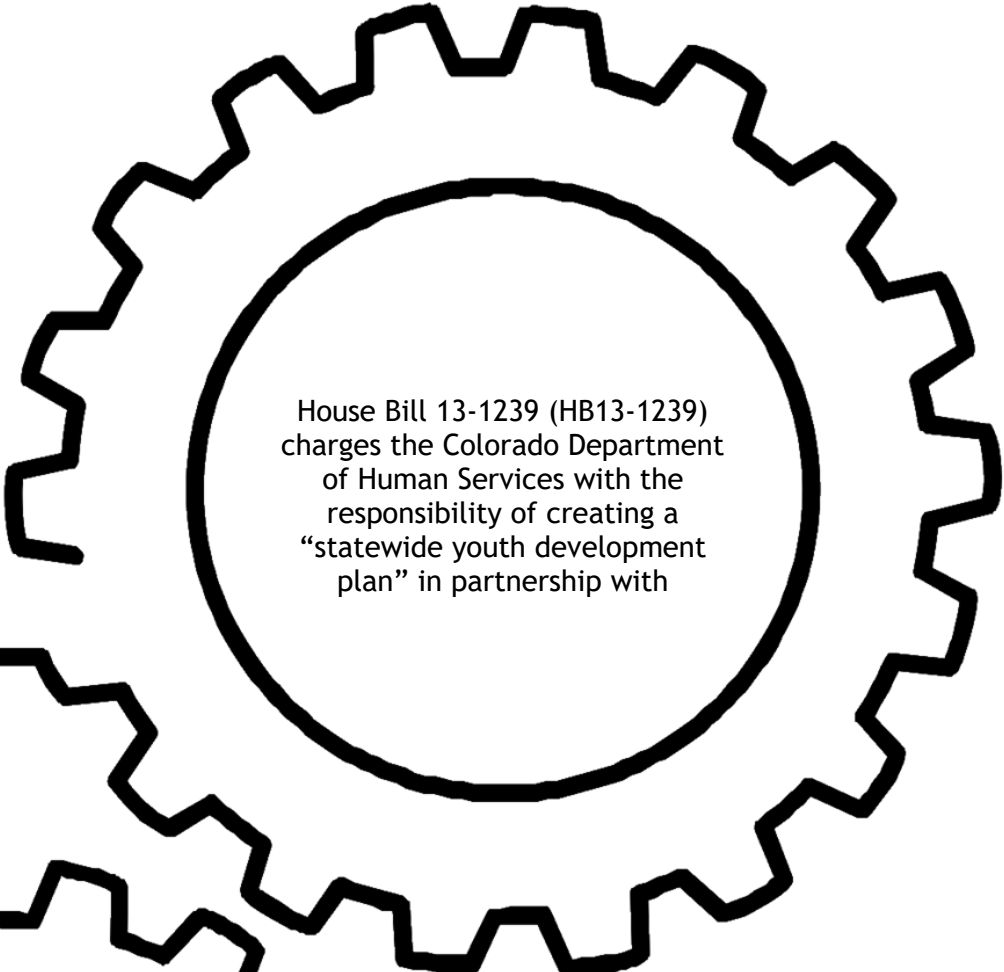


## 2019-2020 Statewide Youth Development Plan


Working together to improve outcomes for youth. *Revised 2018*



# 2019-2020 Statewide Youth Development Plan

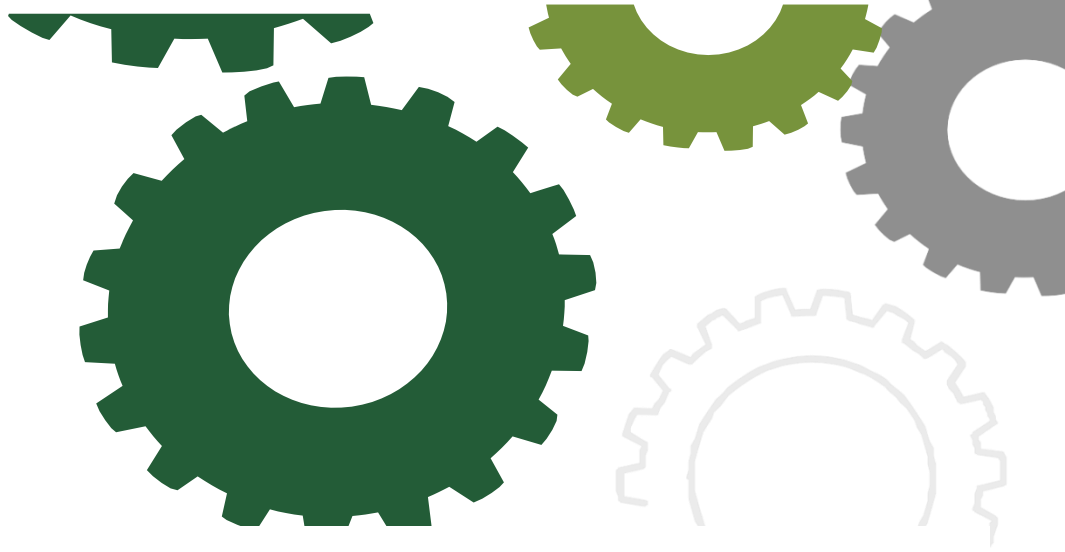


House Bill 13-1239 (HB13-1239) charges the Colorado Department of Human Services with the responsibility of creating a “statewide youth development plan” in partnership with



This plan is implemented as a part of Colorado’s youth system by identifying gaps, best practices, existing evidence-supported work, and recommended enhancements.

## Executive Summary



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# EXECUTIVE SUMMARY

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## *Overview*

C.R.S. § 26-1-111.3 charges the Colorado Department of Human Services (CDHS) with creating and updating a statewide youth development plan in partnership with stakeholders and the Tony Grampas Youth Services (TGYS) board. Over time CDHS has shifted from broad recommendations to specific and achievable projects.

During the past two years, the Statewide Youth Development Plan (the Plan) leaders sought feedback from Colorado communities to create recommendations and action steps for the Plan. The Plan presents a vision for a strong youth system, best practices, recommendations, action steps, and a report on the 2016 Plan.

## *A Vision for a Strong Youth System*

The revised plan envisions a unified youth system where youth-serving and grant-making organizations coordinate to leverage existing data and resources to identify and strategically respond to the needs of Colorado youth.

## *Best Practices*

C.R.S. § 26-1-111.3 (statute) calls for the Plan to identify successful, replicable youth development strategies nationally and in Colorado. The best practice approaches for prevention, intervention, and treatment presented for the 2019-2020 Plan include the following approaches and perspectives.

- Positive Youth Development (PYD) approach
- Shared Risk and Protective Factor approach
- Two-Generation (2Gen) approach
- Equity focus
- Wraparound and coordinated services





*Legislators*

*State Agency  
Leaders*

*Grant-  
making  
agencies  
and  
programs*

*Youth*

#### Recommendations for Legislators

- ❖ Adequately and strategically fund youth initiatives.
- ❖ Listen to the voice of youth.
- ❖ Consider proposals that implement targeted strategies for a universal outcome.

#### Recommendations for Grant-making agencies and programs

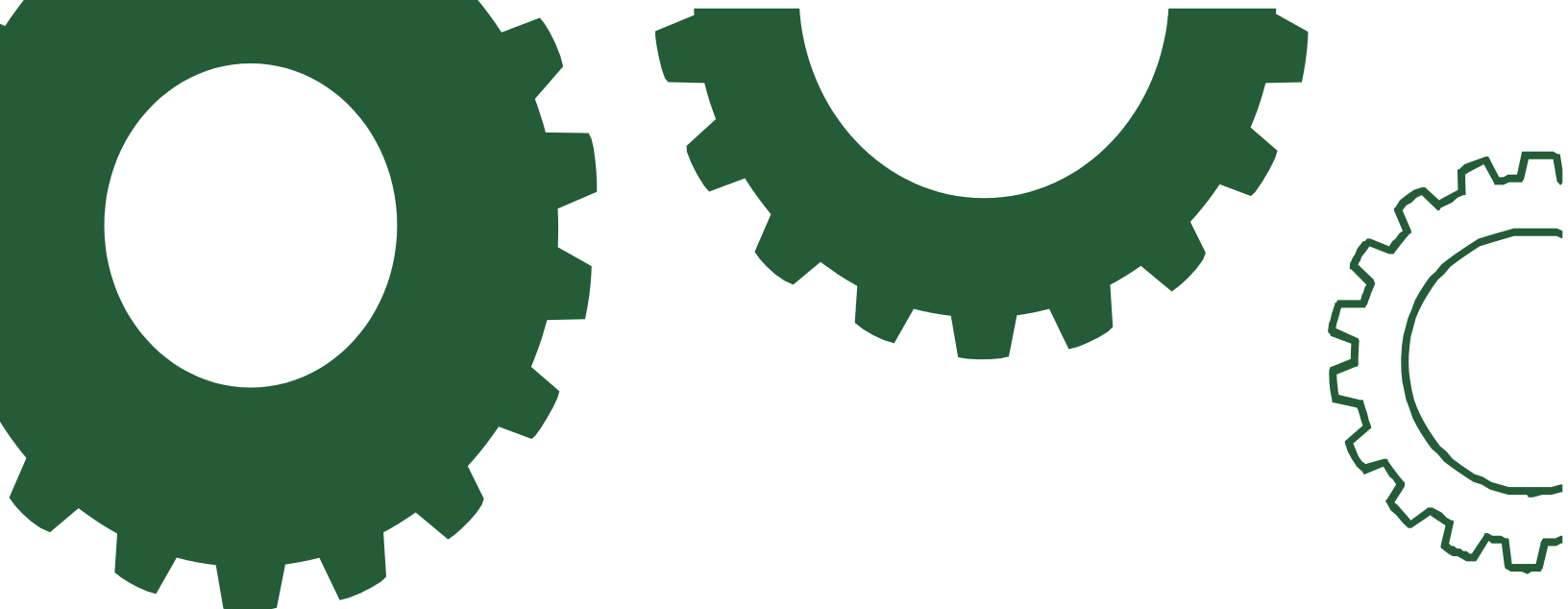
- ❖ Grant-making programs should align common language and definitions, common measures, and application processes to lift the burden on local community applicants.
- ❖ Identify disparities in the youth system and address them systematically to ensure all youth succeed.
- ❖ Grant-making programs across Colorado should practice PYD and evaluate the impact.

