**Appendix C**

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| **I.A. Assessment: Plan of Action/Work Plan Template** | | | | | | |
| **Goal I.A:** Improve state and local ability to collect, analyze, report, and use data related to substance misuse and associated problems. | | | | | | |
| **Long-Term Outcome I.A:** *Describe the degree of change that will be achieved in state and local ability to collect, analyze, report, and use needs assessment and other data by June 30, 2024. Identify the data source(s) that will be used to measure progress toward the outcome.*  **Long-Term Outcome Indicator(s**): *If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress.* | | | | | | |
| **Objective I.A.1:** Enhance assessment tools and infrastructure to collect, analyze, use, and report data on:   * + Prevalence, incidence, burden, and other characteristics of existing and emerging substance misuse problems in NC   + Characteristics of primary populations/subpopulations involved in and/or impacted by substance misuse and related problems * Intervening  variables most highly correlated to priority substance misuse problems, including social determinants of health | | | | | | |
| **Intermediate Outcome(s) I.A.1:** *Describe the degree of change that will occur to existing assessment tools and infrastructure, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective I.A.2:** Enhance the ability of SABG-funded prevention initiatives to disaggregate data to identify differences in local population impacts (e.g., disparities). | | | | | | |
| **Intermediate Outcome(s) I.A.2:** *Describe the degree of change that will occur to the ability of SABG-funded prevention initiatives to disaggregate data to identify differences in in local population impacts, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective I.A.3** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) I.A.3 (optional):** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix D**

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| **I.B. SEOW: Plan of Action/Work Plan Template** | | | | | | |
| **Goal I.B:** Strengthen North Carolina’s ability to coordinate substance misuse data collection and analysis across sectors and agencies. | | | | | | |
| **Long-Term Outcome I.B:** *Describe the degree of change that will be achieved in coordinating substance misuse data collection and analysis across sectors and agencies by June 30, 2024. Identify the data source(s) that will be used to measure progress toward the outcome.*  **Long-Term Outcome Indicator(s):** *If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress.* | | | | | | |
| **Objective I.B.1:** Enhance coordination of a multiagency SEOW to identify state substance misuse prevention priorities and needs. | | | | | | |
| **Intermediate Outcome(s) I.B.1:** *Describe the degree of change that will occur to existing ability to identify state substance misuse prevention priorities and needs. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective I.B.2:** Enhance and expand knowledge of emerging substance use-related consequences, trends, and hot spots around the state. | | | | | | |
| **Intermediate Outcome(s) I.B.2:** *Describe the degree of change that will occur to existing knowledge of emerging substance use-related consequences, trends, and hot spots around the state. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective I.B.3** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) I.B.3** (optional)**:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix E**

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| **I.C. Evaluation: Plan of Action/Work Plan Template** | | | | | | | |
| **Goal 1.C:** Improve state and local ability to evaluate progress toward substance misuse prevention goals, objectives, and outcomes. | | | | | | | |
| **Long-Term Outcome I.C:** *Describe the degree of change that will be achieved in state and local ability to evaluate progress toward substance misuse prevention goals, objectives, and outcomes by June 30, 2024. Identify the data source(s) that will be used to measure progress toward the outcome.*  **Long-Term Outcome Indicator(s):** *If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress.* | | | | | | | |
| **Objective I.C.1:** Enhance access to and availability of evaluation tools and systems to enable DMH/DD/SUS to monitor and evaluate immediate, intermediate, and long-term outcomes from all SABG-funded strategies and activities. | | | | | | | |
| **Intermediate Outcome(s) I.C.1:** *Describe the degree of change that will occur to existing evaluation tools and infrastructure, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | | **End** |
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| **Objective I.C.2:** Enhance state knowledge of the outcomes and impacts of SABG-funded primary prevention initiatives. | | | | | | | |
| **Intermediate Outcome(s) I.C.2:** *Describe the degree of change that will occur to state knowledge of the outcomes and impacts of SABG-funded primary prevention initiatives, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective I.C.3 (optional):** | | | | | | | |
| **Intermediate Outcome(s) I.C.3:** | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix F**

