TEEN OUTREACH PROGRAM®
EMPIRICALLY PROVEN TO HELP TEENS SUCCEED.

55,000 TEENS BY 2015

STRATEGIC PLAN FOR REPLICATION 2011-2015
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WYMAN’S TOP®
EXECUTIVE SUMMARY

TOP® has the unique ability to change the lives of a wide array of youth.

- There are few evidence-based programs using a comprehensive youth development approach that also reduce the risk of teen pregnancy, suspension and course failure; TOP® is approximately 1/10th the cost of the alternative and has been proven to be most effective for those who are the most at-risk of negative outcomes.

- The program is highly replicable and has received the highest scores on its “Readiness for Dissemination” from SAMSHA’s National Registry of Evidence-based Programs and Practices (NREPP).¹

National nonprofits and government agencies are promising channels to enable TOP® to reach 55,000 youth/year in 2015.

- Utilizing national nonprofits and government agencies is cost-effective as they can pick up many of the functions required to ensure delivery with fidelity.

- National nonprofits and government agencies should be able to pay Wyman’s start-up and on-going fees, which are set to ensure affordable fidelity.

Wyman will expand delivery of TOP® in St. Louis, both to help more youth and to serve as a test market for new approaches.

- By 2015, Wyman expects to serve up to 5,000 youth/year in greater St. Louis.

- While the funding needs are significant, there is minimal up-front investment needed--these represent program delivery fees and costs are not incurred until funding is secured.

For Wyman’s TOP® to grow through replication partners, Wyman will need ~$1.6M in “growth capital” over the next four years.

- Fees from existing partners will more than cover the steady state costs after four years, demonstrating that when up and operating, the network is economically sustainable.

- Existing leadership, management and overhead costs are allocated into the growth capital, including new up front partner development and management costs. These costs are greatly reduced or fully expire at steady state levels.

- Growth capital has been significantly covered through HHS and other sources through 2011.

Wyman is a non-profit organization based in St. Louis, Missouri that takes the best teen development theory and makes it real and effective in a way that builds fully prepared teens. Since its founding in 1898, Wyman has served over 600,000 youth. Wyman’s programs are designed to change the odds for young people from disadvantaged communities and, ultimately, to break the cycle of poverty. We work with hundreds of teens EVERYDAY. We know what it is like on the “front lines”...and with more than 110 years of experience and the proven results of our best-practice programs, we know what works with young people to create meaningful and positive outcomes.

Today, Wyman’s Teen Outreach Program® reaches thousands of teens across many states in the U.S and abroad. As one of Wyman’s most successful, scalable and affordable programs, TOP® helps teens acquire the skills needed for positive outcomes and successful transitions into adulthood.

MISSION
Wyman inspires and enables teens, especially those from disadvantaged circumstances, to develop the skills and confidence they will need to lead successful lives and build strong communities.

RESULT FOCUSED
All of Wyman’s programs are best in class in quality and are designed based on what research and experience have shown to be most effective in helping youth develop their positive potential. Teens in Wyman programs are achieving grade level advancement on time, graduating high school, moving onto college and developing a sense of responsibility for themselves and their communities. The teens we serve discover their strengths, potential and leadership abilities; become an active contributing member of their community and maintain healthy personal relationships -- qualities that point to life-long success!

GOVERNANCE
Wyman is a Missouri Not for Profit Corporation with IRS 501(c)3 designation. Wyman is fortunate to have a board of leaders who are motivated by its passion for children and youth: to be personally generous; to lead the work of expanding our circle of support; and to expect, demand and encourage the best results of our programs and administrative practices. Building on its past solid work, the board plans future strategy, sets policy, evaluates program results, monitors financial and business results and promotes the agency.

Wyman is a proud member of the United Way and is accredited by the Council On Accreditation. Wyman is accredited to deliver programs in counseling, support and education services as well as youth development services.
Beyond formal schooling, young people need constructive opportunities for growth and development in structured, well-supervised settings. Such environments allow youth to hone both general life competencies and employment skills. According to Karen Pitman of Forum for Youth Investment and Ready by 21, “problem free is not fully prepared” and “fully prepared does not mean fully engaged.”

