

State of Hawaii
Department of Human Services
Office of Youth Services

Request for Proposals

HMS 501-11-03 Community-Based Prevention and Intervention Services For Youth

February 14, 2011

February 14, 2011

REQUEST FOR PROPOSALS

**COMMUNITY-BASED PREVENTION AND INTERVENTION SERVICES FOR
YOUTH**

RFP No. DHS 501-11-03

The Department of Human Services, Office of Youth Services (OYS), is requesting proposals from qualified applicants to provide Community-Based Prevention and Intervention Services for Youth that include Positive Youth Development, Truancy Prevention and In-School Suspension, and Outreach and Advocacy. The contract term will be from September 1, 2011 through August 31, 2013. Multiple contracts will be awarded under this request for proposals. Funding is subject to availability of funds and budget execution policies.

Proposals shall be mailed, postmarked by the United States Postal Service on or before April 8, 2011, and received no later than 10 days from the submittal deadline. Hand delivered proposals shall be received no later than 4:30 p.m., Hawaii Standard Time (HST), on April 8, 2011, at the drop-off sites designated on the Proposal Mail-in and Delivery Information Sheet. Deliveries by private mail services such as Federal Express (FedEX) and the United Postal Services (UPS) shall be considered hand deliveries. Proposals postmarked or hand delivered after the submittal deadline shall be considered late and rejected. There are no exceptions to this requirement.

The Office of Youth Services will conduct an orientation on Thursday February 17, 2011 from 1:00 p.m. to 2:30 p.m. HST, at the following video conferencing locations:

Oahu	Keoni Ana Building 1177 Alakea Street Honolulu
Hawaii	Hilo State Office Building 75 Aupuni Street Hilo
Kauai	Lihue State Office Building 3060 Eiwa Street Lihue

Maui Wailuku Judiciary Building
2145 Main Street
Wailuku

Molokai DOE Molokai Complex
65 Maka'ena Place, Room 102
Kaunakakai
(next to the public library)

All prospective applicants are encouraged to attend the orientation.

The deadline for submission of written questions is 4:30 p.m., HST, on February 23, 2011. All written questions will receive a written response from the State which will be posted as an addendum to the RFP on or about March 5, 2011.

Inquiries regarding this RFP should be directed to the RFP contact person:

Merton Chinen, Children and Youth Program Specialist
820 Mililani Street (Suite 817)
Honolulu, Hawaii 96813
Telephone (808) 587-5712
Fax (808) 587-5734
E-mail mchinen@dhs.hawaii.gov.

PROPOSAL MAIL-IN AND DELIVERY INFORMATION SHEET

**NUMBER OF COPIES TO BE SUBMITTED:
ONE (1) ORIGINAL AND TWO (2) COPIES OF THE PROPOSAL ARE REQUIRED**

ALL MAIL-INS SHALL BE POSTMARKED BY THE UNITED STATES POSTAL SERVICE (USPS) NO LATER THAN April 8, 2011 and received by the state purchasing agency no later than 10 days from the submittal deadline.

ALL MAIL-INS

State of Hawaii
Department of Human
Services
Office of Youth Services
820 Mililani Street, Suite 817
Honolulu, Hawaii 96813

OYS RFP COORDINATOR

Merton Chinen
For further information or
inquiries:
Phone: (808) 587-5712
Fax: (808) 587-2734
E-Mail: mchinen@dhs.hawaii.gov

**ALL HAND DELIVERIES SHALL BE ACCEPTED AT THE FOLLOWING SITE UNTIL 4:30 P.M.,
Hawaii Standard Time (HST), Friday, April 8, 2011.**

**STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
OFFICE OF YOUTH SERVICES
820 MILILANI STREET, SUITE 817
HONOLULU, HAWAII 96813**

BE ADVISED:

Deliveries by private mail services such as FEDEX or UPS shall be considered hand deliveries. Hand deliveries shall not be accepted if received after 4:30 p.m., April 8, 2011.

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Section 1

Administrative Overview

Section 1

Administrative Overview

Applicants are encouraged to read each section of the RFP thoroughly. While sections such as the administrative overview may appear similar among RFPs, state purchasing agencies may add additional information as applicable. It is the responsibility of the applicant to understand the requirements of *each* RFP.

I. Procurement Timetable

Note that the procurement timetable represents the State's best estimated schedule. Contract start dates may be subject to the issuance of a notice to proceed.

<u>Activity</u>	<u>Scheduled Date</u>
Public notice announcing Request for Proposals (RFP)	2/14/2011
Distribution of RFP	2/14/2011
RFP orientation session	2/17/2011
Closing date for submission of written questions for written responses	2/23/2011
State purchasing agency's response to applicants' written questions	3/5/2011
Discussions with applicant prior to proposal submittal deadline (optional)	
Proposal submittal deadline	4/8/2011
Discussions with applicant after proposal submittal deadline (optional)	
Final revised proposals (optional)	
Proposal evaluation period	4/11- 6/9/2011
Provider selection	6/30/2011
Notice of statement of findings and decision	7/15/2011
Contract start date	9/1/2011

II. Website Reference

The State Procurement Office (SPO) website is <http://hawaii.gov/spo/>

	For	Click
1	Procurement of Health and Human Services	"Health and Human Services, Chapter 103F, HRS..."
2	RFP website	"Health and Human Services, Ch. 103F..." and "The RFP Website" (located under Quicklinks)
3	Hawaii Administrative Rules (HAR) for Procurement of Health and Human Services	"Statutes and Rules" and "Procurement of Health and Human Services"
4	Forms	"Health and Human Services, Ch. 103F..." and "For Private Providers" and "Forms"
5	Cost Principles	"Health and Human Services, Ch. 103F..." and "For Private Providers" and "Cost Principles"
6	Standard Contract -General Conditions	"Health and Human Services, Ch. 103F..." "For Private Providers" and "Contract Template – General Conditions"
7	Protest Forms/Procedures	"Health and Human Services, Ch. 103F..." and "For Private Providers" and "Protests"

Non-SPO websites

(Please note: website addresses may change from time to time. If a link is not active, try the State of Hawaii website at <http://hawaii.gov>)

	For	Go to
8	Tax Clearance Forms (Department of Taxation Website)	http://hawaii.gov/tax/ click "Forms"
9	Wages and Labor Law Compliance, Section 103-055, HRS, (Hawaii State Legislature website)	http://capitol.hawaii.gov/ click "Bill Status and Documents" and "Browse the HRS Sections."
10	Department of Commerce and Consumer Affairs, Business Registration	http://hawaii.gov/dcca click "Business Registration"
11	Campaign Spending Commission	http://hawaii.gov/campaign

III. Authority

This RFP is issued under the provisions of the Hawaii Revised Statutes (HRS) Chapter 103F and its administrative rules. All prospective applicants are charged with presumptive knowledge of all requirements of the cited authorities. Submission of a valid executed proposal by any prospective applicant shall constitute admission of such knowledge on the part of such prospective applicant.

IV. RFP Organization

This RFP is organized into five sections:

Section 1, Administrative Overview: Provides applicants with an overview of the procurement process.

Section 2, Service Specifications: Provides applicants with a general description of the tasks to be performed, delineates provider responsibilities, and defines deliverables (as applicable).

Section 3, Proposal Application Instructions: Describes the required format and content for the proposal application.

Section 4, Proposal Evaluation: Describes how proposals will be evaluated by the state purchasing agency.

Section 5, Attachments: Provides applicants with information and forms necessary to complete the application.

V. Contracting Office

The Contracting Office is responsible for overseeing the contract(s) resulting from this RFP, including system operations, fiscal agent operations, and monitoring and assessing provider performance. The Contracting Office is:

Department of Human Services
Office of Youth Services
820 Mililani Street, Suite 817
Honolulu, Hawaii 96813
Phone: (808) 587-5700
Fax: (808) 587-5734
E-Mail: mchinen@dhs.hawaii.gov

VI. Orientation

An orientation for applicants in reference to the request for proposals will be held as follows:

Date: Thursday, Feb. 17, 2011 **Time:** 1:00 to 2:30 p.m.

Locations: Oahu Keoni Ana Building
1177 Alakea Street
Honolulu

Hawaii Hilo State Office Building

75 Aupuni Street
Hilo

Kauai Lihue State Office Building
3060 Eiwa Street
Lihue

Maui Wailuku Judiciary Building
2145 Main Street
Wailuku

Molokai DOE Molokai Complex
65 Maka'ena Place, Room 102
Kaunakakai
(next to the public library)

Applicants are encouraged to submit written questions prior to the orientation. Impromptu questions will be permitted at the orientation and spontaneous answers provided at the state purchasing agency's discretion. However, answers provided at the orientation are only intended as general direction and may not represent the state purchasing agency's position. Formal official responses will be provided in writing. To ensure a written response, any oral questions should be submitted in writing following the close of the orientation, but no later than the submittal deadline for written questions indicated in the paragraph VII, Submission of Questions.

VII. Submission of Questions

Applicants may submit questions to the RFP Contact Person identified in Section 2 of this RFP. All written questions will receive a written response from the state purchasing agency.

Deadline for submission of written questions:

Date: February 23, 2011 **Time:** 4:30 p.m. HST

State agency responses to applicant written questions will be provided by:

Date: March 5, 2011

VIII. Submission of Proposals

IMPORTANT NOTE: This Request for Proposals includes three distinct services, including Positive Youth Development, Truancy Prevention and In-School Suspension, and Outreach and Advocacy. For each type of service a separate proposal shall be submitted. In addition, agencies proposing to provide similar services in multiple areas of the State of Hawaii must submit a separate proposal for each of area. Areas are commonly broken down into those identified by the Department of Education as "mini-districts": Kauai, Leeward Oahu, Central Oahu, Windward Oahu, Honolulu, Maui, West Hawaii, and East Hawaii.

- A. **Forms/Formats** - Forms, with the exception of program specific requirements, may be found on the State Procurement Office website referred to in II. Website Reference. Refer to the Proposal Application Checklist for the location of program specific forms.
1. **Proposal Application Identification (Form SPO-H-200).** Provides applicant proposal identification.
 2. **Proposal Application Checklist.** Provides applicants with information on where to obtain the required forms; information on program specific requirements; which forms are required and the order in which all components should be assembled and submitted to the state purchasing agency.
 3. **Table of Contents.** A sample table of contents for proposals is located in Section 5, Attachments. This is a sample and meant as a guide. The table of contents may vary depending on the RFP.
 4. **Proposal Application (Form SPO-H-200A).** Applicant shall submit comprehensive narratives that address all of the proposal requirements contained in Section 3 of this RFP, including a cost proposal/budget if required.
- B. **Program Specific Requirements.** Program specific requirements are included in Sections 2, Service Specifications and Section 3, Proposal Application Instructions, as applicable. If required, Federal and/or State certifications are listed on the Proposal Application Checklist located in Section 5.

- C. **Multiple or Alternate Proposals.** Multiple or alternate proposals shall not be accepted unless specifically provided for in Section 2 of this RFP. In the event alternate proposals are not accepted and an applicant submits alternate proposals, but clearly indicates a primary proposal, it shall be considered for award as though it were the only proposal submitted by the applicant.
- D. **Tax Clearance.** Pursuant to HRS Section 103-53, as a prerequisite to entering into contracts of \$25,000 or more, providers shall be required to submit a tax clearance certificate issued by the Hawaii State Department of Taxation (DOTAX) and the Internal Revenue Service (IRS). The certificate shall have an original green certified copy stamp and shall be valid for six (6) months from the most recent approval stamp date on the certificate. Tax clearance applications may be obtained from the Department of Taxation website. (Refer to this section's part II. Website Reference.)
- E. **Wages and Labor Law Compliance.** If applicable, by submitting a proposal, the applicant certifies that the applicant is in compliance with HRS Section 103-55, Wages, hours, and working conditions of employees of contractors performing services. Refer to HRS Section 103-55, at the Hawaii State Legislature website. (See part II, Website Reference.)
- **Compliance with all Applicable State Business and Employment Laws.** All providers shall comply with all laws governing entities doing business in the State. Prior to contracting, owners of all forms of business doing business in the state except sole proprietorships, charitable organizations unincorporated associations and foreign insurance companies be registered and in good standing with the Department of Commerce and Consumer Affairs (DCCA), Business Registration Division. Foreign insurance companies must register with DCCA, Insurance Division. More information is on the DCCA website. (See part II, Website Reference.)
- F. **Hawaii Compliance Express (HCE).** Providers may register with HCE for online proof of DOTAX and IRS tax clearance Department of Labor and Industrial Relations (DLIR) labor law compliance, and DCCA good standing compliance. There is a nominal annual fee for the service. The "Certificate of Vendor Compliance" issued online through HCE provides the registered provider's current compliance status as of the issuance date, and is accepted for both contracting and final payment purposes.

Refer to this section's part II. Website Reference for HCE's website address.

- G. **Campaign Contributions by State and County Contractors.** Providers are hereby notified of the applicability of HRS Section 11-205.5, which states that campaign contributions are prohibited from specified State or county government contractors during the term of the contract if the contractors are paid with funds appropriated by a legislative body. For more information, FAQs are available at the Campaign Spending Commission webpage. (See part II, Website Reference.)
- H. **Confidential Information.** If an applicant believes any portion of a proposal contains information that should be withheld as confidential, the applicant shall request in writing nondisclosure of designated proprietary data to be confidential and provide justification to support confidentiality. Such data shall accompany the proposal, be clearly marked, and shall be readily separable from the proposal to facilitate eventual public inspection of the non-confidential sections of the proposal.

Note that price is not considered confidential and will not be withheld.

- I. **Confidentiality of Personal Information.** Act 10 relating to personal information was enacted in the 2008 special legislative session. As a result, the Attorney General's General Conditions of Form AG Form 103F, *Confidentiality of Personal Information*, has been amended to include Section 8 regarding protection of the use and disclosure of personal information administered by the agencies and given to third parties.
- J. **Proposal Submittal.** All mail-ins shall be postmarked by the United States Postal System (USPS) and received by the State purchasing agency no later than the submittal deadline indicated on the attached Proposal Mail-in and Delivery Information Sheet. All hand deliveries shall be received by the State purchasing agency by the date and time designated on the Proposal Mail-In and Delivery Information Sheet. Proposals shall be rejected when:
- Postmarked after the designated date; or
 - Postmarked by the designated date but not received within 10 days from the submittal deadline; or
 - If hand delivered, received after the designated date and time.

The number of copies required is located on the Proposal Mail-In and Delivery Information Sheet. Deliveries by private mail services such as FEDEX shall be considered hand deliveries and shall be rejected if received after the submittal deadline. Dated USPS shipping labels are not considered postmarks.

IX. Discussions with Applicants

- A. Prior to Submittal Deadline.** Discussions may be conducted with potential applicants to promote understanding of the purchasing agency's requirements.
- B. After Proposal Submittal Deadline -** Discussions may be conducted with applicants whose proposals are determined to be reasonably susceptible of being selected for award, but proposals may be accepted without discussions, in accordance HAR Section 3-143-403.

X. Opening of Proposals

Upon receipt of a proposal by a state purchasing agency at a designated location, proposals, modifications to proposals, and withdrawals of proposals shall be date-stamped, and when possible, time-stamped. All documents so received shall be held in a secure place by the state purchasing agency and not examined for evaluation purposes until the submittal deadline.

Procurement files shall be open to public inspection after a contract has been awarded and executed by all parties.

XI. Additional Materials and Documentation

Upon request from the state purchasing agency, each applicant shall submit any additional materials and documentation reasonably required by the state purchasing agency in its evaluation of the proposals.

XII. RFP Amendments

The State reserves the right to amend this RFP at any time prior to the closing date for the final revised proposals.

XIII. Final Revised Proposals

If requested, final revised proposals shall be submitted in the manner, and by the date and time specified by the state purchasing agency. If

a final revised proposal is not submitted, the previous submittal shall be construed as the applicant's best and final offer/proposal. *The applicant shall submit **only** the section(s) of the proposal that are amended, along with the Proposal Application Identification Form (SPO-H-200).* After final revised proposals are received, final evaluations will be conducted for an award.

XIV. Cancellation of Request for Proposal

The RFP may be canceled and any or all proposals may be rejected in whole or in part, when it is determined to be in the best interests of the State.

XV. Costs for Proposal Preparation

Any costs incurred by applicants in preparing or submitting a proposal are the applicants' sole responsibility.

XVI. Provider Participation in Planning

Provider participation in a state purchasing agency's efforts to plan for or to purchase health and human services prior to the state purchasing agency's release of a RFP, including the sharing of information on community needs, best practices, and providers' resources, shall not disqualify providers from submitting proposals if conducted in accordance with HAR Sections 3-142-202 and 3-142-203.

XVII. Rejection of Proposals

The State reserves the right to consider as acceptable only those proposals submitted in accordance with all requirements set forth in this RFP and which demonstrate an understanding of the problems involved and comply with the service specifications. Any proposal offering any other set of terms and conditions contradictory to those included in this RFP may be rejected without further notice.

A proposal may be automatically rejected for any one or more of the following reasons:

- (1) Rejection for failure to cooperate or deal in good faith. (HAR Section 3-141-201)
- (2) Rejection for inadequate accounting system. (HAR Section 3-141-202)
- (3) Late proposals (HAR Section 3-143-603)
- (4) Inadequate response to request for proposals (HAR Section 3-143-609)

- (5) Proposal not responsive (HAR Section 3-143-610(a)(1))
- (6) Applicant not responsible (HAR Section 3-143-610(a)(2))

XVIII. Notice of Award

A statement of findings and decision shall be provided to all applicants by mail upon completion of the evaluation of competitive purchase of service proposals.

Any agreement arising out of this solicitation is subject to the approval of the Department of the Attorney General as to form, and to all further approvals, including the approval of the Governor, required by statute, regulation, rule, order or other directive.

No work is to be undertaken by the awardee prior to the contract commencement date. The State of Hawaii is not liable for any costs incurred prior to the official starting date.

XIX. Protests

Any applicant may file a protest against the awarding of the contract. The Notice of Protest form, SPO-H-801, is available on the SPO website. (See paragraph II, Website Reference.) Only the following matters may be protested:

- (1) A state purchasing agency's failure to follow procedures established by Chapter 103F of the Hawaii Revised Statutes;
- (2) A state purchasing agency's failure to follow any rule established by Chapter 103F of the Hawaii Revised Statutes; and
- (3) A state purchasing agency's failure to follow any procedure, requirement, or evaluation criterion in a request for proposals issued by the state purchasing agency.

The Notice of Protest shall be postmarked by USPS or hand delivered to 1) the head of the state purchasing agency conducting the protested procurement and 2) the procurement officer who is conducting the procurement (as indicated below) within five working days of the postmark of the Notice of Findings and Decision sent to the protestor. Delivery services other than USPS shall be considered hand deliveries and considered submitted on the date of actual receipt by the state purchasing agency.

Head of State Purchasing Agency	Procurement Officer
Name: David Hipp	Name: Kerry Kiyabu
Title: Executive Director	Title: Administrative Services Officer
Mailing Address: 820 Mililani Street, Suite 817 Honolulu, Hawaii 96813	Mailing Address: 820 Mililani Street, Suite 817 Honolulu, Hawaii 96813
Business Address: Same	Business Address: Same

XX. Availability of Funds

The award of a contract and any allowed renewal or extension thereof, is subject to allotments made by the Director of Finance, State of Hawaii, pursuant to HRS Chapter 37, and subject to the availability of State and/or Federal funds.

