

STEPS TO SUCCESS (STS) ANNUAL PROGRESS REPORT, JUNE 2014

Background: In 2011, researchers from the University of Colorado (CU) began working in partnership with the Montbello community to promote positive youth development and reduce youth violence through a coordinated, community-wide effort called Steps to Success. Steps to Success is putting proven programs into place in Montbello schools and in the community to reduce the top 3 risk factors and increase the top protective factors for violence that were selected by the community (See Table 1). The project is funded by the Centers for Disease Control and Prevention (CDC) (2011-2016) and is 1 of 6 nationally recognized Youth Violence Prevention Centers of Excellence.

Impact: Steps to Success aims to reduce levels of youth violence and other problem behaviors among youth ages 10-17 by at least 10% by 2016.

Table 1: Prioritized Risk and Protective Factors

| Prioritized Risk Factors | Prioritized Protective Factors |
|--|--|
| 1. Early and persistent problem behavior | 1. Religiosity |
| 2. Family conflict/family management problems | 2. Positive Recognition in the family, community, and in school ¹ |
| 3. Friends engaging in problem behavior/weak social ties | |

Progress Report Purpose: The Steps to Success Annual Progress Report will:

- Prepare the Community Board for its annual review of the Community Action Plan (created spring 2013)²
- Inform the Community Board and Key Leader Advisory Board about the project status and make clear the most pressing needs related to implementation and sustainability.

Summary of Community Action Plan: In spring 2013, the Steps to Success Community Board members created the Community Action Plan to: (A) Select and implement evidenced-based programs (EBPs) matched to community needs (See below and Table 2); (B) Support an environmental strategy in the Montbello neighborhood that directly addresses one or more of the prioritized risk and protective factors listed in Table 1 (See below and Table 3); and (C) Work to support leveraging resources around existing EBPs (See below and Table 4).

A. Evidence-Based Programs **recommended for CDC funding** and implementation plans for 2013/14 (See Table 2 for Status Update):

1. **Promoting Alternative Thinking Strategies (PATHS)** – Start date, fall 2013, in multiple elementary school settings. Recommended to begin in the 3rd grade in participating schools with a plan to expand by the number of schools reached, as well as to 4th and 5th grade students within the participating schools for the 2014/15 school year.

¹ Positive Recognition was not originally identified as a protective factor to be addressed in the Community Action Plan, but data supported including it as a priority and creating a plan to address it. This strategy was approved by the Community Board in Fall 2013.

² The Community Action Plan was initially planned to be designed over two phases. The current progress report includes some activities developed after the first phase.

2. **Strengthening Families 10-14** – Potential start date, summer – fall 2013, in a community setting (potentially a faith-based organization) or at a school site in the evening hours, with tentative plan to use existing Denver area facilitators with the plan of hosting a local facilitator training during the 2013/2014 school year targeting individuals local to Montbello to foster community ownership and sustainability. Goal to reach 60 families per grant year.
3. **Positive Family Support** – Implement the program in at least one Montbello middle school.
4. **Functional Family Therapy (FFT) and/or Multisystemic Therapy (MST)** – Although these programs were recommended to serve high-risk youth, grant funding was not available to support these programs so these programs were added to the resource leveraging list. The Project Team and Community Partners made convened area providers (Synergy, Savio House, Univ. of CO Hospital) immediately to better understand referral processes and available funding streams that could support Montbello youth and families that could benefit from these programs. Details of these efforts are reported in the leveraged program list (See Table 4).

B. Environmental Strategies for resource and partnership leveraging (See Table 3 for Status Update):

1. Violence Injury, Protection and Risk (VIPRS)³ – Violence risk screening tool to be used in health clinic settings in Montbello to identify youth at risk for violence perpetration and who may benefit from evidenced-based violence prevention programs.
2. Safe2Tell
3. Positive Recognition Campaign

C. EBPs recommended for resource leveraging (See Table 4 for Status Update):

1. Nurse Family Partnership
2. Incredible Years
3. Big Brothers Big Sisters Mentoring Program

The above programs targeted for leveraging are currently in existence in Montbello and are operating independently of Steps to Success. Project staff are in the process of coordinating efforts with the programs in order to expand their reach and will work to build partnerships in the coming months.

D. Steps to Success Governing Infrastructure (See Table 5 for Status Update): The Steps to Success governing infrastructure includes a Key Leader Advisory Board, Community Board, and Coordinating Committee as well as committees embedded within the Community Board dedicated to a specific focus (Sustainability, Positive Recognition, Risk and Resource). These Boards are supported by the Project Team at CU and have become the backbone to the Steps to Success work with regards to planning, organizing, and carrying out project goals.