#### Recommendations for State Agency Leaders

- ❖ Implement the PYD approach within state agencies that impact youth outcomes.

#### Recommendations for Youth

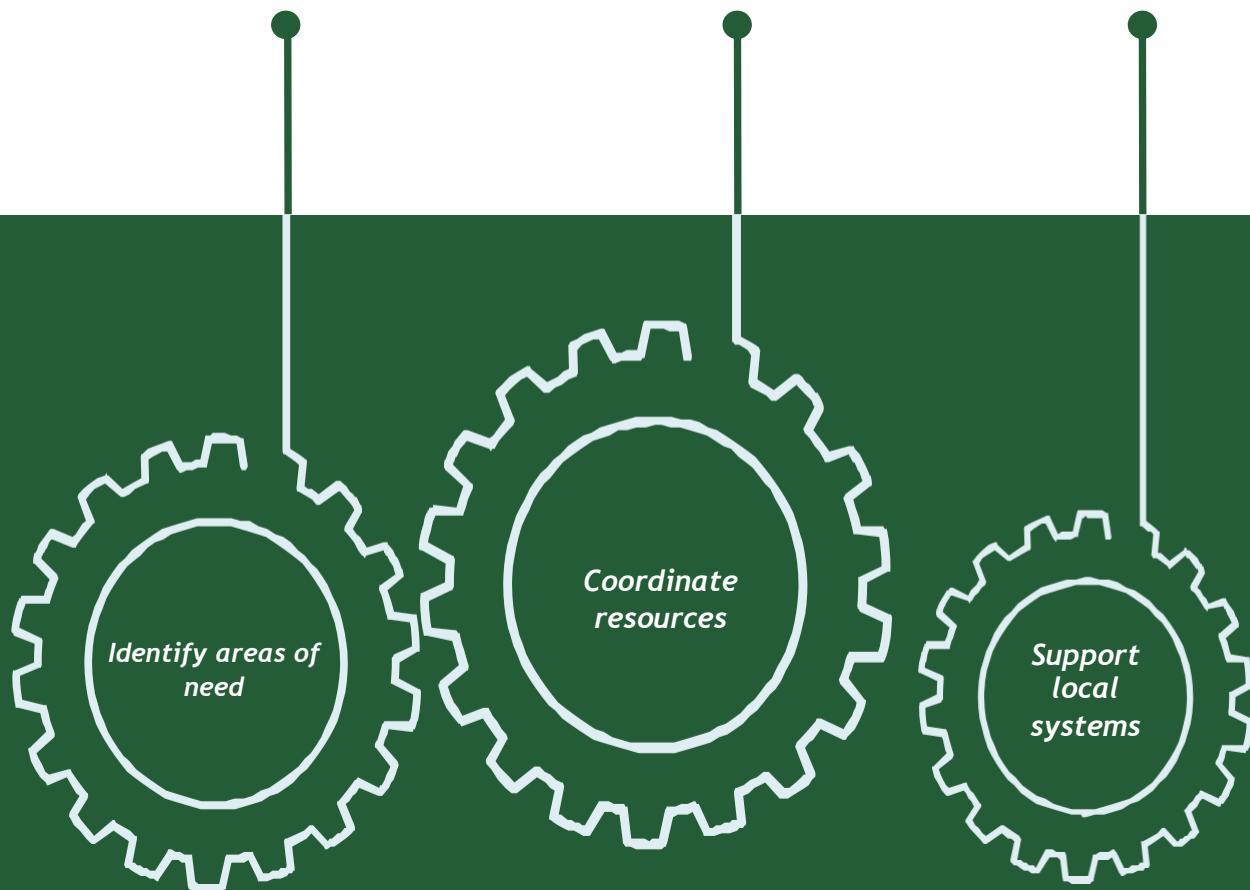
- ❖ Find an issue you are passionate about,
- ❖ Make connections with adults who can support you to define and explore your questions, and
- ❖ Share your experience, expertise, and perspective with others.



## Action Steps

Over the next two years, CDHS is prioritizing the following specific projects to coordinate prevention and intervention programs across agencies:

- 1. Identify areas of need:**  
Leverage existing data on key well-being indicators and available services, including SRPF, to create a Statewide Youth Development Plan (SYDP) dashboard.
- 2. Coordinate resources:**  
Facilitate collaboration between state grant-making programs to use limited resources strategically to fill gaps in services.
- 3. Support local systems:** Work with communities to address identified gaps, themes, and needs.

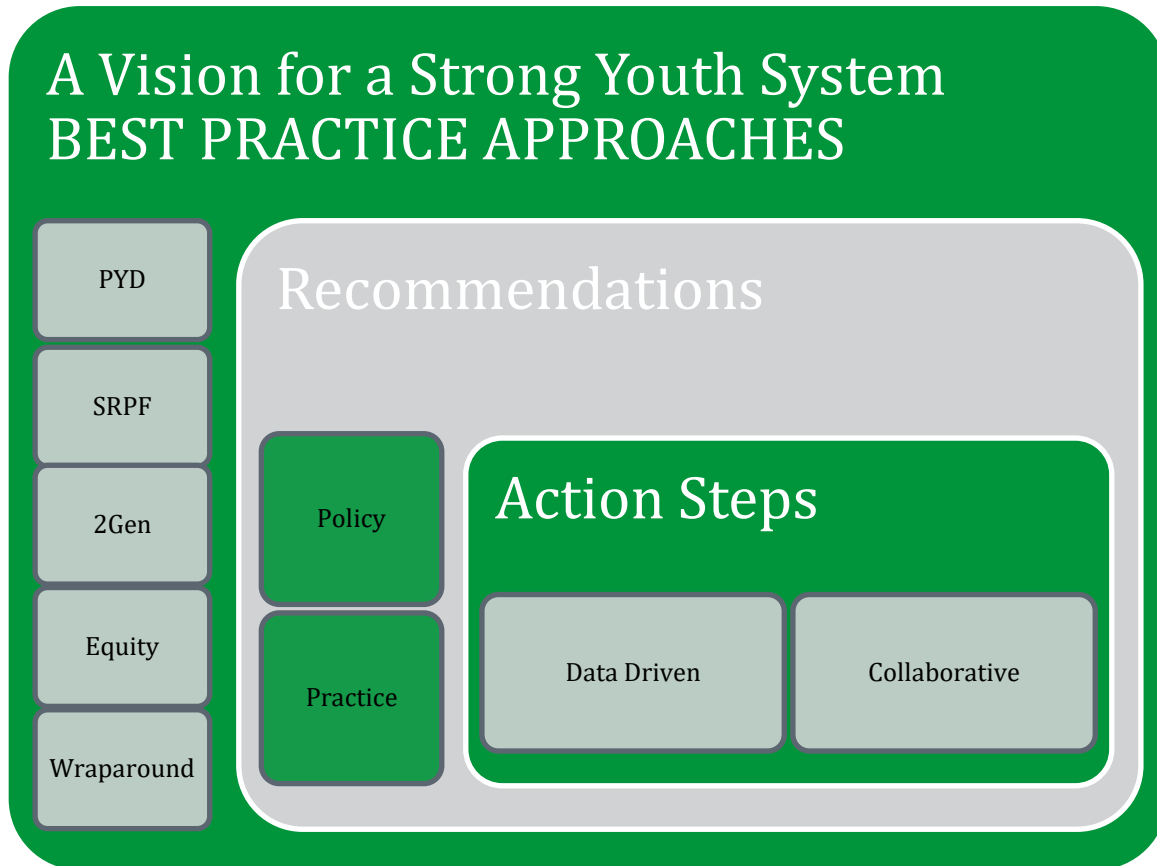


# The 2019-2020 Statewide Youth Development Plan

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The purpose of this document is to guide policymakers, grant-making agencies and programs, youth systems leaders, youth-serving professionals, and young people themselves to address the needs of Colorado youth ages 9 through 25. This document provides a vision for Colorado’s youth system, identifies areas of need, presents strategies to address the need through best practices, and creates recommendations and action steps for the next two years.

Figure 1. A Vision for a Unified Youth System



Section 26-1-111.3, C.R.S. (“statute”) states, “subject to available funding, the State Department [CDHS], in collaboration with the Tony Grampas Youth Services Board, created in section 26-6.8-103, shall convene a group of interested parties to create a Colorado Statewide Youth Development Plan” and “the goals of the plan are to identify key issues affecting youth and align strategic efforts to achieve positive outcomes for all youth.” Statute also authorized CDHS to “coordinate prevention and intervention programs focused on positive youth development in accordance with state law and rules” and the development of the Statewide Youth Development Plan (the Plan).

