



Youth Transition Action Teams

Leveraging Community Resources to Ensure Successful Transitions for Foster Youth

Improving Program Practice 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.

This initiative integrates and expands a number of youth-focused efforts already underway in California. 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, 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 initiative sponsors have allowed for the development, design, and implementation of this initiative: Casey Family Programs (initiative sponsor), California Department of Social Services, Walter S. Johnson Foundation, Jewish Community Foundation, Peninsula Community Foundation 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 your Youth Transition Action Team determine progress, document success, prioritize activities and plan for improvements as you implement your vision of All Youth-One System. Youth Transition Action Teams should review the **Youth Transition Actions Teams: Core Functions** framework prior to conducting this assessment, which expands upon the Core Function: Improve Program Practice. The left hand column in this assessment lists indicators or goals that are drawn from the *Improving Program Practice* framework. Your team will identify their progress in meeting these goals. Then they will prioritize areas of focus for inclusion in your community work plan.

Instructions:

- Have each team member individually complete the progress section of the self-assessment. For each indicator or statement, each team member should rate the team's progress in developing a comprehensive, youth-serving system using the following scale:
○=Not on our radar screen ●=Just started ●=Pretty far along in implementation or practice ●=Fully integrated into system
- Post all team member responses on a large, wall-sized version of the self assessment and discuss the group's responses, especially where there are wide differences of opinion on progress.
- Have each team member complete the priority section of the self-assessment in the context of a discreet time frame (e.g. the next 12 months). It is helpful to limit the number of high priority activities and to force a few lows in each section.
- Again post all team member responses on the wall chart and discuss. Identify priority actions for inclusion in the YTAT Workplan.



Youth Transition Action Teams - Improving Program Practice Self-Assessment

Indicators / Goals	Progress	Priority
Function: Promote and Ensure Permanence <i>All components of the system are focused on ensuring permanence in schools, housing, and relationships.</i>		
<ul style="list-style-type: none"> ▪ The Transition Action Team defines permanence locally. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team develops a system for facilitating multiple forms of permanence. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team reinforces proven methods. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team develops strategies to maintain birth family knowledge and connections. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team involves youth, birth, and foster families in developing a plan. 		

Self-Assessment Legend

Progress: ○ = Not on our radar screen ◐ = Just started ◑ = Pretty far along in implementation or practice ● = Fully integrated into system

Priority: ▬ = Low priority (force at least 2 lows) ▮ = Medium priority ■ = High priority (limit 1 high priority per category)



Youth Transition Action Teams - Improving Program Practice Self-Assessment

Indicators / Goals	Progress	Priority
Function: Align Practices among Systems <i>All services and supports are seamlessly aligned among systems.</i>		
<ul style="list-style-type: none"> ▪ The Youth Transition Action Team examines organizational structures and addresses barriers. 	○ ◐ ● ●	▬ ■ ■
<ul style="list-style-type: none"> ▪ The Youth Transition Action Team has learned from effective practices. 	○ ◐ ● ●	▬ ■ ■
<ul style="list-style-type: none"> ▪ The Youth Transition Action Team focuses staff and institutional resources on transition. 	○ ◐ ● ●	▬ ■ ■
<ul style="list-style-type: none"> ▪ The Youth Transition Action Team develops, expands, blends, braids, stacks, and aligns resources. 	○ ◐ ● ●	▬ ■ ■
<ul style="list-style-type: none"> ▪ The Youth Transition Action Team agrees on "core" cross-system outcomes. 	○ ◐ ● ●	▬ ■ ■

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Youth Transition Action Teams - Improving Program Practice Self-Assessment

Indicators / Goals	Progress	Priority
<p>Function: Conduct Staff Development Activities</p> <p><i>All partner staff have a common understanding of system strategies and goals and they receive high quality training an professional development to support youth transition.</i></p>		
<ul style="list-style-type: none"> ▪ The Transition Action Team has formed a county-wide staff development team, including line staff, to guide training and professional development activities. 	○ ◐ ◑ ●	▬ ■ ▣
<ul style="list-style-type: none"> ▪ The Transition Action Team pools resources and aligns training with all partners. 	○ ◐ ◑ ●	▬ ■ ▣
<ul style="list-style-type: none"> ▪ The Transition Action Team develops and delivers targeted training in a wide range of topics to all partner staff. 	○ ◐ ◑ ●	▬ ■ ▣
<ul style="list-style-type: none"> ▪ The Transition Action Team engages youth and families as trainers. 	○ ◐ ◑ ●	▬ ■ ▣

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Indicators / Goals	Progress	Priority
Function: Engage Workplace and Community Partners <i>Employers and community partners are engaged in supporting youth transition.</i>		
<ul style="list-style-type: none"> ▪ The Transition Action Team has developed an advisory group of employers and community partners. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team understands local economic development trends and aligns services and career development activities. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team provides services and incentives to facilitate workplace and community partner engagement. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team promotes hiring foster youth as a productive and strategic business decision. 		
<ul style="list-style-type: none"> ▪ The Transition Action Team conducts effective and ongoing workplace partner engagement activities. 		

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Indicators / Goals	Progress	Priority
Function: Provide the Communications Link <i>All parties are kept informed of system progress and individual achievements.</i>		
<ul style="list-style-type: none"> The Transition Action Team has developed a communication system that effectively keeps all parties informed. 		
<ul style="list-style-type: none"> The Transition Action Team includes youth in the design and use of communication systems. 		
<ul style="list-style-type: none"> The Transition Action Team has established a single repository of information on available services and supports. 		
<ul style="list-style-type: none"> The Transition Action Team has designed and implemented common data systems that track activities and accomplishments as well as youth and system outcomes. 		

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