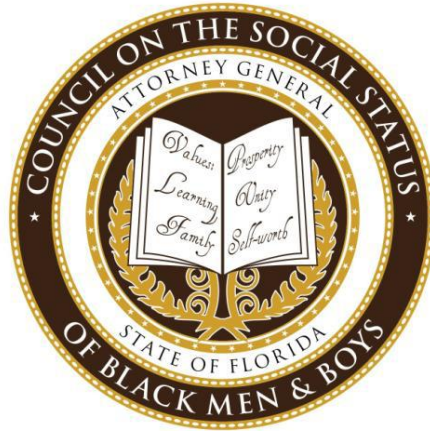


# FLORIDA COUNCIL ON THE SOCIAL STATUS OF BLACK MEN & BOYS

*“Leading with Vision and Integrity of Heart”*



## **2012-2015 OPERATIONAL & ACTION PLAN (10-8-12 edits)**

October 9, 2012

(Presented by John F. Davis & approved by Council on Teleconference)

This is considered the final document that has been reviewed and approved by the full council. However, the document needs final edits for consistency, style formatting, etc. prior to publication. As of the 12/4/2012 full Council teleconference, this approved document will also require some content edits such as those mentioned by Ron Henderson regarding health, and in other areas.

*Respectfully submitted by the Council's Strategic Planning Subcommittee  
for Full Council Review & Adoption*

John F. Davis, Chairman  
Sheila Salem, Subcommittee Member  
Arto Woodley, Subcommittee Member  
Dr. Evelyn Ploumis-Devick, Strategic Planning Facilitator & Advisor

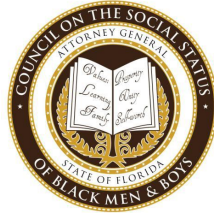
# **2012-2015 OPERATIONAL & ACTION PLAN**

Short introduction narrative by Planning Committee Chairman

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# FLORIDA COUNCIL ON THE SOCIAL STATUS OF BLACK MEN & BOYS

The Council’s actions are guided by the following commitments and guiding principles:

## **Our Motto:**

Leading with Vision and Integrity of Heart

## **Our Strategic Vision**

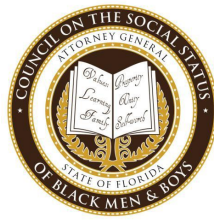
The Council commits to engaging, educating, equipping, and encouraging black men and boys to achieve their full potential successfully.

## **Our Mission**

To research and propose measures that improves conditions affecting black men and boys.

## **Our Core Values**

Responsibility	Learning	Economic-empowerment
Community	Dignity	Accountability
Leadership	Family	Confidence



## OUR GUIDING PRINCIPLES

The Council's guiding principles are the fundamental truths upon which the actions of staff and Council members are based. They represent the basic and essential elements that produce positive outcomes. The Council will achieve excellence by promoting and implementing an organizational culture that fosters the following core principles.

- Commitment to transparency
- Commitment to result-driven best practices
- Commitment to remain priority-focused
- Commitment to work with community partners to maximize resources
- Commitment to perform all responsibilities in a professional manner and to the highest ethical standards and
- Commitment to demonstrating excellence and innovation

## **STRATEGIC ISSUE AREA ONE:**

### **Remove Barriers to Healthy Lifestyles, Prevention, and Family Support Services**

#### **Strategic Goal 1.1: To promote healthy life style choices/physical fitness.**

##### **Strategic Objectives:**

- 1.1.1 There will be an annual decrease below the 2012 baseline in the areas of obesity, cardiovascular disease, smoking, diabetes, colon cancer, and prostate cancer among black males as reported by the Florida Department of Health.
- 1.1.2 There will be an annual increase in good mental health among black males above 2012 baselines as reported by the Florida Department of Children & Families (DCF).
- 1.1.3 There will be an annual decrease in drug and alcohol abuse, family violence, and sexual abuse among black males as reported by the Florida Departments of Health and Children & Families.

##### ***Key Performance Indicators:***

1. Involvement in physical fitness activities
2. Awareness of safe sex practices
3. Awareness of good mental health
4. Reduction of incidents of family violence, self violence
5. Reduced incidents of prescribed and illegal drug abuse
6. Increased educational outreach
7. Interagency, community, and stakeholder collaboration
8. Proposed measures to alleviate and correct the underlying causes
9. Related research briefings and reports

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. ENGAGE & LEAD**
- 2. EDUCATE & CONNECT**
- 3. EQUIP & ENABLE**
- 4. ENCOURAGE & MENTOR**
- 5. RESEARCH & INFORM**

