

La Plata County Children, Youth and Family Master Plan Recommendation Scorecard

This scorecard serves as a guideline for the implementation of the Children, Youth and Family Master Plan, not an assessment of any long-term changes in social or behavioral indicators. The following scorecard assumes that the county and other municipalities have endorsed the Plan along with its infrastructure and strategic recommendations. Additional assessment tools need to be developed for each recommendation by those responsible for implementation efforts. These more in-depth assessments are dependent on the final agreed upon outcomes, timelines and costs and, therefore, can not be included in this planning document.

Legend: CLD = Citizen Liaison Department, CY&FMP = Children, Youth and Family Master Plan, LWO = Living Wage Ordinance, N&C = Neighborhood and Community, H&S = Health and Safety, YIT = Youth in Transition, FE = Family Economics, ECD = Early Childhood Development, YD = Youth Development, E&ASP = Education and After School Programming, NL = Neighborhood Liaison, ECL = Early Childhood Liaison, YCEL = Youth Civic Engagement Liaison

Focus Level	Recommendation	Outcome	Assigned Point	Indicator	Date	Status
Infrastructure (Policy)	Municipal policy should be supported	Final policy drafted for each municipality	Managers and assigned staff	Policy documents on file		
		Policy adopted by each municipality	Elected Officials in each Municipality	Meeting minutes when policy adopted		
		Policies publicized & become vision for CLD & other staff	Managers and assigned staff	Policies visible in municipal buildings and known by residents		
Infrastructure (Policy)	Explore appropriateness of a Livable Wage Ordinance	A decision for moving forward made	Elected officials & managers	Meeting minutes when decision made		
		Task force facilitator identified and engaged	Municipal managers	Facilitator on payroll		
		Individuals & groups identified to serve on task force given their directions	Municipal managers with community input	Task force members approve appointment and begin process		
		Recommendation developed & presented to elected officials	LWO task force	Report (s) on file		

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		Recommendation for a LWO or to reject the LWO adopted by elected officials	Elected officials	Meeting minutes when ordinance rejected or approved		
		<i>(If accepted)</i> LWO becomes official and employers are held accountable to LWO standards	Municipal managers	Living wage standard being applied in municipalities that where approved		
		<i>(If accepted)</i> Ordinance Implementation reviewed and adapted where needed	Compliance officers	Compliance complaints addressed & numbers of complaints are reduced		
Infrastructure (Organizational)	Create a citizen, school, service provider and governmental transition team to ensure CY&FMP is implemented	Transition team identified and recruited	Manager	List of transition team members and their affiliations on file		
		Implementation plan to carry effort into next fiscal year is developed and CY&FMP strategies have implementation timelines	Transition team	Minutes of strategy meetings and copy of transition plan on file		
		Implementation plan adopted by municipalities	Managers & elected officials	Minutes of municipality meetings		
Infrastructure (Organizational)	Using the implementation plan create a Citizen Liaison Department for county (CLD)	Department created and DH hired	County Manager	Department in organizational chart DH on payroll		
		Department location identified and offices assigned	Manager and staff	Office(s) operational		
		Neighborhood Liaison hired	CLD DH	Individual on payroll		

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		Youth Civic Engagement Liaison hired	CLD DH	Individual on payroll		
		Early Childhood and Family Liaison hired	CLD DH	Individual on payroll		
		Department functioning at capacity	CLD DH & staff	Department is meets operational guidelines		
	Create a Citizen Liaison Coordinator (CLC) position for Durango and hire	Position created and CLC hired	City manager	Individual on payroll		
	Create a joint CLC position for towns and Tribe	Bayfield, Ignacio and Tribe agree on CLC organizational issues	Town Managers & Tribal Executive	Agreement and organizational policies & procedures on file		
		Towns and Tribe hire CLC	Town Managers & Tribal Executive	Individual on payroll		
	Build the partnerships needed among municipal staff to ensure successful implementation	Efforts among coordinators and CLD are coordinated and effective	CDC DG and staff & coordinators	CLD and coordinators meet joint operational guidelines		
		CLD & Coordinators identify resources needed to implement strategies based on timeline and additional funding required	CLD	Detailed breakdown of needed resources and a plan and timeline to secure those resources on file		
	Build partnerships needed with schools, service providers and neighborhoods to ensure successful implementation	A network of groups come together to ensure the implementation of the CY&FMP recommendations is successful	CLD and other coordinators	Minutes of scheduled meetings with partners		
Infrastructure (Organizational) (Also see N&C strategic rec.)	Create and make operational a countywide Neighborhood Commission (NC)	Resolution to create NC drafted	CLD DH	Resolution on file		

