



Capturing Youth Outcomes
An Introduction to the
Measurement Guidance Toolkit
for Mentoring Programs
September 15th, 2016

2016 Collaborative Mentoring Webinar Series Planning Team

The Collaborative Mentoring Webinar Series is funded by the **Office of Juvenile Justice and Delinquency Prevention** through the National Mentoring Resource Center and facilitated in partnership with MENTOR: The National Mentoring Partnership



Good to Know...

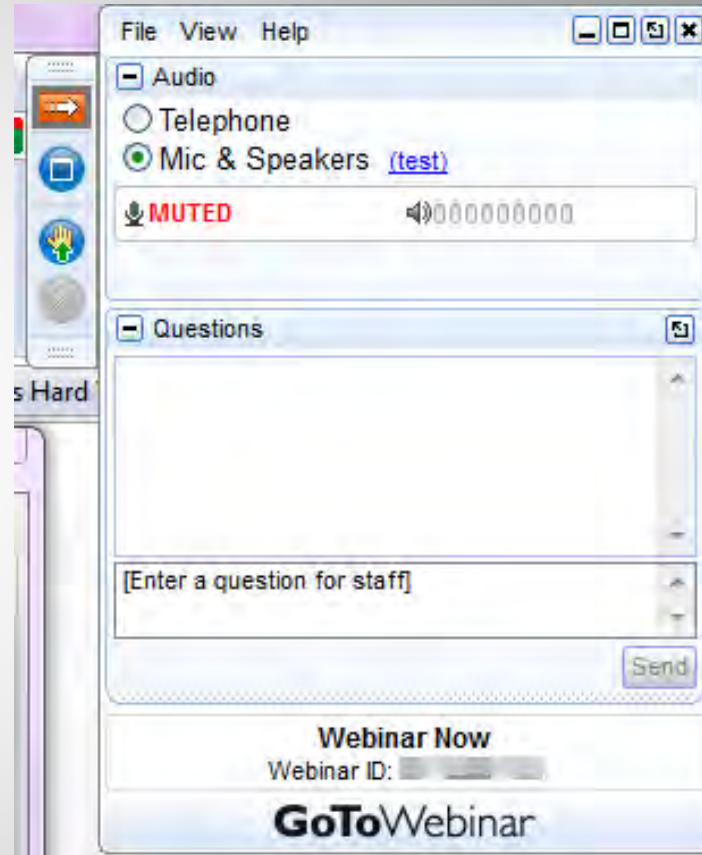
One week after the webinar, all attendees receive an email with:

- Instructions for how to access PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings, and resources are posted.

Please help us out by answering survey questions at the end of the webinar.

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



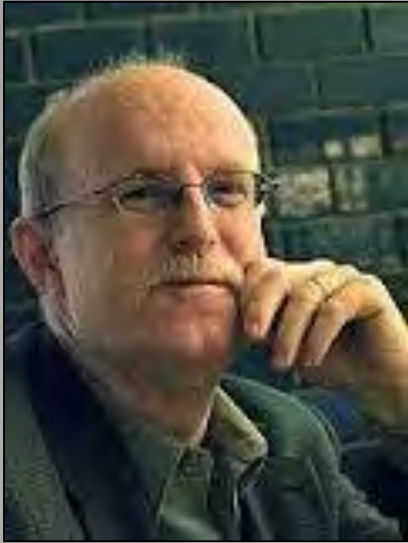
Today's Webinar

- Dr. David DuBois
- Dr. Carla Herrera



**Q & A throughout the presentation
(use the Q & A panel)**

David DuBois, Ph.D.



David DuBois is a Professor in the Division of Community Health Sciences within the School of Public Health at the University of Illinois at Chicago and Fellow with the Institute for Health Research and Policy. His research examines the contribution of protective factors, particularly self-esteem and mentoring relationships, to resilience and positive development and the translation of knowledge in this area to the design of effective youth programs. Professor DuBois is the author of influential meta-analyses on mentoring programs and is co-editor of the landmark *Handbook of Youth Mentoring*.

For the OJJDP-funded NMRC project, David serves as the Chair of the Research Board, overseeing evidence reviews and research-to-practice projects.

Carla Herrera Ph.D.



