



**SCALE IT UP**  
**FLORIDA**

STRATEGIC PLAN 2023

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## **Executive Summary**

Scale It Up-Florida (SIU) is a youth-focus learning health community, sponsored by Florida State University, focused on sexual health justice, promoting health equity among underserved youth populations in Florida through community-driven research, discovery, and innovation. We target sexual health justice in adolescents and emerging adults (age 13-29) residing in Florida. Advancements in research and health care for adolescents and young adults are the result of youth-focused research initiatives that are translated into community practice. Scale It Up originated as a nation-wide effort to scale up evidence-based behavioral and systems interventions as part of the National Institutes of Health Adolescent Trials Network for HIV/AIDS Interventions. Our current goals address research, outreach and service state-wide as we believe all three are the academic responsibility to support a learning health community.

## **What is a Learning Health Community**

A Learning Health Community is one where health care providers, researchers, and administrators engage community members in on-going communication to establish trust and maintain health. Such a community builds an ongoing cycle of collaborative and continuous quality improvement: research, dissemination, strategic planning, and action: STUDY, ACT, PLAN, DO. Critical to this initiative is involvement of youth, provider and public health partners at every step.

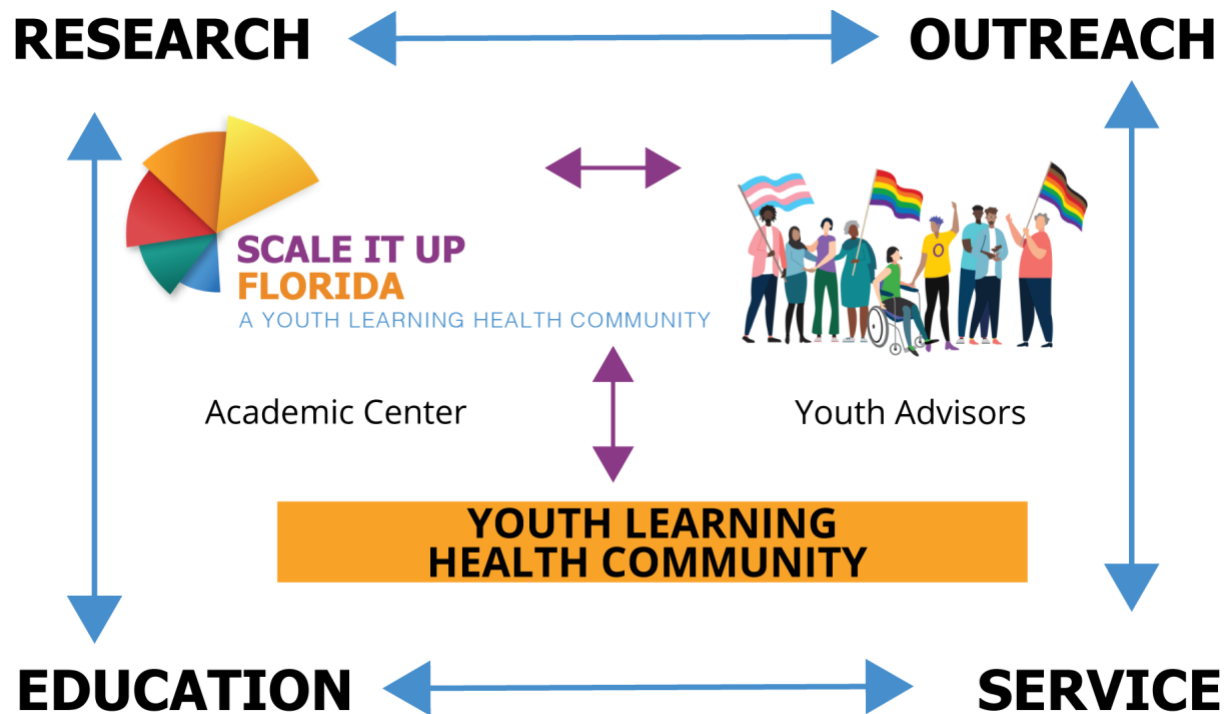
## **Youth Advisory Council**

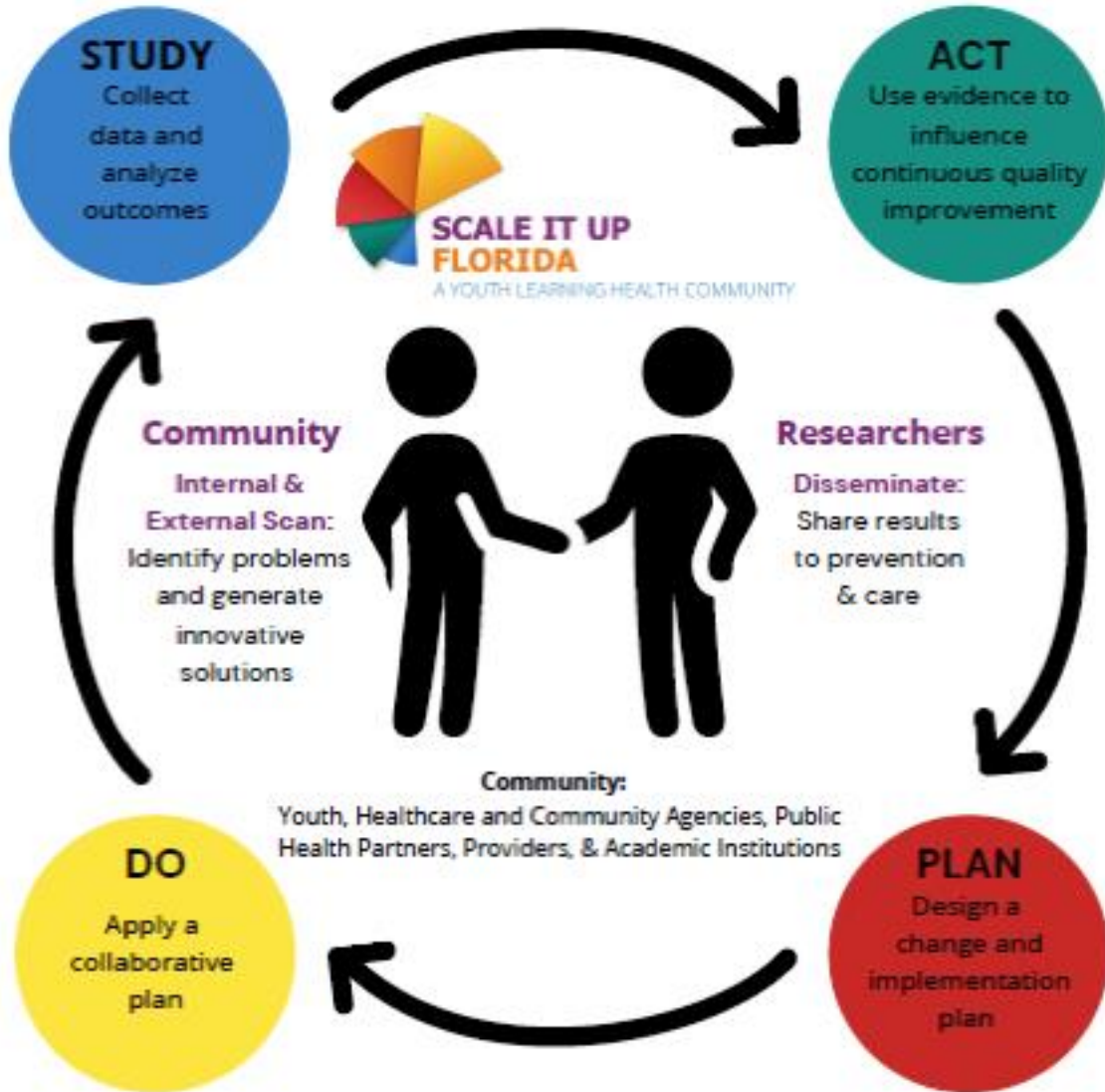
The leadership of SIU-FL views the Youth Advisory Council (YAC) as an essential element of forging cohesive collaboration and engagement across research communities concerned with HIV prevention and treatment among youth. YAC members work with Scale It Up leadership to determine how best to inform the communities about the planned research, engaging in discussions with local staff and



community representatives in advance of implementation and disseminate SIU-FL findings to their prospective communities. The FLASH Network provides our YAC and collaborates on strategic planning, recruitment for research studies, and dissemination of research findings. The FLASH Network is designed to address a wide variety of needs in the LGBTQ+ community. Whether it's sharing important sexual health facts online, designing educational programs for queer youth, or researching social issues specifically impacting queer folks, FLASH does it all and then some. FLASH is comprised of several young adults from different communities within Florida. Their main responsibilities are to advise on research, outreach, advocacy, and education.

Scale It Up- Florida focuses on these main areas: Research, Outreach, Service, and Education to support youth sexual justice.