## Evolution of the 2019-2020 Statewide Youth Development Plan

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In conjunction with the Tony Grampas Youth Services (TGYS) Board, CDHS Executive Director Reggie Bicha called for the creation of the Colorado Statewide Youth Development Plan Committee in 2014 to identify existing efforts, gaps in services, and proposed solutions for helping youth succeed. An equal number of state and community

representatives were invited to sit on the committee along with official youth committee members (see [Plan Development 2014](#) and [2014 Statewide Youth Development Plan Contributors](#)).

At the beginning of 2016, the Plan steering committee and Colorado 9 to 25's (CO9to25) leadership team combined to create the CO9to25 Council on Youth Development (the Council). At the time, CO9to25 adapted their bylaws and structure to spearhead the Plan and its development in partnership with CDHS. Although the Council was not legislatively recognized, it substantially satisfied the 2014 Recommendation "to establish a legislatively recognized Colorado Council on youth development." CDHS provided funding for the CO9to25 "backbone" organization during SFY 2016 and SFY 2017.

CO9to25 and other stakeholders provided input on the 2016 revision of the Plan. Between 2016 and 2018, CO9to25 listened to the needs and priorities of communities across Colorado (see [Regional Partnership Plan Overview](#)). CO9to25 then implemented a Community Connectors pilot to continue gathering input from Colorado's rural partners. Many partners were eager to collaborate across sectors and to engage youth in decision-making. Youth-serving agencies expressed a need for better coordination and efficiency at the state level, especially in the grant-making process.

In the last 6 months of 2018, CDHS shifted resources from this broad, exploratory work to specific projects and goals developed in response to stakeholders' needs. To make this shift, funding and staff time was redirected from the CO9to25 "backbone" to the specific projects outlined in the "Action Steps" section of this document. In particular, CDHS's interagency resources now support the development of the SYDP dashboard, related efforts to improve grant-making processes, expanded availability of PYD training, and more strategic support for communities.

Without sustainable funding, CO9to25 voted to discontinue activities. With CO9to25 no longer active, it will be important for CDHS to identify other, more targeted methods of obtaining community and youth input into future revisions of the Plan.

The 2019-2020 Plan provides a strong vision for a Colorado youth system and reflects a marked shift in direction from planning to action.

## Methodology and Plan Development

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The work of CO9to25 and CDHS over the last two years has brought Colorado's community voice to the forefront of the Plan to create recommendations, goals, and action steps.

*Figure 2. Components of 2019-2020 Plan Development*



## Gap Analysis

Spark Policy, serving as the backbone agency for CO9to25, conducted a gaps analysis in early 2018. The analysis explored if Colorado youth can access the services they identify they need, if services are equitably distributed, if organizations are coordinating to provide services, and if organizations are applying a PYD approach. Gaps were found in all five of the CO9to25 focus areas: youth safety, youth health, youth education, youth connections, and youth employment. See the full analysis in the [Spark Policy Gaps Analysis Summary](#).

## Conference Feedback

CO9to25 sought additional feedback in early June 2018 from approximately 600 SRFP Conference participants. Participants included adults who work at nonprofit organizations throughout Colorado, in Colorado state government, in public health and safety, and in education as well as youth involved in local community projects throughout Colorado. Feedback was sorted into the CO9to25 focus areas of youth safety, youth health, youth education, youth connections, and youth employment. Top

## Methodology Summary

CDHS distilled and prioritized the data, best practices, and national and local research to determine a strategy and recommendations for the 2019-2020 Plan. The 2019-2020 Plan prioritizes measurable, achievable goals to maximize success with available funding for the next two years. The following vision, best practices, recommendations, and action steps aim to reduce and eliminate barriers and ensure all Colorado youth are safe, healthy, educated, connected, and contributing.

## A Vision for a Unified Youth System

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The 2018 CO9to25 survey of youth service providers and youth funders identified the two top systemic barriers impacting service delivery:

- 1) Lack of coordination between multiple systems (26%), and
- 2) Lack of adequate funding (30%).

Uncoordinated systems are not financially or operationally efficient.

“Our youth are not failing the system; the system is failing our youth. Ironically, the very youth who are being treated the worst are the young people who are going to lead us out of this nightmare.” — Rachel Jackson, youth advocate.

recommendations from each area are available in the [SRFP Conference Feedback](#).

## CO9to25 Survey Feedback

CO9to25 conducted its annual youth partnership survey to identify barriers and feedback. Overall, communities echoed many of the same gaps and themes identified in the 2014 Plan. Full 2014 details of gaps and themes are available in [SYDP GAPS and Themes](#). Additionally, the survey surfaced a few new priorities that build upon these themes, discussed in detail below. Full survey results are available in the [CO9to25 2018 Survey Summary](#).

## Colorado Youth Advisory Council (COYAC) Recommendations

COYAC makes recommendations from youth participants about the issues they feel are most pressing in Colorado. In 2017-2018 their priority areas included mental health and substance use. Additionally, they recommended more funding for K-12 education be allocated for technology and increased education for post-secondary funding opportunities (see more about [COYAC](#)).

In turn, impacts are diffused. The 2019-2020 Plan envisions a unified youth system which streamlines administrative requirements for youth-serving agencies and makes coordinated, data-driven decisions to maximize funding and impact.

“We can't impose our will on a system. We can listen to what the system tells us, and discover how its properties and our values can work together to bring forth something much better than could ever be produced by our will alone.”

— Donella H. Meadows, Thinking in Systems

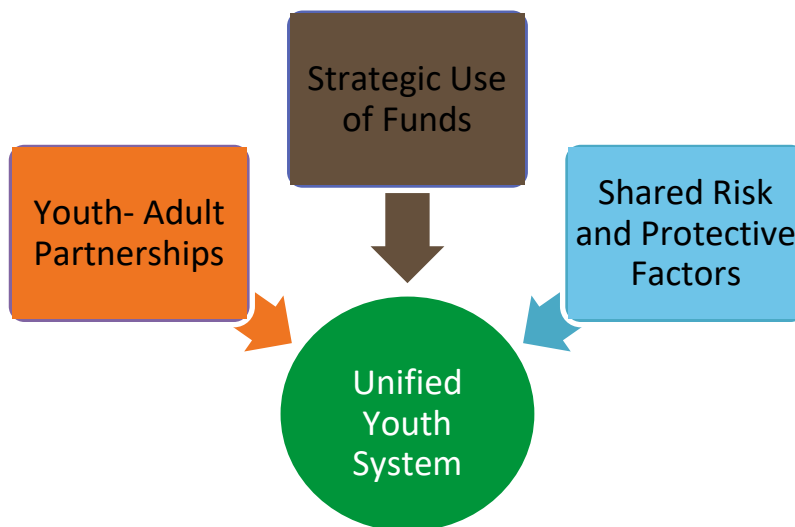
For example, youth violence prevention is a statewide priority as well as a goal of the TGYS Program. However, efforts toward that goal are often disconnected and scattered across separate agencies. Each funding source comes with its own set of requirements for youth-serving agencies: organizations must complete required training, evaluation, data tracking and reporting, specific elements of service delivery, etc. Providers are continually asked to do more with less funds, resulting in a scarcity-driven, reactive system.

In a unified youth system, public safety departments, human service agencies, and education departments - all addressing the same goal of youth violence prevention in their individual missions - would collaborate to track shared data points, establish consistent expectations of grantees, and coordinate to make strategic funding decisions. Youth-serving organizations would then have a coherent, streamlined set of accountability measures, allowing them to focus more of their resources on service delivery.

Colorado is a data-rich environment where much of the data needed to make informed decisions already exists. In a unified youth system, grant-making organizations and youth-serving agencies will leverage the robust data already available through the public health approach of shared risk and protective factors (see [Shared Risk and Protective Factors Approach](#)).

The 2019-2020 Plan presents this vision of a unified youth system and provides the framework for meaningful, strategic interagency collaboration and youth engagement. It incorporates authentic youth engagement in all phases of decision-making and asks for commitment from the highest level of state agency leadership, which is imperative to support and implement these simple, yet transformative changes.

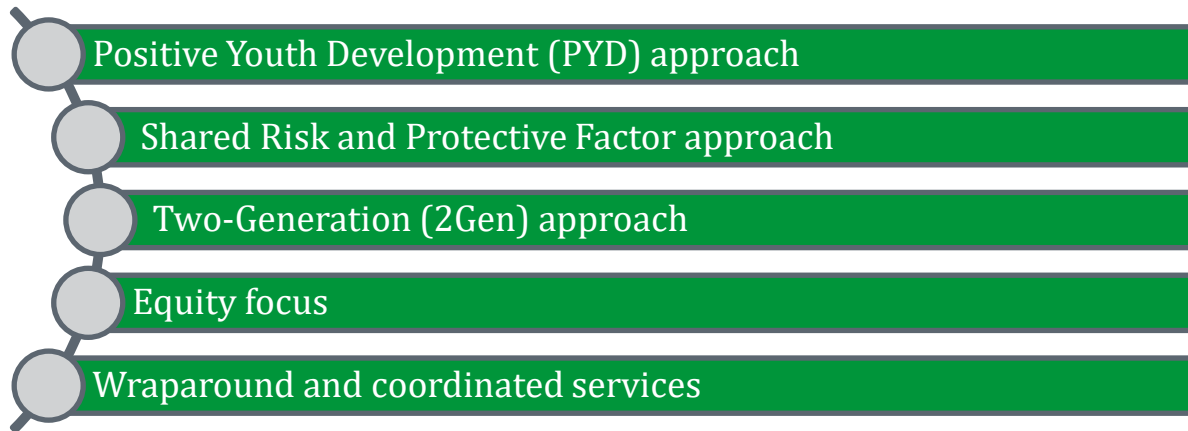
Figure 3. Creating a Unified Youth System



# Best Practices for a Unified Youth System

Statute calls for the Plan to identify successful, replicable youth development strategies nationally and in Colorado that can be replicated by community partners and entities across the state. The best practice approaches for prevention, intervention, and treatment presented for the 2019-2020 Plan include the Positive Youth Development (PYD) approach, a shared risk and protective factor approach, Two-Generation (2Gen) approach, a focus on equity, and Wraparound and coordinated services.