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| **II.A. T/TA: Plan of Action/Work Plan Template** | | | | | | | |
| **Goal II.A:** Increase the capacity of SABG-funded primary prevention initiatives to use RBM and performance management processes to reduce substance misuse and related problems across the lifespan for all North Carolinians. | | | | | | | |
| **Long-Term Outcome II.A:** *Describe the degree of change by June 30, 2024, that will be achieved in the ability of SABG-funded primary prevention initiatives to use RBM and performance management processes to reduce substance misuse and related problems across the lifespan for all North Carolinians. Identify the data source(s) that will be used to measure progress toward the outcome.*  **Long-Term Outcome Indicator(s**): *If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress.* | | | | | | | |
| **Objective II.A.1:** Increase access to and use of highly effective T/TA that supports mastery of RBM and performance management and measurement. | | | | | | | |
| **Intermediate Outcome(s) II.A.1:** *Describe the degree of change, by what date, that will occur to existing:*   * *Access to highly effective T/TA that supports mastery of RBM and performance management and measurement* * *Use of highly effective T/TA that supports mastery of RBM and performance management and measurement*   *Identify the data source(s) that will be used to measure progress toward each outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | | **End** |
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| **Objective II.A.2:** Increase the ability of other professional and technical service contractors to use adult learning and T/TA to build the capacity of SABG-funded primary prevention initiatives to reduce substance misuse and related consequences across the lifespan. | | | | | | | |
| **Intermediate Outcome(s) II.A.2:** *Describe the degree of change, by what date, that will occur to existing capacity of other professional and technical service contractors to use adult learning and T/TA to build the capacity of SABG-funded primary prevention initiatives to reduce substance misuse and related consequences across the lifespan. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective II.A.3** (optional)**:** | | | | | | | |
| **Intermediate Outcome(s) II.A.3:** | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | **End** | |
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**Appendix G**

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| **II.B. Workforce Development: Plan of Action/Work Plan Template** | | | | | | | |
| **Goal II.B:** Increase the recruitment, development, certification, and retention of a highly qualified and effective prevention workforce. | | | | | | | |
| **Long-Term Outcome II.B:** *Describe the degree of change by June 30, 2024 that will be achieved in:*   * *Recruitment rates of the prevention workforce* * *The percentage of the prevention workforce that is certified* * *Retention rates of the prevention workforce*   *Identify the data source(s) that will be used to measure progress toward the outcomes.*  **Long-Term Outcome Indicator(s):** *If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcomes and identify the data sources to be used to measure progress toward each outcome.* | | | | | | | |
| **Objective II.B.1:** Increase statewide professional development and networking opportunities for SABG-funded primary prevention initiatives. | | | | | | | |
| **Intermediate Outcome(s) II.B.1:** *Describe the degree of change that will occur to existing statewide professional development and networking opportunities for SABG-funded primary prevention initiatives, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective II.B.2:** Increase state and local capacity to successfully recruit a diverse and highly qualified prevention workforce | | | | | | | |
| **Intermediate Outcome(s) II.B.2:** *Describe the degree of change that will occur to existing* *capacity to successfully recruit a diverse and highly qualified prevention workforce, by what date. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective II.B.3:** Increase state knowledge of the competencies and specialized KSAs ***needed*** by SABG-funded primary prevention initiatives to reduce substance misuse and related problems among priority populations in North Carolina. | | | | | | | |
| **Intermediate Outcome(s) II.B.3:** *Describe the degree of change, by what date, that will occur to existing state knowledge of the competencies and specialized knowledge, skills, and abilities needed by SABG-funded primary prevention initiatives to reduce substance misuse and related problems among priority populations in NC. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | | **End** |
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| **Objective II.B.4:** Increase state knowledge of the degree to which staff at SABG-funded primary prevention initiatives ***have*** the competencies and specialized KSAs needed to reduce substance misuse and related problems among priority populations in North Carolina. | | | | | | | |
| **Intermediate Outcome(s) II.B.4:** *Describe the degree of change, by what date, that will occur to existing state knowledge of the degree to which staff at SABG-funded primary prevention initiatives have the competencies and specialized KSAs needed to reduce substance misuse and related problems among priority populations in North Carolina. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective II.B.5:** Increase the percentage of primary prevention practitioners who are certified in North Carolina. | | | | | | | |
| **Intermediate Outcome(s) II.B.5:** *Describe the degree of change, by what date, that will occur to the percentage of primary prevention practitioners who are certified in North Carolina. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | | **End** |
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| **Objective II.B.6:** Increase the retention rates of primary prevention workforce practitioners in North Carolina. | | | | | | | |
| **Intermediate Outcome(s) II.B.6:** *Describe the degree of change, by what date, that will occur to the retention rate of primary prevention practitioners in North Carolina. Identify the data source(s) that will be used to measure progress toward the outcome.* | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective II.B.7** (optional)**:** | | | | | | | |
| **Intermediate Outcome(s) II.B.7:** | | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | **End** | |
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**Appendix H**

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| **III.A. Underage Alcohol Use T/TA: Plan of Action/Work Plan Template** | | | | | | |
| **Goal III.A:** Increase state and local capacity to prevent and reduce underage alcohol use. | | | | | | |
| **Long-Term Outcome III.A:** Describe the degree of change by June 30, 2024, that will be achieved in state and local capacity to prevent and reduce underage alcohol use. Identify the data source(s) that will be used to measure progress toward the outcome.  **Long-Term Outcome Indicator(s):** If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress. | | | | | | |
| **Objective III.A.1:** Increase access to, and use of, highly effective T/TA that empowers SABG-funded primary prevention initiatives to decrease underage alcohol use | | | | | | |
| **Intermediate Outcome(s) III.A.1:** Describe the degree of change that will occur to existing access to and use of highly effective T/TA that empowers SABG-funded primary prevention initiatives to decrease underage alcohol use, by what date. Identify the data source(s) that will be used to measure progress toward the outcome. | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective III.A.2** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) III.A.2:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix I**