Carla Herrera is an independent consultant who was formerly a Senior Research Fellow with Public/Private Ventures. Dr. Herrera was the Principal Investigator on a major randomized trial of Big Brothers Big Sisters school-based mentoring programs. She also directed the Mentoring At-Risk Youth (MARY) study, a multi-site research project evaluating how match experiences and the effects of mentoring vary by the risk status of participating youth. The study was conducted in collaboration with Washington State Mentors.

Carla serves as a senior member of the OJJDP-funded NMRC Research Board.

Your Hosts



Michael Garringer – MENTOR

Michael Garringer serves as the Director of Knowledge Management for MENTOR: The National Mentoring Partnership, overseeing projects related to the translation of mentoring research into program practice, including the collaboration with the OJJDP-funded NMRC Research Board.

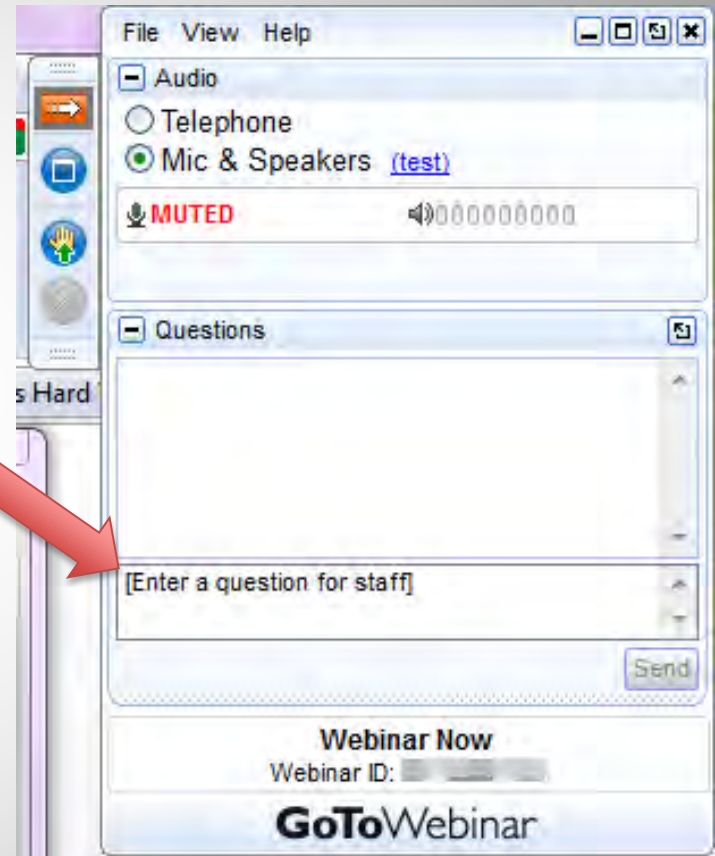
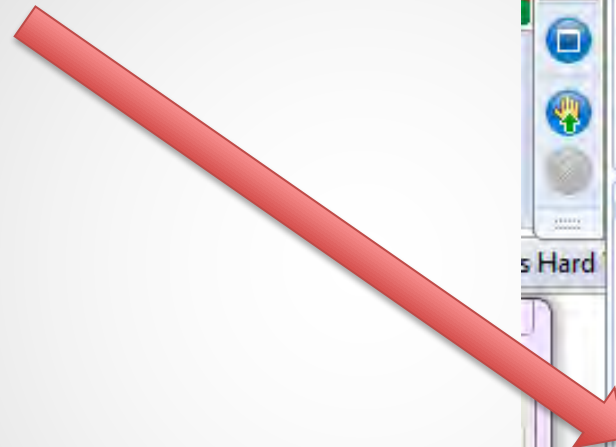


Meghan Perry – IYS at Education Northwest

As an Advisor of Youth Programs at Institute for Youth Success at Education Northwest Meghan Perry supports nonprofits to improve the work they do through evaluation and continuous improvement.

Q&A for all Panelists

Type your questions in the question box!



