

**Wilder Center for Communities**  
**Self-assessments of the Latino Leadership Program**  
**August 2010**

***Introduction***

The Amherst H. Wilder Foundation's Neighborhood Leadership Programs (NLP) has supported and worked to grow the leadership capacity of those who live, work and/or volunteer in St. Paul's neighborhoods since 1995. NLP reflects a shared, collaborative leadership model and the philosophy that all people can be leaders. NLP's purpose is to develop and sustain a healthy and thriving community.

The Latino Leadership Program is an 18 hour course, in which Wilder Foundation partners with local Latino organizations to build the leadership skills of the Latino community in St. Paul. Typically the Latino Leadership Program lasts six weeks. Participants gain basic skills, knowledge, and experiences related to community involvement and leadership. For some it is the first time they learn about their unique leadership style and what it means for community work. For others, it's a means for learning about ways a meeting is typically run in the US, exploring inter-cultural communication and dispute resolution, or experiencing the support of a peer network for the first time.

This evaluation looked at short-term impact on participants' knowledge and attitudes that occurred over the course of the 18 hour program. Though the evaluation does not measure longer-term behavior change, change in individuals' knowledge and attitudes are necessary before participants can change their behavior.

Wilder Research prepared this evaluation using self-assessments completed by participants in the Latino Leadership Program in 2010. Pre and post surveys were developed by NLP staff and revised with input from Wilder Research consultants. Staff administered pre surveys at the beginning of programming and post surveys during the final training session. Of the 29 participants in NLP's Latino Leadership Program in 2010, 17 (59%) completed both a pre survey and a post survey.

Survey data were tallied by NLP staff and the results given to Wilder Research staff for analysis and reporting. Results are reported in aggregate; and individual ratings are compared from pre to post test. Findings are reported in three sections, which correlate with the three areas of impact that were measured through this evaluation: knowledge and skills; connection to others; and attitudes and intentions.

## ***Knowledge and skills***

Participants in the Latino Leadership Program were asked to rate the extent to which they agree or disagree that they have specific leadership-related skills and knowledge. In all cases, the percentage of participants who somewhat or strongly agree increased at the end of programming.

At post survey, all participants agreed or strongly agreed that they are aware of their own personal values and leadership style; familiar with resources available in their community; and have strong interpersonal communication and conflict resolution skills. In addition, 59 percent of Latino Leadership Program participants gained interpersonal communication and conflict resolution skills.

### **1. Group comparison of pre and post survey results (N=17)**

<b>Knowledge and skills</b>	<b>Strongly agree</b>	<b>Somewhat agree</b>	<b>Somewhat disagree</b>	<b>Strongly disagree</b>
I am aware of my own personal values and leadership style.				
Pre survey	29%	24%	6%	41%
Post survey	88%	12%	0%	0%
Percent who indicated stronger agreement on the post survey				59%
I have strong interpersonal communication and conflict resolution skills.				
Pre survey	18%	53%	24%	6%
Post survey	59%	41%	0%	0%
Percent who indicated stronger agreement on the post survey				59%
I am familiar with resources that are available in my community.				
Pre survey	18%	35%	18%	24%
Post survey	65%	24%	6%	6%
Percent who indicated stronger agreement on the post survey				56%
I have knowledge of my community's needs and challenges.				
Pre survey	24%	35%	6%	29%
Post survey	65%	24%	6%	6%
Percent who indicated stronger agreement on the post survey				41%

## *Connections with others*

In their connections with others, participants joined the program with some connections, but left the program with stronger connections. About half (47%) indicated stronger agreement on the post survey to having people to talk with about community issues, and asking and receiving support from other leaders, with over 80 percent strongly agreeing on the post survey.

### **2.**

<b>Connections with others</b>	<b>Strongly agree</b>	<b>Somewhat agree</b>	<b>Somewhat disagree</b>	<b>Strongly disagree</b>
I have people I can talk with about community and leadership issues.				
Pre survey	41%	35%	0%	24%
Post survey	82%	18%	0%	0%
Percent who indicated stronger agreement on the post survey				47%
I am able to ask for and receive support from other leaders				
Pre survey	47%	47%	6%	0%
Post survey	88%	6%	6%	0%
Percent who indicated stronger agreement on the post survey				47%

## *Attitudes*

Participants in the Latino Leadership Program had the most change in their awareness of their own potential usefulness as a community leader; 59 percent improved in this area, and 41 percent had increased confidence to take on leadership roles.