Simply targeting issues like teen violence, school failure or teen pregnancy is not enough. Research is clear; developing and engaging youth by building social, emotional and noncognitive skills (life skills) in addition to academic abilities can help young people thrive in school, relationships and health. As new medical research is showing, brain development during adolescence is extremely sensitive. Developing competencies in communication, social skills, decision-making and other noncognitive abilities is critical to help teens transition into adulthood.

Wyman’s Teen Outreach Program® is a rigorously tested approach that equips teens with the tools they need to succeed by building the positive skills and competencies to ensure an upward trajectory in life.

THE NEED IS GREAT.

Wyman’s Teen Outreach Program® has been proven by rigorous research to help.
TOP® IS EFFECTIVE.
Research suggests that a competence-enhancing program such as TOP® that is targeted at broad populations of young people may have its greatest effectiveness with those young people who are at greatest risk. The program was also found to be more effective for members of racial/ethnic minority groups, who are at greater risk for academic difficulty*.

TOP® provides adolescents with opportunities to establish their autonomy and competence in a context that also allows them to remain engaged and receive encouragement from their schools and communities. Just as additional food provides the greatest gains in growth to children who are below their normal growth trajectory due to malnutrition, TOP® provides the greatest gains toward a normal developmental trajectory for youth who were initially the farthest off from this trajectory.

In 2010, the U.S. Department of Health and Human Services (HHS) named Wyman’s Teen Outreach Program® a Tier 1 Program based on rigorous evaluation conducted by an independent reviewer, Mathematica Policy Research, Inc.

HHS listed TOP® as one of 28 pre-approved, fundable programs that reduce teenage pregnancy, behavioral risks underlying teenage pregnancy or other associated risk factors. HHS awarded funds to 18 organizational partners to replicate TOP® across the United States to reach 200,000 teens over the course of five years. These partners include entities such as the Chicago Public School System, Florida State Department of Health and Louisiana State Department of Health.

EVIDENCE-BASED
TOP® has demonstrated the following results*:

52% lower risk of suspension
60% lower risk of course failure
53% lower risk of pregnancy

Observed:
60% reduction in school dropout rates**


BEST PRACTICE LISTS
TOP is featured as a “best practice” or evidence-based program proven to work on over 20+ lists from experts in the field. (Not a comprehensive list below).

- SAMHSA’s NREPP (National Registration of Evidence based Programs and Practices)
- CASEL (Collaborative for Academic, Social and Emotional Learning) (under review)
- The Rand Corporation’s Promising Practices Network
- The Brookings Institution – “Cost-Effective Investments in Children”
- National Academy of Science’s Institute of Medicine - “Community Programs that Work”
- Mathematica Policy Research, Inc.
- National Dropout Prevention Center
ECONOMIC BENEFITS
THE ECONOMIC BENEFITS OF TOP® OUTWEIGH THE COST

$800

GOVERNMENT COST SAVINGS AND INCREASE IN PARTICIPANT EARNINGS

-$620

LOW COST

TOP® costs ~$620* per youth. This is a significant savings compared to the $5,000-$11,000 fee per youth for the only other comprehensive youth development program with strong evidence of pregnancy reduction.

*Cost per youth is based on Wyman's St. Louis direct delivery programs.

The Brookings Institution recommended a $7.7 billion national investment in TOP® over the course of five years.

Prior to engaging in the process of formally replicating Wyman’s TOP®, Wyman had eight successful years of experience in program replication at the national level. In early 2002, Wyman partnered with the Camp Coca-Cola Foundation (TCCCF) to replicate our Teen Leadership Program (TLP). Wyman’s TLP was licensed to TCCCF. Wyman led TCCCF’s replication launch in St. Louis, Austin, Boston and Atlanta and supported the launch in LA. The organizations that Wyman has launched continue to deliver the program to over 1,000 youth annually.

