



Achieve My Plan (AMP!): Youth Participation in Planning Teams

Webinar presented by:

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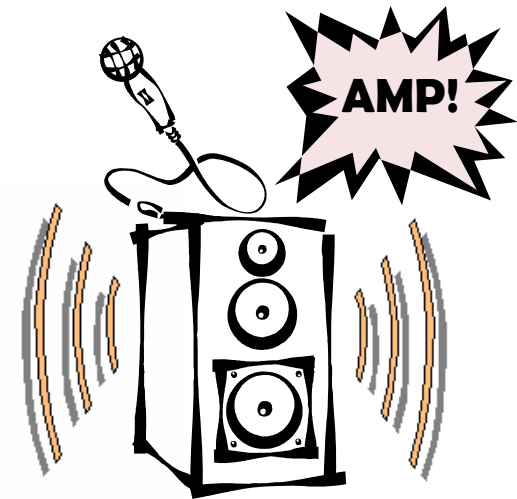
Principal Investigator, Portland State University

Jen Allen

AMP! Coach, Portland State University

Sara Bogner

AMP! Graduate



Agenda

- Review research and best practices regarding meaningful youth participation in team planning
- Discuss strategies that foster and engage higher levels of youth participation
- View pitfalls that commonly occur in meetings, and discuss prevention strategies
- Final questions and wrap-up



Why is Youth Participation Important?

- AMP Advisors Video- Youth Participation and Planning: Why it Matters (pathwaysrtc.pdx.edu)
- Reflections from Sara



Poll #1

- **What is the biggest benefit for fostering youth participation in planning meetings?**

A: Youth can provide input on decisions that impact their lives.

B: Youth are present and more engaged during planning meetings.

C: Youth can learn important life skills, such as communication and negotiation.

D: When youth feel like they helped make a decision, they are more committed to it.



Aren't We Doing That Already?

- Research shows that few youth *meaningfully* participate in their education, care, and treatment team planning:
 - Schools/IEP
 - Systems of care
 - Wraparound
- Professionals are also dissatisfied with the level of youth participation



What's to be Gained?

- Engagement increases when people feel they have a choice
 - Choice = more interest, excitement, and confidence
 - When adolescents choose activities, they have more positive mood and higher well-being AND they perform better
- Learning to make plans and achieve goals is an essential life skill. People with higher self-efficacy/self-determination tend to:
 - be more optimistic and hopeful, persist in face of obstacles
 - have better mental health, cope better and avoid depression
 - adopt healthy habits and maintain behavior change
 - do better after high school (youth with disabilities)



Resources

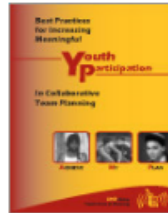
www.pathwaysrtc.pdx.edu

Youth Participation Research Summary, Handbook, and Quiz

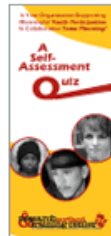


Human service and educational agencies and systems often convene teams to work collaboratively on plans for serving children or youth. Unfortunately, it is often true that these plans are created for youth, with little input or buy-in from the young people themselves. The latest publication in the "youth participation" series, **Involving Youth in Planning for Their Education, Treatment, and Services: Research Tells Us We Should Be Doing Better**, summarizes available

research indicating that involving youth meaningfully and successfully in planning for their own future is possible and provides benefits for youth and their families.



Another recent publication, **Best Practices for Increasing Meaningful Youth Participation in Collaborative Team Planning**, shares some information about how to create plans with youth, so that youth will see the plans as a means to help them move towards important life goals.



Does your organization support meaningful youth participation in collaborative team planning? A recent 14-item **Self-Assessment Quiz** can help you identify your organization's strengths regarding youth participation, as well as areas in which you can do more.



The AMP! Project

- Began over 5 years ago
- Is a research project to develop and test an intervention to increase youth participation in planning
- Advisory Board--Youth, caregivers, providers, research staff— create materials/intervention, advise on research, make presentations
- What would be the characteristics of an intervention with best chance of success?
 - Feasible within resources of agencies
 - Appealing
 - Address concerns of providers and caregivers
 - Be engaging for youth
 - Increases participation in ways that are obvious (and/or measurable) and positive



AMP! Best Practices

- Best practices derived from research, vetted and refined through work with our advisors and testing for AMP
- Supporting participation includes:
 - Organizational commitment
 - Preparation for youth
 - During the meeting: meeting structures and interactions that promote youth participation
 - Accountability
- AMP is a structured process for implementing these best practices



