



# #SacYouthWorks Futures

Local Evaluation Plan <sup>v5</sup>

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## Project Background

This project addresses PPA 1: Youth Development/Youth Prevention and Intervention.

### Description of Need

The goal of our proposed project, #SacYouthWorks Futures (#Futures)<sup>1</sup>, is to support vulnerable youth in creating pathways to healthy futures and college and/or career success. #Futures responds to the needs of Sacramento's most vulnerable youth resulting from the passage of Proposition 64. Data, our youth, and community leaders indicate clear needs to increase underage marijuana and substance use prevention efforts, provide clear messaging about the negative impacts of underage marijuana use, and boost protective factors for youth.

National data about the harmful effects of short and long-term marijuana use is concerning, especially considering the intersection of multiple risk-factors our most vulnerable youth face. Effects of short-term use include impaired short-term memory and motor coordination; altered judgment; increased sexual risk behaviors, leading to STIs (a particular issue in Sacramento<sup>2</sup>); and in high doses, paranoia and psychosis<sup>3</sup>. Impacts of long-term or heavy use include addiction, altered brain development, poor educational outcomes, and diminished achievement and life satisfaction<sup>3</sup>.

Youth in our target communities, fare worse in terms of academic achievement<sup>4</sup>, college/career readiness<sup>4</sup>, suspension rates<sup>5</sup>, and school connectedness compared to state average. COVID-19 has exacerbated risk factors, as youth face unprecedented levels of isolation, loss of learning, and loss of opportunity. Sacramento has also experienced a significant increase in youth violence and homicides in the last year.<sup>7</sup> Local surveys confirm these needs and risk factors. Youth identified the following as top challenges they are facing today: 1) mental health issues; 2) discrimination; 3) fear of failing; 4) lack of motivation; 5) unsure about college; and 6) drugs/alcohol.<sup>8</sup>

California Healthy Kids Survey data for Sacramento County (2017-2019) shows that since the passage of Proposition 64, marijuana use has increased by grade level; underage use of marijuana and alcohol are similar over the course of a 30-day period; and older students (grades 9 and 11) are more likely to believe that marijuana consumption is less harmful than alcohol. Further, data from the Sacramento County office of Education (SCOE) found that youth believe that marijuana is easier to get and use now that it has been legalized for adult recreational use, with youth grades 11-12 reporting a 60% increase.<sup>9</sup>

Marijuana marketing and products have an undeniable appeal to youth, with local advertisements featuring models that appear more like peers than adults, products featuring kid-friendly flavors and presentations, and brand-names (e.g., "Hugs") that portray healthy constructs for youth. While data continues to emerge about underage marijuana use, industry research on tobacco and alcohol demonstrate relationships between exposure to advertising, perception of harm, and increased usage for youth.<sup>10</sup> Recent studies have begun to show this



trend, with one study finding youth who engaged with marijuana promotions to be five-times more likely to have used marijuana in the last year.<sup>11</sup>

Locally, data shows concerning trends with marijuana messaging. When asked if they had seen messaging discouraging underage use, nearly half of youth responded with “no” (19%) or “not sure” (27%). Furthermore, when youth were asked whether marijuana ads gave them the impression it was safe to use, 58% responded “yes” (21%) or “not sure” (37%). The high percentage of respondents who were unsure about marijuana is concerning and suggests that youth are getting mixed messages about the safety of underage marijuana use.<sup>11</sup>

Also concerning are social justice aspects relating to exposure to messaging and the impacts of the War on Drugs<sup>12</sup>. Because of state laws banning marijuana advertising on interstates and major state highways, marijuana advertising is concentrated on city streets, especially in vulnerable, low-income communities of color – the same communities that were disproportionately impacted by the War on Drugs.<sup>12</sup>

Locally, the Sacramento County Coalition for Youth (SCCY), led by the Sacramento County Office of Education (SCOE), has been leading the *Future Forward* Campaign, focused on underage marijuana use prevention. The campaign has been successful, but has primarily reached youth through educational institutions. This project will expand the community reach of the coalition and build connections with the city’s vulnerable youth populations.

As evidenced by the adoption of our Citywide Youth Development Plan (Appendix A), the city is dedicated to developing strategies, partnerships, and culturally-competent, accessible programming – especially for our most vulnerable youth. In response to the pandemic, the city launched a successful youth development program, #SacYouthWorks (#SYW), engaging our city’s most vulnerable youth in work-based learning experiences. At the same time, the program increased capacity of our city’s community-based organizations and COVID-19 relief efforts. #SYW was launched with Coronavirus Aid, Relief, and Economic Security (CARES) Act funding that expired in December 2020, and was extended with City funds through August 2021.

There is high community demand among youth and community to continue #SYW, and building from this successful model was a natural course. Integrating the *Future Forward* initiative with work-based learning opportunities through #Futures presents an opportunity to reach youth, who otherwise may not be interested in underage marijuana or substance use prevention. Need for this project was validated through reviewing data sources and speaking with various community stakeholders including a) youth; b) the #SYW pilot network of 40 CBOs plus additional city-wide CBO networks; d) the SCCY, a coalition of educators, youth substance use prevention and intervention providers; and e) youth advocacy and policy experts.



## Project Components

Our proposed project, #Futures integrates and leverages the existing infrastructure, experience, resources, and lessons learned from #SYW and *Future Forward*. It also builds on the strengths of the city’s community-based organizations (CBOs) with established, trusted relationships in our city’s most vulnerable communities and with our vulnerable youth.

#Futures’ goals and objectives closely align with Project Purpose Area 1 – Youth Development/Youth Prevention and Intervention through three main components:

1. Extension of a network of CBOs to build capacity for community-wide prevention and quality youth development programs
2. Work-based learning (WBL) experiences
3. Underage marijuana and substance use prevention (Prevention) education and advocacy.

### Component 1 – CBO Development

A network of CBOs will guide youth through #Futures WBL and Prevention components. The purpose of engaging a network of CBOs is to:

- increase community-wide underage marijuana and substance use prevention efforts
- facilitate accessible, culturally-competent, and meaningful experiences that meet youth where they are.

CBOs will attend a minimum of 10 hours of prevention trainings/learnings and network gatherings. An emphasis will be placed on equipping CBO leaders and staff with factual knowledge of the impact of underage marijuana use; facilitating connections with substance use prevention/intervention resources for youth; and creating a shared sense of urgency for addressing underage marijuana use. CBOs will implement #Futures programming using a shared framework and infrastructure, that also provides flexibility for CBOs to design experiences authentic to their mission, culture, and needs of their youth.

The City of Sacramento will work with a lead organization, PRO Youth & Families (PRO), to lead and coordinate the CBO network. PRO will provide a shared infrastructure to support the city and network including: fiscal and administrative oversight; shared evaluation and data collection; communications and outreach; shared training opportunities for youth and CBOs; and technical assistance for CBOs. The goal is to engage up to 30 CBO partners in the project; however, the project also acknowledges that some of the larger organizations have multiple and different entry points and could serve several cohorts of youth. The project also recognizes that smaller or newer organization may need to partner with larger organizations for assistance with the fiscal and reporting requirements of this grant.



## Component 2 – Engaging Youth in Work-Based Learning


CBOs will engage cohorts of 5-20 youth in a minimum of 40 hours of WBL experiences consisting of 10 hours of Prevention education, up to 10 hours of work-readiness training, and a minimum of 20 hours of applied service/work. CBOs will design WBL experiences based on the framework of connect, learn, and earn. Youth connect with trusted adult mentors (CBOs) who guide them through the program and connect them to meaningful applied service/work opportunities, including projects related to Prevention education and advocacy. Youth connect with professionals and engage in reflections to connect WBL experiences with post-secondary goals. Youth learn about work, through work, and for work. Youth engage in work-readiness trainings that support the development of 21st century skills, connect to their applied-service/work projects, and support the exploration of career pathways. As part of the learning component, youth engage in Prevention education described below. Youth earn a stipend for completing the 40-hour program, helping to overcome barriers to participation and demonstrate the value of their time, commitment to learning, and service to the community. Data from almost 1,900 prior youth participants indicated a high percentage of completion when youth were paid upon completion of the 40-hour #SacYouthWorks program; however, PRO allows CBO partners the flexibility to pay youth at the mid-point of the program if it assists them with retention.

## Component 3 – Underage Marijuana and Substance Use Prevention Education

*Future Forward* will support the Prevention component by providing curriculum, training for youth and providers, and connection to service and advocacy opportunities. The curriculum, “Future Forward: Preventing Youth Marijuana Use,” will serve as the foundation of the required 10 hours of Prevention education. It focuses on equipping youth with facts about underage marijuana use. The curriculum consists of eight 60-minute modules covering topics including: marijuana facts and laws, brain science, resiliency, positivity, and coping strategies (required components), as well as youth developed prevention campaigns (optional components). CBOs will have the option to be trained to deliver curriculum directly to their youth or connect youth to #Futures shared training opportunities.

