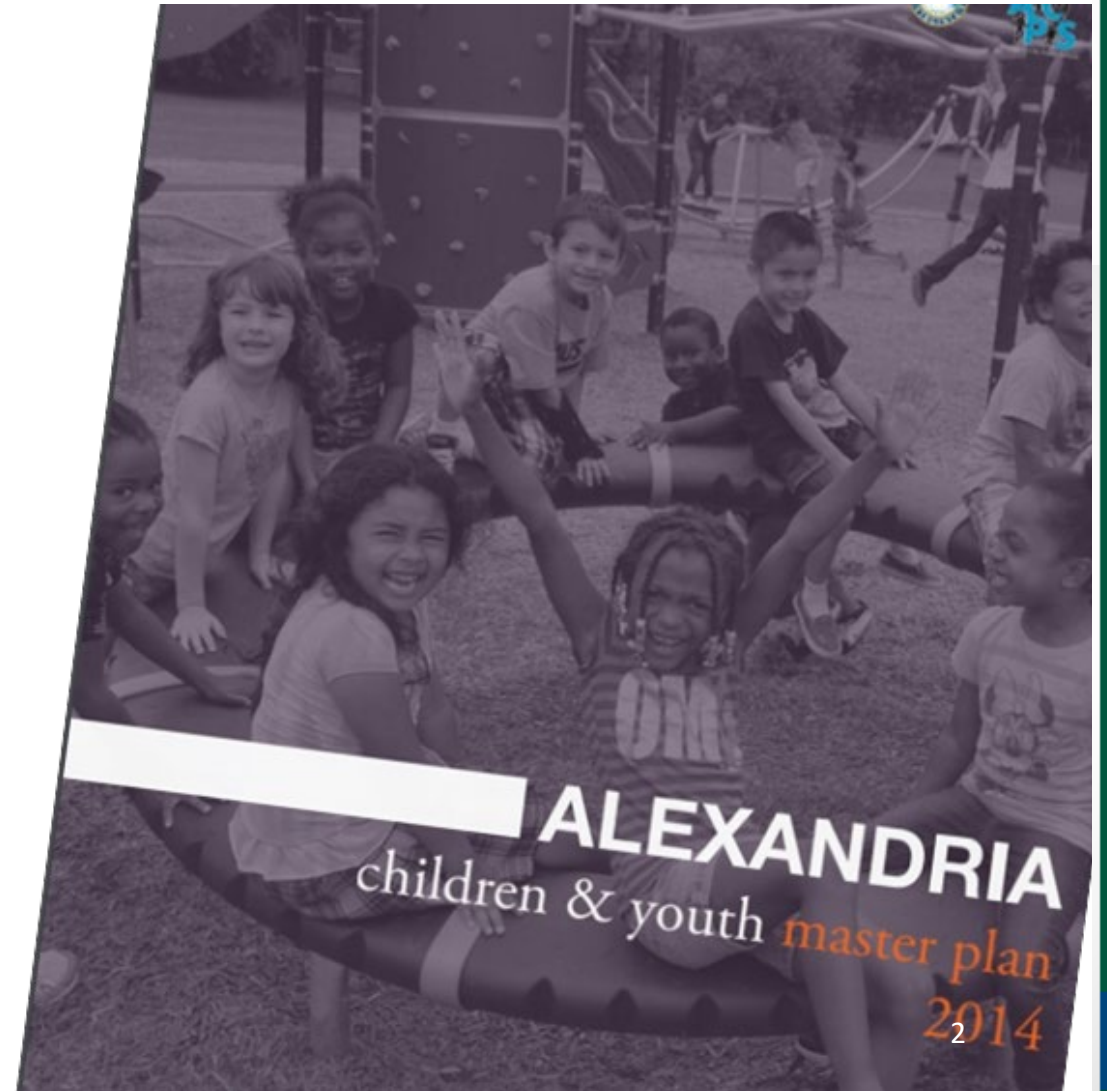The Children & Youth Community Plan 2025

The Children & Youth Master Plan 2014: A Vision for Children & Youth

➢ **Vision**: All Alexandria's children and youth thrive today and tomorrow

➢ Designed by the Children, Youth, and Families Collaborative Commission

➢ Adopted by City Council & ACPS School Board in 2014

➢ A guide for how people can come together to create the conditions in Alexandria for all children and youth to thrive today and tomorrow

➢ Backbone coordination provided by Alexandria's Department of Community and Human Services

ALEXANDRIA
children & youth master plan
2014

2019: Time to update the Plan!