XXI. General and Special Conditions of Contract

The general conditions that will be imposed contractually are on the SPO website. (See paragraph II, Website Reference). Special conditions may also be imposed contractually by the state purchasing agency, as deemed necessary.

XXII. Cost Principles

In order to promote uniform purchasing practices among state purchasing agencies procuring health and human services under HRS Chapter 103F, state purchasing agencies will utilize standard cost principles outlined in Form SPO-H-201, which is available on the SPO website (see paragraph II, Website Reference). Nothing in this section shall be construed to create an exemption from any cost principle arising under federal law.

Section 2

Service Specifications

POSITIVE YOUTH DEVELOPMENT (HMS 501-11-03-A)

TRUANCY PREVENTION AND IN-SCHOOL SUSPENSION (HMS 501-11-03-B)

OUTREACH AND ADVOCACY (HMS 501-11-03-C)

POSITIVE YOUTH DEVELOPMENT

HMS 501-11-03-A

Section 2

Service Specifications

I. Introduction

A. Overview, purpose or need

The Department of Human Services (DHS), Office of Youth Services (OYS) is requesting proposals from qualified applicants to provide positive youth development program services and activities. The objective of this Request for Proposals (RFP) is to award funds for youth development programs to implement curriculum and/or provide services and activities designed to help youth avoid unproductive behaviors and maintain safe, healthy lifestyles. Services should incorporate effective practices to promote the reduction of the risk factors and the increase of the protective factors specific to developing and supporting healthy adolescents within the communities where the program services are to be provided.

Reducing risk factors and increasing protective factors for youth, families, and their communities can best be accomplished by a holistic and multi-sector approach. Youth development practitioners, the policy community, and prevention scientists have reached the same conclusions about promoting better outcomes for youth. Programs should be expanded beyond a single problem behavior focus to considering program effects on a range of positive and problem behaviors. The OYS recognizes that focusing on positive youth development serves as an effective strategy for the prevention of many adolescent risky behaviors such as early sexual involvement, unprotected sexual behavior, drug use, truancy and dropping out of school, delinquency and violence. Youth engaged in such risky behaviors are less likely to attain a high level of education or employment and more likely to have unstable partner/family relationships and to live in poverty.

Positive youth development programming provides a framework and a coordinated effort for addressing youth issues to ensure youth have the opportunity to develop social, emotional, cognitive, behavioral and moral competencies and resiliency to enable them to achieve a successful transition to young adulthood. Youth development programs are especially important for youth who have little or no support from families, schools, and communities. Hard to reach and underserved youth are often particularly vulnerable to high risk behaviors and frequently lack access to positive role models and responsive services.

Therefore, within the context a youth development framework, this RFP supports the achievement of the following desired outcomes for all youth:

- Youth, including those “at-risk”, are healthy and productive.
- Youth engage in making responsible decisions.
- Youth do not engage in unhealthy or delinquent behaviors.
- Youth develop positive sense of self.
- Youth develop and maintain positive relationships in family, social, educational, employment, community, and cultural settings.
- Youth achieve a successful “endpoint” transition to young adulthood, e.g., graduation, employment, post-secondary education.

The intent of the OYS is to award funds for youth development services across the State based on the needs identified and appropriate services proposed to address those needs in particular geographic regions. Funding may be used to identify, develop, and implement effective curriculum or models of service which are evidenced-based and that can be appropriately replicated in Hawaii. The service tasks to be delivered by the applicants include the following:

- Build on and enhance community resources to provide positive learning and development opportunities for youth;
- Be responsive to needs and desires of the community when designing services and programs for youth;
- Make contact with at-risk youth within a defined region/community and connect them to appropriate resources, services, and activities, justice system or non justice, both public and private; and
- Deliver prevention services and positive alternative activities to develop educational, vocational, social responsibility, and health competencies of youth. Activity areas include educational development and academic tutoring; community service and service learning; youth leadership; performing/ visual arts and humanities; mentoring and intergenerational programs; vocational/apprenticeship; youth gang prevention and intervention; and sports and fitness.

B. Planning activities conducted in preparation for this RFP

The Office of Youth Services conducted its Request for Information Process for Fiscal Biennium 2011-2013 through a public notice followed by a series of meetings held from March to April 2010. The public meetings were held in various communities in order to assess the particular needs and conditions in each respective geographic area. A total of 145 individuals from 75 organizations and 23 state and local public agencies participated in the meetings. In addition, written comments were received from individuals in Hawai'i (2), Maui (1), O'ahu (2), and statewide (1).

Information from this RFI is analyzed within the context of the Office of Youth Services Strategic Plan, 2008-2013. This plan emphasizes three areas: planning, policy and capacity building. The strategic goals for these areas are:

- ***Planning for the Continuum of Youth Services*** – strengthen and sustain the continuum of youth services in Hawai'i by providing effective coordination and support of community-based planning efforts.
- ***Advancing a Youth Policy Agenda*** – develop and advance a youth policy agenda that ensures a strong comprehensive system of support.
- ***Investing Funds & Technical Support In Youth Development*** – make strategic investments of funding and technical support in community-based efforts to strengthen and sustain the spectrum of youth services.

As a result of the RFI meetings, program need areas were identified, organized along the continuum of services categories of prevention, diversion, residential, and transition. Among those program need areas identified was the continued need for prevention and early intervention programs, including Positive Youth Development, Truancy Prevention and In-School Suspension, and Outreach and Advocacy.

C. Description of the goals of the service

The OYS is looking for qualified applicants to provide prevention programs and services utilizing a positive youth development framework. Interested applicants should propose specific programs and services that will address the unique needs and issues of youth in their community and contribute to the following objectives:

1. To tailor prevention services to address the unique needs of the constituents and to be responsive to the needs and interests of the community in regards to healthy, positive youth development.
2. To engage agency staff and others who interact with youth in the development, implementation, evaluation, and institutionalization of effective curriculum or models of service which are research-based and that have shown effective in developing competencies of youth.
3. To enhance coordination efforts to address positive youth development by formal and informal collaborative agreements that are established and maintained amongst public and private agencies and institutions, including schools and faith-based organizations located within and/or serving the same community.

D. Description of the target population to be served

The target population for the service includes youth ages 7 to 21 years old that are at risk for engaging in unhealthy, risky behaviors. This population includes street youth, unsheltered (homeless) youth, out-of-school youth, youth involved with gangs, youth in foster care and group homes, pregnant and parenting teens, gay, lesbian, bisexual, and transgender (GLBT) youth; and at-risk youth who have been arrested, have had contact with the police, or are experiencing social, emotional, psychological, educational, moral, physical or similar challenges or disabilities; and/or youth of Marshallese, Micronesian, Samoan, Hawaiian, Filipino and African-American ancestry who may be over-represented within the juvenile justice system.

E. Geographic coverage of service

The request is for services to be provided in various districts— Kauai, Oahu (Leeward, Honolulu, Windward, and Central), Maui, Molokai/Lanai, East Hawaii, and West Hawaii. The OYS reserves the right to make awards based on the uniqueness and appropriateness of the proposals in addressing prevention issues of specific communities and the best configuration of prevention services statewide. Should an inadequate number of responsive and responsible proposals be submitted for a geographic area or should sufficient monies be available, OYS reserves the right to allocate additional funds to those applicants who have submitted acceptable proposals.

F. Probable funding amounts, source, and period of availability

1. **Funding Period:** September 1, 2011 to August 31, 2013
2. **Approximate Total Amount of General Funds:** \$1,800,000 per year
NOTE: Funds have not yet been appropriated for this service.
3. The OYS anticipates funds to be awarded for one 24-month period, subject to the availability of funds and quality of program services. There may be a possibility for the extension of the initial award period to up to two additional 12-month periods should funds become available. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.
4. There will be multiple awards granted, ranging approximately from \$30,000 to \$125,000 per award.

5. The OYS reserves the right to make modifications to the scope of services and in the funding amounts that it is unable to anticipate now. There may be modifications made to continue or to improve the services. Additionally, should funding be increased or decreased, the OYS reserves the right to add in additional funds or decrease funds at its discretion.

II. General Requirements

A. Specific qualifications or requirements, including but not limited to licensure or accreditation

The Contractor shall comply with the Chapter 103F, HRS, Cost Principles for Purchases of Health and Human Services identified in SPO-H-201, which can be found on the SPO website (see Section 5, POS Proposal Checklist, for the website address).

The general conditions that will be imposed contractually are on the SPO website. Special conditions may also be imposed contractually by the state purchasing agency, as deemed necessary.

The Contractor shall maintain insurance acceptable to the State in full force and effect throughout the term of this contract, until the State certifies that the Contractor's work has been completed satisfactorily. The policy or policies of insurance maintained by the Contractor shall provide the following limit(s) and coverage:

<u>Coverage</u>	<u>Limits</u>
Commercial General Liability (occurrence form)	\$2,000,000 combined single limit <u>per occurrence</u> for bodily injury and property damage
Automobile	Bodily injury \$1,000,000/ <u>person</u> \$1,000,000/ <u>occurrence</u> Property damage \$1,000,000/ <u>accident</u>
Professional Liability (if applicable)	\$1,000,000/ <u>claim</u> \$2,000,000 <u>annual aggregate</u>

Each insurance policy required by this contract shall contain the following clauses:

1. *"The State of Hawaii is added as an additional insured with respect to operations performed for the State of Hawaii."*

2. *"It is agreed that any insurance maintained by the State of Hawaii shall apply in excess of, and not contribute with, insurance provided by this policy."*

Each insurance policy shall be written by insurance companies licensed to do business in the State or meet Section 431:8-301, HRS, if utilizing an insurance company not licensed by the State of Hawaii.

Automobile liability insurance shall include excess coverage for the Contractor's employees who use their own vehicles in the course of their employment.

The Contractor agrees to deposit with the State of Hawaii, on or before the effective date of this contract, certificate(s) of insurance necessary to satisfy the State that the insurance provisions of this contract have been complied with and to keep such insurance in effect and the certificate(s) therefore on deposit with the State during the entire term of this contract. Upon request by the State, Contractor shall furnish a copy of the policy or policies.

The Contractor shall immediately provide written notice to the contracting department or agency should any of the insurance policies be cancelled, limited in scope, or not be renewed upon expiration.

Failure of the Contractor to provide and keep in force such insurance shall be regarded as material default under this contract, entitling the State to exercise any or all of the remedies provided in this contract for a default of the Contractor.

The procuring of such required policy or policies of insurance shall not be construed to limit Contractor's liability hereunder nor to fulfill the indemnification provisions and requirements of this contract. Notwithstanding said policy or policies of insurance, Contractor shall be obliged for the full and total amount of any damage, injury, or loss caused by negligence or neglect connected with this contract.

If the Contractor is authorized by the Office of Youth Services to subcontract, subcontractor(s) is not excused from the indemnification and/or insurance provisions of this contract. In order to indemnify the State, the Contractor agrees to require its subcontractor(s) to obtain insurance in accordance with the insurance provisions of this contract.

B. Secondary purchaser participation
(Refer to HAR Section 3-143-608)

After-the-fact secondary purchases will be allowed.

Planned secondary purchases. None.

C. Multiple or alternate proposals
(Refer to HAR Section 3-143-605)

Allowed Unallowed

D. Single or multiple contracts to be awarded
(Refer to HAR Section 3-143-206)

Single Multiple Single & Multiple

Criteria for multiple awards: Not applicable

E. Single or multi-term contracts to be awarded
(Refer to HAR Section 3-149-302)

Single term (2 years or less) Multi-term (more than 2 years)

Contract terms: The initial term of the contract shall commence on or after September 1, 2011 and continue through August 31, 2013. Services are not to begin until a Notice to Proceed has been issued by the OYS. There may be a possibility for extension of the initial award period for one additional 24-month period should funds become available. The maximum length of the contract shall be forty-eight (48) months. The conditions for extension must be in writing and any extension must be executed prior to the expiration of the initial term of the contract and any subsequent extension. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.

F. RFP contact person

The individual listed below is the sole point of contact from the date of release of this RFP until the selection of the successful provider(s). Written questions should be submitted to the RFP contact person and received by the day and time specified in Section 1, paragraph I (Procurement Timetable) of this RFP.

RFP Contact Merton Chinen. Children and Youth Program Specialist
Office of Youth Services
820 Mililani Street, Suite 817
Honolulu, Hawaii 96813
Phone: 587-5712
Fax: 587-5734
E-Mail: mchinen@dhs.hawaii.gov

III. **Scope of Work**

The scope of work encompasses the following tasks and responsibilities:

A. Service Activities

(Minimum and/or mandatory tasks and responsibilities)

1. Service Framework

Priority will be given to proposed services reflecting the philosophy that all youth are valuable and worthwhile and should be helped to reach their full potential. The focus should be on youth in the context of families and specific communities; therefore, services provided should be:

- a. Holistic in nature, impacting the mind, attitude, and behavior;
- b. Outcome-based and performance target focused;
- c. Based on valid, reliable research;
- d. Collaborative in nature;
- e. Culturally, developmentally, and gender-appropriate;
- f. Provided by nurturing and caring adults; and,
- g. Strength-based, building on and enhancing the unique talents and interests of each individual.

- 2. Specific Program Activities.** The applicant shall directly or through subcontracts provide services and activities matched to the cognitive, physical, social, and emotional developmental abilities of youth, as well as, sensitive to the unique needs of each program participant and responsive to the strengths and unique needs of both females and males. The program activities include:

a. Assess community needs and resources.

- 1) Engage community members to actively participate in identifying and prioritizing needs and services offered to ensure the appropriateness and comprehensiveness of services for the targeted youth.
- 2) Collaborate and cooperate with other agencies within the community, especially the schools, non-profit youth serving organizations and faith communities to plan and implement programs for the targeted youth to assure youth have access to resources and services and to effectively meet their needs.

b. Make contact with and engage at-risk youth and their families.

- 1) Accept youth into the program, recording relevant (demographic) information for data collection, tracking and

follow up support purposes. Determine appropriateness of the program for the youth who may be referred to the program. Assess youth and family strengths, competencies, and needs to determine and plan appropriate program activities.

- 2) Engage, motivate, and empower the youth and family to strengthen their support systems and enhance their capacity to resolve their problems and to mediate crisis, and to act on their own behalf.
- 3) Assist youth in identifying goals and objectives and develop milestones, activities and methods to assist youth achieve established goals.

c. Connect at-risk youth to existing resources and services.

- 1) Establish a collaborative and integrated approach with other community resources to serve the youth targeted by this service through formal agreements, sub-contractual arrangements, memorandum of agreement, and/or letters of agreement with other agencies and/or community groups.
- 2) Make successful connections between youth and family and appropriate (continuum of care) services and resources in the community.
- 3) Advocate on the youth or family's behalf to secure resources necessary to achieve their goals.

d. Provide responsive services, activities, and programs.

- 1) Provide services that reflect the culture, ethnicity, and identity of the program participants and that are delivered within contexts that promote an understanding and appreciation of the ethnic and cultural diversity of the community and provide youth with opportunities to develop an understanding of self and one's culture and a sense of identity and belonging and promote the development of competencies in youth.
- 2) Specifically address the areas of social well-being, knowledge, reasoning and creativity, vocational preparation, and social responsibility through activity types described below:
 - a) **Youth Leadership** activities that allow youth to experience leadership, group dynamics and problem solving opportunities such as youth advisory boards, youth council,

and youth representatives on community collaboration efforts.

- b) **Educational Development** activities such as tutoring, alternative education, and/or peer tutoring that promote academic improvement, coursework completion and high school graduation to prepare youth for higher level academic and/or vocational education. Connect and collaborate with schools to address needs of youth.
- c) **Community Service and Service Learning** programs to engage youth and provide them with significant roles in planning and implementing activities, as well as opportunities to contribute to the organization and the community.
- d) **Mentoring and Intergenerational** programs that provide youth with opportunities to be involved with adults in meaningful interactions and quality relationships that are consistent and that provide approval for pro-social behaviors and sanctions for antisocial behaviors.
- e) **Performing/Visual Arts and Humanities** activities that enhance learning and creative opportunities through drama, story telling, poetry writing, and music.
- f) **Sports, Fitness and Health** activities that improve physical health, self-concept, athletic and scholastic competence, and physical appearance; encourage working as a team; provide nutrition exploration; develop resistance skills; and discuss contraceptive practices/abstinence.

3. Assessment of Need and Readiness.

Applicants must make an assessment of needs and community readiness for the proposed services. Applicants should identify and justify the need for prevention programs and services within the community that they anticipate serving. A comprehensive needs assessment shall include information from reliable data sources, identified risk and protective factors, reports, studies, and strategic plans or planning efforts that substantiate the needs of the target group(s) and community that the proposed services are intended to address. The assessment should include the rate of drug use, delinquency, teen pregnancy, or other risky behaviors prevalent for youth of the identified community or geographic area. Applicants should also provide information and documentation of the

community “readiness” to actively address positive youth development, as well as to actively support the implementation of the proposed services.

4. Implementation of Effective Practices.

Priority will be given to applicants proposing to implement strategies that have shown effective in reducing risky and delinquent behaviors and promoting positive youth development. Effective programs incorporate the following characteristics and strategies:

- a. Involve families.
- b. Strengthen academic skills and opportunities.
- c. Intensify services for foster care, homeless, migrant, and out-of-school youth.
- d. Strengthen school-to-work programs.
- e. Offer mentoring programs.
- f. Involve young people in their communities.
- g. Involve the community in expanding life options for youth.
- h. Strengthen economic opportunities for both males and females.
- i. Provide youth development activities that enhance self-esteem.
- j. Ensure access to mental health counseling.
- k. Provide modeling of and practice with communication, negotiation, and refusal skills.
- l. Employ a variety of teaching methods designed to involve the participants and have them personalize the information.
- m. Incorporate behavioral goals, teaching methods, and materials that are appropriate to the age, experience, and culture of the program participants.
- n. Implement strategy or intervention for a sufficient length of time to complete activities adequately.
- o. Employ adults and peer leaders who believe in the program they are implementing and who have been provided training.

5 Program Design and Evaluation.

The description of the design, implementation, and evaluation of the proposed services should include, but not be limited to:

- a. The process the applicant has utilized or will utilize to identify youth development program models/curricula that are research-based and that are effective in addressing the needs of youth and families within its community;
- b. The plans to train current agency staff to provide prevention services;
- c. The means and process for identifying, engaging, and enrolling youth and families for services and maintaining their participation;

- d. The means by which the agency will assess the impact of the services on program participants; and
- e. The process the agency will undertake for design changes to refine programs to ensure that the needs of youth and families are effectively addressed.

6. Coordination and Linkages.

Coordination and cooperation across agency programs as well as, amongst agencies within the community to plan and implement programs for youth is essential to ensure youth have access to resources and services to more effectively meet their needs. Applicants should describe how the proposed services are coordinated by addressing the following:

- a. The incorporation of youth development services into the current range of programs offered by the agency;
- b. The existing and past activities that demonstrate the applicant's capacity for working with other agencies and resources to provide effective prevention services in the community or geographic area identified for services; and
- c. The coordinated efforts planned with specific agencies, including but not limited to Hawaii Department of Education, Community Health Centers, Youth Service Centers, and other public and private organizations in the community which are addressing issues related to healthy youth development and specific to the delivery of the proposed services.

7. Additionally, transportation of youth and their families to and from service sites must be addressed if it poses a barrier to service delivery. Applicants are expected to include anticipated cost for transportation in their cost proposal to the State.

B. Management Requirements (Minimum and/or mandatory requirements)

1. Personnel

- a. The Applicant shall maintain a plan for recruitment and retention of staff, and maintain staffing level ratios that specifically addresses handling of vacancies and absences.
- b. The Applicant shall detail the Applicant's staff pre-service and in-service training plan with scheduled completion dates and training

topics. The training plan shall identify who will provide training and their qualifications.

