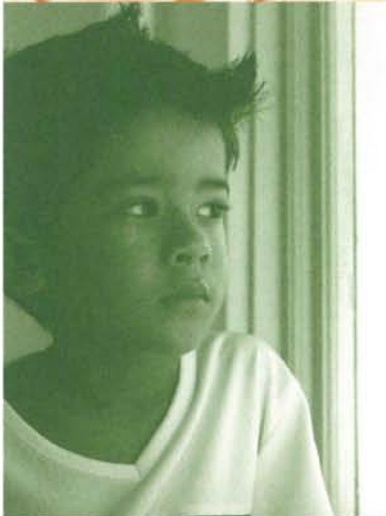


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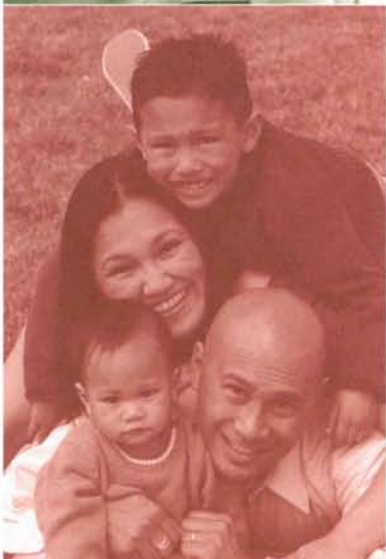


# ATOD Youth Leadership Academy III: January 2011

*Summary of evaluation results*



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**January 2011**

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# Background

In December 2010, the Alcohol and Drug Abuse Division (ADAD) of the Minnesota Department of Human Services (DHS) hosted their third Youth Leadership Academy (YLA) for select youth participating in one of nine Planning and Implementation (P&I) community youth groups, as well as and parents/guardians of those youth. The two-day Academy provided youth and adults from communities across the State an opportunity to interact with one another and learn about leadership skills they can use in their communities. During the Academy, youth participated in three breakout sessions addressing different aspects of leadership: how to become a dynamic leader, effective public speaking, and effective communication and marketing. In addition, Craig Hillier, a youth speaker and author, gave a keynote address about effective communication between teen leaders and advisors and led youth in a workshop focused on teamwork. The intent was to also include an opportunity for youth to work with their own youth group to plan the environmental strategy to be implemented in their community this year and then present that information to other Academy participants; however, this component was eliminated due to weather-related issues. Instead, the P&I and RPC coordinator from each community will work with their respective youth group to develop a community prevention strategy and share their approaches with the other youth groups via YouTube.

The Academy was held at The Lodge at Brainerd Lakes in Brainerd, Minnesota and was attended by approximately 124 youth, representing 15 youth groups from the nine P&I communities, as well as 61 adults, including parents or guardians, chaperones, two Spanish interpreters, 9 P&I coordinators, 7 Regional Prevention Coordinators (RPC), and five DHS staff.

# Description of respondents

Feedback on the Academy was collected from participating students, parents and other adults who chaperoned the event, P&I and RPC Coordinators, and members of the YLA Planning Committee.

## **Youth**

A total of 105 youth provided feedback about the YLA weekend, for a response rate of approximately 85 percent. More than three-quarters (78%) were in high school (18% in 9th grade, 25% in 10th grade, 20% in 11th grade, and 17% in 12th grade), while 22 percent were in middle school (7% in 7th grade and 15% in 8th grade). Nearly half of these youth (43%) participated in a prior YLA. Almost all youth (94%) said they will continue to participate in their youth group next year, including several 12th grade students. Although technically not eligible to participate next year, these students may be indicating a desire to continue their association with the youth group post-graduation.

## **Parents and other adults**

A total of 23 adults provided feedback about the weekend, for a response rate of approximately 61 percent. These adults included 11 parents/guardians and 5 chaperones; the other seven adults described having various roles at the conference including bus driver, assistant presenter, and advisor. More than half (57%) had attended a prior YLA conference. The most well-attended sessions by adults, based upon those who responded to the evaluation surveys, included: the Craig Hillier keynote address (91%), the Adult Learning Session (83%), and the leadership workshop with Craig Hillier (61%). Four adults used the Spanish interpreter provided, and all four found the interpreter to be “very helpful.”

## **Coordinators**

A total of 10 P&I coordinators and six RPC coordinators provided feedback about the YLA conference, for a response rate of 100 percent. (According to DHS, a total of nine P&I coordinators and seven RPC coordinators actually attended the event, so it may be that one individual misreported his or her role on the survey). This feedback was collected via a web-based survey administered approximately one week after the Academy.

## **Planning Committee**

Five of the seven YLA Planning Committee members provided feedback about their planning process, for a response rate of 71 percent. This feedback was collected via a web-based survey administered approximately two weeks after the Academy. The Committee was comprised of one DHS staff person, three RPC Coordinators, two P&I Coordinators, and one youth.



# Results

## *Participant satisfaction*

### **General satisfaction with Academy**

Overall, satisfaction with the Academy was very high. All participants, including youth, adults, and coordinators, “strongly agreed” or “agreed” that the conference was useful and that the adult presenters were knowledgeable. Most, if not all, felt the event was well-organized and that the ice breaker activities went well (Figure 1).

Participants were also generally satisfied with their involvement in the Academy. Nearly all of the participants (99% to 100%) felt they had opportunities to contribute to the discussions, and almost all youth (98%) said they were able to ask questions when needed. Most of the participating adults (86%) reported feeling included in the conference activities; however, a few wanted additional opportunities to get more involved in the conference (see appendix for open-ended comments).

Most of the participants (93% to 100%) provided positive feedback on the resort and accommodations. All youth and adults said that they would consider attending the conference next year, and 99 percent of youth said they would recommend the conference to other youth at their school. All of the P&Is and RPCs also felt that the Academy met their expectations (Figure 1).

## 1. Participant satisfaction

Item	Percent of participants who “strongly agreed” or “agreed”		
	Youth (N=103=105)	Parents/ other adults (N=20-23)	P&Is/RPCs (N=14-15)
Overall, the conference was useful.	100%	100%	100%
The activities were well organized.	99%	100%	100%
I enjoyed the ice breaker/energizer activities (youth); the ice breaker/energizer activities were successful. (coordinators)	93%	-	93%
The adult presenters were knowledgeable.	100%	100%	100%
The adult presenters engaged well with youth.	-	-	100%
I was able to ask questions when I needed to.	98%	-	-
I/youth had an opportunity to personally contribute to the discussions.	99%	100%	100%
I felt included in the conference activities.	-	86%	-
I would consider attending the conference next year/in the future.	100%	100%	-
I would recommend this conference to other youth at my school.	99%	-	-
I liked the resort (youth); the accommodations were comfortable. (adults/coordinators)	98%	100%	93%
The Academy met my expectations.	-	-	100%

*Note.* Some items were only asked of certain groups of participants.