Unified Planning Process – A New Model

- **3 City-Wide Plans to Improve Outcomes for Alexandrians**
  - Children & Youth Master Plan, Community Health Improvement Plan, & Alexandria City Public School Strategic Plan 2025

- **Common Lens & Timeframe**
  - use a trauma-informed lens,
  - an equity lens,
  - and the developmental assets framework when developing strategies

- **Alignment & Coordination**
  - coordinate our efforts,
  - align our resources,
 - data collection,
  - community outreach

Community Health Improvement Plan — Alexandria Health Department/ Partnership for a Healthier Alexandria

2025 Strategic Plan: Equity for All — Alexandria City Public Schools

Children and Youth Community Plan — Department of Community and Human Services / Children, Youth, and Families Collaborative Commission

Racial Equity Trauma-Informed Developmental Assets

The Planning Process

Overview of the Planning Process

March - October 2019
Gather Info Phase
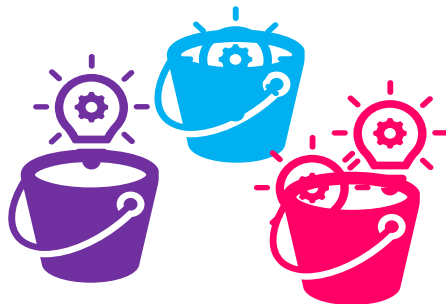
November 2019 – February 2020
Analysis Phase
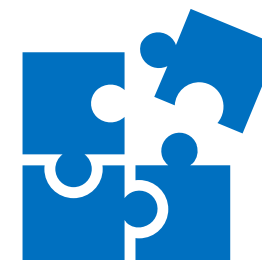
April – October 2020
Planning Phase

November 2020 – January 2021
Review & Refine Phase

January – February 2021
Design Phase

April 2021
Endorsements Phase

April 2021-2025
Implementation & Evaluation Phase

6

Gathering Info Phase

- **Methods:**
  - **Listening Tour** (644 Youth Engaged)
  - **Build Your Legacy Workshops** (1,498 people from over 50 stakeholder groups engaged)
  - **Population-Level Data**

- **Results**
  - Engaged 2,117 community members, 88% of which were youth, to learn more about the concerns, hopes, and dreams that Alexandrians have for its young people
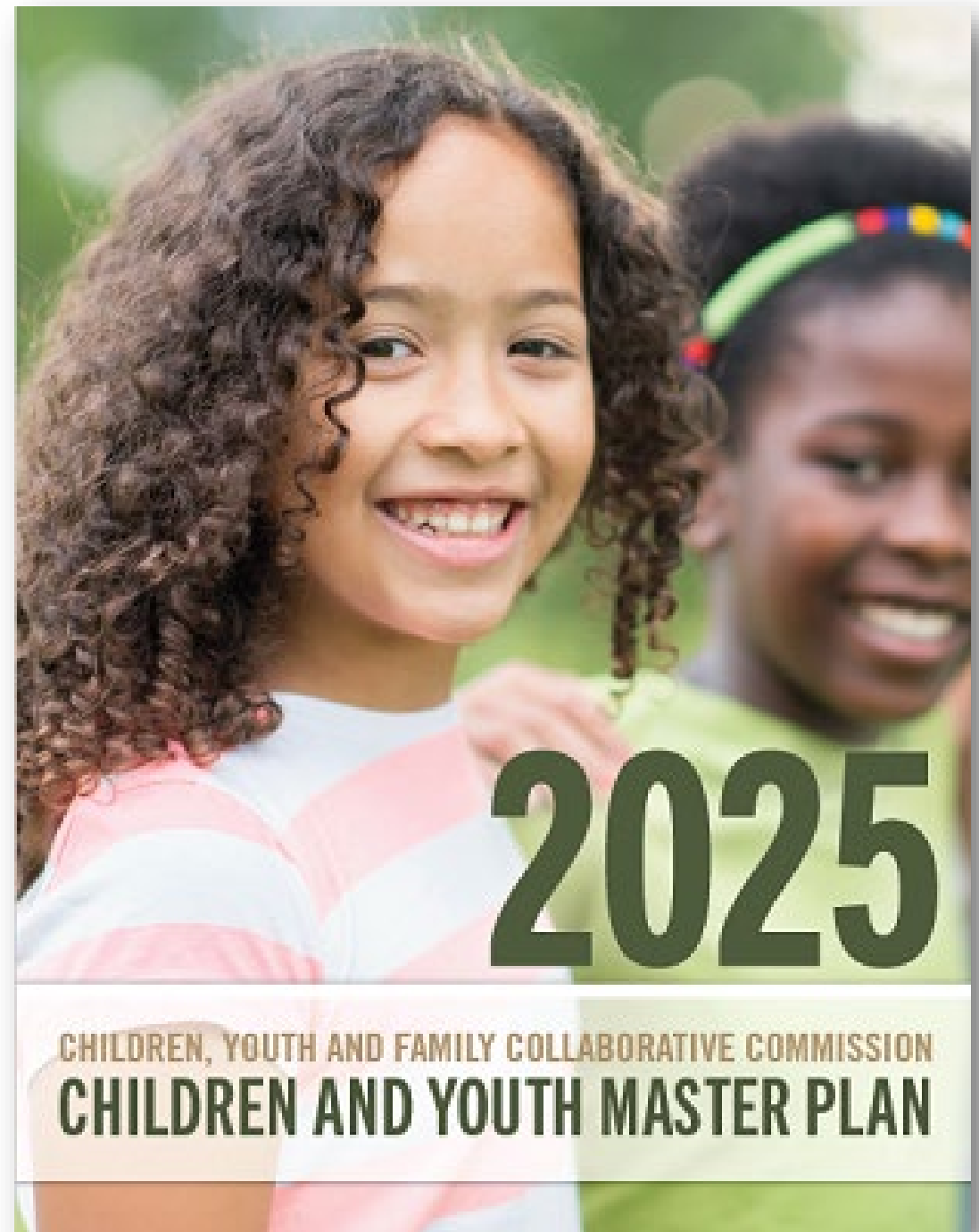
Planning Phase

