

Talking Points for Creating Your Own Pilot Program

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Purpose

Use this tool to approach non-profits or other organizations that are serving youth and interested in adding to their services with a teen coaching program.

Benefits

Create a strategic partnership that allows you to coach multiple teenagers at the same time.

Use of this Tool

Use this as an outline to approach strategic partners in co-developing a program that meets your community's needs. This provides a great guideline for how to present an opportunity to a strategic partner in a way that is organized, clear on your program's goals, and why the program is important.

You can use this outline in one-on-one meetings or presentations to a board or other groups of people. You may use it in any marketing materials you create to relay the intent and benefits of your teen coaching program.

The outline makes your program easy to understand and clearly states what your program's goals are which helps strategic partners determine if they want to partner with you.

This tool also contains a potential outline for your teen coaching program and will help you create your own program based on Energy Leadership®.

Pilot Program for Coaching At-Risk and Disadvantaged Youth:

Purpose:

To educate and empower at-risk teens to connect their inner passion and potential to outer goals and strategies to create extraordinary and sustainable results.

The Future We Want to Create:

- We want young people to have confidence in their ability to set and achieve goals.
- We want young people to have a high sense of personal worth and value.
- We want young people to make decisions based on values rather than fear.
- We want young people to avoid and resolve conflicts effectively.
- We want young people to engage with the community.
- We want young people to engage in their education
- We want young people to be excited about their future.
- We want young people to graduate from high school.

Indicators of Success:

- High school graduation rates of participants.
- Rate of participants who go to college.
- Rate of youth who participate in community activities.
- Rate of participants who obtain employment.
- Rate of youth who report higher satisfaction in relationships.
- Rate of youth who report higher satisfaction with their education.
- Rate of youth who avoided pregnancy.
- Rate of youth who avoided the juvenile court system or did not re-offend.

What is Coaching?

Coaching is partnering with youth in a thought provoking and creative process that inspires them to maximize their potential.

Some other components of coaching include:

- Coaching focuses on goal setting, outcome creation and personal change management, and is action oriented.
- Coaching is forward moving and future focused. Helping people get from where they are to where they want to be.
- Coaching facilitates the change that youth need as they prepare to face the future with strength and optimism.

Coaching helps clients:

- Identify values and make choices based on those values as opposed to fear.
- Identify strengths.
- Set and achieve goals based on what they really want.
- Eliminate energy blocks that keep youth from tapping into their purpose and passion.
- Know their potential.
- Improve relationships.
- Be at the cause of life instead of the effect.
- Be optimistic about the future.

1. Proposed Program Overview:

Population Served:

Teenagers ages 15 through 19 who are at risk of dropping out, delinquency, pregnancy, or chemical dependency. Teens would be referred by schools, social services, court services, mental health providers, or parents. (There is capability to serve 20-25 youth at a time.)

Delivery:

Session 1: Client would complete intake paperwork, learn about coaching, and get bought-in to participate in the program. Client will also take their first Energy Leadership Index® (ELI) assessment to determine current level of success and engagement in their life.

Session 2: Client will be debriefed on their ELI assessment in order to understand how their thoughts and emotions are leading them to take action or not take action in school, relationships, high risk behaviors or planning for their future.

Session 3-20: Weekly coaching sessions to address results of debrief through a coaching curriculum. The curriculum includes segments on Goal Setting and Planning; 7 Levels of Energy; Removing Barriers to Success; Emotional Intelligence; Dynamic Communication; Problem Solving; High Energy Relationships and Health and Wellness.

Session 21: Wrap-up coaching curriculum and take a post Energy Leadership Index® (ELI) assessment.

Session 22: Client will again be debriefed on their second assessment and it will be compared to their first assessment to measure outcomes and progress.

Session 23–24: The coach will work with the client on identifying the impact coaching has had on the various areas in their life. The client will be coached on crafting a Victim to Victory story. The client will be asked for testimonials from themselves, as well as from other people in their life who may have noticed a positive change (teachers, parents, etc.).

Program Cost:

The cost per client is approximately \$1800 (USD). The cost includes two assessments and debriefs, six months of weekly coaching sessions, manuals, journals, and other supplies as needed.

Return on Investment:

The following are some national statistics on the cost of high school dropouts:

- Dropouts from the Class of 2007 alone will cost the nation nearly \$329 billion in lost wages, taxes, and productivity over their lifetimes. (Alliance for Excellent Education 2007).
- If the United States' likely dropouts from the Class of 2006 had graduated, the nation could have saved more than \$17 billion in Medicaid and expenditures for uninsured health care over the course of those young people's lifetimes. (Alliance for Excellent Education 2006b).
- Increasing the graduation rate and college matriculation of male students in the United States by just 5 percent could lead to combined savings and revenue of almost \$8 billion each year by reducing crime related costs. (Alliance for Excellent Education 2006c).

With regards to teen childbearing costs:

- Research finds that teen childbearing costs federal, state, and local taxpayers at least \$9.1 billion annually, including public sector costs for health care, child welfare and incarceration, and lost revenue due to lower taxes paid by the children of teen mothers over their own adult lifetimes.
- The average annual cost to taxpayers associated with a child born to a teen mother 17 and younger is \$4,080.
- The average annual cost to taxpayers associated with a child born to a teen mother 19 and younger is \$1,430.

We will see a substantial return on investment based on the indicators of success proposed above. Not only will the youth themselves be more engaged in their life and future, but also financial and social costs to our community will be significantly reduced.

2. Program Example Using a Coach Approach:

PEARLS for Teen Girls, Inc.

Program Description:

PEARLS for Teen Girls, Inc. is a non-profit organization serving at-risk, primarily African American and Latina girls, ages 10 to 19 in Milwaukee, Wisconsin. The program is administered in a group setting with 20-25 girls per group for 9 months. PEARLS helps girls achieve in school, avoid teen pregnancy, and use their personal power to achieve their goals and dreams. In 2008 PEARLS served 688 girls citywide.

PEARLS Goal Setting Program helps girls build a lifelong capacity to set goals, work an action plan, and achieve goals. It also helps them develop the critical thinking skills needed to assess and understand why or how a goal was NOT achieved, so that plans can be revised and a new course of action set. Most importantly, PEARLS uses its proven effective and nationally recognized Goal Setting Program to help girls cultivate the self-reflection and decision-making skills essential to success in school, relationships, work and life.

Outcomes:

- In 2008 PEARLS served 688 girls citywide.
- 100% of PEARLS seniors graduated from high school in 2006, 2007, 2008 and 2009
- 100% of 2009 graduates have been accepted to colleges including Alverno, Florida A & M, Benedict College, MATC, UW-Milwaukee, Lane College, Tuskegee University, Tennessee State, Mount Mary, Belhaven, Rust, and UWWhitewater.
- 100% of PEARLS girls avoided teen pregnancy in 2008.

References

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