

## Safety and Violence Prevention

### Outcome Statement:

*Promote and increase the safety of our youth*

### Actions

Decision / Activity		Responsible	Outcomes / Metrics	✓	Notes
<b>Partner with the CoT Safety Commissioner to pursue youth-focused gun safety efforts</b>					
•	Continue community listening sessions	Youth Service Commissioner Safety Department	•	Plan 4 community roundtables / year	
•	Explore opportunity to engage youth about gun violence messaging through photography	Youth Service Commissioner Safety Department Photography Program Specialist	•	Develop and implement "shoot this not that" photography program	
•	Utilize community feedback to develop additional youth violence prevention programming	Safety Department	•	Develop prototype violence prevention programming	
<b>Partner with community leaders, city departments, and the Chief of Police to work toward creating safe places for youth in all zip codes</b>					
•	Develop "safe place" insignia for local businesses	Youth Services MarComs	•	Develop window/door sticker	
		Business Community Libraries	•	Market through the Chamber of Commerce	

## Health and Well-Being

### Outcome Statement:

*Promote and increase health and well-being of Toledo youth*

### Actions

Decision / Activity	Responsible	Outcomes / Metrics	✓	Notes
<b>Build a youth services resource portal where providers and promote their programs, services, and resources</b>				
<ul style="list-style-type: none"> <li>Continue community listening sessions</li> </ul>	Youth Service Commissioner Service Providers	<ul style="list-style-type: none"> <li>Plan 4 community roundtables / year</li> </ul>		
<ul style="list-style-type: none"> <li>Plan and execute a "Youth Service Provider Summit"</li> </ul>	Service Providers	<ul style="list-style-type: none"> <li>Invite resources to share information and identify opportunities for collaboration</li> </ul>		
		<ul style="list-style-type: none"> <li>Collect, organize, and digitally publish resource catalog</li> </ul>		
<b>Partner with Health Department and medical providers to integrate health and wellness checks into the Department's current recreational programming</b>				
<ul style="list-style-type: none"> <li>Identify opportunities for joint programming</li> </ul>	Youth Services Health Dept. Mercy/Promedica	<ul style="list-style-type: none"> <li>Implement engaging wrap-around programming</li> </ul>		
<b>Partner with mental health providers to develop stress and conflict management coping tools for youth</b>				
<ul style="list-style-type: none"> <li>Identify potential partners</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Identify public and private partners and schools willing to start support groups</li> </ul>		
<ul style="list-style-type: none"> <li>Develop engaging programming to teach mental health tools</li> </ul>	Health Department	<ul style="list-style-type: none"> <li>Utilize partner expertise to develop programming</li> </ul>		
		<ul style="list-style-type: none"> <li>Market through Youth Services Division</li> </ul>		

## Job Preparedness

Outcome Statement:				
<i>Bolster and expand job preparedness programs for teens and young adults</i>				
Actions				
Decision / Activity	Responsible	Outcomes / Metrics	✓	Notes
<b>Develop intern and summer employment opportunities to support summer programming and park maintenance</b>				
<ul style="list-style-type: none"> <li>Work with CoT HR Department to develop opportunities for youth to gain summer job experience</li> </ul>	Youth Service Commissioner HR Department	<ul style="list-style-type: none"> <li>Develop intern opportunities in Recreation and Programming</li> </ul>		
<ul style="list-style-type: none"> <li>Identify and overcome hurdles to directly hiring seasonal entry level positions</li> </ul>	Youth Service Commissioner HR Department	<ul style="list-style-type: none"> <li>Identify hurdles real and perceived</li> </ul>		
		<ul style="list-style-type: none"> <li>Develop solutions to allow for direct hire of entry level positions thereby creating a pipeline of candidates for our field divisions</li> </ul>		
<b>Partner with youth service providers, education partners, and local business leaders on joint job preparedness programs</b>				
<ul style="list-style-type: none"> <li>Identify partnership opportunities for joint programming</li> </ul>	Youth Services Schools Private Business	<ul style="list-style-type: none"> <li>Identify current programs in need of support</li> </ul>		
		<ul style="list-style-type: none"> <li>Develop pilot programs to better engage students and young adults with job preparedness opportunities</li> </ul>		
<b>Partner with local schools and colleges to provide service hour volunteer opportunities</b>				
<ul style="list-style-type: none"> <li>Identify potential partners</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Understand requirements of current programs work</li> </ul>		
<ul style="list-style-type: none"> <li>Develop opportunities for job shadowing and service projects</li> </ul>	High Schools Colleges	<ul style="list-style-type: none"> <li>Identify staff willing to participate in job shadowing activities</li> </ul>		
		<ul style="list-style-type: none"> <li>Develop service projects</li> </ul>		

