



Core Elements of Effective Programs

- Include community partners in assessment, planning, implementation and evaluation
- Integration of programs into community plan and continuum of services
- Target specific elements of gang function and recruitment
- Focus on evidence based strategies
- Positive relationships with caring adults



Core Elements of Effective Programs

- Culturally competent and gender specific
- Effective programs are data driven
- Consistent and standardized data collection
- Parallel planning process across systems
- Outcome driven and measured
- Common language
- Program and implementation fidelity



Core Elements of Effective Programs

- Service delivery appropriate to population in time, location and need
- Capacity building of those delivering and receiving services
- Direct services (i.e. Maslow Hierarchy)
- Advocacy
- Environmental change



Challenge #1

Report on Effective Elements

- Ineffective

- Poor coordination and follow up once in the communities
- Lack of community coordination and leadership
- Lack of funding
- Long term Reinforcement /not always existent
- Promoting anti-gang strategy – can be counterproductive – labeling anti-gang because of word gang
- Not including the people who are affected in the strategy
 - (gangs families not involved)
 - (gang members, ex-gang members involved in this process)
- Lack of community education on programs available
- Top down strategy planning, implementation and evaluation



Challenge #2

The listing of possibilities ...

- Assessment of all the funding to programs (Federal and State) to get an understanding of what's working and are the federal dollars spent worth it. Need an accountability of that money in relationship to the effectiveness of the program.
- Within current structures form a gang control unit to monitor gang policy and funding.



Challenge #2

The listing of possibilities ...

- Utilize Weed and Seed and Project Safe Neighborhood programs
- Funding and development of after care programs for gang members after they re-enter the community, so that effective gang programs that are provided inside the facility do not die after they are released into the community
- Funding of programs that reward good behaviors



Challenge #2

The listing of possibilities ...

- Funding for targeted gang members that attend school, that can be used to reward them for staying in school
- A job outreach program for gang members to give jobs and teach job skills.
- Job training programs that will relate to a specific job after the completion of a GED and training.
- Triple “P” Parenting Program. (Positive Parenting Prevention)
 - Funding to implement that program for gang members and environmental change.



Challenge #2

The listing of possibilities ...

- Resource for parents of gang members and youths at risk in community for parenting, support groups, etc.
- Funding for effective mental health programs for gang members, at risk youths, parents of gang members
- Sustained funding for PAL Programs
- Effective funding for advertisements and community awareness of all anti-gang and outreach programs.



Challenge #2

The listing of possibilities ...

- Funding for afterschool programs for ages 13-16
 - Civil Air Patrol, Armed Forces Youth Programs
 - Athletics
 - Music and cultural arts
 - Youth police and fire explorer programs
- Vocational and entrepreneurial educational programs that would provide a job bank or small business assistance for 13-16 year olds to include training and transportation



Challenge #2

The listing of possibilities ...

- Define what a high risk child is (use data)
- Comprehensive and standardized training for those working with gang members



Challenge #2

The listing of possibilities ...

- A universal standard and uniform training for youth workers, counselors, teachers and community advocates
- To offer attractive, competitive salaries for those workers with other jobs.
- Funding for not just gang education and identification, but also standardized gang intervention training for youth workers



Challenge #2

The listing of possibilities ...

- Funding for a public relations campaign on appropriate behaviors and inappropriate behaviors.
- A marketing strategy to reach kids via the media about behaviors to keep the public interested about the strategy and to learn about it.
- Funding a data system that can be accessed on different programs so that youth workers can view and have access to those programs.



Challenge #2

The listing of possibilities ...

- Fit the appropriate program to the appropriate high risk gang members
- Establishment of youth councils in each city to be able to make the most of dollars and to effectively manage and facilitate the funds and strategy.
- Ensure accountability of the funds.



Challenge #2

The listing of possibilities ...

- State of Florida develop uniform financial reporting, accountability, data systems and outcomes
- A set of common rules and standards must be in place in order for your program to get funded.
- Develop and fund an oversight committee.