## STRATEGIC ISSUE AREA ONE:

Remove Barriers to Healthy Lifestyles, Prevention, and Family Support Services

Strategic Goal 1.1: To promote healthy life style choices/ physical fitness

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Primary Required Resources
<p>1.1.1 There will be an annual decrease over the most recent baseline in the areas of obesity, cardiovascular disease, smoking, diabetes, HIV/AIDS, colon cancer and prostate cancer among black males as reported by the Florida Department of Health.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol>	<p>Council and substantive subcommittee(s) as coordinated by Executive Director; Departments of Health, Children &amp; Family, Education, Research and Community Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter.</b></p>	<ol style="list-style-type: none"> <li><u>1. Council Core Staffing</u></li> <li><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></li> <li><u>4. Resources to develop</u> <ol style="list-style-type: none"> <li>a. <u>social marketing strategies</u> and b. <u>a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></li> </ol> </li> <li><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></li> </ol>



Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Primary Required Resources
<p>1.1.2 There will be an annual increase in good mental health over 2012 baselines as reported by the Florida Department of Children &amp; Families (DCF).</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol>	<p>Council and substantive subcommittee(s) as coordinated by Executive Director; Departments of Health, Children &amp; Family, Education, Research and Community Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>Council Core Staffing</u></p> <ol style="list-style-type: none"> <li><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></li> <li><u>4. Resources to develop</u> <ol style="list-style-type: none"> <li><u>a. social marketing strategies and</u></li> <li><u>b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></li> </ol> </li> <li><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></li> </ol>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Primary Required Resources
<p>1.1.3 There will be an annual decrease in drug and alcohol abuse, family violence, and sexual abuse as reported by the Florida Departments of Health and Children &amp; Families.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol>	<p>Council and substantive subcommittee(s) as coordinated by Executive Director; Departments of Health, Children &amp; Family, Education, Research and Community Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>Council Core Staffing</u></p> <p><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></p> <p><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></p> <p><u>4. Resources to develop</u></p> <p><u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></p> <p><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></p>

## **STRATEGIC ISSUE AREA TWO:**

**Ensure Educational and Life-Long Learning Success and Family Support Services**

**Strategic Goal 2.1: Ensure all black male students are passing all courses and performing at age appropriate levels for reading, mathematics and science Strategic Objectives:**

### **Strategic Objectives:**

- 2.1.1 On an annual basis, identify and publicly recognize high performing reading programs in schools based on state competency measures that serve a high number of black male students
- 2.1.2 On an annual basis, identify and publicly recognize schools with proven track records for improving low reading scores for black male students
- 2.1.3 On an annual basis, identify and publicly recognize high performing mathematics and science programs in schools based on state competency measures that serve a high number of black male students.
- 2.1.4 On an annual basis, identify and publicly recognize schools with proven track records for improving low mathematics and science related scores for black male students

### ***Key Performance Indicators:***

1. Number of black male students grades 3-10 (including those students with Individual Performance Plans (IEP)) who are proficient in reading based on state competency measures.
2. Identified successful reading strategies that relate to frequency and fluency for black male students.
3. Number of black male students grades 3-10 proficient in mathematics and science assessments.

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. ENGAGE & LEAD**
- 2. EDUCATE & CONNECT**
- 3. EQUIP & ENABLE**
- 4. ENCOURAGE & MENTOR**
- 5. RESEARCH & INFORM**

## STRATEGIC ISSUE AREA TWO

**Ensure Educational and Lifelong Learning Success and Family Support Services**

**Strategic Goal 2.1: Ensure all black male students are passing all courses and performing at age appropriate levels for reading, mathematics and science**

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>2.1.1 On an annual basis, identify and publicly recognize high performing reading programs in Schools based on state competency measures that serve a high number of black male students.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol> <p><u>Action strategies to include but not limited to the following:</u></p> <ol style="list-style-type: none"> <li>1. Sponsor collaborative</li> </ol>	<p>Council, Council Research, Education Workforce, University, HBCU(s), and other colleges, Community Partners, Florida Tax Watch and strategic allies (Define)</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>Council Core Staffing</u></p> <ol style="list-style-type: none"> <li><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></li> <li><u>4. Resources to develop</u> <ol style="list-style-type: none"> <li><u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></li> <li><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></li> </ol> </li> </ol>