*Future Forward* will support PRO with coordinating shared training opportunities for youth and providers. #Futures will leverage *Future Forward*'s annual adult and youth summits for trainings. CBOs and youth can also engage in WBL projects by connecting with *Future Forward* initiatives including: 1) designing and presenting a breakout session for the youth summit; 2) serving as youth advocates providing prevention and education presentations for peers in the community; 3) creating messaging for the *Future Forward* campaign; and 4) engaging in monthly coalition meetings.

#Futures has a strong emphasis on supporting youth in developing protective factors including connection to positive peer and adult relationships, increased connection with community,



increased confidence to speak up and advocate for one's beliefs, increased leadership skills, and fostering a sense of belonging.

### Target Area and Population

#Futures will serve up to 30 CBOs and 600 vulnerable youth, ages 14-19, residing in or attending schools within the City of Sacramento. Furthermore, youth will be from priority neighborhoods as defined by the City of Sacramento's Inclusive Economic and Community Development Initiative (Appendix B) and/or have two or more of the following risk factors.<sup>13</sup>

- Academic underperformance
- Current or former foster youth
- LGBTQ+
- Teen parent
- Current or formerly under/unhoused
- English language learner
- Justice involved
- Exposure to violence
- Low income
- Incarcerated parents/siblings
- Mental or behavioral health challenges
- Youth with disabilities
- Youth experiencing substance use

*Engaging a network of CBOs has proven successful in connecting with this target audience. #SYW Summer and Fall 2020 pilots successfully engaged 40 diverse CBOs (two-thirds were led by a person of color). CBOs served 1,300 youth, reaching maximum program capacity. Key characteristics and demographics of the #SYW Fall participants (850 youth) include: 88% were youth of color (34% were African American/Black); 75% receive free/reduced cost school meals; 71% were from priority neighborhoods.<sup>14</sup>*

### Participant Eligibility

To be eligible to participate, youth must be ages 14-19 and be defined as vulnerable by either residing in or attending school within the priority neighborhoods of City of Sacramento, or having two or more of the risk factors identified above. Eligibility will be determined at point of enrollment by the CBOs and the project will focus on making sure that CBOs serve only youth who meet eligibility criteria. To reach the target population, youth will be recruited through: CBO partners who are already working with vulnerable youth; advertising to youth who reside in our underserved neighborhoods; and outreach to youth on the waitlist for #SacYouthWorks. In the event that participation by an eligible youth is contingent on the participation of a non-vulnerable youth (for example a same-aged cousin who can drive them to the program), exceptions for participation will be made. The intent is to support inclusion rather than exclusion.

### Intervention Services

As noted previously, it was determined that all youth participants would receive Prevention education services, and all would receive work-based learning experiences and training. Youth



who demonstrate a need for additional resources and intervention services (as determined by the identified risk factors and direct work with the youth), would receive resources and services for those needs indirectly through the greater CBO service network and not directly through this grant.

## Goals and Objectives

#Futures integrates underage marijuana and substance use prevention education and advocacy into a work-based learning framework. The program builds on the assets and strengths of the City's trusted community-based organizations (CBOs) in connecting, serving, and responding to the specific needs of our city's most vulnerable youth. By educating and empowering youth, we are empowering them to make healthier life choices for themselves.

### Goal

The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.

### Objectives

Three main objectives support the project goal:

1. Engage up to 30 community-based organizations (CBOs) over three years to increase capacity of communitywide underage marijuana and substance use prevention efforts and to connect youth to work-based learning experiences.
2. Engage 600 vulnerable youth in 40-hours of work-based learning experiences supporting the development of critical 21st century skills necessary for college and/or career readiness.
3. Engage 600 vulnerable youth in underage marijuana and substance use prevention education and provide opportunities for youth and CBO's to connect to prevention service and advocacy opportunities.

These objectives will be accomplished using the following delivery model.

### Project Delivery Model

This project plans to engage up to 30 CBOs (10-15 per year) and serve 600 youth (100 in the Year 1 pilot and 250 each in Years 2 and 3) over the three-year grant period. The Workplan in Appendix C shows the anticipated dates and timelines for activities over the course of the grant. #Futures will have two cohorts per year (one cohort in pilot Year 1), implemented in the fall and spring (seasons are subject to change in Year 2 and 3 based on youth and provider feedback). #Futures incorporates a solid foundation of evidence-based, research-based, and promising practice components that have shown positive outcomes for local youth including increases in knowledge of the impact of underage marijuana use, college/career readiness skills, protective factors, and hope for the future. It uses an asset-based approach and a foundation of youth development<sup>15</sup> by leaning into and enhancing the strengths of





Sacramento's CBOs to support the accessibility for vulnerable youth and in responding to their needs. #Futures values youth as assets, encouraging youth-led programming, engaging youth in meaningful work, and demonstrating the value of youth work by paying a stipend.

#Futures incorporates promising practices in work-based learning identified by the National Skills and National Youth Employment Coalition including: 1) providing paid experiences; 2) developing strong partnerships; 3) incorporating positive youth development practices and continued support services; and 4) supporting linkages to career pathways.<sup>16</sup> It also includes elements identified by a Brookings Institution report on quality work-based learning programs including: 1) connecting to positive relationships with caring adults; 2) opportunities to build social capital; and 3) access to hands-on-learning and meaningful tasks.<sup>17</sup>

#Futures incorporates several strategies identified in evidence-based substance use prevention efforts including: 1) focusing on protective factors; 2) addressing social influence and developmental factors; and 3) reaching youth with messaging through multiple levels of influence by engaging a variety of stakeholders.<sup>18</sup> #Futures also includes evidence-based prevention education strategies including social resistance and competence-enhancement skills.<sup>18</sup> All facts and data included in the *Future Forward* curriculum and trainings are researched-based and include citations.

The project will be directed by the Youth Development Policy Manager with the City of Sacramento who is responsible for implementation of the City's youth strategies as defined in the City Council adopted Youth Development Plan & Framework for Children and Youth Programs. The City will work with lead partner CBO, PRO Youth & Families (PRO) to implement the #Futures program. PRO worked with the City to lead the #SYW pilots and has been recognized as a leader in youth development for forty years. Annually, PRO serves more than 1,000 youth in programs encompassing advocacy and civic engagement, mentoring, substance use prevention, and relationship skills. PRO's belief in collaboration to meet the needs of youth, led to the founding of the Youth & Family Collective (YFC), an initiative engaging more than 70 organizations in Greater Sacramento to empower youth, families and nonprofits to learn, earn, and thrive.

The Sacramento County Coalition of Youth (SCCY) will support PRO and the City with the implementation of Prevention education and strategies. SCCY was initially organized in 2015 to address underage drinking in Sacramento County and with the passage of Proposition 64, developed the *Future Forward* campaign to address underage marijuana use. PRO Youth & Families will partner with the Future Forward youth marijuana prevention campaign to support the prevention component. Future Forward will provide curriculum, training for youth and providers, and connection to service and advocacy opportunities so that youth participants can implement the information they have gained from the training.



The curriculum, “Future Forward: Preventing Youth Marijuana Use,” will serve as the foundation of the required 10 hours of prevention education. It focuses on equipping youth with facts about underage marijuana use. The curriculum consists of eight 60-minute modules covering topics including: marijuana facts and laws, brain science, resiliency, positivity, and coping strategies. CBOs will be trained to deliver curriculum directly to their youth cohort. Future Forward will support PRO with coordinating additional shared training opportunities for youth and providers, including Future Forward’s annual provider and youth summits for trainings to meet the 10-hour training requirement.

Work-based learning for youth will consist of 10 hours of formal training focused on foundational workforce skills, and 20 hours of service project development that incorporates what they have learned into real-world contexts. Project examples include but are not limited to 1) designing and presenting a breakout session for the youth summit; 2) serving as youth advocates providing prevention and education presentations for peers in the community; 3) creating messaging for Future Forward campaign; and 4) engaging in monthly Sacramento County Coalition for Youth (SCCY) meetings.

All CBO partners must submit a workplan that describes their week-by-week plan to meet the 10-hour work-based learning requirement, including the number of hours, the trainer and topic, and a description of how the training relates to the service project they are implementing with youth. Each workplan is reviewed by PRO to ensure it meets the requirements of #Futures. To monitor progress, PRO will require CBOs to track youth service and training hours and will meet with CBOs monthly to address issues and provide technical assistance to support CBO success.

We offer all CBO partners free, unlimited access to the IMAGO virtual learning platform for formal work-based learning training. IMAGO has partnered with over 100 K-12 school districts, including Fresno Unified, and Los Angeles Unified School District, and offers hundreds of modules to support work-based learning, including soft skills like communication skills, appearance, and body language, to industry career exploration, to design-thinking. IMAGO training modules can be facilitated by CBOs during in-person or virtual group instruction or assigned to youth for self-study. PRO adopted the IMAGO platform in the fall of 2020 for #SacYouthWorks and continue to offer it to partners based upon positive feedback from youth and CBO leaders.