Wyman has delivered TOP® in St. Louis since 1997, growing TOP® from one club reaching 25 teens to 45 clubs reaching 1,000 teens in the region and another 500 across rural MO. Since becoming the national replicator of TOP® in 2005, Wyman has trained TOP® facilitators across the United States for over 100+ organizations. Wyman has now launched a new replication model that will reach more teens by identifying and certifying replication partners with the capacity to deliver TOP® on a larger scale.

Wyman’s replication of TOP® has been evaluated and lauded by Abt under a study commissioned by the US Department of Health and Human Services. With insight from the Bridgespan Consulting Group and key research conducted across the country, Wyman has improved the original replication model to include more support for partners. New services include learning and training opportunities and a process for ensuring program adherence.

Additionally, after listening to feedback from our partners and other stakeholders, Wyman developed the TOP® National Network, a forum for organizations and partners who run TOP® to connect, receive training, obtain technical support, host data and monitor program quality and fidelity.
GOAL
55,000 YOUTH BY 2015

Growth driven by expanding current and new partner programs.

NUMBER OF YOUTH REACHED BY TOP®
Wyman worked with Bridgespan to develop Wyman’s TOP® growth strategy.

1. Increase the number of youth served by the Teen Outreach Program®.

2. Create a network of certified TOP® replication partners who ensure delivery of the program with fidelity.

3. Leverage the experience and reach of regional organizations to deliver TOP® while maintaining a strong direct service presence in St. Louis.
Reach for 2010-2011 School Year: 18,675 teens
EVALUATION

**PRIORITIES**

- Track TOP® outcomes on an ongoing basis.
  - Maintain status as an evidence-based program in pregnancy prevention and dropout prevention.

- Strengthen the evidence base
  - Conduct new evaluation studies to test additional benefits of TOP®
    - Youth behaviors
    - Variance of program dosage
  - Validate TOP® as a worthy investment in education, adolescent treatment, detention and workforce development to create new channels of funding in those arenas.

**ACTIONS**

- Track national outcomes on youth by obtaining survey data and information submitted by replication partner sites through the Wyman TOP® National Network Database.
- Participate in 8-year HHS-sponsored Mathematica study on teen pregnancy and sexually transmitted diseases.
- Contract with local university to assist with evaluation and management of overall data obtained from HHS funded Replication Partners.
- Support 7-15 major studies being funded by HHS including:
  - Chicago Public Schools: Chapin Hall, University of Chicago
  - Louisiana Office of Public Health: Billy Robinson, DHH, Louisiana State
  - Planned Parenthood of the Great Northwest: Susan Philliber, Philliber Research Associates
  - City of Rochester, NY: Richard E. Kreipe, University of Rochester
  - Denver Health and Hospital Authority: University of Denver
  - The Women’s Clinic: Joseph White, Vice President of the Institute for Research & Evaluation in Salt Lake City, Utah.
  - Florida Department of Health: Eric Buhi, University of South Florida
  - Teenwise Minnesota (M0APPP): Abt Associates

**FUNDING NEED**

- $400,000 over four years

Wyman’s work requires additional time and expertise to manage data from replication partners, coordinate work and learn from national studies to:
- ensure fidelity to the model and publish findings.
## Funding Needs to Achieve Target Goals

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network and partner development</td>
<td>$813</td>
<td>$835</td>
<td>$835</td>
<td>$835</td>
<td>$3,318</td>
</tr>
<tr>
<td>Program support</td>
<td>$647</td>
<td>$736</td>
<td>$941</td>
<td>$968</td>
<td>$3,292</td>
</tr>
<tr>
<td>Evaluation</td>
<td>$100</td>
<td>$100</td>
<td>$100</td>
<td>$100</td>
<td>$400</td>
</tr>
<tr>
<td>Fee Revenue</td>
<td>$1,441</td>
<td>$1,216</td>
<td>$1,419</td>
<td>$1,295</td>
<td>$5371</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$117</strong></td>
<td><strong>$455</strong></td>
<td><strong>$457</strong></td>
<td><strong>$607</strong></td>
<td><strong>$1,636</strong></td>
</tr>
</tbody>
</table>

*Expense details available to funders upon request*
STEADY STATE
IF GROWTH RELATED INVESTMENTS ARE STOPPED

Wyman reaches break even at ~65 partners if growth related investments are stopped.