## **Mission and Vision Statement**

Our community-engaged research mission is to promote health equity among underserved youth populations such as ethnic minority and sexual gender minority youth. Scale it Up Florida is embedded in FSU's Center for Translational Behavioral Science. The mission of the center is to promote public health and health equity using a sustainable team science approaches for the development and wide spread implementation of behavioral and biobehavioral interventions across the translational spectrum.

## **Business Summary**

Our four pillars are: Research, Service, Education, and Outreach. We accomplish this through our current research projects, our participation in community activities with local organizations, and our push to connect with youth in Florida through our SIU Connect newsletter and our collaboration with the FLASH Network and other stakeholders.

## **Current Research:**

SHARE Program: Innovations in Translational Behavioral Science to Improve Self-Management of HIV and Alcohol Reaching Emerging Adults- The SHARE program is a new NIAAA-funded innovation in translational behavioral science created by Drs. Sylvie Naar and Karen MacDonnell to explore and address overlaps of self-management of HIV and alcohol in young people through a Florida-wide initiative. With the help of stakeholders' and youth-led input through connections across Florida, the SHARE program will allow young adults to be heard and studied to better understand the effects of alcohol on young people living with HIV. SHARE PO1 grant # 208000-520-100920.



EPICC+: Expanding PrEP in Communities of Color- EPICC+ is a new initiative focused on adapting existing evidence-based provider and patient education, support tools and materials (EBT) for use in young men who have sex with men (YMSM). It also aims to train providers in the use of the EBT to facilitate PrEP shared decision making. Based out of the University of North Carolina at Chapel Hill (UNC), they are partnering with other universities, youth advisory boards, organizations, and more in three different regions to reach the most effective outcomes for this initiative.

YACHT: Young Adult Centered Health Force Training: This project will launch a Florida wide effort to promote the delivery of developmentally sensitive, culturally appropriate and evidence-based counseling, testing and referral services (CTR) for young sexual minority men to address the Diagnose and Prevent pillars of the End the Epidemic initiative. The goal is to leverage implementation science strategies to improve the capacity of the HIV HealthForce to deliver EBPs (risk reduction counseling, PrEP referral and Tailored Motivational Interviewing) within CTR services. We propose integrating two implementation strategies: quality management using Mystery Shopper assessments and HealthForce training in Tailored Motivational Interviewing with centralized technical assistance. We will test the YACHT package in Florida's seven EHE counties among the Department of Health's 42 contracted sites who delivered CTR to at least 24 young sexual minority males in the previous 12 months using a Stepped Wedge design.

### **Completed Research:**

iREP: A Digital Community Needs Assessment to Represent, Engage, and Empower Sexually or Gender-Diverse Young People in Florida. We explored the physical, social, mental, and sexual health needs, intervention options, and issues most important to LGBTQ+ adolescents and young adults in Florida. It is important to us to address those gaps to improve health outcomes of young people and to ensure EBPs



are meeting the needs of Florida youth, which are always changing. This virtual study aimed to utilize digital interactions to learn about Florida youth and their ideas on health, wellbeing, empowerment, sources of health information, and online activity interests. Participants in this study included LGBTQ+ folks who are 15-29 years in age and identify as gender-diverse individuals or members of the LGBTQ+ community.

**Bioethics Study:** A virtual research study looking at youth at risk for HIV or those living with HIV as they are not well represented in research related to sexual health. The aim of this study was to understand the barriers and stigma youth with HIV face when participating in research and care, and to develop an understanding of how cultural and ethical views effect youth engagement in care and research. We hoped to develop methodologies that care providers and researchers can utilize to decrease stigma and barriers this particular demographic faces. Participants in this study include person with HIV ages 15-24.

**EHE Orange County Youth Learning Health Community:** This Study proposed to pilot test a Youth Learning Health Community plus health-force training to end the HIV epidemic in young people in Orange County, Florida. The project included workforce development within public health agencies or community-based organizations with structured county-wide strategic planning and accessible comprehensive health outcomes data. We invited Ryan White organizations who provide testing, HIV treatment and case management, and PrEP to youth (13-24) in Orange County, Florida to collaborate with FDOH and FSU to End the Youth HIV Epidemic in Florida.

### **Outreach:**

Outreach is state-wide but we are particularly focusing on the Big Bend Area as an area of greatest need and because of our location in Tallahassee. We are also focusing on



central Florida because of our pilot projects and need for programs surrounding Orange County (e.g, Polk, Brevard).

