

5Ps Assessment: Identifying Your TPP Program's Strengths and Barriers

The 5Ps assessment is recognized as an effective approach for understanding a system's core functions—in other words, its purpose, participants, professionals, processes, and patterns.¹

This worksheet will help you assess the strengths and barriers of your Teen Pregnancy Prevention (TPP) program—including which current partners enable and hinder your efforts—and identify potential partners that could support your work going forward.

The 5Ps of Systems²



Instructions

Complete this 5Ps worksheet in collaboration with your TPP program staff.³ Try to include as many perspectives as possible from your team. You can complete the worksheet over the course of several meetings, if needed.

If you note the same program characteristics, current partners, and/or potential partners in multiple sections, that's okay. Use the Patterns section as an opportunity to review the first four sections and document patterns that emerge. These patterns may include current partners that seem particularly strong or weak, and potential partners that seem particularly suited to strengthen your program. For additional guidance on how to complete this assessment, refer to the example (Healthy Teens, Inc.) at the end of this resource.

After completing this worksheet, use the [Creating a TPP Program Partnership Strategy](#) resource to determine which partners can help your program maximize its impact.

¹ Jayasinghe, S., *Conceptualising population health: From mechanistic thinking to complexity science*. *Emerging Themes in Epidemiology*, 2011. 8(2).

² Nelson, E., Batalden, P., and Godfrey, M. (2007). *Quality By Design: A Clinical Microsystems Approach*. Jossey-Bass.

³ Mohr, J.J., et al. (2003). Microsystems in Health Care: Part 6. Designing Patient Safety into the Microsystem. *Joint Commission Journal on Quality and Patient Safety*, 29(8): p. 401–408.

1. Purpose/policy

- What services do we provide to our community, and why are they important?
- What policies or mandates inform our work? Do we anticipate any policy changes?
- Is our program sustainable?

Key Points

	Strengths Help our program fulfill its purpose	Barriers Prevent our program from fulfilling its purpose
Program characteristics		
Current partners		
Potential partners		

2. Participants

- Who are our participants?
- What are our participants' needs, demographics, and other characteristics?
- Have our participants' needs changed? If so, how? To what extent can we adapt to meet these needs?

Key Points

	Strengths Help our program meet participants' needs	Barriers Prevent our program from meeting participants' needs
Program characteristics		
Current partners		
Potential partners		

3. Professionals/staff

- What is the makeup of our program team?
- How does our program team function?
- Does our team have the resources and technology it needs to support the work?

Key Points

	Strengths Help our program team be effective	Barriers Prevent our program team from being effective
Program characteristics		
Current partners		
Potential partners		

4. Processes

- What do our program services entail?
- How do we do the work of our program?
- What processes do we have in place (e.g., staff training, referral partners, recruitment, evaluation)? How well do these processes work?

Key Points

	Strengths Help our program be efficient and effective	Barriers Prevent our program from being efficient and effective
Program characteristics		
Current partners		
Potential partners		

5. Patterns

Looking across the completed Purpose, Participants, Professionals, and Processes sections:

- What patterns emerge about program characteristics that are particularly strong or weak?
- What patterns emerge about current partners that are particularly strong or weak?
- What patterns emerge about potential partners that could help strengthen our program?
- What other patterns stand out to you, if any?

Key Points

	Strengths	Barriers
Program characteristics		
Current partners		
Potential partners		

Example: Healthy Teens, Inc.

1. Purpose/policy

- What services do we provide to our community, and why are they important?
- What policies or mandates inform our work? Do we anticipate any policy changes?
- Is our program sustainable?

Key Points

- Healthy Teens, Inc. exists to promote the optimal health and development of adolescents in our community, including positive sexual and reproductive health outcomes.
- We strive to give adolescents tools to make decisions with positive health outcomes and give parents the support and tools they need to raise healthy adolescents.
- We implement an evidence-based teen pregnancy prevention program (the Love Notes curriculum) in a safe and nurturing environment.
- We have faced challenges with meeting enrollment requirements, which threatens our program's sustainability.

	Strengths Help our program fulfill its purpose	Barriers Prevent our program from fulfilling its purpose
Program characteristics	<ul style="list-style-type: none"> • Committed staff • Continuing education resources for staff • Provide services in partnership with youth 	<ul style="list-style-type: none"> • Low enrollment rate in new service area • Insufficient time to conduct outreach • Weak partner network
Current partners	<ul style="list-style-type: none"> • Local university (provides continuing education for staff) • Other youth-serving organizations (help address social and education needs of youth) • State Health Department (provides funding, policies and procedures, data) 	<ul style="list-style-type: none"> • Youth Enhancement Club (supports youth with summer activities, but their mission has changed and no longer complements our program)
Potential partners	<ul style="list-style-type: none"> • Area Health Education Center (offers education-related professional development) • Rural Health Initiative (supports and promotes innovative programs in rural areas) • Institute for the Advancement of Minority Health (provides training and technical assistance aimed at reducing health disparities in underserved minority populations) 	

Example: Healthy Teens, Inc.

2. Participants

- Who are our participants?
- What are our participants' needs, demographics, and other characteristics?
- Have our participants' needs changed? If so, how? To what extent can we adapt to meet these needs?

Key Points

- We serve adolescents 15–17 years old in a large, rural community.
- Most participants are high school students who identify as female.
- There has been an increase in the number of teens struggling with mental health challenges and substance use disorders (SUD).