	<p>research studies that incorporate longitudinal data aimed to identify successful strategies for promoting reading achievement among black male students.</p> <p>2. Sponsor annual community challenges and public recognitions events for high performing reading programs in schools based on state competency measures that serve a high number of black male students.</p>			
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Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
2.1.2 On an annual basis, identify and publicly recognize schools with proven track records for improving low reading scores for black male students.	<ol style="list-style-type: none"> <li>1. Sponsor collaborative research incorporating longitudinal data identifying successful strategies for early learning success.</li> <li>2. Work with Community and research partners to develop Council sponsored student success and support incentive programs that publically recognize students, parents, sponsors and communities.</li> <li>3. Sponsor students to attend advancement programs.</li> </ol>	Council, Council Research, Education Workforce, University, HBCU(s), and other colleges, Community Partners, Florida Tax Watch and strategic allies (Define)	Annually beginning in FY 2012-13	<ol style="list-style-type: none"> <li>1. <u>Council Core Staffing</u></li> <li>2. <u>Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li>3. <u>Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns</u></li> <li>4. <u>Resources to develop</u> <ol style="list-style-type: none"> <li>a. <u>social marketing strategies and</u></li> <li>b. <u>a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></li> </ol> </li> </ol>
2.1.4 On an annual basis, identify and publicly recognize schools with proven track records for improving low mathematics and science related scores for black male students	<ol style="list-style-type: none"> <li>1. Develop a set of criteria for impartially assessing and publically recognizing schools with proven track records for improving mathematics and science related scores for black males.</li> <li>2. Work with Community and research partners to develop Council sponsored student success and support</li> </ol>	Council, Council Research, Education Workforce, University, HBCU(s), and other colleges, Community Partners, Florida Tax Watch and strategic allies (Define)	Annually beginning in FY 2012-13	<ol style="list-style-type: none"> <li>1. <u>Council Core Staffing</u></li> <li>2. <u>Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li>3. <u>Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns</u></li> <li>4. <u>Resources to develop</u> <ol style="list-style-type: none"> <li>a. <u>social marketing strategies and</u></li> <li>b. <u>a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach</u></li> </ol> </li> </ol>

	<p>incentive programs in Florida communities and publically recognize successful students, parents and communities</p> <p>3. Develop sponsored recognitions for students to attend educational summer and other advancement programs.</p>			<p><u>programs and access to information and services to address all aspects of the Strategic Issue area.</u></p>
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## STRATEGIC ISSUE AREA TWO

### Educational and Lifelong Learning Success and Family support Services

#### Strategic Goal 2.2: Support black males to successfully transition from high school to college

##### Strategic Objectives:

- 2.2.1 From a 2012 baseline, there will be an annual increase in the number of black males eligible for college credit in high school.
- 2.2.2 From a 2012 baseline, there will be an annual decrease in the number of black males required to take a remedial college courses.

##### *Key Performance Indicators*

- 1. Number of black male students taking accelerated courses in high school
- 2. Number of black males taking algebra in middle school
- 3. Number of black males eligible for college credits through accelerated course examinations
- 4. School ranking of black male students based on performance on common placement tests
- 5. Related research briefings and reports

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. **ENGAGE & LEAD**
- 2. **EDUCATE & CONNECT**
- 3. **EQUIP & ENABLE**
- 4. **ENCOURAGE & MENTOR**
- 5. **RESEARCH & INFORM**



## STRATEGIC ISSUE AREA TWO:

### Educational and Life-Long Learning Success and Family Support Services Strategic Goal 2.2: Ensure educational and life-long learning success among black males

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>2. 2.1 From a 2012 baseline, there will be an annual increase in the number of black males eligible for college credit in High School.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <p><b>1. Engage &amp; Lead</b>  <b>2. Educate &amp; Connect</b>  <b>3. Equip &amp; Enable</b>  <b>4. Encourage &amp; Mentor</b></p>	<p>Council, Department of Education, Economic Opportunity Children &amp; Family, Colleges and universities, HBCU(s), Florida Tax Watch, Community Service Organizations &amp; Community and Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>Council Core Staffing</u></p> <p><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></p> <p><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></p> <p><u>4. Resources to develop</u></p> <p><u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></p> <p><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></p>

**5. Research & Inform**

Action strategies to include but not limited to the following:

1. Conduct research studies that incorporate longitudinal data that identify successful strategies that identify successful strategies for reducing drop-out rates among black males
2. Council Subcommittee, Executive Director, and staff to collaborate on annual Action plan to develop and assess the effectiveness of a community and media that provide information and support black males to enroll in college credit classes during high school.

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>2.2.2 From a 2012 baseline, there will be an annual decrease in the number of black males required to take a remedial college courses.</p>	<p>Conduct research studies that incorporate longitudinal data and focus groups that identify successful strategies for reducing college remediation rates among black males</p>	<p>Council, Department of Education, Economic Opportunity Children &amp; Family, Colleges and universities, HBCU(s), Florida Tax Watch, Community Service Organizations &amp; Community and Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p>Council Core Staffing  <u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u>  <u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u>  <u>4. Resources to develop</u>  <u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u>  <u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></p>

## **STRATEGIC ISSUE AREA TWO:**

**Educational and Life-Long Learning Success and Family Support Services**

**Strategic Goal 2.3: Support decreased dropout rates and increase graduation rates for black males in public high schools**

### **Strategic Objectives:**

- 2.3.1 On an annual basis, identify and publically recognize high performing drop-out prevention programs that address the needs of black males.
- 2.3.2 From a 2011/12 baseline, there will be an annual increase in Florida's federal graduation rate for black males.