- c. The Applicant shall ensure that employees do not have a criminal history or background that poses a risk to youth. The Applicant shall conduct employment and reference checks on all employment Applicants. In addition, prior to providing direct services to youth, criminal history record checks (State and FBI Criminal History Check, Sex Offender Registry, and the Child Abuse and Neglect Registry Clearance) shall be conducted, as allowed by statutes or rules, for any person who is employed or volunteers in an position that necessitates close proximity to children or adolescents. Documentation of criminal history record checks shall be maintained in the employee or volunteer's personnel file and shall be available for review. Criminal history record checks, except for the FBI fingerprint check, shall be conducted annually.
- d. The Applicant shall develop policies that describe the grounds and circumstances for denial of employment or termination of current employees who have been found to have convictions or pending charges upon completion of any criminal history check or other investigation.
- e. The program staff shall have appropriate qualifications and necessary training to provide the propose services and activities and demonstrate knowledge, capacity, skills and experience in working with the target population, and be knowledgeable of positive youth development philosophy and strategies.
- f. The Applicant shall have written personnel policies covering selection of staff, salaries, fringe benefits, leaves, job descriptions, and minimum qualifications of each position. Staff salaries shall be sufficiently competitive to recruit and retain qualified staff.

2. Administrative

- a. The Applicant is required to meet with the State upon execution of the contract to discuss all aspects of the program.
- b. The Applicant is required to maintain detailed records of youth, program activities, and personnel in addition to maintaining an accounting system and financial records to accurately account for funds awarded. Funds shall be budgeted and expended in accordance with applicable State and/or Federal cost principles.
- c. The Applicant shall also be required to comply with applicable provisions and mandates of the Health Insurance Portability and

Accountability Act (HIPAA) of 1996. The HIPAA regulates how individually identifiable health (medical and mental health) information is handled to ensure confidentiality.

- d. The OYS reserves the right to make modifications to the scope of the services and in the funding amounts that it is currently unable to anticipate. There may be unique circumstances, not limited to directives and decrees from State and Federal agencies, that require these modifications be made to continue or improve services. Additionally should funding be increased or decreased, the OYS reserves the right to add in additional or decrease funds at its discretion.
- e. The Applicant shall not utilize youth for any agency solicitation or political campaign purposes.
- f. The Applicant may not charge youth and/or their families more than a token amount for program services.
- g. Subcontracting arrangements may be allowed if the Applicant is unable to provide components of the requested services directly. All subcontracts must follow the pricing structure and all other requirements of this RFP.
- h. Memoranda of Agreements and working agreements with other agencies for services resulting from awards and contracts of this RFP shall be submitted to the OYS for review for appropriateness and relevancy.
- i. The successful Applicant will be required to enter into a formal written Contract with the Office of Youth Services in accordance with the laws, rules and regulations of the State of Hawaii. The RFP and Applicant's proposal shall be incorporated in the Contract by reference.

The stated requirements appearing elsewhere in this RFP shall become part of the terms and conditions of the resulting Contract. Any deviations thereof must be specifically defined by the Applicant in its proposal which, if successful, will become part of the Contract.

The funds available for this project are limited. The OYS reserves the rights to contract for only those services which appear to be in the best interests of the OYS.

Upon award, the OYS will forward the formal Contract to the successful Applicant for execution. The Contract shall be signed by

the successful Applicant and returned, together with required insurance documents (including indemnification), and other supporting documents, within ten (10) calendar days after receipt by the Applicant, or within such further time as the Executive Director may allow.

No such Contract shall be binding upon the OYS until the Contract has been fully and properly executed by all the parties thereto and the State Comptroller has, in accordance with Section 103-39, Hawaii Revised Statutes, endorsed thereon his certificate that there is an appropriation or balance of an appropriation over and above all outstanding contracts, sufficient to cover the amount required by the Contract during the fiscal year. Further, the Contract shall not be considered to be fully executed until the Department of the Attorney General of the State of Hawaii has approved the Contract as to form.

The OYS reserves the right to cancel the Contract without cause and to request new proposals for the work.

- j. No Supplementary Agreement shall be binding upon the OYS until the Agreement has been fully and properly executed by all parties thereto prior to the start date of Agreement. The PROVIDER shall not provide any services until the Agreement is fully and properly executed and a Notice to Proceed has been issued.

Any work performed by the successful Applicant prior to receipt of a Notice to Proceed shall be at the Applicant's own risk and expense. The State of Hawaii and the OYS are not and will not be liable for any work, contract costs, expenses, loss of profits or damages whatsoever incurred by the successful Applicant prior to the receipt of a Notice to Proceed.

The Provider is responsible to purchase or lease, with available funding, all the necessary supplies and equipment needed to perform the services. Prior approval must be obtained from the OYS for the initial purchase of equipment, furniture, supplies, etc. which are required for this Contract. Subsequent purchases of equipment above \$250 (that has a useful life of more than one year) shall require prior approval.

3. Quality assurance and evaluation specifications

- a. All contracts shall be monitored by the OYS in accordance with requirements set forth by Chapter 103F, Hawaii Revised Statutes. Contract monitoring shall include but may not be limited to:

- 1) The review of amendments and approvals, deemed appropriate by the OYS, of the contract's program items, especially the outcomes plan, the performance targets and milestones, the assurance of collaboration, quarterly program reports, and other documents submitted to the OYS.
- 2) Periodic site visits, scheduled and unscheduled, with comprehensive written evaluation of the major program service areas, such as:
 - i. Staff qualification, organization, and effectiveness.
 - ii. Outcomes planning, implementation, and evaluation.
 - iii. Collaboration (Informal and formal agreements and subcontracts).
 - iv. File maintenance and record keeping.
 - v. Facility accessibility, suitability, and safety.
 - vi. Transportation and other liability issues.
 - vii. Consumer satisfaction.
- 3) The Applicant shall allow the OYS access to all materials, files, and documents relating to the provision of services. In addition, the OYS may, at its discretion, observe individual, group, and educational sessions conducted by the Applicant.

- b. The Applicant must maintain for the term of the contract the system of evaluation developed by the OYS, including the use of evaluation tools and reporting forms. In addition, the Applicant must take corrective actions the OYS deems necessary in light of the evaluation data.

4. Output and performance/outcome measurements

The Applicant shall submit a Performance Plan utilizing the outcomes framework, through the completion of OYS Form 4-1 which is attached to this RFP. To assist the Applicant in completing Form 4-1, A Crash Course in the Outcomes Framework (August 2003) is also attached.

- a. An **Outcomes Framework** (outcomes, performance targets, and milestones) will be used for monitoring and results reporting. The Outcomes Framework (OF) for this service will focus on specific achievements and specific changes in youth and family conditions, skills, attitudes, and/or behaviors.
 - 1) **Performance targets describe the anticipated change in program participants** that occurs as a consequence of the service provided. The performance target **does not** reflect the

actions or behaviors of the agency or the staff in the delivery of the program services. In response to the RFP, applicants must propose and commit to performance targets directly related to the initiatives described in this RFP.

2) ***Milestones describe the sequential actions made by the program participants to indicate they are successfully progressing toward achieving the performance target.***

Applicants should identify the milestones that will most effectively communicate (track and report) the success of program participants and at the same time can be efficiently documented on an ongoing basis.

3) The successful achievement of milestones and performance targets should be verifiable by direct and indirect measures, observable events or behaviors, or indicators identified by the applicant.

b. Within this OF, applicants must:

1) Base program activities on an assessment of objective data about the relevant risk and protective factors for the target population and communities the applicants propose to service.

2) Design and implement programs and activities for youth based on research or evaluation that provides evidence that the programs used impact knowledge, behavior and/or competencies of the youth involved or contribute to preventing/reducing risk factors and establishing/ strengthening protective factors related to healthy youth development.

3) Commit to the performance targets finalized with the OYS as part of the applicants' contractual responsibility and track and report progress through a standard outcomes reporting format and meet periodically with the OYS to review progress and results and to make necessary modifications and corrections.

4) Evaluate programs to assess programs' ability to impact elements of youth development and the desired outcomes. Applicants must also assess progress toward achieving the proposed outcomes, performance targets, and milestones. Furthermore, such evaluation shall be used to improve and strengthen the programs, to revise timelines, to refine the performance targets and milestones, and to make informed decisions regarding future program directions.

- 5) Use appropriate computer hardware and Microsoft software to record, monitor, and report various data.
- c. Applicants should propose up to three (3) performance targets, including numeric projections of achievement as the number of or percent of program participants that will demonstrate an increase or reduction related to achievements made as a result of program participation.
- d. In order to facilitate the implementation of the OF and enhanced services, the OYS will:
 - 1) Provide technical assistance in developing and refining outcomes, performance targets, and milestones during the term of the contract.
 - 2) Provide technical assistance in using hardware and software to evaluate the progress of the programs.

5. Experience

Applicants shall have a minimum of three (3) years experience designing, implementing, managing, and/or evaluating youth development programs or conducting activities related to those proposed in response to this RFP.

6. Coordination of services

Funded programs shall coordinate with related Federal, State, school, and community efforts and resources to foster interactions and environments that promote positive youth development and healthy behaviors for youth.

7. Reporting requirements for program and fiscal data

Contracts are programmatically and fiscally monitored by the OYS. Monitoring includes the review of program reports and services; budgets and revisions (as approved by the OYS); invoices and expenditure reports; and any issues applicable to services provided. Monitoring will take place at a variety of locations including the Applicant's administrative office and the site(s) of service delivery.

Timely program reports as specified by the OYS will be due quarterly and at the end of each budget period.

A monthly invoice for operational costs shall be prepared and submitted to the OYS by the 10th of each month in accordance with the agreed upon

Compensation and Payment Schedule. Additionally, the PROVIDER shall submit a final invoice upon termination of the contract.

C. Facilities

Applicants shall assure the adequacy of the facilities that will be used to conduct the proposed service to ensure the safety and well-being of the target population and conformance with Americans with Disabilities Act building requirements.

IV. COMPENSATION AND METHOD OF PAYMENT

Cost Reimbursement

The OYS shall consider cost proposals on a cost reimbursement pricing structure. The cost reimbursement pricing structure reflects a purchase arrangement in which the purchasing agency pays the provider for budgeted agreed-upon costs that are actually incurred in delivering the services specified in the contract, up to a stated maximum obligation.

Payments shall be made monthly upon submission of an original invoice reflecting the cost of services provided during a specific month.

All budget forms, instructions and samples are located on the SPO website (see the Proposal Application Checklist in Section 5 for website address). The following budget form(s) shall be submitted with the Proposal Application:

- SPO-H-205 Budget
- SPO-H-206A Personnel - Salaries & Wages
- SPO-H-206B Personnel - Payroll Taxes and Fringe Benefits
- SPO-H-206C Travel - Inter-Island*
- SPO-H-206D Travel - Out-of-State*
- SPO-H-206E Contractual Services-Administration
- SPO-H-206F Contractual Services-Subcontracts
- SPO-H-206G Depreciation
- SPO-H-206H Program Activities
- SPO-H-206I Equipment Purchases*

*Expenditures require justification and prior approval.

If any one of the above forms is not applicable, please note as "N/A" on the form.

**TRUANCY PREVENTION AND
IN-SCHOOL SUSPENSION
HMS 501-11-03-B**

Section 2

Service Specifications

I. Introduction

A. Overview, purpose or need

The Department of Human Services (DHS), Office of Youth Services (OYS) is requesting proposals from qualified applicants to provide truancy prevention and in-school suspension programs. The objective of this Request for Proposals (RFP) is to award funds to qualified applicants to implement curriculum and/or provide services and activities designed to help youth stay in school and avoid unproductive and anti-social behaviors that could lead to school suspension and expulsion. Services should incorporate effective practices to enhance school engagement and performance to ensure educational success for at-risk youth and their families. Educational success can be defined in terms of high school completion and positive educational outcomes for youth.

The OYS recognizes that school engagement and educational performance is integral to improve outcomes for youth who are at the greatest risk of substance abuse, delinquency, and dropping out of school. School engagement refers to students and families being actively involved in learning at school. It also includes school, family and community partnerships that are dedicated to school completion for every child. An effective approach to school success is the integration of the 3A's: **attendance**, **attachment**, and **achievement** (National Center for School Engagement). Promoting **attendance** involves the design and implementation of evidence-based strategies to reduce excused and unexcused absences. Promoting **attachment** involves establishing meaningful connections with youth and their families through caring, support, and mutually-defined expectations. It includes developing positive school climates, family and community engagement, and student-focused programs and activities. Promoting **achievement** involves ensuring that students have the tools and resources to complete courses and graduate from high school.

The intent of the OYS is to award funds for truancy prevention and in-school suspension programs across the State based on the needs identified and appropriate services proposed to address those needs in particular geographic regions. Funding may be used to identify, develop, and implement effective curriculum or models of service which are evidenced-based and that can be appropriately replicated in Hawaii. The service tasks to be delivered by the applicants include the following:

- Build on and enhance community resources to provide positive learning and development opportunities for youth;

- Be responsive to needs and desires of the community when designing services and programs for youth;
- Make contact with truant youth within a defined region/community and connect them to appropriate resources, services, and activities, justice system or non-justice, both public and private;
- Target the development, enhancement, or extension of services to youth and their families that focus their intervention on improving academics, improving attendance (decreasing truancy), and decreasing disciplinary actions (suspension and expulsion from school); and,
- Deliver prevention services and positive learning activities to develop educational competencies, and social responsibility of youth. Activity areas include academic tutoring; community service and service learning; character development and youth leadership; and, mentoring and intergenerational programs.

B Planning activities conducted in preparation for this RFP

The Office of Youth Services conducted its Request for Information Process for Fiscal Biennium 2011-2013 through a public notice followed by a series of meetings held from March to April 2010. The public meetings were held in various communities in order to assess the particular needs and conditions in each respective geographic area. A total of 145 individuals from 75 organizations and 23 state and local public agencies participated in the meetings. In addition, written comments were received from individuals in Hawai'i (2), Maui (1), O'ahu (2), and statewide (1).

Information from this RFI is analyzed within the context of the Office of Youth Services Strategic Plan, 2008-2013. This plan emphasizes three areas: planning, policy and capacity building. The strategic goals for these areas are:

- ***Planning for the Continuum of Youth Services*** – strengthen and sustain the continuum of youth services in Hawai'i by providing effective coordination and support of community-based planning efforts.
- ***Advancing a Youth Policy Agenda*** – develop and advance a youth policy agenda that ensures a strong comprehensive system of support.
- ***Investing Funds & Technical Support In Youth Development*** – make strategic investments of funding and technical support in community-based efforts to strengthen and sustain the spectrum of youth services.

As a result of the RFI meetings, program need areas were identified, organized along the continuum of services categories of prevention, diversion, residential, and transition. Among those program need areas identified was the continued need for prevention and early intervention programs, including Positive Youth Development, Truancy Prevention and In-School Suspension, and Outreach and

Advocacy.

C. Description of the goals of the service

The OYS is looking for qualified applicants to provide truancy prevention and in-school suspension programs and services. Interested Applicants should propose specific programs and services that will address the unique needs and issues of youth in their community and contribute to the following objectives:

1. To tailor truancy prevention and in-school suspension programs to address the unique needs of the youth and to be responsive to the needs and interests of the community in regards to educational success.
2. To engage agency staff and others who interact with youth in the development, implementation, evaluation, and institutionalization of effective curriculum or models of service which are research-based and that have shown to be effective in developing competencies of youth.
3. To enhance coordination efforts to focus on truancy prevention and in-school suspension programs by formal and informal collaborative agreements that are established and maintained amongst public and private agencies and institutions, including schools and faith-based organizations located within and/or serving the same community in order to address the social/emotional issues of these students and their families.

D. Description of the target population to be served

The target population for the service includes youth ages 7 to 18 years old that are at risk for truancy and chronic absences.

E. Geographic coverage of service

The request is for services to be provided in various districts— Kauai, Oahu (Leeward, Honolulu, Windward, and Central), Maui, Molokai/Lanai, East Hawaii, and West Hawaii. Due to the limited amount of funds, not all districts will receive funding. The OYS reserves the right to make awards based on the uniqueness and appropriateness of the proposals in addressing prevention issues of specific communities and the best configuration of prevention services statewide. Should an inadequate number of responsive and responsible proposals be submitted for a geographic area or should sufficient monies be available, OYS reserves the right to allocate additional funds to those applicants who have submitted acceptable proposals.

F. Probable funding amounts, source, and period of availability

1. **Funding Period:** September 1, 2011 to August 31, 2013

2. **Approximate Total Amount of General Funds: \$350,000 per year**
NOTE: Funds have not yet been appropriated for this service.
3. The OYS anticipates funds to be awarded for one 24-month period, subject to the availability of funds and quality of program services. There may be a possibility for the extension of the initial award period to up to one additional 24-month period should funds become available. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.
4. There will be multiple awards granted, with no potential award amounts predetermined.
5. The OYS reserves the right to make modifications to the scope of services and in the funding amounts that it is unable to anticipate now. There may be modifications made to continue or to improve the services. Additionally, should funding be increased or decreased, the OYS reserves the right to add in additional funds or decrease funds at its discretion.

II. General Requirements

A. Specific qualifications or requirements, including but not limited to licensure or accreditation

The Contractor shall comply with the Chapter 103F, HRS, Cost Principles for Purchases of Health and Human Services identified in SPO-H-201, which can be found on the SPO website (see Section 5, POS Proposal Checklist, for the website address).

The general conditions that will be imposed contractually are on the SPO website. Special conditions may also be imposed contractually by the state purchasing agency, as deemed necessary.

The Contractor shall maintain insurance acceptable to the State in full force and effect throughout the term of this contract, until the State certifies that the Contractor's work has been completed satisfactorily. The policy or policies of insurance maintained by the Contractor shall provide the following limit(s) and coverage:

<u>Coverage</u>	<u>Limits</u>
Commercial General Liability (occurrence form)	\$2,000,000 combined single limit <u>per occurrence</u> for bodily injury and property damage

Automobile	Bodily injury \$1,000,000/person \$1,000,000/occurrence Property damage \$1,000,000/accident
Professional Liability, if applicable	\$1,000,000/claim \$2,000,000 annual aggregate

Each insurance policy required by this contract shall contain the following clauses:

1. *"The State of Hawaii is added as an additional insured with respect to operations performed for the State of Hawaii."*
2. *"It is agreed that any insurance maintained by the State of Hawaii shall apply in excess of, and not contribute with, insurance provided by this policy."*

Each insurance policy shall be written by insurance companies licensed to do business in the State or meet Section 431:8-301, HRS, if utilizing an insurance company not licensed by the State of Hawaii.

Automobile liability insurance shall include excess coverage for the Contractor's employees who use their own vehicles in the course of their employment.

The Contractor agrees to deposit with the State of Hawaii, on or before the effective date of this contract, certificate(s) of insurance necessary to satisfy the State that the insurance provisions of this contract have been complied with and to keep such insurance in effect and the certificate(s) therefore on deposit with the State during the entire term of this contract. Upon request by the State, Contractor shall furnish a copy of the policy or policies.

The Contractor shall immediately provide written notice to the contracting department or agency should any of the insurance policies be cancelled, limited in scope, or not be renewed upon expiration.

Failure of the Contractor to provide and keep in force such insurance shall be regarded as material default under this contract, entitling the State to exercise any or all of the remedies provided in this contract for a default of the Contractor.