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		Commissioners appointed	County Commissioners	Appointments made and recorded in minutes		
Infrastructure (Organizational) (Also see YD/E& ASP strategic rec)	Create a countywide Youth Civic Engagement (YCE) Initiative	Youth advisory group is formed, and creates a draft initiative	CLD DH or YCEL	Minutes of youth and adult advisory meetings		
		Report created and approved outlining initial YCE initiative, its timelines and potential costs	Staff and advisory group	Report presented to County Commissioners and action recorded in minutes		
		Government-related opportunities to engage youth created	YCEL and youth advisors	Comprehensive array of opportunities in which youth can engage—attendance logs		
Infrastructure (Connectivity)	Ensure all aspects of CY&FMP remain in alignment	Year-end evaluations indicate recommendations remain aligned	CLD DH	Year-end evaluations		
		Non-alignment identified and corrected	CLD staff and coordinators	Realignment plan exists on file		
Infrastructure (Coalitions)	Create the three coalitions identified in the plan—youth & adults, schools & gov't & non-profits and service providers	Coalitions helped municipal staff and elected officials remain committed and aligned to the CY&FMP	CLD DH	Reports generated by coalitions and staff on file		
Strategic (N&C) (See also NC Infrastructure recommendation)	Those living in La Plata's neighborhoods will be recognized & empowered to create activities, places & organizations that help people find their voice & thrive.	Initiative to ensure recommendation is developed, implemented and supported, staff are hired and recommendations are successful	Elected officials and CLD staff	Citizens report an increase in the support their neighborhoods receive from the municipalities		

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	A Neighborhood Commission is created to support in their efforts neighborhoods to be more thriving	Individuals are identified and recruited to serve on initial Neighborhood Commission	Transition team, staff and County Commissioners	County Commissioner meeting minutes reflect appointments		
		Operational policies and procedures created	Neighborhood Commissioners	Policies and procedures of NC on file		
		Proposal developed that identifies timelines and budget needed to be successful	CLD staff and NC	Proposal on file		
		Additional sources of resources identified and secured	CLD staff and NC	Additional resources available		
		NC works with neighborhoods to support and encourage them in efforts to be more thriving	NC and staff	Neighborhoods report a greater level of thriving exists		
	Create and support a “College” to train community members to be more supportive and invested in the county & municipalities	An implementation team is created to develop budget, timelines, curriculum categories and potential presenters.	CLD staff	Neighborhood College plan on file		
		Curriculum created	CLD staff with input from NC, elected officials and citizens	Initial curriculum on file		
		College faculty and advisors identified and recruited	CLD staff and citizen advisors	Faculty agree and present—record of class presentations		
		Initial class participants identified and recruited	NC, CLD staff and other citizen advisors	First class attendance logs		
		Funding to cover costs of college sessions secured	CLD staff	Funding available		

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		Initial and subsequent college sessions conducted	CLD staff and college faculty	Session logs and evaluations		
		College structure & curriculum adapted based on feedback	CLD staff and NC	Revised curriculum in place and on file		
	Assist neighborhoods in forming organizations that will help create more thriving neighborhoods	An ever increasing number of neighborhoods have formed organizations that promote neighborhood thriving	NC and CLD staff	Existence of neighborhood organizations		
		Relationships built & maintained between NC, NO & CLD staff	NC, NO leaders and CLD staff	NC and NO report that efforts are well coordinated and supportive		
	Create a countywide resource center that provides links and support to NO	Neighborhood improvement resources are accessible to all neighborhoods and individuals	NC & the CLD NL & CL coordinators	Up to date and state-of-the-art resources exist & neighborhoods report they are helpful		
		Funding secured to ensure resource center is well stocked with updated materials	CLD staff	Funding available and state-of-the-art materials and information in in resource center		
Strategic (H&S)	Support all law enforcement departments to increase the use of Community Policing approaches	Dialogue occurs between managers and local law enforcement regarding their willingness to embrace approach	Managers and heads of each law enforcement department	Minutes of meetings		
		Costs, timelines & a phase in of implementation strategy drafted and presented to elected officials	Managers and heads of each law enforce department	Community Policing implementation plan on file		
		Community Policing approaches phased into overall policing efforts	Law enforcement department heads	New Community Policing policies & procedures in operational manuals of law enforcement departments		

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		Community Policing efforts assessed in relationship to desired thriving improvements	Law enforcement department heads	Assessments on file		
		Changes made to Community Policing approach based on assessment and feedback	Law enforcement department heads	Changes recorded and on file		
	All children, youth and family serving organizations & systems will become more developmentally attentive	Secured resources to train all interested youth serving organizations & systems	CLD staff	Resources available		
		Vendor selected & engaged to provide the developmentally attentive training to 10 systems and/or organizations at a time	CLD staff	Vendor contract signed and work schedule confirmed		
		First 10 organizations/systems interested in receiving training are recruited and trained	CLD staff	List of 10 organizations/systems on file—Letters of participation exist		
		Timeline exists to ensure all interested organizations/systems can receive training	CLD staff	Timeline on file		
		Training is evaluated and adapted based on results	Training vendor	Feedback and appropriate changes recorded and on file		
		Long-term changes in system/organizational behaviors have occurred base on training	CLD and service provider directors	Assessment results on file		
Strategic (YIT)	Create an informational system that connects everyone in the county to the resources they need to thrive	A comprehensive, innovative, interactive, engaging, easily accessible and user-friendly search engine for La Plata	Webmaster	Website/search engine completely operational		

