



# Youth Reformation System

*Using knowledge to improve outcomes*

## Culture of success



## Achieving our culture of positive human development

To achieve OYA's mission of guiding youth toward productive and crime-free lives, two equally important components are required: positive youth development and positive staff development. Together, these components will help us achieve the comprehensive, agency-wide culture known as positive human development.

Positive human development occurs when everyone -- staff and community partners, youth, and OYA's organizational structure -- works collaboratively and uses evidence-based research within the Youth Reformation System to support youth, staff and the community. Below are the foundations of positive human development, beginning with our No. 1 priority of safety and security and moving up the pyramid.

### YOUTH SUCCESS



#### **Safety and security**

- All activities are safe and secure for youth and staff.
- Staff apply individualized trauma-informed care to support safety and security.
- Physical and emotional safety is promoted at all times.
- Emergency procedures and supplies are present.
- Healthful food, drinks and exercise are provided.
- Youths' physical and emotional health needs are addressed.
- Staff feel supported at all times when it comes to ensuring their safety, including after a violent incident.



#### **Caring and supportive relationships**

- Communication is respectful and productive; individual perspectives are acknowledged.
- Youth are supported with encouragement, and all interactions provide an opportunity for positive growth.
- Conflict is reframed using a person-centered approach.
- Staff provide care that is individualized and responsive to meet youths' cultural, gender and developmental needs.
- Staff feel valued and protected by their community of peers and managers.



#### **High expectations and accountability**

- Youth are encouraged to learn new skills and achieve higher performance.
- Staff members model skills and high performance standards.
- Errors are treated as growth opportunities.
- Expectations for behaviors are clear.
- Both staff and youth are expected to grow and develop through training and support.



#### **Meaningful participation**

- Staff have the resources needed to do their jobs.
- Opportunities exist for group discussions and activities, with emphasis on meeting cultural and developmental needs.
- Everyone has the opportunity to participate.
- Staff and youth have a voice that is heard.
- Youth are encouraged to mentor and to be mentored.



#### **Connection to community**

- Community volunteering and collaboration are encouraged.
- Achievement is recognized and shared among staff and youth.
- Youth have a sense of belonging to a culturally responsible community, both within their immediate environment and in the larger local community.