➢ What should we invest our resources in?

➢ How are we doing?

➢ What's our story?

➢ Who are the partners who can play a role?

➢ What works?

➢ What are we going to do?

Read the Plan!

Find the CYCP 2025 here:

https://www.alexandriava.gov/uploadedFiles/dchs/childrenfamily/CYCP2025.pdf

2025

CHILDREN, YOUTH AND FAMILY COLLABORATIVE COMMISSION

CHILDREN AND YOUTH MASTER PLAN

CYCP 2025 Strategy Map

Vision	**All Children and Youth Thrive Today and Tomorrow**
Goal	**Goal 1:** All Children, Youth, and Families will be Physically Safe and Healthy / **Goal 2:** All Children will be Academically Successful & Career Ready / **Goal 3:** All Children, Youth, and Families will have Positive Experiences
Outcome Objective	**Start Healthy and Connected** / Advance Educational Equity / Support College & Career Readiness / **Decrease ACEs, Increase Assets**
Strategy	Increase participation in early childhood education & care / Prevent Risk-Taking Behaviors / Promote Health, Wellness, & Wellbeing / Connect Families to Resources / Preserve our Natural Environment / Foster Supportive Learning Environments / Light Pathways to College & Careers / Minimize exposure to Adverse Childhood Experiences / Adopt Trauma-Informed & Resilience Practices / Build Developmental Assets
Capacity & Equity	**Coordinated and Equitable Systems** / Systemically Address Racism & Advance Equity / Build Capacity to Expand Resources & Workforce Resilience / Mobilize Funding for Positive Experiences / Improve Data Collection & Sharing / Strengthen Collaboration & Communication to Build Resilience

Goal 1:
All Children, Youth, and Families will be Physically Safe and Healthy

Support Early Childhood Development	**Prevent Risk-Taking Behaviors**	**Promote Health, Wellness, & Wellbeing**	**Connect Families to Resources**	**Preserve our Natural Environment**

Outcomes:
More babies born healthy & benefitting from high-quality, culturally responsive learning experiences

Outcomes:
➤ **Less:** unintended teen pregnancy, court-involved youth, & substance use
➤ Increase in healthy relationships

Outcomes:
➤ More families accessing health care
➤ More youth physically, socially, & emotionally healthy

Outcomes:
More families financially secure, living in affordable housing, & moving out of poverty
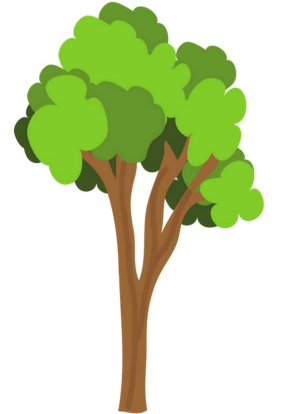
Outcomes:
More green spaces & less pollution