E. Sustainability Recommendations: The Steps to Success Sustainability Committee is developing recommendations to propose to partners by solidifying the criteria that will be used to prioritize all Steps to Success activities. These priorities include the degree to which different Steps to Success activities are youth guided, have a reasonable chance to be sustained, are inclusive, or help achieve the vision of “A self-empowered community that we are proud of.” The prioritization and criteria will guide the Sustainability Committee’s work plan.

³ VIPRS was part of the original grant application from CDC so implementation of this violence risk screening tool was a grant requirement.

Table 2: Evidence-Based Funded Programs – Implementation Status⁴

| Name and Description of Program | Implementation Sites 2013-2014 | Progress and Other Accomplishments to Date | # Youth Served (Planned/ Actual) | Plans for Expansion/ Maintenance 2014/2015 | Challenges |
|--|---|---|--|---|---|
| <p>Promoting Alternative Thinking Strategies (PATHS)</p> <p>Elementary school (ES) social-emotional learning program</p> | <ul style="list-style-type: none"> • Amesse ES • Greenwood Academy • Maxwell ES | <ul style="list-style-type: none"> • Teacher training successfully completed Fall 2013 (3rd grade only) • Program implementation and process evaluation successfully completed at all 3 sites • Fidelity monitoring successfully completed at all sites • CSPV staff and 3 PATHS teachers from Amesse attended PATHS conference 5/15-16/2014 | <ul style="list-style-type: none"> • 300 youth/ 261 across all sites (based on October count) | <ul style="list-style-type: none"> • Training for 1st to 5th grade teachers in August 2014; aim for PATHS Model School status; provide PATHS to 1,286 students (grades 1-5 at 3 schools) • Training one PATHS coach at Amesse ES | <ul style="list-style-type: none"> • Administrator transitions • Sustainability – could include \$'s / resources needed |
| <p>Strengthening Families 10-14</p> <p>Parenting and youth program for youth ages 10-14</p> | <ul style="list-style-type: none"> • Church of Ascension (3 rotations) • True Light Baptist Church (1 rotation) | <ul style="list-style-type: none"> • Four, 7-week rotations of implementation successfully completed • Process evaluation and fidelity monitoring completed at all sites • Facilitator training successfully completed Jan 2014; 12 new facilitators trained – 5 out of 12 Montbello residents | <ul style="list-style-type: none"> • 60 families per grant year/ 29 families to date (32 parents, 45 youth) | <ul style="list-style-type: none"> • Serve 60 families • Expand to Gateway at the Villages apartments (summer 2014) • Strive Prep Middle School; KIPP; Greenwood Academy (Sept. 2014) | <ul style="list-style-type: none"> • Sustainability – could include \$'s / resources needed |
| <p>Positive Family Support</p> <p>Middle school program builds relationship between parents and school to support student success</p> | <ul style="list-style-type: none"> • Noel Community Arts Middle School | <ul style="list-style-type: none"> • Facilitator training completed July 2013 • Program implementation began • Process evaluation completed • Monthly check-in with trainer completed 4 times | <ul style="list-style-type: none"> • 300 planned/50 served (estimate) | <ul style="list-style-type: none"> • Serve 2 middle schools – Noel and Greenwood Academy; serve approximately 500 students • Training at Greenwood Academy completed May 12-13, 2014 | <ul style="list-style-type: none"> • Increasing parent engagement at all levels • Increasing awareness of the program and the services available • Educating teachers and other school staff on program components |

