

Safety and Violence Prevention

Outcome Statement:

Promote and increase the safety of our youth

Actions

Decision / Activity		Responsible	Outcomes / Metrics		✓	Notes
Partner with the CoT Safety Commissioner to pursue youth-focused gun safety efforts						
•	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		
Partner with community leaders, city departments, and the Chief of Police to work toward creating safe places for youth in all zip codes						
•	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
Build a youth services resource portal where providers and promote their programs, services, and resources						
•	Continue community listening sessions	Youth Service Commissioner Service Providers	•	Plan 4 community roundtables / year		
•	Plan and execute a "Youth Service Provider Summit"	Service Providers	•	Invite resources to share information and identify opportunities for collaboration		
			•	Collect, organize, and digitally publish resource catalog		
Partner with Health Department and medical providers to integrate health and wellness checks into the Department's current recreational programming						
•	Identify opportunities for joint programming	Youth Services Health Dept. Mercy/Promedica	•	Implement engaging wrap-around programming		
Partner with mental health providers to develop stress and conflict management coping tools for youth						
•	Identify potential partners	Youth Services	•	Identify public and private partners and schools willing to start support groups		
•	Develop engaging programming to teach mental health tools	Health Department	•	Utilize partner expertise to develop programming		
			•	Market through Youth Services Division		

Job Preparedness

Outcome Statement:						
<i>Bolster and expand job preparedness programs for teens and young adults</i>						
Actions						
Decision / Activity		Responsible	Outcomes / Metrics		✓	Notes
Develop intern and summer employment opportunities to support summer programming and park maintenance						
•	Work with CoT HR Department to develop opportunities for youth to gain summer job experience	Youth Service Commissioner HR Department	•	Develop intern opportunities in Recreation and Programming		
•	Identify and overcome hurdles to directly hiring seasonal entry level positions	Youth Service Commissioner HR Department	•	Identify hurdles real and perceived		
			•	Develop solutions to allow for direct hire of entry level positions thereby creating a pipeline of candidates for our field divisions		
Partner with youth service providers, education partners, and local business leaders on joint job preparedness programs						
•	Identify partnership opportunities for joint programming	Youth Services Schools Private Business	•	Identify current programs in need of support		
			•	Develop pilot programs to better engage students and young adults with job preparedness opportunities		
Partner with local schools and colleges to provide service hour volunteer opportunities						
•	Identify potential partners	Youth Services	•	Understand requirements of current programs work		
•	Develop opportunities for job shadowing and service projects	High Schools Colleges	•	Identify staff willing to participate in job shadowing activities		
			•	Develop service projects		

Education

Outcome Statement:

Support a successful and thriving education system in our City

Actions

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

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
Work with community partners to expand access to gym space- especially in the winter				✓	
•	Continue community listening sessions	Youth Service Commissioner	•	Plan 4 community roundtables / year	
•	Develop explore creative partnership opportunities	Youth Services YMCA Boys and Girls Clubs Community Centers	•	Recruit a roster of partners willing to provide space	
•	Work with community partners to develop organized programming for youth to recreate and engage with each other	Youth Services YMCA Boys and Girls Clubs Community Centers	•	Implement indoor programming opportunities	
Partner with TARTA to provide transportation options for youth to and from programs and events					
•	Work with TARTA to develop educational material to help youth understand how to utilize public transit	Youth Services TARTA	•	Develop and distribute educational material	
•	Work with TARTA to improve real and perceived safety of youth on public transit	Youth Services TARTA	•	Develop and communicate messaging, programs, and/or policies to improve safety	
•	Support TARTA's initiative to provide summer bus passes to youth	Youth Services TARTA MarComs	•	Develop and communicate messaging, to promote TARTA's bus pass program	
Improve the YS Division's online presence to better engage with youth					
•	Fully populate the CoT Youth Services webpage	Youth Services	•	Identify public and private partners and schools willing to start support groups	
•	Explore the use of social media platforms to advertise programming and engage youth	Youth Services MarComs YAB	•	Utilize partner expertise and youth involvement to develop a social media presence	
Create an evaluation protocol for youth programs funded and/or administered through the Division		Youth Services	•	Develop data collection and reporting protocols for programs	

Community Involvement

Outcome Statement:

Demonstrate sustainable progress with Youth civic engagement

Actions

Decision / Activity		Responsible	Outcomes / Metrics		✓	Notes
Expand the current Youth Advisory Board to include more diverse voices and counsel the Division on programs, events, and initiatives						
•	Continue community listening sessions	Youth Service Commissioner	•	Plan 4 community roundtables / year		
•	Utilize targeted recruitment to expand the YAB	Youth Services Schools	•	Recruit and train teens from public, private, and parochial high schools		
•	Establish topic specific work groups to engage youth in the development of Division initiatives	YAB	•	Recruit and engage teens from public, private, and parochial high schools		
Investigate opportunities for youth-led volunteer programs in the parks						
•	Develop of a roster of youth-led activities such as dances, movie nights, etc.	Youth Services YAB	•	Support YAB in the development and execution of multiple youth-led events		
Develop programming and services focused on supporting families and parents						
•	Work with program partners and service providers to develop and deliver programs focused on families	Youth Services Program Partners	•	Identify public and private partners and schools willing to start support groups		
•	Develop wrap around programming to support parents	Service Providers	•	Utilize partner expertise to develop programming		

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
Develop opportunities for youth from different backgrounds to interact						
•	Continue community listening sessions at the neighborhood level	Youth Service Commissioner	•	Plan 4 community roundtables / year		
•	Work with community partners to explore and develop opportunities for youth understand and respect each other	Youth Services Community Partners (formal and informal)	•	Utilize fun programming to engage youth their capacity interact with each other		
Bolster support for LGBTQ youth						
•	Identify and support Gay Straight Alliance affiliations in public, private and parochial schools	Youth Services	•	Identify schools with support groups and schools willing to start support groups		
Ensure that access to programming and services are administered equitably throughout the city						
•	Examine program and service delivery reporting from an equity perspective	Youth Services	•	Adjust programs and services to meet identified needs		