Agency Alliance: Our agency alliance is an initiative that we are continuing to develop and hope to see grow exponentially over the next year. We have strong relationships with Florida Department of Health for outreach and data sharing. We are collaborating with the following community organizations:

A Woman’s Pregnancy Center - Tallahassee	Abella Women’s Center – Gadsden County
AHF – St. Petersburg	Apalachee Center – Leon & Gadsden Counties
APEL Health Services Center Inc. – Duval	Aspire Health
Big Bend Cares	Bond Community
Boys & Girls Club – Polk County	Brevard County Health Department
BTAN Big Bend	CAN Community Health
Capital City Youth Service	Capital Tea
Care Resource – South Florida	CarePoint
CHAW Florida State University	Comprehensive HealthCare / Unconditional Love Inc.
Cross-Winds Youth Services	Curative Care Center
DISC Village	Duval County Health Department
Empower U Community Healt	EPIC Sexual Health Center
Equality Florida	FAMU Student Health Services
FSU – Health and Wellness Center	FSU Counseling Center
Gadsden County FDOH	Hillsborough County Health Department
Hope Across the Globe	IMG Clinic
JASMYN Center	Jefferson County FDOH
Kelly Recreation Complex	Latinos Saludos





Leon County Health Department	MAACA Bond – Leon
Metro Inclusive Health	Midway Speciality Care Center
Mosaic Sexual Health Department	National Youth Advocate Program
Neighborhood Medical Center	North Florida Medical
Out of the Closet	PACE Center for Girls
Peace River Center	PFLAG Polk County
Pineapple Healthcare	Pinellas Health Department
Planned Parenthood Tallahassee	Polk County Health Department
Positively U	Project Response
Promote Prevent and Future Leaders of the World	Simply Health
Space Coast Pride	SPEKTRUM Health
Taylor County FDOH	UF Center for HIV/AIDS Research, Education and Service (UF Cares)
University of Miami – Clinical Program Manager	Wakulla FDOH
Ybor Youth Clinic	Zebra Coalition

We currently have formal Memorandums of Understanding with CAN Community, University of Miami, Bond Community Health Center.

We also engage in backpack and tabling outreach at community events and attend the Orange County and Area 2B (includes Leon County) Ryan White meetings. We attend Florida State University Market Wednesday and Florida A&M University set Fridays to engage with our local university population.

SIU Connect: Scale It Up Connect is our youth digital community to support the four pillars. Youth receive our quarterly newsletter which includes opportunities for research and dissemination of findings. SIU Connect focuses on young adults ages 18-



29 who are living in Florida. The newsletter also features news about scholarship opportunities, outreach events, and resources that are available.

**Social Media:** Another opportunity for SIU to reach our target population is through social media. SIU has their own dedicated Facebook, Instagram, and Twitter accounts. SIU updates our social media several times a week to inform our viewers of what are currently working on and what is to come! Our social media also allows us to interact with potential clients that we might not have the chance to on a normal basis. We are always looking for new ways to connect with current and future clients and providers, and social media allows us to do that and continue to bring in new opportunities! SIU is a learning health community, and our social media allows us to disseminate evidence to support community planning. SIU newsletter is also being sent out quarterly currently, our goal is to have that turn into monthly SIU updates.

**Youth voices coalition:** A SIU facilitated Learning Health Community made of dedicated community agency leaders and youth stakeholders resulted in the formation of an independent group called Voices for The Future. This group was divided into three workgroups in which each team is responsible for developing its goals, mission, timeline, and SMART goals. The overall smart goals for the bigger sexual health council will mirror the goals of the small/separate teams. This coalition will meet quarterly with an FSU facilitator and workgroups will meet as needed to meet their goals. A short description of each group is below.

- o Youth Voices: Develop strategies to bring youth within the coalition to ensure work is continuously evidence-based.
- o Support Groups: Connect with local support groups to develop a space safe for youth within the county.
- o Orange County Provider Service Wall (OCPS): Implementing community engagement strategies to address gaps in sexual health knowledge among youth caused by strict policies from orange county school boards.



## **Service:**

The FLEX Peer Navigation program is our response to the needs of Florida's youth with or at risk for HIV or other sexual transmitted infections. Our Peer Navigators also serve as peer motivators and provide the client with assistance on how to access a variety of services such as housing and additional support services to those who desire assistance. All navigators/motivators are formally trained in Tailored Motivational Interviewing. We have developed partnerships with a variety of health and other service providers throughout Florida who are willing to help us reach out to as many clients as possible so that we can provide the type of wrap-around services that meet the needs of youth in Florida.