The network of CBOs will be selected through a competitive proposal process. Applications will be screened for eligibility requirements (BSCC’s criteria for NGOs receiving funding and alignment with project framework) by PRO, reviewed and scored by an independent review committee, and approved by the city.



## Evaluation Overview

The project evaluation will utilize a phased-in, multi-method design including process and outcome measures to assess the three main objectives of the project. During the implementation phase, the evaluator will monitor and assess monthly, the following process measures: selection of CBOs; recruitment and enrollment of youth; participation of training partners; implementation benchmarks; feedback from CBOs and participants; and development and use of data tools. During the service delivery phase, the evaluator will work with the project leads to ensure that data collection tools are used to: collect baseline and follow-up data for outcome measures; monitor implementation of project components; identify areas for change and improvement; and complete quarterly reports. Together, these sets of data will be used to measure and report on program outcomes and youth development impacts.

## Process Evaluation Method and Design

The research design for the process evaluation utilizes program documentation, participant and CBO surveys, and cycles of continuous quality improvement to ensure that the project is being implemented as intended and that improvements to the process are actioned. The process evaluation assesses three main areas:

- Project implementation
- Participant and CBO experience
- Continuous improvement

## Project Implementation Research Questions

The research questions associated with project implementation are:

- Were the grant activities implemented as planned and on time?
- Were the grant activities implemented as intended with fidelity?
- Were data collection tools developed and implemented as planned?
- Did project oversight and fiscal activities occur as scheduled?
- What barriers were encountered and what were solutions implemented? Did this affect project implementation?
- Did other factors affect project implementation?

## Participant and COB Experience Research Questions

To ensure that the participants of the program, including CBO partners, are engaging in the program components as expected, the following research questions will be addressed in the process evaluation.



- Were youth participants recruited and selected from the targeted locations and populations?
- Were CBOs able to provide services in locations of highest need?
- Were youth able to access services as expected?
- Did youth and CBOs engage in the required project components?
- Were project components well-received by youth and CBO partners?

## Continuous Improvement Research Questions

These research questions focus on the project team's commitment to assess the program and make ongoing adjustments and improvements. The research questions associated with this area are:

- Did the project team review and discuss the quarterly reports, end of year reports, and implementation timelines during their meetings?
- Were barriers, issues, or newly identified needs responded to or resolved in a timely manner?
- What improvements or changes were made based on feedback from youth participants and CBO partners?
- What lessons have been learned to improve future programming efforts?

## Process Evaluation Data

Data used to inform the process evaluation will include the data collected for the quarterly and annual reports, participant enrollment and demographics, program service locations (to ensure they were provided in locations/neighborhoods accessible to our vulnerable youth), meeting notes, participant and CBO survey data, focus group data, site visit notes, and feedback collected during the reviews of the implementation checklist. This checklist (Appendix D) includes a list of program activities and implementation benchmarks related to:

- Selection of CBOs
- Recruitment and enrollment of youth
- Participation of training partners
- Collection of program documentation
- Collecting and reviewing feedback from CBOs and participants
- Development and use of data tools and reporting
- Project oversight and fiscal activities

This checklist will be reviewed and updated monthly by the project team to ensure that project tasks and activities are occurring as planned and to develop solutions if challenges occur. The City has the ultimate decision-making authority over PRO, should program adjustments need to be made over the course of the program. Contracted CBOs will report to PRO, who will report CBO activities and expenditures to the City.



#Futures will collect quantitative and qualitative data using SurveyMonkey/Momentive or paper surveys for youth who do not have access to the internet. Youth participant demographic information and other baseline data will be collected at program enrollment. Upon completion of the 40-hour program, youth will receive an exit survey to provide information about their experience in #Futures and identify changes in their knowledge and awareness of the impacts of underage marijuana use and changes in their work-based learning skills and knowledge. CBOs will also receive an exit survey upon completion of the 40-hour program to provide feedback on the successes and challenges and identify additional areas of support that should be offered to future cohorts.

Data analyses (utilizing SPSS – *Statistical Package for the Social Sciences*) to assess the process evaluation questions will include quantitative (descriptive statistics) and qualitative analysis of survey data, documentation and summaries of meetings, content analysis of site visit and focus group notes, and assessment of the timely implementation of project activities. The annual and final reports for the project will include the process evaluation and will serve to inform implementation of future grants by the City of Sacramento and general oversight activities.

## Outcomes Evaluation Method and Design

The outcomes evaluation will assess specific research questions in three major categories: overall project goals and objectives; outcomes for youth participants; and outcomes for CBO partners.

### Project Objectives Research Questions

These research questions examine whether the project accomplished the activity milestones for the project objectives. The questions, measures, data source, and timeline details are presented in Appendix E and the summaries are provided in Tables 1 through 3.

**Objective 1:** Engage up to 30 community-based organizations (CBOs) over three years to increase capacity of communitywide underage marijuana and substance use prevention efforts and to connect youth to work-based learning experiences. This objective is operationalized by the following questions:

- How many community-based organizations (CBOs) were engaged over three years?
- Did the community-based organizations report increased capacity for engaging in underage marijuana and substance use prevention efforts as a result of this grant?
- Did the community-based organizations report increased capacity for engaging youth in work-based learning experiences as a result of this grant?

**Table 1. Objective 1 Research Questions and Measures**

| Objective 1 Research Questions   | Measurements   | Data Source  | Timeline                                  |
|--|--|--|---|
| Did the project engage up to 30 community-based organizations (CBOs) over three years to meet youth engagement goals?  | Count of CBO organizations involved with the project either as program providers or training agencies.   | Program Documentation - CBO Enrollments and Trainings - CBO subcontracts | Survey administered annually in late June |
| Did the community-based organizations report increased capacity for engaging in underage marijuana and substance use prevention efforts as a result of this grant? | Percent of CBOs that report that the grant increased their ability to include underage marijuana and substance use prevention education into their youth programs. | CBO end of year survey   | Survey administered annually in late June |
| Did the community-based organizations report increased capacity for engaging youth in work-based learning experiences as a result of this grant?                   | Percent of CBOs that report that the grant increased their ability to include work-based learning components into their youth programs.                            | CBO end of year survey   | Survey administered annually in late June |

**Objective 2:** Engage 600 vulnerable youth (200/year over three years) in 40-hours of work-based learning experiences supporting the development of critical 21st century skills necessary for college and/or career readiness. This objective is operationalized by the following questions:

- Did the project engage 600 youth (200 per year) in 40 hours of work-based learning experiences?
- Were the work-based learning experiences aligned to the development of skills necessary for college and/or career readiness?
- For the youth served by the project, what areas of vulnerability did they represent?

**Table 2. Objective 2 Research Questions and Measures**

| Objective 2 Research Questions   | Measurements   | Data Source   | Timeline  |
|--|--|---|---|
| Did the project engage 600 youth in 40 hours of work-based learning experiences?   | Counts and percent of youth who engaged in 40 hours of work-based learning experiences comprised of trainings, service projects, internships, or work-based learning activities. | Program documentation, participant training and activity logs                       | Assessed for each youth cohort.   |
| Were the work-based learning experiences aligned to the development of skills necessary for college and/or career readiness? | Number and type of college and career readiness skills supported by work-based learning opportunities.   | Content analysis of work-based learning documents by project leads - CBO Work Plans | August and September prior to implementation of these components by the CBOs. |
| For the youth served by the project, what areas of   | Number and percent of youth who self-reported each risk factor and the number and percent that represented two or more   | Participant enrollment forms  | Collected for each youth cohort.  |



|                                   |  |                          |  |
|-----------------------------------|--|--------------------------|--|
| vulnerability did they represent? | areas. The number and percent residing or attending school in a priority neighborhood. | and participant surveys. |  |
|-----------------------------------|--|--------------------------|--|

**Objective 3:** Engage 600 vulnerable youth in underage marijuana and substance use prevention education and provide opportunities for youth and CBOs to connect to prevention service and advocacy opportunities. This objective is operationalized by the following questions:

- Did the project engage 600 youth in underage marijuana and substance use prevention education?
- Did the project provide opportunities for CBOs to connect youth to prevention service and/or advocacy opportunities?
- Did the project provide opportunities for youth to connect to prevention service and/or advocacy opportunities?

**Table 3. Objective 3 Research Questions and Measures**

| Objective 3 Research Questions  | Measurements  | Data Source   | Timeline                                  |
|---|---|---|---|
| Did the project engage 600 youth in underage marijuana and substance use prevention education?                          | Counts of youth who engaged in 10 hours of underage marijuana and substance use prevention education.   | Program documentation, participant training and activity logs | Assessed for each youth cohort.           |
| Did the project provide opportunities for CBOs to connect to prevention service and/or advocacy opportunities?          | Percent and number of CBOs that report that they were connected to prevention service or advocacy opportunities through this grant and descriptions of the opportunities. | CBO end of year survey  | Survey administered annually in late June |
| Did the project connect youth to opportunities to become advocates for underage marijuana and substance use prevention? | Percent and number of youth that report they had opportunities to become advocates for underage marijuana and substance use prevention through this grant.                | Participant end of program survey                             | Survey administered in December and June. |

Objectives 1 through 3 will be assessed using program documentation (participation logs, demographics, activities, training document analyses) and youth and CBO surveys. Participant success in the project will be measured by:

- Successful completion of 10 hours of training about underage marijuana use.
- An increase in youth knowledge of the impacts of underage marijuana use on their physical and mental health.
- Successful completion of 10 hours of work-based learning training.



