



Thursday January 25, 2024 5:15 p.m. – 7:15 p.m.  
Citywide Senior Center (Ballroom) 806 Mass Ave Cambridge

#### Summary of Conversation Topics

- Review Success Planning Framework
- Cambridge Youth Programs Success Planning Model

**Chair:** Mayor Simmons

**Members:** ~~Tina Ali~~, Abel Asefaw, ~~Rehaan Anjaria~~, Urbana Barua, Christine Elow, Lida Griffins, Michelle Godfrey, Kim Goldstein, Victoria Greer,, Tabithlee Howard, ~~Mike Johnston~~, ~~Michelle Lower~~, Maria McCauley, -, Matt Nelson, Geeta Pradhan, Bridget Rodriguez, Ellen Semonoff, ~~Liz Stapleton~~, Tagesech Wabeto,

**Executive Director:** Nancy Tauber

**Find It Manager:** Andrew Liedtka

**Guests:** Melissa Castillo, Jeneen Mucci, Pam Haering, Caroline Hunter, Ayesha Wilson, Nadia Davila, Susan Richards, David Weinstein, Skyler Nash, Sue Walsh, Sumbul Siddiqui, Jen Baily, Sarah Lincoln

**Notetaker/CYC Coordinator:** Izzy Schpeiser

#### 5:30 Welcome and Introductions

- Family Policy Council Business
  - Approval of December 7, 2023 Minutes
    - PASSES: Unanimously
- Public Comment
  - N/A
- Announcements
  - The Family Policy Council is the Advisory Council for The Center for Families, the Coordinated Family and Community Engagement Grantee.
  - Crystal Rosa, the Language Access Manager for the City has just started the Multilingual Helpline. It is a public-facing phone number for interpretation services. Our community members can call **617-865-2273** to get their questions

answered by City staff with the help of an interpreter over the phone. City staff are welcome to use the helpline too!

- Since last March we have done the Navigating Cambridge Resources training with over 350 people.
- We are hopeful that we will be launching the new Find It website this Spring. Thank you to anyone who did our user study.
- CYC held their first Youth Headspace Wellness Retreat at the CRLS Youth Equity Summit yesterday.. 24 CRLS students attended the workshop. They did a presentation and had stations to make bracelets, play with clay, and make stress balls and neckwarmers.
- Baby University is starting this Saturday at the Peabody school.
- Temporary shelter in East Cambridge for refugee familiesThe Frisoli Youth Center is open 9 a.m.-12 p.m. for Families.
- There are many events happening at the Library during the month of February for Black History Month.
- Last Saturday about 500 families came to the Peabody school for Family Fund Day.
- Feb 1st Mayor Simmons office is having Black History Stroll at the Kendall Lobby on Main Street.

### **Cambridge Youth Programs Presentations and Discussions**

- Slide 1 - Designing Success Plans: Plans for the future you, youth, and staff
  - “A goal without a plan is just a wish.” - Antoine de Saint-Exupery
- Slide 2 - Meet the Presenters
  - Presenters - Melissa Castillo and Jeneen Mucci
- Slide 3 - Sharing
  - Please share your name.
  - What’s one goal you had for yourself when you were a teen?
  - To see this tool through teens lenses
- Slide 4 - Why Success Plans?
  - Teen strategic plan
  - Equity tool
  - Honoring youth
- Slide 5 - Who Are We

## WHO ARE WE?



*At CYP we believe in...*

### Our Values

- Fostering Growth & Transformation
- Honoring Youth
- Building Community
- Embracing Energy
- Living Social Justice
- Facilitating Fun

*We are located at...*

### Youth Centers

- Russell (690 Huron Ave)
- Frisoli (61 Willow St)
- Moses (243 Harvard St)
- Moore (12 Gilmore St)
- Gately (70 Rindge Ave)

*We Offer Young People Programs*

- 4-12th OST Programming
- Paid internships
- Field trips
- Enrichment activities
- Out of state trips

*We connect and share...*

### Partnerships

- Lesley Partner
- Teen Strategic Plan
- Harvard

- Slide 6 - Who is Your Champion

## WHO IS YOUR CHAMPION?






Write on a piece of paper who your champion is.