## Participant learning

### Parents and other adults

In addition to attending the general conference activities, parents and other adult participants were invited to attend an optional Adult Learning Session that addressed ways to support youth leaders. A total of 19 adults participated in the Adult Learning Session and provided feedback about the session. As a result of attending this session, about half (53%) said they “definitely” feel able to support and empower youth to become leaders in their community, while 42 percent felt “somewhat” able to support youth to become leaders. A few adults (5%) did not feel better able to support youth as leaders as a result of this session (Figure 2).

Parents with children participating in the Academy were also asked to reflect on the impact of the Academy. All 15 responding parents said that they have a better understanding of their child’s role in the youth group, have a new appreciation for their child’s leadership abilities, and can better support their child as a leader as a result of the Academy (Figure 3).

When asked to identify the most helpful part of the Academy, adult participants noted several aspects, such as helping youth build on their strengths, empowering youth, and learning about the importance of teamwork. See the appendix for a full list of the open-ended comments from adults.

---

## 2. Adult learning among those who attended the Adult Learning Session

<b>As a result of attending the Adult Learning Session, do you feel able to support and empower youth to become leaders in your community?</b>	<b>Adults/parents (N=19)</b>
Yes, definitely	53%
Yes, somewhat	42%
No	5%

---

## 3. Parent learning

<b>As a result of the Youth Leadership Academy...</b>	<b>Percent who “strongly agreed” or “agreed” Parents (N=15)</b>
I have a better understanding of my child’s role in the youth group.	100%
I have a new appreciation for my child’s leadership abilities.	100%
I know how I can better support my child as a leader.	100%

## Youth

According to the coordinators, the breakout sessions were engaging and valuable for youth. All coordinators felt youth were engaged during the breakout sessions they facilitated, and almost all (93%) thought youth learned something new as a result of the breakout sessions (Figure 4). Youth also thought their learning increased. Almost all (94% to 98%) felt their understanding about leadership styles and the qualities of an effective leader grew as a result of the breakout on “dynamic leadership.” Most (87% to 93%) also increased their knowledge about developing marketing messages, dealing with praise and criticism, and working with the media following the session on “epic

marketing.” The majority of youth (91% to 97%) also reported having a better understanding of various presentation techniques, such as summarizing information and fielding questions, after participating in the breakout on “public presentations” (Figure 5).

Youth also gained a lot from the keynote address and leadership workshop hosted by Craig Hillier. After attending Craig’s sessions, almost all youth (94% to 99%) said they had a better understanding of how to communicate with adult leaders, the role of a coach, how to achieve goals in the face of challenges, the importance of breaking projects into smaller tasks, how to work through conflict in a healthy way, and how to be a youth leader (Figure 6).

When asked to describe the most helpful component of the Academy, most youth identified the information about presentations and public speaking (24 youth) and learning how to meet and communicate with others (21 youth). Many (19 youth) felt learning about leadership in general, and leadership styles/skills, was especially helpful. Several youth also noted the presentations by Craig Hillier, the marketing session, information about how to manage conflict, and how to accept differences among people. See the appendix for a full list of open-ended comments by youth.

---

#### 4. Youth response to breakout sessions

Item	Percent who “strongly agreed” or “agreed” P&Is/RPCs (N=14)
Youth were engaged during the breakout session I helped to facilitate.	100%
Youth learned something new as a result of the breakout session I helped to facilitate.	93%

---

## 5. Youth learning: Breakout sessions

<b>As a result of the breakout sessions, I now have a better understanding of...</b>	<b>Percent who “strongly agreed” or “agreed”</b>
	<b>Youth (N=103-105)</b>
The qualities of an effective leader.	98%
How my personality style affects my leadership style.	98%
Group dynamics and how to work effectively with different personality/ leadership styles.	94%
How to develop an effective marketing message.	89%
How to deal with praise and criticism in response to my marketing message.	93%
How to work with the media.	87%
Different “types of talk” and when to use them.	97%
How to effectively introduce and summarize information during a presentation.	97%
How to field questions when giving a presentation.	91%
Effective public speaking techniques, related to body language, gestures, eye contact, and tone and tempo.	96%

---

## 6. Youth learning: Craig Hillier keynote and workshop

<b>As a result of Craig Hillier’s presentations, I now have a better understanding of...</b>	<b>Percent who “strongly agreed” or “agreed”</b>
	<b>Youth (N=102-103)</b>
How to communicate with adult advisors/leaders.	94%
The important role a “coach” can play.	96%
How to overcome challenges in order to reach my goals.	99%
The importance of breaking down a project into small tasks.	96%
How to work through conflict with others in a healthy way.	99%
How to be a youth leader in my community.	99%

## Connection with others

Youth and the P&I and RPC coordinators also reported on the extent to which students were able to interact with other youth. In general, respondents felt that youth were able to make connections with one another. All of the coordinators said that youth had opportunities to not only spend time with youth from their own group, but to meet students from other groups, which many identified as the most useful aspect of the Academy (see appendix for open-ended comments). Youth tended to agree. Nearly all youth (99%) said they had the opportunity to get to know other youth leaders, and most (96%) felt more connected to the others in their own youth group after the Academy (Figure 7).

Most participants also thought these connections would continue after the Academy. Three-quarters of the youth, and two-thirds of the P&I coordinators, said they planned to connect with other youth groups after the weekend (Figure 7). The participants plan to connect with other youth in order to share ideas and resources and learn new things. A few specifically identified Facebook as a format for connecting with one another (see appendix for open-ended comments).

In addition, almost all of the coordinators felt that it was important for parents to attend the Academy, primarily because it facilitated a connection between parents and youth and increased parent involvement in the lives of their children. See the appendix for a full list of comments from coordinators.

---

## 7. Connections to other students

Item	Percent who “strongly agreed” or “agreed”	
	Youth (N=104)	P&Is/RPCs (N=15)
I feel more connected to the other youth in my own youth group after participating in this conference	96%	-
Youth had opportunities to spend time with youth from their own group	-	100%
I had an opportunity to interact with and get to know other youth leaders from across the state	99%	-
Youth had opportunities to meet and interact with youth from other youth groups	-	100%
I plan to connect with youth from other groups after this weekend (Youth [N=96] and P&I coordinators [N=9])	75%	67%

## **Suggestions for improving the Academy**

Although many of the participants noted how much they enjoyed the Academy overall and did not feel anything needed to be changed, a number of the participants did offer recommendations for improving future academies. Several youth wanted additional free time, to extend the length of the conference, better food, and more opportunity to meet and interact with youth from other schools. Some offered suggestions for improving the breakout sessions, and a few requested a later start time on the second day. A few adult participants suggested improving the sound system and including more opportunities for them to get involved in the Academy. Coordinators offered a variety of specific suggestions for improving the organization of the weekend so the Academy is less rushed. Several also felt the planning process should begin earlier.

A full list of participant suggestions is included in the appendix.

## ***Perceptions of the planning process***

Fourteen P&I and RPC coordinators, as well as five members of the YLA Planning Committee, provided feedback about the efforts involved in planning this year's Academy. Please note that two members of the planning committee did not provide feedback about the planning process so results may not be representative of the entire committee.