### ***Key Performance Indicators***

- 1. Dropout rates among black male students
- 2. Graduation rates (Federal Calculation)
- 3. Related research briefings and reports

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. **ENGAGE & LEAD** Community and Interagency Awareness and Collaboration
- 2. **EDUCATE & CONNECT** to Learning & Workforce Opportunities
- 3. **EQUIP & ENABLE** Personal Growth and Development for Lifetime Success
- 4. **ENCOURAGE & MENTOR** Achievement Potential & Accountability
- 5. **RESEARCH & INFORM** for Change, Innovation and Implementation

## STRATEGIC ISSUE AREA TWO:

**Educational and Life-Long Learning Success and Family Support Services**  
**Strategic Goal 2.3: Support decreased dropout rates and increase graduation rates for black males in public high schools**

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>2.3.1 On an annual basis, identify and publically recognize successful drop-out prevention programs that address the needs of black males</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol>	<p>Council, Department of Education, Department of Economic Opportunity Children &amp; Family, Early Learning Coalition, Colleges, Universities, HBCU, Tax Watch, Community Service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<ol style="list-style-type: none"> <li><u>1. Council Core Staffing</u></li> <li><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></li> <li><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></li> <li><u>4. Resources to develop</u> <ol style="list-style-type: none"> <li><u>a. social marketing strategies and</u></li> <li><u>b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></li> </ol> </li> <li><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></li> </ol>

	<p><u>Action strategies to include but not limited to the following:</u></p> <ol style="list-style-type: none"> <li>1. Annual research integrating longitudinal data and focus groups that identify successful strategies for increasing the number of black males eligible for college credit in high school.</li> <li>2. Identify best practices of school districts with highest rankings in key performance indicators for replication in lower performing districts</li> <li>3. Encourage and recognize youth leadership Community drop-out prevention initiatives</li> <li>4. Develop sponsored school/work and career mentorship initiatives, recognitions for community sponsors.</li> <li>5. Develop sponsorships for students to attend educational summer and other advancement programs.</li> </ol>			
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Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>2.3.2 From a 2011-12 baseline, there will be an annual increase in Florida's federal graduation rate for black males</p>	<p>Conduct a research study using longitudinal of data and focus groups that identify successful strategies for reducing college remediation rates among black males.</p>	<p>Council, Department of Education, Department of Economic Opportunity Children &amp; Family, Early Learning Coalition, Colleges, Universities, HBCU, Tax Watch, Community Service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>1. Council Core Staffing</u>  <u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u>  <u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u>  <u>4. Resources to develop</u>  <u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u>  <u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</u></p>

**STRATEGIC ISSUE AREA THREE**  
**Addressing Disproportionate Employment and Economic Conditions**  
**Strategic Goal 3.1: Improve economic opportunities for black males**

**Strategic Objectives:**

- 3.1.1 Based on performance outcomes for fiscal year 2011-12; there will be a statewide annual increase in the number of black males obtaining jobs.
- 3.1.2 Based on performance outcomes for fiscal year 2011-12, there will be a statewide annual increase in the number of black male youth (Ages 14-22) obtaining industry certification.

**Key Performance Indicators:**

- 1. Increased employment outcomes for black males
- 2. Increased vocational skill training for black males
- 3. Partnerships with schools to promote career and workforce opportunities
- 4. Collaboration with Workforce Boards
- 5. Outreach and marketing strategies
- 6. Entrepreneurial program offerings promoted
- 7. Related research briefings and reports

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. ENGAGE & LEAD** Community and Interagency Awareness and Collaboration
- 2. EDUCATE & CONNECT** to Learning & Workforce Opportunities
- 3. EQUIP & ENABLE** Personal Growth and Development for Lifetime Success
- 4. ENCOURAGE & MENTOR** Achievement Potential & Accountability
- 5. RESEARCH & INFORM** for Change, Innovation and Implementation  
Commission qualitative and quantitative research studies



