

Hello Insight:


Youth Leadership and Action



Hello Insight: Youth Leadership and Action ensures that young people are truly prepared to lead and take action.



For more than 60 years, youth movements have been on the leading edge of social change in the United States and around the world. It is clear that these young leaders are making a positive contribution to society and the next generation. And, we know that they develop critical consciousness, skills in organizing and activism, and social and emotional skills. All are strongly associated with longer-term outcomes in education, health, civic engagement and overall thriving.



Nurture the next generation of activists with HI YLA. It measures the capacities best nurtured by youth organizing, civic engagement, and youth leadership programs. And, asks young people to reflect on the quality of their experiences and relationships within these settings. With HI YLA, your program is well equipped to support young people in becoming leaders and change agents.

The Theory Of Change

HI YLA is based on the following research-based theory of change: If we assure that all young people have access to research-based PYD experiences and opportunities to take action, along with social capital, they will develop SEL (short-term outcomes) shown to promote thriving (long-term outcomes) that include academic success, college readiness, career/workforce readiness, civic engagement, as well as health and well-being.

As the data in HI YLA grows, this theory is constantly tested and retested, so that our community continues to learn — what works, for whom, and in what context.

■ Positive Youth Development

PYD is not a curriculum, it is a way of working with young people that has been proven to promote SEL. PYD can be used in a wide variety of interventions and programs, inspiring strong, mutually beneficial relationships between young people and adults and across peer groups.

■ Social and Emotional Learning

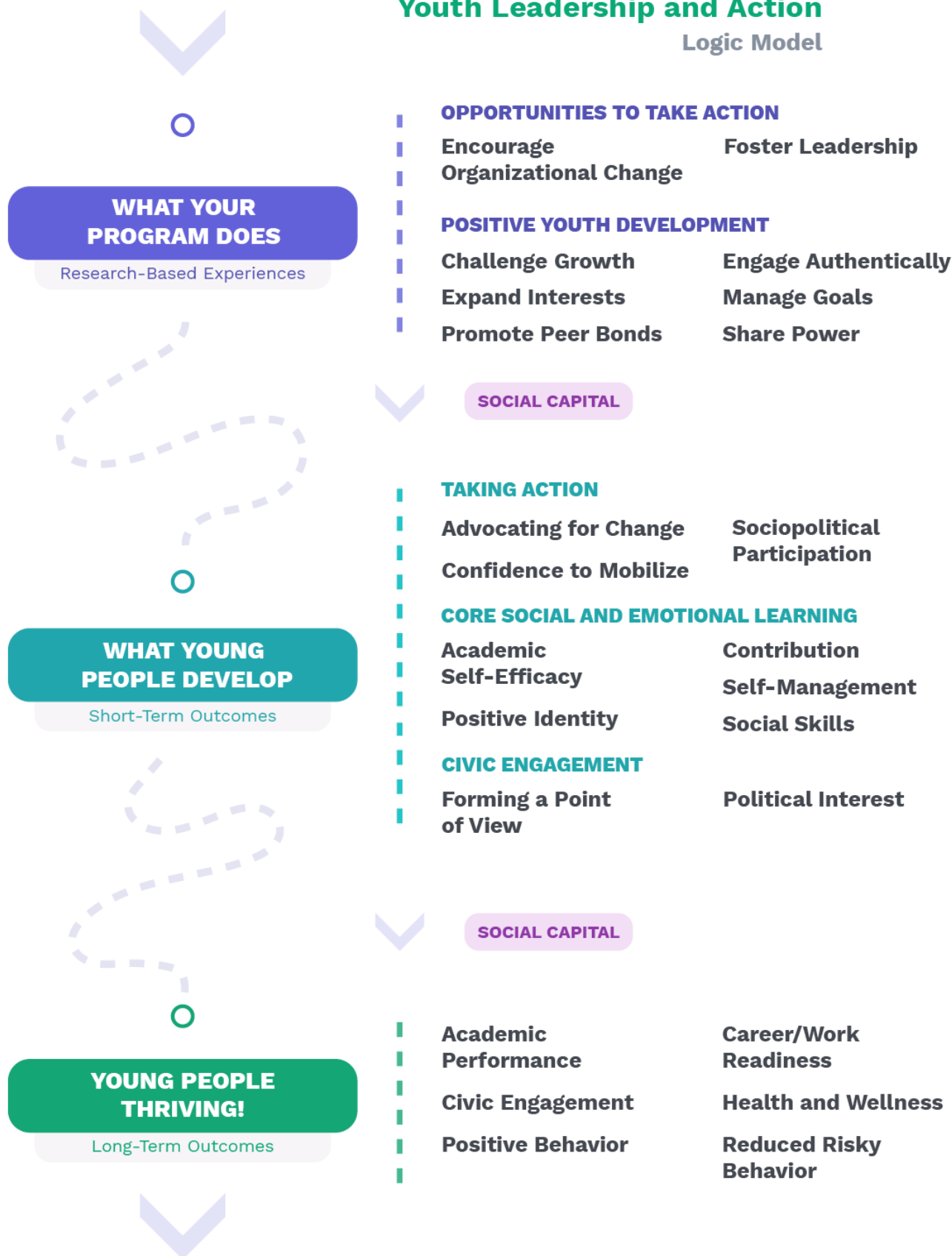
SEL is the process through which young people understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. Whether stated explicitly or implicitly, SEL is at the center of your work, assuring that all young people have the capacities necessary to navigate the world and take action to change it.

