



New Ways to Work

Building Community Connections that Prepare Youth for Success

Supporting Communities of Practice

New Ways' experience as a facilitating partner for a number of networks and communities of practice has helped us refine a set of design features that represent how we envision, develop and support our initiatives.

Our Approach

The New Ways approach is unique:

- ❑ New Ways tailors and applies state-of-the-art process tools and organizational change methodologies commonly used in the private sector to address initiative design and implementation.
- ❑ New Ways' five-stage systems improvement methodology guides our initiatives, and includes the stages of Discovery, Design, Incubation, Growth and Integration (www.newwaystowork.org/maps/stagesmap.html).
- ❑ New Ways works closely with governmental entities, foundations, and local communities to design and implement strategies and solutions to identified issues, problems, or priorities relating to youth, and the institutions that serve them.
- ❑ New Ways helps clarify the issues and identify quality practices from around the country. New Ways works with people on the ground to design solutions and approaches to these issues, apply new strategies, and implement the appropriate initiatives to address local needs.
- ❑ New Ways works with organizations and communities to design strategies that will engage leadership, practitioners, policy makers and other stakeholders in developing and implementing a solution.
- ❑ New Ways then works to support implementation, ongoing improvement, and ultimately the sustainability of our initiatives and the system that supports them.

New Ways is most interested in supporting the development of sustainable systems that leverage local resources and create powerful partnerships among schools, service providers, community and the workplace to ensure that youth are prepared for success in their life as adults.

Design Components

National/State/Regional Initiative Design

Members of a New Ways supported initiative contribute to and benefit from the formation of a peer-to-peer network, facilitated and supported by the following elements:

- ❑ A design team composed of local, state and national practitioners, policy makers, investors and customers to fully develop and refine the initiative, address the core questions, identify quality practices and inform the creation of initiative approaches, tools and materials.
- ❑ Common tools and frameworks drawn from quality practices to promote, guide and support the work at the local level.
- ❑ The utilization of peer-to-peer coaching strategies.
- ❑ The formation of (or connections to existing) community teams prepared to address the identified issue, supported in their work together to implement program and system strategies at the local level.
- ❑ The documentation, collection and dissemination of quality practices and promising approaches that address challenging issues.
- ❑ A policy agenda to highlight and sustain quality practices.

Local Design

Community teams participating in a New Ways initiative are supported by the following elements:

- ❑ On-site coaching and technical assistance, in each of the participating communities, focused on supporting effective connections to and the leveraging of a range of programs, organizations and systems.
- ❑ Training, support and regular networking opportunities for identified team leaders and facilitators from each implementing community.
- ❑ Direct technical assistance in connecting to complimentary systems.
- ❑ Annual team institutes, designed to deliver critical content, support peer networking and allow for focused strategic planning time – perhaps in conjunction with already scheduled forums.
- ❑ Regular teleconference workshops and training in key areas identified as high need by the participating communities.
- ❑ A vibrant communications and technology component, supporting on-line dialogues; the collection and sharing of promising practices, tools and ideas; collecting information; and monitoring progress.
- ❑ The creation and support of workgroups focusing on areas of common concern, potentially organized into the content areas called out by the framing questions.