## STRATEGIC ISSUE AREA THREE

### Addressing Disproportionate Employment and Economic Conditions

#### Strategic Goal 3.1: Improve economic opportunities for black males

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>3.1.1 Based on performance outcomes for fiscal year 2011-12; there will be a statewide annual increase in the number of black men and boys obtaining jobs</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies to utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <p><b>1. Engage &amp; Lead</b></p> <p><b>2. Educate &amp; Connect</b></p> <p><b>3. Equip &amp; Enable</b></p> <p><b>4. Encourage &amp; Mentor</b></p> <p><b>5. Research &amp; Inform</b></p> <p><u>Action strategies to include but not limited to the following:</u></p> <p>1. Support and recognize outreach and marketing strategies to increase participation in Workforce programs</p> <p>2. Highlight community and other resources that educate and promote the development of soft skills, leadership and</p>	<p>Council, Departments of Economic Opportunity, Education, Children &amp; Family, Workforce Florida Inc, and Regional workforce boards and State and Local workforce boards and DEO)</p> <p>Community Service Organizations &amp; Research Partners</p>	<p><b>Performance reports effective 8/18/2013. August 15, 2013 and by November 1 each year thereafter</b></p>	<p><u>1. Council Core Staffing</u></p> <p><u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u></p> <p><u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u></p> <p><u>4. Resources to develop</u></p> <p><u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u></p> <p><u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits</u></p>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
	<p>job opportunities.</p> <p>3. Work with local regional workforce boards to set as a priority to increase employment outcomes.</p> <p>4. Identify community partners that can help enhance leadership and soft skills necessary to obtain and maintain employment.</p> <p>5. Develop partnerships with the schools to promote career opportunities and workforce credentials. a. Include black men and boys in the state plan as a priority population; b. On an ongoing basis, work with state and local workforce boards to prioritize services/programs for black men and boys.</p>			
Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>3.1.2 Based on performance outcomes for fiscal year 2011-12, there will be a statewide annual increase in the number of black male youth (Ages 14-22) obtaining industry certification.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b>Strategic Methods</b>  <b>1. Engage &amp; Lead</b>  <b>2. Educate &amp; Connect</b></p>	<p>Council, Departments of Economic Opportunity, Education, Children &amp; Family, Workforce Florida Inc, and Regional workforce boards and State and Local workforce boards and DEO)  Community Service Organizations &amp; Research Partners</p>	<p><b>Performance reports effective 8/18/2013. August 15, 2013 and by November 1 each year thereafter</b></p>	<p><u>1. Council Core Staffing</u>  <u>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</u>  <u>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</u>  <u>4. Resources to develop</u>  <u>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</u>  <u>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold</u></p>

	<p><b>3. Equip &amp; Enable</b>  <b>4. Encourage &amp; Mentor</b>  <b>5. Research &amp; Inform</b></p> <p><u>Action strategies to include but not limited to the following:</u> Identify and promote best practice entrepreneurial programs</p> <p>2. Identify, recognize and promote replication of industry certification best practices partnerships between industry, workforce and education.</p> <p>3. Showcase best practices. (Annual Report, On website, Council Meetings, Professional conferences-sessions, and with industry partners meeting.)</p> <p>4. Promote Black men and boys as a priority for the workforce system.</p>			<p><u>and document forums and summits</u></p>
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**STRATEGIC ISSUE AREA FOUR:**  
**Addressing Crime Prevention & Disproportionate Criminal Justice Issues**  
**Strategic Goal 4.1: To support opportunities for black males to participate**  
**in diversion and other "Smart Justice" programs**

**Strategic Objectives:**

- 4.1.1 On annual basis, “Smart Justice” strategies will increase statewide for black males
- 4.1.2 By 2015, diversion programs will be implemented in all Florida counties

**Key Performance Indicators:**

1. Collaborative research, implementation, and reported outcomes of “Smart Justice” strategies that positively impact black males
2. Criminal Justice agencies identify connection to community resources for re-entry
3. Documented implementation of civil citation program for black males
4. Number of black males participating in diversion programs
5. Implementation of diversion programs supported by research outcomes
6. Recidivism rate of black males who participate in evidence-based diversion programs
7. Smart Justice related program outcomes for black males
8. Statewide framework for “Smart Justice” that addresses black males and integrates community partners, state agencies, and other stakeholders
9. Statewide summit on Smart Justice that includes issues related to black males
10. Related research briefings and reports related to black males

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

1. **ENGAGE & LEAD** Community and Interagency Awareness and Collaboration
  - a. Educate partners on positive program aspects of civil citation program (i.e. Law enforcement, schools, parents, community, judiciary)
2. **EDUCATE & CONNECT** to Learning & Workforce Opportunities
  - a. Develop outreach materials, establish links on Council website, establish parole program, Council members involvement
3. **EQUIP & ENABLE** Personal Growth and Development for Lifetime Success
4. **ENCOURAGE & MENTOR** Achievement Potential & Accountability
5. **RESEARCH & INFORM** for Change, Innovation and Implementation