*Illustrates that services can be self sufficient (sustainable, steady state) with assumptions to:

1. Stop adding new partners
   - No training expenses of new partners
   - No partner development costs
2. Suspend new research
   - 15 studies ending in 2014 will provide robust documentation, ongoing investment not likely needed from network fees.
3. Scale staffing and functions to provide excellent service to partner base.

<table>
<thead>
<tr>
<th>2015 IN THOUSANDS</th>
<th>STEADY STATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network Management</td>
<td>$100</td>
</tr>
<tr>
<td>Program Support</td>
<td>$607</td>
</tr>
<tr>
<td>Fees</td>
<td>$764</td>
</tr>
<tr>
<td>Net Surplus</td>
<td>$57</td>
</tr>
</tbody>
</table>
FUNDING SOURCES
WYMAN IS PURSUING DIFFERENT FUNDING SOURCES FOR SPECIFIC NEEDS

GREATER ST. LOUIS & MO

CURRENT PARTNERS

NEW PARTNERS

EVALUATION

POTENTIAL FUNDING SOURCES

• Current grants (United Way, ARCHS)
• Children’s Services Funds (regional tax for children)
• Other state and federal funding, HHS

• Growth capital sources: Discussions with national foundations; local foundations in target geographies could also be a source of growth capital
• Federal funds (HHS, DOE, OJJDP, etc.): Initial discussions held to test both certification idea and Wyman applying directly for money for growth purposes

• Leverage HHS studies
• Partnership with research institutions such as Wash U & SLU that will seek funding
• Foundation funders
• Federal funds
WYMAN’S
THEORY OF CHANGE

FOR WHOM?
Youth, aged 11 to 18, who are economically disadvantaged and whose circumstances create risk of lower life opportunities

HOW?
1. Serve teens by providing highly effective programs that are rooted in youth development research and evidence-based approaches
2. As a learning organization, identify gaps in youth services and implement solutions to address them
3. Advocate for evidence-based, highly effective youth development programs to influence providers and policy makers

Deliver programs directly in St. Louis
Build and manage a network of partners that deliver programs

TO WHAT END?
By 2015, 55,000 youth exhibit:
• On-time High School graduation
• Ongoing positive relationships with their peers
• Healthy choices
• Involvement in service

Youth develop into young adults capable of self-sufficiency, building and maintaining diverse and healthy relationships and actively engaging in service to their communities.
OUTCOMES
COMPONENTS THAT LEAD TO SUCCESS IN YOUTH

Wyman knows the following from empirical research and over 112 years of experience.

COMPONENTS

- Community Service Learning
- Peer experiences
- Adult resource network

MEDIATORS

CHANGE IN YOUTH’S

- attitudes toward community engagements
- knowledge and skill in service learning
- sense of supportive relationships
- sense of physical and emotional safety
- interpersonal skills
- knowledge and skill development

OUTCOMES

YOUTH EXHIBIT:

- On-time High School graduation
- Ongoing positive relationships with their peers
- Healthy choices
- Involvement in service

Youth develop into young adults capable of self-sufficiency, building and maintaining diverse and healthy relationships and actively engaging in service to their communities.
**Wyman’s TOP® What Does It Do?**

Wyman’s Teen Outreach Program® or TOP® fosters the development of positive character traits that are crucial to overcoming obstacles and succeeding in life’s endeavors.

**Key Aspects of the TOP® Approach Include:**
- Continuity of the program
- Weekly group discussions and activities
- Youth-initiated community service learning
- Connections with a skilled, caring adult in the program

**TOP® fosters specific non-cognitive skills for success and productivity in the present and beyond by facilitating:**

**Self-Regulation** - Wyman’s TOP® curriculum engages teens in discussions, interactive activities and role plays that positively shape their abilities to develop self-discipline.