Resources

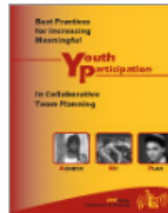
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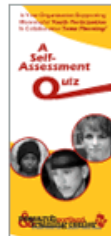


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Organizational Commitment

- Organizational culture that values youth participation
 - Viewed as a priority, feasible
 - Practically supported
 - Time allotted
 - Training provided
 - Values that promote youth participation become part of organizational beliefs and practices more broadly



Preparation

- Youth knows what's going to happen, how he/she will contribute— No surprises!!
 - Opportunity to contribute items/goals to the agenda
 - Opportunity to review the agenda before the meeting
 - Option to handle uncomfortable topics outside the meeting
 - Opportunity to plan what to say for each agenda item
 - Opportunity to practice communication skills for the meeting
 - Opportunity to plan what to do to stay calm and focused
 - How will youth get support—if needed—during the meeting



Poll 2

- **How feasible do you think it is to prepare youth for meetings in the way we just described?**

A: Very feasible

B: Sort of feasible

C: Not feasible



During the Meeting

- Ground rules
 - Personalized for each youth
 - Monitored by facilitator and team
- Be a Process Advocate
 - Keep the meeting moving forward
 - Create an inclusive environment
 - Keep team focused on the agenda
 - Ensure everyone is clear about next steps and responsibilities



Ground Rules

- Stick to the agenda (use the parking lot)
- Speak directly to each other, not about one another
- One person talks at a time (raise hand to show you want to talk)
- Be respectful of everyone's voice and ideas
- No side conversations
- AJAA- Avoid Jargon and Acronyms
- Focus on strengths and solutions
- Don't assume you know what others are thinking. Ask them
- End the meeting with everyone clear about commitments and next steps



Accountability

- Accountability to the plan...
 - Record decisions. In subsequent meetings, follow up on who did what
 - Youth has a record of commitments/action steps and access to a copy of the plan
- Assess your efforts
 - “fidelity” —did the youth get preparation? Were meeting structures and procedures followed?
 - satisfaction
 - outcomes: youth participation and empowerment



Putting it All Together

- What goals do youth pursue?
- What do they accomplish?
- Impact on the adult driven portions of the meeting.



