Assessing Your Organization's Readiness for Positive Youth Development

# Mission

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| **Characteristic** | **Yes** | **No** |
| Positive youth development is part of my agency’s mission and vision. |  |  |
| The Board of Directors understands and supports positive youth development. |  |  |

# Promoting Positive Experiences

*Quality staff, quality programming, and continuous quality improvement*

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|  | **Yes** | **No** |
| Training and information on positive youth development is available to all staff and volunteers. |  |  |
| Young people are actively involved in community outreach or advocacy activities for the agency.  |  |  |
| Resources and staff time are allocated to prepare young people for their involvement in the agency. |  |  |
| Young people are involved in program planning. |  |  |
| The agency’s documentation and assessment practices incorporate a strengths-based approach. |  |  |
| My agency is committed to program quality; staff regularly reflect on and assess youth outcomes. |  |  |

# Promoting Positive Relationships

*Caring, challenging, and supportive relationships – both between youth and adults and between staff and supervisors*

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|  | **Yes** | **No** |
| My agency promotes a developmental relationship model for both youth-adult relationships and supervisor-staff relationships. |  |  |
| In my agency performance reviews highlight personal goals, interests, and strengths of each staff member. |  |  |
| My agency encourages staff to pursue professional development based on their individual strengths and interests. |  |  |
| In my agency young people have meaningful roles (e.g., member of the Board of Directors, hiring committee, program committee, youth advisory group, etc.) |  |  |
| In my agency youth and adults/staff respect each other. |  |  |

# Promoting Positive Environments

*Safe, inclusive, supportive, and connected program and agency settings*

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|  | **Yes** | **No** |
| Our public relations material emphasizes personal growth and development. |  |  |
| My agency collaborates with a wide range of community organizations and groups to enhance our services. |  |  |
| My agency shares its resources (e.g. meeting spaces, materials, use of equipment, etc.) with the community. |  |  |
| Our public relations material reflects and celebrates the cultural diversity of the community we serve. |  |  |
| The agency’s physical environment is welcoming to youth and families (reception area, phone system, ambience, etc.) |  |  |
| My agency seeks to hire new staff from the community it serves. |  |  |
| Young people and their families have access to all staff -- administrative to frontline staff -- to give feedback on agency services, including ways to express grievances. |  |  |
| My agency has established mechanisms for communication with youth, families, and other community groups (e.g. newsletters, email, picnics, open house, etc.) |  |  |