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| **III.B. Campus Initiatives: Plan of Action/Work Plan Template** | | | | | | |
| **Goal III.B:** Increase the number and capacity of NC institutions of higher education that are actively working to reduce and prevent substance misuse among their students. | | | | | | |
| **Long-Term Outcome III.B:** Describe the degree of change by June 30, 2024, that will be achieved in the:   * Capacity of institutions of higher education that are actively working to reduce and prevent substance misuse among college students * Number of institutions of higher education that are actively working to reduce and prevent substance misuse among college students   Identify the data source(s) that will be used to measure progress toward each outcome.  **Long-Term Outcome Indicator(s):** If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress. | | | | | | |
| **Objective III.B.1:** Increase access to statewide T/TA and other services to support the development of campus initiatives to prevent and reduce substance misuse by college students. | | | | | | |
| **Intermediate Outcome(s) III.B.1:** Describe the degree of change that will occur to existing access to statewide T/TA and other services to support the development of campus initiatives to prevent and reduce substance misuse by college students, by what date. Identify the data source(s) that will be used to measure progress toward the outcome. | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective III.B.2** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) III.B.2:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix J**

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| **III.C. Prevention Workforce—Campus to Practice Opportunity: Plan of Action/Work Plan Template** | | | | | | |
| **Goal III.C:** Increase access to, and the quality of, postsecondary academic coursework and experiential education opportunities pertaining to substance misuse prevention. | | | | | | |
| **Long-Term Outcome III.C:** Describe the degree of change by June 30, 2024, that will be achieved in:   * Access to postsecondary academic coursework and experiential opportunities pertaining to substance misuse prevention * Quality of postsecondary academic coursework and experiential opportunities pertaining to substance misuse prevention   Identify the data source(s) that will be used to measure progress toward each outcome.  **Long-Term Outcome Indicator(s):** If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress. | | | | | | |
| **Objective III.C.1:** Increase the number of colleges and universities that offer internships and academic coursework specific to substance misuse prevention. | | | | | | |
| **Intermediate Outcome(s) III.C.1:** Describe the degree of change that will occur to existing partnerships with institutions of higher education, by what date. Identify the data source(s) that will be used to measure progress toward the outcome. | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective III.C.2** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) III.C.2:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix K**

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| **III.D. Reduce Alcohol-Exposed Pregnancies and FASD: Plan of Action/Work Plan Template** | | | | | | |
| **Goal III.D:** Increase state and local capacity to prevent and reduce alcohol-exposed pregnancies and FASD. | | | | | | |
| **Long-Term Outcome III.D:** Describe the degree of change by June 30, 2024, that will be achieved in increasing state and local capacity to prevent and reduce alcohol-exposed pregnancies and FASD. Identify the data source(s) that will be used to measure progress toward the outcome.  **Long-Term Outcome Indicator(s):** If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress. | | | | | | |
| **Objective III.D.1:** Increase awareness of birth defects and health disparities caused by prenatal alcohol exposure. | | | | | | |
| **Intermediate Outcome(s) III.D.1:** Describe the degree of change that will occur to existing awareness of birth defects and health disparities caused by prenatal alcohol exposure, by what date. Identify the data source(s) that will be used to measure progress toward the outcome. | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective III.D.2** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) III.D.2:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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**Appendix L**

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| **III.E. Other Statewide Initiatives: Plan of Action/Work Plan Template** | | | | | | |
| **Goal III.E:**. Describe the goal | | | | | | |
| **Long-Term Outcome III.E:** Describe the degree of change by June 30, 2024, that will be achieved in increasing state and local capacity to complete the scope of work identified. Identify the data source(s) that will be used to measure progress toward the outcome.  **Long-Term Outcome Indicator(s):** If applicable, describe interim indicators that will be used to monitor progress toward the long-term outcome and identify the data sources to be used to measure progress. | | | | | | |
| **Objective III.E.1 (required):** Describe the measurable objective to achieve goal | | | | | | |
| **Intermediate Outcome(s) III.E.1:** Describe the degree of change that will occur to existing conditions addressed through the project., by what date. Identify the data source(s) that will be used to measure progress toward the outcome. | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
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| **Objective III.E.2** (optional)**:** | | | | | | |
| **Intermediate Outcome(s) III.E.2:** | | | | | | |
| **Immediate Outcome(s)** | **Activities** | **Timelines** | | **Staff Responsible** | **Process Indicators** | **Outputs** |
| **Start** | **End** |
|  |  |  |  |  |  |  |
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