

SAMPLE GOALS AND OUTCOMES CHART

(For Illustration Purposes Only)

Timeframe	Activities	Outputs	Expected Outcome(s)	SMART Goals
June –August 2019 (Summer Programming)	<ul style="list-style-type: none"> -Survey students on activities and/or areas of interest they would like incorporated into the program -Work with middle schoolers to become peer mentors to the younger students in the program -Establish a youth advisory board for the program -Monthly one-on-one meetings between program staff and youth 	<ul style="list-style-type: none"> -Survey results will provide information for further program modification and development -A 7-member youth advisory board will be in place to advise staff in decision-making -25% of students in the program will have one-on-one meetings with staff each month 	<ul style="list-style-type: none"> -Students in the program will be more engaged and gain a sense of voice and agency -Students will have an increased ability to clearly and effectively communicate their opinions, listen, and work collaboratively with their peers and adults -School-year programmatic activities will be adjusted to better suit student interests 	<ul style="list-style-type: none"> -90% of students surveyed will report positively on outcomes such as feelings of belonging, their ideas count, they have opportunities for leadership within the program -Adjustments to school-year programming will result in a 5% increase in daily attendance in the fall semester
September 2019 – May 2020	<ul style="list-style-type: none"> -Create a staff development plan for the 2019-2020 school year. -Program staff will participate in ongoing professional development opportunities on how to best support youth voice and on positive youth development -Full-staff meetings will address the new youth voice component of programming and ensure that the professional development opportunities provided are relevant 	<ul style="list-style-type: none"> -Each staff member will participate in a minimum of 3 professional development sessions -Full-staff meetings will be held once every two weeks, and will include time set aside to discuss this particular project 	<ul style="list-style-type: none"> -Program staff will feel more confident in their knowledge of positive youth development -Quality of program development and fidelity of implementation will increase 	<ul style="list-style-type: none"> -All members of program staff will complete at least 3 professional development sessions over the course of the school year, and 75% of staff will complete 4 sessions -Program staff surveys will find that 100% of staff feel confident in their ability to impart leadership skills, and 95% of staff feel that professional development opportunities are relevant to their work
May 2019 – May 2020	<ul style="list-style-type: none"> -Hire 1 additional FTE staff member -Develop sustainability plan for the continuity of the new position beyond the end of the grant period -Leadership will deepen existing relationships with and develop an outreach plan for middle schools -Leadership will form at least one new relationship with a middle school in the area 	<ul style="list-style-type: none"> -Additional staff member will be trained and on-boarded by the start of the school year -Development team will secure grant commitments to cover new team member's role -The program will recruit 30 youth from the new school -Leadership will secure a data sharing agreement with the new school 	<ul style="list-style-type: none"> -The program will have more and stronger relationships with school day staff and administrators -More youth will attend the program every day -Student data will be collected and analyzed 	<ul style="list-style-type: none"> -Middle school students served will increase by 30 students -By the end of the first year, the program will retain at least 90% of its middle school students -Additional grant funds will be secured to make the expansion permanent