■ Thriving Young People

Thriving is a process or trajectory toward full potential. Youth who are thriving are flexible and able to adapt to a variety of circumstances.

Hello Insight: Youth Leadership and Action

Logic Model



Survey Administration Options

Both Check-In and Pre/Post surveys leverage the same research-based logic model.

- Check-In surveys measure the research-based experiences shown to develop SEL.
- Pre/Post surveys also directly measure SEL growth, which has been shown to promote long-term outcomes such as thriving, college- and career-readiness, health, and wellbeing.

CHECK-IN

Quickly gather insights, with flexible administration during a program

- ✓ Garner feedback from young people about the quality of program experiences



- ✓ A single point in time, midway through a program or at the end
- ✓ Check-In surveys take young people 5 to 8 minutes

PRE/POST

Leverage the full power of Hello Insight, with data-driven insights pre and post program

- ✓ Garner feedback from young people about the quality of program experiences
- ✓ Understand young people's social and emotional learning baseline at pre and growth at post
- ✓ Receive targeted recommendations for staff to support each group of young people



- ✓ Two points in time, usually at the beginning and end of a program
- ✓ Pre surveys take 8 to 12 minutes and post surveys 12 to 15 minutes

Check-In vs Pre/Post Reports



CHECK-IN

RESEARCH-BASED EXPERIENCES

OPPORTUNITIES TO TAKE ACTION

Encourage Organizational Change
Foster Leadership

POSITIVE YOUTH DEVELOPMENT

Challenge Growth
Engage Authentically
Expand Interests
Manage Goals
Promote Peer Bonds
Share Power

ONLY IMPLEMENTATION SCORE



PRE/POST

RESEARCH-BASED EXPERIENCES

OPPORTUNITIES TO TAKE ACTION

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Foster Leadership

POSITIVE YOUTH DEVELOPMENT

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Engage Authentically
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IMPLEMENTATION SCORE
AND TARGETED RECOMMENDATIONS

ADDITIONAL MEASURES

CIVIC ENGAGEMENT

Forming a Point of View
Political Interest

Learning Preferences
Program Satisfaction

SHORT-TERM OUTCOMES

TAKING ACTION

Advocating for Change
Confidence to Mobilize
Sociopolitical Participation

CORE SEL

Academic Self-Efficacy
Contribution
Positive Identity
Self-Management
Social Skills

ADDITIONAL MEASURES

CIVIC ENGAGEMENT

Forming a Point of View
Political Interest

Learning Preferences
Program Satisfaction
Social Capital

EXPERIENCES

Everything that young people see, think, hear, do, and feel is fuel for their development, but a few key types of experiences are especially effective at boosting SEL growth. HI uses advanced analytics to predict which of those experiences will best promote growth in each group of young people in your program.

MEASURED BY:



