

AOY STRATEGIC PLAN

2004

MISSION

AOY actively promotes the healthy development of Sitka's youth by coordinating and integrating services and by helping implement multi-system prevention and intervention strategies.

VISION

Sitka is a healthy community in which youth have the opportunity and support to reach their full potential. Advancing Our Youth is an integral and effective community partner in creating a positive environment for Sitka's youth.

AOY
2004 STRATEGIC PLAN

AOY STRATEGIC PLAN 2004

GOAL 1: PROMOTE THE POSITIVE DEVELOPMENT OF SITKA'S YOUTH

EXPECTED OUTCOMES:

- ❑ Youth are respected for their values, accomplishments, and diversity.
- ❑ Youth have a positive self-image and make healthy choices.
- ❑ Ninety-five percent of all students graduate from high school, including high-risk youth.

STRATEGIES TO ACCOMPLISH THIS GOAL:

- ❑ Increase respect for diversity among and for youth.
- ❑ Help youth build internal positive self-image.
- ❑ Help increase academic successes of high-risk youth.

OBJECTIVES TO ACCOMPLISH THIS GOAL:

- Objective 1.1** Identify and help support the implementation and continuation of programs that address diversity issues among youth by March 2005.
- *****Objective 1.2** Help develop and support efforts to improve communication between the schools and diverse groups of students by August 2004.
- *****Objective 1.3** Actively seek input from high-risk youth, parents, and others, beginning September 2004, about ways to help increase the positive self-image of youth.
- *****Objective 1.4** Collaborate with agencies to support and enhance existing programs that successfully promote a positive self-image in youth by February 2005.
- Objective 1.5** Help develop and support implementation of new programs/activities that promote a positive self-image in youth by April 2006.
- Objective 1.6** Collaborate with community agencies, high-risk youth, and other stakeholders, beginning February 2005, to develop activities that will increase graduation rates and test scores.

*** *High priority objectives*

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GOAL 2: REDUCE ALCOHOL AND/OR OTHER DRUG USE BY SITKA'S YOUTH

EXPECTED OUTCOMES:

- ❑ The percentage of youth using alcohol and/or other drugs significantly decreases.
- ❑ Youth choose healthy alternatives to alcohol and/or other drugs.
- ❑ The community norms of Sitka do not condone the use of alcohol and/or other drugs.

STRATEGIES TO ACCOMPLISH THIS GOAL:

- ❑ Support multiple after-school programs/activities that attract high-risk and other youth.
- ❑ Support educational prevention and intervention programs/activities.
- ❑ Promote change in social norms so that alcohol and drug use are not condoned.

OBJECTIVES TO ACCOMPLISH THIS GOAL:

- ***Objective 2.1** On annual basis, beginning September 2004, actively seek input from youth to identify after-school activities and programs in which high-risk and other youth would participate.
- Objective 2.2** Support the implementation and/or continuation of at least three after-school activities per school per school year, beginning January 2005.
- ***Objective 2.3** Publish quarterly a list of activities and programs available for youth beginning September 2004.
- Objective 2.4⁺⁺** Implement the *Too Good For Drugs* (TGFD) program at Blatchley Middle School and Keet Gooshi Heen by November 2004.
- ***Objective 2.5** Promote the expansion and implementation of student assistant counselors and school resource officers at Blatchley Middle School and all high schools by September 2004.
- Objective 2.6⁺⁺** Research and identify best or promising prevention and intervention programs and activities and publish for community use by October 2005.
- Objective 2.7** Develop a strategy for helping change social norms that condone alcohol and/or other drug use by youth by August 2006.

⁺⁺ Contained in FY2004 Drug-Free Communities Support Program Grant

******* High priority objective

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GOAL 3: BUILD AOY INTO A SUSTAINABLE AND EFFECTIVE COMMUNITY COALITION

EXPECTED OUTCOMES:

- ❑ AOY acts with a clear and focused purpose.
- ❑ AOY's infrastructure supports its purpose.
- ❑ Membership reflects the broad diversity within Sitka.
- ❑ AOY has consistent and sustainable funding.
- ❑ AOY adds value to Sitka and is known and respected in the community.