- An increase in youth work-based learning skills and knowledge.
- Successful completion of a 20-hour service project that utilizes training knowledge.
- Increased sense of connection to peers and trusted adults.

## Youth Outcomes Research Questions

The research questions that will assess impacts on youth as a result of participation in the project are:

- Did youth increase their knowledge about underage marijuana use and impact on youth brain development?
- Did youth demonstrate an increased perception of harm of underage marijuana use?
- Did youth gain protective factors (e.g., better choices, advocacy, adult confidant)?
- Did youth report an increase in hope for the future?
- Did youth report increased confidence in their ability to achieve post-secondary goals?
- Did youth report an increase in college and career readiness skills?
- Which program components were most beneficial to youth?

These will be measured using prevention education and activity and training feedback surveys, reflective pre-post surveys after program completion, PhotoVoice data to document and capture learning and experiences about the work-based learning and service projects, participation documentation, and participant focus groups in the spring to cross-validate data and inform program improvement (Table 4).

**Table 4. Youth Outcomes Research Questions and Measures**

| Youth Outcomes Research Questions  | Measurements  | Data Source   | Timeline  |
|--|---|---|---|
| Did youth increase their knowledge about underage marijuana use (substance use) and impact on youth brain development? | Percent of youth who reported increases in knowledge before and after program participation in the areas of: facts about underage use; addiction; brain development; and media influence. | Participant end of program survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered after trainings and also end of program in December and June. |
| Did youth demonstrate an increased perception of harm of underage marijuana use?                                       | Percent of youth who reported an increase (before and after program participation) in the belief that underage marijuana use is harmful to brain development.                             | Participant end of program survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered after trainings and also end of program in December and June. |





|   |   |   |  |
|---|---|---|--|
| Did youth gain protective factors (e.g., better choices, advocacy, adult confidant)?    | Percent of youth who report acquiring a protective factor during program participation OR who report making better choices or increased advocacy for themselves. Types of protective factors acquired or increased. | Participant end of program survey and focus group questions.      | Survey administered in December and June. Focus group in June. |
| Did youth report an increase in hope for the future?                                    | Percent of youth who report that they have plans for their future (further education, career, family, goals, etc.). Descriptions of future plans and how the project helped them envision it.                       | Participant end of program survey (reflective pre-post questions) | Survey administered in December and June.                      |
| Did youth report increased confidence in their ability to achieve post-secondary goals? | Percent of youth who feel confident in their ability to achieve post-secondary goals. Percent of youth that are aware of resources to help them achieve their post-secondary goals.                                 | Participant end of program survey (reflective pre-post questions) | Survey administered in December and June.                      |
| Did youth report an increase in college and career readiness skills?                    | Percent of youth who report an increase in college and career readiness skills such as completion of job applications, college applications, resumes, interview skills, etc.  | Participant end of program survey (reflective pre-post questions) | Survey administered in December and June.                      |
| Which program components were most beneficial to youth?                                 | Percent of youth who self report that a particular component was most helpful.  | Participant end of program survey and focus group questions.      | Survey administered in December and June. Focus group in June. |

## CBO Outcomes Research Questions

The project desired to assess the impact of the trainings and activities on the CBOs capacity to support youth. Although the primary project focus was to serve youth, the project team also recognized that CBO partners could benefit from their experiences in the program in ways that go beyond implementation of the grant. Partner agencies who typically served youth could increase their capacity by learning new ways to implement work-based learning models for other programs they serve. Additionally, they could gain tools and resources to provide underage marijuana and substance use prevention education to youth, and in turn, become advocates for youth substance use prevention throughout the community. The research questions that will assess impacts on CBO partners are:

- Did staff increase their knowledge of healthy behaviors and protective factors for youth?
- Did staff increase their knowledge of the risk of underage marijuana use?
- Did CBOs report an increased capacity to serve youth who are at-risk for substance use?
- Did CBO partners experience greater collaboration or program referrals with one another?
- Did CBOs think that the information and experiences regarding the WBL and prevention education could transfer to other arenas of their work with youth?



- Did CBOs believe that they have the ability to utilize some project elements after the grant period ends?
- Which components of the grant did CBO partners believe were most impactful to their operations or programs?

The CBO outcome measures will be assessed using prevention education and activity feedback surveys, quarterly check-in meetings, and CBO partner surveys at the end of the annual service delivery period (Table 5).

**Table 5. CBO Outcomes Research Questions and Measures**

| Research Questions  | Measurements  | Data Source  | Timeline                                  |
|---|---|--|---|
| Did staff increase their knowledge of healthy behaviors and protective factors for youth?   | Percent of CBO Staff who reported increases in knowledge before and after program participation of healthy behaviors for youth (physical health, mental health)                               | CBO end of year survey (reflective pre-post questions)   | Survey administered annually in late June |
| Did staff increase their knowledge of the risk of underage marijuana use?   | Percent of CBO Staff who reported increases in knowledge before and after program participation in the areas of underage marijuana use, addiction, and brain development.                     | CBO end of year survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered annually in late June |
| Did CBOs report an increased capacity to serve youth who are at-risk for substance use?   | Percent of CBO Staff who report that they have more tools and resources to support youth who are at-risk for substance abuse as a result of the project.                                      | CBO end of year survey   | Survey administered annually in late June |
| Did CBO partners experience greater collaboration and program referrals with one another?   | Percent of CBO Staff who report having more opportunities for collaboration and sharing program referrals with one another as a result of the project.  | CBO end of year survey   | Survey administered annually in late June |
| Did CBOs think that the information and experiences regarding the WBL and prevention education could transfer to other arenas of their work with youth? | Percent of CBOs who indicate that the information and experiences regarding the WBL and prevention education could transfer to other arenas of their work with youth.                         | CBO end of year survey   | Survey administered annually in late June |
| Did CBOs believe that they have the ability to utilize some project elements after the grant period ends?   | Percent of CBOs who indicate that they have the ability to utilize project elements after the grant period ends (e.g., participant databases, survey tools, intake forms, training materials) | CBO end of year survey   | Survey administered annually in late June |
| Which components of the grant did CBO partners believe were most impactful to their operations or programs?   | Percent of CBOs who report that a particular component was most impactful to their operations or program.   | CBO end of year survey   | Survey administered annually in late June |



## Methodology

The outcomes evaluation design will utilize a multi-method approach where both qualitative and quantitative data are assessed to determine program goals, objectives and outcomes. Due to the short nature of some of the youth service projects, and to reduce the impact of staff transitions at CBO partner agencies (losing those who completed a pre-test), the evaluation will utilize reflective pre-post assessments to assess changes in knowledge, beliefs, circumstances, and skill development. Reflective pre-post assessments ask respondents to reflect back and mark the level that corresponds to them before participation in the program and then mark the level that corresponds to them after participation in the program. This method reduces the variability among participants (they serve as their own control) and reduces the error in self-reporting during a pretest where participants often overreport their initial levels of knowledge or skill. Data collection for surveys will be conducted by PRO with assistance by the CBO partners. Focus groups will be conducted in partnership with PRO, the CBOs, and the external evaluator.

To ensure reliability, each CBO will use the same marijuana education curriculum, “Future Forward: Preventing Youth Marijuana Use.” Leaders from the Sacramento County Coalition for Youth (SCCY) will audit training sessions to ensure fidelity of curriculum delivery. By using the same prevention curriculum and the same post-curriculum survey, comparative analyses of these survey results can detect if differences across CBOs or participants groups are discovered. If differences are found, further analyses and investigation will be conducted to determine the source of variance and determine if additional training or adaptation is necessary. The first year is considered a pilot year and data collected will be used as the baseline for comparing outcomes for the remaining cohorts. As such, adjustments to program implementation for remaining cohorts is not unexpected. Underage marijuana use prevention is a fairly new field and the results of this survey will also help to inform the field.

Because the populations of youth served by this grant have varying needs, the CBOs are provided with flexibility to implement the work-based learning and can select the appropriate IMAGO modules or engage outside trainers, based on their organization’s expertise, schedule and youth needs. All training activities must be clearly outlined in their work-plan before youth programming begins and checks for fidelity will be conducted by grant program staff. As noted prior, CBOs will be selected based on a work plan that utilizes research-based strategies and proven techniques for youth engagement.

Data analyses to assess the outcome evaluation questions will employ: quantitative analysis of reflective pre-post survey data using descriptive statistics to demonstrate numbers achieved and trends; inferential statistics (matched sample *t*-test) to assess change and program impact; and qualitative analysis of open-ended survey questions, site visit notes, and focus group notes. Correlational analyses of training and work-based/project-based data will determine how participation in these components were related to changes in the youth outcome measures.