CHECK-IN



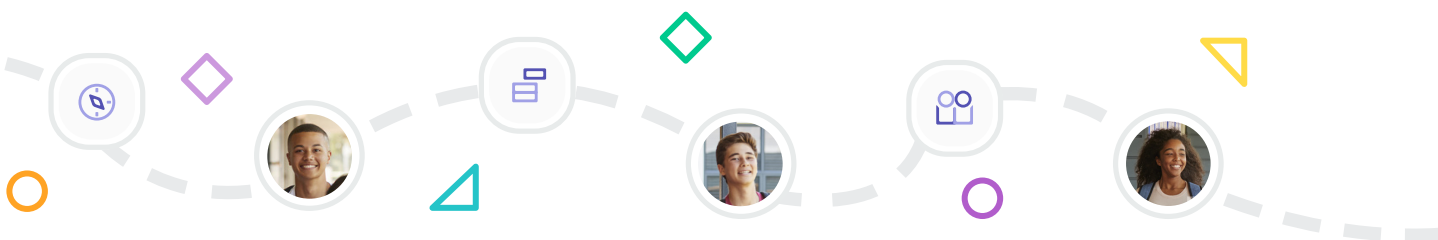
PRE/POST

PYD Experiences

HI YLA assesses the degree to which young people experience research-based PYD practices, shown to promote SEL and Take Action. All of these research-based PYD experiences are important and interconnected.

Types of Experiences

- **Focused:** These experiences are specific opportunities for young people to apply skills and knowledge they gain in the program.
- **Foundational:** These experiences are those that bolster all of the others. They include Authentic Engagement and Promote Peer Bonds, which work together with the others to promote SEL growth.
- **Fortifying:** These experiences build upon this base, working in targeted ways to meet the specific needs of young people. Together Foundational and Fortifying Experiences work in concert with one another to promote SEL.



FOCUSED



ENCOURAGE ORGANIZATIONAL CHANGE

 $\alpha=0.84$


A young person's experience in an organization that values their opinions and encourages them to engage in decision-making.

Creating opportunities to influence organizations involves strategies such as, but not limited to, youth councils, youth advisory boards, and youth-led research and evaluation teams. Young people who have opportunities to influence the world around them demonstrate higher career aspirations, increased self-esteem, strong problem solving skills, improved high school completion rates, and increased civic participation (Checkoway, 2011; Bloomberg, et al., 2003; O'Brien & Kohlmeier, 2003).

FOCUSED



FOSTER LEADERSHIP

 $\alpha=0.84$


A young person's experience with an adult who creates meaningful opportunities for them to take on leadership roles within activities, the classroom or community

Leadership skills are not just necessary for leaders—these skills are needed for success in today's world (MacNeil, 2000). Young leaders demonstrate higher career aspirations, increased self-esteem, strong problem solving skills, improved high school completion rates and increased civic participation (Bloomberg, et al., 2003; O'Brien & Kohlmeier, 2003).

FOUNDATIONAL


ENGAGE AUTHENTICALLY
 $\alpha=0.86$


A young person's experience with an adult who takes the time to get to know them by listening and understanding who they are — their cultural and lived experiences, their interests, and their passions

Engaging authentically involves placing young people's personal stories at the center of the program's work and ensuring that they feel valued, heard, and cared for by adults. This is a Foundational Experience for young people or one that lays the groundwork for all of the others in the Hello Insight Logic Model. Building these types of relationships have been shown to increase positive youth development and thriving (Larson, R. & Dawes, N. 2015, Search Institute, 2020).

FOUNDATIONAL


PROMOTE PEER BONDS:
 $\alpha=0.79$


A young person's experience with an adult who helps them work with peers in teams and groups, creating a safe space to learn with and from one another, exploring similarities and differences, and developing deep bonds and relationships

Promoting peer bonds involves supporting young people to share and value one another's unique perspectives, experiences, strengths, and ideas. This is a Foundational Experience for young people, bolstering all other Hello Insight PYD practices. Positive peer engagement increases self-confidence and life skills; academic motivation; and leadership skills and disposition (Search Institute, 2020). This is a Foundational Experience for young people, bolstering all of the other PYD practices and promoting the greatest positive impact on SEL growth across all types of young people.

FORTIFYING



CHALLENGE GROWTH

 $\alpha=0.88$


A young person's experience with an adult who encourages them to take risks and perform beyond their own expectations

Challenging growth involves four actions: 1) staff expect young people to do their best and to live up to their potential; 2) they stretch and encourage them to go further than they imagine; 3) staff support young people to reflect on failures and to learn from mistakes; and, 4) they hold them accountable by supporting them to take responsibility for their actions (Search Institute, 2018). Challenging a young person's growth promotes resilience (Zhang, Y., et al., 2011), strengthens their ability to stay focused on achieving their long-term goals (Steele, C.M. 2011), enhances their academic performance (Bowen, G., et al., 2012); and increases civic participation (Mesurado, B., et al., 2014).