## **Coordinator preparation**

The majority of the coordinators were satisfied with the planning of the event this year. All 14 who responded to the survey said they had an opportunity to provide input into the planning of the Academy. Most (86% to 93%) felt they had time to prepare for the conference and breakout sessions and to recruit participants (Figure 8). In contrast, almost half of the coordinators did not feel as though they were able to provide input into the planning or adequately prepare for the breakout sessions last year (see report summarizing results from YLA II). Eight of nine P&I coordinators felt their youth group was well-represented by the youth who attended the conference this year.

---

## 8. Satisfaction with preparation: P&I and RPC coordinators

Item	Percent who “strongly agreed” or “agreed” P&Is/RPCs (N=14)
I had an opportunity to provide input into the planning of the Academy	100%
I had adequate time to prepare for the conference and/or recruit youth and parents/chaperones	86%
I felt prepared to facilitate the breakout sessions	93%
Our youth group was well represented by the youth that attended the Academy (P&I ONLY, N=9)	89%

### Committee satisfaction with planning process

Of the five committee members who provided feedback, most were satisfied with the planning process overall. In particular, all five felt their voices were heard, the committee was open to their ideas, they had sufficient opportunities to plan with others, it was easy to communicate with fellow members, and the committee had sufficient P&I and RPC representation (Figure 9). However, only one of the five respondents thought the committee had enough youth representation. Several felt it was important to include more youth in future planning, and one member recommended clarifying the process around giving input:

We need more youth than just one. At least two or three.

It would be incredibly helpful to have multiple youth on the planning committee from around the State. In future planning committees, there should be a clearer process for voting on the committee level, as well as when asking for input from P&I coordinators and youth groups.

More youth representation in the future would be good.

Four of five committee members also felt they had enough time to prepare for the Academy and that the amount of time invested on the committee matched their expectations (Figures 10-11). Respondents had somewhat mixed feelings about the size of the committee; while three felt it was the right size, one felt it was too large and one felt it was too small (Figure 12). Respondents’ comments about preparation and time commitment, as well as the size of the committee, are presented below:

It would be better to start planning in March 2011 for the next YLA for the new cohort. The committee should also meet via webinar or conference call with all of the P&Is, RPCs, and DHS staff involved to give a run through of the YLA and chance for Q&A. Also, [it] would be helpful to have a short meeting during a time when we are all already together to review where things are at for the whole group.



It was challenging to find enough time in the day to prepare.

It seems like the time commitment has increased each year.

Just enough where if everyone was there, [it was] not too big & if a few folks were missing, [it was] not too small. [It] would have been nice to have another youth (male?).

It needs more youth involved. Having representation from across the state is good.

---

## 9. Satisfaction with planning process: Planning committee

Item	Number who "strongly agreed" or "agreed" Planning team (N=5)
My voice was heard during the planning process.	5
The committee was open to my ideas for the Academy.	5
DHS ADAD was open to my ideas for the Academy.	4
I had enough opportunity to talk and/or meet with other committee members to plan.	5
It was easy to communicate with other members of the committee.	5
The committee was dominated by one or a few individuals.	4
I had a clear sense of my role and responsibility on the committee.	4
The committee had a sufficient number of RPC Coordinators.	5
The committee had a sufficient number of P&I Coordinators.	5
The committee had a sufficient number of youth.	1

---

## 10. Satisfaction with preparation time: Planning committee

Item	Planning team (N=5)
I had too little time to plan and prepare.	1
I had enough time to plan and prepare.	4
I had too much time to plan and prepare.	0

---

### 11. Satisfaction with time commitment: Planning committee

Item	Planning team (N=5)
I spent less time working on the committee than I expected.	0
The amount of time I spent working on the committee was about what I expected.	4
I spent more time working on the committee than I expected.	1

---

### 12. Satisfaction with size of the committee: Planning committee

Item	Planning team (N=5)
The committee was too small.	1
The committee was the right size.	3
The committee was too large.	1

### Committee satisfaction with implementation

Respondents were also generally satisfied with the implementation of the Academy. All five felt it was implemented as planned and met the needs of the participants. In addition, they were personally satisfied with their role on the committee and how the Academy was carried out (Figure 13). The respondents would also consider being involved in the planning committee in the future (one respondent did not “agree” but explained that this is because the P&I grant ends in June 2011). Additional comments about the implementation of the Academy are presented below:

I learned a lot being a part of the planning committee. I think it will be helpful to start planning further in advance for the next one. Everyone was very flexible when changes needed to be made during the academy – very nice!

On the committee, we are asked for feedback; on certain occasions, a decision was made regardless of the feedback.

---

### 13. Satisfaction with implementation of the Academy: Planning committee

Item	Number who “strongly agreed” or “agreed” Planning team (N=5)
The Academy was generally implemented as planned.	5
I am satisfied with the role I played on the planning committee.	5
I am satisfied with the way the Academy was carried out.	5
The planning committee planned an Academy that met the needs of the participants.	5
If I could, I would consider being involved in the planning committee next time.	4

#### **Successes, challenges, and next steps**

The five committee members identified specific aspects of the planning process that worked well, in addition to challenges in planning for the Academy. Several felt the weekly communication among members was beneficial, and that the group communicated well overall. Challenges included last-minute planning and a lack of consensus decision-making in some cases. See the appendix for a full list of comments about successes and challenges.

Respondents offered a few suggestions to improve the planning of future Academies. These included: involving additional youth in the process; beginning the planning process earlier; developing a checklist of tasks and timeline for each task; developing meeting agendas for the next meeting at the end of each meeting; being open to suggestions; continuing the parent/adult component of the Academy; selecting a different site to host the Academy as well as soliciting input from future and past grantees for site ideas; and, coordinating with the site to address the needs of the group. Several respondents noted that the process and Academy has improved over the years (see the appendix for a full list of suggestions and other comments).

# Recommendations

Although participants were generally satisfied with the Academy, several suggestions for improving the event in the future were provided by youth, parents, coordinators, and the planning committee. Based on the findings, the following is a list of key recommendations to consider in planning for the next conference. For a full listing of all participant recommendations, please refer to the appendix.

- Begin the planning process earlier, and consider expanding the planning committee, especially in terms of youth representation.
- Consider whether extending the length of the conference and/or building additional “free time” into the agenda is feasible and fits with the goals of the Academy.
- Expand opportunities for parents and other adults to get involved in the Academy. The Adult Learning Session was successful, but some parents wanted additional opportunities to participate.
- Increase the opportunities for youth to get to meet and work with more youth from across the state.
- Consider having youth lead select components of the Academy, such as making certain announcements or doing the welcome, to enhance their leadership and presentation skills and increase their investment in the Academy.
- Identify ways to improve time management and to better organize the weekend’s activities, to ensure there is sufficient time for all key activities.



# Appendix

*Open-end comments*

*Surveys*

**Youth evaluation form**

**Adult evaluation form**

**P&I/RPC coordinator evaluation form**

**Planning Committee form**



## *Open-end comments*

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### **A1. Open ends: What was the most helpful thing you learned at the Youth Leadership Academy? (Adults and youth)**

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#### **What was the most helpful thing you learned at the Youth Leadership Academy?**

---

##### **Adults**

---

To work as a team to make a difference.