**Self-Efficacy** - The two cornerstones of Wyman’s TOP® are service learning and group lessons focused on developing various skills. These two approaches are interwoven to provide both safe, experiential learning opportunities coupled with ‘real life’ context (service-learning) where young people develop mastery of their new skills.

**Community Service Learning - Problem Solving, Evaluation, Reflection**

Specifically in the community service learning component, TOP® provides genuine opportunities for teens to make and feel the impact of their work. Youth in TOP® complete a minimum of 20 hours of service each year. Students select projects that are both challenging and of importance to them. Their work is often completed in groups, which provides ample opportunities for students to practice their communication, conflict management, and self-regulation skills.

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**Community Service Learning Process**

- Teens determine the type of issue they would like to impact.
- Teens use critical thinking and problem solving to devise a solution.
- Teens complete the work as planned alongside professionals.
- Teens evaluate and reflect on success of work and future projects.

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**Non Cognitive Skills important in developing young people are featured in our curriculum as follows:**

**Sample Lesson Plans from TOP®**

- Communication/Assertiveness: Teens discuss and apply concepts such as active listening, assertive communication, nonverbal communication, how to say “no” and refuse a request, the use of “I” messages, and how to utilize personal and community resources to meet their needs.
  - Introduction to Communication: Saying What You Mean
  - The Other Side of Communication: Being a Good Listener
  - Communicating Feelings: Nonverbal Communications
  - Introduction to Assertiveness: Are You Assertive?
  - Asking for What You Need and Want

- Goal-Setting: Teens practice goal identification, understand short-term versus long-term goals, explore their future options, and think about plans for life after high-school.
  - Introduction to Goal Setting: Short-Term v Long-Term Goals
  - Crystal Ball – Imagining My Future Life
  - Achieving My Goals

- Preparing for Service: Teens investigate the needs in their community, how communities work, and how to plan and deliver effective service projects.
  - Defining the Circles of Your Community
  - What Our Community Needs – Community Survey
  - Community Mapping: Identifying Service Opportunities
  - Role Play Volunteer Interview
  - Surveying Community Problems
  - Rights and Responsibilities
  - Creating a Group Resume
  - Planning a Group Project

- Decision-Making: Teens examine choices and consequences, practice using decision-making tools, and reflect upon recent decisions they have made.
  - Choices & Consequences
  - A Decision-Making Model
  - Examining Recent Decisions
  - Practicing Making Decisions

- Relationships: Teens examine the dynamics of friendships, family relationships and conflicts, peer pressure, romantic relationships, dating, and violence within relationships.
  - Introduction to Relationships: What is a Friend?
  - Family Relationships – Family Responsibilities
  - Dealing with Pressure Situations

- Influence: Teens explore and grapple with the various influences on their lives and decisions, including peer pressure and media messages.
  - Who Influences You and Why?
  - Have You Been Influenced?
  - Social Pressures
  - Media Messages: Plus or Minus?

- Values Clarification: Teens explore and challenge their own values, the impact of gender roles on values, the values of their family and friends, and the impact of the larger society on their value formation.
  - Introduction to Values: Favorite Activities
  - Value Auction
PROGRAM DESIGN

In order for TOP® to be most effective, replication partners ensure that the non-negotiables of TOP® are upheld by providers.

