

Tom Southerton, United Teen Equality Center (UTEC)

Tom Southerton is known for embodying “contagious passion,” a United Teen Equality Center (UTEC) core value, for everything his job entails—from serving caseload youth to effectively documenting his work to ensure UTEC’s ongoing growth and learning. When working with youth, Tom combines data-informed insights with personal experience to build trusting relationships and guide his clients on a path to success. Tom has a relentless dedication to youth on his caseload, which consists of clients who exceed organizational averages on 4 out of 5 target population risk factors. His dedication is reflected in the numbers: in 2013, 50% of UTEC youth who passed GED tests and 20% of youth who graduated from the UTEC program were on Tom’s caseload. Additionally, Tom’s caseload youth consistently exceed caseload averages organization-wide for outcomes achievement across all indicators of success.

Sulai Rosa, Roca, Inc.

Sulai Rosa, once herself a Roca participant, is the top-performing Youth Worker at Roca Chelsea. She consistently is among the top five highest performers in every category used to assess Roca Youth Workers, and her participants achieve better progress, have more interim gains and have better long-term outcomes when compared to other Roca participants. In 2013, Sulai achieved a contact standard average of 89% while successfully carrying a caseload of 25 participants, outperforming all other Youth Workers. Even in newly introduced outcome measures, Sulai utilizes her deep knowledge of Roca’s intervention model, participant data and skills and dedication to excel. Sulai’s dedication and consistent contact with each participant sustains the Transformational Relationships she has with her participants and enables her to effectively guide participants toward measurable, positive change.

Carlos Bravo, Roca

As a Roca Springfield Youth Worker working with very high risk participants, Carlos Bravo must relentlessly re-engage young people who periodically reject him, and strategically develop a transformational relationship that serves as a catalyst for change in the young person’s life. Carlos’ relentlessness, consistency and use of data to inform interventions have allowed him to help his clients achieve better progress through the Stages of Change and have more interim gains when compared to many other Roca Springfield participants. In 2013, Carlos was the top performing Youth Worker in contact standards, having at least two intentional direct contacts with 80% of his caseload per week. He was also among the top five highest performing Youth Workers in programming standards, stage-based programming and participant engagement. Carlos has accomplished this while maintaining a caseload of 25 participants and successfully ensuring timely progress for each participant.

Irene Van, Juma Ventures

Irene Van believes in the power of building strong, caring relationships between adults and youth with the aim of transforming that relationship into a partnership, in which the adult and youth work together to help the youth become more socially and personally aware, and equipped to break the cycle of poverty and achieve success for themselves and their communities. Irene’s philosophy and use of performance management has propelled her to be a high-performing Youth Development Coordinator at Juma Ventures. In 2013, Irene achieved a 79% retention rate, helped 73% of her caseload become college ready, and developed a trusting relationship with 91% of her caseload. Youth on Irene’s caseload are also top performers in many areas, with the highest average Individual Development Account (IDA) balance, highest rate of college savings, and highest percentage of improved GPA scores compared to other caseloads.