



Theory of Change



- high-quality, engaged staff
- well-connected, engaged board
- generous, engaged donors
- sustainable financial, program, and staff models
- rigorous and effective member qualification criteria, skill assessments, independent living curriculum, and teaching methodologies
- community partnerships to enhance outcomes

- Independence Prep curriculum delivered to increase skills and momentum for post-high school independence
- Independence College curriculum delivered to transition young adults to independence
- Independent Living activities delivered to build community
- Independent Living coaching delivered to maintain independence

- 20 enrolled per session in Independence Prep, each receiving up to 6 hours of classes per week, up to 40 hours of overnight experiences per session, and up to 96 hours of classes and 48 hours of evening support each summer
- 10 enrolled per session in Independence College, each receiving up to 30 hours of classes and 20 hours of evening support per week for 9 months
- 50 engaged in Independent Living activities for up to 4 hours each week
- 40 receiving up to 45 minutes of Independent Living coaching each week
- 100% assessed annually and provided with an actionable growth plan

- 10% of Independence Prep members achieve independent living mastery
- 100% of Independence College members achieve independent living mastery, graduate on-time, and live independently and work a paid job upon graduation
- 50% of Independent Living members achieve independent living mastery, and 75% live independently and work a paid job

- 90% report a high quality of life
- 90% maintain independent living
- 90% maintain paid employment