



Youth Development Collective Theory of Change

Our beliefs about how system- and program-level strategies drive changes in outcomes for youth and young adults in King County

System-Level Strategies	Program-Level Strategies	Youth Skills & Dispositions	Youth Outcomes	Community-Level Outcomes
<p><i>Funding</i> is adequate, stable, and directed toward achieving equitable results</p> <p><i>Advocacy</i> efforts are focused on youth and families</p> <p>Intermediary organizations provide <i>training and technical assistance</i> to organizations</p> <p>Intermediaries promote <i>program quality</i> by supporting continuous improvement efforts</p> <p><i>Research</i> on effective practices informs strategy</p> <p><i>Data</i> is consistent, collected, coordinated, and disaggregated as appropriate</p> <p><i>Professional pathways</i> support strength and stability in the youth development field</p> <p><i>Youth are connected</i> to culturally relevant and appropriate services (intake, referral)</p> <p><i>Families</i> are partners in youth success</p>	<p>Youth build skills through <i>sustained participation</i> in youth development programs</p> <p>Programs use the <i>Washington State Youth Program Quality Standards</i> to continuously improve practice:</p> <ul style="list-style-type: none"> • Cultural competence • Physically and emotionally safe environments • Supportive environments • Positive interactions between and among youth and adults • Youth voice, choice, and leadership • Authentic family engagement <hr/> <p>Activities and strategies including (but not limited to):</p> <ul style="list-style-type: none"> • Basic needs and housing support • Case management • Behavioral health services • Expanded Learning Opportunities (STEM, Arts, Tutoring, etc.) • Recreation, sports, and wilderness programs • Reengagement and workforce readiness programs • Leadership, service, and social justice programs • Mentoring 	<p>Youth develop skills and dispositions for school, work, and life success:</p> <p>Motivation and Engagement:</p> <p>Future Orientation: <i>Hold positive beliefs about the future; Set goals and monitor progress</i></p> <p>Mindsets: <i>Believe that effort will bring success, and in own capacity to succeed</i></p> <p>Self-Management: <i>Assess and regulate feelings, emotions, and behaviors</i></p> <p>Belonging: <i>Perceive acceptance and support in schools, programs, and community</i></p> <p>21st Century Skills:</p> <p>Interpersonal Skills: <i>Effectively communicate; work with individuals representing diverse points of view; appreciate diversity; take the perspective of others</i></p> <p>Creativity: <i>Think creatively; restructure ideas to make a new contribution; take productive risks</i></p> <p>Critical Thinking: <i>Apply prior skills and knowledge to new circumstances; reflect; problem solve</i></p> <p>Social and Civic Values: <i>Believe in the value of contributing to the community</i></p> <p>Global Citizenship: <i>Engage with people from diverse cultures in a spirit of mutual respect and open dialogue</i></p> <p>Health Motivation and Awareness: <i>Motivation and requisite knowledge to make healthy choices</i></p>	<p>Youth are academically and vocationally prepared:</p> <ul style="list-style-type: none"> • Attend school • Make satisfactory academic progress • Avoid disciplinary action • Graduate from high school college- and career-ready • Earn a postsecondary degree or credential • Connect to the workforce <p>Youth are socially and civically connected:</p> <ul style="list-style-type: none"> • Participate in extracurricular activities • Achieve meaningful connection to community • Maintain healthy relationships • Participate in public life • Practice inclusion <p>Youth are healthy and safe:</p> <ul style="list-style-type: none"> • Experience physical, mental and emotional wellbeing • Abstain from risky behaviors (violence, gangs, substance abuse) • Achieve financial independence • Access stable housing 	<p>Increases in:</p> <ul style="list-style-type: none"> • Educational attainment • Employment • Economic prosperity • Family stability • Housing access • Community safety • Public health • Volunteerism • Civic participation <p>Decreases in:</p> <ul style="list-style-type: none"> • Racial disparities • High school dropout • Unemployment • Poverty • Homelessness • Violence • Poor health

Our youth are healthy and safe, socially and civically connected, academically proficient, and prepared for living wage jobs.