

# 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 2023</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 2023 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 2023-May 2024</b></li> <li>● Create a staff development plan for the 2023-2024 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 2024, 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 2024 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>

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.

- **Timeline: June 2024-May 2025**
- Hire 1 additional FTE staff member to be onboarded by the start of the school year
- 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

- Middle school students served starting in September 2024 will increase by 30 students
- By early September 2024, the program will retain at least 90% of its middle school students
- Additional grant funds will be secured throughout the school year to make the expansion permanent