### Success Plan Developmental Relationships - Search Institute



### The Developmental Relationships Framework

Young people are more likely to grow up successfully when they experience developmental relationships with important people in their lives. Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them. Search Institute has identified five elements—expressed in 20 specific actions—that make relationships powerful in young people's lives.

Elements	Actions	Definitions
 <b>Express Care</b> Show me that I matter to you.	<ul style="list-style-type: none"> <li>• <b>Be dependable</b>.....Be someone I can trust.</li> <li>• <b>Listen</b>.....Really pay attention when we are together.</li> <li>• <b>Believe in me</b>.....Make me feel known and valued.</li> <li>• <b>Be warm</b>.....Show me you enjoy being with me.</li> <li>• <b>Encourage</b>.....Praise me for my efforts and achievements.</li> </ul>	
 <b>Challenge Growth</b> Push me to keep getting better.	<ul style="list-style-type: none"> <li>• <b>Expect my best</b>.....Expect me to live up to my potential.</li> <li>• <b>Stretch</b>.....Push me to go further.</li> <li>• <b>Hold me accountable</b>.....Insist I take responsibility for my actions.</li> <li>• <b>Reflect on failures</b>.....Help me learn from mistakes and setbacks.</li> </ul>	
 <b>Provide Support</b> Help me complete tasks and achieve goals.	<ul style="list-style-type: none"> <li>• <b>Navigate</b>.....Guide me through hard situations and systems.</li> <li>• <b>Empower</b>.....Build my confidence to take charge of my life.</li> <li>• <b>Advocate</b>.....Stand up for me when I need it.</li> <li>• <b>Set boundaries</b>.....Put limits in place that keep me on track.</li> </ul>	
 <b>Share Power</b> Treat me with respect and give me a say.	<ul style="list-style-type: none"> <li>• <b>Respect me</b>.....Take me seriously and treat me fairly.</li> <li>• <b>Include me</b>.....Involve me in decisions that affect me.</li> <li>• <b>Collaborate</b>.....Work with me to solve problems and reach goals.</li> <li>• <b>Let me lead</b>.....Create opportunities for me to take action and lead.</li> </ul>	
 <b>Expand Possibilities</b> Connect me with people and places that broaden my world.	<ul style="list-style-type: none"> <li>• <b>Inspire</b>.....Inspire me to see possibilities for my future.</li> <li>• <b>Broaden horizons</b>.....Expose me to new ideas, experiences, and places.</li> <li>• <b>Connect</b>.....Introduce me to people who can help me grow.</li> </ul>	

NOTE: Relationships are, by definition, bidirectional, with each person giving and receiving. So each person in a strong relationship both engages in and experiences each of these actions. However, for the purpose of clarity, this framework is expressed from the perspective of one young person.

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- Slide 7 - - Overview of the Success Plan Tool
  - Met with Harvard Ed ReDesign and researched what other communities are doing.

- Started with the CYP leadership staff so they can experience the process of creating a success plan before asking the young people they work with to do the same.
- Pilot - Included teens participating in CYP Internship programs.
- CYP Staff are the Champions )Navigators)
- Created a course that is being taught through Lesley. CYP staff were able to take the course. Melissa and Jeneen will be teaching it at Lesley in March.
- Implementing Success Planning is a cultural shift which takes time and effort. Our focus is on ensuring success planning sticks.
- Slide 8 - Skills Inventory| Get to Know Yourself
  - Turn to someone near you and share something that surprised you and something you knew about yourself.

### **Next Steps**

- Our next meeting is on February 29th (5:15-7:15). We are working on inviting folks from other communities who are doing success planning. If this happens then we will have our meeting on Zoom. Nancy will keep us posted.

### **Adjourn 7:16**