**STRATEGIC ISSUE AREA FOUR:**  
**Addressing Crime Prevention & Disproportionate Criminal Justice Issues**  
**Strategic Goal 4.1: To support opportunities for black males**  
**to participate in diversion programs**

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>4.1.1 On annual basis, “Smart Justice” strategies targeting black males will increase statewide</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b>Strategic Methods</b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol> <p><u>Action strategies to include but not limited to the following:</u></p> <ol style="list-style-type: none"> <li>1. Sponsor collaborative research studies that incorporate longitudinal data aimed to identify significant issues, polices and other factors contributing to the disproportionate number of black males represented in Florida’s criminal justice</li> </ol>	<p>Council, Council Research and Criminal Justice Subcommittees, Representatives from government that include but are not limited to the Office of the Attorney General, Judiciary, Departments of Corrections, Juvenile Justice, Economic Opportunity, Education, Children &amp; Family, Regional workforce boards, Universities, Colleges and HBCU; Tax Watch Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<ol style="list-style-type: none"> <li>1. Council Core Staffing</li> <li>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</li> <li>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</li> <li>4. Resources to develop             <ol style="list-style-type: none"> <li>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</li> </ol> </li> <li>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits</li> </ol>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
	<p>system.</p> <p>2. Sponsor collaborative research that incorporates longitudinal data and focus groups among diverse representative black male populations to identify and document the issues and underlying conditions that impact the disproportionate homicide rates for the 15-34 year old black male in Florida.</p> <p>3.Utilize focus groups and research strategies to identify and promote prevention best practices that engage, educate, equip and encouraging all black men and boys to successfully achieve their full potential</p> <p>5. Disseminate research and policy briefs to support seamless strategies that positively impact black males and to reach their full potential.</p> <p>6. Sponsor, collaborate and participate in statewide “Smart Justice” summits, forums and other collaborative events to address issues and identify innovative solutions &amp; implementation strategies.</p>			
Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
4.1.2 By 2015, diversion programs will be implemented in all Florida counties	Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.	Council, Council Research and Criminal Justice Subcommittees, Representatives from government that include but are not limited to the Office of the	<b>Initially June 30, 2013 and by November 1 each year thereafter</b>	<p>1.Council Core Staffing</p> <p>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</p> <p>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative</p>

	<p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol> <p><u>Action strategies to include but not limited to the following:</u></p> <ol style="list-style-type: none"> <li>1. Collaborate with state and local agencies, community and faith-based organizations to establish ongoing summits, forums and program resources that</li> <li>2. Promote the implementation of best practice community prevention, intervention, and diversion programs and policies that advance “smart justice” and comprehensive diversion strategies.</li> <li>3. combat recidivism and</li> <li>4. Identify and increase awareness of a continuum of opportunities to improve the lives of black males.</li> </ol>	<p>Attorney General, Judiciary, Departments of Corrections, Juvenile Justice, Economic Opportunity, Education, Children &amp; Family, Regional workforce boards, Universities, Colleges and HBCU; Tax Watch Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>		<p>research and dissemination, outreach and education programs and access to medical care</p> <ol style="list-style-type: none"> <li>4. Resources to develop       <ol style="list-style-type: none"> <li>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</li> </ol> </li> <li>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits</li> </ol>
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Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
	<p>Collect and report on the Implementation of civil citation programs statewide and the comparative rate civil citation programs are utilized for black males throughout Florida counties.</p> <p>Identify and recognize those counties that are effectively using the civil citation program. Highlight those counties with “best-practices” worthy of replication on the Council’s website.</p> <p>Collect and monitor the recidivism rates of black males using data from Department of Juvenile Justice and Corrections</p> <p>Identify existing, develop and disseminate research briefs and reports related to the effectiveness and use of diversion programs.</p>	<p>Council, Council Research and Criminal Justice Subcommittees, Representatives from government that include but are not limited to the Office of the Attorney General, Judiciary, Departments of Corrections, Juvenile Justice, Economic Opportunity, Education, Children &amp; Family, Regional workforce boards, Universities, Colleges and HBCU; Tax Watch Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<ol style="list-style-type: none"> <li>1. Council Core Staffing</li> <li>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</li> <li>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</li> <li>4. Resources to develop             <ol style="list-style-type: none"> <li>a. social marketing strategies and</li> <li>b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</li> </ol> </li> <li>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits</li> </ol>



## **STRATEGIC ISSUE AREA FIVE:**

### **Community Awareness, Leadership & Sustainable Partnership**

#### **Strategic Goal 5.1: Partner with agencies represented on the council and community stakeholders to research and propose measures that improve conditions affecting black men and boys**

##### **Strategic Objectives:**

- 5.1.1 On an annual basis, identify priority issues and conduct a minimum of two research projects in conjunction with each state agency partner with representation on the Council.
- 5.1.2 On an annual basis, review and propose as appropriate, legislation aimed to result in systematically improving conditions affecting black males in Florida.
- 5.1.3 By June 2013 establish a baseline for black male participation rate in agency and stakeholders programs.
- 5.1.4 On an annual basis, increase the number of community representatives recognized by the Council. On an annual basis, select and recognize the contributions of strategic partners and alliances
- 5.1.5 On an annual basis recognize the sustainable contributions made by local councils.

