

# Ready, Set, GTO: An Assets-Based Community Planning Process

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## Greetings from the Pacific Northwest



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## Topics for the day

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- What is Getting To Outcomes (GTO)?
- What are Developmental Assets?
- Who is using the Assets-GTO process?
- How can you use Assets-GTO?

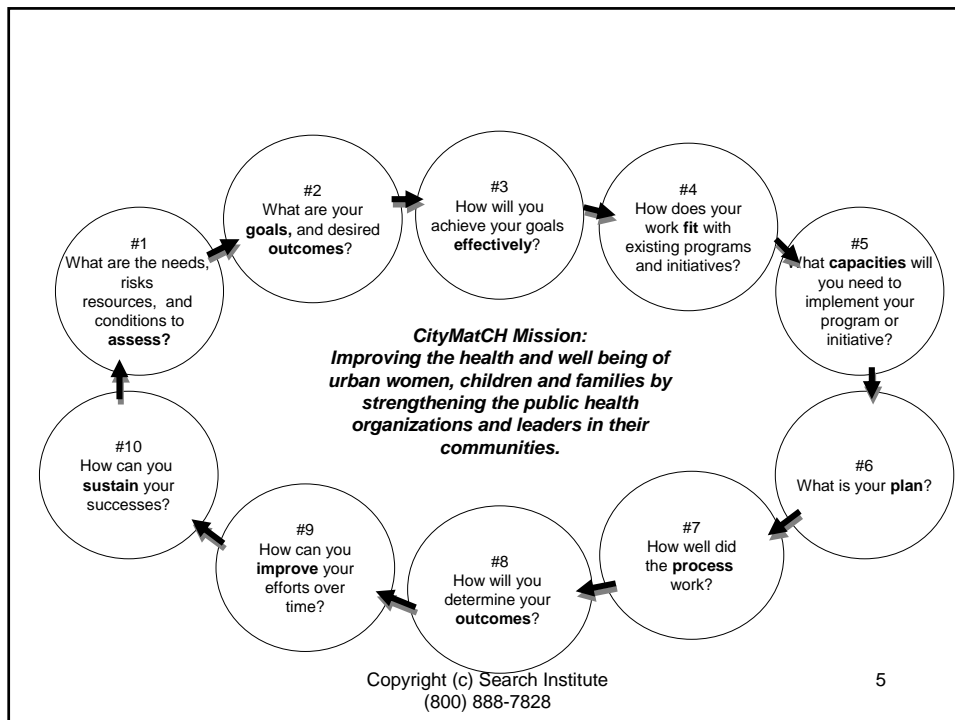



## What is Getting To Outcomes™?

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A blending of these four strands:

1. Traditional program evaluation
2. Empowerment evaluation
3. Results-based accountability
4. Continuous quality improvement (CQI)

## The Advantages of GTO

- Based on **what works in prevention**, GTO includes a full range of strategies for effective planning, implementation, evaluation and sustainability.
- **Meets widely accepted accountability criteria.**
- You **can begin anywhere** in the GTO process to create new efforts or improve existing ones.

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## GTO bridges the gap between prevention science and practice

- A **rural community-based prevention coalition** used GTO to plan, implement and evaluate programs at an elementary school to increase social and academic competence and improve classroom behavior.
- A **state department** of alcohol and other drug services used the GTO questions as the basis for mini-grant applications with 19 community coalitions.

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## Who's using GTO?


- **CDC - Atlanta:** Promoting Science-Based Approaches to Teen Pregnancy Prevention Using Getting To Outcomes

[www.cdc.gov/reproductivehealth/AdolescentReproHealth/PDF/LittlePSBA-GTO.pdf](http://www.cdc.gov/reproductivehealth/AdolescentReproHealth/PDF/LittlePSBA-GTO.pdf)

- **Tennessee Division of Alcohol & Drug Abuse Services:** Sustainability Toolkit for Prevention Using Getting To Outcomes

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## What are Developmental Assets™?

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A set of positive experiences, relationships, opportunities, and personal qualities that *all* young people need to grow up healthy, caring and responsible.



## External Assets

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Relationships and opportunities young people experience in their families, schools, and communities

- Support
- Empowerment
- Boundaries and Expectations
- Constructive Use of Time



## Internal Assets

Competencies and values youth develop internally to guide behaviors and choices

- Commitment to Learning
- Positive Values
- Social Competencies
- Positive Identity



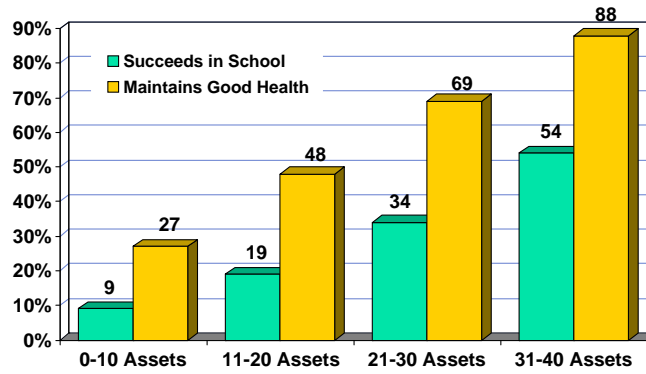
## Assets weave together three types of healthy outcomes