The procuring of such required policy or policies of insurance shall not be construed to limit Contractor's liability hereunder nor to fulfill the indemnification provisions and requirements of this contract. Notwithstanding said policy or policies of insurance, Contractor shall be obliged for the full and total amount of any damage, injury, or loss caused by negligence or neglect connected with this contract.

If the Contractor is authorized by the Office of Youth Services to subcontract, subcontractor(s) is not excused from the indemnification and/or insurance provisions of this contract. In order to indemnify the State, the Contractor agrees to require its subcontractor(s) to obtain insurance in accordance with the insurance provisions of this contract.

B. Secondary purchaser participation
(Refer to HAR Section 3-143-608)

After-the-fact secondary purchases will be allowed.

Planned secondary purchases. None.

C. Multiple or alternate proposals
(Refer to HAR Section 3-143-605)

Allowed Unallowed

D. Single or multiple contracts to be awarded
(Refer to HAR Section 3-143-206)

Single Multiple Single & Multiple

Criteria for multiple awards: Multiple contracts may be awarded as the OYS deems appropriate to best meet the needs of the State after all proposals are reviewed.

E. Single or multi-term contracts to be awarded
(Refer to HAR Section 3-149-302)

Single term (2 years or less) Multi-term (more than 2 years)

Contract terms: The initial term of the contract shall commence on or after September 1, 2011 and continue through August 31, 2013. Services are not to begin until a Notice to Proceed has been issued by the OYS. There may be a possibility for extension of the initial award period for one additional 24-month period should funds become available. The maximum length of the contract shall be forty-eight (48) months. The conditions for extension must be in writing and any extension must be executed prior to the expiration of the initial term of the contract and any subsequent extension. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.

F. RFP contact person

The individual listed below is the sole point of contact from the date of release of this RFP until the selection of the successful provider(s). Written questions should be submitted to the RFP contact person and received by the day and time specified in Section 1, paragraph I (Procurement Timetable) of this RFP.

RFP Contact Merton Chinen, Children and Youth Program Specialist
 Office of Youth Services
 820 Mililani Street, Suite 817
 Honolulu, Hawaii 96813
 Phone: 587-5712
 Fax: 587-5734
 E-Mail: mchinen@dhs.hawaii.gov

III. Scope of Work

The scope of work encompasses the following tasks and responsibilities:

A. Service Activities

(Minimum and/or mandatory tasks and responsibilities)

1. Service Framework

Priority will be given to proposed services reflecting the philosophy that all youth are valuable and worthwhile and should be helped to reach their full potential. The focus should be on youth in the context of families and specific communities; therefore, services provided should be:

- a. Holistic in nature, impacting the mind, attitude, and behavior;
- b. Outcome-based and performance target focused;
- c. Based on valid, reliable research;
- d. Collaborative in nature;
- e. Culturally, developmentally, and gender-appropriate;
- f. Provided by nurturing and caring adults; and,
- g. Strength-based, building on and enhancing the unique talents and interests of each individual.

2. Specific Program Activities.

The applicant shall directly or through subcontracts provide services and activities matched to the cognitive, physical, social, and emotional developmental abilities of youth, as well as, sensitive to the unique needs of each program participant and responsive to the strengths and unique needs of both females and males. The program activities include:

- a. **Promote attendance** which involves the design and implementation of evidence-based strategies to reduce excused and unexcused absences.
- b. **Promote attachment** which involves establishing meaningful connections with youth and their families through caring, support, and mutually-defined expectations. It includes developing positive school climates, family and community engagement.
- c. **Promote achievement** which involves ensuring that students have the tools and resources to complete courses and graduate from high school.
- d. **Other program activities**, including but not limited to:
 1. **Assess community needs and resources.**
 - a) Engage community members to actively participate in identifying and prioritizing needs and services offered to ensure the appropriateness and comprehensiveness of services for the targeted youth.
 - b) Collaborate and cooperate with other agencies within the community, especially the schools, non-profit youth serving organizations and faith communities to plan and implement programs for the targeted youth to assure youth have access to resources and services and to effectively meet their needs.
 2. **Make contact with and engage at-risk youth and their families.**
 - a) Accept youth into the program, recording relevant (demographic) information for data collection, tracking and follow up support purposes. Determine appropriateness of the program for the youth who may be referred to the program. Assess youth and family strengths, competencies, and needs to determine and plan appropriate program activities.
 - b) Engage, motivate, and empower the youth and family to strengthen their support systems and enhance their capacity to resolve their problems and to mediate crisis, and to act on their own behalf.

- c) Assist youth in identifying goals and objectives and develop milestones, activities and methods to assist youth achieve established goals.

3. Connect at-risk youth to existing resources and services.

- a) Establish a collaborative and integrated approach with other community resources to serve the youth targeted by this service through formal agreements, sub-contractual arrangements, memorandum of agreement, and/or letters of agreement with other agencies and/or community groups.
- b) Make successful connections between youth and family and appropriate (continuum of care) services and resources in the community.
- c) Advocate on the youth or family's behalf to secure resources necessary to achieve their goals.

4. Provide responsive services, activities, and programs.

- a) Provide services that reflect the culture, ethnicity, and identity of the program participants and that are delivered within contexts that promote an understanding and appreciation of the ethnic and cultural diversity of the community and provide youth with opportunities to develop an understanding of self and one's culture and a sense of identity and belonging and promote the development of competencies in youth.
- b) Specifically address the areas of social well-being, knowledge, reasoning and creativity, vocational preparation, and social responsibility through activity types described below:
 - i) Educational Development activities such as tutoring, alternative education, and/or peer tutoring that promote academic improvement, coursework completion and high school graduation to prepare youth for higher level academic and/or vocational education. Connect and collaborate with schools to address needs of youth.
 - ii) Character and Leadership Development activities that encourage students to be confident, responsible, positive, determined, compassionate, and reflective leaders by deepening student understanding of such concepts as integrity, social justice and leadership. Good character through self-reflection, creates community among students

and teachers, improves literacy skills, and teaches students how to be positive participants in their own and their peers' education.

- iii) Community Service and Service Learning activities that engage youth and provide them with significant roles in planning and implementing activities, as well as opportunities to contribute to the organization and the community.
- iv) Intergenerational Programs that provide youth with opportunities to be involved with adults in meaningful interactions and quality relationships that are consistent and that provide approval for pro-social behaviors and sanctions for antisocial behaviors.

3. Assessment of Need and Readiness.

Applicants must make an assessment of needs and community readiness for the proposed services. Applicants should identify and justify the need for truancy prevention programs and services within the community that they anticipate serving. A comprehensive needs assessment shall include information from reliable data sources, identified risk and protective factors, reports, studies, and strategic plans or planning efforts that substantiate the needs of the target group(s) and community that the proposed services are intended to address. The assessment should include the rate of drug use, delinquency, teen pregnancy, or other risky behaviors prevalent for youth of the identified community or geographic area. Applicants should also provide information and documentation of the community "readiness" to actively address truancy prevention, as well as to actively support the implementation of the proposed services.

4. Implementation of Effective Practices.

Priority will be given to applicants proposing to implement strategies that have shown effective in reducing risky and delinquent behaviors and promoting positive youth development. Effective programs incorporate the following characteristics and strategies:

- a. Involve families.
- b. Strengthen academic skills and opportunities.
- c. Provide for outreach and advocacy services.
- d. Provide youth development activities that enhance self-esteem.

- e. Ensure access to social, emotional and behavioral counseling.
- f. Employ a variety of teaching methods designed to involve the youth and have them personalize the information.
- g. Incorporate behavioral goals, teaching methods, and materials that are appropriate to the age, experience, and culture of the program participants.
- h. Implement strategy or intervention for a sufficient length of time to complete activities adequately.
- i. Adults and peer leaders believe in the program they are implementing and have been provided training.

5 Program Design and Evaluation.

The description of the design, implementation, and evaluation of the proposed services should include, but not be limited to:

- a. The process the applicant has utilized or will utilize to identify youth development program models/curricula that are research-based and that are effective in addressing the needs of youth and families within its community;
- b. The plans to train current agency staff to provide prevention services;
- c. The means and process for identifying, engaging, and enrolling youth and families for services and maintaining their participation;
- d. The means by which the agency will assess the impact of the services on program participants; and
- e. The process the agency will undertake for design changes to refine programs to ensure that the needs of youth and families are effectively addressed.

6. Coordination and Linkages.

Coordination and cooperation across agency programs as well as, amongst agencies within the community to plan and implement programs for youth is essential to ensure youth have access to resources and services to more effectively meet their needs. Applicants should describe how the proposed services are coordinated by addressing the following:

- a. The incorporation of truancy prevention and in-school suspension into the current range of programs offered by the agency;
- b. The existing and past activities that demonstrate the applicant's capacity for working with other agencies and resources to provide effective youth services in the community or geographic area identified for services; and
- c. The coordinated efforts planned with specific agencies, including but not limited to Hawaii Department of Education, Community Health Centers, Office of Youth Services programs and services, and other public and private organizations in the community which are addressing issues related to healthy youth development and specific to the delivery of the proposed services.

7. Transportation

Additionally, transportation of youth and their families to and from service sites must be addressed if it poses a barrier to service delivery. Applicants are expected to include anticipated cost for transportation in their cost proposal to the State.

B. Management Requirements (Minimum and/or mandatory requirements)

1. Personnel

- a. The Applicant shall maintain a plan for recruitment and retention of staff, and maintain staffing level ratios that specifically addresses handling of vacancies and absences.
- b. The Applicant shall detail the Applicant's staff pre-service and in-service training plan with scheduled completion dates and training topics. The training plan shall identify who will provide training and their qualifications.
- c. The Applicant shall ensure that employees do not have a criminal history or background that poses a risk to youth. The Applicant shall conduct employment and reference checks on all employment Applicants. In addition, prior to providing direct services to youth, criminal history record checks (State and FBI Criminal History Check, Sex Offender Registry, and the Child Abuse and Neglect Registry Clearance) shall be conducted, as allowed by statutes or rules, for any person who is employed or volunteers in an position that necessitates close proximity to children or adolescents. Documentation of criminal history record checks shall be maintained in the employee or volunteer's personnel file and shall be available for review. Criminal

history record checks, except for the FBI fingerprint check, shall be conducted annually.

- d. The Applicant shall develop policies that describe the grounds and circumstances for denial of employment or termination of current employees who have been found to have convictions or pending charges upon completion of any criminal history check or other investigation.
- e. The program staff shall have appropriate qualifications and necessary training to provide the propose services and activities and demonstrate knowledge, capacity, skills and experience in working with the target population, and be knowledgeable of positive youth development philosophy and strategies.
- f. The Applicant shall have written personnel policies covering selection of staff, salaries, fringe benefits, leaves, job descriptions, and minimum qualifications of each position. Staff salaries shall be sufficiently competitive to recruit and retain qualified staff.

2. Administrative

- a. The Applicant is required to meet with the State upon execution of the contract to discuss all aspects of the program.
- b. The Applicant is required to maintain detailed records of youth, program activities, and personnel in addition to maintaining an accounting system and financial records to accurately account for funds awarded. Funds shall be budgeted and expended in accordance with applicable State and/or Federal cost principles.
- c. The Applicant shall also be required to comply with applicable provisions and mandates of the Health Insurance Portability and Accountability Act (HIPAA) of 1996. The HIPAA regulates how individually identifiable health (medical and mental health) information is handled to ensure confidentiality.
- d. The OYS reserves the right to make modifications to the scope of the services and in the funding amounts that it is currently unable to anticipate. There may be unique circumstances, not limited to directives and decrees from State and Federal agencies that require these modifications be made to continue or improve services. Additionally should funding be increased or decreased, the OYS reserves the right to add in additional or decrease funds at its discretion.

- e. The Applicant shall not utilize youth for any agency solicitation or political campaign purposes.
- f. The Applicant may not charge youth and/or their families more than a token amount for program services.
- g. Subcontracting arrangements may be allowed if the Applicant is unable to provide components of the requested services directly. All subcontracts must follow the pricing structure and all other requirements of this RFP.
- h. Memoranda of Agreements and working agreements with other agencies for services resulting from awards and contracts of this RFP shall be submitted to the OYS for review for appropriateness and relevancy.
- i. The successful Applicant will be required to enter into a formal written Contract with the Office of Youth Services in accordance with the laws, rules and regulations of the State of Hawaii. The RFP and Applicant's proposal shall be incorporated in the Contract by reference.

The stated requirements appearing elsewhere in this RFP shall become part of the terms and conditions of the resulting Contract. Any deviations thereof must be specifically defined by the Applicant in its proposal which, if successful, will become part of the Contract.

The funds available for this project are limited. The OYS reserves the rights to contract for only those services which appear to be in the best interests of the OYS.

Upon award, the OYS will forward the formal Contract to the successful Applicant for execution. The Contract shall be signed by the successful Applicant and returned, together with required insurance documents (including indemnification), and other supporting documents, within ten (10) calendar days after receipt by the Applicant, or within such further time as the Executive Director may allow.

No such Contract shall be binding upon the OYS the Contract has been fully and properly executed by all the parties thereto and the State Comptroller has, in accordance with Section 103-39, Hawaii Revised Statutes, endorsed thereon his certificate that there is an appropriation or balance of an appropriation over and above all outstanding contracts, sufficient to cover the amount required by the Contract during the fiscal year. Further, the Contract shall not be

considered to be fully executed until the Department of the Attorney General of the State of Hawaii has approved the Contract as to form. The PROVIDER shall not provide any services until the Agreement is fully and properly executed.

Any work performed by the successful Applicant prior to receipt of a Notice to Proceed shall be at the Applicant's own risk and expense. The State of Hawaii and the OYS are not and will not be liable for any work, contract costs, expenses, loss of profits or damages whatsoever incurred by the successful Applicant prior to the receipt of a Notice to Proceed.

The OYS reserves the right to cancel the Contract without cause and to request new proposals for the work.

- j. No Supplementary Agreement shall be binding upon the OYS until the Agreement has been fully and properly executed by all parties thereto prior to the start date of Agreement. The PROVIDER shall not provide any services until the Agreement is fully and properly executed.

Any work performed by the successful Applicant prior to receipt of a Notice to Proceed shall be at the Applicant's own risk and expense. The State of Hawaii and the OYS are not and will not be liable for any work, contract costs, expenses, loss of profits or damages whatsoever incurred by the successful Applicant prior to the receipt of a Notice to Proceed.

The Provider is responsible to purchase or lease, with available funding, all the necessary supplies and equipment needed to perform the services. Prior approval must be obtained from the OYS for the initial purchase of equipment, furniture, supplies, etc. which are required for this Contract. Subsequent purchases of equipment above \$250 (that has a useful life of more than one year) shall require prior approval.

3. Quality assurance and evaluation specifications

- a. All contracts shall be monitored by the OYS in accordance with requirements set forth by Chapter 103F, Hawaii Revised Statutes. Contract monitoring shall include but may not be limited to:
 - 1) The review of amendments and approvals, deemed appropriate by the OYS, of the contract's program items, especially the outcomes plan, the performance targets and milestones, the assurance of collaboration, quarterly program reports, and other documents submitted to the OYS.

- 2) Periodic site visits, scheduled and unscheduled, with comprehensive written evaluation of the major program service areas, such as:
 - i. Staff qualification, organization, and effectiveness.
 - ii. Outcomes planning, implementation, and evaluation.
 - iii. Collaboration (Informal and formal agreements and subcontracts).
 - iv. File maintenance and record keeping.
 - v. Facility accessibility, suitability, and safety.
 - vi. Transportation and other liability issues.
 - vii. Consumer satisfaction.
- 3) The Applicant shall allow the OYS access to all materials, files, and documents relating to the provision of services. In addition, the OYS may, at its discretion, observe individual, group, and educational sessions conducted by the Applicant.
- b. The Applicant must maintain for the term of the contract the system of evaluation developed by the OYS, including the use of evaluation tools and reporting forms. In addition, the Applicant must take corrective actions the OYS deems necessary in light of the evaluation data.

4. Output and performance/outcome measurements

The Applicant shall submit a Performance Plan utilizing the outcomes framework, through the completion of OYS Form 4-1 which is attached to this RFP. To assist the Applicant in completing Form 4-1, A Crash Course in the Outcomes Framework (August 2003) is also attached.

- a. An **Outcomes Framework** (outcomes, performance targets, and milestones) will be used for monitoring and results reporting. The Outcomes Framework (OF) for this service will focus on specific achievements and specific changes in youth and family conditions, skills, attitudes, and/or behaviors.
 - 1) ***Performance targets describe the anticipated change in program participants*** that occurs as a consequence of the service provided. The performance target ***does not*** reflect the actions or behaviors of the agency or the staff in the delivery of the program services. In response to the RFP, applicants must propose and commit to performance targets directly related to the initiatives described in this RFP.

- 2) ***Milestones describe the sequential actions made by the program participants to indicate they are successfully progressing toward achieving the performance target.***
Applicants should identify the milestones that will most effectively communicate (track and report) the success of program participants and at the same time can be efficiently documented on an ongoing basis.
 - 3) The successful achievement of milestones and performance targets should be verifiable by direct and indirect measures, observable events or behaviors, or indicators identified by the applicant.
- b. Within this OF, applicants must:
- 1) Base program activities on an assessment of objective data about the relevant risk and protective factors for the target population and communities the applicants propose to service.
 - 2) Design and implement programs and activities for youth based on research or evaluation that provides evidence that the programs used impact knowledge, behavior and/or competencies of the youth involved or contribute to preventing/reducing risk factors and establishing/ strengthening protective factors related to healthy youth development.
 - 3) Commit to the performance targets finalized with the OYS as part of the applicants' contractual responsibility and track and report progress through a standard outcomes reporting format and meet periodically with the OYS to review progress and results and to make necessary modifications and corrections.
 - 4) Evaluate programs to assess programs' ability to impact elements of youth development and the desired outcomes. Applicants must also assess progress toward achieving the proposed outcomes, performance targets, and milestones. Furthermore, such evaluation shall be used to improve and strengthen the programs, to revise timelines, to refine the performance targets and milestones, and to make informed decisions regarding future program directions.
 - 5) Use appropriate computer hardware and Microsoft software to record, monitor, and report various data.
- c. Applicants should propose up to three (3) performance targets, including numeric projections of achievement as the number of or

percent of program participants that will demonstrate an increase or reduction related to achievements made as a result of program participation.

- d. In order to facilitate the implementation of the OF and enhanced services, the OYS will:
- 1) Provide technical assistance in developing and refining outcomes, performance targets, and milestones during the term of the contract.
 - 2) Provide technical assistance in using hardware and software to evaluate the progress of the programs.

5. Experience

Applicants shall have a minimum of three (3) years experience designing, implementing, managing, and/or evaluating youth development programs or conducting activities related to those proposed in response to this RFP.

6. Coordination of services

Funded programs shall coordinate with related Federal, State, school, and community efforts and resources to foster interactions and environments that promote positive youth development and healthy behaviors for youth.

7. Reporting requirements for program and fiscal data

Contracts are programmatically and fiscally monitored by the OYS. Monitoring includes the review of program reports and services; budgets and revisions (as approved by the OYS); invoices and expenditure reports; and any issues applicable to services provided. Monitoring will take place at a variety of locations including the Applicant's administrative office and the site(s) of service delivery.

Timely program reports as specified by the OYS will be due quarterly and at the end of each budget period.

A monthly invoice for operational costs shall be prepared and submitted to the OYS by the 10th of each month in accordance with the agreed upon Compensation and Payment Schedule. Additionally, the PROVIDER shall submit a final invoice upon termination of the contract.

