

## ***Bridges/Getting Ahead Outcome Indicators Content Validity***

<b>STABILITY OF LIFE</b>	
<b>OUTCOME INDICATORS</b>	<b>CONTENT VALIDITY REFERENCES</b>
Have achieved safe, stable housing at 35% of income	Henderson, Nan, Benard, Bonnie, & Sharp-Light, Nancy. (Eds.). (1999). <i>Resiliency In Action: Practical Ideas for Overcoming Risks and Building Strengths in Youth, Families, &amp; Communities</i> . Groham, ME: Resiliency In Action
Have achieved safe, stable housing at 30% of income	HUD Section 8 Housing uses 30% benchmark
Pay bills without hustling	Getting Ahead participants
Have income where more than 50% of income comes from earnings and/or child support	State of Minnesota, Employability Measure, August 25, 2004
Have income where 100% of income comes from earnings and/or child support	Ibid.
Maintain employment; keep job	Opportunities Industrialization Corporation (OIC), Springfield, OH
Meet family self-sufficiency standard for state (if available)	Six Strategies for Family Economic Self-Sufficiency: A Project of Wider Opportunities for Women. <a href="http://www.sixstrategies.org/state/states.cfm">www.sixstrategies.org/state/states.cfm</a>
Experience less stress, feeling more relaxed	Getting Ahead participants  State of Minnesota, Employability Measure, August 25, 2004
Have stabilized serious physical or mental health conditions; they only occasionally interfere with attendance at work or school	Sapolsky, Robert M. (1998). <i>Why Zebras Don't Get Ulcers: An Updated Guide to Stress, Stress-Related Diseases, and Coping</i> . New York, NY: W.H. Freeman & Co.  State of Minnesota, Employability Measure, August 25, 2004
Have no significant legal issues, past or present	State of Minnesota, Employability Measure, August 25, 2004
Have resolved major legal issues	Ibid.
Work is possible because legal issues are managed	Ibid.
Achieved situation where family members are safe from violence some of the time	Putnam, Robert D. (2000). <i>Bowling Alone: the Collapse and Revival of American Community</i> . New York, NY: Simon & Schuster  State of Minnesota, Employability Measure, August 25, 2004

<b>STABILITY OF LIFE</b>	
<b>OUTCOME INDICATORS</b>	<b>CONTENT VALIDITY REFERENCES</b>
Achieved situation where family members are safe from violence most of time	Ibid.
Achieved situation where family members are safe from violence	Ibid.
Achieved situation where destructive behaviors of others have less influence	Ibid.
Achieved situation where destructive behaviors of others have little influence	Ibid.
Achieved situation where there are fewer serious or frequent situations with children that interfere with work or parents' education, such as truancy, misbehavior requiring parent to visit school, other high-risk behaviors (sexual, alcohol, or other drug; anger, impulsiveness, destructiveness)	Ibid.
Achieved situation where all serious behaviors by children are under control	Ibid.
Achieved situation where care arrangements for children and/or adults in household are generally sufficient (subsidies, high-quality provider, sick leave available for care)	Ibid.  Santelli, Josephine, J. (2004). <i>The Daycare Rating Book: How to Find, Select and Evaluate High Quality Childcare—and Keep It Once You've Found It</i> . South Burlington, VT: Up Spirit Press
Have dependable, reliable transportation that meets most needs	State of Minnesota, Employability Measure, August 25, 2004
Have dependable, reliable transportation of choice	Ibid.
Increased bridging social capital	Putnam, Robert D. (2000). <i>Bowling Alone: the Collapse and Revival of American Community</i> . New York, NY: Simon & Schuster

FINANCIAL RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Have current résumé	Getting Ahead participants
Working with job developer	Ibid.
Applied for work	Ibid.
Got job	Ibid.
Got job that paid more than last job	Shipler, David K. (2004). <i>The Working Poor: Invisible in America</i> . New York, NY: Alfred A. Knopf  State of Minnesota, Employability Measure, August 25, 2004
Work 40 hours a week	Opportunities Industrialization Corporation (OIC), Springfield, OH
Got a 40-hour-a-week job at a living wage	Ibid.
Have income where more than 50% of income is from earnings and/or child support	State of Minnesota, Employability Measure, August 25, 2004
Have income where 100% of income is from earnings and/or child support	Ibid.
Got a job paying self-sufficiency wage (if Self-Sufficiency Standard is available)	Six Strategies for Family Economic Self-Sufficiency: A Project of Wider Opportunities for Women. <a href="http://www.sixstrategies.org/state/states.cfm">www.sixstrategies.org/state/states.cfm</a>
Have family income well above basis living expenses, with little consumer debt, financial cushion for emergencies—and invest money for retirement	State of Minnesota, Employability Measure, August 25, 2004
Completed fiscal literacy class	Goethel, Jan. (Ed.). (2003). <i>Financial Literacy Instructional Guide</i> . Madison, WI: Wisconsin Technical College System
Reduced use of predatory lending (payday lenders, check cashing, lease/purchase)	Getting Ahead participants
Reduced debt	Goethel, Jan. (Ed.). (2003). <i>Financial Literacy Instructional Guide</i> . Madison, WI: Wisconsin Technical College System
Paying day-to-day expenses without hustling (selling plasma, drugs, etc.)	Getting Ahead participants
Use regular banking services, with checking and savings accounts	Goethel, Jan. (Ed.). (2003). <i>Financial Literacy Instructional Guide</i> . Madison, WI: Wisconsin Technical College System
Pay off credit-card debt every month; keep zero balance	Opportunities Industrialization Corporation (OIC), Springfield, OH
Saving money	Goethel, Jan. (Ed.). (2003). <i>Financial Literacy Instructional Guide</i> . Madison, WI: Wisconsin Technical College System
Bought house or business	Soto, Hernando de. (2000). <i>The Mystery of Capital: Why Capitalism Triumphs in the West and Fails Everywhere Else</i> . New York, NY: Basic Books
Achieved housing at 30% of income	HUD Section 8 Housing uses 30% benchmark
Have more than liability insurance on car	State of Minnesota, Employability Measure, August 25, 2004

