



WASHINGTON MILITARY DEPARTMENT

Goal: Youth Development & Education

Division: WA Youth Academy

Objective

6.1 Increase and sustain the retention percentage of Washington Youth Academy (WYA) cadets.

Strategies

- 6.1.1 Recruit 350 total application cadets to start each class cycle.
- 6.1.2 Conduct application screening panels represented by all youth development WYA departments.
- 6.1.3 Invite 200 youth applicants/class to mandatory orientations and assess motivational, academic, behavioral, mental, and physical health suitability for the WYA mission.
- 6.1.4 Register between 155-165 youth candidates for each class cycle.
- 6.1.5 Update youth oriented drop request, termination, and disciplinary procedures to enhance structure and retention capabilities.
- 6.1.6 Train and empower staff with tools for strengthening relationships and rapport with cadets.

Performance Measure(s)

- % cadets registered that graduate/class

Target(s)

- Achieve and maintain 85% retention average for WYA classes #16-1 & 16-2 by Jun 2016 and Dec 2016

Actual

- 106

Status

- Recruited 235 applications; achieved 89% retention for Class 16-1. Recruited 267 applications; achieved 91% retention for Class 16-2. Recruited 232 applications for Class 17-1; achieved 89%. Recruited 410 applications for Class 17-2.
- 6.1.3 Avg 228 youth invited to Onsite Assessment - OSA from Jan 2016 to present; 250 to OSA for Class 2017-2.
- 6.1.4 Avg 160 youth registered from 16-1 to present. 165 invited to register for Class 17-2.
- 6.1.5 Staff collaboration scheduled on this strategy during Jun/Jul 2017 cycle break.
- 6.1.6 Jan '16 staff training on "Anatomy of Peace" concepts to enhance "helping things go right" emphasis in youth development vs focusing on disciplinary actions. ACES training ongoing for context in WYA mission.



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6.2 Enhance the transitional skills curriculum, delivery and experience for WYA cadets to maximize their capability to successfully transition to post residential life.

Strategies

- 6.2.1 Identify gaps in core “transitional skills” for youth transition between WYA residential and post-residential life.
- 6.2.2 Select a minimum of five areas for transition skills training/curriculum enhancement by Oct 2016.
- 6.2.3 Identify a “curriculum map” to determine WYA department overlap areas for enhancement (e.g., study skills, notetaking, scheduling/time management, etc.)
- 6.2.4 Test cadets for “transitional skills” specifically identified as gaps.
- 6.2.5 Develop and update curriculum focusing on the five areas for transition skills, and train staff on content and delivery.

Performance Measure(s)

- % WYA graduates with test score increases/total graduates
- % graduates that demonstrate “Go Mastery” skill areas
- % transition skills comprehension/cadet tested

Target(s)

- 80% WYA cadets with 80% comprehension via “Go” rating by Jun 2017.
- Publish cadet transition skills by Oct 2017
- 100% WYA graduates with 80% test score by Jun 2017
- Publish delivery plan by Jan 2017

Actual

- 125
- 100
- 0
- 100

Status

- “Five Powers” established as a foundation for Focus Five build by 16-2 and 100% graduates demonstrated comprehension in this foundation in both 16-2 and 17-1.
- 6.2.2 Focus Five for Transition Skills Enhancement: 1. Dealing with Family Dynamics; 2. Maintaining and Building Healthy Relationships; 3. Learning How to Learn; 4. Enhancing Resiliency; 5. Decision Making Ability
- 6.2.4 Timeline extended 6-month from the original June deadline due to underestimating the scope and complexity of this goal strategy.
- 6.2.5 Published using “Core Component Completion Matrix” & assumption of specific classes that would magnify the Focus Five. Next steps – collect more data to determine application and effectiveness.



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6.3 Sustain a 12th month placement rate exceeding the national Challenge program average and “Excellent” rate on ChalleNGe Operations and Resource Evaluations (CORE).

Strategies

- 6.3.1 Provide each cadet sufficient opportunity (>=8) Cadet Achievement Plan (CAP) class sessions during residence to explore, research and develop placement ideas.
- 6.3.2 Develop placement resources website for cadets and graduates to research community based career placement assistance and educational resources.
- 6.3.3 Ask mentors during “Mentor Days” to work with cadets to help provide strategies to meet placement goals.
- 6.3.4 Match advocates working with mentors and graduates to impact placement rate to exceed six and 12th month post residential placement goals.

Performance Measure(s)

- Placement rate % = # placed WYA graduates/# total graduates)

Target(s)

- >= 71% 12th month post-residential life placement for WYA graduates beginning with class #15-1 (12th month is Jun 2016)

Actual

- 100

Status

- Class 15-1 achieved a placement rate of 72% during their Jun 2016 12th month of Post Residential Phase.