Goal 1:
All Children, Youth, and Families will be Physically Safe and Healthy

Support Early Childhood Development	Prevent Risk-Taking Behaviors	Promote Health, Wellness, & Wellbeing	Connect Families to Resources	Preserve our Natural Environment

Key Initiatives:

Implement **Kids' First Years Common Agenda** which includes:

- Creating an equitable, aligned, accessible, and high-quality early care and education system
- Connecting families with comprehensive care
- Investing in professional learning opportunities
- Developing a data system

Key Initiatives:

- Host Annual **Youth Leadership Conference, Healthy Conversation events, and Titan Takeover Nights**
- Provide information about **preventing substance use, teen pregnancy, and sexual and domestic violence** to students and families
- Connect youth at risk of **gang involvement** with **mentors**
- Improve student access to **comprehensive sex ed**
- Install **condom dispensers** at community sites

Key Initiatives:

- Provide students with a **nutritious**, plant-forward **menu** at school
- **Co-locate health care and mental health services** at school and community settings
- Renovate and expand **play spaces**
- Increase engagement in and remove barriers to **physical activity**
- **Incorporate social-emotional and academic learning** into the school day

Key Initiatives:

- Implement **Community Health Improvement Plan** and **City's Housing Master Plan**
- Increase access to **transportation** for students and families
- Determine the needs of the **immigrant community** and **improve resource sharing**
- Increase parents' access to **employment resources** and opportunities through apprenticeships, communication and outreach, and more

Key Initiatives:

Implement the City's **Environmental Action Plan** with includes:

- Expanding a healthy urban **tree canopy**
- Increasing **open green space**
- **Reducing** greenhouse gas emissions, air **pollution**, and solid waste
- Ensuring **safe drinking water** and swimmable waterbodies
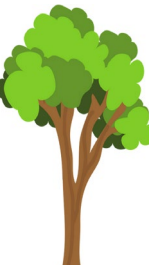
Goal 2:
All Children will be Academically Successful and Career Ready

Foster Supportive Learning Environments

Light Pathways to College and Careers

Outcomes:
- Improved student outcomes in reading and math
- Opportunity gaps eliminated among low-income students, BIPOC students, English learners, and students with disabilities
- More Latino students graduate from high school and enroll in higher education

Goal 2:
All Children will be Academically Successful and Career Ready

Foster Supportive Learning Environments

Light Pathways to College and Careers

Key Initiatives:
- ➤ **Support students**, including students with intellectual and developmental disabilities, **through key transitions** during their academic journey and beyond
- ➤ Provide supports to students who are **experiencing homelessness**
- ➤ **Remove barriers** to higher education among Latino students
- ➤ Provide reliable **technology infrastructure**

Key Initiatives:
- ➤ Implement the **High School Project**
- ➤ Engage business partners to **expand opportunities** for students
- ➤ **Fund tech** and other **skills training** for vulnerable populations
- ➤ Provide youth with training, **employment**, entrepreneurship **and leadership opportunities**
- ➤ Implement a sequence of **work-based learning** opportunities for students

Goal 3:
All Children, Youth, and Families will have Positive Experiences

Minimize exposure to Adverse Childhood Experiences (ACEs)

Outcomes:
➤ Less youth enter the child welfare & juvenile justice systems
➤ Decrease in ACEs
➤ Youth feel safer in their homes, schools, & neighborhoods

Build Community Resilience

Trauma-Informed Organizations

Outcomes:
➤ More Trauma-Informed organizations
➤ Positive health outcomes

Build Developmental Assets

31+

Outcomes:
More youth: have the ideal number of developmental assets, volunteer, connected to caring adults, socially connected, & feel valued

Goal 3:
All Children, Youth, and Families will have Positive Experiences

Minimize exposure to Adverse Childhood Experiences (ACEs)

Key Initiatives:
- Increase access to **family-centered treatment** for substance use disorders and behavioral health problems
- **Provide public education** on preventing intimate partner violence, bullying, and ACEs
- **Engage families** in creating supportive environments
- **Address disparities** in the criminal justice system
- Develop **positive relationships** between law enforcement and youth
- Create and promote **safe spaces** for youth to be when not in school
- Implement the **ACPS Strategic Plan 2025**