---

The importance of helping youth explore their own strengths and then how to use them for the positive.

---

{Presenters} gave a good presentation but couldn't hear them so it was difficult to process all info. Good thing we were given handouts of PowerPoint.

---

How important it is to let the kids interact with kids from the other areas.

---

Tools to help my child with peer pressure.

---

Youth first.

---

More about what the coordinators are doing in their sections and counties.

---

Drug and alcohol awareness.

---

The strength of our teens is helped by positive support of the adults.

---

Reminder about youth empowerment was good. Also, I got ideas on how to make youth meetings more interactive and fun.

---

To not give up on kids.

##### **Youth**

##### ***Public speaking/presentations***

---

I learned how to be more confident when giving information and how to deal with conflict better.

---

I really liked getting tips on public speaking.

---

Be positive and have fun while giving a speech.

---

How to give an effective speech.

---

The "How to Rock a Presentation" breakout session was really useful.

---

How to be more confident in my speaking and how some people need my help that are "not popular" or "nerds" and make them feel good.

---

How to produce a good presentation.

---

How to give a presentation well.

---

Learning about a presentation.

---

How to successfully talk to a group and that I can't make everyone like me so I shouldn't let it bog me down.

---

How to get the most people to like my presentations and stuff.

---

Public speaking.

---

How to rock a public presentation.

---



---

**A1. Open ends: What was the most helpful thing you learned at the Youth Leadership Academy? (Adults and youth)**

**What was the most helpful thing you learned at the Youth Leadership Academy?**

---

**Youth (continued)**

***Public speaking/presentations (continued)***

---

What is important on how to speak during a presentation.

---

How to give a presentation and how to care or think about yourself.

---

How to “Rock a Presentation” – tips will help me with my upcoming speech.

---

How to do a presentation and dynamic leadership.

---

How to Rock a Public Presentation.

---

How to give a presentation.

---

How to “Rock a Presentation.” It really helped a lot.

---

Learning how to talk in front of people I don’t know and learning how to not be so nervous when making presentations.

---

Types of voices that can help.

---

Craig Hillier was very wise in communicating how to accept praise and criticism. I also learned more about the points in public presentations which is very useful.

---

How to speak properly.

---

***How to be a leader/leadership (general)***

---

I learned what type of person I am by my personality color and how that can help me be a good leader.

---

That everybody is a leader.

---

How to be a leader and all the other things on what you need to be to be a good leader and also you don’t need drugs/alcohol to have fun and you can always have some fun no matter what.

---

To be a better leader and not to be afraid to meet new people.

---

I learned about the qualities of a leader and how to recognize my strength and weakness to become a better leader.

---

How to be a good leader and don’t get led into what you don’t want to and do the right thing.

---

The amount of skill needed to be improved to be a leader.

---

Types of leadership.

---

To be a better leader.

---

Leadership.

---

How to be a better leader.

---

I learned that a leader can be anybody as long as they’re going the right directions.

---

How to be able to help others be a good leader.

---

I can go back to my town and be a leader and help stop underage drinking.

---

Good leadership skills.

---

Becoming a better leader among my new friends.

---

The difference I can make and how to deal with people in a leader-like way.

---

How to be strong and stand up for myself and stand up for other people and to be a leader.

---

How to do a presentation and dynamic leadership.

---

---

**A1. Open ends: What was the most helpful thing you learned at the Youth Leadership Academy? (Adults and youth)**

---

**What was the most helpful thing you learned at the Youth Leadership Academy?**

---

**Youth (continued)**

---

***Meeting, communicating with others***

---

How to interact with people.

---

How to meet new people.

---

How to get along with everyone and meeting new people.

---

How to communicate with others.

---

How to connect to different people.

---

How to connect with other people.

---

How to talk to other kids.

---

Just getting to know new people.

---

Connection and to communicate.

---

How to listen and understand better.

---

I learned to open up and talk to new people – how to communicate better.

---

How to interact with different people in different youth groups than just my own.

---

Learning how to talk in front of people I don't know and learning how to not be so nervous when making presentations.

---

That you can talk to other people than people from your school.

---

How to interact with other people.

---

How to interact with others.

---

How to communicate with other people.

---

Certain ways to say certain things.

---

People have different ways of connecting with different children.

---

To be a better leader and not to be afraid to meet new people.

---

Most all of the things that Craig Hillier taught us. Also to be kinder to others and see different sides of situations.

---

***Marketing***

---

How to market our cause.

---

How to get people's attention.

---

It would have to be the marketing session.

---

How to do proper marketing effectively.

---

---

**A1. Open ends: What was the most helpful thing you learned at the Youth Leadership Academy? (Adults and youth)**

---

**What was the most helpful thing you learned at the Youth Leadership Academy?**

---

**Youth (continued)**

---

***Managing conflict***

---

I learned how to be more confident when giving information and how to deal with conflict better.

How to deal with conflict.

How to deal with things in a healthy way.

OTFDN – how to deal with conflict in a healthy way.

I learned how to handle conflict in a nicer manner.

---

***Craig Hillier presentation/concepts (general)***

---

The keynote speaker.

Craig Hillier.

Craig Hillier is very good at what he does and I feel I learned a lot from him.

The things Craig taught us.

Craig Hillier presentation.

Most all of the things that Craig Hillier taught us. Also to be kinder to others and see different sides of situations.

With Craig Hillier how to work together.

Craig Hillier was very wise in communicating how to accept praise and criticism. I also learned more about the points in public presentations which is very useful.

---

***Accepting differences in others***

---

That nobody is the same. We are all different. We have different mind sets.

That people aren't always who they seem.

How to find some people's skills and others' weaknesses.

How to work with other people that have different strengths and weaknesses.

To accept others and always encourage other people.

That it's okay to step back and look at everything with different eyes to better understand where someone else is coming from.

---

***Making a difference***

---

I learned that I can learn from my mistakes and I can make a difference.

How much of a difference I can make in other people's lives.

---

***Stepping out of comfort zone***

---

Learning how to step out of your comfort zone.

The most helpful thing was learning how to be a better role model and getting out of my comfort zone and taking a chance.

---

---

**A1. Open ends: What was the most helpful thing you learned at the Youth Leadership Academy? (Adults and youth)**

---

**What was the most helpful thing you learned at the Youth Leadership Academy?**

---

**Youth (continued)**

---

***Miscellaneous***

---

How to set up plans.

---

That there are many other groups that are doing really good things to help their communities.

---

I have been involved in quite a few other leadership opportunities so most was repeat.

---

I learned more about who I am and I learned who I want to be.

---

Personality types and how to be a better listener.

---

How to be strong and stand up for myself and stand up for other people and to be a leader.

---

I learned that it is hard to stand up and change what's wrong.

---

How to work as a team by all being leaders.

---

How to participate in my community.

---

Everything.

---

No response. (N=9)

---

---

**A2. Open ends: What was the most useful aspect of the Youth Leadership Academy? (Coordinators)**

---

**What was the most useful aspect of the Youth Leadership Academy?**

---

**Coordinators**

---

***Youth interacting with youth from around the State***

---

Youth attending from all over the state.