FORTIFYING



EXPAND INTERESTS

 $\alpha=0.85$


A young person's experience with an adult who supports them to try new things, broaden their horizons, learn about other people's cultures and perspectives, and explore their own identities

Expanding interests involves exposing young people to new ideas, experiences, and places. It has been shown to increase school engagement and highschool graduation rates; promote healthy behaviors and decrease risky behaviors; increase overall satisfaction with life (Search Institute, 2020); increase a sense of contribution and desire to give back; and promotes a healthy positive identity (Benson, P.L. 2006; Scales, P.C., et al., 2011).

FORTIFYING



MANAGE GOALS

$\alpha=0.79$



A young person's experience with an adult who assists them to set and manage goals that are important to them and that build upon their passions and interests

Managing goals involves identifying personal and group goals, breaking these goals down into manageable bit-sized steps, reflecting on challenges and successes, and adjusting as necessary. It has been shown to increase motivation, impacts our perceived control over our future and promotes overall positive youth development (Lerner, R.M., et al., 2011; Houston, E. 2020).

FORTIFYING



SHARE POWER

$\alpha=0.78$



A young person's experience with an adult who ensures that their voices and opinions matter

Sharing power involves supporting young people to feel connected, engaged, and included as true contributing members of their programs, teams, groups, communities, and society. It has been shown to promote diversity, equity, and inclusion both in the classroom and society (Zeldin, S, et al., 2000; Sabo-Flores, 2013; Ginwright, S. & James, T., 2002). It also enhances problem solving skills, builds effective communication skills, increases critical consciousness, and ignites a sense of contribution and civic engagement (Sabo Flores, K., 2013; Ginwright, S. & James T., 2002; Zeldin, Z. et al., 2000).

CAPACITIES

SEL is the process through which young people understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. These “capacities” are critical to SEL development and promote long-term academic gains, college and career success and thriving.

- All capacities have been tested and shown to be valid and reliable measures of each theoretical concept.

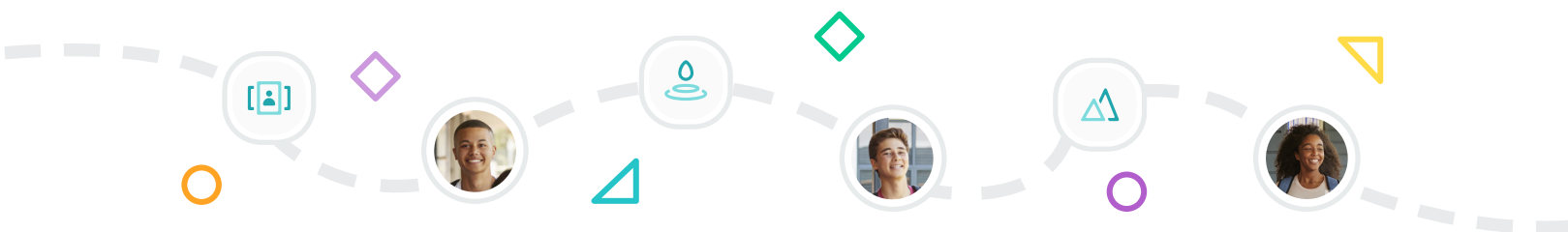
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PRE/POST

SEL CAPACITIES

HI YLA reports on SEL development and assesses a young person’s ability to Take Action. Both work together to lay the groundwork for ongoing civic engagement and life-long success and thriving.





TAKING ACTION

 $\alpha=0.87$

Taking Action encapsulates Advocating for Change, Confidence to Mobilize, and Sociopolitical participation, three interdependent capacities that are related to young people's disposition to take action. Young people who are inclined to take action in their communities, have self-confidence, understand their social and political environment, and are more apt to become civically engaged.



ADVOCATING FOR CHANGE

 $\alpha=0.72$


A young person's ability to convince others of their perspective and to influence change

Young people who excel in this capacity understand how to identify crucial social or political issues (Zimmerman, M.A. and Rappaport, J., 1988) and communicate the importance of them to the media and public officials. They use their voice to advocate for the change they want to see in their communities.



CONFIDENCE TO MOBILIZE

 $\alpha=0.91$


A young person's confidence to organize others toward enacting changes they want to see within their current environment

Young people who excel in this capacity feel ready to address problems with a concrete plan, bring others on board, and mobilize them to create change (Corning, A. and Myers, D., 2002). They feel capable of contacting institutions and elected officials in order to express their opinions and make progress toward change.