## Education

### Outcome Statement:

*Support a successful and thriving education system in our City*

### Actions

Decision / Activity	Responsible	Outcomes / Metrics	✓	Notes
<b>Work with community partners to develop and support a peer-to-peer mentorship program</b>				
<ul style="list-style-type: none"> <li>Continue community listening sessions</li> </ul>	Youth Service Commissioner	<ul style="list-style-type: none"> <li>Plan 4 community roundtables / year</li> </ul>		
<ul style="list-style-type: none"> <li>Work with community partners to explore and develop mentoring opportunities for youth</li> </ul>	Youth Services Community Leaders (formal and informal)	<ul style="list-style-type: none"> <li>Recruit and train adults and teens to serve as mentors</li> </ul>		
<ul style="list-style-type: none"> <li>Work with community partners to explore and develop opportunities for youth to serve as mentors</li> </ul>	Youth Services Community Leaders (formal and informal)	<ul style="list-style-type: none"> <li>Pair youth to serve as positive role models to younger kids</li> </ul>		
<b>Develop a youth-language version of the strategic plan that can be shared with middle schoolers</b>				
<ul style="list-style-type: none"> <li>Work with YAB to translate the strategic plan into understandable language for youth</li> </ul>	Youth Services YAB	<ul style="list-style-type: none"> <li>Distribute youth version of strategic plan</li> </ul>		
<b>Work with community partners to develop a series of "life skills" trainings to support young adults who choose a path other than college</b>				
<ul style="list-style-type: none"> <li>Identify potential partners</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Identify public and private partners and schools willing to start support groups</li> </ul>		
<ul style="list-style-type: none"> <li>Develop engaging programming to teach life skills</li> </ul>	Banking Services Realtors	<ul style="list-style-type: none"> <li>Utilize partner expertise to develop programming</li> </ul>		
	Cooking classes	<ul style="list-style-type: none"> <li>Market through Youth Services Division</li> </ul>		

## Youth Service Programming

Outcome Statement:				
<i>Ensure continuous improvement through rigorous selection, assessment, and evaluation of all programs and initiatives</i>				
Actions				
Decision / Activity	Responsible	Outcomes / Metrics	✓	Notes
<b>Work with community partners to expand access to gym space- especially in the winter</b>				
<ul style="list-style-type: none"> <li>Continue community listening sessions</li> </ul>	Youth Service Commissioner	<ul style="list-style-type: none"> <li>Plan 4 community roundtables / year</li> </ul>		
<ul style="list-style-type: none"> <li>Develop explore creative partnership opportunities</li> </ul>	Youth Services YMCA Boys and Girls Clubs Community Centers	<ul style="list-style-type: none"> <li>Recruit a roster of partners willing to provide space</li> </ul>		
<ul style="list-style-type: none"> <li>Work with community partners to develop organized programming for youth to recreate and engage with each other</li> </ul>	Youth Services YMCA Boys and Girls Clubs Community Centers	<ul style="list-style-type: none"> <li>Implement indoor programming opportunities</li> </ul>		
<b>Partner with TARTA to provide transportation options for youth to and from programs and events</b>				
<ul style="list-style-type: none"> <li>Work with TARTA to develop educational material to help youth understand how to utilize public transit</li> </ul>	Youth Services TARTA	<ul style="list-style-type: none"> <li>Develop and distribute educational material</li> </ul>		
<ul style="list-style-type: none"> <li>Work with TARTA to improve real and perceived safety of youth on public transit</li> </ul>	Youth Services TARTA	<ul style="list-style-type: none"> <li>Develop and communicate messaging, programs, and/or policies to improve safety</li> </ul>		
<ul style="list-style-type: none"> <li>Support TARTA's initiative to provide summer bus passes to youth</li> </ul>	Youth Services TARTA MarComs	<ul style="list-style-type: none"> <li>Develop and communicate messaging, to promote TARTA's bus pass program</li> </ul>		
<b>Improve the YS Division's online presence to better engage with youth</b>				
<ul style="list-style-type: none"> <li>Fully populate the CoT Youth Services webpage</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Identify public and private partners and schools willing to start support groups</li> </ul>		
<ul style="list-style-type: none"> <li>Explore the use of social media platforms to advertise programming and engage youth</li> </ul>	Youth Services MarComs YAB	<ul style="list-style-type: none"> <li>Utilize partner expertise and youth involvement to develop a social media presence</li> </ul>		
<b>Create an evaluation protocol for youth programs funded and/or administered through the Division</b>				
	Youth Services	<ul style="list-style-type: none"> <li>Develop data collection and reporting protocols for programs</li> </ul>		