V. COMPENSATION AND METHOD OF PAYMENT

Cost Reimbursement

The OYS shall consider cost proposals on a cost reimbursement pricing structure. The cost reimbursement pricing structure reflects a purchase arrangement in which the purchasing agency pays the provider for budgeted agreed-upon costs that are actually incurred in delivering the services specified in the contract, up to a stated maximum obligation.

Payments shall be made monthly upon submission of an original invoice reflecting the cost of services provided during a specific month.

All budget forms, instructions and samples are located on the SPO website (see the Proposal Application Checklist in Section 5 for website address). The following budget form(s) shall be submitted with the Proposal Application:

SPO-H-205 Budget
 SPO-H-206A Personnel - Salaries & Wages
 SPO-H-206B Personnel - Payroll Taxes and Fringe Benefits
 SPO-H-206C Travel - Inter-Island*
 SPO-H-206D Travel - Out-of-State*
 SPO-H-206E Contractual Services-Administration
 SPO-H-206F Contractual Services-Subcontracts
 SPO-H-206G Depreciation
 SPO-H-206H Program Activities
 SPO-H-206I Equipment Purchases*

*Expenditures require justification and prior approval.

If any one of the above forms is not applicable, please note as "N/A" on the form.

VI Facilities

Applicants shall assure the adequacy of the facilities that will be used to conduct the proposed service to ensure the safety and well-being of the target population that comply with Americans with Disabilities Act building requirements.

**COMMUNITY-BASED OUTREACH
AND ADVOCACY
HMS 501-11-03-C**

Section 2

Service Specifications

I. Introduction

A. Overview, purpose or need

The needs of chronically truant, out-of-school, gang-involved, homeless/unsheltered, foster cared, runaway, intoxicated, pregnant or parenting, arrested, gay, lesbian, bisexual, or transgender, and out-of-control youth, especially of Micronesian, Hawaiian, Filipino, Samoan, and African- American ancestry are of special concern to the OYS. These youth are often not formally identified and connected to services, or are poorly served because of the inability of State agencies to integrate services or to provide appropriate, effective services at the critical junctures in the youth's life. In response, the OYS is seeking to implement in geographic regions Statewide Community Based Outreach and Advocacy service that will actively seek out these at-risk or troubled youth and their families and provide advocacy services, including include case management, integration of social services, referral for services, and restoration of youth to family and community.

B Planning activities conducted in preparation for this RFP

The Office of Youth Services conducted its Request for Information Process for Fiscal Biennium 2011-2013 through a public notice followed by a series of meetings held from March to April 2010. The public meetings were held in various communities in order to assess the particular needs and conditions in each respective geographic area. A total of 145 individuals from 75 organizations and 23 state and local public agencies participated in the meetings. In addition, written comments were received from individuals in Hawai'i (2), Maui (1), O'ahu (2), and statewide (1).

Information from this RFI is analyzed within the context of the Office of Youth Services Strategic Plan, 2008-2013. This plan emphasizes three areas: planning, policy and capacity building. The strategic goals for these areas are:

- ***Planning for the Continuum of Youth Services*** – strengthen and sustain the continuum of youth services in Hawai'i by providing effective coordination and support of community-based planning efforts.
- ***Advancing a Youth Policy Agenda*** – develop and advance a youth policy agenda that ensures a strong comprehensive system of support.
- ***Investing Funds & Technical Support In Youth Development*** – make strategic investments of funding and technical support in community-based efforts to strengthen and sustain the spectrum of youth services.

As a result of the RFI meetings, program need areas were identified, organized along the continuum of services categories of prevention, diversion, residential, and transition. Among those program need areas identified was the continued need for prevention and early intervention programs, including Positive Youth Development, Truancy Prevention and In-School Suspension, and Outreach and Advocacy.

C. Description of the goals of the service

The goals of Community Based Outreach and Advocacy are:

1. To provide community-based outreach. More specifically, to identify, contact, and build relationships with these at-risk and troubled youth and their families in their habitats, during hours that these youth are available.
2. To provide advocacy services that includes case management, integration of social services, referral for services, and restoration of youth to family and community.

D. Description of the target population to be served

The target population for the service includes youth ages 7 to 18 years old that are disconnected from their families and/or communities, and are youth of Marshallese, Micronesian, Samoan, Hawaiian, Filipino and African-American ancestry who may be over-represented within the juvenile justice system. Many of these youth may also be involved in the juvenile justice system.

E. Geographic coverage of service

The request is for services to be provided in various districts— Kauai, Oahu (Leeward, Honolulu, Windward, and Central), Maui, Molokai/Lanai, East Hawaii, and West Hawaii. Due to the limited amount of funds, not all districts will receive funding. The OYS reserves the right to make awards based on:

- 1) the uniqueness and appropriateness of the proposals in addressing outreach and advocacy issues of the specific communities focused on in the applicant's proposal; and
- 2) the configuration of outreach and advocacy services that the OYS deems as best for the State.

Should an insufficient number of acceptable proposals be submitted for a particular geographic region, the OYS reserves the right to allocate additional funds to those applicants who have submitted acceptable proposals for other regions in order to expand these acceptable proposals to cover these neglected regions.

F. Probable funding amounts, source, and period of availability

1. **Funding Period:** September 1, 2011 to August 31, 2013
2. **Approximate Total Amount of General Funds:** \$550,000 per year
NOTE: Funds have not yet been appropriated for this service.
3. The OYS anticipates funds to be awarded for one 24-month period, subject to the availability of funds and quality of program services. There may be a possibility for the extension of the initial award period to up to one additional 24-month period should funds become available. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.
4. There will be multiple awards granted, with no potential award amounts predetermined.
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The Contractor shall comply with the Chapter 103F, HRS, Cost Principles for Purchases of Health and Human Services identified in SPO-H-201, which can be found on the SPO website (see Section 5, POS Proposal Checklist, for the website address).

The general conditions that will be imposed contractually are on the SPO website. Special conditions may also be imposed contractually by the state purchasing agency, as deemed necessary.

The Contractor shall maintain insurance acceptable to the State in full force and effect throughout the term of this contract, until the State certifies that the Contractor's work has been completed satisfactorily. The policy or policies of insurance maintained by the Contractor shall provide the following limit(s) and coverage:

<u>Coverage</u>	<u>Limits</u>
Commercial General Liability (occurrence form)	\$2,000,000 combined single limit <u>per occurrence</u> for bodily injury and property damage
Automobile	Bodily injury \$1,000,000/ <u>person</u> \$1,000,000/ <u>occurrence</u> Property damage \$1,000,000/ <u>accident</u>
Professional Liability, if applicable	\$1,000,000/ <u>claim</u> \$2,000,000 <u>annual aggregate</u>

Each insurance policy required by this contract shall contain the following clauses:

1. *"The State of Hawaii is added as an additional insured with respect to operations performed for the State of Hawaii."*
2. *"It is agreed that any insurance maintained by the State of Hawaii shall apply in excess of, and not contribute with, insurance provided by this policy."*

Each insurance policy shall be written by insurance companies licensed to do business in the State or meet Section 431:8-301, HRS, if utilizing an insurance company not licensed by the State of Hawaii.

Automobile liability insurance shall include excess coverage for the Contractor's employees who use their own vehicles in the course of their employment.

The Contractor agrees to deposit with the State of Hawaii, on or before the effective date of this contract, certificate(s) of insurance necessary to satisfy the State that the insurance provisions of this contract have been complied with and to keep such insurance in effect and the certificate(s) therefore on deposit with the State during the entire term of this contract. Upon request by the State, Contractor shall furnish a copy of the policy or policies.

The Contractor shall immediately provide written notice to the contracting department or agency should any of the insurance policies be cancelled, limited in scope, or not be renewed upon expiration.

Failure of the Contractor to provide and keep in force such insurance shall be regarded as material default under this contract, entitling the State to exercise any or all of the remedies provided in this contract for a default of the Contractor.

The procuring of such required policy or policies of insurance shall not be construed to limit Contractor's liability hereunder nor to fulfill the indemnification provisions and requirements of this contract. Notwithstanding said policy or policies of insurance, Contractor shall be obliged for the full and total amount of any damage, injury, or loss caused by negligence or neglect connected with this contract.

If the Contractor is authorized by the Office of Youth Services to subcontract, subcontractor(s) is not excused from the indemnification and/or insurance provisions of this contract. In order to indemnify the State, the Contractor agrees to require its subcontractor(s) to obtain insurance in accordance with the insurance provisions of this contract.

B. Secondary purchaser participation

(Refer to HAR Section 3-143-608)

After-the-fact secondary purchases will be allowed.

Planned secondary purchases. None.

C. Multiple or alternate proposals

(Refer to HAR Section 3-143-605)

Allowed Unallowed

D. Single or multiple contracts to be awarded

(Refer to HAR Section 3-143-206)

Single Multiple Single & Multiple

Criteria for multiple awards:

Multiple contracts may be awarded as the OYS deems appropriate to best meet the needs of the State after all proposals are reviewed.

E. Single or multi-term contracts to be awarded

(Refer to HAR Section 3-149-302)

Single term (2 years or less) Multi-term (more than 2 years)

Contract terms: The initial term of the contract shall commence on or after September 1, 2011 and continue through August 31, 2013. Services are not to begin until a Notice to Proceed has been issued by the OYS. There may be a possibility for extension of the initial award period for one additional 24-month period should funds become available. The maximum length of the

shall be forty-eight (48) months. The conditions for extension must be in writing and any extension must be executed prior to the expiration of the initial term of the contract and any subsequent extension. The award of a contract and any allowed renewal or extension thereof is subject to allotments to be made by the Director of Finance, State of Hawaii, pursuant to Chapter 37, Hawaii Revised Statutes, and subject to the availability of funds and the quality of program services.

F. RFP contact person

The individual listed below is the sole point of contact from the date of release of this RFP until the selection of the successful provider(s). Written questions should be submitted to the RFP contact person and received by the day and time specified in Section 1, paragraph I (Procurement Timetable) of this RFP.

RFP Contact Merton Chinen
 Office of Youth Services
 820 Mililani Street, Suite 817
 Honolulu, Hawaii 96813
 Phone: 587-5712
 Fax: 587-5734
 E-Mail: mchinen@dhs.hawaii.gov

III. Scope of Work

The scope of work encompasses the following tasks and responsibilities:

A. Service Activities

(Minimum and/or mandatory tasks and responsibilities)

1. Service Framework

Priority will be given to proposed services reflecting the philosophy that all youth are valuable and worthwhile and should be helped to reach their full potential. The focus should be on youth in the context of families and specific communities; therefore, services provided should be:

- a. Holistic in nature, impacting the mind, attitude, and behavior;
- b. Outcome-based and performance target focused;
- c. Based on valid, reliable research;
- d. Collaborative in nature;
- e. Culturally, developmentally, and gender-appropriate;
- f. Provided by nurturing and caring adults; and,
- g. Strength-based, building on and enhancing the unique talents and interests of each individual.

Services shall focus on both the youth and his/her family rather than solely on the behaviors/problems exhibited by the youth. The problem behavior that brings a youth to the attention of the police often has its roots in the family and may significantly impact the family. Therefore, applicants must utilize service approach that makes the family an integral part of the intervention process.

Applicants must be willing to implement creative and non-traditional approaches, such as meeting with the family in the home, shelter, or community, in order to engage youth and their families in the referral service. This is especially relevant for hard to reach/resistant youth and families.

2. Specific Program Activities

a. Assess community needs and resources.

- 1) Engage community members to actively participate in identifying and prioritizing needs and services offered to ensure the appropriateness and comprehensiveness of services for the targeted youth.
- 2) Collaborate and cooperate with other agencies within the community, especially the schools, non-profit youth serving organizations and faith communities to plan and implement programs for the targeted youth to assure youth have access to resources and services and to effectively meet their needs.

b. Required Activities: Community-Based Outreach

- 1) Identify and contact youth at risk and their families in their defined community and habitats during those hours (afternoons, evenings) they are available.
- 2) Engage and establish a good working relationship with youth and their families in order to increase the level of trust so that youth and families will engage in services.

c. Required Activities: Case Advocacy Services

- 1) Conduct and/or update intakes and assessments for youth and their families, including responding immediately to receiving police referrals for status offenders/minor law-violators 24-hours a day, seven (7) days a week.

- 2) Develop and/or update service plans with youth and their families using a family-driven approach.
- 3) Engage, motivate, and empower youth and their families in order to strengthen their support systems and capacity to act on their own behalf. Utilize a “circle of support” approach to strengthen the support system.
- 4) Provide information about the laws, the juvenile justice system, and community resources.
- 5) Provide information on referral options and assist families to link to services, such as counseling, employment, school, health, and other areas of need.
- 6) Advocate on behalf of youth and families in order to secure the necessary resources to achieve the goals and objectives identified in the service plans.
- 7) Provide follow-up services for three (3) months to ensure that any critical issues are stabilized and that appropriate linkages have been made.
- 8) For cases closed at intake, provide follow-up within two (2) weeks to ensure that any critical issue is stabilized and that appropriate linkages have been made.
- 9) Advocacy may be provided for up to 18 months, but not beyond the youth’s age of 21.

d. Other Service Specifications

- 1) Service Delivery and Approach. The applicant must be able to implement and consistently maintain a system of service delivery that reflects the service framework and provides each of the required activities.
- 2) Collaboration. The applicant must collaborate with other agencies in the State’s social service and juvenile justice system that may impact or be impacted by services. Such collaborations may be effected informally or via formal Memoranda of Understanding.
- 3) Appraisals. Applicants must continuously monitor and evaluate via written instruments and regularly scheduled meetings with other public and private service providers to assess the quality of the Community Based Outreach and Advocacy, identify problems, and address areas of concern.

3. Assessment of Need and Readiness.

Applicants must make an assessment of needs and community readiness for the proposed services. Applicants should identify and justify the need for outreach and advocacy programs and services within the community that they anticipate serving. A comprehensive needs assessment shall include information from reliable data sources, identified risk and protective factors, reports, studies, and strategic plans or planning efforts that substantiate the needs of the target group(s) and community that the proposed services are intended to address. The assessment should include the rate of drug use, delinquency, teen pregnancy, or other risky behaviors prevalent for youth of the identified community or geographic area. Applicants should also provide information and documentation of the community "readiness" to actively address outreach and advocacy services, as well as to actively support the implementation of the proposed services.

B. Management Requirements (Minimum and/or mandatory requirements)

1. Personnel

- a. The Applicant shall maintain a plan for recruitment and retention of staff, and maintain staffing level ratios that specifically addresses handling of vacancies and absences.
- b. The Applicant shall detail the Applicant's staff pre-service and in-service training plan with scheduled completion dates and training topics. The training plan shall identify who will provide training and their qualifications.
- c. The Applicant shall ensure that employees do not have a criminal history or background that poses a risk to youth. The Applicant shall conduct employment and reference checks on all employment Applicants. In addition, prior to providing direct services to youth, criminal history record checks (State and FBI Criminal History Check, Sex Offender Registry, and the Child Abuse and Neglect Registry Clearance) shall be conducted, as allowed by statutes or rules, for any person who is employed or volunteers in an position that necessitates close proximity to children or adolescents. Documentation of criminal history record checks shall be maintained in the employee or volunteer's personnel file and shall be available for review. Criminal history record checks, except for the FBI fingerprint check, shall be conducted annually.
- d. The Applicant shall develop policies that describe the grounds and circumstances for denial of employment or termination of current employees who have been found to have convictions or pending

charges upon completion of any criminal history check or other investigation.

- e. The program staff shall have appropriate qualifications and necessary training to provide the proposed services and activities and demonstrate knowledge, capacity, skills and experience in working with the target population, and be knowledgeable of positive youth development philosophy and strategies.
- f. The Applicant shall have written personnel policies covering selection of staff, salaries, fringe benefits, leaves, job descriptions, and minimum qualifications of each position. Staff salaries shall be sufficiently competitive to recruit and retain qualified staff.

2. Administrative

- a. The Applicant is required to meet with the State upon execution of the contract to discuss all aspects of the program.
- b. The Applicant is required to maintain detailed records of youth, program activities, and personnel in addition to maintaining an accounting system and financial records to accurately account for funds awarded. Funds shall be budgeted and expended in accordance with applicable State and/or Federal cost principles.
- c. The Applicant shall also be required to comply with applicable provisions and mandates of the Health Insurance Portability and Accountability Act (HIPAA) of 1996. The HIPAA regulates how individually identifiable health (medical and mental health) information is handled to ensure confidentiality.
- d. The OYS reserves the right to make modifications to the scope of the services and in the funding amounts that it is currently unable to anticipate. There may be unique circumstances, not limited to directives and decrees from State and Federal agencies that require these modifications be made to continue or improve services. Additionally should funding be increased or decreased, the OYS reserves the right to add in additional or decrease funds at its discretion.
- e. The Applicant shall not utilize youth for any agency solicitation or political campaign purposes.
- f. The Applicant may not charge youth and/or their families more than a token amount for program services.

- g. Subcontracting arrangements may be allowed if the Applicant is unable to provide components of the requested services directly. All subcontracts must follow the pricing structure and all other requirements of this RFP.
- h. Memoranda of Agreements and working agreements with other agencies for services resulting from awards and contracts of this RFP shall be submitted to the OYS for review for appropriateness and relevancy.
- i. The successful Applicant will be required to enter into a formal written Contract with the Office of Youth Services in accordance with the laws, rules and regulations of the State of Hawaii. The RFP and Applicant's proposal shall be incorporated in the Contract by reference.

The stated requirements appearing elsewhere in this RFP shall become part of the terms and conditions of the resulting Contract. Any deviations thereof must be specifically defined by the Applicant in its proposal which, if successful, will become part of the Contract.

The funds available for this project are limited. The OYS reserves the rights to contract for only those services which appear to be in the best interests of the OYS.

Upon award, the OYS will forward the formal Contract to the successful Applicant for execution. The Contract shall be signed by the successful Applicant and returned, together with required insurance documents (including indemnification), and other supporting documents, within ten (10) calendar days after receipt by the Applicant, or within such further time as the Executive Director may allow.

No such Contract shall be binding upon the OYS the Contract has been fully and properly executed by all the parties thereto and the State Comptroller has, in accordance with Section 103-39, Hawaii Revised Statutes, endorsed thereon his certificate that there is an appropriation or balance of an appropriation over and above all outstanding contracts, sufficient to cover the amount required by the Contract during the fiscal year. Further, the Contract shall not be considered to be fully executed until the Department of the Attorney General of the State of Hawaii has approved the Contract as to form. The PROVIDER shall not provide any services until the Agreement is fully and properly executed.

Any work performed by the successful Applicant prior to receipt of a

Notice to Proceed shall be at the Applicant's own risk and expense. The State of Hawaii and the OYS are not and will not be liable for any work, contract costs, expenses, loss of profits or damages whatsoever incurred by the successful Applicant prior to the receipt of a Notice to Proceed.

The OYS reserves the right to cancel the Contract without cause and to request new proposals for the work.

- j. No Supplementary Agreement shall be binding upon the OYS until the Agreement has been fully and properly executed by all parties thereto prior to the start date of Agreement and a Notice to Proceed has been issued. The PROVIDER shall not provide any services until the Agreement is fully and properly executed.

Any work performed by the successful Applicant prior to receipt of a Notice to Proceed shall be at the Applicant's own risk and expense. The State of Hawaii and the OYS are not and will not be liable for any work, contract costs, expenses, loss of profits or damages whatsoever incurred by the successful Applicant prior to the receipt of a Notice to Proceed.

