



Laura Furr Consulting

Stronger Decisions through Community Engagement

EARLY STEPS TO YOUTH-ADULT PARTNERSHIP

SELF-EVALUATION TOOL FOR ORGANIZATIONS



READINESS TO BUILD AND SUSTAIN YOUTH-ADULT PARTNERSHIP ORGANIZATIONAL SELF-EVALUATION

What is youth-adult partnership?

Youth-adult partnership is a way to make decisions that treats those impacted by decisions as equal partners in making them. In youth-adult partnerships, everyone comes to the table to identify problems and questions, resolve those challenges together, and mutually benefit from improved outcomes.

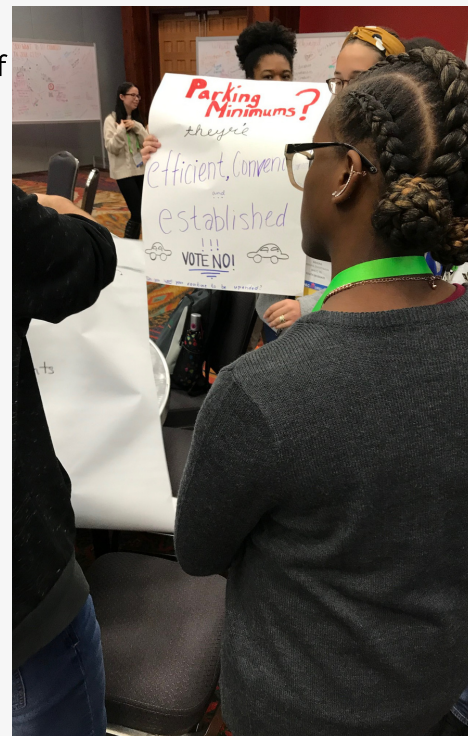
Who should consider using this self-evaluation tool?

All organizations making decisions that impact young people stand to benefit from embedding youth-adult partnership in their governance and operations. These organizations include, but are not limited to, youth-serving nonprofits, schools, juvenile justice or child welfare agencies, and local, state or federal government bodies.

However, building and sustaining youth-adult partnership can be like running a marathon. It requires dedication and practice, and it helps if you have a few things in place before you start. You wouldn't jump straight to doing a marathon before building up to a 5K.

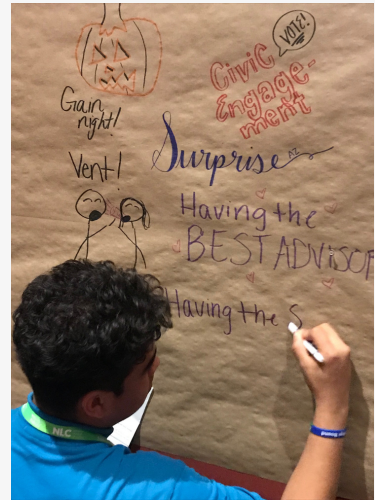
What will this self-evaluation do for me?

If you think your organization is ready to build and sustain authentic youth-adult partnership, this tool will give you a good idea whether you're right. You can use it as a stand-alone self-evaluation or as the start of an organizational audit done in partnership with the creator of this tool, Laura Furr.



HOW TO USE THIS TOOL

Ask multiple stakeholders of your organization to complete the tool and compare answers across different groups. To identify stakeholders, think of everyone involved in and impacted by your organization's decisions. Engage at least a few people from each group.



Those **involved in** decisions should complete the **Tool for Staff, Leadership, and Governing Body Members**. Those **impacted by** decisions should complete the **Tool for Youth and Community Members**. Measures align across the two tools but are worded differently to reach each intended audience.

You can learn from challenges at this phase too. For example, difficulty finding people impacted by decisions to complete the tool is a sign your organization is a 'Couch to 5K' Contender.

Ideally, compare answers, identify consensus, and discuss results with everyone who completed the tool. This may help you understand the reasons behind your results .

