



# Youth Transition Action Teams

*Leveraging Community Resources to Ensure Successful Transitions for Foster Youth*

## Core Functions Self-Assessment

The Youth Transition Action Teams initiative was established in September 2004 in several California counties engaged in Child Welfare Systems Improvement (also known as Redesign) as well as those cities and counties with state supported initiatives focused on transitions for foster youth. These teams are charged with and supported in their efforts to leverage local resources and programs to provide a range of sequenced experiences for foster youth, beginning as early as the age of 12, as they learn about the world and what it might hold for them, develop a sense of personal identity, and prepare for emancipation into the adult world. In 2006, the YTAT Initiative has expanded to include 14 California Counties, and is working closely with the California Department of Social Services-led State Interagency team.

The YTAT initiative integrates and expands a number of youth-focused efforts already underway in California and across the nation. These efforts include the California Child Welfare Systems Improvement activities, the California State Youth Council's Comprehensive Plan and Campaign for California's Youth, the work of the Youth Transition Funders Group, the All Youth-One System frameworks of the Youth Council Institute, and a selected set of workforce development initiatives in a number of California communities that are focused on foster care populations and other targeted groups. Support and funding provided by the following sponsors have allowed for the development, design, and implementation of this initiative: Casey Family Programs (initiative sponsor), California Department of Social Services, the Walter S. Johnson Foundation, the Jewish Community Foundation, the Peninsula Community Foundation's Center for Venture Philanthropy, and the San Francisco Foundation. The Youth Transition Action Teams initiative is managed and delivered by New Ways to Work.

This self-assessment is part of an integrated set of tools designed to help Transition Action Teams determine progress, document success, prioritize activities, and plan for improvements as they implement the vision of All Youth-One System. Transition Action Teams should review the **Youth Transition Actions Teams: Core Functions** framework prior to conducting this self-assessment. The left hand column lists the effectiveness indicators for each core YTAT function. Planning teams first identify their progress in each area, and rate the capacity of their existing partners to address implementation of activities in each area. Teams then identify those areas that require additional resources or partners to effectively reach the desired results. The self-assessment serves as a foundation for determining the strengths and capacity of the current partners, and allows for the identification of new partners and resources needed. The assessment can help define who will undertake the strategies and tactics designed to achieve the Transition Action Team's overall goals through completion of the *Comprehensive Workplan*.

### Instructions:

- Have each team member individually identify **progress** in achieving the results in the first column of the self-assessment and rate the team's **capacity** to achieve the stated results in the second column, using the following legend.  
○=Not on our radar screen   ◐=Just started   ◑=Pretty far along in implementation or practice   ●=Fully integrated into system  
? =Limited or no Capacity   + =Sufficient Capacity   ! = Significant Capacity
- Have all team members post their responses on a large, wall-sized version of the self assessment and discuss, especially where there are wide differences of opinion.
- Identify current partners with strengths and interest in each area, as well as new partners or resources needed to increase capacity in the fourth column.



## Youth Transition Action Teams - Core Functions Self-Assessment

<b>Function: Convene Leaders and Promote Policy</b> <i>Local leaders, practitioners, and customers are convened across disciplines to support systems alignment.</i>			
Indicators / Results	Progress	Team Capacity	Partners/Resources
<ul style="list-style-type: none"> <li>▪ The Transition Action Team ensures youth participation throughout the system.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team develops local policies and adjusted regulations and procedures.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team aligns funding to follow priorities.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team makes commitments public.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team identifies and enlists influential champions.</li> </ul>	○ ◎ ● ●	? + !	

### Self-Assessment Legend

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## Youth Transition Action Teams - Core Functions Self-Assessment

<b>Function: Create Linkages and Connect Systems</b> <i>A comprehensive youth-serving system is created to ensure successful transitions.</i>			
<b>Indicators / Results</b>	<b>Progress</b>	<b>Team Capacity</b>	<b>Partners/Resources</b>
<ul style="list-style-type: none"> <li>▪ The Transition Action Team involves youth in all facets of systems development.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team has assessed all existing services, opportunities, and supports.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team addresses barriers and gaps.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team has implemented an integrated network that builds on existing practices.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team has built linkages across systems and organizations.</li> </ul>	○ ◎ ● ●	? + !	

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## Youth Transition Action Teams - Core Functions Self-Assessment

<b>Function: Measure Effectiveness</b>			
<i>Outcome indicators are used to measure effectiveness and examine issues of disproportionate participation and disparate outcomes.</i>			
<b>Indicators /Results</b>	<b>Progress</b>	<b>Team Capacity</b>	<b>Partners/Resources</b>
<ul style="list-style-type: none"> <li>▪ The Youth Transition Action Team engages youth and partners in measuring results.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Youth Transition Action Team establishes core outcomes across disciplines.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Youth Transition Action Team sets measurable individual and system objectives.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Youth Transition Action Team creates common data and evaluation measures.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Youth Transition Action Team uses data to measure effectiveness and improve program performance.</li> </ul>	○ ◎ ● ●	? + !	

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## Youth Transition Action Teams - Core Functions Self-Assessment

<b>Function: Build Awareness</b> <i>The community is aware of youth issues and demands a system that keeps youth at the center.</i>			
Indicators / Results	Progress	Team Capacity	Partners/Resources
<ul style="list-style-type: none"> <li>▪ The Transition Action Team engages youth in marketing and advocacy activities.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team has implemented a strategic communication plan.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team publicizes and promotes efforts and results.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team shares information, research, and practices across disciplines.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team conducts outreach to families and the community.</li> </ul>	○ ◎ ● ●	? + !	

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## Youth Transition Action Teams - Core Functions Self-Assessment

<b>Function: Improve Program Practice</b> <i>Regular and sustained efforts to align systems and improve services are underway.</i>			
Indicators / Results	Progress	Team Capacity	Partners/Resources
<ul style="list-style-type: none"> <li>▪ The Transition Action Team promotes and ensures permanence.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team aligns practices among systems.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team conducts staff development activities.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team engages workplace and community partners.</li> </ul>	○ ◎ ● ●	? + !	
<ul style="list-style-type: none"> <li>▪ The Transition Action Team provides the communications link among all partners.</li> </ul>	○ ◎ ● ●	? + !	

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