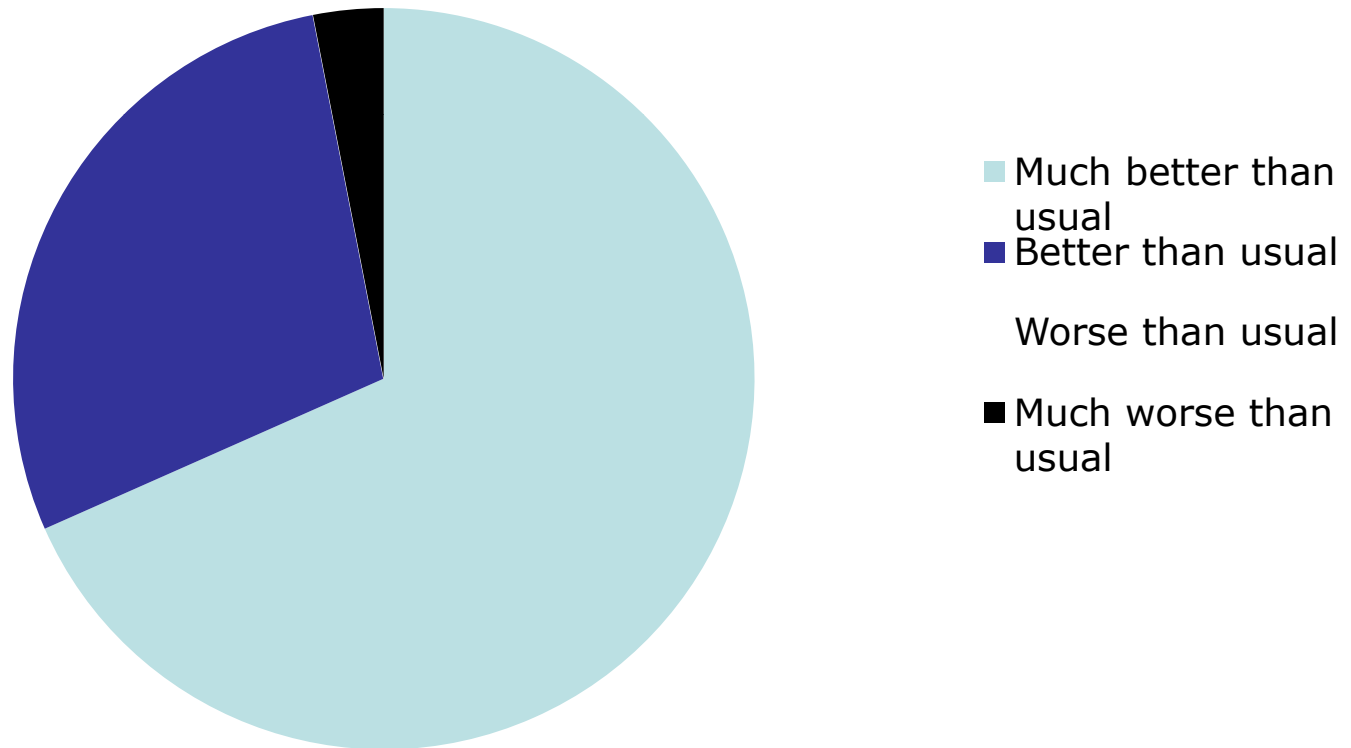
Putting it All Together: AMP

- As we mentioned before, AMP provides structure and support for implementing the best practices
 - **Training and coaching for AMP coaches**, including feedback based on quantitative and qualitative data from videos and surveys
 - **Training and coaching for team facilitators**, including feedback based on quantitative and qualitative data from videos and surveys
 - **Organizational training**, support for implementing AMP structures and procedures
 - **Informational and social marketing materials** for staff, youth, and families
 - **Data analysis and evaluation**

