



## **Go Team Implementation: Assessment Questions**

### **1. Staff:**

- Who will be recruiting, training, and assisting the teens during outreach?
- Will this person be full time or part time?
- Has this person worked with teens before?
- What is their experience in youth development and knowledge of nutrition/fitness/healthy lifestyles?

Suggestions: The staffing needs for your Go Team will vary on the size of the group and the frequency of outreach events. It is recommended that the teens have one to two consistent youth leaders, rather than a rotating group of instructors. The youth leader(s) is/are responsible for training the youth, preparing them for outreach, being present at all outreach sessions, and strengthening team dynamics. This leader can either be a full-time or a part-time staff person. (If part-time, another staff person will need to schedule outreach activities, as this takes a lot of time.) If you wish to establish multiple Go Teams, each one will most likely need its own instructor. The Go Team coordinator and/or instructor should definitely have experience leading youth programs.

### **2. Budget and Scope:**

- How many sites will host a Go Team (or rather, how many Go Teams will there be? One per neighborhood? City? Region?)
- How many Go Team members and instructors will you have?
- What is your budget for this program?

Suggestions: The budget at minimum should include an instructor/youth coordinator, pay or incentives for the youth, transportation for outreach, training supplies (such as snacks, lunches, materials, etc.) gear for the games and 5-4-3-2-1 Go! giveaways.

### **3. Recruitment:**

- Where will the teens be recruited from? Do you already have a group of teens in mind? If so, describe.
- If not, what existing relationships do you/agencies in your collaborative have with youth groups or high schools?
- Do you work with agencies that facilitate a group of teen leaders who could be trained to be Go Team members?
- Will the teens be recruited from multiple communities or one community?

Suggestions: Start with existing networks and partner agencies. At CLOCC, it took four months to recruit the initial group of Go Team members because we were new to working with high school students and had to build new relationships with youth organizations and high schools before gaining access to students. Allow time for recruiting. It takes much longer than you think! If you are working with an existing group of teens, think about how this project will fit in with other projects. How much time will the teens have to devote to Go Team activities if they are involved in other group initiatives as well?

#### **4. Training:**

- Which agency will provide space for Go Team training?
- Who could you invite to lead guest presentations/trainings for the students?
- When will your program run? Year-round? School-year? Summer?
- What is an appropriate training schedule? After-school, weekends, etc?

Suggestions: Find an agency that is centrally located if your youth are coming from different communities. Ideally, the space would be a community center or park district. Generally, a multi-purpose room works (though to practice games it can help to have access to the gym or outdoors). If children's services are offered at this site, these kids could be a perfect 'pilot' group for the Go team members to practice the games. Depending on the needs of your group, any time can work for training. (Note: In order for applicants to assess their ability to participate in this program, it is crucial that the training schedule and location is determined BEFORE recruitment).

#### **5. Outreach:**

- Who will coordinate the outreach schedule?
- How will outreach be promoted? Which agencies/schools/events/etc. will request the Go Team?
- How will teens get to outreach sites? Will transportation fare be provided? Van? Other transportation?
- How far will the outreach extend (neighborhood, regional, city-wide, county-wide, etc.)?
- How many visits will each site receive? Will you visit many sites one time or a smaller list of sites multiple times?
- Who will be the audience for the outreach? Pre-school children, elementary children, high school students, adults, families?

Suggestions: The outreach can be designed to best meet the needs of host organization and partner agencies. If you are trying to cover a large area, your Go Team may only visit each agency once. If you are just focused in one neighborhood, you may decide to set-up a schedule of three visits per site. Repeat visits will provide an opportunity for the Go Team to develop a relationship with the children at each site. Go Team members will also learn how to plan a sequential set of activities for multiple visits, increasing their capacity to plan lessons. The target age group of the outreach will also depend on the scope and needs of the partner agencies.

## **6. Incentives and Retention:**

- What incentives can you provide to encourage the teens to commit to the program for six months? Eight months? One year?
- Such as... Stipends? Scholarships? Service learning hours or gift cards?
- What opportunities can you provide for teens to increase their level of leadership in the program?
- What timeline/schedule do you envision for recruiting/training/outreach?

Suggestions: Before you begin, determine the incentives you can offer and commit to these for the duration of the program. It is very important that details are figured out BEFORE you recruit teens to join the Go Team and that these incentives are paid/presented as promised on a regular schedule. Otherwise, teens and their parents might develop a mistrust of the host agency. Make sure a reliable system is used to pay the stipends. If an existing youth program in your community is already in place with successful incentives, use the same model.

This program works well as a six-month or eight-month program. This allows teens enough time to train, practice and get comfortable with their responsibility. After six or eight months, some students might become bored with the job if the responsibilities stay the same. To keep team members engaged, you can either end that session of the program and start with a new group of youth or continue on and perhaps develop new projects. A schedule that might work well is training in the spring, outreach in the summer and fall, and wrapping up in the winter. If team members want to continue with the program, they can re-apply and help recruit new members and lead training the following spring.

## **7. Evaluation and Monitoring:**

- What components of the project would you like to evaluate?
  - Impact on team members (knowledge and behavior change)?
  - Impact on community sites (receptiveness to the program, improvements to healthy eating or physical activity programming at the site)?
  - Impact on children participating in the outreach? (Not recommended unless your Go Team members complete a series of workshops with the same group of participants)
- Which tools will you use to evaluate these different project components?

Suggestions: Focus on measuring the impact on the team members and the sites. It is much harder to evaluate the impact on the children participating in the outreach. Choose evaluation tools that best fit the capacity of your staff. Ideally, utilize a variety of tools so that you have both qualitative and quantitative data.