

## **Youth On Their Own Effectiveness Policy**

Youth On Their Own (YOTO) is committed to ensuring that the organization has defined, measurable goals and objectives in place to evaluate the success and impact of its programs. This policy outlines the organization's recurring activities to assess ongoing organizational effectiveness.

### **1. Strategic Plan (Multi-Year Goals)**

*Strategic Plan creation:* The organization undergoes a strategic planning process and adopts a strategic plan at least every five years. The strategic plan outlines goals, objectives, and a timeline of activities to achieve the desired outcomes.

*Strategic Plan management:* The organization utilizes a shared tool (Strategic Plan Management Tool) to assign activities to members of the staff/board and to track progress according to the established timelines.

*Strategic Plan monitoring:* A review and assessment of the strategic plan by the Board of Directors occurs annually and is recorded in the board meeting minutes during which the assessment occurs. This documentation includes the following:

- Describes the activities undertaken in the prior year to achieve adopted goals and objectives
- Identifies the measures used to assess YOTO's effectiveness
- Analyzes the effectiveness of YOTO programs in achieving adopted goals and objectives
- Recommends future actions our organization can take to increase our effectiveness based on the findings of the review

### **2. Organizational Dashboard (Annual Targets)**

Annual goals and objectives are set each year and monitored by the Board of Directors at least quarterly at board meetings. The regular review ensures that progress toward annual goals are measured in real time and adjustments can be made, as needed, for the current year. This review also assists in setting targets for the upcoming year.

### **3. Independent Program Evaluation**

YOTO engages a third-party evaluator to complete a comprehensive program evaluation at least every five years. This process includes a complete review of the organization's logic model, theory of change, and the results of interventions and the provision of resources to youth. Recommendations by the third-party evaluator are used to set specific improvement goals and modifications to the program model, as needed.