The Provider is responsible to purchase or lease, with available funding, all the necessary supplies and equipment needed to perform the services. Prior approval must be obtained from the OYS for the initial purchase of equipment, furniture, supplies, etc. which are required for this Contract. Subsequent purchases of equipment above \$250 (that has a useful life of more than one year) shall require prior approval.

3. Quality assurance and evaluation specifications

- a. All contracts shall be monitored by the OYS in accordance with requirements set forth by Chapter 103F, Hawaii Revised Statutes. Contract monitoring shall include but may not be limited to:
 - 1) The review of amendments and approvals, deemed appropriate by the OYS, of the contract's program items, especially the outcomes plan, the performance targets and milestones, the assurance of collaboration, quarterly program reports, and other documents submitted to the OYS.
 - 2) Periodic site visits, scheduled and unscheduled, with comprehensive written evaluation of the major program service areas, such as:

- i. Staff qualification, organization, and effectiveness.
- ii. Outcomes planning, implementation, and evaluation.
- iii. Collaboration (Informal and formal agreements and subcontracts).
- iv. File maintenance and record keeping.
- v. Facility accessibility, suitability, and safety.
- vi. Transportation and other liability issues.
- vii. Consumer satisfaction.

3) The Applicant shall allow the OYS access to all materials, files, and documents relating to the provision of services. In addition, the OYS may, at its discretion, observe individual, group, and educational sessions conducted by the Applicant.

b. The Applicant must maintain for the term of the contract the system of evaluation developed by the OYS, including the use of evaluation tools and reporting forms. In addition, the Applicant must take corrective actions the OYS deems necessary in light of the evaluation data.

4. Output and performance/outcome measurements

The Applicant shall submit a Performance Plan utilizing the outcomes framework, through the completion of OYS Form 4-1 which is attached to this RFP. To assist the Applicant in completing Form 4-1, A Crash Course in the Outcomes Framework (August 2003) is also attached.

a. An **Outcomes Framework** (outcomes, performance targets, and milestones) will be used for monitoring and results reporting. The Outcomes Framework (OF) for this service will focus on specific achievements and specific changes in youth and family conditions, skills, attitudes, and/or behaviors.

1) ***Performance targets describe the anticipated change in program participants*** that occurs as a consequence of the service provided. The performance target ***does not*** reflect the actions or behaviors of the agency or the staff in the delivery of the program services. In response to the RFP, applicants must propose and commit to performance targets directly related to the initiatives described in this RFP.

2) ***Milestones describe the sequential actions made by the program participants to indicate they are successfully progressing toward achieving the performance target.*** Applicants should identify the milestones that will most effectively communicate (track and report) the success of program participants

and at the same time can be efficiently documented on an ongoing basis.

- 3) The successful achievement of milestones and performance targets should be verifiable by direct and indirect measures, observable events or behaviors, or indicators identified by the applicant.

b. Within this OF, applicants must:

- 1) Base program activities on an assessment of objective data about the relevant risk and protective factors for the target population and communities the applicants propose to service.
- 2) Design and implement programs and activities for youth based on research or evaluation that provides evidence that the programs used impact knowledge, behavior and/or competencies of the youth involved or contribute to preventing/reducing risk factors and establishing/ strengthening protective factors related to healthy youth development.
- 3) Commit to the performance targets finalized with the OYS as part of the applicants' contractual responsibility and track and report progress through a standard outcomes reporting format and meet periodically with the OYS to review progress and results and to make necessary modifications and corrections.
- 4) Evaluate programs to assess programs' ability to impact elements of youth development and the desired outcomes. Applicants must also assess progress toward achieving the proposed outcomes, performance targets, and milestones. Furthermore, such evaluation shall be used to improve and strengthen the programs, to revise timelines, to refine the performance targets and milestones, and to make informed decisions regarding future program directions.
- 5) Use appropriate computer hardware and Microsoft software to record, monitor, and report various data.

c. Applicants should propose up to three (3) performance targets, including numeric projections of achievement as the number of or percent of program participants that will demonstrate an increase or reduction related to achievements made as a result of program participation.

d. In order to facilitate the implementation of the OF and enhanced services, the OYS will:

- 1) Provide technical assistance in developing and refining outcomes, performance targets, and milestones during the term of the contract.
- 2) Provide technical assistance in using hardware and software to evaluate the progress of the programs.

5. Experience

Applicants shall have a minimum of three (3) years experience designing, implementing, managing, and/or evaluating youth development programs or conducting activities related to those proposed in response to this RFP.

6. Coordination of services

Funded programs shall coordinate with related Federal, State, school, and community efforts and resources to foster interactions and environments that promote positive youth development and healthy behaviors for youth.

7. Reporting requirements for program and fiscal data

Contracts are programmatically and fiscally monitored by the OYS. Monitoring includes the review of program reports and services; budgets and revisions (as approved by the OYS); invoices and expenditure reports; and any issues applicable to services provided. Monitoring will take place at a variety of locations including the Applicant's administrative office and the site(s) of service delivery.

Timely program reports as specified by the OYS will be due quarterly and at the end of each budget period.

A monthly invoice for operational costs shall be prepared and submitted to the OYS by the 10th of each month in accordance with the agreed upon Compensation and Payment Schedule. Additionally, the PROVIDER shall submit a final invoice upon termination of the contract.

VI. COMPENSATION AND METHOD OF PAYMENT

Cost Reimbursement

The OYS shall consider cost proposals on a cost reimbursement pricing structure. The cost reimbursement pricing structure reflects a purchase arrangement in which the purchasing agency pays the provider for budgeted agreed-upon costs that are actually incurred in delivering the services specified in the contract, up to a stated maximum obligation.

Payments shall be made monthly upon submission of an original invoice reflecting the cost of services provided during a specific month.

All budget forms, instructions and samples are located on the SPO website (see the Proposal Application Checklist in Section 5 for website address). The following budget form(s) shall be submitted with the Proposal Application:

SPO-H-205 Budget
SPO-H-206A Personnel - Salaries & Wages
SPO-H-206B Personnel - Payroll Taxes and Fringe Benefits
SPO-H-206C Travel - Inter-Island*
SPO-H-206D Travel - Out-of-State*
SPO-H-206E Contractual Services-Administration
SPO-H-206F Contractual Services-Subcontracts
SPO-H-206G Depreciation
SPO-H-206H Program Activities
SPO-H-206I Equipment Purchases*

*Expenditures require justification and prior approval.

If any one of the above forms is not applicable, please note as "N/A" on the form.

VI Facilities

Applicants shall assure the adequacy of the facilities that will be used to conduct the proposed service to ensure the safety and well-being of the target population and comply with Americans with Disabilities Act building requirements.

Section 3

Proposal Application Instructions

Section 3

Proposal Application Instructions

General instructions for completing applications:

- *Proposal Applications shall be submitted to the state purchasing agency using the prescribed format outlined in this section. Information not located in the in the place designated in the outline shall not be considered in the rating of the proposal.*
- *The numerical outline for the application, the titles/subtitles, and the applicant organization and RFP identification information on the top right hand corner of each page should be retained. The instructions for each section however may be omitted.*
- *Page numbering of the Proposal Application should be consecutive, beginning with page one and continuing through for each section. See sample table of contents in Section 5.*
- *Proposal Applications shall utilize 12-pitch font with no reduction in character spacing and position, and scale at 100%. Page margins shall be one inch all around.*
- *Proposals may be submitted in a three ring binder (Optional).*
- *Tabbing of sections (Recommended).*
- *Applicants must also include a Table of Contents with the Proposal Application. A sample format is reflected in Section 5, Attachment B of this RFP.*
- *A written response is required for **each** item unless indicated otherwise. Failure to answer any of the items will impact upon an applicant's score.*
- *Applicants are **strongly** encouraged to review evaluation criteria in Section 4, Proposal Evaluation when completing the proposal.*
- *This form (SPO-H-200A) is available on the SPO website (see Section 1, paragraph II, Website Reference). However, the form will not include items specific to each RFP. If using the website form, the applicant must include all items listed in this section.*

The Proposal Application comprises the following sections:

- *Proposal Application Identification Form*
- *Table of Contents*
- *Program Overview*
- *Experience and Capability*
- *Project Organization and Staffing*
- *Service Delivery*
- *Financial*
- *Other*

I. Program Overview (Not to exceed 2 pages)

Applicant shall give a brief overview to orient evaluators as to the program/services being offered. Include:

- ◆ Location of the services (Leeward or Windward Oahu)
- ◆ How proposed services align with Applicant's mission and vision;
- ◆ Description of the goals and objectives related to the service activity; and
- ◆ How the proposed services will meet the needs and impact the development of the target population.

II. Experience and Capability (Not to exceed 5 pages)

A. Necessary Skills

The Applicant shall demonstrate that it has the necessary skills, abilities, and knowledge relating to the delivery of the proposed services. If the Applicant intends to use subcontractors, subcontractors experience shall also be included.

B. Experience

The Applicant shall demonstrate a minimum of two years experience in providing assessment, case management services and direct services to youth, in addition to providing a description of current projects/contracts pertinent to the proposed services (previous projects/contracts may be considered if relevant). The Applicant shall include points of contact, addresses, e-mail/phone numbers. The State reserves the right to contact references to verify experience. If the Applicant intends to use subcontractors, the experience of the identified subcontractors must also be included.

C. Quality Assurance and Evaluation

The Applicant shall describe its own plans for quality assurance and evaluation for the proposed services, including methodology. The quality assurance plan shall indicate how the applicant will monitor compliance with the terms of the agreement and adherence to internal policies and procedures, and shall include how corrective action will occur. The evaluation plan shall address the effectiveness of program delivery (process evaluation).

D. Coordination of Services

The Applicant shall demonstrate the capability to coordinate services with other agencies and resources in the community.

If the Applicant intends to use subcontractors, draft Memorandums of Agreement shall be included in the proposal.

E. Facilities

The Applicant shall provide a description of the program site facility and demonstrate its adequacy in relation to the proposed services. If facilities are not presently available, describe plans to secure facilities. Also describe how the facilities will meet ADA requirements, as applicable, and special equipment that may be required for the services.

III. Project Organization and Staffing (Not to exceed 3 pages)

A. Staffing

1. Proposed Staffing

The Applicant shall describe the proposed staffing pattern, client/staff ratio and proposed caseload capacity appropriate for the viability of the services. (Refer to the personnel requirements in the Service Specifications, as applicable.)

2. Staff Qualifications

The Applicant shall provide the minimum qualifications (including experience) for staff assigned to the program. Attach position descriptions and resumes for the Applicant's administrative staff (director, deputy, chief financial position, program administrator, etc.) in addition to position descriptions for the proposed program staff. (Refer to the qualifications in the Service Specifications, as applicable.)

B. Project Organization

1. Supervision and Training

The Applicant shall describe its ability to supervise, train and provide administrative direction relative to the delivery of the proposed services.

2. Organization Chart

The Applicant shall reflect the position of each staff and line of responsibility/supervision. (Include position title, name and full time equivalency) Both the "Organization-wide" and "Program" organization charts shall be attached to the Proposal Application.

IV. Service Delivery (Not to exceed 20 pages)

Applicant shall include a detailed discussion of the approach to applicable service activities and management requirements found in Section 2, Item III. - Scope of Work for the service area that the applicant is proposing services.

The discussion of the proposed service delivery shall include:

- A brief summary of the organization's philosophy and service framework and describe how the framework reflects/ relates to the OYS philosophy regarding the delivery of services for youth.
- A work plan of all activities and tasks to be completed, related work assignments, responsibilities, and service plan that clearly articulates the overall service flow from program entry to program completion, as appropriate.
- A timeline / schedule of steps to be taken in planning and implementing the required services and related activities.
- Details of how the proposed work plan and service activities are consistent with the outcomes and objectives, service framework, principles of program delivery and characteristics of effective programs.
- A summary of pertinent risk and protective factors and community needs, assets, and resources that relate to or address the proposed service delivery.

The description shall also include adequate information to address and/or identify the following, as appropriate:

- The evidence-based prevention model/s or strategy/s to be used;
- The justification for selecting the model/s;
- The assessment instrument/s that will be used;
- Training that will be provided for staff;
- Curriculum that will be used for the program delivery;
- The target behavior that the program activity will change;
- The measure/s the applicant will use to determine change of behaviors, attitudes, and/or skills of program participants; and/or
- The arrangements for evaluation to assess the program effectiveness and impact on the target population.

Applicants should refer to Section 2, Item III. – Scope of Work for additional requirements and details to include in proposals specific to the service areas requested below:

- **Section 2a - Positive Youth Development**
- **Section 2b – Truancy Prevention and In-School Suspension**
- **Section 2c –Community-Based Outreach and Advocacy**

V. Financial

A. Pricing Structure

Applicant shall submit a cost proposal utilizing the pricing structure designated by the state purchasing agency (cost reimbursement). The cost proposal shall be attached to the Proposal Application.

All budget forms, instructions and samples are located on the SPO website (see Section 1, paragraph II Websites referred to in this RFP). The following budget form(s) shall be submitted with the Proposal Application:

SPO-H-205	Budget
SPO-H-206A	Personnel - Salaries & Wages
SPO-H-206B	Personnel - Payroll Taxes and Fringe Benefits
SPO-H-206C	Travel - Inter-Island*
SPO-H-206D	Travel - Out-of-State*
SPO-H-206E	Contractual Services-Administration
SPO-H-206F	Contractual Services-Subcontracts
SPO-H-206G	Depreciation
SPO-H-206H	Program Activities
SPO-H-206I	Equipment*

*Expenditures require justification and prior approval.

B. Other Financial Related Materials

1. Accounting System

In order to determine the adequacy of the Applicant's accounting system as described under the administrative rules, the following documents are requested as part of the Proposal:

- a. Latest Single Audit Report of Financial Audit.
- b. Cost Allocation Plan, which demonstrates Applicant's expenditures are allocated based on a plan that is reasonable, appropriate, and lawful.

2. Accounting Personnel

- a. Applicant must state which staff positions are responsible for maintaining accounting records and fiscal reporting and

approximately the number of hours a week that are devoted to this function.

- b. Applicant shall describe what accounting qualifications are required for each of these positions if not detailed in the submitted Section III: Personnel: Project Organization and Staffing.
- c. Applicant shall state which staff positions will be responsible for filing timely expenditure reports and invoices required by this RFP.

VI. Other

A. Litigation

The Applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgment. If applicable, please explain.

Section 4

Proposal Evaluation

Section 4 Proposal Evaluation

I. Introduction

The evaluation of proposals received in response to the RFP will be conducted comprehensively, fairly and impartially. Structural, quantitative scoring techniques will be utilized to maximize the objectivity of the evaluation.

II. Evaluation Process

The procurement officer or an evaluation committee of designated reviewers selected by the head of the state purchasing agency or procurement officer shall review and evaluate proposals. When an evaluation committee is utilized, the committee will be comprised of individuals with experience in, knowledge of, and program responsibility for program service and financing.

The evaluation will be conducted in three phases as follows:

- Phase 1 - Evaluation of Proposal Requirements
- Phase 2 - Evaluation of Proposal Application
- Phase 3 - Recommendation for Award

Evaluation Categories and Thresholds

<u>Evaluation Categories</u>	<u>Possible Points</u>
<i>Administrative Requirements</i>	N/A
<i>Proposal Application</i>	100 Points
Program Overview	0 points
Experience and Capability	20 points
Project Organization and Staffing	15 points
Service Delivery	55 points
Financial	10 Points
TOTAL POSSIBLE POINTS	100 Points

III. Evaluation Criteria

A. Phase 1 - Evaluation of Proposal Requirements

1. Administrative Requirements

- ◆ Application Checklist
- ◆ Certificate of Vendor Compliance

NOTE: if Applicant has not registered with Hawaii Compliance Express, the Applicant must provide a Tax Clearance Certificate and a Certificate of Good Standing.

2. Proposal Application Requirements

- Proposal Application Identification Form (Form SPO-H-200)
- Table of Contents
- Program Overview
- Experience and Capability
- Project Organization and Staffing
- Service Delivery
- Financial (All required forms and documents)
- Program Specific Requirements (as applicable)

B. Phase 2 - Evaluation of Proposal Application (100 Points)

Program Overview: No points are assigned to Program Overview. The intent is to give the Applicant an opportunity orient evaluators as to the service(s) being offered in response to the Request for Proposals. The Applicant shall highlight the agency's mission and vision and the goals and objective of the proposed service activity relative to the assessed needs and available resources of the target population and geographic region identified for the service delivery.

1. *Experience and Capability (20 Points)*

The State will evaluate the applicant's experience and capability relevant to the proposal contract, which shall include:

A. Necessary Skills

3

- Demonstrated skills, abilities, and knowledge relating to the delivery of the proposed services.
- Demonstrate skills, abilities and capacity

to deliver proposed services in the identified geographic region for the target population.

B. Experience 5

- Demonstrate minimum two (2) years experience delivering services related to request for services.
- Demonstrate experience successfully delivering services for the target population. Document evidence such as awards, certificates, and outcomes.

C. Quality Assurance and Evaluation 4

- Sufficiency of quality assurance and corrective action, including methodology.
- Sufficiency of evaluation plans to assess program implementation, fidelity to program model, and youth participation and success in the service program.

D. Coordination of Services 3

- Demonstrated capability to coordinate services with other agencies and resources in the community. Past Memorandum of Agreements/Understanding, letters document this ability.
- Sufficiency of collaboration and coordination plans related to implementation of proposed services.
- Documented support and involvement of agencies and community for proposed services. Draft MOA/MOUs with proposed sub-contractors.

E. Facilities 5

- Adequacy of facilities relative to the proposed services.
- Facilities meet ADA requirements, as applicable.