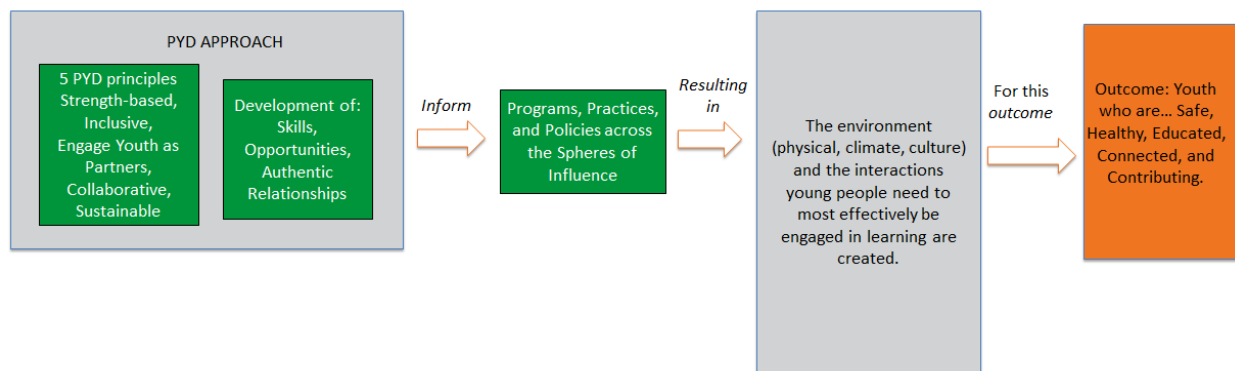
Figure 4. Recommended Best Practices for Youth Systems



## Positive Youth Development Approach

Since its inception, the Plan has had a strong grounding in the principles of PYD. PYD remains a stalwart best practice for youth service professionals, organizations, and youth-focused state agency programs. At its core PYD focuses on building relationships with youth and engaging them in improving the services that impact them directly (see [Positive Youth Development](#)).

Figure 5. CDPHE's Framework for Positive Youth Development



“Children, after all, are not just adults-in-the-making. They are people whose current needs and rights and experiences must be taken seriously.” — Alfie Kohn, author and lecturer.

### *Shared Risk and Protective Factors*

Effective prevention focuses on reducing the risk factors and strengthening the protective factors most closely related to the problem being addressed. While not a new concept, research from the Substance Abuse and Mental Health Services Administration (SAMSHA) and the Centers for Disease Control and Prevention (CDC) continues to find linkages identifying risk and protective factors that are shared between multiple forms of violence, substance use, and other physical health factors like obesity. If Colorado youth systems focus on a unified approach of selecting and prioritizing factors for a common agenda and increasing protective factors and addressing the risk factors, outcomes will ultimately be stronger and more sustainable (see [Shared Risk and Protective Factors](#)).

### *Two-Generation (2Gen) Approach*

Youth exist in families, communities, and complex environments. Whole-family, or 2Gen, approaches focus on services and opportunities for children and youth as well as the adults in their lives. Through strengthening the family system, youth can be set up for success (see [Governor Hickenlooper’s Two-Generation Approach](#)).

### *Equity Focus*

Certain populations of youth face disparities and disproportionalities, and this needs to be considered and addressed in decisions about policies, services, grants, and legislation. Equity is “just and fair inclusion throughout society and creating the conditions in which everyone can participate,

prosper, and reach their full potential.”<sup>1</sup> At its heart, the equity approach addresses the needs of children and youth who suffer from multiple, overlapping deprivations and ensures the redistribution of resources and services to those most in need resulting in inclusivity and equality. When exploring universal outcomes for youth in Colorado an equity approach will examine policies, dismantle barriers, and ensure fairness and justice for those children and youth who are most marginalized (see [Equity Approaches document](#)).

“If you have come to help me, you are wasting your time. If you have come to because your liberation is bound up in mine, we can work together.” — Lilla Watson, activist and academic.

### *Wraparound and Coordinated Services Approaches*

Youth with complex needs are often involved in multiple systems such as behavioral health, education, juvenile justice, or child welfare. There are multiple models for coordinated services in Colorado including Wraparound and the Collaborative Management Program. These approaches provide a strategy for collaboration and comprehensive support between systems to improve the experience and outcomes of youth and their families (see [Wraparound and Coordinated Services](#)).

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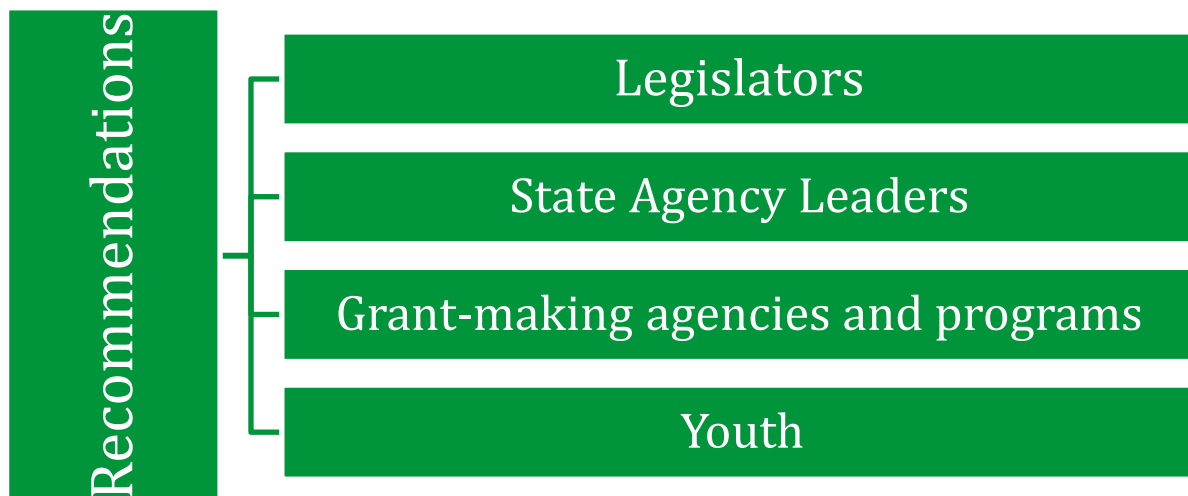
<sup>1</sup> Equity Manifesto <http://www.policylink.org/about-us/equity-manifesto>

## Recommendations

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Colorado systems leaders from across communities can find commonality and collective action towards a unified approach. Recommendations for each type of leader are provided to outline what can be done to build a stronger youth system.

Figure 5. 2019-2020 Recommendations



### *Recommendations for Legislators*

When considering initiatives that impact the lives of youth, it is recommended that Colorado legislators consider the vision, best practices, and guidance provided within the Plan. Youth are often at the center of policy debates because the future well-being of Colorado depends on raising a generation of skilled, competent, and emotionally and mentally stable adults. For all Coloradans to reach full potential, leaders must ensure Colorado youth are fully safe, healthy, educated, connected, and contributing.

### Recommendation 1

Adequately and strategically fund youth initiatives: resources are needed to develop and support programming that fills the gaps, is collaborative and coordinated, and is evaluated in reasonable ways.

When considering legislative proposals, legislators should consider whether there is adequate funding to successfully implement the proposal and whether the proposal fits within an overall strategy of filling gaps and promoting coordinated, streamlined service delivery. Sufficient funds to operate a project are essential to its success and sustainability.

Example: If a bill for vaping prevention was proposed by tobacco prevention experts, legislators should ensure the proposal 1) fills gaps and meets the needs of the communities being served, and 2) is adequately funded to create the program including training, technical assistance, and implementation for a sufficient period of time to create impact.

## Recommendation 2

Listen to the voice of youth: ensure legislative proposals fully incorporate Colorado youth voice.

When considering legislative proposals that impact youth, explore how and whether youth were involved in the proposal. Listening to young people can improve policy and service delivery by putting the user of a service at the center of its design. Doing so ensures the service addresses their needs, rather than their needs as perceived by outsiders. Youth are a credible resource and must be provided appropriate space and time to contribute.

Example: The Colorado Legislature can incorporate youth voice by utilizing an existing resource, COYAC, for legislative or policy decisions that impact high school youth across the state of Colorado. COYAC formed in 2008 via legislation (Youth Advisory Act in House Bill 08-1157) and is made up of 40 young people representing Colorado's 35 state senate districts plus five at-large seats. See the [Youth Engagement Continuum](#) for additional ways to fully engage youth in decision making.

## Recommendation 3

Consider proposals that implement targeted strategies for a universal outcome: reduce disparities for the most marginalized populations to improve overall well-being for everyone.

Legislators should continue to set goals with a universal, positively framed outcome where all youth are succeeding, and then apply an equity approach which examines policies, dismantles barriers, and ensures fairness and justice for those children and youth who are most marginalized. This can be achieved by 1) reviewing or requesting data on how different populations are faring in areas under consideration (i.e. for a school discipline bill, look at racial disparities in school discipline), 2) considering whether the legislative proposals include provisions to explicitly reduce disparities and disproportionalities, and 3) asking for an [Equity Impact Assessment](#) (EIA) that would include questions to better facilitate an equity understanding.