We have two licensed psychologists who provide services for SGM youth through the FSU Behavior Health Center. Future goals include expanding FLEX to sexual and gender minority youth generally and to develop additional peer support services.

## **Education:**

Our education initiatives current focus on providers, public health partners and youth. We utilize Tailored Motivational Interviewing as the foundation for HealthForce training and have trained HOPWA case managers across the state as well as providers in Orange County (see above). We utilize our newsletter to disseminate findings and educate the public on our data as well as advances in the field. In addition, SIU informs on community on events, conferences, and other opportunities to gain knowledge and understanding of the needs for the state as a whole and their local communities. SIU continues to utilize our social media platforms to educate our listeners on new research findings and other important information that could benefit them. We collaborate with



FLASH to disseminate their education efforts and with the AIDS Institute to host conferences focused on HIV in Florida.

### **Team Summary**

The core team members of Scale It Up- Florida are as follow:

1. Dr. Sylvie Naar  
Director, Center for Translational Behavioral Science
2. Jonathan Morgan  
SIU Program Administrator
3. Avery George  
Youth Outreach Coordinator
4. Kristina Feliciano  
Flex Peer Navigator
5. Michael Bratt  
Social media Outreach Coordinator
6. Vacant position  
Youth Outreach Coordinator
7. Grace Sanders  
SHARE Program Research Assistance and Administration Core
8. Kayla Hicks  
SHARE Program Research Assistance Community Engagement Core
9. Tran- Ahn Tran



SHARE Program Research Assistance Community Engagement Core

10. Lamisha Rogers

SHARE Program Research Assistance Community Engagement Core

Other Participating Faculty: Dr. Ivan Balan, Dr. Henna Buhdwani, Dr. Nicole Ennis, Sara Green, Dr. Karen MacDonell, Dr. Scott Pickett

### **Strengths and Opportunities**

Starting as a pilot project, Scale It Up Florida aimed to build a youth-focused, community-based learning health community. In the past two years, Scale It Up Florida has achieved its aim by working with community health organizations, youth stakeholders, and researchers throughout Florida. Using an evidence-informed logic model for a youth learning health community and quarterly benchmarks, we have developed a framework that considers youth points of view in current clinical and research practices. Additionally, we have created an appropriate model for multiple systems striving for a larger goal, such as county-wide or state-wide initiatives.

SIU-FL first engaged youth and organizations state-wide. However, our focus areas became the seven counties with high rates of HIV among youth populations; Broward, Duval, Hillsborough/Pinnulas, Palm Beach, Polk, Orange, and Miami-Dade, as they have the most significant need for quality improvement within sexual healthcare for youth. Youth from these 7 Ending the Epidemic counties were recruited youth from these counties to build a youth-led advisory council that would guide the SIU-FL projects and serves as youth representatives in research for their respective counties.

Within the last year, the group formed its non-profit organization, Florida Adolescent and Youth Adult Sexual Health (FLASH) Network, with the mission to innovate, support, and shine a light on sexual health issues impacting LGBTQ+ young people. FLASH supports SIU-FL by extending our outreach to communities and sexual health advocacy for youth



in the state. SIU-FL still provides subsidiary support to FLASH when needed and employs their unique perspectives in our research.

For SIU-FL to establish itself, we strategically recruited organizations and agencies that serve youth and/or sexual-gender minorities throughout Florida, creating an agency consortium with youth involvement. Forming an agency consortium is vital to building a framework that considers youth voices in research and care. The best example of this effort comes from our EHE orange county project. We formed a team of Orange County health organization staff and youth representatives to determine the best ways to change the healthcare framework for local youth. SIU-FL informs this group on the needs of youth throughout the state by disseminating ongoing studies.

The Flex Peer Navigation Program serves youth and emerging adults ages 15-29 with HIV all throughout the state of Florida. Clients will work with peer navigators who are trained in motivational interviewing. Motivational interviewing emphasizes autonomy by focusing on client choice and individual needs. This allows individuals to feel engaged in their sessions and can also assist with things like medical adherence, stress management, and more. While in the program, peer navigators can assist individuals with multiple resources and getting them connected to wrap-around services they may be seeking. Wrap-around services may include services such as primary care, housing, transportation, mental health resources, and more.

