Strategic Planning Exercise

IYP- NorthWest

June 9, 2011

**Outcome 1. What will be done in our program to make sure youth:**

1. **Feel Physically and Emotionally Safe**

Staff should engage with each participant on activities to build rapport and trust. Staff should allow participants to help choose skill sets to reinforce social skills and rules. We should also ensure that we are providing a consistently structured and mutually respectful program to promote a feeling of safety and security for our youth.

1. **See Consistency from Adults**

Our staff needs to ensure that we are being consistent across shifts in utilizing the behavior management system. We need to share ideas and things that have been successful with other staff and shifts. We need to address and resolve issues as they arise.

**Outcome 2. What will be done in our program to make sure youth:**

1. **Feel valued and needed and feel a sense of belonging**

We should allow participants to be involved with program decisions whenever possible. An example is allowing them to choose from a list of activities or outings.

Staff can ask questions such as “What can we do to make your stay here better?”

**Outcome 3. What will be done in our program to make sure youth:**

1. **Work together with adults to create the experience**

Implement all of the above stated ideas, involve the kids with all shelter activities such as allowing them to work alongside staff to prepare meals, prepare for activities, decide group topics and help run groups, participate in grocery shopping trips to help choose menu items. Staff should be flexible when possible while still ensuring “healthy boundaries.”

1. **Know that their experience or contribution is valued by others**

Recap the day’s events and individual youth’s contributions at point total up time. If we are successful at the other items outlined here this will be inherent in our program.

**Outcome 4. What will be done in our program to make sure youth:**

1. **Discover something about themselves/be special**

Identify and build on participant’s strengths. Expose youth to new ideas and activities and situations and allow them to experience new things.

**Outcome 5. What will be done in our program to make sure youth:**

1. **Have time to meet and learn about each other**

This can be accomplished through group activities and exercises.

1. **Interact with adults to learn to have fun**

Expose the kids to new activities and situation with staff and have staff model appropriate and desired behaviors. Through counseling, give parents exercises to do with their kids on planned outings to engage in fun activities.

**Outcome 6. What will be done in our program to make sure youth:**

1. **Feel free to express their values and beliefs**

Create a safe a secure environment as discussed earlier, create opportunities for expression. Utilize behavior program to include open communication where opinions can be shared etc.

1. **Understand and respect the values and opinions of others**

Be successful in creating the appropriate environment and offer opportunities for expression with clear parameter/rules established around respect and open mindedness.

**Outcome 7. What will be done in our program to make sure youth:**

1. **Determine personal goals**

Establish through individual counseling session and with creation of their individual plans.

1. **Will be accountable for their goals**

Use individual and group session as well as behavioral system to ensure accountability. All staff should be aware of individual goals to assist participant in achieving them.

1. **Have the opportunity to practice skills until they master them**

Use personal goals as skills and practice as they would other skills in the program through proper use of the behavioral program.

**Outcome 8. What will be done in our program to make sure youth:**

1. **Have fun and laugh**

We can accomplish this through successful implementation of the program as described in outcomes above.

1. **Develop hobbies and leisure interests**

This can be accomplished by being successful with implementing ideas developed in the previous outcomes.

1. **Take healthy risks**

We feel that this will be possible if we are successful in creating the atmosphere in our program as outlined in the previous seven outcomes.