Examples of EIA questions are:

- a. What positive impacts on equity and inclusion are likely to come from this proposal? How can you maximize the opportunities for positive impact?
- b. Are there better ways to reduce disparities and advance equity? What provisions could be changed or added to ensure or enhance positive impacts on equity and inclusion?
- c. What kind of monitoring process could you build into the policy so that you can learn—without creating more burden for impacted community members—whether the policy is actually doing what you hoped it would?<sup>2</sup>

To read more see [Equity Approaches](#).

Example: If a bill aims to prevent youth homelessness, legislators should determine if the populations addressed in the proposal are the populations most in need. Data suggests LGBTQ youth are overrepresented in the youth homeless population with approximately 40% of homeless youth identifying as LGBTQ, so legislators could ask how they would be served by the proposal.<sup>3</sup>

<sup>2</sup> Focusing On Equity And Inclusion: When We Work On Public Health Laws, Public Health Law Center at Mitchell Hamline School of Law, St. Paul, Minnesota, September 2018

<https://publichealthlawcenter.org/sites/default/files/resources/Focusing-on-Equity-and-Inclusion-2018.pdf>

<sup>3</sup> Youth.gov Homelessness and Housing <https://youth.gov/youth-topics/lgbtq-youth/homelessness>

## Recommendations for State Agency Leadership

In 2019-2020 the need for strong leadership from state agencies continues. State agency leadership must continue to partner with communities across Colorado and help steer a complex system in implementing the vision outlined in this plan.

<h3>Recommendation 4</h3> <p>Implement the PYD approach within state agencies that impact youth outcomes. Specifically, train staff in PYD, implement a Youth Advisor model, and create a sustainable structure to support the integration of PYD into state government.</p>	
<b>Background</b>	<p>PYD is an approach that incorporates the development of skills, opportunities and authentic relationships into programs, practices, and policies (see <a href="#">Positive Youth Development</a>). The Colorado Department of Public Health and Environment (CDPHE) has led the way by offering a statewide training system in PYD, designing a youth advisor model,<sup>4</sup> and supporting other agencies to do the same. Other state agencies have hired one or more youth advisors to support a single program. For example, the Colorado Department of Education (CDE), CDHS, and the Colorado Department of Labor and Employment (CDLE) have all incorporated youth advisors into certain programs.</p>
<b>Challenges</b>	<p>Hiring youth to provide their expertise and contribute to programs takes time and effort on behalf of the state agency staff. Staff should assess the readiness of their agency to hire youth advisors. All levels of leadership should be supportive of a youth advisor. The agency should identify meaningful work and supportive supervision for the youth advisor. The agency environment and culture should be youth friendly, and barriers around appropriate classification, orientation, and logistics should be mitigated.</p>
<b>Sustainability</b>	<p>State agencies should match competitive wages for youth advisors at other state agencies and in the nonprofit sector (currently the typical rate is \$15/hour). Agency budgets should include line items that allocate funds to sustainably maintain a youth advisor program.</p>
<b>Next Steps</b>	<p>Incorporating youth input can create positive, long-lasting change within Colorado’s youth system. State agencies that support youth programs should:</p> <ol style="list-style-type: none"> <li>1. Train both administrative and program staff in PYD.</li> <li>2. Ensure youth voice is incorporated.             <ol style="list-style-type: none"> <li>a. Implement a youth advisor model, when appropriate.</li> <li>b. Hire youth to present at conferences.</li> <li>c. Incorporate youth in planning events, outreach, and decision making.</li> <li>d. Support youth before (preparation), during (delivery and logistics), and after (debriefing) formal speaking or input opportunities.</li> </ol> </li> <li>3. Integrate policies for a sustainable structure to support the integration of PYD into state government.</li> </ol>

<sup>4</sup> See CDPHE’s [The Value of Youth Advisors document](#)

## Recommendations for Grant-making Agencies and Programs

Colorado’s priorities can be revealed by following the funding. Funders can promote a policy or idea, and communities adjust to pursue funding. Instead, grant-making programs should adapt to follow community needs, for example use data showing the disproportionalities and disparities in youth communities and prioritize funding based on those needs. Grant-making programs should collaborate across sectors to bridge priorities to ensure complimentary coverage while addressing core issues.

<h3>Recommendation 5</h3> <p>Grant-making programs should align common language and definitions, common measures, and application processes to lift the burden on local community applicants.</p>	
<b>Background</b>	<p>The array of Colorado funders is fragmented and siloed. Collaborations exist but only within pockets such as schools, behavioral health, or juvenile justice. Approaches, funding methodologies, reporting, and best practices vary from funder to funder. This places divergent demands upon community stakeholders. Local youth programs are forced to piecemeal projects together to obtain enough funding to sustain programs, often times creating competing priorities. Funders, and especially state agencies, need to reduce the barriers for youth programs, so they can focus more time and effort on quality delivery and youth engagement.</p> <p>Over 10 years ago, a group of dedicated and driven individuals attempted to align a grant applications system and platform across Colorado state agencies. Barriers included a need for common language, approach, and evaluation metrics. Varying interpretations across the procurement code are also a barrier and impede alignment of youth-serving programs in Colorado’s youth system. For example, some state agencies are permitted to use grant management software for Request for Proposals (RFPs) and Requests for Applications (RFAs), while others are prohibited.</p>
<b>Current Efforts</b>	<p>The Plan pursued a fiscal mapping of youth-serving programs in 2016 which included mapping youth funders on the socio-ecological model and across the spectrum of prevention, intervention, and treatment. In 2018 the Office of Behavioral Health (OBH) at CDHS launched a statewide strategic planning process for primary prevention of substance abuse. Putting Prevention Science to Work: Colorado’s Statewide Strategic Plan for Primary Prevention of Substance Abuse: 2019-2024 calls for the creation of common terminology in RFPs, RFAs, and other materials – including “universal, selective, and indicated strategies” and “primary, secondary, and tertiary prevention.” Additionally, the Strategic Plan calls for clarification and alignment funding timelines (see <a href="#">2019-2024 Strategic Plan Summary</a>).</p>
<b>Next Steps</b>	<p>As part of the funders collaborative, SYDP staff will work with OBH and CDPHE to facilitate partnership between state agency funders to:</p> <ol style="list-style-type: none"> <li>1. Align statewide public funders of prevention services,</li> <li>2. Clarify for communities how to access the right funding at the right time, and</li> <li>3. Reduce inequities and inequalities leading to substance abuse and the factors that predict it.</li> </ol> <p>State agency procurement officials should consult with youth programs and grantors in aligning</p>

	grant application processes, language, and management to simplify applications for youth service providers.
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## Recommendation 6

Identify disparities in the youth system and address them systematically to ensure all youth succeed.

<b>Background</b>	<p>Data unequivocally shows that disproportionalities and disparities in race, ethnicity, sexual orientation and gender exist within our youth systems. For example, racial minorities are overrepresented in our juvenile justice system.<sup>5</sup> LGBTQ students disproportionately feel unsafe at school<sup>6</sup> and are statistically more likely to end up in the child welfare system or become homeless.<sup>7</sup> To address disproportionalities and disparities we must use an equity lens when reviewing applications, recognizing a community's strengths and risks, and ultimately allocating funding.</p> <p>Example: If the universal goal is that all youth are safe, then funders should explore what disproportionalities and disparities exist in achieving safety and prioritize funding strategies that help those youth populations achieve safety.</p>
<b>Current Efforts</b>	<p>Colorado Funders for Inclusiveness and Equity (COFIE) is a voluntary group of local grant-making programs who have a common interest in advancing and promoting inclusiveness and equity. They serve as a resource to local funders to challenge thinking and consider changes regarding inclusiveness and equity. TGYS and the Plan are developing a data dashboard to be known as the SYDP dashboard (details can be found outlined in action steps on page <b>Error! Bookmark not defined.</b> in this plan outline) that can be used by funders to better understand the data on youth outcomes and explore geographic, racial, and socio-economic disproportionalities and disparities across our state.</p>
<b>Next Steps</b>	<p>Grant-making programs for youth services should:</p> <ol style="list-style-type: none"> <li>1. Explore disproportionalities and disparities and their root causes.</li> <li>2. Select strategies to address inequities.</li> <li>3. Consider an equity approach such as <a href="#">Targeted Universalism</a>.</li> <li>4. Within the grant-making process itself, rethink and redefine “merit.”<sup>8</sup> Ensuring that processes use truly meaningful criteria and not criteria that unintentionally measures adherence to race and class-based norms.</li> <li>5. Reduce burden on grantees by creating prioritized and uniform data collection metrics such as race and ethnicity, income and education level, sexual orientation, gender identity, and gender expression of individuals being served.</li> <li>6. Ensure impact is measured through an equity lens which takes into account disproportionalities and disparities and tracks measureable change on indicators designed to increase equity.</li> </ol>

<sup>5</sup> [Data for juvenile arrests and secure detention](#). Colorado Department of Public Safety, 2018.

<sup>6</sup> Kosciw, J. G., Greytak, E. A., Giga, N. M., Villenas, C. & Danischewski, D. J. (2016). The 2015 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation’s schools. New York: GLSEN.

<sup>7</sup> Out of the Shadows: Supporting LGBTQ Youth in Child Welfare through Cross-System Collaboration

© 2016 Center for the Study of Social Policy

<sup>8</sup> [Grantmaking with a racial equity lens](#): Grantcraft, 2007.

## Recommendation 7

Grant-making programs across Colorado should practice PYD and evaluate the impact.

