



City of Toledo Division of Youth Services

# **Strategic Plan**

## **MISSION:**

[Our Mission is] To create, support, and sustain quality, comprehensive programming that supports all City of Toledo youth, so that every young person may reach their fullest potential.

## **VISION:**

[We envision that] The City of Toledo is a place where our young people are safe and healthy, and grow into productive adults who chose to live, work, and raise their families in our city.

## **PRINCIPLES<sup>1</sup> (CORE VALUES: How we behave and show up)**

1. **Empower:** We treat every child in a manner that makes them feel valued and empowers their potential;
2. **Giving Voice:** We give youth a voice in their future and include them in designing the services they receive;
3. **JEDI:** Our programs and initiatives are intentionally designed to ensure justice, equity, diversity, and inclusion (JEDI);
4. **Listen:** We listen to and connect with our youth in order to understand their basic needs, which must be met before they can benefit from programs;
5. **Community:** We actively engage as facilitators and participants in a community of youth service providers working collaboratively to support and empower Toledo's youth;
6. **Transparency:** We communicate and interact with our youth, partners, stakeholders, and the public in a transparent, unbiased, and understandable manner; and
7. **Compassion:** We engage with all youth, as well as our partners and stakeholders with compassion and empathy.

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<sup>1</sup> Principles are expressed in observable behaviors - how we show up, treat each other in the work - the behaviors instrumental in achieving our mission and vision: What does that look like when we're doing it?

## GOALS

### A. SAFETY & VIOLENCE PREVENTION

Promote and increase **Safety** of our youth.

### B. HEALTH & WELLBEING

Promote and increase the **Health and Wellbeing** of Toledo Youth.

### C. JOB PREPAREDNESS

Bolster and expand **Job preparedness** programs.

### D. EDUCATION

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

### E. YOUTH SERVICE PROGRAMS

Ensure continuous improvement through rigorous **Selection, Assessment, and Evaluation** of all programs and initiatives.

### F. COMMUNITY INVOLVEMENT

Demonstrate sustainable progress with **Youth Civic Engagement**.

### G. JEDI:<sup>2</sup> REACHING ALL YOUTH

**Reach youth who are underserved and/or marginalized.**

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<sup>2</sup> J.E.D.I. = justice, equity, diversity, and inclusion