SOCIOPOLITICAL PARTICIPATION

$\alpha=0.78$



A young person's ability to participate in individual or collective action to produce sociopolitical change

Young people who excel in this capacity participate in civic processes (Watts, R.J. and Flanagan, C., 2007), working with others and taking part in protests or political campaigns to promote justice.



CORE SEL

 $\alpha=0.90$

Encapsulates several SEL capacities that are all interdependent and positively affect the development of emotional, cognitive, and behavioral factors in young people's lives. Core SEL is not a simple average of individual capacities. It is a unique measurement of all of the questions that comprise it. Each set of questions have unique values when it comes to measuring Core SEL.



ACADEMIC SELF-EFFICACY

 $\alpha=0.78$


A young person's motivation and perceived mastery over their own learning, school performance, and potential to attain academic success

Young people with Academic Self-Efficacy have higher grade point averages and standardized test scores, fewer suspensions and expulsions, as well as longer-term gains in skills to identify, attain, and retain a career (Afterschool Alliance, 2009; Zins, J.E., et al., 2004).



CONTRIBUTION

 $\alpha=0.75$


A young person's desire to engage with and contribute to family, community, and society

Contribution has been correlated with a propensity to engage civically as adults, maintain positive links to the institutions of civic society, and improved social development (Lerner, R. M., et al., 2005).



POSITIVE IDENTITY

 $\alpha=0.73$


A young person's internal sense of who they are and confidence to explore the multiple facets of their identities

Positive Identity is important for young people to feel empowered to make decisions for themselves and for them to develop resilience in the face of challenges. Positive Identity is correlated with higher confidence and reduced behavioral problems (McLaughlin, M.W., 2000).



SELF-MANAGEMENT

 $\alpha=0.80$


The ability of a young person to regulate their emotions and behavior, take positive risks, and persist through life's challenges

Self-Management correlates with longer-term outcomes such as higher academic performance, lower engagement in negative behaviors, and improved social acceptance by peers (Bandy, T & Moore, K.A., 2010).



SOCIAL SKILLS

 $\alpha=0.75$


The ability of a young person to take others' perspectives into account, and to develop a sense of caring and empathy

Social skills are considered an important part of development because it supports positive social interactions and promotes positive interactions between young people and their environment (Payton, J.W. et al., 2008).

ADDITIONAL MEASURES

While growth in SEL is critical, it is also important that young people have social capital — or access to a web of relationships they can mobilize to help them improve their lives and achieve their hopes and dreams. When young people have strong social capital, they are more likely to develop SEL.



CIVIC ENGAGEMENT



A young person's engagement in civic and political life, specifically their political interests and ability to form a point of view

Civic engagement is critical for community-minded citizens who work to address an array of cultural, social, political, and religious interests and beliefs (CIRCLE, 2003). It also promotes greater understanding of civil society, and a greater likelihood of becoming involved in the public sphere as adults (Education Commission of the States, 2000).

Political Interest is a young person's interest in politics, whether local, national, or international. Young people with higher political interest are more likely to develop voting habits and engage in civic society (Carnegie Corporation of New York and CIRCLE, 2003).

Forming a Point of View is a young person's ability to form their own unique political and social points of view. Young people who have this skill consider situations from different points of view and ultimately feel an increased social investment and a greater sense of contribution (Whitacre, E. n.d.). Learning to differentiate between fact (statements which can be proved true), and opinion (statements that express judgments or ideas) enables young people to critically evaluate what they read, hear, view, and write (Novelli, J., 1999).



SOCIAL CAPITAL

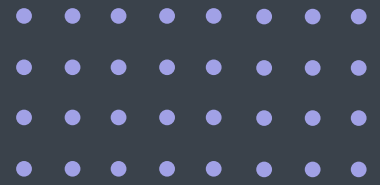


A young person's access to a web of relationships they can mobilize in order to help them improve their lives and achieve their goals (Scales, et. al April 2020)

Social Capital has been linked to positive outcomes such as positive health, education, employment outcomes, and a sense of belonging (Benson, P.L., 2008; Mishook, J. et al., 2012). This tool focuses on emotional and instrumental support.

Emotional Support is a young person's positive bonds and support networks with adults or older peers. This includes their family, community, or institutions such as schools and youth-serving organizations. The "capital" in these relationships include expression of positive expectations, belief in the young person's capacities, and authentic interest for young people's well-being.

Instrumental Support is a young person's connection with adults and older peers who help them access resources and new opportunities. The "capital" can be direct, such as helping with homework or interceding for young people. It can also be indirect, such as giving advice or providing relevant information.



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