkit/resources
	Communicate/coordinate with MCH Generalists re: youth systems work	Ongoing	Audra	Meeting notes

Progress Updates

12/22/11	

Evaluation Planning (Use this section to map out the planning activities required to determine the scope of any robust evaluation or data analysis project that will require involvement from EPE and/or a contractor. If evaluation planning is not relevant, enter "N/A" under the first key activity".)

Key Activities (Note: The activities below are fairly standard from project to project; however, they may be modified if appropriate. For example, if EPE recommends an external contractor after the engagement meeting, you may add activities related to the contracting process.)		Target End Date	Responsible Persons/Group
EP1	Submit EPE request	Done	Anne-Marie/Celeste/Mario
EP2	In conjunction with EPE, schedule engagement meeting with EPE and invite appropriate stakeholders	Done	
EP3	Assemble reference/contextual documents and submit to EPE at least one week prior to engagement meeting	Done	
EP4	Conduct engagement meeting	Done	

EP5	Schedule and conduct follow-up and/or working meetings to finalize the evaluation and/or data analysis plan.	Ongoing	
EP6	Review and sign scope of work provided by EPE.	???	

Evaluation Implementation *(Initially, this section may be blank. It is intended to capture evaluation or data analysis activities that will be the responsibility of program staff to implement, based on an approved scope of work with EPE or a contractor. For example, if a comparison group is being used in the evaluation design, the program may be responsible for discussing the project and securing commitment from the director of the comparison agency.)*

Key Activities		Target End Date	Responsible Persons/Group
E11	Conduct the Wilder Survey annually to measure progress	Annually	Mario/Ashley
E12			
E13			

Budget Information

Program Budget	Data and Evaluation Budget
(Describe the total dollars and FTE available, after subtracting indirect costs, to implement the programmatic activities in this action plan. Include the funding source(s) and amounts for the work.)	(Describe the total dollars available for data and evaluation activities, either through EPE or external contracts. Include the funding source(s). Programs are required to consult with EPE prior to entering into a contract for data or evaluation services.)

General Information

<p>Primary Contact: Anne-Marie Braga</p> <p>Phone Number: X2946</p>	<p>Integration Points: With all other PSD youth-serving programs/initiatives; with medical home initiative/priority</p> <p>Link with Health Equity: One of the foundations of this work via the positive youth development framework is health equity. Addressing the social determinants of health in a culturally responsive way leads to an increase in health equity.</p> <p>Strategic Partner(s): Healthy Living Branch, local public health agencies, other state departments, past Advisory Council on Adolescent Health members, past Colorado Youth Development Team members</p> <p>Key Stakeholders: A variety of other state and local partners who have been part of CYDT and ACAH over the past several years</p>
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