Build Community Resilience

Key Initiatives:
- Deliver **free trainings** on trauma, resilience, and ACEs to the public
- Help organizations **create trauma-informed spaces** and cultures
- **Advance policies** that dismantle systems that perpetuate racial trauma and inequity
- Participate in Resilience Week VA every year and support existing efforts that aim to **promote community wellness and resiliency**
- Host a **Trauma and Resiliency Summit** in Alexandria

Build Developmental Assets

Key Initiatives:
- Support institutions' adoption of the **Developmental Assets Framework**
- Provide fun and free community activities, clubs, and **social events**
- Create a **Civics Academy for youth** and fill more board seats with youth
- Connect more youth to **mentors**
- Expand opportunities to **volunteer**
- Establish a Youth Support Network to increase equitable access and engagement in **high-quality out-of-school time programs**

Coordinated and Equitable Systems

Design, implement, and evaluate solutions that advance equity

Outcomes:
- Greater youth & family voice in decision making
- Racial & Social Equity
- Greater Quality of Life
- Positive Program Outcomes
- Greater staff competence in racial equity

Strengthen organizational capacity

Outcomes:
- Accountability
- Improved Staff Wellbeing
- Improved Effectiveness
- Increased Capacity

Coordinated and Equitable Systems

Design, implement, and evaluate solutions that advance equity

Key Initiatives:
➢ Train community members in **advocacy**
➢ Work with various **youth leadership structures** to set priorities every year
➢ **Recruit of staff** that are reflective of the community served
➢ **Create trauma-informed environments** by encouraging all City departments to conduct a trauma-informed organizational self-assessment
➢ Invest in and require city and school staff to **attend equity trainings** and continuous learning
➢ Use evidence-base practices **to improve outreach and access** to care and services
➢ Adopt the consistent **use of the racial equity and empowerment lens** when making key decisions

Youth & Family Voice

Strengthen organizational capacity

Key Initiatives:
➢ Support individuals attending **trainings**
➢ Invest in **employee wellbeing**
➢ Annually set priorities and expectations for our **collaborative work**
➢ Strengthen marketing, communication, and **ease of access to information** so youth, families, and service providers know what resources are available
➢ Use software that will enable data sharing, **performance measurement**, and project management

Performance Measurement System

Why do we need a Scorecard?

- **A Scorecard is a tool** to help organizations evaluate their performance to ensure they're on track for achieving their goals, assess trends and patterns, and utilize resources in the most efficient way possible

- **Children and Youth Community Plan** needs to track the performance of our efforts, measure our impact, and report the successes to community stakeholders

- **The Scorecard will help us**
  - Visualize performance trends with charts and graphs
  - Connect our individual efforts to our high-level goals
  - With project management => assign actions, due dates, and monitor progress

- **Children and Youth Community Plan has**:
  - 30 Scorecards built
  - 72 Programs contributing to Results (~50% using the scorecard)
  - 27 Key Performance Indicators
  - 198 Actions
  - 50+ Scorecard Users

CYCP Report Card

Every month, we publish a "Children and Youth Community Plan Report Card" that engages the public on the progress of the CYCP. Each Report Card helps tell the unique story about Alexandria's children and youth.

https://www.alexandriava.gov/child-and-family-services/children-and-youth-community-plan-report-card

CYCP Report Card

Topics have been organized around "Awareness Months." We use these Awareness Months as an opportunity to:

➤ Increase transparency and accountability

➤ Shine a light on the key issues that this Plan aims to improve

➤ Visualize current data and trends

➤ Lift up Alexandria's youth serving programs and the work they do to "turn the curve" (improve trends)