<p><b>Background</b></p>	<p>PYD is an approach that incorporates the development of skills, opportunities, and authentic relationships into programs, practices, and policies (see <a href="#">Positive Youth Development</a>). CDPHE has led the way by offering a statewide training system in PYD, designing a youth advisor model, and supporting other agencies to do the same. Other funders have hired one or more youth advisors to support a single program. For example, TGYS has hired several youth advisors and has incorporated two youth members into its board of directors.</p>
<p><b>Specifics</b></p>	<p>Youth should be part of the process of deciding where, how, and which programs are funded. Funders can encourage applicants to engage youth in decision making at the programmatic level and can make this a requirement of funding. Additionally, funders should ensure youth feedback is provided during the grant application process to provide youth perspective in assessing the quality of programing. Youth can also review grant applications and sit on committees and boards that make decisions about funding allocations. Overall, funders should strive to create opportunities to authentically engage youth in the funding process from beginning to end.</p>
<p><b>Current Efforts</b></p>	<p>Many state agency funders, such as TGYS, employ youth advisors that support grantees in the adaptation of youth programs to ensure youth-friendly environments and provide youth perspective in oversight and administration. In several state agencies, youth have been included in grant application review and on decision-making boards.</p>
<p><b>Next Steps</b></p>	<p>Funders of youth services should:</p> <ol style="list-style-type: none"> <li>1. Incorporate youth input and decision-making more thoroughly in both the administrative and programmatic aspects of funding.</li> <li>2. Encourage grantees to engage youth in the application process, program design, and implementation.</li> <li>3. Include a review of grantees to ensure youth are being engaged in all aspects of the program.</li> </ol>

### Recommendations for Youth

PYD and youth engagement have been essential to the Plan from inception. Many of those originally engaged youth still participate and inform the Plan. However, more opportunities exist for youth to get involved at both the state agency level as well as with funders, community organization, and advocacy groups. Young persons between the ages of 9 and 25 should consider getting involved in Colorado youth systems improvement. Here are ways to make a difference:

1. Find an issue you are passionate about,
2. Make connections with adults who can support you to define and explore your questions, and
3. Share your experience, expertise, and perspective with others.

Resources for Youth	
COYAC (High School Youth)	The Colorado Youth Advisory Council (COYAC) makes recommendations to the Colorado legislature about the issues they feel are most pressing in Colorado. In 2017-2018 their recommendations included mental health and substance use prevention as two of their policy areas. Additionally, they recommended additional funding for K-12 education. For more about COYAC see <a href="http://engagedpublic.com/coyac-home.php">http://engagedpublic.com/coyac-home.php</a> .
Become a Youth Advisor (ages 9 -25)	The Youth Advisor model, launched by CDPHE, allows youth to be paid to give their expertise to Colorado’s youth system (see <a href="#">The Value of Youth Advisors</a> ).
Youth Partnership for Health	The Youth Partnership for Health (YPH) is a youth advisory council for state, local, and community stakeholders. YPH was created to ensure that the needs of young people are included in the programs and policies that affect them. The aim is to represent youth from all across Colorado. Find more at: <a href="https://www.colorado.gov/pacific/cdphe/yph">https://www.colorado.gov/pacific/cdphe/yph</a> .
Colorado Workforce Development State Youth Council (CWDSYC)	The CWDSYC, led by a young adult and adult executive team, will convene cross-sector stakeholders, connect related projects, disseminate and communicate information, and develop policy and procedural recommendations regarding talent development. Find more here: <a href="https://www.colorado.gov/pacific/youthcouncil">https://www.colorado.gov/pacific/youthcouncil</a> .

## Action Steps

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CDHS and SYDP, in partnership with TGYS, have prioritized the following action steps to pursue for the next two years of the plan:

1. **Identify areas of need:** Leverage existing data on key well-being indicators and services including shared risk and protective factors to create a SYDP dashboard.
2. **Coordinate resources:** Facilitate collaboration between state grant-making programs to use limited resources strategically to fill gaps in services.
3. **Support local systems:** Address identified gaps, themes, and needs.

### Action Step 1 Identify areas of need

- Leverage existing data on key well-being indicators and services including shared risk and protective factors to create a SYDP dashboard.

CDHS is currently selecting a vendor to develop a user-friendly, public-facing dashboard. The SYDP dashboard will be interactive and include a visual heat-map of key well-being indicators across domains (e.g., selected education, health, and crime statistics) at the local level. The SYDP dashboard will include a baseline measurement of youth activities, gaps in coverage that impact youth development outcomes, and an outline of youth service organizations. The public-facing dashboard will be developed and posted on the CDHS website by June 2020.

### Action Step 2 Coordinate resources

- Facilitate collaboration between state grant-making programs to use limited resources strategically to fill gaps in services.

Using the SYDP dashboard, grant-making programs, such as the TGYS program, will be able to make more informed decisions about the use of grant funds. In partnership with other state granting programs, CDHS will continue efforts to create commonality in grant application processes and create an online grant application system by June 2020.

SYDP staff, in coordination with TGYS staff and in partnership with the Funders Collaborative, a group of statewide public agencies that support primary prevention efforts across Colorado, will disseminate shared language across sectors, lay the foundation for common application processes and reporting measures, and help promote PYD across Colorado. In alignment with the Colorado's Statewide Strategic Plan for Primary Prevention of Substance Use: 2019-2024, the Plan will support the use of common terminology in RFPs, and other materials. Included will be "universal, selective, and indicated strategies" and "primary, secondary and tertiary prevention."

By working with state government funders to better streamline grant application requirements and reporting requirements for local community partners, the Plan will reduce the burden on youth-serving agencies.

## Action Step 3 Support Local Systems

- Address identified gaps, themes, and needs

CDHS will prioritize and tailor technical assistance to regions based on the SYDP dashboard.

CDHS will work with communities to identify active collaborations in prioritized regions and support them in generating priorities and strategies. This effort will include listening and capacity building sessions, data reviews, and grant writing training.

### Get Involved

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To create a youth serving system where all youth are safe, healthy, educated, connected, and contributing it takes all Coloradans working towards the same outcomes. The Plan presents a vision of collaborative action. By jointly shifting the state youth system to provide cross system coordination and alignment towards a common agenda, all youth can have the opportunity to reach their full potential.

Utilizing best practice approaches like PYD, Wraparound and coordinated services, and 2Gen as well as focusing universally on efforts like shared risk or protective factors and selecting strategies through an equity lens allows youth systems to build a stronger generation of youth in Colorado. If each of the stakeholders outlined above review, implement, and track the recommendations included, great strides can be made towards this goal.