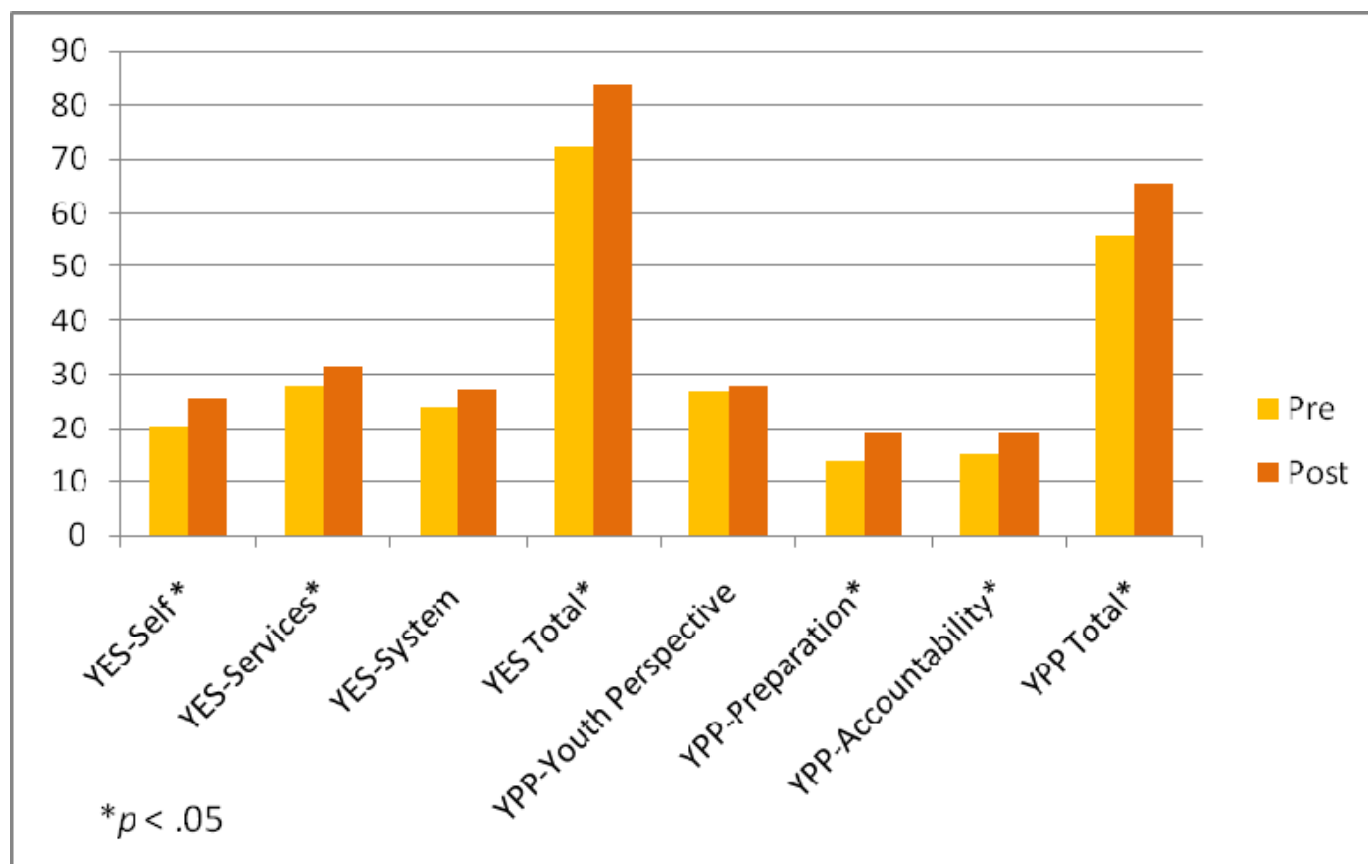


Satisfaction Data

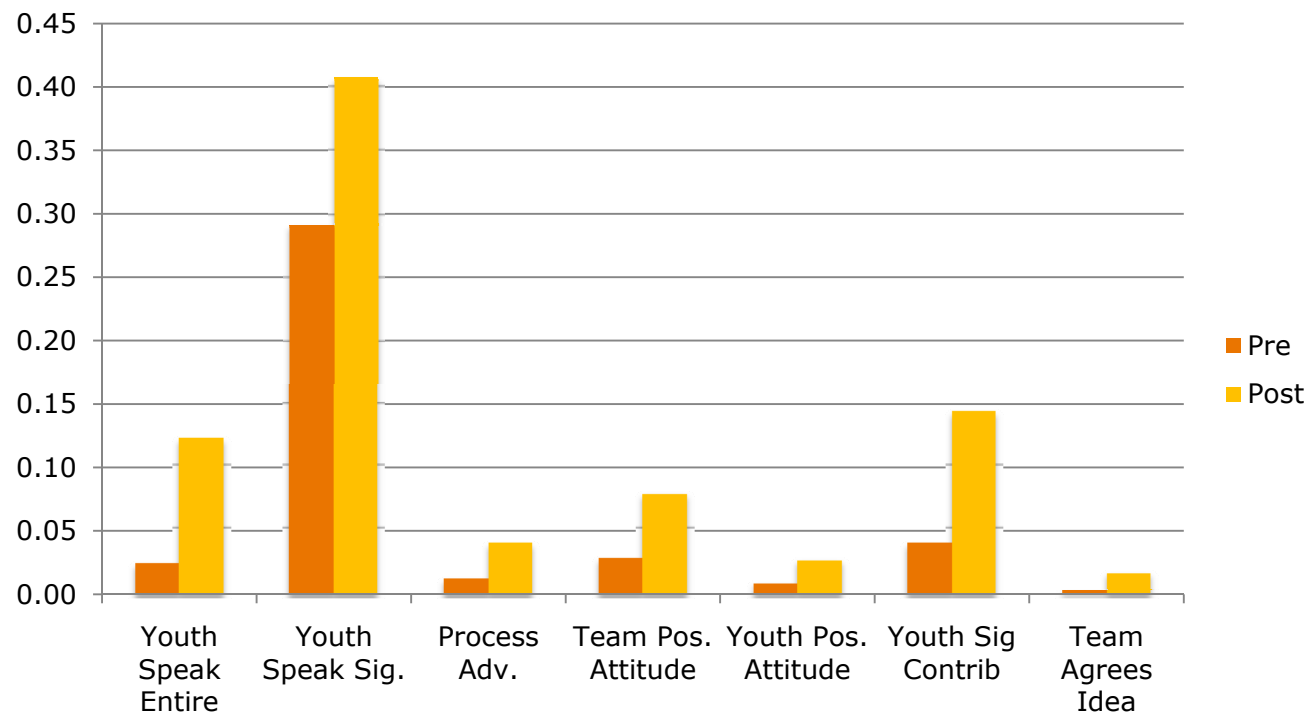
First meeting post-AMP



Pre- Post-AMP Survey: Changes in Youth Empowerment and Participation



Pre- Post-AMP Video Data



Poll 3

- Currently, how satisfied are you with the level of youth participation in your team planning meetings?
 - A: Very satisfied
 - B: Somewhat satisfied
 - C: Not really satisfied
 - D: Not at all satisfied



When Meetings are Derailed

- Inevitably, something will occur that could derail the meeting



Poll 4

- **In your team meetings, when a meeting is derailed, what commonly goes wrong?**

A: The youth checks out, gets angry, or shuts down.