⁴ Program Year – 9/30/13-9/29/14

Table 3: Other Programs/Environmental Strategies - Implementation Status

| Name of Program | Implementation Sites 2013-2014 | Progress and Other Accomplishments to Date | # Youth Served (Planned/ Actual) | Plans for Expansion/Maintenance | Challenges |
|---|--|---|--|---|--|
| <p>VIPRS (Violence, Injury, Protection and Risk screening tool)</p> <p>Violence risk screening tool to match youth at risk for violence to evidence-based programs</p> | <ul style="list-style-type: none"> • Montbello Family Health Center • Rachel B. Noel School Based Clinic • Montbello High School Based Clinic | <ul style="list-style-type: none"> • Implementation is being studied using a rigorous scientific approach • 15 Montbello health care providers trained to use VIPRS and resources available for youth at risk • Phase 1 (control phase) complete; Phase 2- intervention phase - active | <ul style="list-style-type: none"> • 69 youth completed Phase 1 • 12 youth completed Phase 2 | <ul style="list-style-type: none"> • Complete Phase 2 by the end of 2014, with targeted enrollment in the study of 150 youth • Move to using violence screening as usual care in Montbello health care settings by the beginning of 2015 | <ul style="list-style-type: none"> • Contacting youth/parents before their appointments to get consent/enroll them in the study • Connecting youth to evidenced-based programs |
| <p>Safe2Tell (S2T)</p> <p>Anonymous bystander reporting tool</p> | <ul style="list-style-type: none"> • High Tech Early College School | <ul style="list-style-type: none"> • Project team has trained at 1 Montbello school • Project team has streamlined the training presentation | <ul style="list-style-type: none"> • Info. Pending | <ul style="list-style-type: none"> • Train staff from schools in fall 2014 • Provide tools for teachers to use with students | <ul style="list-style-type: none"> • Anticipated challenge of schools finding time to schedule training |
| <p>Positive Recognition Campaign</p> <p>Community campaign to increase positive recognition for pro-social behavior</p> | <ul style="list-style-type: none"> • Boys and Girls Club | <ul style="list-style-type: none"> • Formed Positive Recognition Committee • Created “15 Ways to Positively Encourage and Recognize Youth” with a goal of wide, cross sector distribution • Organized first annual STS Pos. Rec. Awards Night (April 2014) to honor youth for their positive behavior at the Boys and Girls Club with over 150 in attendance • Steps to Success Coordinator and 2 award recipients participated in local radio show interview with Dr. Daddio (AM760) in April 2014 | <ul style="list-style-type: none"> • 35 students recognized from 9 schools and the Boys and Girls Club • 150 individuals attended the STS Awards Night | <ul style="list-style-type: none"> • Fall Awards Night for youth and adults, October 2014 • Plans to recruit new committee members and elect a co-chair for the committee • Youth mini-grants to support positive activities • Expand “15 Ways...” outreach • Coordinate with existing community service efforts • Youth focus groups | <ul style="list-style-type: none"> • Consistent Community Board participation beyond 2-3 members; Committee recruitment must be a focus |

Table 4: Evidence-Based Leveraged Programs – Implementation Status

| Name and Description of Program | Implementation Sites 2013-2014 | Progress and Other Accomplishments to Date | # Youth Served (Planned/ Actual) | Plans for Expansion/ Maintenance 2014/2015 | Challenges |
|---|--|---|---|---|--|
| <p>Incredible Years</p> <p>School and community based social emotional learning program for Pre K/ K students and parents; begins with Teacher Classroom Management Curriculum, followed by skills curriculum for kids</p> | <ul style="list-style-type: none"> Escalante Biggs (EB) John Amesse (JA) | <ul style="list-style-type: none"> 22 Early Childhood Education (ECE) and Kindergarten classrooms trained over last 3 years at EB in Teacher Classroom Management 4 ECE and 4 Kindergarten classrooms trained at JA in Teacher Classroom Management 2 English parent groups run 2 Spanish parent groups run | <ul style="list-style-type: none"> 306 Youth (approximate) 25 Parents (approximate) | <ul style="list-style-type: none"> 6 ECE and 4 Kindergarten classrooms at EB will move to the curriculum in 14-15 All JA classrooms will move to the curriculum in 14-15 4 ECE classrooms will be trained at Howell in 14-15 2 Kindergarten classrooms will be trained at Academy 360 in 14-15 Possible expansion to Maxwell and McGlone | <ul style="list-style-type: none"> Recruitment and retention for parent groups |
| <p>Nurse Family Partnership (NFP)</p> <p>Parent education program supporting low income pregnant mothers bearing their first child to improve mother and child health outcomes</p> | <ul style="list-style-type: none"> Home-based service offered through Denver Health | <ul style="list-style-type: none"> STS has made initial contact with program personnel and plans to also work with Invest in Kids to identify who to contact from NFP. | <ul style="list-style-type: none"> Information pending | <ul style="list-style-type: none"> STS will prioritize partnering with NFP as it finishes the third grant year STS will help ensure that women meeting program criteria are referred to NFP STS will support mothers transitioning out of | <ul style="list-style-type: none"> STS needs support in building the partnership with NFP given our limited staff resources |