## Appendix A: 2016 Plan updates

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>1. Engage influential leaders to support Colorado's youth system, CO9to25. Led by CO9to25.</p>	<p>Removed</p>	<p><i>Outcome: By 2018, CO9to25 will have engaged leaders who are action-oriented and influential. Leaders include youth, community partners, and government executives represented within the CO9to25 recruitment matrix and membership lists.</i></p> <p><b>Update:</b> From December through June of 2018 the CO9to25 steering committee developed a new structure for engaging appropriate stakeholders and leaders at every level. The CO9to25 2.0 pivot was designed to ensure clarity in the purpose of engagement with Co9to25 strategies. CO9to25 decided to suspend the structure and work. Using the lessons learned from this work, the Plan is advancing to a new phase with limited funds directed towards more targeted projects.</p>
<p>2. Establish a formal process for regional integration of CO9to25. Led by CDHS.</p>	<p>Removed</p>	<p><i>Outcome: Increase youth and adult connectedness: Increase the percent of 9th grade to 12th grade students who report that if they had a serious problem, they know an adult in or out of school whom they could talk to or go to for help from 81.2% in 2013 to 86% by December 2018.</i></p> <p><b>Update:</b> CO9to25 successfully piloted the 2017-2018 community connectors. Report on successes can be found here: <a href="https://goo.gl/R7Lsfb">https://goo.gl/R7Lsfb</a>.</p> <p>2017 Healthy Kids Colorado data indicates the number of 9<sup>th</sup>-12<sup>th</sup> grade students who report "if they had a serious problem they know an adult to go to" dropped to 73.5 percent. Data can be found here: <a href="https://goo.gl/eHF4Zo">https://goo.gl/eHF4Zo</a>.</p>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>3. Develop a sustainable funding source to support Colorado's youth system. Led by CO9to25.</p>	<p>Removed</p>	<p><i>Outcome: Sustainable funding for the backbone of CO9to25 including funding to implement regional integration as well as systemic support for programs like the already developed Youth Endorsement System; expanding the Training and TA system, aligning, tracking, and collecting shared outcome data; and providing financial support and oversight for youth advisors throughout Colorado for public and private entities.</i></p> <p><b>Update:</b> Initially CO9to25 was supported by a startup grant from Kaiser Permanente and CDPHE with funding totaling over \$200,000. After the pilot ended, no clear funding source was identified. CO9to25 was then supported by funding from CDHS interagency prevention funds and CDPHE Maternal and Child Health funds. Sustainability efforts included researching grants and other funding opportunities, outreach to potential business funders, researching collective impact funding best practices, and building connections with other initiatives. One challenge was that grant funding is often only available to organizations with 501(c) (3) non-profit status, and CO9to25 was not a 501(c) (3) organization. Another challenge was conveying the importance of collective impact which is the model for CO9to25.</p> <p>From December 2017 through June of 2018 the CO9to25 steering committee developed a new structure, "the pivot," for engaging stakeholders and leaders at every level and to ensure clarity of purpose.</p> <p>Ultimately, this goal was not met, and CO9to25 voted to suspend activities.</p>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>4. Increase the number of programs and organizations across the state that are trained on and using a Positive Youth Development (PYD) approach. Led by CDPHE.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcome: Increase the number of youth-serving organizations trained on Positive Youth Development (PYD) from under 50% to 80% by June 2018.</i></p> <p><b>Update:</b> The 2018 CO9to25 Survey indicates that 66% of respondents have received training in Positive Youth Development. 1500 youth-serving professionals were trained in adolescent development and PYD by CDPHE staff between January 2016 and June 2017, and 1834 youth-serving professionals were trained in State Fiscal Year (SFY) 2018. Of those receiving training in SFY2018, CDPHE staff trained approximately 1098 people, an additional 240 individuals were trained by TGYS. Additionally, CDPHE completed train-the-trainer for six regional PYD trainers outside the Denver metro area (Cortez, Eagle, and Pueblo.) These trainers work in organizations contracted by CDPHE to each host a minimum of five regional trainings. Total participants trained in these three regions were 496, which is included in the overall trained for SFY2018.</p> <p>The following entities also received adolescent development training in 2018:</p> <ul style="list-style-type: none"> <li>• The Commission on Criminal and Juvenile Justice</li> <li>• The State Parole Board</li> <li>• The Taskforce on Delinquency</li> <li>• The Golden Police Department</li> <li>• Problem-Solving Court Teams with the Criminal Justice Programs Unit in the State Court Administrators Office.</li> </ul> <p>The following entities also received PYD training in 2018:</p> <ul style="list-style-type: none"> <li>• The United States Office of Adolescent and School Health</li> <li>• Denver Chamber businesses</li> <li>• City planners with the City and County of Denver</li> <li>• Youth-serving professionals connected to Denver Quality Afterschool Connection</li> <li>• First Responders across the state</li> <li>• Denver Police Officers</li> <li>• Community representatives with the Office of Independent Monitors Bridging the Gap Between Kids and Cops program</li> <li>• Adolescent health fellows at Children’s Hospital</li> <li>• Kaiser Permanente staff from the Community Benefits Division.</li> <li>• The Colorado Health Foundation.</li> </ul> <p>In 2017 and 2018 Division of Child Welfare (DCW) staff participated in PYD training, and the DCW Training System and SYPD staff were trained as trainers in the PYD curriculum. In 2019 DCW Training System staff will roll out training available to the public, and SYDP staff will continue to provide training to TGYS grantees.</p>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>5. Expand eligibility and capacity of a wide variety of service systems to meet the comprehensive needs of young people. Led by CDHS.</p>	<p>Removed due to shift in priorities.</p>	<p><i>Outcome: A comprehensive report on strategies and recommendations to address capacity limitations and improving service eligibility across services and systems will be completed December 2017.</i>  <b>Update:</b> CDHS, in partnership with CDE and Colorado Department of Health Care Policy and Financing (HCPF), hosted a meeting on August 23<sup>rd</sup>, 2017 to begin a crosswalk of systems limitations regarding eligibility and capacity. Workgroups were formed and assigned follow up in development of a more in depth matrix, but the report was put on hold. A summary of the information collected is included in <a href="#">Capacity Limitations and Service Eligibility</a>.</p>
<p>6. Increase public awareness of available youth services and organizations. Led by CDHS.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcome: Develop a phone/text and web-based interface and release to the public by June 2017.</i>  <b>Update:</b> CDHS, in collaboration with Kaiser Permanente and Mile High United Way, developed a mobile phone application for youth that connects young people to resources in their communities and provides a social network to connect with other young people who are struggling with similar barriers. The “I’m Into” app allows users to identify their strengths and needs through a process of self-discovery. Beginning with interests, strengths, emotions, and desires, the app helps users identify gaps and direct them to the appropriate resources. As part of the pilot project, efforts concentrated on recruiting organizations to sign up with 211 and agree to connect to youth through the app. I’m Into app was launched out of beta testing and put in the hands of youth in the fall 2018; it is available in the iTunes and GooglePlay store.  See <a href="http://www.lmintoapp.com">http://www.lmintoapp.com</a> for more information.</p>
<p>7. Align data systems that impact youth, and collect a common set of data indicators that are critical to youth and young adult well-being. Led by all partners.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcome: CO9to25 Council to set data collection standards for youth and young adult related indicators by June 2017. In partnership with data stewards from CDPHE, CDE, CDPS, CDLA, and State Judicial, implement data collection standards to better track common indicators across the youth system by June 2018.</i>  <b>Updates:</b> The five-year project of the Interoperability Road Map continues with planning work. Two vendors are under contract with one focusing on the technical architecture requirements and the other developing the federal implementation approval documents. The contract continued through 2017 with goals to seek federal approval for implementation funding in early 2018 and a functional environment two years later.  CDHS continues to prioritize aligning systems for the 2019-2020 Plan. Read more about recommendations for funders and for state procurement earlier in this document under Recommendation 5.</p>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>8. Improve the quality, availability, and accessibility of housing, services, supports, and relationships to provide solutions to youth who experiencing or at risk for homelessness statewide. Led by ACHY.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcome: The ultimate goal is to make homelessness rare, brief, and non-recurring for any youth within Colorado by 2020, in line with the federal goal. To do so, we must simultaneously increase housing placements by 25 percent each year and reduce the number of youth living in homelessness per the annual PIT counts.</i></p> <p><b>Updates:</b> The most current state data on school dropout shows more students experiencing homelessness are staying in school. In 2017 there was a reduction in the number of homeless youth dropping out of school to 5.9% from 6.1% in 2016. For more information, visit <a href="http://www.cde.state.co.us/dropoutprevention/homeless_index">http://www.cde.state.co.us/dropoutprevention/homeless_index</a>.</p> <p>OHYS and the Advisory Council on Homeless Youth (ACHY) worked together to help raise awareness throughout the year on the issue of youth homelessness.</p> <ul style="list-style-type: none"> <li>• Partners and local communities applied for the Youth Homelessness Demonstration Project</li> <li>• OHYS and ACHY used the November Runaway and Homeless Youth Awareness Plan developed by National Network for Youth and 1800 Safeline to raise awareness during November of 2018.</li> <li>• OHYS supports local communities' efforts to raise awareness, for example, Urban Peak Colorado Springs hosted a Sleep Out in November and OHYS attended the event.</li> <li>• OHYS is working with providers to host trainings and technical assistance around best practices for Housing First, Permanent Supportive Housing, and Trauma Informed Care.</li> <li>• OHYS, DYS, and CDE submitted a joint application to the Corporation for National and Community Service to become an AmeriCorps VISTA sponsor.</li> <li>• DOLA helped finance multiple youth projects ranging from Permanent Supportive Housing to Tenant Based Vouchers, to Project Based Vouchers in 2018.</li> <li>• ACHY members provided feedback on needed resources during the Call to Action meeting in March of 2018.</li> </ul>

