

# Aim High Grant Proposal: Sample Goals and Outcomes Chart

[Organization Name]

[Program Name]

Goals	Activities and Timeframe	Expected Outcomes
<p>Goal #1: Students in the program will be more engaged and gain a sense of voice and agency. Additionally, students will have an increased ability to clearly and effectively communicate their opinions, listen, and work collaboratively with their peers and adults</p>	<ul style="list-style-type: none"> <li>• <b>Timeframe: June-August 2024</b></li> <li>• Survey students on activities and/or areas of interest they would like incorporated into the program</li> <li>• Work with middle schoolers to become peer mentors to the younger students in the program</li> <li>• Establish a 7-member youth advisory board for the program</li> <li>• Monthly one-on-one meetings between program staff and youth</li> </ul>	<ul style="list-style-type: none"> <li>• 90% of students surveyed in August 2024 will report positively on outcomes such as feelings of belonging, their ideas count, they have opportunities for leadership within the program</li> <li>• Adjustments to school-year programming will result in a 5% increase in daily attendance in the fall semester</li> </ul>
<p>Goal #2: Program staff will feel more confident in their knowledge of positive youth development. The quality of program development and fidelity of implementation will increase.</p>	<ul style="list-style-type: none"> <li>• <b>Timeframe: September 2024-May 2025</b></li> <li>• Create a staff development plan for the 2022-2023 school year.</li> <li>• Program staff will participate in ongoing professional development opportunities on how to best support youth voice and on positive youth development</li> <li>• Full-staff meetings will address the new youth voice component of programming and ensure that the professional development opportunities provided are relevant</li> </ul>	<ul style="list-style-type: none"> <li>• By May 2025, 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</li> <li>• Program staff surveys administered in May 2025 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</li> </ul>
<p>Goal #3: The program will have more and stronger relationships with school day staff and administrators, and more youth will attend the program every day.</p>	<ul style="list-style-type: none"> <li>• <b>Timeline: June 2025-May 2026</b></li> <li>• Hire 1 additional FTE staff member to be onboarded by the start of the school year</li> <li>• Develop sustainability plan for the continuity of the new position beyond the end of the grant period</li> <li>• Leadership will deepen existing relationships with and develop an outreach plan for middle schools</li> <li>• Leadership will form at least one new relationship with a middle school in the area</li> </ul>	<ul style="list-style-type: none"> <li>• Middle school students served starting in September 2025 will increase by 30 students</li> <li>• By early September 2025, the program will retain at least 90% of its middle school students</li> <li>• Additional grant funds will be secured throughout the school year to make the expansion permanent</li> </ul>