## Community Involvement

Outcome Statement:

*Demonstrate sustainable progress with Youth civic engagement*

### Actions

Decision / Activity	Responsible	Outcomes / Metrics	✓	Notes
<b>Expand the current Youth Advisory Board to include more diverse voices and counsel the Division on programs, events, and initiatives</b>				
<ul style="list-style-type: none"> <li>Continue community listening sessions</li> </ul>	Youth Service Commissioner	<ul style="list-style-type: none"> <li>Plan 4 community roundtables / year</li> </ul>		
<ul style="list-style-type: none"> <li>Utilize targeted recruitment to expand the YAB</li> </ul>	Youth Services Schools	<ul style="list-style-type: none"> <li>Recruit and train teens from public, private, and parochial high schools</li> </ul>		
<ul style="list-style-type: none"> <li>Establish topic specific work groups to engage youth in the development of Division initiatives</li> </ul>	YAB	<ul style="list-style-type: none"> <li>Recruit and engage teens from public, private, and parochial high schools</li> </ul>		
<b>Investigate opportunities for youth-led volunteer programs in the parks</b>				
<ul style="list-style-type: none"> <li>Develop of a roster of youth-led activities such as dances, movie nights, etc.</li> </ul>	Youth Services YAB	<ul style="list-style-type: none"> <li>Support YAB in the development and execution of multiple youth-led events</li> </ul>		
<b>Develop programming and services focused on supporting families and parents</b>				
<ul style="list-style-type: none"> <li>Work with program partners and service providers to develop and deliver programs focused on families</li> </ul>	Youth Services Program Partners	<ul style="list-style-type: none"> <li>Identify public and private partners and schools willing to start support groups</li> </ul>		
<ul style="list-style-type: none"> <li>Develop wrap around programming to support parents</li> </ul>	Service Providers	<ul style="list-style-type: none"> <li>Utilize partner expertise to develop programming</li> </ul>		

## Justice, Equity, Diversity, and Inclusion (JEDI)

### Outcome Statement:

*Ensure equitable access to programs and services for all of Toledo's youth*

### Actions

Decision / Activity		Responsible	Outcomes / Metrics	✓	Notes
<b>Develop opportunities for youth from different backgrounds to interact</b>					
<ul style="list-style-type: none"> <li>Continue community listening sessions at the neighborhood level</li> </ul>	Youth Service Commissioner	<ul style="list-style-type: none"> <li>Plan 4 community roundtables / year</li> </ul>			
<ul style="list-style-type: none"> <li>Work with community partners to explore and develop opportunities for youth understand and respect each other</li> </ul>	Youth Services Community Partners (formal and informal)	<ul style="list-style-type: none"> <li>Utilize fun programming to engage youth their capacity interact with each other</li> </ul>			
<b>Bolster support for LGBTQ youth</b>					
<ul style="list-style-type: none"> <li>Identify and support Gay Straight Alliance affiliations in public, private and parochial schools</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Identify schools with support groups and schools willing to start support groups</li> </ul>			
<b>Ensure that access to programming and services are administered equitably throughout the city</b>					
<ul style="list-style-type: none"> <li>Examine program and service delivery reporting from an equity perspective</li> </ul>	Youth Services	<ul style="list-style-type: none"> <li>Adjust programs and services to meet identified needs</li> </ul>			