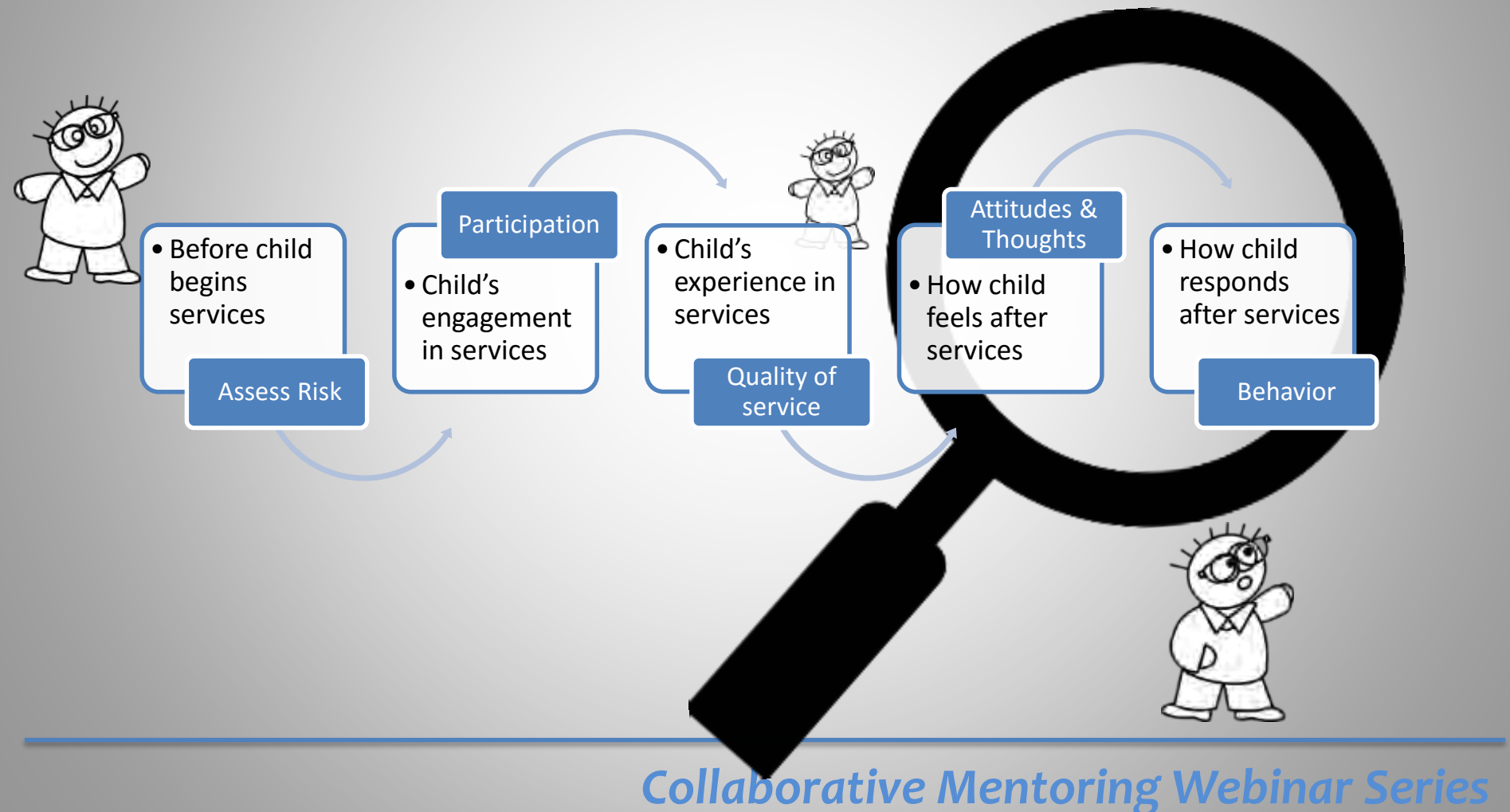
Why Measurement Matters

- Everyone is concerned about outcomes from our mentoring programs
- But we often don't do our best when it comes to how we *measure* them
- Today we're sharing a great new resource that can help you measure youth outcomes

Definitions...