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Focus Level	Recommendation	Outcomes	Assigned Point	Indicator	Date	Status
		A Website Oversight Board exists made up of professionals & citizens representative of website sections	Transition Team	Minutes of meetings on file		
		Secured resources exist to begin creating search engine Webmaster and assistant hired	Website Oversight Board (WOB) County Manager	Resources available Individuals on payroll		
		Location to house operational components secured	WOB, County manager, Webmaster	Lease or contract signed and on file		
		Advisory boards for each section in place and partnership with Webmaster & interns	WOB & Webmaster	Minutes of meetings on file		
		Data entry and creative specialist interns and volunteers recruited and actively creating website	WBO & Webmaster	Agreements between Website and interns/volunteers exist and on file		
		All sections of website operational	Webmaster and staff	Website fully functional		
		Number of visitors increases daily as does number of citizens making improvement comments	WBO & Webmaster	"Hits" log on file showing targeted levels reached		
		Customer feedback assessments completed	WBO	Assessments on file		
		Ongoing fund raising insures operational continuity and expansion	WBO & Webmaster	Targeted fund raising goals met and needed resources remain available		

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Focus Level	Recommendation	Outcomes	Assigned Point	Indicator	Date	Status
Strategic (FE) (Also see FE infrastructure Recommendation)	Create a network of groups and individuals who work together to find ways to ensure all citizens have the opportunity to earn a livable wage	The cost to live in La Plata County is reduced and a Livable Wage Ordinance is created to allow everyone to earn a livable wage	Elected officials and management staff	COL levels reach targeted reduction levels and all employed individuals earn income at the level determined In the LWO		
		A group of business leaders, service providers, municipal staff and other citizens exist to explore ways to reduce the cost of living	Municipal managers	Minutes of meetings on file		
		Public opinion assessed	COL Reduction team	Data collected from public opinion Recorded and on file		
		Public are educated about ways to reduce personal COL	COL reduction team	Survey results of public's knowledge of techniques to reduce COL on file		
		Actual cost of living in La Plata determined based on the existing variables	COL reduction team	COL levels based on established variables determined and on file		
		A 2-year COL reduction plan prepared, presented and approved	COL reduction team & elected officials	Plan on file		
		Difference between COL and a livable wage is determined (after COL reduction plan in place for two years	COL reduction team	Results from two-year effort to reduce COL on file along with data to determine new need for a LWO		
		LWO drafted based and research	Municipal managers	Proposed LWO on file		
		LWO passed by all municipalities	Elected officials	Minutes of municipal meetings		
Strategic (ECD)	All families in La Plata County have access to quality childcare and the in-house supports	An ever increasing number of low and moderate income families access quality childcare or in home services	CLD and Human Services Department	User percentages for quality childcare and in home support tracked and on file		

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		Regulations for eligibility, type of approved care, methods of payment, etc determined	Human Services Department & childcare givers	Regulations on file and made public		
		Certificate system designed and approved by Commissioners	Health Services staff	Minutes of Commission meeting certificate system made public		
		Initial additions to those applicable for certificates made	Human Services staff	Logs of participants and percentage increases recorded and on file		
		Local organization selected to manage initiative	County Manager & Health Services staff	Contract with organization on file increases recorded and on file		
		Revenue raised to begin certificate program with the first approved level of recipients	CLD, Human Services and others	Revenue available		
		Ongoing increases in number of applicable certificate recipients realized	Health Services staff	Logs of participants and percentage		
		Ongoing revenue increases found to ensure continuation and growth for certificate program	CLD, Human Services and others	Revenue available		
		Measurable changes in the impact indicators realized	CLD and Human Services	Assessment data on file		
Strategic (YD/E&ASP) (Also See YD/E&ASP infrastructure recommendation)	Create a comprehensive, countywide youth engagement system	All young people have access to opportunities to meaningfully contribute to the community, schools, organization and /or neighborhood	CLD and YCEL	Opportunities tracked including numbers involved, outcomes obtained and long-term impact recorded and on file		
		Youth advisory group creates a YCE plan to be implemented within government and elsewhere	YCEL and youth advisors	YCE plan on file		

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		Opportunities for YCE created in schools, neighborhoods and non-profit organizations	YCEL and youth advisors	Comprehensive array of opportunities in which youth can engage—attendance logs		
		Resources needed to support the YCE opportunities secured and distributed accordingly	CLD	Resources available		
		Youth are recruited, trained and engaged for all engagement opportunities	YCEL and youth advisors	Youth serving at all levels of youth engagement triangle in government, schools and elsewhere		
		YCE outcomes created for each opportunity	YCEL and youth advisors	Outcome reports completed and on file		
		Service learning format and process created	YCEL, school and student advisors	Service learning information on file		
		Service learning is meaningfully incorporated into the districts	YCEL, school administrators & student advisors	an ever increasing number of curriculums incorporate service learning principles and practices		
		Effectiveness of initiative and opportunities evaluated and adjusted accordingly	CLD DH and YCEL	Assessments of opportunities on file		
		Additional resources secured to provide ongoing funding for all opportunities	CLD staff	Opportunities have funding needed to be successful		