---

Kids learning from each other.

---

That this involved youth from all over the state.

---

Kids learning from other groups around the state.

---

Allowing the students to network with other students who have made the same choices they have in regards to substance use.

---

Youth learning about leadership skills in a positive environment with other youth working on similar projects statewide.

---

***Miscellaneous***

---

The opportunity to see how "energized" the different groups of youth were regarding ATOD prevention efforts.

---

As an opportunity for youth to learn more leadership skills.

---

I liked the break-out session topics. Students seemed engaged. Craig Hillier did a nice job and I felt his presentation tied into our work. It was nice having everything in one building. Easier to chaperone students.

---

To hear where youth are at. Meet other practitioners.

---

Seeing some of the youth really come out of their shells and feel comfortable providing input.

---

Breakout Sessions and Craig Hillier!

---

Variety of learning opportunities.

---

---

**A3. Open ends: Was it helpful having parents of the youth attend the Youth Leadership Academy? Why or why not? (Coordinators)**

**Was it helpful having parents of the youth attend the Youth Leadership Academy? Why or why not?**

---

**Coordinators**

---

***Yes – it involves parents in lives of youth, helps parents support the work***

---

Yes, it was great to have parents see what their kids are doing.

---

Yes, parents get a better understanding of what their youth are doing.

---

Yes. It's great to get parents involved.

---

Yes - helps them be engaged, shows youth they care.

---

Yes, it's nice to allow parents a glimpse into what the kids are learning and the efforts that are taking place around the state. Parents of HS students, often, don't have as much contact with the school and their activities.

---

Yes, richer experience. Everyone could hear the keynote speaker on the first night. Parents can help encourage back at home, they might become more involved in coalition work as a result.

---

Yes - parental support in our community is strong and it's important the youth know that.

---

Yes, the students listened to the parents more than just a chaperone like a teacher. The parents also had more of an investment in the material than the general chaperones.

---

Definitely. It's always good to engage parents in what their children are involved in so they can carry that further.

---

***Yes – other reasons***

---

Yes. Extra chaperones are useful.

---

Yes.

---

Yes. It was great that they had the option to sit in on the presentations and have their own breakout session!

---

***No – confusing for parents/distracting***

---

I would say they weren't necessarily helpful in their attendance. The parents didn't seem to always understand their role, and sometimes were a distraction (side conversations, etc . . .).

---

---

**A4. Open ends: If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups? (Youth and coordinators)**

**If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups?**

---

**Youth**

***To share ideas/learn from one another***

---

Accountability, encouragement, ideas.

---

Base ideas off on each other.

---

Broaden the outlook of things and how to reach out.

---

By using each others' ideas.

---

Can get ideas and feedback.

---

Chat about activities and helping our community.

---

Different opinions, suggestions and ideas.

---

Find out what they are doing. Apply to our community.

---

Get different ideas from youth groups.

---

Get different ideas.

---

Get to know what they are doing and try to do the same things in my community.

---

Getting different ideas and opinions.

---

Give us more ideas.

---

Help get ideas.

---

It could expand it and get ideas.

---

It could give me different ideas.

---

Learn what is/isn't working in other schools.

---

Learn what they are doing and how we can apply it to our own problems.

---

More feedback.

---

New ideas. Motivation.

---

Share outreach ideas.

---

So we can get feedback from different students.

---

So you can see what other people are doing.

---

Take what they are doing and what works for them and apply it to our group.

---

Talking to others and taking their ideas and sharing ideas.

---

To find out what they are doing and possibly do them in my own town.

---

To get some new ideas and bring them to our community.

---

To see what other groups are doing and what works for them.

---

Use some of their ideas to see if they work in my community.

---

---

**A4. Open ends: If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups? (Youth and coordinators) (continued)**

**If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups?**

---

**Youth**

---

***To share ideas/learn from one another (continued)***

---

We can communicate and see what their groups are doing.

---

We can see what other groups are doing.

---

We could get ideas from others.

---

You can get different opinions.

---

You can share your ideas.

---

You could compare ideas with each other.

---

You get more ideas.

---

We would get more minds when working on problems.

---

***Methods for connection, such as Facebook***

---

Facebook, texting and or calling.

---

Facebook. (N=3)

---

We could talk on Facebook and help each other.

---

***Provide help to another youth group***

---

Help them with situations.

---

I can teach them things they haven't learned yet.

---

It could help by giving them a good idea.

---

***Miscellaneous***

---

Acceptance of others.

---

At more leadership things.

---

Doing YouTube videos.

---

Get more people to join.

---

Help spread leader.

---

It would help.

---

Just go around and talk about what we learned.

---

Let more into it. More enthusiastic.

---

Like help out the community with problems.

---

Make more friends.

---

Stand up for people.

---

Tell them we need to help everyone.

---

Tell them why not do drink or do drugs.

---



---

**A4. Open ends: If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups? (Youth and coordinators) (continued)**

**If you plan to connect with youth/other youth groups after this weekend: In what ways could this help what you are doing in your own groups?**

---

**Youth**

---

***Miscellaneous (continued)***

---

Telling them about them.

---

They can give their own input.

---

Understand and respect others.

---

***Not sure/don't know (N=3)***

---

***No response (N=40)***

---

**Coordinators (P&Is only)**

---

I think it will help our students feel supported and connected to other students working on substance use prevention in the State.

---

Gaining ideas.

---

Meet with them on a regular basis and set goals for projects.

---

---

**A5. Open ends: What could be done to improve the Youth Leadership Academy? (Youth, adults, and coordinators)**

**What could be done to improve the Youth Leadership Academy?**

---

**Youth**

---

***No changes/liked the conference***

---

Everything was really great.

---

I don't think it needs improving.

---

I think everything is perfect but they could have a little more free time and more days.

---

I think everything is pretty much good the way things are.

---

I think everything was awesome.

---

I wouldn't have anything improved.

---

It was all good.

---

It was very effective.

---

Nothing I would like to change.

---

Nothing. (N=3)

---

Nothing. Everything was great.

---

Nothing. I liked it a lot.

---

Nothing. It was amazing.

---

Nothing. It was awesome.

---

Nothing. It was great and I will come next year.

---

Nothing. It's an awesome experience and I loved being here.

---

Not sure.

---

There isn't really much.

---

Well not too much but nothing.

---

Well, I enjoyed mostly everything.

---

Why improve? It's cool.

---

***More free time***

---

Water park, more free time.

---

Events start at about 9:00 on Saturday and more free time on Friday night (6:00-10:30).

---

Have more mingle time or free time.

---

I'm not sure, more free time.

---

I think everything is perfect but they could have a little more free time and more days.

---

More free time or longer stay.

---

More free time. (N=4)

---

---

**A5. Open ends: What could be done to improve the Youth Leadership Academy? (Youth, adults, and coordinators) (continued)**

---

**What could be done to improve the Youth Leadership Academy?**

---

**Youth**

---

***More opportunities to mingle, meet, and/or work with other youth***

---

Have people work with others a little more.

---

I think we could do more ice breaker things as a whole group. Like maybe having a dance Friday night.