The statistical tools used for the analyses will be SPSS for all comparative, correlational, and inferential statistics, and Excel will be used to organize and code (using a rubric) the qualitative data. Strategies that will be used to determine whether outcomes are based on program rather than factors unrelated to the project include the following:

- Disaggregation of analyses by CBO and participant group to determine if there are significant differences among these that should be further explored in the focus groups or adaptation of development of new survey items to capture and control for the differences.
- Before inferential tests are conducted, preliminary analyses will be conducted to determine whether significant differences among participant groups exists that should be statistically controlled for during analyses.
- Open-response questions throughout the surveys can provide insight as to why differences may be found. The information from the open-response questions will be used to triangulate the data across the multiple sources and can be used to identify areas for expanded analyses and variables that need to be controlled for in analyses.
- Analyses will include a review of attendance data and the total number of training and service hours completed by youth participants to determine if there is a correlation with program outcomes and to also assess program implementation.
- PRO has extensive experience in conducting and overseeing this type of CBO and youth-based work and can readily identify when programs are not being implemented with fidelity. As such, PRO will provide feedback specific to this during project team meetings.

Progress towards goals will be assessed quarterly and annually to determine program outcomes to date and progress towards overall goals. Monthly meetings with the project leads will be used to share progress reports and resolve concerns or identify areas for improvement.

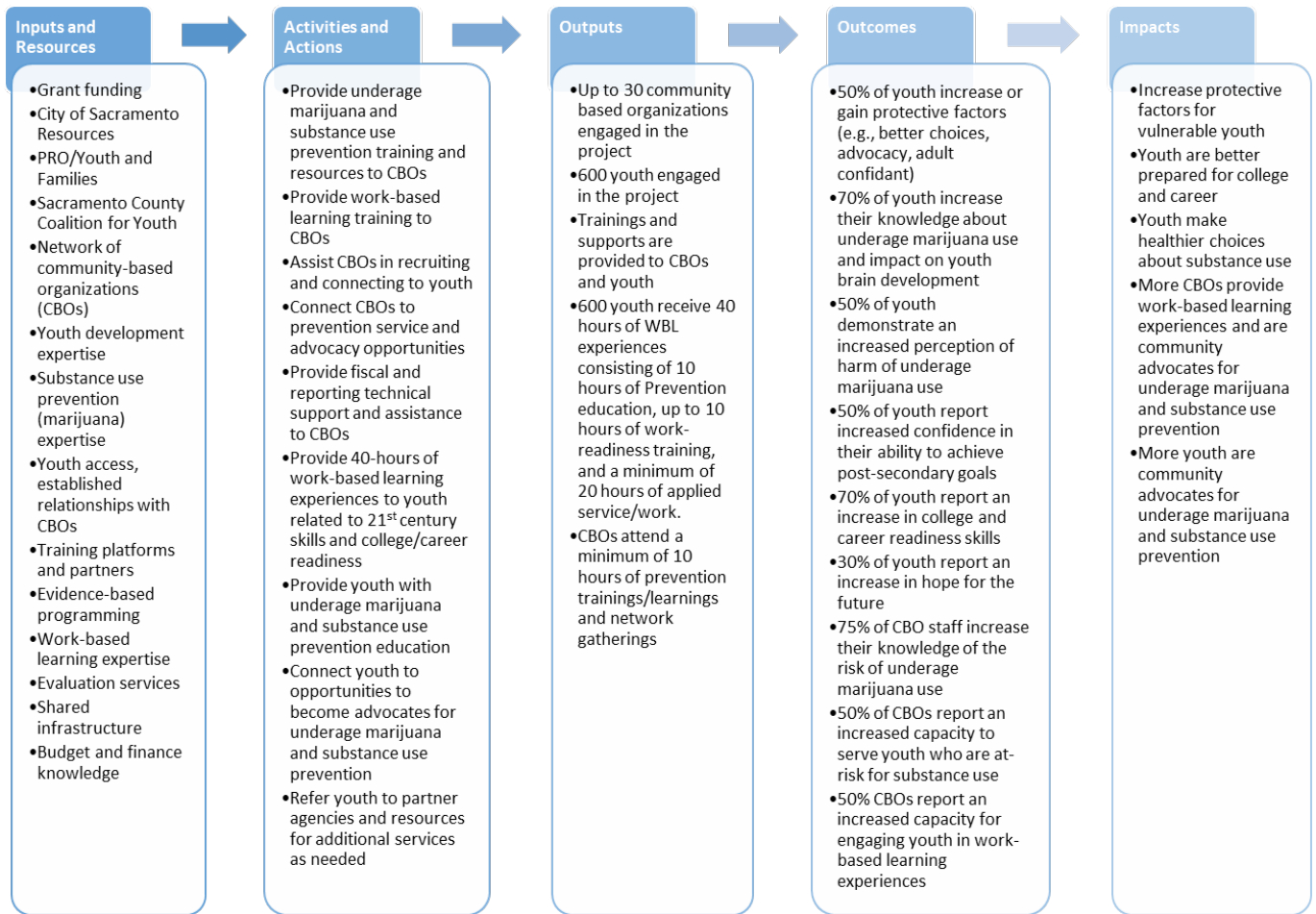
## Logic Model

**Project Goal:** The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.

The logic model shown in Figure 1 below (also provided in Appendix F) depicts how the collaborative use of resources and opportunities provides activities and trainings that serve to educate and empower youth and enhance the work of CBOs in the community.



**Figure 1. #Futures Logic Model**





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13. Examples of risk-factors may include: current/former foster youth, English learner, academic underperformance, under/un-housed, justice-involved, LGBTQ+, teen parent, exposure to violence, incarcerated parents, disabled, mental or behavioral health challenges.

14. PRO Youth and Families and Youth & Family Collective. (2020). #SacYouthWorks Surveys from Summer and Fall 2020. Full data report is available upon request to [ashleynittle@proyouthandfamilies.org](mailto:ashleynittle@proyouthandfamilies.org).

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# CITY OF SACRAMENTO

## CITYWIDE YOUTH DEVELOPMENT PLAN

### VISION

All Sacramento children and youth are valued and reach their fullest potential.

### MISSION

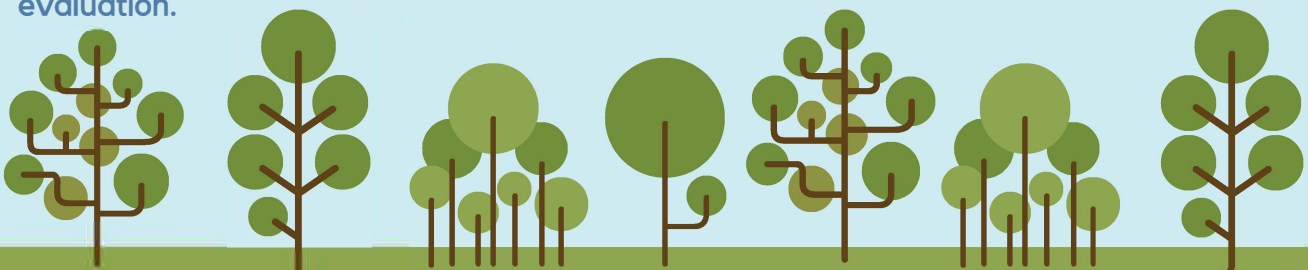
The City of Sacramento leads collaboratively to provide systemic and sustainable investments and opportunities, harnessing collective assets to champion intentional and equitable pathways for young people to succeed.

### VALUES STATEMENT

- ✿ **Youth Voice:** We honor the youth's statement, "Nothing about us without us."
- ✿ **Elimination of Systemic Barriers:** We believe it is our responsibility to actively seek ways to break systemic barriers so that youth have access and ability to fully utilize resources and supports.
- ✿ **Cultural Humility:** We commit to acknowledging our individual and institutional biases, accepting that there are gaps in our knowledge, and being open to new ideas.
- ✿ **Mutual Respect:** We build relationships through developing a culture of mutual respect and inclusivity.
- ✿ **Integrity:** We believe in conducting our work in an honest, moral, ethical, and accountable manner.
- ✿ **Innovation:** The *status quo* is unacceptable if it is not improving the lives of Sacramento children and youth, and thus, we call for thinking outside of the box to better support Sacramento's youngest residents.
- ✿ **Courage:** We believe that having the audacity to take risks, stand up for what is right, and address the most challenging situations is unquestionable.

**GOALS:** Through its own programs and strategic partnerships, the City of Sacramento will strive to achieve the following goals.

- ✿ Contribute to the healthy development of **children ages 0-5** so that they are prepared for school;
- ✿ Provide resources, support, and connection to effective programs and services that lead to **success in education**;
- ✿ Build **21st century skills** including leadership, workforce development, life, resiliency, and social-emotional skills;
- ✿ Provide opportunities for young people to become **active and engaged community members**;
- ✿ Create a **safe environment**, both physically and emotionally, in all settings, honoring culture and community;
- ✿ Promote **equity, justice, and accountability** with a concerted application of resources toward those youth in greatest need;
- ✿ Empower **families** to engage in their children's healthy development; and
- ✿ Implement the **youth development framework** in all program design, operations, and evaluation.