- The **prevention** of high-risk behaviors (substance use, violence, early sexual intercourse, school failure)
- The enhancement of **thriving** behaviors (school success, affirmation of diversity, a proactive approach to nutrition and exercise)
- **Resilience**, or the capacity to function adequately in the face of adversity

"Research on and Evidence for the Developmental Assets Model," Marc Mannes, Ph.D



## Assets promote positive behaviors

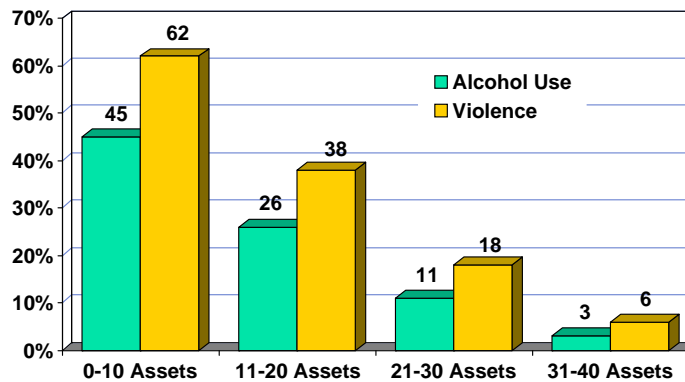


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## Assets protect against risky behaviors



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## How asset building works best for youth

- The **more** assets young people have the better.
- **All** parts of young people's lives need to be asset rich.
- Projects and programs that address **multiple issues** at once are more effective.
- **Targeted** asset building can have a profound impact on some powerful risks.
- It's important to build assets **formally** and **informally**.

*From A Fragile Foundation: The State of Developmental Assets among American Youth*

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## How asset building works in communities

- **Strengths** more than risks or deficits.
- Engagement **with** young people, not to/for.
- **Relationships** as well as programs.
- **Unleashing**, not controlling or directing.
- All **adults and youth**, not just professionals and parents.
- **Long-term** process, not quick fix.

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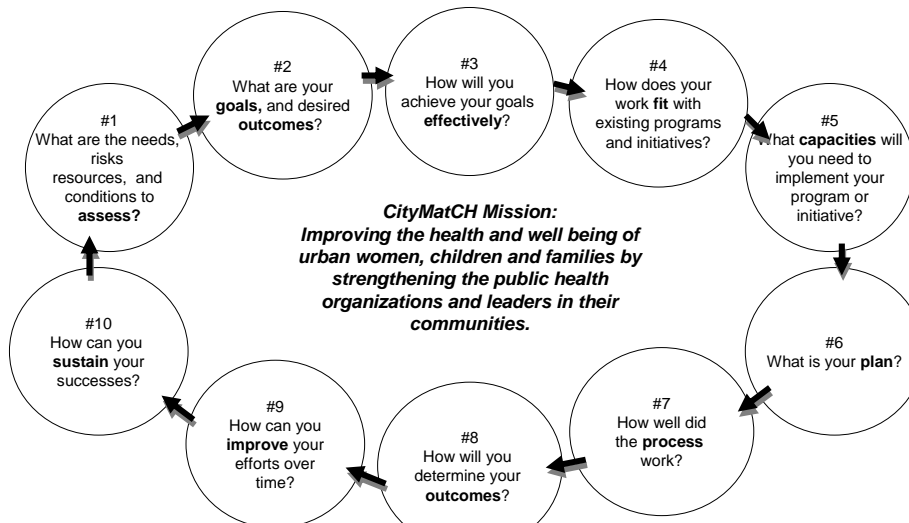


## What you get when you blend assets and GTO

- A set of recognizable, **easy-to-follow steps** that work for programs as well as community-wide efforts.
- A **common** language and framework.
- A process **compatible** with other frameworks.
- **Community mobilization** experience grounded in positive youth development.
- Strategies that can be **infused** into everyday work.

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## Who is using Assets-GTO?

- PPYD Coalition (Syracuse, NY) <http://ppyd.org>
- High Expectations Initiative (Wisconsin) – substance abuse and teen pregnancy prevention  
[www.high-expectatons.org](http://www.high-expectatons.org)
- Departments of Health in Utah, W. Virginia, Maryland and Canada
- Charlotte County, Florida
- Residential schools, youth workers, and juvenile court services in Fort Wayne, IN, Bermuda, Ontario, and New Zealand
- Testing in Maine under a 5-year NIDA grant

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## How can Assets-GTO help you?