##### ***Key Performance Indicator***

- 1. Established agency partnership research projects
- 2. Established mission-focused community stakeholder partnerships
- 3. Identified research issue areas and baseline outcome data
- 4. Established criteria and guidelines for selection, role, responsibility of community representatives, strategic partners, and strategic alliances
- 5. Established criteria and guidelines for selection, role and responsibilities of local councils
- 6. Related research briefings and reports

**Strategic Action Methods:** Implementation strategies utilize the following five strategic action methods to achieve strategic result. Council members, staff representative of state agencies, partners and strategic allies detail the action methods specifics as required.

- 1. **ENGAGE & LEAD** Community and Interagency Awareness and Collaboration
- 2. **EDUCATE & CONNECT** to Learning & Workforce Opportunities
- 3. **EQUIP & ENABLE** Personal Growth and Development for Lifetime Success
- 4. **ENCOURAGE & MENTOR** Achievement Potential & Accountability
- 5. **RESEARCH & INFORM** for Change, Innovation and Implementation

## STRATEGIC ISSUE AREA FIVE:

### Community Awareness, Leadership & Sustainable Partnership

**Strategic Goal 5.1: Partner with agencies represented on the council and community stakeholders to research and propose measures that improve conditions affecting black men and boys**

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>5.1.1 On an annual basis, identify priority issues and conduct a minimum of two research projects in conjunction with each state agency partner with representation on the Council.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol> <p><u>Action strategies to include but not limited to the following:</u></p> <ol style="list-style-type: none"> <li>1. Develop a Council Research Advisory Consortium. Members would include: Council Chairperson, chairpersons of each subcommittee, external research advisors, and staffed by the Executive Director, Assistant Director for Research and Research Associates.</li> <li>2. Annual Strategic Leadership Retreat: Council members and invited guests will participate in an annual 2-3 day Strategic Leadership Retreat to address but</li> </ol>	<p>Council, Council Partnerships, Research Subcommittees, Representatives from government Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<ol style="list-style-type: none"> <li>1. Council Core Staffing</li> <li>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</li> <li>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</li> <li>4. Resources to develop             <ol style="list-style-type: none"> <li>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</li> </ol> </li> <li>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</li> </ol>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
	<p>( location and length to be determined)</p> <p>1. Review accomplishments and progress on strategic plan issue areas and update based on priorities from the prior Fiscal Year and identify current FY annual priorities. This will be determined by an agenda that includes:</p> <ul style="list-style-type: none"> <li>a. Reviewing reports from all Council subcommittees with emphasis on research project results &amp; status</li> <li>b. Presentations and panel discussions from on issues and trends by representatives of the Office of the Governor, judiciary, Legislative committees, Secretaries of Agencies or their designees</li> <li>c. Best practices presentations and demonstrations by Community partners</li> <li>d. Presentations by black men of all ages that have benefited by the efforts of the Council and their Community partners</li> <li>e. Review and on-line tour of the Council’s Public Service Website, its effectiveness and recommended next steps of development. Results of the retreat will include but not be limited to: Accomplishments, Annual priorities, needs recommendations under each issue area, recognitions of members, partners and supporters and the setting of calendar items and the quarterly Full Council meeting locations for the year.</li> </ul>			