FINANCIAL RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Have private health insurance for children	Ibid.
Have private health insurance for family	Ibid.
Have dependable, reliable transportation of choice to meet most needs	Shipler, David K. (2004). <i>The Working Poor: Invisible in America</i> . New York, NY: Alfred A. Knopf

EMOTIONAL RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Don't lose temper and yell at others	Twin Cities RISE! (2001). <i>Empowerment: A Course in Personal Empowerment</i> . Minneapolis, MN
Don't hit others	Getting Ahead participants
Think before talking	Pransky, Jack. (2003). <i>Prevention From the Inside-Out</i> . Cabot, VT: NorthEast Health Realization Institute
Have more positive attitude	Ibid.
Present self in positive way to others	Getting Ahead participants
Completed a class on how to handle feelings	Weisinger, Hendrie. (1998). <i>Emotional Intelligence at Work</i> . San Francisco, CA: Jossey-Bass
Manage conflicts without violence or threats of violence	State of Minnesota, Employability Measure, August 25, 2004
Identify, own, and take responsibility for feelings	Pransky, Jack. (2003). <i>Prevention From the Inside-Out</i> . Cabot, VT: NorthEast Health Realization Institute
Use positive self-talk	Twin Cities RISE! (2001). <i>Empowerment: A Course in Personal Empowerment</i> . Minneapolis, MN
Use positive communication skills	Ibid.
Negotiate in positive ways	Fisher, Roger, & Ury, William. (1983). <i>Getting to Yes: Negotiating Agreement Without Giving In</i> . New York, NY: Penguin Books
Make decisions based on future outcomes rather than immediate feelings	Goleman, Daniel. (1995). <i>Emotional Intelligence</i> . New York, NY: Bantam Books
Assess past emotional outbursts and admit responsibility for actions	Twin Cities RISE! (2001). <i>Empowerment: A Course in Personal Empowerment</i> . Minneapolis, MN

MENTAL RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Look to the future; make decisions based on future impact	Getting Ahead participants
Addressing learning disability	State of Minnesota, Employability Measure, August 25, 2004
Taking classes	Getting Ahead participants
Earned GED (general educational development) certificate	<p>U.S. Bureau of the Census. (2001). U.S. Median Income for Persons Age 25 &amp; Older, by Sex &amp; Educational Attainment</p> <p>Stewart, Thomas A. (1997). <i>Intellectual Capital: The New Wealth of Organizations</i>. New York, NY: Currency Doubleday</p>
Read and write well enough to work in service sector	Opportunities Industrialization Corporation (OIC), Springfield, OH
Manage time demands: on time, meet deadlines	State of Minnesota, Employability Measure, August 25, 2004
Use planning strategies	<p>DeVol, Philip E., Payne, Ruby K., &amp; Dreussi Smith, Terie. (2001). <i>Bridges Out of Poverty: Strategies for Professionals and Communities</i>. Highlands, TX: aha! Process</p> <p>Sharron, Howard, &amp; Coulter, Martha. (1996). <i>Changing Children's Minds: Feuerstein's Revolution in the Teaching of Intelligence</i>. Birmingham, England: Imaginative Minds</p>
Completed class or course on any topic	<p>U.S. Bureau of the Census. (2001). U.S. Median Income for Persons Age 25 &amp; Older, by Sex &amp; Educational Attainment</p> <p>Stewart, Thomas A. (1997). <i>Intellectual Capital: The New Wealth of Organizations</i>. New York, NY: Currency Doubleday</p>
Learned new skill or trade	Ibid.
Earned credential and/or license	Ibid.
Earned two-year degree	Ibid.
Earned four-year degree	Ibid.
Encourage and support children and others to achieve educational goals	<p>Lareau, Annette. (2003). <i>Unequal Childhoods: Class, Race, and Family Life</i>. Berkeley, CA: University of California Press</p> <p>Hart, Betty, &amp; Risley, Todd R. (1995). <i>Meaningful Differences in the Everyday Experience of Young American Children</i>. Baltimore, MD: Paul H. Brookes Publishing Co.</p> <p>Levine, Mel. (2002). <i>A Mind at a Time</i>. New York, NY: Simon &amp; Schuster</p>