INTERPRET YOUR RESULTS

'Couch to 5K' Contender

Most participants, and some from every stakeholder group surveyed, selected "Agree" or "Strongly Agree" for **1-3** measures. OR Answers from different stakeholder groups vary widely. For example, staff members strongly agree and youth strongly disagree that your organization meets measures.



At the starting line and ready to go!

Most participants, and some from every stakeholder group surveyed, selected "Agree" or "Strongly Agree" for **4-6** measures.



Marathoner

Most participants, and some from every stakeholder group surveyed, selected "Agree" or "Strongly Agree" for **7-8** measures.



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READINESS TO BUILD AND SUSTAIN YOUTH-ADULT PARTNERSHIP

ORGANIZATION SELF-EVALUATION

TOOL FOR STAFF, LEADERSHIP, AND GOVERNING BODY MEMBERS

I HAVE A CLEAR PICTURE OF WHAT I HOPE TO SEE CHANGE IN MY ORGANIZATION *AS A RESULT OF YOUTH-ADULT PARTNERSHIP.*

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I CAN NAME AT LEAST ONE PERSON IN MY ORGANIZATION WHO PASSIONATELY PUSHES US TOWARD YOUTH-ADULT PARTNERSHIP.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

MOST PEOPLE WHO WORK IN MY ORGANIZATION THINK YOUTH-ADULT PARTNERSHIP WILL HELP US ACHIEVE OUR MISSION OR GOALS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

OUR DAY-TO-DAY COMMUNICATION WITH YOUTH DEMONSTRATES OUR RESPECT FOR THEM AS HUMAN BEINGS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

YOUTH INTERACT WITH MY ORGANIZATION IN WAYS THAT DEMONSTRATE THEY RESPECT AND TRUST PEOPLE WHO WORK HERE AND THE ORGANIZATION AS A WHOLE.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

THE CULTURE WITHIN MY ORGANIZATION IS OPEN TO LEARNING FROM MISTAKES AND SHARING POWER AMONG THE PEOPLE WHO WORK HERE.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

MOST STAFF FEEL LIKE THE ORGANIZATION PROVIDES THEM THE TIME AND TOOLS TO DO WHAT THE ORGANIZATION ASKS OF THEM.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I KNOW WHEN I AND MY ORGANIZATION SUCCEED BASED ON DATA WE COLLECT, TRACK, AND SHARE.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE



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READINESS TO BUILD AND SUSTAIN YOUTH-ADULT PARTNERSHIP

ORGANIZATION SELF-EVALUATION

TOOL FOR YOUTH AND COMMUNITY MEMBERS

I CAN THINK OF THINGS THAT WOULD CHANGE IN MY ORGANIZATION IF I HAD SOME POWER IN MAKING DECISIONS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I KNOW AT LEAST ONE PERSON IN MY ORGANIZATION WHO ASKS ME WHAT I THINK AND LISTENS TO WHAT I HAVE TO SAY.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I THINK MOST PEOPLE WHO WORK IN MY ORGANIZATION THINK MY IDEAS WOULD HELP THEM MAKE BETTER DECISIONS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

THE WAY PEOPLE IN MY ORGANIZATION COMMUNICATE WITH ME MAKES ME FEEL LIKE THEY RESPECT ME AS A HUMAN BEING.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I RESPECT AND TRUST THE PEOPLE WHO WORK IN MY ORGANIZATION AND THE ORGANIZATION ITSELF.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

PEOPLE WHO LEAD MY ORGANIZATION LISTEN TO COMPLAINTS AND FIX PROBLEMS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

PEOPLE I INTERACT WITH AT MY ORGANIZATION HAVE TIME FOR ME AND SEEM TO HAVE WHAT THEY NEED TO DO THEIR JOBS.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE

I KNOW WHEN MY ORGANIZATION SUCCEEDS BASED ON FACTS THEY SHARE, NOT JUST BECAUSE THEY SAY SO.

STRONGLY DISAGREE DISAGREE AGREE STRONGLY AGREE