

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?

Emphasized in data collection

Emphasized in data interpretation

* Disaggregate, where needed, based on demographic measures in surveys.

Why Use a Self-Report Survey?

“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.”

— W. James Popham, *Everything School Leaders Need to Know about Assessment* (2010)

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**.

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)

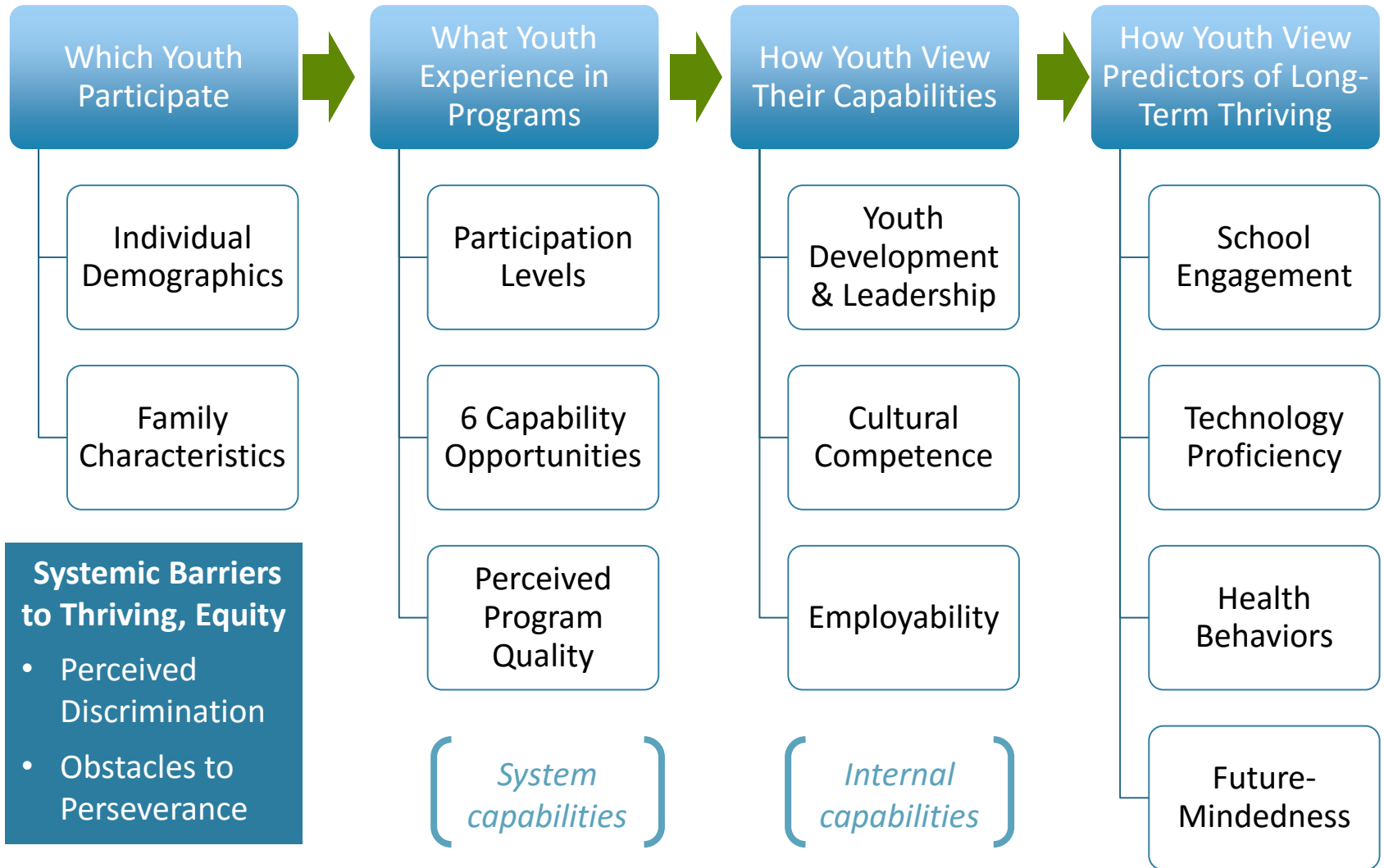
Must Address Concerns of Youth Workers

- 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?

Mission Impact Council Level	Program/Organization Level
<ul style="list-style-type: none"> • Provide evidence of the prevalence and predictive value of cultivating the 6 internal capabilities. 	<ul style="list-style-type: none"> • Identify our youth participants' strengths and challenges in leadership, cultural competence and employability.
<ul style="list-style-type: none"> • Identify strengths and gaps across youth populations served. 	<ul style="list-style-type: none"> • Generate staff dialogue that can be used to refine program design and delivery.
<ul style="list-style-type: none"> • Provide focus for collective action around critical opportunities and needs. 	<ul style="list-style-type: none"> • Use in reports to funders and stakeholders to showcase equity needs and progress.

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

1. Identify preliminary measures	2. Refine with program stakeholders	3. Refine through youth interviews	4. Pilot in 2-3 grantee programs	5. Make available to network
<ul style="list-style-type: none"> • Refine criteria, priorities, and definitions • SI propose from existing surveys • Review by MIC • Focus measures to 50-60 items 	<ul style="list-style-type: none"> • Conduct focus groups and interviews for feedback • Collaborative sessions to refine measures 	<ul style="list-style-type: none"> • Cognitive interviews to test items with 6-10 youth • Identify pilot test sites 	<ul style="list-style-type: none"> • Establish survey administration guidelines • Administer survey with 250 youth in 2-3 programs • Analyze to ensure survey quality • Dialogue about how to use results 	<ul style="list-style-type: none"> • Set economic model, delivery platform, auto reporting • Provide technical assistance for administration, interpretation • Aggregate across sites

