

Developmentally Attentive Systems and Organizations

Developmentally attentive systems and organizations (DAS/O) are intentionally structured to increase the likelihood that the children, youth and families they serve are being empowered to thrive, while working with others to ensure that the community itself is striving to be developmentally attentive.

Characteristics of a Developmentally Attentive System/Organization

Principles and Procedures: The vision, mission, values, policies, and procedures of a DAS/O support the development of thriving and in doing so, frames its role as an advocate for all children, youth and families. The approaches used are strength-based and strive to awaken those served to their own value, while empowering them to enhance the thriving of others.

Environment: A DAS/O offers services, supports or opportunities within structures and environments that are asset rich, foster constructive creative expression and insight, and allow everyone to feel safe, cared about, valued, and connected.

Services, Supports and Opportunities: A DAS/O provides services that create supports and opportunities that are nurturing, empowering, and grounded in a framework of thriving. They are developed and delivered using consistent and congruent strength-based methodology and language, value all learning styles and align with state-of-the-art thinking and models.

Connection to Community: A DAS/O partners with others to encourage the community to implement a shared thriving vision and set of thriving indicators, a clear set of expectations for community services and supports, and the policies, strategies, and investments crucial for their community to increase the likelihood that all children, youth and families thrive.

Staff and Volunteers: A DAS/O engages individuals who strive for thriving in themselves, use strength-based approaches, view those they serve as resources, are vision and mission driven and committed to further developing their own knowledge and skills in their chosen field as well as in all issues related to thriving.

Youth and Families as Resources: A DAS/O identifies and enlists the strengths of young people and families, offering them skill-building, support, and leadership opportunities to serve as resources and champions of thriving throughout the community.

Intergenerational Relationships: A DAS/O recognizes that meaningful intergenerational relationships foster the development of thriving indicators and, therefore, creates opportunities where these positive relationships can occur.

Continuous Improvement: A DAS/O explores its impacts on the individual (how well are children, youth and families moving toward thriving); systemic or organizational (how well is their system/organization aligning to its thriving principles and practices), and community (how well is the system/organization aligned to the community's thriving vision and values).