	Strengths Help our program meet participants' needs	Barriers Prevent our program from meeting participants' needs
Program characteristics	<ul style="list-style-type: none"> • New second site enables program to reach more youth • Strong existing partnerships support access to high-quality sexual and reproductive health education and youth-friendly health care services • Participants want information about pregnancy prevention and reproductive health 	<ul style="list-style-type: none"> • Few referrals from existing partners to our program • No relationships with behavioral health or SUD treatment facilities • Target population may be too narrow (may need to expand to become more sustainable)
Current partners	<ul style="list-style-type: none"> • Community health center (referral partner that provides health care services) • Other youth-serving organizations (see Purpose/policy section) • Title X service provider in original service area (referral partner for reproductive health services) 	<ul style="list-style-type: none"> • Youth Enhancement Club (see Purpose/policy section) • County Health Department (creates barriers for youth seeking contraceptives)
Potential partners	<ul style="list-style-type: none"> • Addiction Research & Treatment Services (referral partner that provides outpatient and inpatient youth-focused treatment) • The Recovery Village (referral partner that provides outpatient youth-focused treatment) 	

Example: Healthy Teens, Inc.

3. Professionals/staff

- What is the makeup of our program team?
- How does our program team function?
- Does our team have the resources and technology it needs to support the work?

Key Points

- Healthy Teens, Inc. has two sites, each with a distinct service area.
- The two sites share administrative staff.
- The newer of the two sites has a shortage of programmatic staff.
- We have high staff turnover.

	Strengths Help our program team be effective	Barriers Prevent our program team from being effective
Program characteristics	<ul style="list-style-type: none"> • Staff are knowledgeable about adolescent and reproductive health • Leverage relationships with youth-serving professionals, parents, and community members to build staff capacity 	<ul style="list-style-type: none"> • High turnover, especially at the newer site • Shortage of programmatic staff at the newer site • Staff have limited knowledge about the intersection of SUD, reproductive health, and pregnancy prevention • Few connections with SUD treatment facilities
Current partners	<ul style="list-style-type: none"> • Local university (see Purpose/policy section) • Other youth-serving organizations (see Purpose/policy section) • State Health Department (see Purpose/policy section) 	<ul style="list-style-type: none"> • N/A
Potential partners	<ul style="list-style-type: none"> • Area Health Education Center (see Purpose/policy section) • Rural Health Initiative (see Purpose/policy section) • Youth Mental Health First Aid (teaches how to identify and respond to signs of mental illness and substance use) • Institute for the Advancement of Minority Health (see Purpose/policy section) 	

Example: Healthy Teens, Inc.

4. Processes

- What do our program services entail?
- How do we do the work of our program?
- What processes do we have in place (e.g., staff training, referral partners, recruitment, evaluation)? How well do these processes work?

Key Points

- We provide ongoing training for new and current staff.
- Historically, we have had referral relationships with reproductive health providers and primary care providers in our community.
- Historically, we have not had participants with SUD, so we now lack the right referral partners to support these participants.

	Strengths Help our program be efficient and effective	Barriers Prevent our program from being efficient and effective
Program characteristics	<ul style="list-style-type: none"> • Implement an evidence-based curriculum that provides a roadmap for our program • Have a digital system for tracking participant and program data • Have a staff member who plans and conducts evaluation activities 	<ul style="list-style-type: none"> • Lack of standardized processes and procedures for outreach, referrals, and feedback • High turnover, especially at the newer site • Shortage of programmatic staff at the newer site
Current partners	<ul style="list-style-type: none"> • Other youth-serving organizations (see Purpose/policy section) • State Health Department (see Purpose/policy section) 	<ul style="list-style-type: none"> • Youth Enhancement Club (see Purpose/policy section) • County Health Department (see Participants section)
Potential partners	<ul style="list-style-type: none"> • SpeakNow (see Professionals/staff section) • Youth Mental Health First Aid (see Professionals/staff section) • Addiction Research & Treatment Services (see Participants section) • The Recovery Village (see Participants section) • Institute for the Advancement of Minority Health (see Purpose/policy section) 	

Example: Healthy Teens, Inc.

5. Patterns

Looking across the completed Purpose, Participants, Professionals, and Processes sections:

- What patterns emerge about program characteristics that are particularly strong or weak?
- What patterns emerge about current partners that are particularly strong or weak?
- What patterns emerge about potential partners that could help strengthen our program?
- What other patterns stand out to you, if any?

Key Points

- The newer site has a staff shortage.
- Historically, we have had referral relationships with reproductive health providers and primary care providers in our community.
- We have an inconsistent feedback loop both to and from referral partners.
- Historically, we have not had participants with SUD, so we now lack the right referral partners to support these participants.

	Strengths	Barriers
Program characteristics	<ul style="list-style-type: none"> • New supervisor and regional expansion present opportunities to shift referral and staffing patterns 	<ul style="list-style-type: none"> • Need to address stigma associated with accessing behavioral health and SUD services • Difficult to identify SUD referral partners, particularly in one service area
Current partners	<ul style="list-style-type: none"> • Other youth-serving organizations (see Purpose/policy section) • State Health Department (see Purpose/policy section) 	<ul style="list-style-type: none"> • Youth Enhancement Club (see Purpose/policy section) • County Health Department (see Participants section)
Potential partners	<ul style="list-style-type: none"> • SpeakNow (see Professionals/ staff section) • Youth Mental Health First Aid (see Professionals/staff section) • Addiction Research & Treatment Services (see Participants section) • The Recovery Village (see Participants section) 	