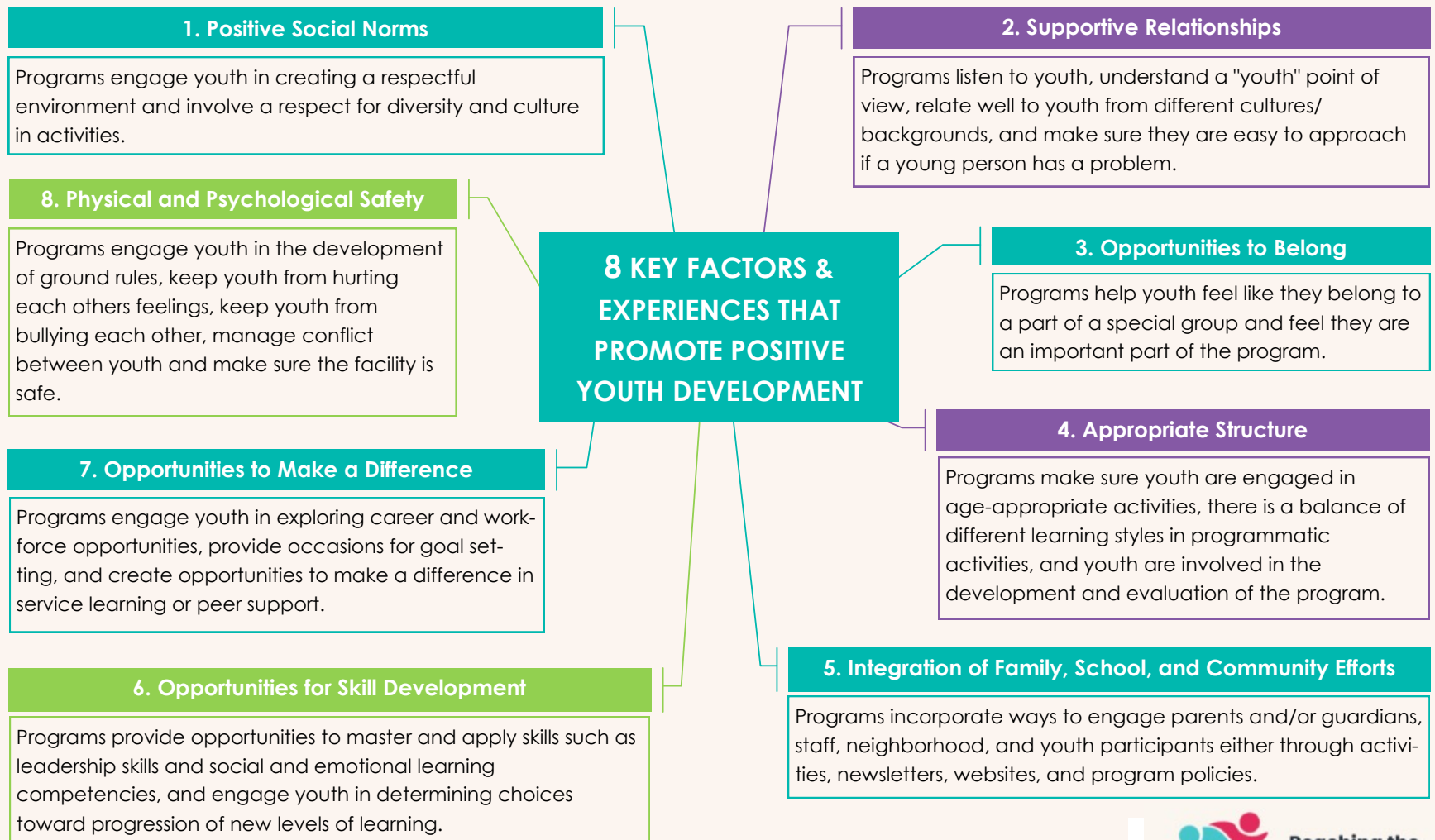


Positive Youth Development (PYD) is an intentional, pro-social approach designed to: **ENGAGE** youth in productive and constructive ways in multiple domains such as communities, schools, families, peer groups, organizations; **RECOGNIZE, UTILIZE, AND ENHANCE** youth strengths/assets; and **PROMOTE POSITIVE OUTCOMES** by fostering positive relationships and providing opportunities and supports that help youth build skills, gain mastery, and develop leadership skills.



High Quality Program Indicators

Positive Youth Development Factors & Experiences

1. Positive Social Norms
 2. Supportive Relationships
 3. Opportunities to Belong
 4. Appropriate Structure
 5. Integration of Family, School, and Community Efforts
 6. Opportunities for Skill Development
 7. Opportunities to Make a Difference
 8. Physical and Psychological Safety
 9. Other COMPASS Considerations (SEL, Mental Health, Accessibility)
 10. Organization // Program Specific
- 

Quick System Scan

Leading COMPASS through Observation Data | 8RES COMPASS Convening Series

1 = Not in place 3 = Partially in place 5 = Fully operational

Role Clarity. *Primary and backup observers are named for each observation.*

Rating:

1 2 3 4 5

Notes:

Observation Frequency. *A schedule exists and is followed.*

Rating:

1 2 3 4 5

Notes:

Tool Use. *An approved observation tool is used with a shared understanding of quality.*

Rating:

1 2 3 4 5

Notes:

Data Entry. *Observation findings are accurately entered into the system in a timely way.*

Rating:

1 2 3 4 5

Notes:

Leadership Review. *Observation results reach the right staff regularly and according to the plan.*

Rating:

1 2 3 4 5

Notes:

Staff Feedback. *Observers provide specific, evidence-based feedback to staff and generate improvement plans.*

Rating:

1 2 3 4 5

Notes:

Follow-Up. *Coaching and action is provided based on action plan to convert observation into improvement.*

Rating:

1 2 3 4 5

Notes:

[illegible][illegible]

Data Plan

STEP	WHO IS RESPONSIBLE	TIMEFRAME
1. Observation conducted at site		Scheduled visit date
2. Scores entered into data system		Within ____ days of visit
3. Report generated / exported from system		Within ____ days of entry
4. Report shared with Leadership		Within ____ days of visit
5. Findings reviewed at leadership meeting		Meeting/s: Frequency:
6. Coaching Session / Action Plan Developed		Within ____ days of visit Follow up Date:
6a. Escalation — if serious concern observed		Within ____ hours → Notify:
In what format is feedback given? <i>Brief written summary? One-on-one conversation? Structured coaching form?</i>		

Program Observation Action Checklist

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Check each item as complete | Use Notes to capture next steps or owners

- ☐ **Finalize observer assignments.** *Names, sites, and backup coverage are documented and communicated to staff.*

Notes:

- ☐ **Confirm the observation schedule.** *Dates are on the calendar for September–November; at least one observation per site per week.*

Notes:

- ☐ **Orient observers to the data collection tool / system.** *Observers have access and have completed at least one practice entry.*

Notes:

- ☐ **Add observation review to a standing meeting.** *Leadership review is on the agenda for an existing meeting (not a new one).*

Notes:

- ☐ **Communicate expectations to staff.** *Program staff know who observes them, how often, and how feedback will be given.*

Notes:

- ☐ **Identify your first quarter learning question.** *What will you be watching most closely in the first months and why?*

Notes: