Youth Capabilities Measurement Strategy

For the Mission Impact Council’s Opportunity and Equity Youth Agenda

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Increase Opportunities & Equity

• The Mission Impact Council’s common agenda is “to increase opportunities and equity for 12- to 24-year-olds that result in young people thriving as socially responsible, culturally competent youth leaders and employees that will create a greater Twin Cities.”

• To fulfill the common agenda: What is it we want all youth to be able to be and do?

Youth Development & Leadership
1. Leadership Capability
   “Civic Smart”
2. Social Competence Capability
   “People Smart”
Cultural Competence
3. Positive Identity Capability
   “Self Smart”
4. Cross-Cultural Competence Capability
   “Culture Smart”
Employability
5. Strengths-Finding Capability
   “Personal Asset Smart”
6. Growth Mindsets Capability
   “Possibility Smart”
Goals for Measurement

1. **OPERATIONALIZE**: To operationalize the common agenda with concrete indicators.

2. **VALIDATE**: To test the perceived value of the six internal capabilities framework.

3. **MOBILIZE**: To mobilize MIC member participation and growth by documenting the current state of these internal capabilities among Twin Cities youth.

4. **MONITOR**: To document and monitor progress toward the common agenda in strengthening the six capabilities.

5. **INNOVATE**: To focus innovation to enhance opportunities and increase equity through strengthening internal capabilities.
Our Approach to Measurement

• Closely align measures with goals, strategies.

• Emphasize learning, planning, and innovation more than accountability.

• Seek to balance . . .
  ✓ Efficient use of validated measures
  ✓ Responsive to a specific setting
  ✓ Rigorous measurement
  ✓ Breadth of information

Other Measurement
(beyond the scope outlined here)
• Social Responsibility Assessment
• Qualitative (focus groups, observation, etc.)
• Link to behavioral measures

✓ Authenticity of new measures
✓ Consistent across settings
✓ Feasible to administer
✓ Depth of information
Insights on Three Questions

Three key questions that these measures of internal capabilities can help to answer:

1. **INTERNAL CAPABILITIES:** How are youth* doing in each of these six internal capabilities?

2. **EXTERNAL OPPORTUNITIES:** How do youth experience access and quality in organizations seeking to strengthen these capabilities?

1. **EQUITY:** Where might the MIC and individual organizations focus energy to enhance opportunities for the youth we serve to enhance these capacities?

* Disaggregate, where needed, based on demographic measures in surveys.
Why Use a Self-Report Survey?

A youth survey is the recommended vehicle for **efficiently and cost-effectively** capturing and tracking indicators of intangible **social-emotional factors** at scale.

- Self-perceptions matter
- Youth voice
- If well-designed, analyzed, and used well, they are reliable and valid
- Efficient, cost-effective

However, they **do not answer every question.**

“Because students’ affective dispositions are potent predictors of those students’ future conduct, school leaders should seriously consider the possibility of routinely assessing students’ attitudes, interests, and/or values.”

Scope of the Proposed Survey

- Youth perceptions of each aspect of the six capabilities framework
- Brief enough to be completed in less than 15 minutes
- Useful at the program level AND at the MIC network level
- Cost- and time-effective to administer
- Sustainable beyond the initial grant phase (financial model TBD)

Must Address Concerns of Youth Workers

- Lack of time
- Distraction from “real work”
- Lack of training
- Fear of evaluation
- Loss of funding
- Fear of exposure
- No shared responsibility
## What is the Value of the Data?

<table>
<thead>
<tr>
<th>Mission Impact Council Level</th>
<th>Program/Organization Level</th>
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<tbody>
<tr>
<td>• Provide evidence of the <strong>prevalence and predictive</strong> value of cultivating the 6 internal capabilities.</td>
<td>• Identify our youth participants’ <strong>strengths and challenges</strong> in leadership, cultural competence and employability.</td>
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<td>• Identify <strong>strengths and gaps</strong> across youth populations served.</td>
<td>• Generate <strong>staff dialogue</strong> that can be used to refine program design and delivery.</td>
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<td>• Provide <strong>focus for collective action</strong> around critical opportunities and needs.</td>
<td>• Use in reports to <strong>funders and stakeholders</strong> to showcase equity needs and progress.</td>
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What We Could Measure*

* All of these domains cannot be measured well in a brief survey. We will set priorities for how to focus.
### Overview: Testing & Launch Phase

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<td>1.</td>
<td>Identify preliminary measures</td>
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<td>2.</td>
<td>Refine with program stakeholders</td>
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<td>3.</td>
<td>Refine through youth interviews</td>
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<td>4.</td>
<td>Pilot in 2-3 grantee programs</td>
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<td>5.</td>
<td>Make available to network</td>
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#### 1. Identify preliminary measures
- Refine criteria, priorities, and definitions
- SI propose from existing surveys
- Review by MIC
- Focus measures to 50-60 items

#### 2. Refine with program stakeholders
- Conduct focus groups and interviews for feedback
- Collaborative sessions to refine measures

#### 3. Refine through youth interviews
- Cognitive interviews to test items with 6-10 youth
- Identify pilot test sites

#### 4. Pilot in 2-3 grantee programs
- Establish survey administration guidelines
- Administer survey with 250 youth in 2-3 programs
- Analyze to ensure survey quality
- Dialogue about how to use results

#### 5. Make available to network
- Set economic model, delivery platform, auto reporting
- Provide technical assistance for administration, interpretation
- Aggregate across sites

### Timeline
- **March-April 2016**: 2-3 programs
- **May-August 2016**: 250 youth survey
- **September-December 2016**: Analyze and refine measures
- **March-April 2017**: Review findings and make available to network