Although peer navigators are located primary at Florida State University in Tallahassee, a huge benefit to the program is that there are multiple ways peer navigators are able to communicate with clients that allow them to work with individuals anywhere in Florida. Whether an individual is local to Tallahassee or not, peer navigators can tend to clients' needs by setting up sessions via phone or virtual zoom video calls. Having multiple options for communication also allows peer navigators to work with client's preference and what they may feel most comfortable with.



As the FLEX Peer navigation program works with clients to get them connected to wrap-around services all over Florida, this allows Scale It Up Florida to connect with a variety of providers, organization, health departments, clinics, and more. Doing so not only allows Scale It Up Florida to become more known throughout the state of Florida, but also allows peers navigators to create relationships with organizations that directly serve the community. As FLEX continues to expand and grow there are several opportunities for the program and SIU-FL to grow as a whole.

### **6 month Goals**

The Scale It Up Florida team is constantly looking for more innovative ways to serve adolescents and emerging adults in Florida. We have made it our goal to establish a strategic plan that details some of the work we hope to accomplish within the next 6 months through the next 3 years. As mentioned above, the FLEX project is quickly growing and evolving. Within the next 6 months (January 2023), we plan to adjust eligibility criteria for the FLEX program. We hope to be able to serve all sexual gender minority youth and young adults within the panhandle. Our plan is to start with Leon County and expand services and resource navigation to young adults in surrounding counties, with the ultimate goal being to expand services throughout central Florida as well. Additionally, the SIU-FL team is evaluating and editing the screening process to ensure that the focus is not solely on housing, but rather all support services. The shift to serving all sexual gender minority youth will take some time as we will not only have to adjust our eligibility screener, but we will also need to evaluate our needs assessment which is a separate survey completed after a young adult is identified as eligible. With approval of this shift in demographics, we will need to modify our recruitment flyers to target our new population. This will be done using online software and printed flyers will be ordered through the Florida State University printing office. SIU-FL has already begun looking at how we plan to capture enrollment and engage



with stakeholders. We will continue outreach work with our community partners to increase engagement and client enrollment efforts. Furthermore, we plan to keep a record of the number of clients enrolled in FLEX with HIV versus without. We also plan to continue with dissemination efforts as our studies come to a close. We will do this through our monthly newsletter SIU Connect. We will also use SIU Connect to continue recruitment for our research studies outside of our partner site recruitment.

**Six Month R.O.S.E. Goals (1/23 through 6/23)**

<b>Goals</b>	<b>Activity</b>	<b>Outcomes Measure</b>
	<b>RESEARCH GOALS</b>	
SIU Symposium/Conference	Hold or attend an national conference (Ryan White conference)	Present SIU data
Recruit youth across the state with HIV for SHARE P01	Agency and Social Media Outreach across Florida	25 youth per month recruited
Maintain two sites for EPPIC CDC Grant	Agency Outreach	MOU's with two agencies
Support YACHT Mystery Shopping Grant	Agency Outreach and Social Media Outreach across Florida	Present Study Protocol at two State-wide Meetings; Recruit # from sylvie mystery shoppers



Disseminate research findings	Agency Outreach and Social Media Outreach	Create Listserv, Monthly Newsletter to Agency mailing list and SIU Connect, infographics Social media post- 3-5 posts per week
	<b>OUTREACH GOALS</b>	
Expand Agency Alliance	Promote and recruit more agencies to be actively involved in SIU initiatives	50 agencies minimum in our mailing list; 10 MOUs/subcontracts ; Peers attend XX
SIU Outreach	Increase Event/Backpack Outreach	Attend two events a month to promote SIU – one in Leon County area and in Central/Panhandle, social media posts 3-5 per week, monthly news letter; Hire social media lead
Expand SIU Connect	Promote SIU connect via all social media platforms and SIU events	Recruit 30 additional clients
	<b>SERVICE GOALS</b>	
FLEX Peer Navigation Program for HIV	Outreach to North and central Florida	An average of 5 active clients per month

Flex Peer Navigation Program for SGM	Area 2B (Franklin, Liberty, Gadsden, Leon, Wakulla, Jefferson, Madison, Taylor)	An average of 10 active clients per month
Consider additional services	Explore housing options for Area 2B (Franklin, Liberty, Gadsden, Leon, Wakulla, Jefferson, Madison, Taylor); Explore peer support services	Summary of three existing programs (e.g., Tiny Houses, Jasmyn Center; Meet monthly with Voices working group
	<b>EDUCATION GOALS</b>	
Education	Mentorship program	Partner with local and statewide agencies that will help mentor youth and young adults
SIU Education	Newsletter, Voices for Future Youth	Ensure educational content in monthly newsletter; Attend monthly working group meetings
	<b>ADDITIONAL GOALS</b>	
SIU Funding	Expand funding sources	one foundation grant, explore CFAR options – Sylvie to attend one planning meeting
SIU Staffing	Hire 2-3 more people	Grant writer Social Media Peer navigator



## **One- Year Goals July 2023-July 2024**

Scale It Up Florida plans to continue our efforts as we move into months 6-12 of our strategic planning. At the one-year mark (July 2023), we plan to continue our focus of serving youth and young adults throughout the panhandle and central Florida.

Additionally, we are hoping to host a symposium to present research opportunities and service opportunities to the community and stakeholders. Along with our symposium we are hoping to plan and host 2 in-person community events that will be held in collaboration with partner agencies in the area. Scale It Up Florida also anticipates continued enrollment in our research studies, FLEX program, and our SIUConnect monthly newsletter. We anticipate an enrollment of about 300 youth and community partners in SIU Connect by July 2023, as well as the addition of 25-30 partner agencies to our agency alliance, and 10-15 enrollees in the FLEX program. Our agency alliance consists of affiliates throughout the state of Florida who act as referral agencies to our programs. As SIU-FL grows, we will be adding to our space to meet the needs of youth in our area. We plan to have a space dedicated to meeting with FLEX participants. This space will also serve as a safe space for youth to come and study or participate in support groups held at the center. We are also hoping to expand our space to offer HIV and STD testing during non-business hours. Current staff at the center are working towards receiving HIV counselor status which would allow for them to perform testing.

Additionally, we hope to implement conduct qualitative interviews using the EPIS framework to create an implementation team (iTeam) for Leon County health providers to address any issues or gaps in care within the county. We anticipate enrolling 5 agencies. Interviews will be conducted through video-conferencing following a standard interview guide. Topics to be explored include: services provided by agency, relationship with other agencies and the department of health, approaches used to stay abreast of new developments in HIV medical and behavioral interventions, engagement



of youth, challenges in progressing youth along the HIV prevention and care cascades, and attitudes towards HIV data dashboards and TMI. The purpose of iTeam is to develop a coalition of diverse professional backgrounds that will champion implementation efforts to address sexual health disparities among youth and emerging adults living within Leon County, FL. This team will be comprised of FSU faculty, FDOH personnel, Leon County HIV prevention and sexual health agencies, medical providers, and local youth advocates. The main aim of the iTeam is to create a sustainable youth learning health community that uses big data analytics to learn from youth stakeholders and feed the knowledge back to clinical and public health professionals to develop continuous quality improvement cycles. The iTeam will be guided by the EPIS Framework, which consists of four phases: Exploration, Preparation, Implementation, and Sustainment. members used a four-phase approach when creating goals and tangible change for youth voices in the patient-care community.

Scale It Up Florida is all about growing our team to meet the needs of the growing population we plan to serve. With that in mind, we are planning to hire more staff that can help handle different processes. We hope to have the addition of clinical staff, preferably a sexual minority male who could act as a peer for FLEX if needed. We also hope to hire another staff member who can assist with consistently updating our social media pages and website, as we anticipate more traffic with the influx of youth enrolled in SIU Connect. If we need to hire additional staff, we are prepared to bring on 1-2 more peer navigators. We strive to create a work environment that is conducive to positive learning, professional development, and cohesiveness. To ensure that new staff and veteran staff feel that these goals are being met, we will be planning for our yearly retreat. This retreat will allow for staff and faculty within Scale It Up Florida to mingle and forge relationships that will help create a positive work environment.

**1 year Goals**

<b>Goals</b>	<b>Activity</b>	<b>Outcomes Measures</b>
	<b>RESEARCH GOALS</b>	
Recruit youth across the state with HIV for SHARE P01	Agency and Social Media Outreach across Florida	35 youth per month recruited
Maintain two sites for EPPIC CDC Grant	Agency Outreach	MOU's with Three agencies
Support YACT Mystery Shopping Grant	Agency Outreach and Social Media Outreach across Florida	Present Study Protocol at two State-wide Meetings; Recruit # from sylvie mystery shoppers
SIU Symposium/Conference	Hold or attend an national conference (Ryan White conference)	Present SIU data
Voices of the future (Leon County)	Create and hold epis interviews and iteam group	Create a provider list serv and coalition to help server Leon County
	<b>OUTREACH GOALS</b>	
Expand SIU Connect	Promote SIU connect via all social media platforms and SIU events	Recruit 40 additional clients