LANGUAGE RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Use appropriate language in variety of settings	Getting Ahead participants
Completed class in literacy, communication, language	Sanders, Barry. (1994). <i>A Is for Ox: The Collapse of Literacy and the Rise of Violence in an Electronic Age</i> . New York, NY: Vintage Books
Use casual and formal registers skillfully; bilingual in registers	Payne, Ruby K. (2005). <i>A Framework for Understanding Poverty</i> . Fourth revised edition. Highlands, TX: aha! Process
Use formal/consultative register with proper syntax and grammar	Sanders, Barry. (1994). <i>A Is for Ox: The Collapse of Literacy and the Rise of Violence in an Electronic Age</i> . New York, NY: Vintage Books
Use language to negotiate and solve problems	Ibid.  Fisher, Roger, & Ury, William. (1983). <i>Getting to Yes: Negotiating Agreement Without Giving In</i> . New York, NY: Penguin Books.
Use abstract terms to express complex ideas	Payne, Ruby K. (2005). <i>A Framework for Understanding Poverty</i> . Fourth revised edition. Highlands, TX: aha! Process
Use “voices” appropriately	Ibid.
Provide children with a varied and rich language experience to prepare them for school	Hart, Betty, & Risley, Todd R. (1995). <i>Meaningful Differences in the Everyday Experience of Young American Children</i> . Baltimore, MD: Paul H. Brookes Publishing Co.  Lareau, Annette. (2003). <i>Unequal Childhoods: Class, Race, and Family Life</i> . Berkeley, CA: University of California Press

<b>SOCIAL SUPPORT RESOURCE OUTCOME INDICATORS</b>	<b>CONTENT VALIDITY REFERENCES</b>
Have bridging support of more people outside of family	Putnam, Robert D. (2000). <i>Bowling Alone: the Collapse and Revival of American Community</i> . New York, NY: Simon & Schuster
Have more positive bonding support from people in family	Ibid.
Achieved situation where destructive behaviors of others have little influence	State of Minnesota, Employability Measure, August 25, 2004
Achieved situation where there are fewer serious or frequent situations with children that interfere with work or parents' education, such as truancy, misbehavior requiring parent to visit school, other high-risk behaviors (sexual, alcohol, or other drug; anger, impulsiveness, destructiveness)	Ibid.
Achieved situation where all serious behaviors by children are under control	Ibid.
Joined new group or organization	Putnam, Robert D. (2000). <i>Bowling Alone: the Collapse and Revival of American Community</i> . New York, NY: Simon & Schuster
Work as volunteer or advocate in community	Ibid.
Play positive role in neighborhood or community	Wickman, Floyd, & Sjodin, Terri. (1997). <i>Mentoring: The Most Obvious Yet Overlooked Key to Achieving More in Life Than You Dreamed Possible: A Success Guide for Mentors and Proteges</i> . Chicago, IL: Irwin Professional Publishing
Use mentor or sponsor	Ibid.
Serve as mentor or sponsor for others	Ibid.



PHYSICAL RESOURCE OUTCOME INDICATORS	CONTENT VALIDITY REFERENCES
Have improved care of body: weight, teeth, hygiene	Sapolsky, Robert M. (1998). <i>Why Zebras Don't Get Ulcers: An Updated Guide to Stress, Stress-Related Diseases, and Coping</i> . New York, NY: W.H. Freeman & Co.  Gladwell, Malcolm. (August 29, 2005). The moral-hazard myth: the bad idea behind our failed health-care system. <i>The New Yorker</i>
Have met short-term treatment/health goals	Miller, William R., & Rollnick, Stephen. (2002). <i>Motivational Interviewing: Preparing People for Change</i> . Second edition. New York, NY: Guilford Press  State of Minnesota, Employability Measure, August 25, 2004
Have met long-term treatment/health goals	Ibid.
Can now do physical things that could not be done before	Getting Ahead participants
Have stabilized serious physical or mental health conditions; they only occasionally interfere with attendance at work or school	State of Minnesota, Employability Measure, August 25, 2004
Achieved situation where all serious and mental health concerns are under control	Ibid.
Achieved situation where there are no serious physical or mental health concerns	Ibid.
Achieved sufficient care arrangements for children and/or adults in household; subsidies, high-quality provider, sick leave available for care	Ibid.
Achieved good care arrangements for children and/or adults in household (able to select care without subsidy, high-quality provider, backup arrangement available)	Ibid.
Completed prevention and/or wellness classes	Sapolsky, Robert M. (1998). <i>Why Zebras Don't Get Ulcers: An Updated Guide to Stress, Stress-Related Diseases, and Coping</i> . New York, NY: W.H. Freeman & Co.

**QUALITATIVE**

**Examples and Notes**

SPIRITUAL

INTEGRITY

MOTIVATION

ROLE MODELS

HIDDEN  
RULES