

**1****Intentional Program Design**

- Set clear, focused goals that are aligned with mission and are responsive to family/ community needs
- Offer a variety of activities that foster the development of knowledge and skills that link to program goals
- Provide regular, ongoing sessions with activities that build upon each other
- Provide time and structure for youth to reflect on learning
- Support positive youth development
- Incorporate the strengths and interests of youth
- Offer youth the opportunity to take initiative, explore and be creative

**5****Community and Family Engagement**

- Support ongoing meaningful partnerships with family, school, and community
- Ensure program is informed by and responsive to the culture(s) of families and community
- Provide communication methods that are respectful and inclusive of family and communities' assets
- Ensure families have meaningful opportunities to influence program development and program continuous improvement

**2****Supportive Relationships with Youth**

- Build relationships through ongoing authentic interactions that develop trust
- Use positive guidance and behavior management techniques
- Recognize and value youth as individuals
- Ensure youth and adults understand their roles and boundaries
- Support youth's high expectations of staff\*
- Ensure youth can rely on adults to be consistent
- Ensure staff are reliable and meet the high expectations of youth
- Believe in and focus on the development of the full potential of youth

**6****Organizational Management & Staff Support**

- Ensure mission is understood by all
- Ensure regular and ongoing program oversight
- Build an organizational environment that is respectful of and values individual staff members culture and identity
- Ensure fiscally sound, well-managed organization
- Use established internal competencies to guide staff professional development
- Provide appropriate supervision and support to staff to be effective in their jobs
- Implement ongoing collection of data and evaluation for programs growth and improvement
- Have sufficient and appropriate materials to support program activities

**3****Youth Voice and Leadership**

- Respect and recognize youth for their contributions
- Engage youth to share ownership in program planning, implementation and evaluation
- Enable youth to build and practice skills that contribute to leadership and community making
- Engage youth in a range of leadership roles that positively impact themselves, others and their community

**7****Environment and Safety**

- Identify physical and emotional safety and risk factors for children and staff and implement policies and procedures to address them
- Provide an environment that builds community
- Provide an engaging and developmentally appropriate environment to enhance the emotional and physical well being of the participants
- Make intentional decisions about the nutritional, physical and emotional well being of the participants
- Communicate health, safety and behavior procedures with staff, participants and families relevant to the program
- Create a system to identify and address participant health issues and concerns

**4****Racial and Cultural Inclusion**

- Promote racial and cultural diversity at all levels of the organization
- Provide ongoing and progressive learning on implicit bias and racial equity and cultural inclusion at all levels of the organization
- Recognize and assess organizational bias, identify and implement strategic responses to create inclusive environments
- Ensure a culture of high expectations for all youth and families of every racial and cultural background

*\*(In definitions) Includes both paid and unpaid staff*