---

I think we should be able to be with every group at some time as we are here.

---

Maybe there can be more groups but more people so we can interact with all of them.

---

Meet more people.

---

More interacting with kids from other schools.

---

More interaction with other schools.

---

***Improve breakout sessions***

---

Breakouts be more fun and have a game like Basis.

---

More fun breakout sessions.

---

More in-depth breakouts – some information was pretty basic. Maybe different ones for different levels of leaders.

---

Not as much breakout sessions.

---

The marketing class was too boring.

---

The other breakout sessions could have been more upbeat.

---

***Extend length of conference***

---

Make it longer (3 days). Have a dance, karaoke night.

---

Maybe not so many groups a day. A weekend trip so you have more time.

---

I think everything is perfect but they could have a little more free time and more days.

---

More free time or longer stay.

---

More, longer conference.

---

More time, better weather planning.

---

More time. (N=2)

---

***Improve food***

---

Better food, more group activities.

---

Dessert with dinner and possibly a different resort.

---

Having more snacks and not check out of our room so early.

---

No mushrooms in pasta.

---

The food was ok.

---

The food was okay but it could be better. I think Karaoke would be fun next year.

---

The food wasn't too great. Made me feel ill.

---

The food.

---

Well, I was expecting a dessert for supper but that was the only thing that bummed me out.

---

**A5. Open ends: What could be done to improve the Youth Leadership Academy? (Youth, adults, and coordinators) (continued)**

---

**What could be done to improve the Youth Leadership Academy?**

---

**Youth**

---

***Change start time (start later)***

---

Events start at about 9:00 on Saturday and more free time on Friday night (6:00-10:30).

It went good. Wouldn't change a thing besides being able to sleep until at least 8 not 7.

Not get up so early. I thought it was great.

Stay longer in the day, let students have free time in the morning from 6:30am to 9:00am and have better management with luggage. Get to put luggage in rooms right when you get there.

---

***Have more activities***

---

Better food, more group activities.

To have more activities.

More fun activities.

More games.

---

***Have fewer activities***

---

Less activities, so we can get to know people better and talk about what they do in their groups.

Shorter sessions, more variety. We don't need activities for everything.

---

***Longer breaks***

---

Longer breaks in between breakout sessions.

Nothing I see, maybe a longer break.

---

***Encourage more youth to participate***

---

To get more people to join.

Great as is, we just need more youth.

---

***Increase the heat***

---

More heat.

Turn the heat up.

---

***Miscellaneous***

---

Faster service.

Having it in Alexandria again. Also keep bringing Craig here to do a presentation.

I am running out of time. Better planned.

Maybe give out water bottles before we go to a breakout session.

More Craig Hillier.

More creativity.

More speakers.

---

---

**A5. Open ends: What could be done to improve the Youth Leadership Academy? (Youth, adults, and coordinators) (continued)**

---

**What could be done to improve the Youth Leadership Academy?**

---

**Youth**

---

***Miscellaneous (continued)***

---

More time with our own groups. Meeting people is important but you can't always get a good idea of the program, etc. while doing a "my name is, I am, we are all from \_\_\_ town, see-you-later" activity.

---

Part of a Youth Leadership Academy should be youth run. Most of us here are already leaders in our community and for inspirational purposes, showing other future leaders would be a good thing.

---

Respect.

---

Talk more about underage drinking.

---

Talk to people that own a TV show and get our message.

---

Tell your community to join and how fun it is.

---

To be more open to others but yet careful.

---

We could get out there more to the community like parents.

---

***No response (N=16)***

---

**Adults**

---

***Involve adults more***

---

Involve adults more.

---

Have more activities for the adults.

---

More sessions for adults to contribute.

---

***Improve sound system***

---

Make sure all presenters use microphone.

---

During the parent session the microphone wasn't used. Very hard to hear but it was very good content.

---

Louder sound system. It was hard to hear the games and emcee.

---

***Miscellaneous***

---

Medallion search we did last year was cool and missed.

---

More adult/child interaction.

---

Go to the kids that couldn't get involved here. Craig Hillier, visit more schools. Include grades 7-12.

---

Better mixers.

---

Nothing.

---

---

**A5. Open ends: What could be done to improve the Youth Leadership Academy? (Youth, adults, and coordinators) (continued)**

---

**What could be done to improve the Youth Leadership Academy?**

---

**Youth**

---

**Coordinators**

---

Earlier planning arrangements: including having the list of parents/chaperones/students figured out ahead of time rather than the day before the academy.

---

I thought overall, the YLA went very well!

---

Better food choices, more advance notice of the exact date. If the date was reserved as far in advance as possible, I could recruit students and chaperones much earlier.

---

It seemed like the large group energizers/icebreakers were a little chaotic.

---

Earlier planning, less last minute things at the end.

---

Involve more/different youth in the games and speaking. Kids could almost do the welcome and announcements before/after meals and sessions.

---

Simple lunch on 2nd day. Allow 15-20 students per group. Set up registration so youth can pick up their own folder and other items

---

Have P&I's/RPC's make sure they practice together before the first breakout session.

---

Work to have time built in for the chance of falling behind so critical sessions are not being cut out.

---

More time, too much crammed into 2 days.

---

---

**A6. Open ends: What did the YLA Planning Committee do well (i.e., how were you successful)? (Planning committee)**

---

**What did the YLA Planning Committee do well (i.e., how were you successful)?**

---

**Planning Committee**

---

Considering the evaluation from last year.

---

Each member had one or more things they were responsible for. Each member did their part.

---

There were really good breakout sessions offered, a great keynote speaker who engaged youth and adults, feedback was asked for from others not on the planning committee to help plan, there were t-shirts and folders for everyone to help them feel welcome and provide information about the YLA. The committee brainstormed together well. The group allowed each person to take on tasks they wanted/ were good at. The weekly planning meetings via phone were very helpful. Meeting in person at the site of the YLA was great.

---

Met weekly and communicated well.

---

We talked weekly via phone conference.

---

---

**A7. Open ends: What barriers or challenges, if any, made it difficult to plan this year's Youth Leadership Academy? (Planning committee)**

**What barriers or challenges, if any, made it difficult to plan this year's Youth Leadership Academy?**

---

**Planning Committee**

---

Time and current work load

---

With more voices come more ideas which is good, but can also take more time.

---

Decisions were made without the planning committee deciding together. There were changes made though as attention was brought up for specific situations (such as menu). Too many things were rushed at the end, now with more experience we can prepare better for next time.

---

Often times some people's ideas were shot down by DHS without conversation. Also the phone calls each week were great but it felt like little progress was being made. Several things felt last minute.

---

---

**A8. Open ends: What would you change about the YLA Planning Committee to improve its effectiveness? (Planning committee)**

**What would you change about the YLA Planning Committee to improve its effectiveness?**

---

**Planning Committee**

---

Open mind. Phrases like that are not going to happen, should not be used.

---

Maybe consider sharing the role of facilitator. Taking time at the end of each meeting to create next week's agenda.

---

Include more youth, start earlier in the process. Create a checklist now of things that need to be done and how far ahead of time from the actual YLA date.