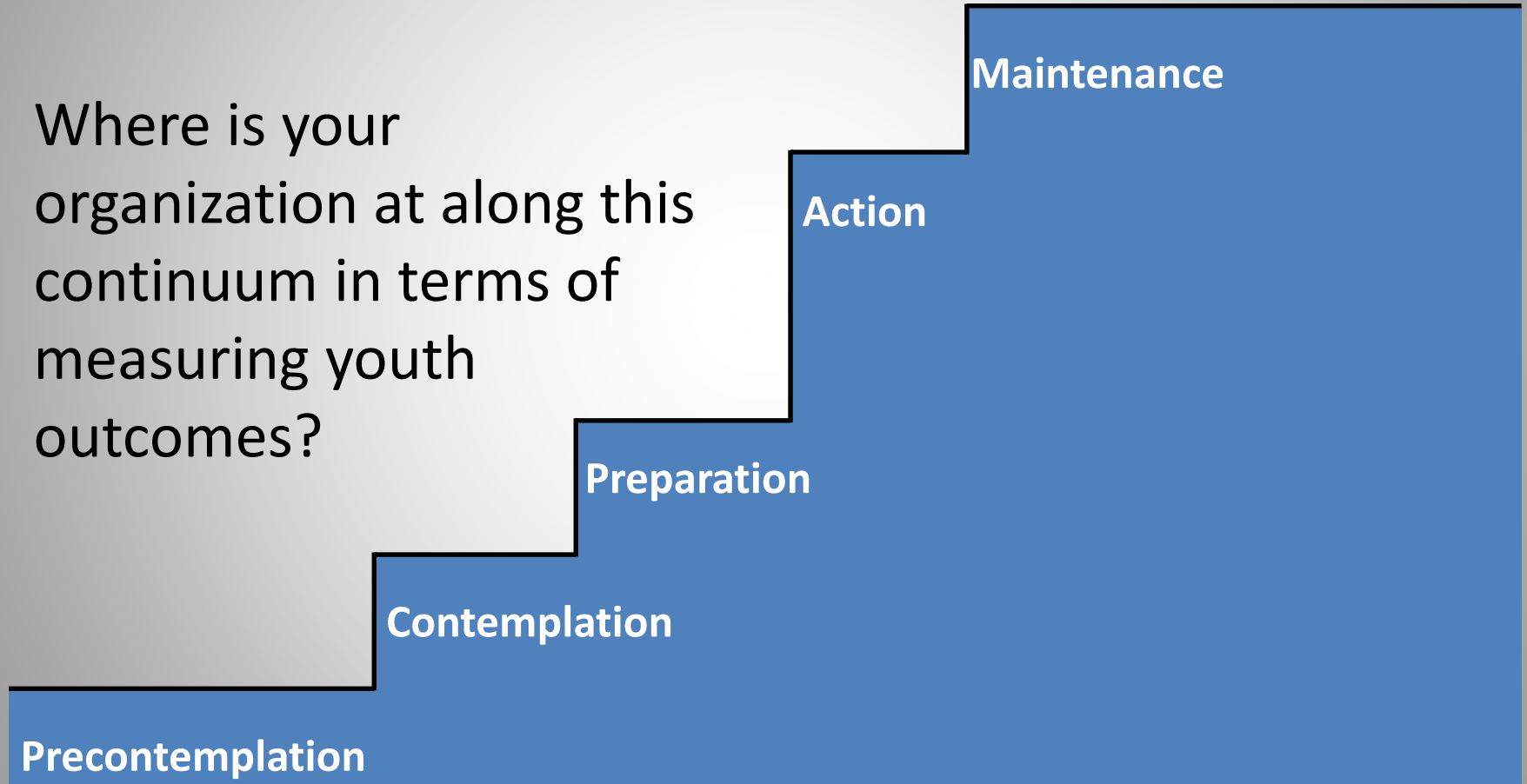
- **Outcomes** are the changes in individuals (most commonly youth) as a result of participating in a program. These can be attitudes, behaviors, or knowledge.
- **Risk and protective factors** are the aspects of an individual that can, respectively, hurt or help their ability to navigate life in healthy ways. These can moderate outcomes or be outcomes themselves.