<table>
<thead>
<tr>
<th>AREA</th>
<th>NON-NEGOTIABLES OF TOP®</th>
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<tbody>
<tr>
<td>PROGRAM DESIGN</td>
<td></td>
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<tr>
<td>Program Overall</td>
<td>• Program is delivered over at least nine months</td>
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<tr>
<td></td>
<td>• Club meets at least once per week</td>
</tr>
<tr>
<td></td>
<td>• At least 1 trained facilitator per club</td>
</tr>
<tr>
<td></td>
<td>• At most, 25 youth per club</td>
</tr>
<tr>
<td>Facilitator</td>
<td>• Facilitator is trained by Wyman or a Wyman certified TOP® trainer</td>
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<tr>
<td></td>
<td>• Facilitator is consistent throughout the year</td>
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<tr>
<td>Curriculum</td>
<td>• TOP® Changing Scenes® Curriculum</td>
</tr>
<tr>
<td>Community Service</td>
<td>• Teens in program participate in at least 20 hours of community service</td>
</tr>
<tr>
<td>Managing Quality</td>
<td>• Facilitators administer Wyman TOP® pre- and post-tests to teens</td>
</tr>
<tr>
<td></td>
<td>• Facilitators self-assess program performance at mid-year and year-end</td>
</tr>
<tr>
<td></td>
<td>• Clubs agree to visits by the TOP® Replication Partner in first year and every second year thereafter</td>
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</table>

PROGRAM ENVIRONMENT

| Community Service | • Students are engaged                                                                   |
|                  | • Students have a role in project selection                                              |
|                  | • Students own the project                                                               |
| Supportive       | • Teens believe there is an emotionally supportive and physically safe environment       |

COSTS FOR DELIVERY

Based on estimates, partners can deliver TOP® with fidelity for between ~$410~$640 per youth annually.

IN SCHOOL

<table>
<thead>
<tr>
<th>NUMBER OF YOUTH IN PROGRAM</th>
<th>COST ($)</th>
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<tbody>
<tr>
<td>500</td>
<td>$500</td>
</tr>
<tr>
<td>1000</td>
<td>$410</td>
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OUT OF SCHOOL

<table>
<thead>
<tr>
<th>NUMBER OF YOUTH IN PROGRAM</th>
<th>COST ($)</th>
</tr>
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<tbody>
<tr>
<td>500</td>
<td>$640</td>
</tr>
<tr>
<td>1000</td>
<td>$570</td>
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SOURCE: Based on Wyman’s experience operating TOP® programs.

NOTE: The In School model assumes 25 youth per club and facilitators who oversee 15 clubs; Out of School models assumes 20 youth per club and facilitators who oversee 8-10 clubs; Both models include fees and cost of TOP® coordinator; Cost per youth for steady state and does not include start up costs and fees (cost estimates available from Wyman). Direct delivery costs in St. Louis range from $415-$515.
THE NATIONAL NETWORK

A COMMUNITY OF CERTIFIED TOP® REPLICATION PARTNERS AND THEIR PROVIDERS

Part of the success of TOP® is the National Network (TOPnet). The National Network is the nationwide network or certified TOP® replication partners and their providers.

The National Network, bound together through an online community, is evaluated and maintained by Wyman to ensure the program is delivered with fidelity. When done so, Wyman’s TOP® consistently produces positive results for teens in the prevention of teen pregnancy, course failure, school dropout and suspension. In the online community, providers submit program data, collaborate and share with fellow National Network members. Certified replication partners connect directly to Wyman around questions, comments or concerns.

National Network Benefits

<table>
<thead>
<tr>
<th>CONTINUALLY STRENGTHENING TOP® DELIVERY AND YOUTH OUTCOMES</th>
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<tbody>
<tr>
<td>1. Access to training and support from youth development experts.</td>
</tr>
<tr>
<td>2. Ongoing coaching and feedback, including site visits in the first year and every other year thereafter.</td>
</tr>
<tr>
<td>3. Aggregated reporting of outcomes comparing program’s performance to others.</td>
</tr>
<tr>
<td>4. Tools to monitor quality at your program sites.</td>
</tr>
<tr>
<td>5. Access to curriculum updates as produced.</td>
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<table>
<thead>
<tr>
<th>BETTER POSITIONING TO COMPETE FOR FUNDING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Promotion as a certified TOP® replication partner.</td>
</tr>
<tr>
<td>2. Opportunity for joint applications to major funders.</td>
</tr>
<tr>
<td>3. Grant application toolkit including standard language on TOP®.</td>
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<table>
<thead>
<tr>
<th>CONNECTIONS WITH OTHER PARTNERS AND BEST PRACTICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Access to an online learning community of TOP® network members.</td>
</tr>
<tr>
<td>2. Linkages to other local network members to promote local collaboration and sharing.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CERTIFICATION AS A TOP® REPLICATION PARTNER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certification as an official TOP® replication partner based on quality visits and program performance of its providers.</td>
</tr>
</tbody>
</table>
WYMAN