# CITY OF SACRAMENTO

## CITYWIDE YOUTH DEVELOPMENT PLAN

### FRAMEWORK FOR CHILDREN & YOUTH PROGRAMS

When designing, implementing, and evaluating its children and youth programs, the City of Sacramento will strive to offer all young people, regardless of background, the highest-quality youth development experiences. To ensure these experiences result in positive outcomes, the City and its partners will provide youth with research-based supports and opportunities that integrate a set of social justice principles, aligning with the City's core values, into staff, program delivery, and organizational/institutional practices.

#### Social Justice Principles

- Analyze Power in Social Relationships
- Promote Systemic Social Change
- Make Identity Central
- Encourage Collective Action
- Embrace Youth Culture



#### Supports and Opportunities

##### Safety

- Emotional
- Physical
- Cultural

##### Relationship-Building

- With adults
- With peers

##### Skill-Building

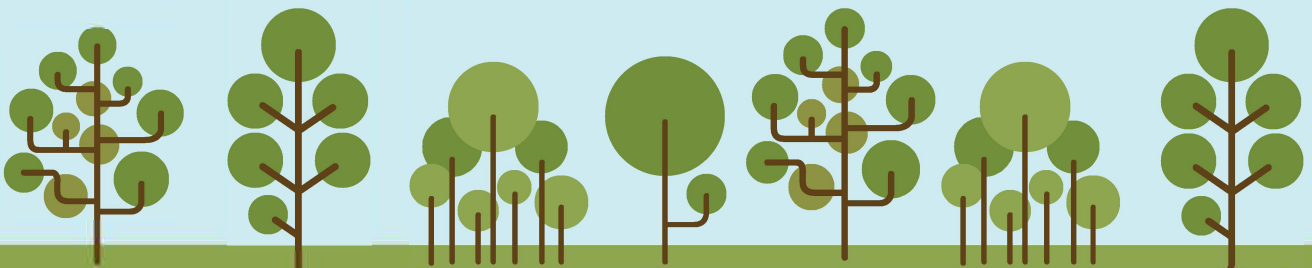
- Challenging
- Interesting
- Leading to growth and mastery

##### Youth Participation

- Input and decision-making
- Opportunities for leadership
- Sense of belonging

##### Community Involvement

- Ability to impact community



# Appendix B. Priority Neighborhoods August 2021

## Priority Neighborhoods

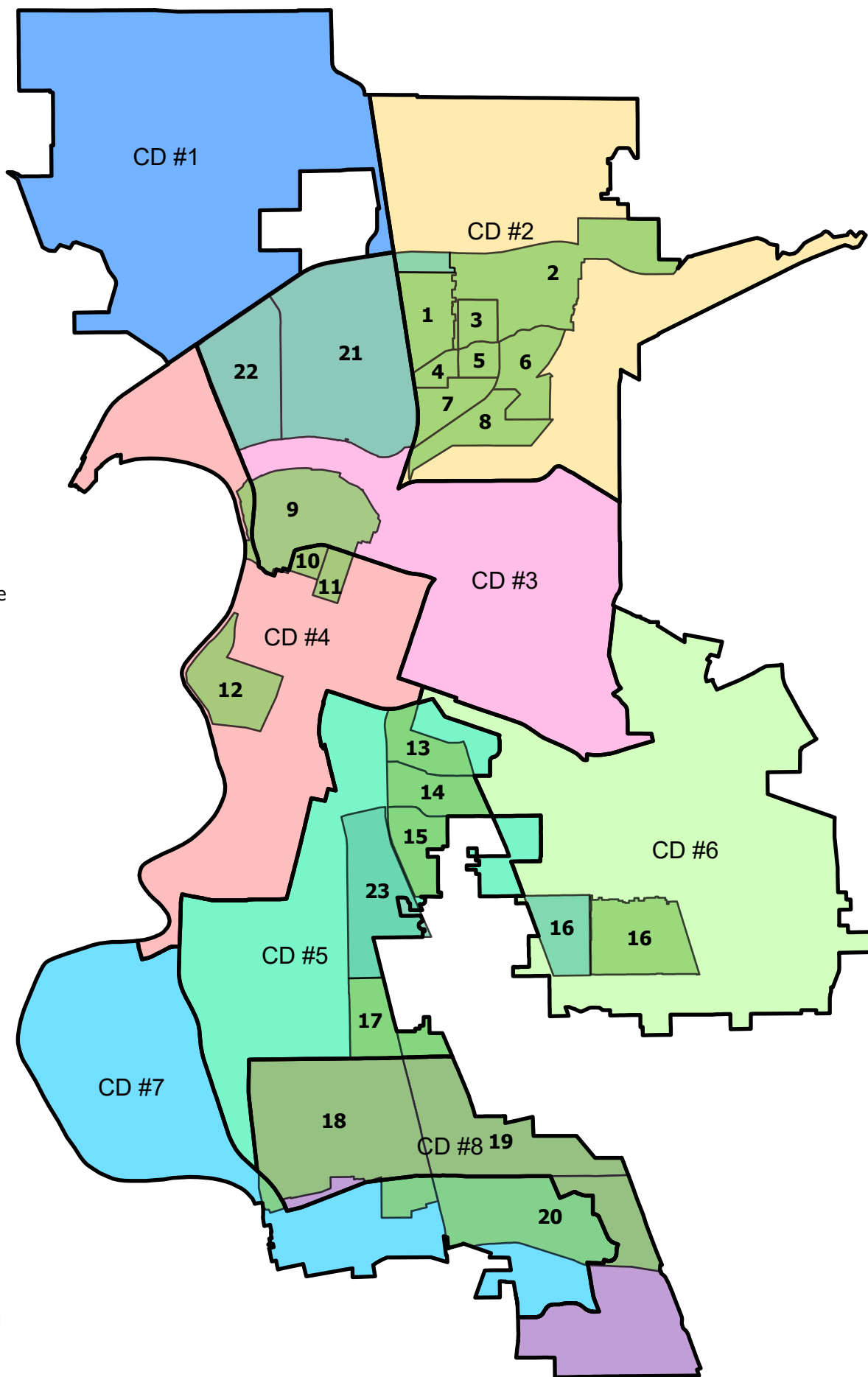
- Neighborhoods identified in 2015 within the City using a variety of different quality of life indicators, including input from SHRA Promise Zones.

- 1 - Strawberry Manor
- 2 - Del Paso Heights
- 3 - Del Paso Nuevo
- 4 - Wills Acres
- 5 - Richardson Village
- 6 - South Hagginwood
- 7 - Noralto
- 8 - Old North Sacramento
- 9 - Twin Rivers
- 10 - Alkali Flat
- 11 - Mansion Flats
- 12 - Marina Vista-Alder Grove
- 13 - North Oak Park
- 14 - Central Oak Park
- 15 - South Oak Park
- 16 - Lemon Hill
- 17 - Woodbine
- 18 - Meadowview
- 19 - Parkway
- 20 - Valley Hi/North Laguna

## Expanded Neighborhoods

- Additional neighborhoods with well-known needs based on input from a group of Sacramento youth agencies.

- 21- Gardenland / Northgate
- 22 - South Natomas
- 23 - Franklin



City of SACRAMENTO

August 2021

## Prop 64 PH&S Grant Program Request for Proposals Project Work Plan

The Project Work Plan may not exceed two (2) pages. See Appendix L for full instructions.

|  |   |                              |            |            |
|--|---|------------------------------|------------|------------|
| <b>(1) Goal:</b>   | Support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.  |                              |            |            |
| Objectives (A., B., etc.)  | <p>A) Engage 30 community-based organizations (CBOs) over three years to increase capacity of community-wide underage marijuana and substance use prevention efforts and to connect youth to work-based learning experiences.</p> <p>B) Engage 600 vulnerable youth (200/year over three years) in 40-hours of work-based learning experiences supporting the development of critical 21<sup>st</sup> century skills necessary for college and/or career readiness.</p> <p>C) Engage 600 vulnerable youth in underage marijuana and substance use prevention education and provide opportunities for youth and CBO's to connect to prevention service and advocacy opportunities.</p> |                              |            |            |
| Project activities that support the identified goal and objectives   |   | Responsible staff/ partners  | Timeline   |            |
|  |   |                              | Start Date | End Date   |
| <b>Objective A - Network Activities:</b>   |   |                              |            |            |
| A1. Engage youth and community leaders to refine the project's strategies and approaches to ensure community responsiveness.   |   | City of Sacramento (L. Lane) | May 2021   | June 2021  |
| A2. Coordinate with lead organizations (PRO and SCCY) to refine project implementation strategies, establish a collaborative project charter, and a timeline for the first project cohort. |   | City of Sac (L. Lane)        | May 2021   | June 2021  |
| A3. Establish and disseminate program framework and application process to CBOs, including virtual information sessions.   |   | PRO                          | June 2021  | July 2021  |
| A4. Screen for eligibility, review, and approve CBOs for the first cohort.   |   | City of Sac / PRO            | June 2021  | Aug. 2021  |
| A5. Refine shared evaluation plan and data collection tools  |   | Evaluator / PRO // City      | May 2021   | Sept. 2021 |
| A6. Engage CBOs in project orientation and provide technical assistance and oversight to ensure compliance with program framework, shared evaluation program, and fiscal procedures.       |   | PRO                          | Aug. 2021  | Jan. 2022  |
| A7. Plan, execute, and engage CBO partners in prevention trainings and network gatherings, aimed to build capacity for city-wide youth prevention and development strategies.              |   | PRO / SCCY                   | Aug. 2021  | Jan. 2022  |
| A8. Repeat activities A1-A7 for cohort #2.   |   | City/ PRO/ SCCY              | Dec. 2021  | July 2022  |
| A9. Facilitate engagement of CBO partners in SCCY's Annual Future Forward Provider Summit offering prevention training and advocacy opportunities (typically held in Spring)               |   | SCCY                         | Jan 2022   | April 2024 |
| A10. Repeat activities A1-A7 for cohorts #3 and 4.   |   | City/ PRO/ SCCY              | May 2022   | July 2023  |
| A11. Repeat activities A1-A7 for cohorts #4 and 5.   |   | City / PRO / SCCY            | May 2023   | Apr. 2024  |