The Opportunity for Measurement

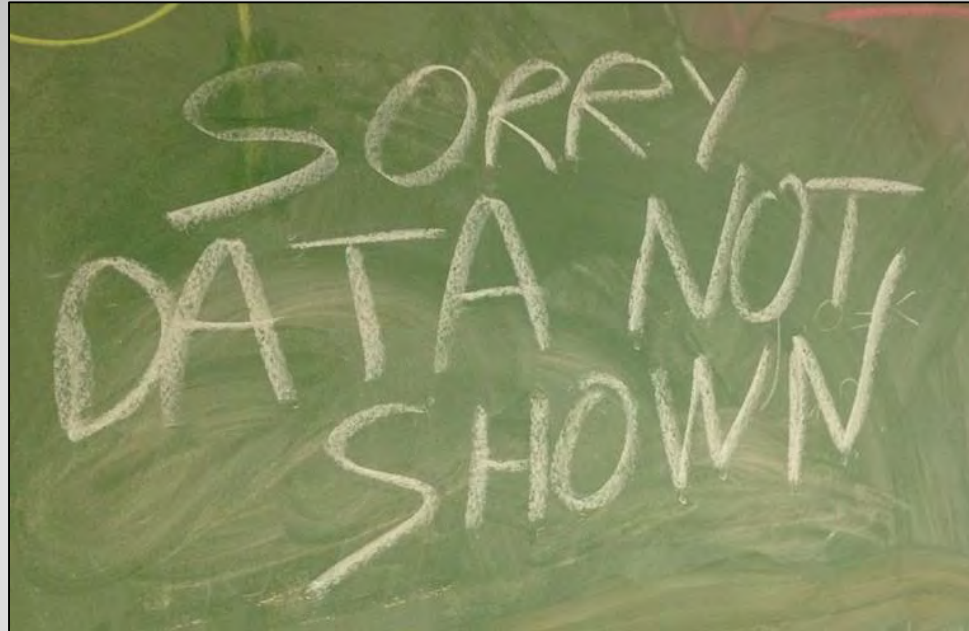


POLL!

- Where is your organization at along this continuum in terms of measuring youth outcomes?

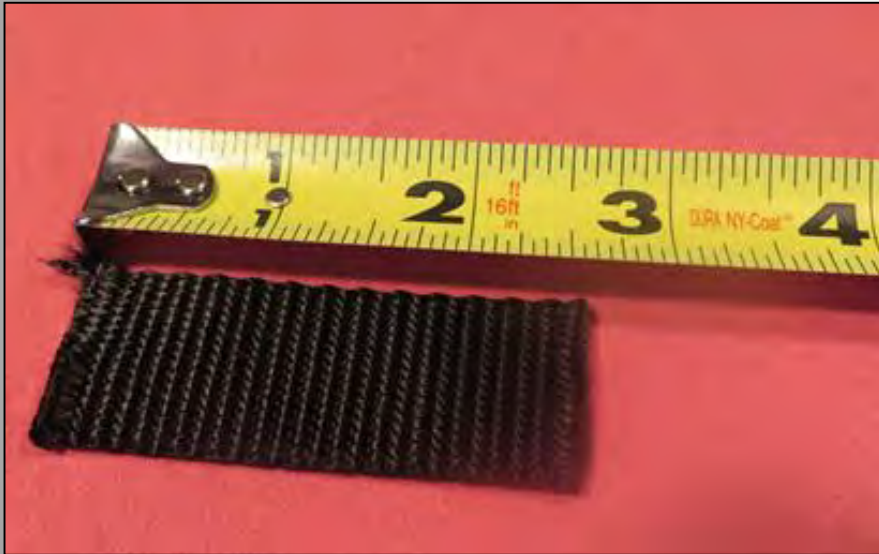


Why Does Quality Measurement Matter?



- Quality of the measure(s) you use is key
- Consider appropriateness for the youth YOU serve
- Remember garbage in, garbage out

Why Does Quality Measurement Matter?



- Measures need to be reliable and valid
 - To compare with other findings
 - To increase stakeholder investment and support

Introducing the Measurement Guidance Toolkit

- Visit the *Learning Hub* section of www.nationalmentoringresourcecenter.org



The screenshot shows the website's navigation menu on the left and a main content area on the right. The navigation menu includes links for 'Navigate the Toolkit', 'HOME', 'ABOUT THIS TOOLKIT', 'MEASUREMENT DOMAINS', and several domain categories: 'Mental and Emotional Health', 'Social Emotional Skills', 'Healthy and Prosocial Behaviors', 'Problem Behavior', 'Interpersonal Relationships', and 'Academics'. The main content area features a large image of a yellow measuring tape on a wooden surface with the title 'Measurement Guidance Toolkit for Mentoring Programs'. Below the image is a paragraph of introductory text and a 'Recently Added:' section.