- “Do better” in maternal and child health practice?
- Continue what works in the face of budget cuts?
- Reframe practices within the Life Course Health Development Model?
- Build on what you already know without reinventing any more wheels?

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## Q1: What are the needs, risks, resources, and conditions to address?

- Reducing disparities in maternal, child and adolescent health
  - By **strengthening families and communications** as part of a multi-point plan
- Reducing/preventing teen-pregnancy
  - By developing a **teen-centered program**
- Reducing alcohol, drug and tobacco use
  - By increasing **relationships**
- Increasing organizational capacity
  - By **infusing** positive youth development into existing work
- Increasing health
  - By **promoting** family bonding and decision-making



## Q2: What are your goals and desired outcomes?

- To reduce alcohol, drug and tobacco use, drinking and driving, school problems, emphasize, build, increase:
  - Boundaries and Expectations
  - Constructive Use of Time
  - Commitment to Learning



## Q2: What are your goals and desired outcomes?

- To increase thriving behaviors such as maintaining health, emphasize, build, increase:
  - Support
  - Boundaries and Expectations
  - Social Competencies
  - Positive Identity



## Q3: How will you achieve your goals effectively?

- Health Improvement Partnership of Shasta County (CA) using Safe & Drug Free Schools 5-year grant to build new **collaboration** to support all youth in foster care across the community
- Prevention Partners for Youth Development (NY) working to **integrate** PYD practices into all services

## Q4: How does your work fit with existing programs and initiatives?

Oklahoma initiative piloting teen pregnancy prevention curriculum

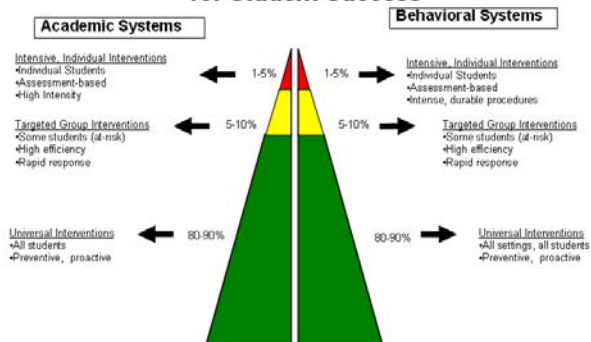
- Worked with faith community first
- Trained teens to teach the curriculum
  - Increased credibility of material
  - Also “power-packed” asset building of youth

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[www.cssd11.k12.co.us/RTI](http://www.cssd11.k12.co.us/RTI)

### Designing School-Wide Systems for Student Success



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## **Q5: What capacities will you need to implement your program or initiative?**

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YMCA (Canada) Visiting Community Group program in Canada that infused more relationship building into existing program by:

- Selecting a young person to do welcome
- Mixed sports teams
- Social element added after game
- Different youth thanked visitors
- Same teams invited to several sessions



## **Q6: What is your plan?**

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- High Expectations Initiative using Assets-GTO for:
  - Strategic planning
  - Grant writing & reporting
  - Training youth to run their own programs using the Assets-GTO process



## Q7: How well did your process work?

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- Elementary school “buddy”/ mentoring program:
  - Setting: school gym
  - Homework help
  - Games, activities & snacks
  - No impact on homework, grades, etc. first time around



## Q8: How will you determine your outcomes?

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- Variety of ways to measure including:
  - Infusing assets into existing surveys or tools
  - Data + storytelling
  - Youth involved in evaluation and reporting
  - Focus groups, interviews



## Q9: How can you improve your efforts over time?

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Consortium of youth drug/alcohol intervention/prevention services in Santa Barbara using CQI to:

- Develop common intake
- Improve and track referrals
- Maximize use of existing resources
- Measure their collective progress



## Q10: How can you sustain your successes?

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Research behind the (TN) *Sustainability Toolkit for Prevention Using GTO*:

- Starts on day one
- Benefits from having a shared vision/plan
- Ask the hard question: efforts worth sustaining?
- It's about money and more than money
- Strengthen partner capacities as well as the infrastructure of your programs



## Where to find out more

- Free GTO downloads including GTO for Underage Drinking:

[www.rand.org/pubs/technical\\_reports/TR101](http://www.rand.org/pubs/technical_reports/TR101)

- Free asset lists/research + books:

[www.search-institute.org](http://www.search-institute.org)



## The magic word is “CityMatCH!”

- See Stephanie Drakulich on the 2<sup>nd</sup> floor for a 20% discount on all Search Institute publications including *Getting To Outcomes with Developmental Assets: Ten Steps to Measuring Success in Youth Programs and Communities*
- Talk to Stephanie about a 10% discount on Search Institute surveys
- Sign up with Stephanie to receive a free copy of a *Quick-Start Guide to Building Assets in Your Prevention Program*
- Ask me about Assets-GTO trainings (1 and 2-day)



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