|  |                   |            |            |
|--|-------------------|------------|------------|
| <b>Objective B - Work-Based Learning Activities</b>  |                   |            |            |
| B1. Execute outreach and communication strategies to support CBOs in recruiting youth for cohort #1.   | PRO               | July 2021  | Aug. 2021  |
| B2. Engage cohort #1 youth in 10 hours of prevention education, up to 10 hours in work-readiness training, and a minimum of 20 hours of applied service work | CBO Partners      | Sept. 2021 | Dec. 2021  |
| B3. Organize, disseminate information, and implement shared work-readiness trainings for youth.  | PRO               | May 2021   | Dec. 2021  |
| B4. Collect intake, attendance, PhotoVoice, and exit survey data from youth to support program evaluation and continuous quality improvement.                | CBO Partners      | Sept. 2021 | Dec. 2021  |
| B5. Monitor data collection, support reporting, implement focus groups, and compile and analyze preliminary evaluation report findings.                      | Evaluator         | Sept. 2021 | April 2024 |
| B6. Plan and execute a cohort graduation with opportunities for youth to feature their work.   | PRO               | Dec. 2021  | Dec. 2021  |
| B7. Repeat activities B1-B6 for cohort #2.   | PRO/CBOs          | Jan. 2022  | July 2022  |
| B8. Repeat activities B1-B6 for cohorts #3 and 4.  | PRO/CBOs          | Aug. 2022  | July 2023  |
| B9. Repeat activities B1-B6 for cohorts #5 and 6.  | PRO/CBOs          | Aug. 2023  | Apr. 2024  |
| B10. Final evaluation report on the impact of the program.   | Evaluator         | Apr. 2024  | July 2024  |
| <b>Objective C - Underage marijuana and substance use prevention</b>   |                   |            |            |
| C1. Future Forward curriculum reviewed and adapted for implementation in community settings with the target youth population.                                | SCCY              | May 2021   | July 2021  |
| C2. Plan and execute shared training opportunities, including engagement with Future Forward curriculum.   | PRO & SCCY        | May 2021   | Dec. 2021  |
| C3. Plan and implement training for providers who want to deliver Future Forward curriculum directly to youth  | PRO & SCCY        | July 2021  | Aug. 2021  |
| C4. Youth engage in 10 hours of prevention education with Future Forward curriculum as a foundation.   | CBOs & PRO        | Aug. 2021  | Dec. 2021  |
| C5. Provide opportunities to connect with SCCY and prevention efforts for applied service/work projects.   | SCCY              | Aug. 2021  | Sept. 2021 |
| C6. Repeat activities C2-C5 for cohort #2.   | CBOs/ PRO/ SCCY   | Jan. 2022  | July 2022  |
| C7. Engage Youth in SCCY's Annual Future Forward Youth Summit typically held in Summer.  | CBOs / PRO / SCCY | June 2022  | Aug 2023   |
| C8. Repeat activities C2-C5 for cohort #3 and 4.   | CBOs/ PRO/ SCCY   | Aug. 2022  | July 2023  |
| C10. Repeat activities C2-C5 for cohorts #5 and 6.   | CBOs / PRO / SCCY | Aug 2023   | April 2024 |

## Appendix D. Implementation Checklist

| # Futures Implementation Timeline Review Date: _____ | Status (Behind, On track, Completed) | Review Notes: | Program Year 1 Pilot | Program Year 2 | Program Year 3 |
|--|--------------------------------------|---------------|----------------------|----------------|----------------|
| <b>Program Implementation</b>                        |                                      |               |                      |                |                |
| Recruit and select agencies (Year-long commitment)   |                                      |               | Fall                 | Summer         | Summer         |
| Recruit participants (Semester-long commitment)      |                                      |               | Fall                 | Summer         | Summer         |
| Train Agencies                                       |                                      |               | Fall                 | Summer         | Summer         |
| Youth programming Cohort A                           |                                      |               | Spring               | Fall           | Fall           |
| Youth programming Cohort B                           |                                      |               | -                    | Spring         | Spring         |
| <b>Trainings and Events</b>                          |                                      |               |                      |                |                |
| Youth project or work-based trainings                |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Marijuana prevention education                       |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Marijuana Summit                                     |                                      |               | Spring               | Spring         | Spring         |
| Youth summit   |                                      |               | Spring               | Spring         | Spring         |
| CBO Staff training Topic A (new staff)               |                                      |               | Fall                 | Summer         | Summer         |
| CBO Staff training Topic B (new staff)               |                                      |               | Fall                 | Summer         | Summer         |
| CBO Staff training Topic C (new staff)               |                                      |               | Fall                 | Summer         | Summer         |
| CBO Staff training Topic D (Year 2 staff)            |                                      |               | -                    | Summer         | Summer         |
| CBO Staff training Topic E (Year 2 staff)            |                                      |               | -                    | Summer         | Summer         |
| CBO Staff training Topic F (Year 2 staff)            |                                      |               | -                    | Summer         | Summer         |
| CBO Staff training Topic G (Year 3 staff)            |                                      |               | -                    | -              | Summer         |
| CBO Staff training Topic H (Year 3 staff)            |                                      |               | -                    | -              | Summer         |
| CBO Staff training Topic I (Year 3 staff)            |                                      |               | -                    | -              | Summer         |

**Additional Notes:**

## Appendix D. Implementation Checklist

| # Futures Implementation Timeline Review Date: _____                  | Status (Behind, On track, Completed) | Review Notes: | Program Year 1 Pilot | Program Year 2 | Program Year 3 |
|---|--------------------------------------|---------------|----------------------|----------------|----------------|
| <b>Data Sources</b>   |                                      |               |                      |                |                |
| Youth demographics  |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Youth enrollments (entry and exit dates)                              |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Youth activity logs   |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Youth trainings - Post event survey                                   |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Marijuana prevention education - Post program survey                  |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| CBO participation (entry and exit dates)                              |                                      |               | Fall, Summer         | Summer         | Summer         |
| CBO Staff trainings - Post training survey                            |                                      |               | Fall                 | Fall, Spring   | Fall, Spring   |
| Marijuana Summit - Post event survey                                  |                                      |               | Spring               | Summer         | Summer         |
| Youth summit - Post event survey                                      |                                      |               | Spring               | Summer         | Summer         |
| Youth project or work-based learning oppt. - Post program survey      |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Youth pre and post surveys - prevention attitudes, beliefs, and goals |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| CBO End of service delivery survey (knowledge, sustainability)        |                                      |               | Summer               | Summer         | Summer         |
| PhotoVoice documentation from youth                                   |                                      |               | Spring               | Fall, Spring   | Fall, Spring   |
| Focus Groups with youth   |                                      |               | Spring               | Summer         | Summer         |
| Site Visits   |                                      |               | Spring               | Spring         | Spring         |