---

Make sure that the youth voice is heard and considered before making a comment.

---

More youth.

---

---

**A9. Open ends: Additional comments about the Planning Committee or Academy (Planning committee)**

**Additional comments about the Planning Committee or Academy**

---

**Planning Committee**

---

I felt each year the academy has improved.

---

I feel planning the YLA has become a more collaborative process each year.

---

Be open to suggestions from others during the planning process. For the academy, the multiple breakout topics were really good. The parent/adult component was good and should be continued with a chance for the adults to share ideas and strategies with each other. Have it at a different site, make sure the site knows exactly what we need and that the planning committee is working with someone who will be present during YLA. Ask for suggestions for future sites from current and future grantees.

---

Overall I think the academy went great. It's too bad that the weather interrupted day 2.

---

---

## **A10. Open ends: Other comments (Adults and coordinators)**

---

### **Other comments**

---

#### **Adults**

---

Thank you for all the efforts involved in planning such a successful event.

---

I thought it was good for the kids. I think it helps them realize there are more kids out there that are leaders. My only suggestions are with accommodations – better kid friendly food and to let the adults keep their room until checkout.

---

Spanish interpreter needs to be more discrete and toward the back of the room since using headphones could go to back of room and still hear interpreter. Way too much food and not the kind of food kids like so much was wasted except pizza. Was the prime rib really \$29 per plate? Aren't there better things to spend this money on?

---

Too bad we had to leave early. The food could have been better. A small dessert after supper would have been nice, also to have bottled water in with pop. Wrap pickle in plastic wrap. My napkin was soaked.

---

Loved the location.

---

Other refreshments besides coffee.

---

Please have some coke products also.

---

It is a very useful tool to take back to the community.

---

Was Pierz the only school here?

---

The breakfast buffet was fabulous. Friday night supper salads were a waste of time and money. Hotel desk staff were quick, polite, and efficient. The hotel accommodations are excellent. The prime rib was a waste of money. Way too much marbling with questionable textured lean muscle. The table carafes contained water that was way off flavored. My room tap water was excellent. Hotel maintenance (Will, etc.) was quickly helpful. My hotel room and air quality, bed mattress, cleanliness, all excellent. You can email me if you have questions.

---

Chaperones should have a separate agenda detailing what's expected of us during each of the sessions. For example, if we weren't needed, why did we have to be out of room by 8:30? If the rooms aren't available, then assign one from that is ready from each school's group of rooms and use that as the place to store everything from that school until all rooms are ready.

---

Interpreter was distracting to have in the background.

---



---

**A10. Open ends: Other comments (Adults and coordinators) (continued)****Other comments**

---

**Coordinators**

---

Keep better tabs on room arrangements. There has been conversation that some adult leaders let students grab keys and pick their own rooms and own roommates.

---

The food could have been better. Dinner took awhile and delayed the agenda. Box lunches were not very good at all. Couldn't mayo, mustard, etc . . . been in packets on the side?

---

It went well overall. It would be nice to have it earlier in the fall or in the spring to avoid weather-related problems.

---

It went well, the committee put a lot of work into it.

---

Please note – I just started the position & so the questions pertaining to "planning, etc." do not apply – you do not have "does not apply" as a response option.

---

Really liked having RPCs help out with the Academy.

---

Great to have a variety of breakout session topics.

---

No.

---

Excited to see the presentations that are developed!

---

Great job everyone!

---

Very well organized. Everything flowed nicely even though there wasn't much time in between. Great ideas from very creative work group.

---

## *Surveys*

## Youth Leadership Academy III: December 2010

### Youth feedback form

We would like to know your feedback about the Youth Leadership Academy. Please tell us how much you agree or disagree with each of the following statements.

<b>ACADEMY OVERALL</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
1. Overall, this conference was useful.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
2. The activities were well organized.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
3. I enjoyed the ice breaker/energizer activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
4. The adult presenters were knowledgeable.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
5. I was able to ask questions when I needed to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
6. I had an opportunity to personally contribute to the discussions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
7. I feel more connected to the other youth in my own youth group after participating in this conference.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
8. I had an opportunity to interact with and get to know other youth leaders from across the state.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
9. I would consider attending this conference next year.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
10. I would recommend this conference to other youth at my school.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
11. I liked the resort.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

### **BREAKOUT SESSIONS**

<b>As a result of the breakout sessions, I now have a better understanding of...</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
12. The qualities of an effective leader.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
13. How my personality style affects my leadership style.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
14. Group dynamics and how to work effectively with different personality/leadership styles.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
15. How to develop an effective marketing message.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
16. How to deal with praise and criticism in response to my marketing message.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
17. How to work with the media.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
18. Different "types of talk" and when to use them.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
19. How to effectively introduce and summarize information during a presentation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
20. How to field questions when giving a presentation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
21. Effective public speaking techniques, related to body language, gestures, eye contact, and tone and tempo.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

**Turn over →**

**CRAIG HILLIER: KEYNOTE & LEADERSHIP WORKSHOP**

**As a result of Craig Hillier's presentations, I now have a better understanding of...**

	Strongly agree	Agree	Disagree	Strongly disagree
22. How to communicate with adult advisors/leaders.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
23. The important role a "coach" can play.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
24. How to overcome challenges in order to reach my goals.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
25. The importance of breaking down a project into small tasks.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
26. How to work through conflict with others in a healthy way.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
27. How to be a youth leader in my community.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

**YOUTH GROUP PRESENTATIONS AND NEXT STEPS**

	Strongly agree	Agree	Disagree	Strongly disagree
28. I enjoyed hearing about other groups' projects.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
29. Our group has a clear vision for the activities we want to do this year.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
30. Our group has a clear plan for implementing the activities we want to do this year.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
31. Our project will really impact the youth in our community.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
32. I am confident that our group will carry out the activities we presented at the Youth Leadership Academy.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

33. What was the most helpful thing you learned at the Youth Leadership Academy?

\_\_\_\_\_

\_\_\_\_\_

34. What could be done to improve the Youth Leadership Academy?

\_\_\_\_\_

\_\_\_\_\_

35. Do you plan to connect with youth from other groups after this weekend?

<sup>1</sup> Yes → If yes, in what ways could this help what you are doing in your own group? \_\_\_\_\_

<sup>2</sup> No

36. Have you participated in a past Youth Leadership Academy?

<sup>1</sup> Yes    <sup>2</sup> No

37. What grade are you in?

<sup>1</sup> 6<sup>th</sup>    <sup>2</sup> 7<sup>th</sup>    <sup>3</sup> 8<sup>th</sup>    <sup>4</sup> 9<sup>th</sup>    <sup>5</sup> 10<sup>th</sup>    <sup>6</sup> 11<sup>th</sup>    <sup>7</sup> 12<sup>th</sup> (STOP HERE)

38. Do you think you will continue to participate in your youth group in the next school year?

<sup>1</sup> Yes    <sup>2</sup> No

**Thank you for your feedback!**

**Youth Leadership Academy III: December 2010  
Adult feedback form**

This survey will help provide valuable feedback about the Academy, and will help to improve future trainings and workshops for youth and parents. Please tell us how much you agree or disagree with each of the following statements.