B: Team members don't stick to the agenda or engage in "off task" conversations.

C: One or two team members dominate the meeting with little to no input from others.

D: Other



Dealing with a Crisis, or Topic not on the Agenda

- Emphasize that the purpose of this meeting is discussing the youth's Plan of Care
- Acknowledge that the topic is important, but not appropriate/on agenda for this meeting
- Write it down in the “parking lot”
- Address it directly at the end of the meeting
 - Plan for future meetings
 - Strategize
 - Problem solve



Team Members Not Following Ground Rules

- Ensure everyone agrees to follow the ground rules at the *beginning* of the meeting
- Remind the team member of the ground rule
- Be consistent and SPEAK UP!



“Therapizing”

- Ask yourself:
 - “Is this productive to the *planning* process?”
 - “Is this the best setting for this discussion?”
- Validate the importance of the topic
- Put the topic in the parking lot
 - Plan for best time/place to discuss
 - Who needs to be there



Badgering the Youth

- “Are we getting anywhere?”
- Look for ways to meet underlying needs
 - Dad doesn’t want youth to sleep all day, all summer long
 - Youth doesn’t want to go to groups
- Need for youth preparation
 - Youth become aversive to activity because it is forced on them without their input



Team Members Wanting to Help TOO Much

- Goal is to get youth engaged, NOT to get perfect plan
- Developmentally important to learn how to make decisions and plans on own
 - Developing self efficacy, self-determination
 - Transition to independence



Final Questions & Comments

- Questions about AMP?
- What have you tried?
 - What has been successful?
 - What hasn't worked so well?



The screenshot displays the website's header with navigation icons and the text 'PATHWAYS 2 POSITIVE FUTURES'. A left sidebar contains a menu with items: Home, About, Research, Training, Publications, and Connect. The main content area features a search bar and the title 'ACHIEVE MY PLAN'. Below the title is a 'Project Staff' section listing Janet Walker, Laurie Powers, Celeste Moser, Daniel Donohue, and Jen Allen with their roles. A 'Description' section follows, detailing the 'Achieve My Plan (AMP)' study. On the right, a 'SPEAK OUT!!' section includes a quote and a link to read youth writers' thoughts. Below that is a 'RECENT PUBLICATIONS' section listing new factsheets and a book chapter.

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ACHIEVE MY PLAN

Project Staff:
Janet Walker: *Co-Principal Investigator.*
Laurie Powers: *Co-Principal Investigator.*
Celeste Moser: *Project Coordinator.*
Daniel Donohue: *Student Research Assistant.*
Jen Allen: *Coaching Consultant.*

Description:
Achieve My Plan (AMP): A Randomized Field-Test of Youth Engagement in Mental Health Treatment Planning
For young people aged 14-18 with serious mental health conditions, a comprehensive, team-based approach is increasingly seen as the preferred mechanism for creating and monitoring treatment plans. Unfortunately, the young people themselves rarely participate meaningfully in these kinds of interdisciplinary planning teams. As a result, they can become disengaged from the planning process and unmotivated to participate in the planned treatment. The Achieve My Plan! (AMP) study is testing a promising intervention that was developed by researchers at Portland State University, in collaboration with young people who have mental health conditions, service providers and caregivers. The study is systematically evaluating the impact of the AMP

SPEAK OUT!!
"What has been the most difficult thing you have experienced as you transition to adulthood?"
Read what our youth writers have to say and share your thoughts.

RECENT PUBLICATIONS
New Factsheet: *What Young Adults with Mental Health Conditions Search for Online PDF*
New Factsheet: *Facts About Young Adults, Mental Health, & Online Information Seeking PDF*
New Book Chapter: Under New Management: Research Collaboration with Family Members and Youth. In K.E. Hoagwood, P.S.

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Thank you!

- If you have any additional questions, or would like more information on AMP! or the work being done at Pathways RTC, feel free to contact:
 - Celeste Moser, Project Manager.
celestes@pdx.edu, (503) 725-8465
 - Janet Walker, Principal Investigator/Pathways Co-Director. janetw@pdx.edu, (503) 725-8236



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