2. Project Organization and Staffing (15 Points)

The State will evaluate the applicant's overall staffing approach to the service that shall include:

A. Staffing

- **Proposed Staffing:** That the proposed staffing pattern, client/staff ratio, and proposed caseload capacity is reasonable to insure viability of the services. **4**
- **Staff Qualifications:** Job descriptions and minimum qualifications (including experience) for staff assigned to the program are included. The number of program service positions is sufficient to ensure effective program/service delivery. **4**
- Proposal includes resumes of key staff that list experience with related or similar services and target population

B. Project Organization

- **Supervision and Training:** Demonstrated ability to supervise, train and provide administrative direction to staff relative to the delivery of the proposed services. **4**
- **Organization Chart:** Approach and rationale for the structure, functions, and staffing of the proposed organization for the overall service activity and tasks is diagrammed. **3**

3. Service Delivery (55 Points)

*Evaluation criteria for this section will assess the applicant's approach to the service activities and management requirements outlined in the Proposal Application Instructions and **Section 2. III-Scope of Work** for each service area (a-c) of the RFP. It is recommended that applicants review the evaluation criteria for the service delivery section of the specific service they are proposing to deliver.*

a. Positive Youth Development

- Comprehensive needs assessment engaged community and youth and includes information from reliable data sources to substantiate readiness community to address identified needs with proposed services. **5**
- Service activity supports the service goals and addresses risk and protective factors and aspects of positive youth development, as well as identifies the areas of competencies to be developed and/or enhanced. **5**
- The engagement of and planned service activity for the target population is described and appropriate. **5**
- The service activity is consistent with the required service framework and principles for effective program delivery. **4**
- Service activity includes the components of effective prevention strategies and is age-, gender-, developmentally-, and culturally appropriate for the target population and responsive to the target population. **8**
- Performance measures (targets and milestones) have been established for participants. **2**
- Sample curriculum and materials provide evidence the planned activity and service delivery are based on effective practices. **2**
- The work plan for the major service activities and tasks is logical and includes clarity in work assignments and responsibilities and realistic timelines and schedules, as applicable. **8**
- The program design includes plans to assess the impact of the services and the process for modifying the program design based on the assessment. **5**
- The services are incorporated into the range of services provided by the agency and other community resources to ensure coordination and youth access to a broad continuum of services. **6**
- Evidence of collaboration and cooperation demonstrates coordination and linkages across agencies to provide effective services for youth in communities. **5**

a. Truancy Prevention and In-School Suspension

- Comprehensive needs assessment engaged community and youth and includes information from reliable data sources to substantiate readiness community to address identified needs with proposed services. 6
- Service activity supports the goal of promoting positive youth development, developing competencies, addressing risk factors, and strengthening protective factors for the target population. 8
- The specific target population is identified, described and appropriate for the planned service activity. 5
- The service activity is consistent with the required service framework and principles for effective program delivery. 5
- Service activity is age-, gender-, developmentally-, and culturally-appropriate for the target population and responsive to the target population. 5
- Service activity includes the components of effective prevention including youth involvement, family involvement, linkages with agencies in the community and cultural awareness and sensitivity. 8
- Performance measures have been established for program participants. 2
- Sample curriculum and materials provide evidence the planned activity and service delivery are based on effective practices. 8
- The work plan for the major service activities and tasks to be completed is logical and includes clarity in work assignments and responsibilities and realistic timelines and schedules, as applicable. 8

c. Community-Based Outreach and Advocacy

- Comprehensive needs assessment engaged community and youth and includes information from reliable data sources to substantiate readiness community to address identified needs with proposed services. 5
- The Service Framework describes philosophy of service and proposed services that are holistic in nature, impacting the mind, attitude, and behavior; outcome-based and performance measure focused; based on valid, reliable research; collaborative in nature; culturally, developmentally, and gender-appropriate; provided by nurturing and caring adults; and strengths-based, building on and enhancing the unique talents and interests of each individual. 6
- The family is an integral part of the outreach and advocacy services and referral process, as well as the **creative and non-traditional approaches** to be utilized in order to engage youth and their families in the referral service. 10
- The description of the **required activities**, including engagement of youth, intake, assessment, service planning, informing, advocacy, referring, and follow-up is sufficient to ensure that Community Based Outreach services will be effectively provided. 10
- Performance measures (targets and milestones) have been established for participants. 2
- The staff positions providing the activity, the location of the activity, and when the activity will be provided, as well any other details that further illuminate the service flow are described. 7
- Description effectively addresses the **related service activities** including delivery and approach, collaboration, and appraisals. 7
- The work/service plan clearly articulates the overall service flow from program entry to program completion and ensures that youth will be properly serviced. 8

4. Financial (10 Points)

- Cost proposal and required support documentation and justification included. 1
- Personnel costs are reasonable and comparable to similar positions in the community. 2
- Non-personnel costs are reasonable and adequately justified. 1
- Proposed budget fully supports the service activity and requirements of the RFP. 3
- Adequacy of accounting system (evidence of valid tax clearance, recent audit, and cost allocation plan). 1
- Positions and personnel responsible for fiscal operations and reporting identified and qualified. 1
- Staff responsible for maintaining accounting records and filing required expenditure reports identified. 1

C. Phase 3 - Recommendation for Award

Each notice of award shall contain a statement of findings and decision for the award or non-award of the contract to each applicant.

Section 5

Attachments

- A. Proposal Application Checklist
- B. Sample Table of Contents
- C. Performance Plan, OYS Form 4-1
- D. A Crash Course on the Outcomes Framework

Attachment A Proposal Application Checklist

Applicant: _____

RFP No.: HMS 501-11-03

The applicant's proposal must contain the following components in the order shown below. This checklist must be signed, dated and returned to the purchasing agency as part of the Proposal Application. SPOH forms are on the SPO website. See Section 1, paragraph II Website Reference.*

Item	Reference in RFP	Format/Instructions Provided	Required by Purchasing Agency	Completed by Applicant
General:				
Proposal Application Identification Form (SPO-H-200)	Section 1, RFP	SPO Website*	X	
Proposal Application Checklist	Section 1, RFP	Attachment A	X	
Table of Contents	Section 5, RFP	Section 5, RFP	X	
Proposal Application (SPO-H-200A)	Section 3, RFP	SPO Website*	X	
Tax Clearance Certificate (Form A-6)	Section 1, RFP	Dept. of Taxation Website (Link on SPO website)*	X	
Cost Proposal (Budget)			X	
SPO-H-205	Section 3, RFP	SPO Website*	X	
SPO-H-205A	Section 3, RFP	SPO Website* Special Instructions are in Section 5		
SPO-H-205B	Section 3, RFP,	SPO Website* Special Instructions are in Section 5		
SPO-H-206A	Section 3, RFP	SPO Website*	X	
SPO-H-206B	Section 3, RFP	SPO Website*	X	
SPO-H-206C	Section 3, RFP	SPO Website*	X	
SPO-H-206D	Section 3, RFP	SPO Website*	X	
SPO-H-206E	Section 3, RFP	SPO Website*	X	
SPO-H-206F	Section 3, RFP	SPO Website*	X	
SPO-H-206G	Section 3, RFP	SPO Website*	X	
SPO-H-206H	Section 3, RFP	SPO Website*	X	
SPO-H-206I	Section 3, RFP	SPO Website*	X	
SPO-H-206J	Section 3, RFP	SPO Website*		
Certifications:				
Federal Certifications		Section 5, RFP		
Debarment & Suspension		Section 5, RFP		
Drug Free Workplace		Section 5, RFP		
Lobbying		Section 5, RFP		
Program Fraud Civil Remedies Act		Section 5, RFP		
Environmental Tobacco Smoke		Section 5, RFP		
Program Specific Requirements:				
1 Performance Plan, Form 4-	Section 2, RFP	Section 5, RFP	X	

Authorized Signature

Date

Attachment B
Proposal Application
Table of Contents

- I. Program Overview 1**
- II. Experience and Capability 1**
 - A. Necessary Skills 2
 - B. Experience 4
 - C. Quality Assurance and Evaluation 5
 - D. Coordination of Services 6
 - E. Facilities 6
- III. Project Organization and Staffing 7**
 - A. Staffing 7
 - 1. Proposed Staffing 7
 - 2. Staff Qualifications 9
 - B. Project Organization 10
 - 1. Supervision and Training 10
 - 2. Organization Chart (Program & Organization-wide)
(See Attachments for Organization Charts)
- IV. Service Delivery 12**
- V. Financial 20**

See Attachments for Cost Proposal
- VI. Litigation..... 20**
- VII. Attachments**
 - A. Cost Proposal
 - SPO-H-205 Proposal Budget
 - SPO-H-206A Budget Justification - Personnel: Salaries & Wages
 - SPO-H-206B Budget Justification - Personnel: Payroll Taxes and Assessments, and Fringe Benefits
 - SPO-H-206C Budget Justification - Travel: Interisland
 - SPO-H-206E Budget Justification - Contractual Services – Administrative
 - B. Other Financial Related Materials
 - Financial Audit for fiscal year ended June 30, 1996
 - C. Organization Chart
 - Program
 - Organization-wide
 - D. Performance and Output Measurement Tables
 - Table A
 - Table B
 - Table C
 - E. Program Specific Requirements

Attachment C

Office of Youth Services PERFORMANCE PLAN

(Submit One Copy For Each Target Group)

Note: To X a , Double Click On It, Select "Checked" Option

Outcomes Plan Number (Check One): <input type="checkbox"/> 1 Target Group <input type="checkbox"/> 2 Target Group	Service Area for This Contract (Check One): <table style="width:100%; border: none;"> <tr> <td style="border: none; width:50%; vertical-align: top;"> <input type="checkbox"/> Attendant Care <input type="checkbox"/> Diversion/Aftercare <input type="checkbox"/> Education/Vocational Services <input type="checkbox"/> Homelessness <input type="checkbox"/> Non-School Hours <input type="checkbox"/> Outreach & Advocacy <input type="checkbox"/> Youth Gang Prevention </td> <td style="border: none; width:50%; vertical-align: top;"> <input type="checkbox"/> Positive Youth Development <input type="checkbox"/> Residential Emergency Shelter <input type="checkbox"/> Residential ILP <input type="checkbox"/> Residential Level I <input type="checkbox"/> Residential Level II <input type="checkbox"/> Truancy Prevention <input type="checkbox"/> Other </td> </tr> </table>	<input type="checkbox"/> Attendant Care <input type="checkbox"/> Diversion/Aftercare <input type="checkbox"/> Education/Vocational Services <input type="checkbox"/> Homelessness <input type="checkbox"/> Non-School Hours <input type="checkbox"/> Outreach & Advocacy <input type="checkbox"/> Youth Gang Prevention	<input type="checkbox"/> Positive Youth Development <input type="checkbox"/> Residential Emergency Shelter <input type="checkbox"/> Residential ILP <input type="checkbox"/> Residential Level I <input type="checkbox"/> Residential Level II <input type="checkbox"/> Truancy Prevention <input type="checkbox"/> Other
<input type="checkbox"/> Attendant Care <input type="checkbox"/> Diversion/Aftercare <input type="checkbox"/> Education/Vocational Services <input type="checkbox"/> Homelessness <input type="checkbox"/> Non-School Hours <input type="checkbox"/> Outreach & Advocacy <input type="checkbox"/> Youth Gang Prevention	<input type="checkbox"/> Positive Youth Development <input type="checkbox"/> Residential Emergency Shelter <input type="checkbox"/> Residential ILP <input type="checkbox"/> Residential Level I <input type="checkbox"/> Residential Level II <input type="checkbox"/> Truancy Prevention <input type="checkbox"/> Other		
Contract Number: DHS- <input type="text"/> -OYS- <input type="text"/>	Date Submitted: <input type="text"/> - <input type="text"/> - <input type="text"/>		
Agency: <input type="text"/>	Date Approved: <input type="text"/> - <input type="text"/> - <input type="text"/>		
Contract Start Date: <input type="text"/> - <input type="text"/> - <input type="text"/>	Prepared By (Signature): <input type="text"/>		
Contract End Date: <input type="text"/> - <input type="text"/> - <input type="text"/>	Approved By (Signature): <input type="text"/>		

Target Group Description

Codes	Target Type Codes (Use to Code Targets on the Following Pages)	Regions Targeted (Check One or More)
Risk Factors		
RF1	Reduce Delinquency (Including All Status Offense)	<input type="checkbox"/> Statewide (All Islands) <input type="checkbox"/> Oahu (All) <input type="checkbox"/> Oahu: Central <input type="checkbox"/> Oahu: Honolulu <input type="checkbox"/> Oahu: Leeward <input type="checkbox"/> Oahu: Windward <input type="checkbox"/> Hawaii (All) <input type="checkbox"/> Hawaii: East <input type="checkbox"/> Hawaii: West <input type="checkbox"/> Kauai (All) <input type="checkbox"/> Maui (All) <input type="checkbox"/> Maui: Lanai <input type="checkbox"/> Maui: Molokai
RF2	Reduce Arrests	
RF3	Reduce Disproportionate Minority Contact (DMC)	
RF4	Reduce Substance Use, Abuse	
RF5	Reduce Anger, Violence	
RF6	Reduce Gang Activity	
RF7	Reduce Risk for Pregnancy	
RF8	Reduce Alienation	
Protective Factors		
PF1	Increase Accountability and Independent Living Skills	
PF2	Improve Family Relationships	
PF3	Increase Connectedness with Community	
PF4	Increase Cultural Awareness, Appreciation	
PF5	Improve Self-Image, Self-Esteem	
PF6	Increase Pro-social Behavior and Social Competency	
PF7	Increase Health, Physical Competencies	
PF8	Increase Educational Competency (Improve GPA, Attendance)	
PF9	Increase Vocational Competency (Career Exploration, Job Training)	
PF10	Increase Family, Community Support of Youth's Program MAJOR LIFE DOMAINS TARGETED	
D1	Individual	
D2	Peer	
D3	Family	
D4	Community	

Risk Level Targeted (Check One Level Only)	Risk Level Targeted (Check One or More)	Regions Targeted (Check One or More)
<input type="checkbox"/> Risk Level I	<ul style="list-style-type: none"> At-risk for violence, substance abuse, and/or criminal activity due to geographic, ethnic, or socioeconomic factors. 	<input type="checkbox"/> Statewide (All Islands) <input type="checkbox"/> Oahu (All) <input type="checkbox"/> Oahu: Central <input type="checkbox"/> Oahu: Honolulu <input type="checkbox"/> Oahu: Leeward <input type="checkbox"/> Oahu: Windward <input type="checkbox"/> Hawaii (All) <input type="checkbox"/> Hawaii: East <input type="checkbox"/> Hawaii: West <input type="checkbox"/> Kauai (All) <input type="checkbox"/> Maui (All) <input type="checkbox"/> Maui: Lanai <input type="checkbox"/> Maui: Molokai
<input type="checkbox"/> Risk Level II	<ul style="list-style-type: none"> Any One of the Following: <ul style="list-style-type: none"> Status offender. Chronically truant, runaway. Involved in gangs, violence, or substance abuse. Experiencing serious family problems. Abused and/or neglected. 	
<input type="checkbox"/> Risk Level III	<ul style="list-style-type: none"> Any One of the Following: <ul style="list-style-type: none"> Any characteristic of Level II, but also has immediate need for food, shelter, clothing, and/or medical treatment. Involved in felony activity. Court adjudicated. At-risk for out-of-home placement. At-risk for secure confinement. 	
<input type="checkbox"/> Risk Level IV	<ul style="list-style-type: none"> Chronic serious offender requiring secure confinement for safety of public and/or of self. 	

Exhibit "A" of Attachment 1

Performance Plan

Instructions:

1. Referencing the Scope of Services, fill in performance target information, including sources of verification (i.e., "Youth Self-Reports", "Grades.")
2. Fill in projections (P) for number of youth expected to achieve each milestone in each quarter. SUBMIT THIS PLAN TO OYS within thirty days of contract execution.
3. Each quarter fill in actual (A) number of youth achieving each milestone. DO NOT SUBMIT TO OYS, BUT KEEP ON FILE.

PT	Performance Target (& Milestones to Performance Target)	1st		2nd		3rd		4th		One Year	
		P	A	P	A	P	A	P	A	Year Goal	YTD Actual
1	Performance Target (Arial Narrow, 8 Point Type) from Scope of Services:										
	PT Type (See Target Type Codes):										
	Milestones										
	Sources of Verification										
	#Carryovers from Previous Budget Period Under this Contract										
	a. Milestone (Registration):										
	b. Milestone:										
	c. Milestone:										
	g. Milestone:										
	h. Milestone (Last Milestone Is Achieving the Performance Target):										

*Release = No Shows, Released for Misconducts, Dropouts, Transferees/Referrals. Do Not Release Youths Who Complete the Program.
 #Carryovers = Numbers of Youth Carried Over from the Previous OYS Budget Period Under this Contract.

Performance Plan

Instructions:

4. Referencing the Scope of Services, fill in performance target information, including sources of verification (i.e., "Youth Self-Reports", "Grades.")
5. Fill in projections (P) for number of youth expected to achieve each milestone in each quarter. **SUBMIT THIS PLAN TO OYS within thirty days of contract execution.**
6. Each quarter fill in actual (A) number of youth achieving each milestone. **DO NOT SUBMIT TO OYS, BUT KEEP ON FILE.**

P T	Performance Target (& Milestones to Performance Target) Performance Target (Arial Narrow, 8 Point Type) from Scope of Services:	1st		2nd		3rd		4th		One Year		
		#Carryovers from Previous Budget Period Under this Contract	P	A	P	A	P	A	P	A	Year Goal	YTD Actual
	PT Type (See Target Type Codes): Milestones											
	Sources of Verification											*Releases To Date
a.	Milestone (Registration):											
b.	Milestone:											
c.	Milestone:											
g.	Milestone:											
h.	Milestone (Last Milestone is Achieving the Performance Target):											

*Release = No Shows, Released for Misconducts, Dropouts, Transferees/Referrals. Do Not Release Youths Who Complete the Program.
#Carryovers = Numbers of Youth Carried Over from the Previous OYS Budget Period **Under this Contract.**

Performance Plan

Instructions:

7. Referencing the Scope of Services, fill in performance target information, including sources of verification (i.e., "Youth Self-Reports", "Grades.")
8. Fill in projections (P) for number of youth expected to achieve each milestone in each quarter. **SUBMIT THIS PLAN TO OYS within thirty days of contract execution.**
9. Each quarter fill in actual (A) number of youth achieving each milestone. **DO NOT SUBMIT TO OYS, BUT KEEP ON FILE.**

P T	Performance Target (& Milestones to Performance Target) Performance Target (Aral Narrow, & Point Type) from Scope of Services:	1st		2nd		3rd		4th		One Year		
		#Carryovers from Previous Budget Period Under this Contract		P	A	P	A	P	A	P	A	Year Goal
	PT Type (See Target Type Codes): <input style="width: 100px;" type="text"/>											
	Sources of Verification											
a.	Milestone (Registration):											
b.	Milestone:											
c.	Milestone:											
g.	Milestone:											
h.	Milestone (Last Milestone is Achieving the Performance Target):											

*Release = No Shows, Released for Misconducts, Dropouts, Transferees/Referrals. Do Not Release Youths Who Complete the Program.
 #Carryovers = Numbers of Youth Carried Over from the Previous OYS Budget Period **Under this Contract**.

Performance Plan

Instructions:

10. Referencing the Scope of Services, fill in performance target information, including sources of verification (i.e., "Youth Self-Reports"; "Grades.")
11. Fill in projections (P) for number of youth expected to achieve each milestone in each quarter. **SUBMIT THIS PLAN TO OYS within thirty days of contract execution.**
12. Each quarter fill in actual (A) number of youth achieving each milestone. **DO NOT SUBMIT TO OYS, BUT KEEP ON FILE.**

P T	Performance Target (& Milestones to Performance Target) Performance Target (Arial Narrow, 8 Point Type) from Scope of Services:	1st		2nd		3rd		4th		One Year				
		Under this Contract	Previous Budget Period	P	A	P	A	P	A	P	A	Year Goal	YTD Actual	Releases To Date
	PT Type (See Target Type Codes): Milestones													
	Sources of Verification													
a.	Milestone (Registration):													
b.	Milestone:													
c.	Milestone:													
g.	Milestone:													
h.	Milestone (Last Milestone is Achieving the Performance Target):													

*Release = No Shows, Released for Misconducts, Dropouts, Transferees/Referrals. Do Not Release Youths Who Complete the Program.
#Carryovers = Numbers of Youth Carried Over from the Previous OYS Budget Period **Under this Contract.**

A CRASH COURSE ON THE OUTCOMES FRAMEWORK

The Basics on
Outcomes, Performance Targets and Milestones

DEVELOPED FOR THE
OFFICE OF YOUTH SERVICES



HAWAII COMMUNITY SERVICES COUNCIL
© AUGUST 2003



The Office of Youth Services Commitment to Results Accountability and the Outcomes Framework

The Office of Youth Services (OYS) continues to support the outcomes framework to guide programmatic efforts to provide effective programs and services for youth; verify that public resources are expended in an effective and accountable manner; procure services that truly impact our youth in a significant and sustained way; and verify that contracted agencies achieve the intended program “outcomes.”

It is vital that youth service agencies understand and commit to the application of the outcomes framework (outcomes, performance targets and milestones) in providing services contracted by the OYS. Performance results will continue to be viewed and outlined based on the outcomes framework and provide the foundation on which statewide services supported by the OYS are developed, implemented, maintained, and evaluated.