	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Don't Know/Not applicable</b>
1. Overall, this conference was useful.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
2. The activities were well organized.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
3. The adult presenters were knowledgeable.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
4. Youth had an opportunity to personally contribute to the discussions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
5. I felt included in the conference activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
6. The accommodations were comfortable.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>
7. I would consider attending the Youth Leadership Academy again in the future.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>8</sup>

8. Did you attend the optional Adult Learning Session (Friday afternoon)?
- <sup>1</sup> Yes → → → As a result, do you feel able to support and empower youth to become leaders in your community?
- <sup>1</sup> Yes, definitely
- <sup>2</sup> Yes, somewhat
- <sup>3</sup> No
- <sup>2</sup> No

**Parents:** Please complete the section below ONLY if you are the parent of a child at the Academy. Otherwise, please go to Question 12 and complete the remainder of the survey.

<b>As a result of the Youth Leadership Academy....</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
9. I have a better understanding of my child's role in the youth group.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
10. I have a new appreciation for my child's leadership abilities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
11. I know how I can better support my child as a leader.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

12. What was the most helpful thing you learned at the Youth Leadership Academy?

\_\_\_\_\_

\_\_\_\_\_

**Turn over →**

13. What could be done to improve the Youth Leadership Academy?

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Please provide some background information about yourself.

14. Have you participated in a past Youth Leadership Academy?

- <sup>1</sup> Yes  
<sup>2</sup> No

15. Please describe your role at this conference: **(CHECK ONE)**

- <sup>1</sup> Parent/guardian  
<sup>2</sup> Adult chaperone (no relation to youth)  
<sup>3</sup> Other (Please describe: \_\_\_\_\_)

16. Which parts of the conference did you attend/participate in? **(CHECK ALL THAT APPLY)**

- <sup>1</sup> Adult Learning Session  
<sup>2</sup> Youth breakout #1 (*Dynamic leadership*)  
<sup>3</sup> Youth breakout #2 (*EPIC marketing: Engaging people in communication*)  
<sup>4</sup> Youth breakout #3 (*How to rock a public presentation: Effective public speaking*)  
<sup>5</sup> Craig Hillier keynote address (Friday evening)  
<sup>6</sup> Leadership workshop with Craig Hillier (Saturday morning)  
<sup>7</sup> Youth group presentations  
<sup>8</sup> Recreational activities

17. Did you use the Spanish interpreter?

- <sup>1</sup> Yes → → → If yes, was he/she...  
<sup>1</sup> Very helpful,  
<sup>2</sup> Somewhat helpful, or  
<sup>3</sup> Not at all helpful?  
<sup>2</sup> No

18. Please let us know if you have any additional comments about the Academy:

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**Thank you for your feedback!**

## Youth Leadership Academy III: December 2010 P&I/ RPC Coordinator feedback form

We would like to gather your feedback about the Youth Leadership Academy in order to improve future Academies. Your responses will be combined with those of other coordinators.

Please indicate your role: <sup>1</sup> P&I    <sup>2</sup> RPC

Were you on the YLA planning committee this year? <sup>1</sup> Yes    <sup>2</sup> No

Please tell us how much you agree or disagree with each of the following statements.

<b>ACADEMY OVERALL</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
1. Overall, this conference was useful.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
2. The activities were well organized.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
3. The ice breaker/energizer activities were successful.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
4. The adult presenters were knowledgeable.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
5. The adult presenters engaged well with youth.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
6. I had an opportunity to personally contribute to the discussions and sessions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
7. I had an opportunity to provide input into the planning of the Academy.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
8. I had adequate time to prepare for the conference and/or recruit youth and parents/chaperones.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
9. I felt prepared to facilitate the breakout sessions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
10. Youth were engaged during the breakout session I helped to facilitate.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
11. Youth learned something new as a result of the breakout session I helped to facilitate.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
12. The Academy met my expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
13. The accommodations were comfortable.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

<b>YOUTH GROUPS</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
14. Youth had opportunities to meet and interact with youth from other youth groups.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
15. Youth had opportunities to spend time with youth from their own group.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
16. It was useful to hear different groups share their project ideas.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
17. The youth groups had adequate time to present their ideas.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
18. Our youth group was well represented by the youth that attended the Academy. <b>-FOR P&amp;IS ONLY</b>	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>
19. I am confident that our group will carry out the activities we presented at the Academy. <b>-FOR P&amp;IS ONLY</b>	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>

**Turn over →**

20. What was the most useful aspect of the Youth Leadership Academy?

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21. What could be done to improve the Youth Leadership Academy?

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22. Was it helpful having parents of the youth attend the Youth Leadership Academy? Why or why not?

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23. Do you plan to connect with other youth groups after this weekend? **-FOR P&IS ONLY**

<sup>1</sup> Yes → → If yes, in what ways could this help what you are doing in your own group?

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<sup>2</sup> No

24. Do you have any other comments about this year's Youth Leadership Academy?

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**Thank you for your feedback!**



## Youth Leadership Academy III: December 2010 Planning committee feedback

As members of the YLA III planning committee, Wilder Research, in partnership with the Minnesota department of Human Services Alcohol and Drug Abuse Division, would like to gather your feedback about the Academy and the planning process in order to improve future Academies. Your responses will be combined with those of others on the committee and shared with the Department of Human Services.

Planning process (response categories: Strongly agree / agree / disagree / strongly disagree)

- 1) My voice was heard during the planning process.
- 2) The committee was open to my ideas for the Academy.
- 3) DHS ADAD was open to my ideas for the Academy.
- 4) I had enough opportunity to talk and/or meet with other committee members to plan.
- 5) It was easy to communicate with other members of the committee.
- 6) The committee was dominated by one or a few individuals.
- 7) I had a clear sense of my role and responsibility on the committee.
- 8) The committee had a sufficient number of RPC Coordinators.
- 9) The committee had a sufficient number of P&I Coordinators.
- 10) The committee had a sufficient number of youth.

*Additional comments:*

- 11) Did you have adequate time to plan and prepare for the Academy? (*too little / enough time / too much*)
- 12) Did the time commitment match your expectations? (*spent less time than expected / amount of time was what I expected / spent more time than expected*)
- 13) How would you describe the size of the planning committee? (*too small / right size / too large*)

*Additional comments:*

Outcomes of the Academy (response categories: Strongly agree / agree / disagree / strongly disagree)

- 14) The Academy was generally implemented as planned.
- 15) I am satisfied with the role I played on the planning committee.
- 16) I am satisfied with the way the Academy was carried out.
- 17) The planning committee planned an Academy that met the needs of the participants.
- 18) If I could, I would consider being involved in the planning committee next time.

*Additional comments:*

Success and challenges

- 19) What did the YLA Planning Committee do well (i.e., how were you successful)?
- 20) What barriers or challenges, if any, made it difficult to plan this year's Youth Leadership Academy?
- 21) What would you change about the YLA Planning Committee to improve its effectiveness?
- 22) Do you have any other comments or feedback about the Planning Committee or the Academy itself?