Navigate the Toolkit

HOME

ABOUT THIS TOOLKIT

MEASUREMENT DOMAINS

Mental and Emotional Health

Social Emotional Skills

Healthy and Prosocial Behaviors

Problem Behavior

Interpersonal Relationships

Academics

Measurement Guidance Toolkit for Mentoring Programs

The National Mentoring Resource Center's *Measurement Guidance Toolkit* provides recommended instruments for measuring key youth outcomes in mentoring programs as well as several risk and protective factors that may be relevant to program outcomes. The instruments recommended here are grouped into different domains in which mentoring has well-established potential for impact. All recommended instruments have been carefully reviewed and selected by the Research Board of the National Mentoring Resource Center. Please use the links to the left to navigate the domains and recommended measures for outcomes within each domain.

Learn more about the development and contents of the Toolkit and how this resource can help your program's evaluation efforts.

Recently Added:

Purpose of the Toolkit

- Provide well-vetted recommendations for instruments that are suitable for use by mentoring programs and their evaluators
- Allow programs to more accurately capture their impacts and areas for improvement
- Create greater consistency in how youth outcomes are measured across programs
- Offer sound advice for using these instruments in practice

Development Team

Research Board members:

- Ed Bowers, Ph.D. – Clemson University
- David DuBois, Ph.D. – University of Illinois at Chicago (Chair)
- Chris Elledge, Ph.D. – University of Tennessee at Knoxville
- Stephanie Hawkins, Ph.D. – RTI International
- Carla Herrera, Ph.D. – Independent Researcher
- Enrique Neblett, Ph.D. – University of North Carolina at Chapel Hill
- Fasika Alem – University of Illinois at Chicago (Post-Doctoral Research Associate)

Additional Toolkit content and technical support by:

- Michael Garringer – MENTOR: The National Mentoring Partnership
- Mandy Howard – First Pic

Process for Development

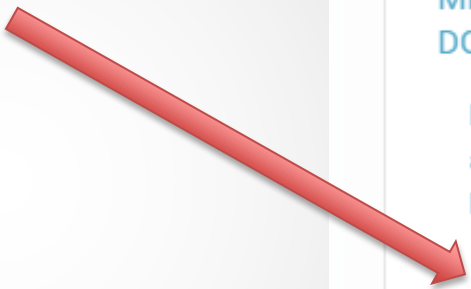
1. Team considered research to-date on areas where mentoring has proven or potential impact
2. Narrowed down list of “domains” and specific outcomes within each (plus risk and protective factors)
3. Team members nominated multiple potential scales within each outcome
4. Nominated scales were whittled down and then scored using a rubric:
 - Reliability/validity
 - Availability/free
 - Ease of use/brevity
 - Ages of youth

Process for Development

5. Team members recommended the one measure that scored highest – group debated one last time
6. Profiles for each measure and “domain” write-ups were completed
7. Wrap-around content and measure files for use were developed
8. OJJDP review and website development
9. Today’s webinar!

What's in the Toolkit?

- Overview essays for each of the six outcome domains and for risk and protective factors
 - Mental and Emotional Health
 - Social Emotional Skills
 - Healthy and Prosocial Behavior
 - Problem Behavior
 - Interpersonal Relationships
 - Academics
 - Risk and Protective Factors



HOME
ABOUT THIS TOOLKIT
MEASUREMENT DOMAINS
Mental and Emotional Health
Overview
Life satisfaction
Depressive symptoms
Hopeful future expectations
Adaptive coping with stress

Specific Measures

Mental & Emotional Health

- Life Satisfaction
- Depressive Symptoms
- Adaptive Coping with Stress
- Hopeful Future Expectations

Social Emotional Skills

- Self-Control
- Social Competence
- Problem-Solving Ability
- Skills for Setting and Pursuing Goals

Specific Measures

Healthy and Prosocial Behavior

- Prosocial Behavior
- Civic Engagement/
Contribution
- Physical Activity
- Healthy Eating

Problem Behavior

- Delinquent Behavior
- Aggression
- School Misbehavior

Specific Measures

Interpersonal Relationships

- Parent-Child Relationship Quality
- Very Important Non-parental Adult
- Peer Relationship Quality
- Loneliness

Academics

- Academic Performance
- Growth Mindset for Intelligence
- School Connectedness

Specific Measures

Risk and Protective Factors

- Family Management
- Neighborhood Risk
- Deviant Peer Affiliation
- Peer Victimization (Experiencing Bullying)
- Out-of-school-time (OST) Structured Activity Involvement
- Symptoms of Trauma Exposure

What's in the Toolkit?