Recommendation & Lead Agency	Status on Recommendation	2017 Updates
<p>9. Improve the well-being of youth and young adults who are in the care and/or custody of the state and counties. Led by CDHS.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcomes: Maintain or improve the engagement of family members in case planning: The youth engagement rate will be maintained at 99.9% for three out of four quarters each year for a five year period. The mother's engagement rate's baseline, 91.4%, will increase by 5% every year through FFY 2018. The goal will be re-evaluated in FFY 2019. The father's engagement rate's baseline, 80.8%, will increase by 5% every year through FFY 2018. The goal will be re-evaluated in FFY 2019.</i></p> <p><b>Update:</b> This measure of progress was revised in FFY 2016 to align with federal fiscal year time frames and the way qualitative case review data are reported. Based on assessments by the Administrative Review Division (ARD) in FFY2017, Colorado did not meet the goal for youth engagement. Caseworkers made efforts to engage youth in case planning in 99.6% of cases, and overall, youth participated in 99.3% of cases. At 99.7%, the rate of efforts to engage youth was highest in the second quarter of FFY 2017 but dropped to 99.5% and 99.3% for the remaining quarters.</p> <p>Colorado also did not meet the FFY 2017 goals for engagement of mothers and fathers. In FFY2017, caseworkers made efforts to engage 90.1% of mothers, and 81% of them participated in case planning. Efforts were made to engage 78.8% of fathers while 65.1% of them participated in case planning.</p> <p>Current efforts to improve engagement of mothers and fathers in treatment planning include providing on-demand technical assistance to counties to assist with engagement strategies around treatment planning and writing effective, family-centered goals and objectives. Technical assistance was provided to three counties in 2017, and DCW worked with county stakeholders to inform rule changes to the 90-day review requirements for treatment plans. These changes improved the way progress toward treatment plan objectives and actions by all family members is measured with the goal of providing increased clarity to families about progress toward case closure. Improving the engagement of fathers in facilitated family engagement meetings was also the topic of two webinars presented to facilitators from across the state in December of 2017. These webinars focused on improving paternal attendance at facilitated meetings and developing engagement skills with the fathers.</p> <p>Additional work related to well-being of youth and adults in care is as follows:</p> <ul style="list-style-type: none"> <li>• Colorado's Chafee Foster Care Independence Program (CFCIP) incorporated pregnancy prevention and sexual health programming. CFCIP continues to coordinate with the Colorado Sexual Health Initiative (CSHI) and the state's Personal Responsibility Education Program (PREP) to provide evidenced-based trainings on comprehensive sexual health curriculums to county CFCIP staff, caseworkers, and other stakeholders.</li> </ul>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>9. (Continued)            Improve the well-being of youth and young adults who are in the care and/or custody of the state and counties. Led by CDHS.</p>	<p><b>Work continues independent from the Plan but will no longer be reported on in future plans.</b></p>	<p>Continued:</p> <ul style="list-style-type: none"> <li>• The Pathways project developed a youth navigator model using an approach called “engaging youth in a coach-like way.” The model supports youth in developing skills and supports for long-term success in five pathways: housing, health/well-being, education, job skills, and permanency. In FFY18 Pathways continued to enroll and serve youth while collecting data to determine the efficacy of the model. FFY19 will be the final year of implementation with potential for an evaluation phase in the future.</li> <li>• Legislation on educational stability for students in foster care passed in May 2018. This legislation and related CDHS regulations support implementation of the Every Student Succeeds Act which requires collaboration between county departments of human services and local education agencies. Students in foster care must remain in their home schools, when it’s determined to be in their best interest, even if they change living placements.</li> <li>• DCW continues to pursue the Human Rights Campaign (HRC) “All Children All Families” Seal of Approval. This project provides a framework for agencies to achieve safety, permanency, and well-being by improving their practice with LGBTQ youth and families. In pursuing the seal of approval, DCW’s objectives are to follow best practices for LGBTQ inclusion, publicly demonstrate values of inclusion, and encourage other youth-serving agencies and counties in Colorado to pursue the seal of approval. DCW’s goal is to be one of the first state level agencies to receive the seal. DCW has completed an agency self-assessment and staff baseline survey and is currently receiving technical assistance from HRC regarding inclusive policies and practices and assessing and improving the inclusiveness of DCW’s training, environment, and communications.</li> </ul>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>10. Provide educational alternatives and wraparound supports for youth with complex needs. Led by CDE.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p><i>Outcomes: Reduce the dropout rate from 2.5% in 2012 to 2.2% by July 2018. Increase Colorado's graduation rate from 78.5% in 2012 to 86% in 2016 with the goal of 90% by July 2018.</i></p> <p><b>Update:</b> The state's 2016-17 dropout rate remains at 2.3%, an all-time low for the second year in a row. In total, 10,421 students in grades 7-12 dropped out last year. The state's six-year graduation rate rose slightly to 84.9% in 2016-17 compared to 2015-16 which had a rate of 84.3%. The graduation rates for 2017-18 will be publically available in January 2019.</p> <p>Additional work related to educational outcomes of youth is as follows:</p> <ul style="list-style-type: none"> <li>In 2016-17, the Colorado Student Re-engagement Grant Program (SRG) at CDE funded 34 Colorado public schools. This grant program is authorized by state law (C.R.S. 22-14-109) to assist local education providers in providing educational services and supports to maintain student engagement and increase re-engagement of youth who previously dropped out (out-of-school youth). The most common strategies applied by the SRG-funded programs involve credit recovery/course remediation, counseling and mentoring, and re-engagement of out-of-school youth. Grantees reported 85.9% of the 3,685 students served experienced positive outcomes, such as high school completion, persistence in their education (still enrolled in school), and continuing services to overcome education barriers.</li> <li>In April 2016, CDE approved the use of three nationally recognized high school equivalency (HSE) tests for students 17 years old and older, and 16 years old in some instances. In 2017-18, most HSE students took the GED, with a total of 7,320 test takers. More than half of those students passed. Educational options linked to high school dual enrollment jumped by 9% in 2016-17. During this same time, 41,857 Colorado high school students participated in concurrent enrollment, ASCENT, or other dual enrollment programs, representing more than 32% of all 11th and 12th graders in Colorado. The highest area of participation growth was in concurrent enrollment programs at two-and four-year institutions which saw a combined increase of 10.8% compared to the previous year.</li> <li>CDE continued to support Next Generation (Next Gen) Learning and service learning through the 21st Century Community Learning Centers (21st CCLC) grant program in FY 17-18. Specifically, 21st CCLC grantees (55 sites across the state) included specific programming to support Next Gen in their grant application, and all grantees were encouraged to implement high quality service learning activities and access professional development for staff on these topics. Note: CDE has transitioned from using the term "Next Generation Learning" to "Essential Skill Development," which aligns with many of the same concepts.</li> <li>In FY 17-18, the 21st CCLC grant sites offered comprehensive wraparound supports for youth and families across the state including before and after school programming, educational opportunities for parents, food bank access, and tutoring and mentoring services for students. As PYD is a key tenet of the program, sites are encouraged to partner with youth to determine specific community needs and develop strategies for addressing those needs.</li> </ul>

Recommendation & Lead Agency	Status on Recommendation	2018 Updates
<p>10. (Continued) Provide educational alternatives and wraparound supports for youth with complex needs. Led by CDE.</p>	<p>Work continues independent from the Plan but will no longer be reported on in future plans.</p>	<p>Continued:</p> <ul style="list-style-type: none"> <li>• CDE has dedicated staff members working to ensure the education rights of highly mobile students which includes students experiencing homelessness, students in foster care, and migrant students.</li> <li>• In the summer of 2017, CDE’s state library team convened a number of business and community partners to engage students in learning opportunities through their local libraries. During early 2018, CDE released an RFA for a new cohort of 21st CCLC grantees, which included requirements that all grantees develop external partnerships and include a Two Gen approach to family engagement. 21st CCLC sites are also encouraged to maintain local advisory boards consisting of youth, families, community partners, and other stakeholders to inform the programming at their sites.</li> <li>• CDE remained active in a number of collective impact initiatives including Colorado 9to25, the Colorado Civic Health Network, the Colorado Service Learning Council, and the Healthy Schools Collaborative.</li> <li>• CDE provides resources and tools to ensure successful implementation of individual career planning. New materials titled "Career Conversations" are being distributed across the state (see <a href="http://www.cde.state.co.us/postsecondary/icap">http://www.cde.state.co.us/postsecondary/icap</a>.) K-12 schools, community colleges, and workforce centers have received materials and trainings through the CDE Office of Postsecondary and Workforce Readiness. In addition, career readiness efforts have expanded at the K-12 level. For more information on work-based learning incubators, sector partnerships, and career exploration see <a href="http://www.cde.state.co.us/postsecondary/careerreadiness">http://www.cde.state.co.us/postsecondary/careerreadiness</a>.</li> </ul>
<p>11. Strengthen strategies for a youth-friendly health system. Led by Kaiser.</p>	<p>Discontinued</p>	<p><i>Outcome: By 2018, youth will create a toolkit for health professionals for engaging youth in their own health. By 2019, health professionals will show increased confidence in their abilities to interview and engage young people in their health decisions as measured by a confidence survey created by YouthCHAT. By 2019, move from 61% (2012 data) to 80% of eligible Medicaid youth ages 10 years to 20 years receiving annual well health checks.</i></p> <p><b>Update:</b> The youth leaders of Kaiser Permanente’s Community Health Action Team (CHAT) created an innovative workshop to support healthcare professionals in optimizing youth wellness visits. This unique training explores youth-driven solutions for establishing an emotionally safe environment where youth feel empowered to discuss and address their health concerns. YouthCHAT is a youth-lead workshop for health care practitioners to hear directly from youth about how to improve the effectiveness of annual wellness checks. Two pilots were conducted that resulted in curriculum and a youth created PSA available at <a href="https://artsintegratedresources.org">artsintegratedresources.org</a>. In late 2018, Kaiser Permanente entered into transition, and YouthCHAT is no longer active.</p>

## Appendix B: Acronyms

21st Century -21st Century Community Learning Centers  
2Gen - Two-Generation  
ACHY- Advisory Council on Homeless Youth  
ARD- Administrative Review Division  
CDC - Centers for Disease Control and Prevention  
CDE - Colorado Department of Education  
CDHS - Colorado Department of Human Services  
CDLA- Colorado Department of Local Affairs  
CDLE - Colorado Department of Labor and Employment  
CDPHE - Colorado Department of Public Health and Environment  
CDPS - Colorado Department of Public Safety  
CFCIP- Chafee Foster Care Independence Program  
CO9to25 - Colorado 9to25  
Council - Colorado 9to25 Council on Youth Development  
COYAC - Colorado Youth Advisory Council  
CSHI - Colorado Sexual Health Initiative  
CWDSYC - Colorado Workforce Development State Youth Council  
DCW - Division of Child Welfare  
DYS - Division of Youth Services  
HRC - Human Rights Campaign  
LGBTQ- Lesbian, Gay, Bisexual, Transgender, Queer and Questioning  
OHYS - Office of Homeless Youth Services  
PREP - Personal Responsibility Education Program  
PYD - Positive Youth Development  
RFA - Request for Applications  
RFP - Request For Proposals  
SAMHSA - Substance Abuse and Mental Health Services Administration  
Statue - Colorado Revised Statute. § 26-1-111.3  
SYDP- Statewide Youth Development Plan  
TGYS - Tony Grampas Youth Services  
The Plan- Statewide Youth Development Plan  
YPH - Youth Partnership for Health

## Appendix C: Reference Documents

All reference documents can be found at:

<https://www.colorado.gov/pacific/cdhs/publications-reports>

<https://www.colorado.gov/pacific/cdhs/colorado-statewide-youth-development-plan>

- [C.R.S. 26-1-111.3](#)
- [Statewide Youth Development Plan Statute Summary HB 13-1239](#)
- [Plan Development 2014](#)
- [2014 Statewide Youth Development Plan Contributors](#)
- [Regional Partnership Plan Overview](#)
- [Spark Policy Gaps Analysis Summary](#)
- [Shared Risk and Protective Factor Conference Feedback](#)
- [2014 SYDP GAPS and Themes](#)
- [CO9to25 2018 Survey](#)
- [Positive Youth Development](#)
- [Shared Risk and Protective Factors Approach](#)
- [Two Gen approach](#)
- [Equity Approach](#)
- [Wraparound and Coordinated Services Approach](#)
- [Capacity Limitations and Service Eligibility across Colorado youth systems](#)
- [Colorado's Youth Engagement Continuum](#)
- [Value of Youth Advisors Report](#)
- COYAC: <http://engagedpublic.com/coyac-home.php>