Expand Agency Alliance	Promote and recruit more agencies to be actively involved in SIU initiatives	65 agencies minimum in our mailing list; 10 MOUs/subcontracts
SIU outreach	Increase Event/Backpack Outreach	Attend two events a month to promote SIU – one in Leon County area and in Central/Panhandle, social media posts 3-5 per week, monthly news letter;
SIU Social Events	Have a Ball or skate night or other social event for SIU youth	Successful event with 2 local partners and 10-15 youth attending.
	<b>SERVICE GOALS</b>	
FLEX Peer Navigation Program for HIV	Outreach to North and central Florida	An average of 8 active clients per month
Flex Peer Navigation Program for SGM	Area 2B (Franklin, Liberty, Gadsden, Leon, Wakulla, Jefferson, Madison, Taylor)	An average of 15 active clients per month

Consider additional services	Explore housing options for Area 2B (Franklin, Liberty, Gadsden, Leon, Wakulla, Jefferson, Madison, Taylor); Area 2A (Holmes, Washington, Jackson, Bay, Gulf, Calhoun) Explore peer support services	Summary of three existing programs (e.g., Tiny Houses, Jasmyn Center; Meet monthly with Voices working group
<b>EDUCATION GOALS</b>		
SIU Education	Newsletter, Voices for Future Youth	Ensure educational content in monthly newsletter; Attend monthly working group meetings
Education	Mentorship program	5 active clients in mentor program

**Two- year Goals July 2024**

SIU-FL year two goal is overall growth. We want to bring in 10-20 new agencies for our agency alliance to bring our membership to 30 to 50 agencies in total. We would also like to see our SIU Connect membership grow to a total of 450 members within our SIU Connect pool for current or future research studies recruitment. As we want to expand our target locations to also include Tampa and Fort Lauderdale and we would foresee



having 15-30 clients enrolled into our flex peer navigation program. We will continue to be visible within the community and be at events focused towards our target population.

If we need to hire additional staff, we are prepared to bring on 2-3 more peer navigators to help with the growth of our Flex Peer Navigation program and other SIU-FL initiatives. We strive to create a work environment that is conducive to positive learning, professional development, and cohesiveness. As our Flex program grows we plan to have a dedicated counseling room within our center to provide in person and virtual counseling services to those clients would request it. SIU's goal is to present at least one time at a national conference.

### **Three Year Goals July 2025**

Scale It Up Florida plans to continue our efforts as we move into year three of our strategic planning. At the three-year mark (July 2025), we plan to continue our focus of serving youth and young adults throughout the panhandle and central Florida. We want to also look at serving more of south Florida as well if there is a need for our services. As mentioned in year two, we will host an annual symposium to present our research. Moving into year three we want to continue the annual in person symposium but expand by hosting quarterly virtual symposiums where we would present research opportunities and service opportunities to the community and stakeholders.

Scale It Up Florida anticipates continued enrollment in our research studies, FLEX program, and our SIU Connect monthly newsletter. We anticipate an enrollment of about 500 youth and community partners in SIU Connect by July 2025, as well as the addition of 40-50 partner agencies to our agency alliance, and 20-25 enrollees in the FLEX program. Our agency alliance consists of affiliates throughout the state of Florida who act as referral agencies to our programs. We will work to partner with all County Health Departments across the state for a referral program for any client newly





diagnosed and having them linked to care and joining our Flex Peer Negotiation program.

### **BUDGET/ Grant writing**

SIU will continue to write grants to sustain the cost of our programs and staff salaries. We will continue to look for NIH grants as well as other grants from other agencies. It is our goal to write and submit 1-2 grants every 6 months. We will also look into hosting a fundraiser at least once a year, starting in year 2, to help cover costs beyond our grants. It is SIU's goal to continue to fund 3 full time staff members with the potential to fund more staff if we are approved for additional grants.

SIU will write grants that help us address the needs of our target population. It is our goal to ensure the youth and emerging adults have a voice and are able to be seen, heard and valued within their community to feel like they can succeed.

Additional Budget - July 1, 2022, to June 30<sup>th</sup> 2023 (\$92,200)

Avery Salary (7 months): \$20,000

Kristina Salary (7 months): \$32,700

Youth outreach coordinator: \$11,000

Social media contractor (11 months): \$13,500

Grant Writer: \$5,000

Outreach supplies: \$4,000

Space decorating: \$6,000