TOP® NETWORK FEE STRUCTURE

START UP PACKAGE

• Training of one trainer at the Wyman Institute
• Curriculum (up to 10 sets)
• First year’s service fee

$26,000*

ONGOING SUPPORT

• Certification as official TOP® replication partner (paid on an annual basis) and recertification process completed every two years.
• Visit to confirm certification and provide coaching and feedback (first year and every two years thereafter)
• Curriculum updates as produced
• Technical support (~8 hours)
• Aggregated reporting of outcomes compared to network
• Access to online community of TOP® providers for knowledge sharing
• Tools to monitor quality (surveys, checklists, etc.)
• Potential for grants from national network+
• Publicizing and promotion of certified TOP® replication partners

$6,000/yr.*
(First 50 TOP® Clubs - up to 1,000 teens)

$1,000/yr.*
(For each additional 10 TOP® Clubs - up to 250 teens)

FEE-FOR-SERVICE

• Additional technical assistance
• Training of 1 additional trainer
• Training of facilitators
• Curriculum (1 set)

$600/day*
$6,000*
$750*/per person
$500

* Dependent on securing funds.
* Travel and related costs not included.
Wyman’s Approach to TOP® Fidelity

Description: Field observations occur when Wyman determines that a certified partner’s successful program or systems provide learning opportunities for the national network or Wyman.

Frequency: As needed.

Field Observations

Description: Required certification site visits ensure fidelity to program and contract agreements. Specific criteria determine if a partner becomes re-certified, provisionally certified or de-certified.

Frequency: First year of implementation and every two years thereafter.

Certification Site Visits

Training

Description: Training of Trainers is a five day comprehensive training designed for coordinators.

Frequency: Prior to club implementation and as needed.

Teen + Facilitator Surveys

Description: Certified Partners are required to administer pre and post surveys to teens; facilitators are required to complete mid-year and end-of-year surveys.

Frequency: Annually.

Club + Partner Outcome Reports

Description: Metrics from teen and facilitator reports determine evidence based outcomes and patterns for successful implementation.

Frequency: Reports are available in the middle and end of program year for each club.

Partner Audits

Description: Certified Partner Audits are based on Wyman discretion. Audits may consist of additional club observation, data, reports, review of records to ensure efficiency of systems.

Frequency: As needed.

Technical Assistance

Description: Each certified partner will receive eight hours of technical assistance per year in order to foster quality program replication. This service is included in their annual membership fee.

Frequency: Annually.
<table>
<thead>
<tr>
<th>METRIC</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>REACH</td>
<td>Actual</td>
<td>Actual</td>
<td>Actual</td>
<td>Actual</td>
<td>Target</td>
</tr>
<tr>
<td>National new partners</td>
<td>19</td>
<td>17</td>
<td>1</td>
<td>1</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>18,625 teens</td>
<td>0</td>
<td>7,000 teens</td>
<td>11,625 teens</td>
<td>15,000 teens</td>
</tr>
<tr>
<td>PIPELINE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Total number of partners in pipeline</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Support</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td># of coordinators trained</td>
<td>28</td>
<td>20</td>
<td>8</td>
<td></td>
<td>33</td>
</tr>
<tr>
<td>First year reviews: % of first year partners</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td>N/A (100%)</td>
</tr>
<tr>
<td>Reviews: % of partners (after first year)</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td>N/A (50%)</td>
</tr>
<tr>
<td>Partner Retention</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td>(90%)</td>
</tr>
</tbody>
</table>
To talk with someone about obtaining the Teen Outreach Program®
for your community, contact:

Wyman
600 Kiwanis Drive
Eureka, MO 63025
(636) 549-1238
teenoutreachprogram@wymancenter.org
www.wymancenter.org