Latino Leadership Program participants were also asked if they intend to seek out leadership positions or participate in community projects. At the end of the program, 76 percent of participants strongly agreed that they intend to seek out leadership positions or participate in community projects, an increase from 48 percent and 63 percent from start of the program.

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**3.**

<b>Attitudes and intentions</b>	<b>Strongly agree</b>	<b>Somewhat agree</b>	<b>Somewhat disagree</b>	<b>Strongly disagree</b>
I am aware of my own potential usefulness as a community leader.				
Pre survey	41%	35%	0%	24%
Post survey	71%	29%	0%	0%
Percent who indicated stronger agreement on the post survey				47%
I feel confident to take on leadership roles in my community.				
Pre survey	35%	35%	24%	6%
Post survey	76%	18%	6%	0%
Percent who indicated stronger agreement on the post survey				41%
I intend to seek out leadership positions (such as on committees or boards)				
Pre survey	48%	44%	4%	4%
Post survey	76%	18%	6%	0%
I plan on participating in the schools, neighborhood or community projects				
Pre survey	63%	29%	8%	0%
Post survey	76%	18%	6%	0%

### ***Satisfaction with program***

Latino Leadership Program participants were asked to rate their satisfaction with the program. In most areas, all participants were very satisfied.

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**4. Participant satisfaction with Latino Leadership Program (N=16)**

	<b>Strongly agree</b>	<b>Somewhat agree</b>	<b>Somewhat disagree</b>	<b>Strongly disagree</b>
I am satisfied with the quality of the NLP.	100%	0%	0%	0%
What I learned in NLP will help me be more effective in my community work	100%	0%	0%	0%
The written materials are useful	100%	0%	0%	0%
The program provided a safe space to participate and share my opinions.	94%	6%	0%	0%
The program staff were sensitive to different backgrounds of people in the group	94%	6%	0%	0%

In addition, all the participants in the Latino Leadership Program found all seven sessions very helpful or helpful, with the exception of the session on understanding and resolving conflict, in which two participants felt it was not helpful or only a little helpful. Our goals as leaders in the community sessions, in particular, was rated very helpful by 94 percent.

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**5. Helpfulness of Latino Leadership Program sessions in 2010 (N=16)**

	<b>Very helpful</b>	<b>Helpful</b>	<b>A little helpful</b>	<b>Not helpful</b>
Our Goals as Leaders in the Community	94%	6%	0%	0%
Creating a Learning Community and Understanding our Personal Leadership Styles	88%	12%	0%	0%
Understanding and Resolving Conflict	88%	12%	4%	4%
Community Leadership	81%	19%	0%	0%
Our Communities and Building Community	81%	19%	0%	0%
Communicating Our Ideas in the Community	81%	19%	0%	0%
Effectively Working with Others in the Community	81%	19%	0%	0%

***Summary and implications***

Wilder Foundation’s Latino Leadership Program (NLP) works to grow the leadership capacity of those who live, work and/or volunteer in St. Paul’s neighborhoods through an 18-hour leadership training course. To assess the impact of the program on participants’ knowledge and attitudes, NLP partnered with Wilder Research to conduct pre and post surveys of Latino Leadership Program participants. The data collected for this evaluation is relatively limited; only 17 matched pre and post surveys were completed. With limited data (of 29 participants), results should be interpreted with caution.

Results from 2010 indicate that participation in the Latino Leadership Program has the largest impact on participants’ skills and values. In particular, the most change was seen in the following areas:

- Participants are more aware of their own personal values and leadership style
- Participants gain strong interpersonal communication and conflict resolution skills
- Participants are more familiar with resources that are available (in the school) and community

Participants are satisfied with all aspects of the Latino Leadership Program, and feel as though what they learned will help them be more effective.

The Latino Leadership Program has less impact on participants' confidence or knowledge of their community, with a fewer percentage reporting growth in their knowledge of their community's needs and challenges; and their confidence to take on leadership roles. NLP may consider strengthening these components of the program, as participants' had room to grow in these areas.

Almost all participants intend to seek out leadership positions and participate in schools, neighborhood or community projects. A follow-up evaluation of Latino Leadership Program alumni would determine whether participants followed through on becoming more involved in their communities.

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### For more information

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