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>5.1.2 On an annual basis, review and propose as appropriate, legislation aimed to result in systematically improving conditions affecting black men and boys in Florida.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <p><b>1. Engage &amp; Lead</b></p> <p><b>2. Educate &amp; Connect</b></p> <p><b>3. Equip &amp; Enable</b></p> <p><b>4. Encourage &amp; Mentor</b></p> <p><b>5. Research &amp; Inform</b></p> <p><u>Action strategies to include but not limited to the following:</u></p> <p>1.The Council Exc. Director will work will Council members to research, review, and analyze their respective agency or organizations’ proposed legislative agendas.</p> <p>2. An analysis report will be prepared by the Exc. Director annually or as needed with recommendations on legislation and/or policy proposals that will proactively address improving conditions affecting black men and boys in Florida.</p> <p>3. Council will develop process and protocols for reviewing and proposing legislation and advocacy tools.</p>	<p>Council, Council Partnerships, Research Subcommittees, Representatives from government Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>1.</u>Council Core Staffing</p> <p>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</p> <p>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</p> <p>4. Resources to develop</p> <p>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</p> <p>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</p>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>5.1.3 By June 2013 establish a baseline for black men and boys participation rate in agency and stakeholders programs.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <ol style="list-style-type: none"> <li><b>1. Engage &amp; Lead</b></li> <li><b>2. Educate &amp; Connect</b></li> <li><b>3. Equip &amp; Enable</b></li> <li><b>4. Encourage &amp; Mentor</b></li> <li><b>5. Research &amp; Inform</b></li> </ol> <p><u>Action strategies to include but not limited to the following:</u></p> <p>The Council Executive Director will work will Council members to research, review and analyze their respective agency programs and impact that they may have on systematically improving conditions affecting black men and boys in Florida. Participation baselines will be determined and strategies will be developed and recommended to engage increased participation of black men and boys in relevant identified programs.</p>	<p>Council, Council Partnerships, Research Subcommittees, Representatives from government Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<ol style="list-style-type: none"> <li>1. Council Core Staffing</li> <li>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</li> <li>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</li> <li>4. Resources to develop             <ol style="list-style-type: none"> <li>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</li> </ol> </li> <li>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</li> </ol>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>5.1.4 On an annual basis, increase the number of community representatives recognized by the Council. On an annual basis, select and recognize the contributions of strategic partners and alliances</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <p><b>1. Engage &amp; Lead</b></p> <p><b>2. Educate &amp; Connect</b></p> <p><b>3. Equip &amp; Enable</b></p> <p><b>4. Encourage &amp; Mentor</b></p> <p><b>5. Research &amp; Inform</b></p> <p><u>Action strategies to include but not limited to the following:</u></p> <p>The Council Executive Director will work will the partnership subcommittee, Council members, current community, representatives and community leaders to identify, recruit and recognize the contributions made by community representatives, strategic partners and alliances that further the vision, mission and goals of the Council in communities throughout Florida at designated Council events and on the Council’s Public Service Websites. Criteria for annual recognitions will be based on the Councils’ 5 Action Strategies.</p>	<p>Council, Council Partnerships, Research Subcommittees, Representatives from government Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>1.</u>Council Core Staffing</p> <p>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</p> <p>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</p> <p>4. Resources to develop</p> <p>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</p> <p>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</p>

Strategic Objective	Action Strategy to Achieve Objectives	Primary Collaborators	Target Date	Required Resources
<p>5.1.5 On an annual basis recognize the sustainable contributions made by Local Councils on the Social Status of Black Men and Boys.</p>	<p>Collaborate with primary partners on developing, implementing, and tracking specific action plans, related research, and program initiatives.</p> <p>A Subcommittee Action Plan with specific outcome deadlines for short and long-term related research and program initiatives.</p> <p>Implementation strategies utilize the following five strategic action methods to achieve strategic result.</p> <p><b><u>Strategic Methods</u></b></p> <p><b>1. Engage &amp; Lead</b></p> <p><b>2. Educate &amp; Connect</b></p> <p><b>3. Equip &amp; Enable</b></p> <p><b>4. Encourage &amp; Mentor</b></p> <p><b>5. Research &amp; Inform</b></p> <p><u>Action strategies to include but not limited to the following:</u></p> <p>The Council Executive Director will work with the partnership subcommittee, full Council members, to Establish criteria and guidelines for selection, role and responsibilities of Local Councils on the Social Status of Black Men and Boys.</p>	<p>Council, Council Partnerships, Research Subcommittees, Representatives from government Community leaders, Council community representatives, community and faith-based service Organizations &amp; Research Partners</p>	<p><b>Initially June 30, 2013 and by November 1 each year thereafter</b></p>	<p><u>1.</u>Council Core Staffing</p> <p>2. Endorsements and implementation support from identified state &amp; local agencies, strategic partners and allies;</p> <p>3. Resources and access to longitudinal data and populations for strategic focus groups, social marketing campaigns, qualitative and quantitative research and dissemination, outreach and education programs and access to medical care</p> <p>4. Resources to develop</p> <p>a. social marketing strategies and b. a well maintained interactive Council Website capable of high traffic to support all high volume of information, social marketing, research dissemination, education outreach programs and access to information and services to address all aspects of the Strategic Issue area.</p> <p>5. Resources to commission, collaborate and disseminate qualitative and quantitative research studies, issues &amp; policy briefs, hold and document forums and summits.</p>