| Name and Description of Program | Implementation Sites 2013-2014 | Progress and Other Accomplishments to Date | # Youth Served (Planned/ Actual) | Plans for Expansion/ Maintenance 2014/2015 | Challenges |
|---|--|---|---|---|--|
| | | | | the program by connecting them to community resources | |
| <p>Multi-Systemic Therapy (MST)/Functional Family Therapy (FFT)</p> <p>These [rograms serve youth with behavioral offenses and chronic or severe antisocial behavior</p> | <ul style="list-style-type: none"> • Denver District Attorney Diversion • City Diversion | <ul style="list-style-type: none"> • Funders and programs in metro area have met three times to plan • Will use VIPRS as assessment tool • Assessing current MST populations based on VIPRS – to profile population risk level for those already in treatment. • Will use VIPRS to assess needs of City and State Juvenile Diversion populations for MST/FFT • Group agreed on goal to serve all families with MST/FFT needs | <ul style="list-style-type: none"> • Families starting to receive services • Determined that 74% of DA diversion cases scored "high" on the VIPRS screening tool | <ul style="list-style-type: none"> • Once % of each underserved group is known for MST/FFT – advocate for new funding in next year's state budget. • Governor's Office of Budget and Planning has set this as priority for next year. | <ul style="list-style-type: none"> • Identifying Montbello families already in early distress (e.g., starting to penetrate criminal justice system) • Find local funding or push for Medicaid funding for families in need |
| <p>Big Brothers Big Sisters Mentoring Program (BBBS)</p> <p>Mentoring program that works with at-risk adolescents</p> | <ul style="list-style-type: none"> • Current sites unknown | <ul style="list-style-type: none"> • There has been limited progress in building the partnership with BBBS due to limited staff resources | <ul style="list-style-type: none"> • 60-70 youth (estimate) | <ul style="list-style-type: none"> • STS would like to support mentor recruitment | <ul style="list-style-type: none"> • STS needs support in building the partnership with BBBS given its limited staff resources |

Table 5: Steps to Success Governing Infrastructure

| Name/Description | Progress and Other Accomplishments to Date | #Community Members Engaged | Plans for Expansion/Maintenance | Challenges |
|---|--|---|--|--|
| Coordinating Committee <ul style="list-style-type: none"> Includes CB committee chairs and KLAB members | <ul style="list-style-type: none"> Meets monthly to address project challenges, plan CB agenda, facilitate health of work groups Participated in learning opportunities and training | <ul style="list-style-type: none"> 6-8 members attend monthly | <ul style="list-style-type: none"> Committee will continue to steer project and participate in learning activities | <ul style="list-style-type: none"> Consistent Key Leader attendance and participation |
| Community Board (CB) Committees: Sustainability, Positive Recognition, Risk and Resource | <ul style="list-style-type: none"> Meets monthly to oversee Steps to Success Project Reviews committee recommendations prior to implementation Hosts presentations about other efforts taking place in Montbello | <ul style="list-style-type: none"> 10-20 members attend monthly | <ul style="list-style-type: none"> Promote ownership of initiative by Community Board members (e.g., facilitation by Board members at June meeting) | <ul style="list-style-type: none"> Consistent engagement Fluctuating attendance |
| Key Leader Advisory Board (KLAB) | <ul style="list-style-type: none"> Meets fall and spring of each year Provides support to project and access to resources | <ul style="list-style-type: none"> 18-25 members attend meetings 2 times per year | <ul style="list-style-type: none"> Develop a Memorandum of Understanding with KLAB | <ul style="list-style-type: none"> Consistent engagement Fluctuating attendance |
| Board/Partner Capacity Building | <ul style="list-style-type: none"> Evaluation 101 Training and Technical Assistance for local nonprofits (2012/2013) Implementation Science training summer 2013 / Fall 2013 Blueprints Conference (April 2014) Collective Impact Symposium (May 2014) | <ul style="list-style-type: none"> 12 attended Evaluation 101 25 attended Implementation Science Training 10 attended Blueprints Conf. 5 attended Collective Impact | <ul style="list-style-type: none"> Additional Communities that Care Training in Phase 5 New member orientation | <ul style="list-style-type: none"> Consistent engagement Fluctuating attendance |
| Communications and Outreach | <ul style="list-style-type: none"> Developed communication and outreach plan that includes meetings/presentations, social media and print media, and events Project website, social media, local newsletters | <ul style="list-style-type: none"> 83 FB followers 57 Twitter followers 208 website page views/ month | <ul style="list-style-type: none"> Leverage funding for a community-based outreach coordinator | <ul style="list-style-type: none"> Simplified messaging for complex initiative Spanish language communications Engaging youth and Hispanic/Latino community |

