

Roca's Theory of Change

Version 1.0 (10/2011)

Mission

Roca's mission is to help disengaged & disenfranchised young people move out of violence & poverty.

Goal 1

To relentlessly engage very high risk young people in Roca's Intervention Model.

Goal 2

To create opportunities for young people to develop competencies in life skills, education, and employment.

Goal 3

Demonstrate a powerful solution for young people to move out of harm's way and become economically independent.

Objective 1

Identify, enroll, and retain 16-24 year olds in the Intervention Model who meet the high risk criteria

Objective 2

Maintain 2-3x weekly contact with participants enrolled in the model

Objective 1

Engage participants in stage based life skills, education, pre-vocational and job readiness programming minimally 2x/wk.

Objective 2

Build strategic relationships/ partnerships to increase range of opportunities for our young people.

Objective 1

Utilize performance based management system to continuously improve the Intervention Model and organizational capacity to drive toward outcomes

Objective 2

Determine a sustainable and scalable way to increase impact of the Intervention Model for very high risk young adults

Strategy

Target Population

Between 16 and 24 years of age at the time of enrollment
Gang, street, court involved; Has been arrested for a felony charge/class 2 misdemeanor;
Dropped out of school or on verge of dropping out; Does not have a GED;
Does not have a history of employment and/or employment retention;
Is a high risk young parent

Participant Outcomes

Employment Retention
(minimum of 6 months)

Educational Gains

No New Arrests
(minimum of 6 months)

No New Pregnancies
(minimum of 6 months)

Program/Services

Outreach & Follow Up
Transformational Relationships (Case Management)
Stage Based Programming (life Skills, Education, Employment)
Work with Engaged Institutions

Theory of Change

"When young people are re-engaged through positive and intensive relationships they can gain competencies in life skills, education and employment that move them toward living out of harm's way and toward economic independence."

Performance Management

Indicators

Numeric:
Days Employed

Indicators

Numeric:
Pre and Post GED/ESL Scores;
Pre-Voc Certifications Attained

Indicators

Boolean:
Yes/No -New Arrests

Indicators

Boolean:
Yes/No -Pregnant/Got someone pregnant

Core Measures

% of enrolled young people are retained in Transformational Relationships

% of young people in Transformational Relationships have a service plan within 6 months of enrollment

% of young people in Transformational Relationships (2 months and more) engaged through 2-3 intentional contacts with Youth Worker each week

% of young people in Transformational Relationships (4 months and more) attend stage based programming minimally 2x/wk

Core Data

of eligible participants enrolled

of Days enrolled

of Days enrolled

of Days enrolled

of eligible participants dismissed

of participants with a service plan

of Weekly Recorded Actual Staff Contacts

of Weekly Recorded Attendance Records

Measures

% of young people who meet workforce readiness criteria by within 15 months from enrollment

% of young people who meet the workforce readiness criteria placed in unsubsidized employment within 21 months from enrollment

% of young people progressing through the stages of change related to increasing employment engagement

Measures

% of young people who demonstrate gains on Educational Assessments within 18 months from enrollment

% of young people who attain an industry recognized certification within 18 months from enrollment

% of young people progressing through the stages of change related to increasing educational engagement

Measures

% of young people who have no new arrests

% of young people on parole/probation who have no violations/surrenders

% of young people progressing through the stages of change related to court compliance

% of young people progressing through the stages of change related to decreasing street/gang involvement

Measures

% of young people who attend a minimum of 1 clinic visit within 12 months from enrollment

% of young people who report using contraception/protection

% of young people progressing through the stages of change related to pregnancy prevention

Data

of Days enrolled

Workforce Readiness Assessments

Employment records

Workforce verification forms

Point of Service SOC Value-Increasing Employment Engagement

Data

of Days enrolled

GED Assessments

ESL Assessments

Certificates

Point of Service SOC Value-Increasing Educational Engagement

Data

of young people with no new arrests

of young people with no supervision revocations

Point of Service SOC Value-Increasing Court Compliance

Point of Service SOC Value-Decreasing Street/Gang Involvement

Data

of Days enrolled

of Clinic Appointment Verifications

of participants reporting use of contraception/protection

Point of Service SOC Value-Pregnancy/Secondary Pregnancy Prevention