### Additional Notes:

## Appendix D. Implementation Checklist

| # Futures Implementation Timeline Review Date: _____   | Status (Behind, On track, Completed) | Review Notes: | Program Year 1 Pilot | Program Year 2     | Program Year 3     |
|--|--------------------------------------|---------------|----------------------|--------------------|--------------------|
| <b>Data Collection Tools and Survey Development</b>    |                                      |               |                      |                    |                    |
| Participant enrollment, activity, and stipend database |                                      |               | Fall                 | review/update      | review/update      |
| Pre-post youth program surveys                         |                                      |               | Fall                 | review/update      | review/update      |
| Training/event surveys - youth and staff               |                                      |               | Fall                 | review/update      | review/update      |
| Youth PhotoVoice review rubric                         |                                      |               | Spring               | review/update      | review/update      |
| Youth focus group protocols                            |                                      |               | Spring               | review/update      | review/update      |
| CBO trainings and staffing database                    |                                      |               | Fall                 | review/update      | review/update      |
| Site visit protocols                                   |                                      |               | Spring               | review/update      | review/update      |
| <b>Project Management and Oversight</b>                |                                      |               |                      |                    |                    |
| Quarterly meetings with Project Leads and CBO partners |                                      |               | Ongoing              | Ongoing            | Ongoing            |
| Business services and fiscal oversight                 |                                      |               | Ongoing              | Ongoing            | Ongoing            |
| Stipend documentation                                  |                                      |               | Spring               | Fall, Spring       | Fall, Spring       |
| <b>Reporting</b>                                       |                                      |               |                      |                    |                    |
| Local Evaluation Plan (due 8.31.21)                    |                                      |               | Summer               |                    |                    |
| QPR (due 6 weeks after the quarter closes)             |                                      |               | Aug, Dec, May, Mar   | Aug, Dec, May, Mar | Aug, Dec, May, Mar |
| Interim training/event reports to the project team     |                                      |               | Spring               | Fall, Spring       | Fall, Spring       |
| Annual data report                                     |                                      |               | Fall 2022            | Fall 2023          |                    |
| Local Evaluation Report (due 10.31.24)                 |                                      |               |                      |                    | Fall 2024          |

**Additional Notes:**

## Appendix E. Evaluation Measures

**Goal: The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.**

| Objectives  | Research Questions   | Measurements   | Data Source   | Timeline   |
|---|--|--|---|--|
| <b>Objective 1:</b> Engage up to 30 community-based organizations (CBOs) over three years to increase capacity of communitywide underage marijuana and substance use prevention efforts and to connect youth to work-based learning experiences | Did the project engage up to 30 community-based organizations (CBOs) over three years to meet youth engagement goals?  | Count of CBO organizations involved with the project either as program providers or training agencies.   | Program Documentation - CBO Enrollments and Trainings - CBO subcontracts            | Survey administered annually in late June                                    |
|   | Did the community-based organizations report increased capacity for engaging in underage marijuana and substance use prevention efforts as a result of this grant? | Percent of CBOs that report that the grant increased their ability to include underage marijuana and substance use prevention education into their youth programs.   | CBO end of year survey  | Survey administered annually in late June                                    |
|   | Did the community-based organizations report increased capacity for engaging youth in work-based learning experiences as a result of this grant?                   | Percent of CBOs that report that the grant increased their ability to include work-based learning components into their youth programs.  | CBO end of year survey  | Survey administered annually in late June                                    |
| <b>Objective 2:</b> Engage 600 vulnerable youth in 40-hours of work-based learning experiences supporting the development of critical 21st century skills necessary for college and/or career readiness.  | Did the project engage 600 youth in 40 hours of work-based learning experiences?   | Counts and percent of youth who engaged in 40 hours of work-based learning experiences comprised of trainings, service projects, internships, or work-based learning activities.                             | Program documentation, participant training and activity logs                       | Assessed for each youth cohort.  |
|   | Were the work-based learning experiences aligned to the development of skills necessary for college and/or career readiness?                                       | Number and type of college and career readiness skills supported by work based learning opportunities.   | Content analysis of work-based learning documents by project leads - CBO Work Plans | August and September prior to implementation of these components by the CBOs |
|   | For the youth served by the project, what areas of vulnerability did they represent?   | Number and percent of youth who self-reported each risk factor and the number and percent that represented two or more areas. The number and percent residing or attending school in a priority neighborhood | Participant enrollment forms and participant surveys.                               | Collected for each youth cohort.   |
| <b>Objective 3:</b> Engage 600 vulnerable youth in underage marijuana and substance use prevention education and provide opportunities for youth and CBOs to connect to prevention service and advocacy opportunities.                          | Did the project engage 600 youth in underage marijuana and substance use prevention education?   | Counts of youth who engaged in 10 hours of underage marijuana and substance use prevention education.  | Program documentation, participant training and activity logs                       | Assessed for each youth cohort.  |
|   | Did the project provide opportunities for CBOs to connect to prevention service and/or advocacy opportunities?   | Percent and number of CBOs that report that they were connected to prevention service or advocacy opportunities through this grant and descriptions of the opportunities.                                    | CBO end of year survey  | Survey administered annually in late June                                    |
|   | Did the project connect youth to opportunities to become advocates for underage marijuana and substance use prevention?  | Percent and number of youth that report they had opportunities to become advocates for underage marijuana and substance use prevention through this grant.   | Participant end of program survey   | Survey administered in December and June.                                    |



## Appendix E. Evaluation Measures

**Goal: The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.**

| Objectives   | Research Questions   | Measurements   | Data Source   | Timeline  |
|--|--|--|---|---|
| <b>Youth Outcomes</b><br><b>Research Questions</b> | Did youth increase their knowledge about underage marijuana use (substance use) and impact on youth brain development? | Percent of youth who reported increases in knowledge before and after program participation in the areas of: facts about underage use; addiction; brain development; and media influence.                          | Participant end of program survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered after trainings and also end of program in December and June. |
|  | Did youth demonstrate an increased perception of harm of underage marijuana use?                                       | Percent of youth who reported an increase (before and after program participation) in the belief that underage marijuana use is harmful to brain development.  | Participant end of program survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered after trainings and also end of program in December and June. |
|  | Did youth gain protective factors (e.g., better choices, advocacy, adult confidant)?                                   | Percent of youth who report acquiring a protective factor during program participation OR who report making better choices or increased advocacy for themselves. Types of protective factors acquired or increased | Participant end of program survey and focus group questions.  | Survey administered in December and June. Focus group in June.                    |
|  | Did youth report an increase in hope for the future?   | Percent of youth who report that they have plans for their future (further education, career, family, goals, etc.). Descriptions of future plans and how the project helped them envision it.                      | Participant end of program survey (reflective pre-post questions)   | Survey administered in December and June.   |
|  | Did youth report increased confidence in their ability to achieve post-secondary goals?                                | Percent of youth who feel confident in their ability to achieve post-secondary goals. Percent of youth that are aware of resources to help them achieve their post-secondary goals.                                | Participant end of program survey (reflective pre-post questions)   | Survey administered in December and June.   |
|  | Did youth report an increase in college and career readiness skills?   | Percent of youth who report an increase in college and career readiness skills such as completion of job applications, college applications, resumes, interview skills, etc.                                       | Participant end of program survey (reflective pre-post questions)   | Survey administered in December and June.   |
|  | Which program components were most beneficial to youth?  | Percent of youth who self report that a particular component was most helpful.   | Participant end of program survey and focus group questions.  | Survey administered in December and June. Focus group in June.                    |

## Appendix E. Evaluation Measures

**Goal: The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.**

| Objectives                                       | Research Questions  | Measurements  | Data Source  | Timeline                                  |
|--|---|---|--|---|
| <b>CBO Outcomes</b><br><b>Research Questions</b> | Did staff increase their knowledge of healthy behaviors and protective factors for youth?   | Percent of CBO Staff who reported increases in knowledge before and after program participation of healthy behaviors for youth (physical health, mental health)                               | CBO end of year survey (reflective pre-post questions)   | Survey administered annually in late June |
|  | Did staff increase their knowledge of the risk of underage marijuana use?   | Percent of CBO Staff who reported increases in knowledge before and after program participation in the areas of underage marijuana use, addiction, and brain development.                     | CBO end of year survey (reflective pre-post questions) and training surveys administered at conclusion of Prevention education trainings | Survey administered annually in late June |
|  | Did CBOs report an increased capacity to serve youth who are at-risk for substance use?   | Percent of CBO Staff who report that they have more tools and resources to support youth who are at-risk for substance abuse as a result of the project.                                      | CBO end of year survey   | Survey administered annually in late June |
|  | Did CBO partners experience greater collaboration and program referrals with one another?   | Percent of CBO Staff who report having more opportunities for collaboration and sharing program referrals with one another as a result of the project.  | CBO end of year survey   | Survey administered annually in late June |
|  | Did CBOs think that the information and experiences regarding the WBL and prevention education could transfer to other arenas of their work with youth? | Percent of CBOs who indicate that the information and experiences regarding the WBL and prevention education could transfer to other arenas of their work with youth.                         | CBO end of year survey   | Survey administered annually in late June |
|  | Did CBOs believe that they have the ability to utilize some project elements after the grant period ends?   | Percent of CBOs who indicate that they have the ability to utilize project elements after the grant period ends (e.g., participant databases, survey tools, intake forms, training materials) | CBO end of year survey   | Survey administered annually in late June |
|  | Which components of the grant did CBO partners believe were most impactful to their operations or programs?   | Percent of CBOs who report that a particular component was most impactful to their operations or program.   | CBO end of year survey   | Survey administered annually in late June |

# Appendix F: #Futures Logic Model

## Project Goal

The goal of the project is to support vulnerable youth (ages 14-19) to create pathways to healthy futures and college and/or career success.