- Profiles for each instrument within a category (28 total)
- Each provides:
 - Name
 - What it measures
 - Intended age range
 - Brief descriptions
 - Rationale for selection
 - Cautions for use
 - Scoring and administration instructions
 - How to interpret findings
 - Permissions for use
 - Where to get it (most are direct access)
 - Alternatives



Mental and Emotional Health
Overview
Life satisfaction
Depressive symptoms
Hopeful future expectations
Adaptive coping with stress

Example Profile

Navigate the Toolkit

HOME

ABOUT THIS TOOLKIT

MEASUREMENT DOMAINS

Mental and Emotional Health

Social Emotional Skills

Healthy and Prosocial Behaviors

Problem Behavior

Interpersonal Relationships

Academics

Risk and Protective Factors

Life satisfaction

Scale: Brief Multidimensional Students' Life Satisfaction Scale – Peabody Treatment Progress Battery

What it measures:

- A youth's reported overall life satisfaction; it also provides a profile of feelings of satisfaction across five different life domains (family, friends, school, self, and living environment).

Intended Age Range: 8-to 18-year olds.

Brief Description: This measure consists of 6 items. Sample items include "How satisfied or dissatisfied are you with your family life?" and "How satisfied or dissatisfied are you with your life overall?" Response choices are *Very dissatisfied, Somewhat dissatisfied, Neither satisfied nor dissatisfied, Somewhat satisfied, and Very satisfied*

Rationale: A number of developmentally-appropriate measures of life satisfaction exist for children and adolescents. The Multidimensional Students' Life Satisfaction Scale, however, is unique because in addition to assessing global life satisfaction it provides a profile of feelings of satisfaction across different life domains. This information may be useful in mentoring programs for identifying areas in which a youth is most in need of additional encouragement or support. As an evaluation tool, the domain-specific satisfaction ratings also may enhance sensitivity to benefits of mentoring that otherwise could be missed (e.g., improved feelings of satisfaction with friends or school).

Cautions: Because levels of satisfaction with particular life domains are assessed based on answers to single items, these are likely to be less reliable than the total score on the measure. It should also be kept in mind that ratings on this and other measures of life satisfaction are susceptible to social desirability bias (i.e., a tendency to answer questions in a manner that will be viewed favorably by others). For this reason, scores obtained may

But wait, there's more!

- Advice for designing and administering measurement tools
- Key evaluation considerations
- Additional reading and resources (including links to other compendia)
- Glossary of terms (coming soon)

Future development

- Already planning additional domains and outcomes within each
- Please share your suggestions for new categories or outcomes in the Q&A panel!

We just covered a lot, so let's go to some audience questions!



How “Big” Should My Survey Be?

- Consider the appropriateness of the survey for your youth
 - Length
 - Appropriateness
 - Usability



Can I Change the Questions in a Measurement Tool?

- Changing the wording compromises the integrity of the scale
 - Don't forget about that reliability and validity!



Does the Mentees' Age Matter?

- You can typically stretch recommended age limits upward but not downward



When Should I Administer a Survey?

- Strive for Pre and Post Tests
- If using retrospective
 - Avoid changing the wording
 - Consider feasibility for population



What's Important to Keep in Mind About Survey Administration?



How you ask is as important as what you ask...

- Avoid verbal assessments
 - Use paper/pencil
 - Online
- Provide clarity on who sees the data and how it's used
 - Will responses be confidential or anonymous?
 - How will the information collected be used?

Q & A



Additional Resources



National Mentoring Resource Center

Apply for no-cost help for your mentoring program at www.nationalmentoringresourcecenter.org, an online resource funded by the Office of Juvenile Justice and Delinquency Prevention and facilitated in partnership with MENTOR

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector (previously called the VRS)

<https://connect.mentoring.org/admin>

Remember...

After the webinar:

- Please help us out by answering survey questions at the end of the webinar.
- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- Email us at collaborativewebinarseries@mentoring.org
- Tweet with hashtag #MentoringWebinar
- Visit our webpage on the MENTOR website for past and upcoming webinars:



Collaborative Mentoring Webinar Series

Join Us Next Month!



Strategic Partnerships
October 20, 2016
1 - 2:15 pm Eastern



Collaborative Mentoring Webinar Series