Definitions of Key Concepts and Terminology

Clarity about key concepts and terminology is essential to effectively using the outcomes framework. Many of these terms are used in our workplaces and by other funders. Unfortunately, there is little consistency in the use of the terminology between different arenas. Therefore, it is essential that you be aware of the potential for variation and be prepared to translate your work accordingly.

The key concepts and terms below are defined in accordance with their application by the Office of Youth Services. To aid in your ability to translate the definition appropriately for your workplace or other funders, we have included alternative terms that are often used to describe the same concept. Please be aware that the alternative list of terms may be not be comprehensive.

1 Program Outcome

- Expresses the agency's ideal state: *"All children and youth will lead drug-free lives."*
- Often represents a portion of the agency's over-arching purpose or mission.

Alternative Terms:

- Program Mission
- Program Goal
- Community-Level Outcome



2 Performance Target

- The anticipated amount of *change in the program participants* that occurs as a *consequence of the service provided* by the agency.
- The performance target will address changes in the program participants in one or more of the following areas:
 - ✓ Skills & knowledge
 - ✓ Behavior
 - ✓ Attitude
 - ✓ Environment



Example:

40 of the 100 youth participating in the Individualized Educational Counseling Program will reduce their absenteeism by 50% and improve their grade point average by a minimum of .75 within 6 months of entering the program, and maintain or improve on these gains for an additional 6 months.

- In some cases, such as the Office of Youth Services, the performance target has been established by the funder. The performance target may be stated in the Request for Proposal.
- The performance target does not reflect the actions or behaviors of the agency's staff members in the delivery of program services (see *Program Activities*).

Alternative Terms:

- Results
- Outcomes
- Impact
- Product
- Success
- Goal
- Objective

3 Milestones

- *Intermediate actions made by program participants* that indicate they are *on the path to successfully achieving the performance target*.

Example:

If the *performance target* for an educationally at-risk youth is to graduate high school, *milestones* on the path to graduating might be:



1. *attend school*
 2. *do homework and class work*
 3. *do homework and class work successfully*
 4. *improve grades*
 5. *pass all tests*
- The milestones *do not reflect the actions or behaviors of the agency's staff members in the delivery of program services* (see *Program Activities*).
 - Milestones *begin at the agency's first point of contact* with program participants and *typically conclude after a follow-up period* is completed after the conclusion of direct services. This may vary by program.
 - *Agencies choose which milestones to track and report*, in agreement with their monitoring bodies or funder, such as the Office of Youth Services, *that most effectively communicate the success of program participants in achieving the performance target*.
 - Agencies need to *think strategically* about which milestones most effectively communicate their success with program participants, and at the same time can be efficiently documented on an ongoing basis. Typically, agencies should not attempt to collect data on all the milestones that occur, as this would be too time consuming and costly.

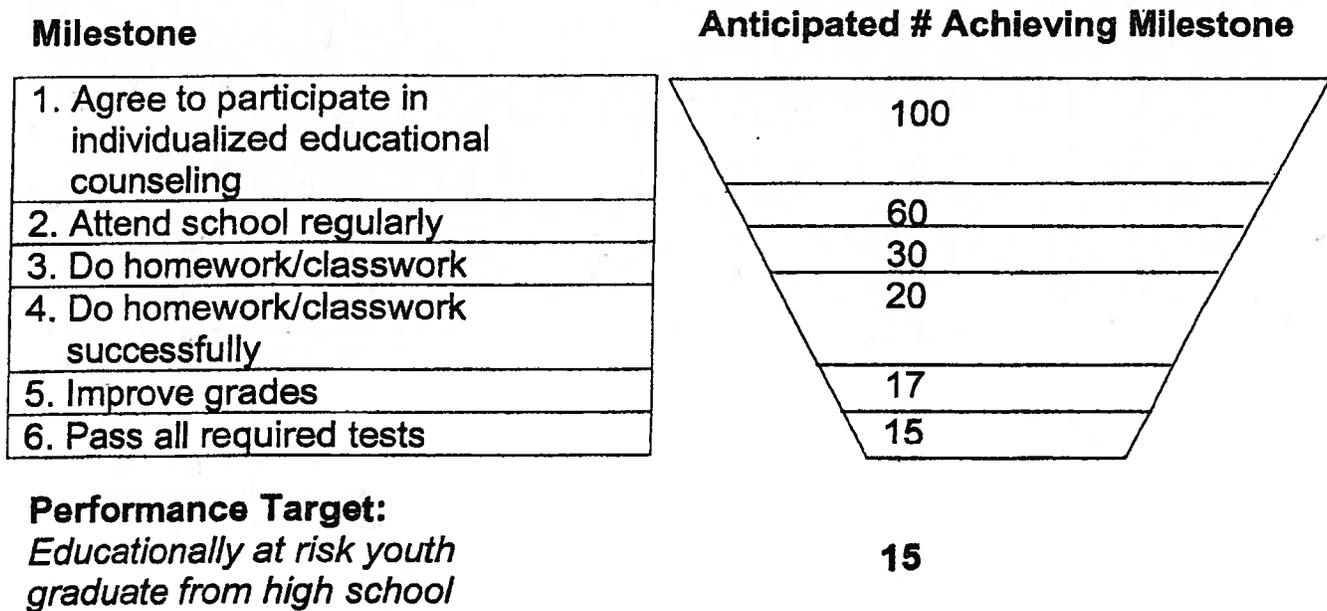
Alternative Terms:

- Mini-outcomes
- Program data on participants' changes
- Objectives

4 Milestone Funnel

- A *method for tracking and reporting participants' achievement of milestones*. This method is used as a means of ensuring accountability. It is used primarily by government funders that have a responsibility for monitoring the effective use of taxpayer dollars invested for the community good.
- The milestone funnel *presumes a linear program structure* where program participants enter the program services and engage in a series of progressively improving changes that ultimately lead to the achievement of the overall performance target. The milestone funnel *may be modified to accommodate non-linear program services*.
- The “*funnel*” concept represents a belief that many participants will make progress towards the overall performance target, achieving some, but not all of the milestones. Consequently, the reported numbers show the largest amount of participants at the point of entry and decreases over the number of milestones, thus creating the “funnel effect.”

Sample Milestone Funnel:



4 Milestone Funnel continued

- Over time, the *analyzed data of the milestone funnel should lead to insights about how to improve program services to enable more participants to increase their successes* and move further along on their milestones.

Alternative Terms:

- Reporting form
- Program Flow
- Service Flow



5 Indicators

- The *means of verification, through direct or indirect measures, of the successful achievement* of the milestones and/or performance target.
- Regularly *observable* events or behaviors that suggest program participants are making the desired changes leading to the performance target, or that the performance target has been achieved.

Examples:

- ✓ *Self-report*
- ✓ *Report from spouse and friends*
- ✓ *Teacher report*
- ✓ *Staff member observation*
- ✓ *Home visit report*
- ✓ *Disinterested third-party documentation, such as attendance records, report card, employer confirmation, pay stubs, etc.*
- ✓ *Pre-post test*
- ✓ *6 month follow-up phone interview*



Alternative Terms:

- Measures of success

6 Program Activities

- The *work performed by program staff*. The services program staff provide that are intended to help program participants create change in their lives.

Examples:

- ✓ *Outreach*
- ✓ *Intake*
- ✓ *Leadership development workshop*
- ✓ *Individualized counseling*
- ✓ *After school tutoring*



- Health and human service programs, whether nonprofit or public, believe that the provision of quality activities by competent staff members enable program participants to create valuable changes in their lives. Therefore, *program activities are essential to the achievement of the participants' milestones and performance target*.
- Program activities *do not reflect changes in skills & knowledge, behavior, attitude or environment that occur for program participants*.
- The program activities employed by an agency are *a reflection of the theory of change it holds for its participants*, based on its underlying philosophy, assumptions and values.

Alternative Terms:

- Outputs (the activity and volume at which it occurs)
- Methodology
- Program service delivery
- Process

6 Program Activities continued

Example:

Program Actions:
What Program Staff Do

Participant Expected Actions:
What Participants Do as a Result (Milestones)

Anticipated Results:
Expected to Achieve
Milestone

Outreach and intake	1. Agree to participate in individualized educational counseling	100
Wake up call/Transportation	2. Attend school regularly	60
After school tutoring	3. Do homework/classwork	30
After school tutoring	4. Do homework/classwork Successfully	20
Test taking coaching	5. Improve grades	17
Test taking coaching	6. Pass all required tests	15
	Performance Target: Educationally at risk youth graduate from high school	15



Establishing a Performance Target

Now that we have a firm handle on the key terms involved in the outcomes framework, we turn our attention to the process of developing a performance target. *A well articulated performance target has the following elements clearly identified:*

- **WHO** is being served in the program (the target population)
- **WHAT** change is expected for the program participants (in skills & knowledge, behavior, attitude and/or environment)
- **HOW MUCH** change is expected for the program participants
- **BY WHEN** the change is expected for occur for the program participants
- **AS INDICATED BY** regularly observable and verifiable signs that desired changes have occurred

Succinctly put, a performance target answers the question, “What is success?”

Sample Performance Target:

- **WHO**
- **WHAT and HOW MUCH**
- **BY WHEN**
- **AS INDICATED BY**

For the program year 2004-05,

of the 100 educationally at-risk youth registered in the individualized educational counseling program,

40 will reduce their absenteeism by 50% and improve their grade point average by a minimum of .75

within 6 months of entering the program and maintain or improve on these gains for an additional 6 months

as indicated by their attendance record, quarterly report cards, and teacher reports.



Identifying Milestones

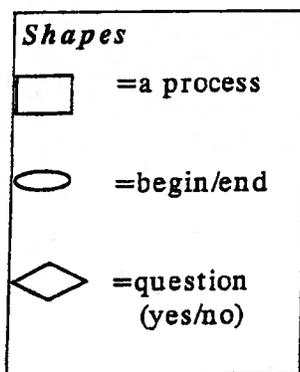
Identifying milestones leading to the achievement of the performance target is essential to the outcomes framework. It requires an understanding of both program activities and the changes occurring for the program participants. We need to understand when the cumulative efforts of program activities can be expected to result in observable change among program participants.

If we try to generate milestones by brainstorming a list of observable changes among program participants, it is likely the list will be incomplete, in random order and include many program activities. There is a tool called *process mapping*, or flow charting, that is very helpful in identifying, in detail and in order of occurrence, both program activities and the milestones leading to the achievement of the performance target.

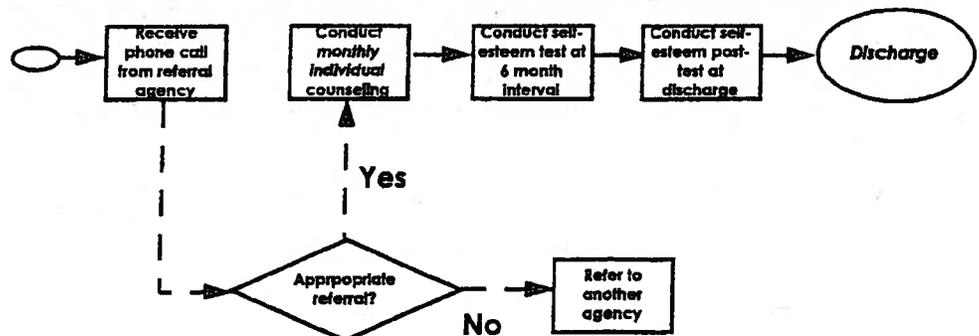
Process maps can be very general, using a few broad steps to indicate major process areas. Or they can be very detailed, breaking out each single step in the process. Although the latter option can be a bit tedious in the development, this detailed view of program service delivery, outlining both staff and participant actions, is extremely useful in developing a common understanding of the program and aids in the design of the milestone funnel.

Although many examples of process maps are drawn in a linear fashion, they do not need to be limited in that manner. In fact, process maps are very useful in showing how some services loop back to other services, or how many pathways lead to a common change or activity later on.

Sample Process Map



Example: A *process map* for a health and social service program.



Tips for Process Mapping



1. Suggested materials:
 - Large sheet of paper
 - 3 x 5 in. post-its or colored markers
 - A general or detailed understanding of the program services
2. **Optional:** Utilize three shapes to help indicate the type of activity occurring. An oval indicates the beginning and the end of a series of process steps. A square indicates a step in the process. A diamond indicates a yes/no question, for example, "Is the participant eligible for services?" Arrows are used to connect the shapes and show the direction of action. If this feels too complicated, just use the squares and arrows. Using post-its allows flexibility in adding items or changing the order.
3. Come to the process map from the perspective of a program participant.
4. Begin with how the program participant enters into the program services. (self-referred, referred by others, make a phone call, receive a flyer, etc.). Make sure you list all the avenues by which participants may enter the program.
5. Once participants have entered the program, map the actions that occur. Try saying, "First we (staff) do this. Then what happens? Do participants do something in response? Is there another staff action that must occur next?" Keep in mind that staff actions will be more numerous than program participant actions, but you want to capture both.
6. **NOTE: Program participant actions represent milestones on the participant's pathway to successfully achieving the performance target.**
7. Map all the variations that occur following any yes/no questions. "If this happens, then what?"
8. Map all the ways in which program participants depart the program. This includes the ideal scenario of successful completion of the performance target and intermediate junctures when participants leave without completing the entire program.

Using the Process Map to Create Your Milestone Funnel

- Use the process map to *identify program participant milestones*. Write them down, in order, on the milestone funnel (see Milestone Worksheet on next page).
- You may have more milestones than you want or can afford to track properly for monitoring purposes. *Select the most critical milestones that can be verified and that clearly relate to the achievement of the performance target.*
- You should *seek agreement* with your funder that the milestones you have outlined to achieve the desired performance target will satisfy their reporting requirements.



- Your next step is to *implement data collection*.
- All this process mapping, milestone funneling and data collection is a lot of work if you use it for reporting purposes only. *Analyze the data and look for information that will help you improve your program services* and increase the number of program participants who achieve the desired performance target.

Great Ways to Use the Process Map

- Sitting back and looking at the completed picture after you have drafted the process map, then writing down your *observations for improvements*. Once the map is outside of our heads we often see *great opportunities for streamlining or improving the process*.
- Ensuring all *staff members share a common understanding of the work* they are engaged in and *have appropriate expectations for program participants*.
- *Training and orientation* for new staff.
- *Educating board members*, particularly those on the Program Committee.



Participant Steps: MILESTONES Worksheet

Program Actions: What PROGRAM STAFF Do	Expected Participant Actions: What PARTICIPANTS Do As a Result	Anticipated Results: Number Expected to Achieve	Verification: How You Know Participants Achieved
1.	1.	1.	1.
2.	2.	2.	2.
3.	3.	3.	3.
4.	4.	4.	4.
5.	5.	5.	5.
6.	6.	6.	6.
7.	7.	7.	7.
8.	8.	8.	8.
9.	9.	9.	9.
10.	10.	10.	10.
Performance Target Statement:		Anticipated Level of Achievement:	Verification of Performance Target:



Critiquing a Milestone Funnel

Below is a suggested process for reviewing a milestone funnel and assessing whether or not it meets the quality required.

1. Read the performance target.
 2. Read the milestones.
 3. Do the milestones seem connected to the performance target?
 4. Do the milestones appear to be in a logical order?
 5. Are there any significant gaps in milestones? *(Keep in mind that you have been advised not to track everything, and to only track actions that can be verified.)*
 6. Do the milestones represent changes in the participants *(not agency staff activity)*?
 7. Do these milestones logically lead the achievement of the performance target?
- 
8. Read the numbers.
 9. Do they add up properly?
 10. Do they funnel?
11. How has the carry forward of program participants from the proceeding year been handled?
 12. How are you documenting the achievement of milestones and the performance target?
 13. This is a reporting form of selected measures – do the milestones represent critical steps or are they trying to do too much?



Common Mistakes

1

Confusing Program Activities for Milestones

The most common mistake in identifying performance targets and milestones is the **misidentification of program activities or services as the change occurring for program participants**. While it is true that the program services assist participants in creating change in their lives, they represent the process by which agencies guide change, not the change itself.



Here is an easy test that will allow you to **distinguish performance targets and milestones from activities and outputs**. When considering the item, ask yourself whose behavior the item refers to. For example:

- If you find yourself saying, “**WE** do this activity,” you are *describing program activities and outputs* - the work staff performs.
- If you find yourself saying, “**THEY** do this activity” or “**THEY** take this action”, you are describing *milestones or performance targets* - the observable changes made by program participants.

Example:

Program Activities and Outputs for Youth Employment Training Program (Annual Figures)

- *We provide # of orientations*
- *We provide # of Positive Lifestyle workshops*
- *We provide # of leadership/team-building events*
- *We provide # of employment skills development workshops*
- *We provide # of follow-up assessments*

Performance Target for Youth Employment Training Program

Of 40 high school youths, 24 will have obtained one or more of the following within 1 semester of program participation:

- *They will perform 10 hours of job shadowing and/or volunteer opportunities*
- *They will do an internship*
- *They will have an interview with a prospective employer*
- *They will demonstrate job skills (such as commitment, career interest attitude, importance of appearance and presentation)*
- *They will gain employment*

2 Milestone Funnels that Don't Funnel

Milestone funnels that don't funnel are an extremely common occurrence. Check your process map to see if you have dis-ordered the steps that lead to the next logical step in the change process for the majority of program participants.

Remember, the milestone funnel presumes a linear program structure. If your program services are not linear, then it is likely that your milestone funnel isn't funneling clearly. If you have a non-linear process map and have difficulty translating it into the milestone funnel, don't despair. You have several alternatives.

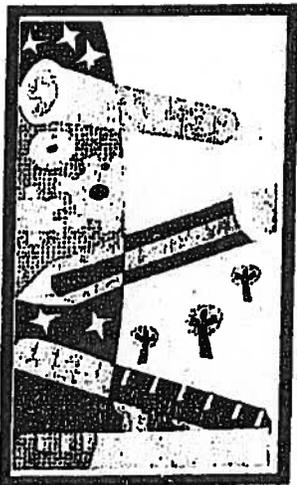
- a. Keep in mind that your job is to **fairly represent the real changes** program participants are making through your services. *Do not attempt to represent your entire program service capabilities through the milestone funnel.* Odds are it won't work. Think of it as a snapshot.
- b. Talk to your funder. Seek advice.
- c. Ask for technical assistance.



About HAWAI'I COMMUNITY SERVICES COUNCIL

Our Mission

Hawai'i Community Services Council strengthens the community and builds for the future through cross-sector planning and technical assistance.



Our Vision

To be a bridge-builder, community connector, needs identifier, solution initiator and capacity-builder.

Our Purpose

For more than a century, HAWAI'I COMMUNITY SERVICES COUNCIL (HCSC) has worked to improve our community. Today, HCSC's focus is to lead systemic change and to help nonprofits to be more efficient and effective.

The Council convenes public and private stakeholders to develop shared visions and seek innovative, collaborative solutions that effectively manage community resources. We work to identify community needs and create plans to meet them. We are a listener, planner, researcher and facilitator. We help to connect funders and service providers.

How we can help you

If you have specific questions about the material in this manual, please call us at 808-529-0453.

HCSC delivers technical assistance and capacity-building training for nonprofits focused in 4 major areas:

- Strategic Planning
- Outcomes Design & Implementation
- Board Governance
- Nonprofit Leadership & Management

The Council also provides facilitation and consulting services related to strategic planning and evaluation.

For more information about how we can work with your nonprofit or community group, please call us at 808-529-0466 or visit our website at www.hcsc-hawaii.org.