STRATEGIES TO ACCOMPLISH THIS GOAL:

- ❑ Establish effective organization direction and infrastructure.
- ❑ Increase diversity of community representation and participation in AOY.
- ❑ Develop consistent funding stream.
- ❑ Promote the use of evidenced-based programs.
- ❑ Educate/inform community about AOY.

OBJECTIVES TO ACCOMPLISH THIS GOAL:

- *****Objective 3.1** Develop an effective organizational infrastructure by April 30, 2004.
- *****Objective 3.2** Collaborate with other organizations to develop a community-wide profile based on Sitka's risk and protective factors and indicators that would be available to the public by June 2005.
- Objective 3.3** Implement a technical assistance program to increase use of evidence-based behavioral health practices, and prevention and intervention programs by September 2006.
- Objective 3.4** Determine the options for sufficient and continuing funding by January 2005 in order to sustain AOY's work.
- *****Objective 3.5** Develop a media plan that provides information and publicity about AOY's activities, events, and accomplishments by December 2004.
- *****Objective 3.6** Implement an approach for increasing diversity (youth, cultural, etc.) of member representation and participation in AOY by October 2004.
- Objective 3.7**⁺⁺ Publish community newsletter addressing AOY's programs and results and future challenges by February 2005.
- Objective 3.8**⁺⁺ Assess the effectiveness of AOY by using feedback tool and publishing results by March 2005.

*** High priority objectives

⁺⁺ Contained in FY2004 Drug-Free Communities Support Program Grant

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GOAL 4: IMPROVE INTERAGENCY COLLABORATION AND COORDINATION

EXPECTED OUTCOMES:

- ❑ Agency services are coordinated so there is no wrong door for clients.
- ❑ Barriers to and gaps in service are routinely identified and fixed.
- ❑ Agencies regularly communicate with each other.
- ❑ Agencies collaborate on projects with mutual goals.
- ❑ Agencies eventually move from intervention service models to prevention models.

STRATEGIES TO ACCOMPLISH THIS GOAL:

- ❑ Establish format for interagency communication and coordination
- ❑ Have formal orientation for new members
- ❑ Eliminate gaps in and decrease barriers to youth-oriented services
- ❑ Prioritize needs on a community basis, request funds collectively, and spend cooperatively
- ❑ Help increase cultural competency within agencies and community organizations

OBJECTIVES TO ACCOMPLISH THIS GOAL:

- *****Objective 4.1** Develop a system for regular interagency communication between AOY organizations by May 30, 2004 and implement by September 2004.
- *****Objective 4.2** Implement an approach to further improve collaboration and coordination of services by member organizations by January 2005.
- Objective 4.3** Develop strategies for creating and enhancing multi-system intervention services by June 2006.
- *****Objective 4.4** Develop an orientation process and package for new AOY members by July 30, 2004.
- Objective 4.5** Develop and begin implementing a process for identifying and fixing system gaps and barriers to services by June 2005.
- Objective 4.6** Identify and help support methods for developing cultural competency within agencies and community organizations, beginning September 2006.

*** High priority objectives

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GOAL 5: COMPLETE THE REQUIREMENTS OF THE DRUG-FREE COMMUNITY SUPPORT PROGRAM GRANT

STRATEGIES TO ACCOMPLISH THIS GOAL:

- Overlap grant objectives with AOY goals and objectives where feasible

OBJECTIVES TO ACCOMPLISH THIS GOAL:

- Objective 5.1** Implement Too Good For Drugs and Violence After School Activities in grades 5-9 in SSD by November 2004.
- Objective 5.2** Implement Too Good For Violence in at least 3 grades between 5th and 9th in SSD by December 2004.
- Objective 5.3** Complete update and analysis of 42 identified local risk and protective factors by March 2005.
- Objective 5.4** Publish the results of risk and protective factors' update on AOY website by June 2005.
- Objective 5.5** Present the findings of risk and protective factors to community by July 2005.
- Objective 5.6** Collaborate with other agencies to develop evaluation techniques and criteria for judging effectiveness of substance abuse prevention and intervention programs in Sitka by January 2006.