➤ Highlight our progress with implementation

➤ Report out on performance measurements
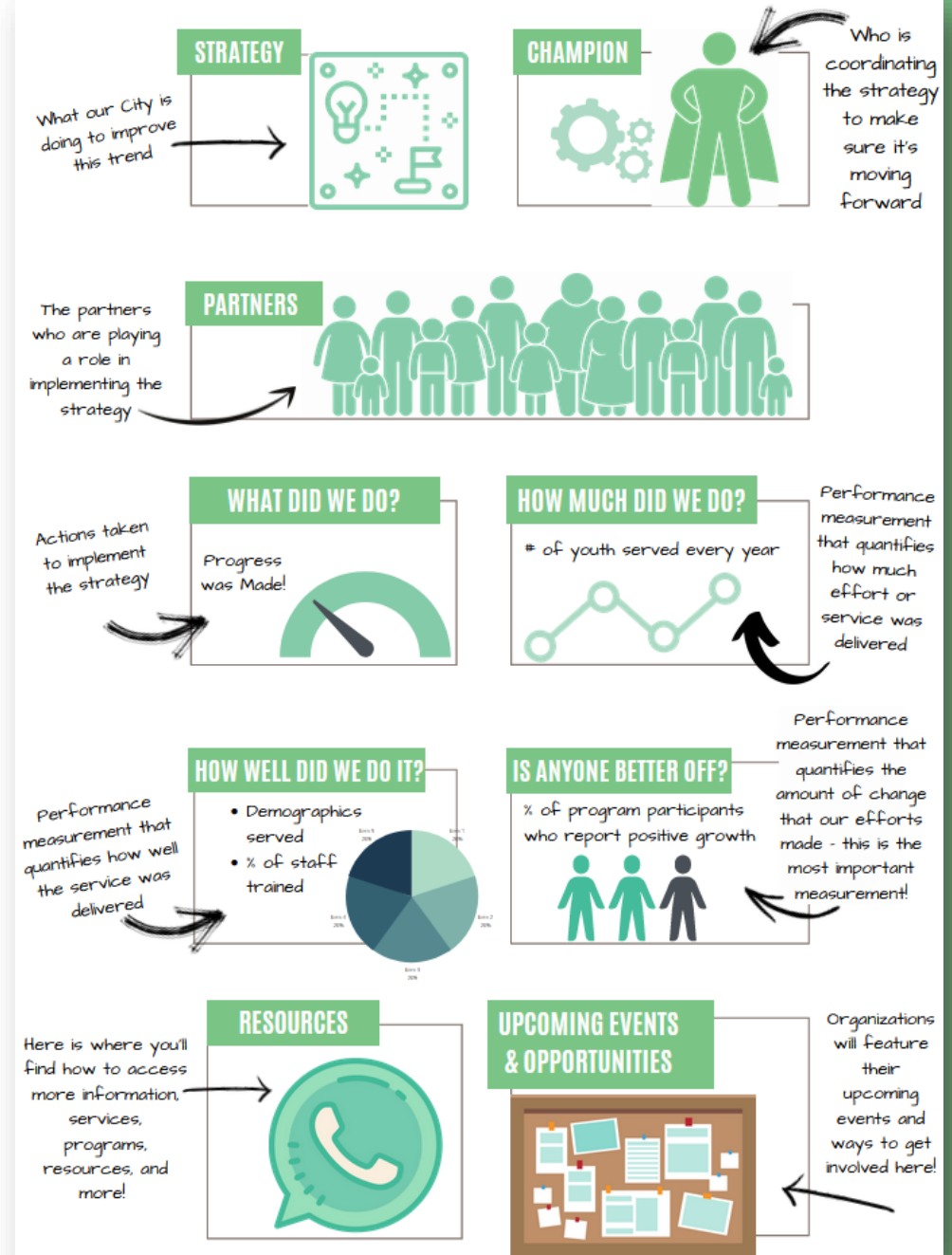
Current Needs for Advancing the Work

➢ More staff at Rec Centers and Child Care Centers

➢ Funding to expand access to physical activities among youth

   ➢ A fund/grant program that would help families fund their children's involvement in recreational programming/activities and sports

   ➢ Funding of sports programs so that sports are offered to families for free

➢ A fund/grant program that would expand access to mental health services among youth

Current Needs for Advancing the Work

➤ Funding to expand access to higher education among low-income and first-generation college-eligible students

Current Needs for Advancing the Work

- More safe spaces for children and youth to be when not in school
  - Youth Teen Center
  - Drop-in childcare at Alexandria Public Libraries

- Every community member take the "Understanding ACEs" Training and "Everyone's an Asset Builder" Training

- Creation of mini-grants to help youth and family serving organizations transform their spaces into trauma-informed environments

- Fun and free community activities, clubs, and social events

- More mentors and a "mentorship discount pass" for mentors to use when engaging with their mentee

- Opportunities for youth to volunteer

31+

Current Needs for Advancing the Work

➢ Stipends/Gift cards to incentivize youth and family participation in planning efforts and compensate them for their time

➢ Funding for language translation services

➢ Stronger data infrastructure in place and greater staff capacity for collecting and reporting data

Youth & Family Voice

Thank you!

Find the CYCP 2025 here:

https://www.alexandriava.gov/uploadedFiles/dchs/childrenfamily/CYCP2025.pdf

Contact

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2025

CHILDREN, YOUTH AND FAMILY COLLABORATIVE COMMISSION

CHILDREN AND YOUTH MASTER PLAN