

March MLN Meeting Recap
“Measuring Outcomes for Youth Mentoring Activities”
Facilitator: Stephanie Groark, University of Pittsburgh Office of Child Development

What is Evaluation?

- A way to measure if you are doing what you set out to do
- Should not be a “report card”

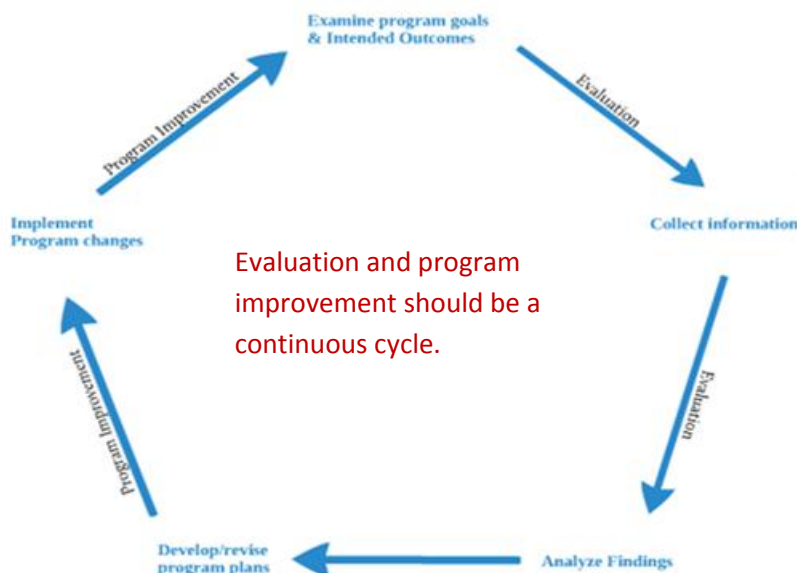
Why Should I Evaluate My Program?

- Provides a measure of success
- Forces you to examine the clarity of your objectives
- Helps you share best practices with similar programs
- Provides tools for marketing to clients and partners
- Motivates staff and clients
- Helps you make good program decisions
- Helps to get more funding

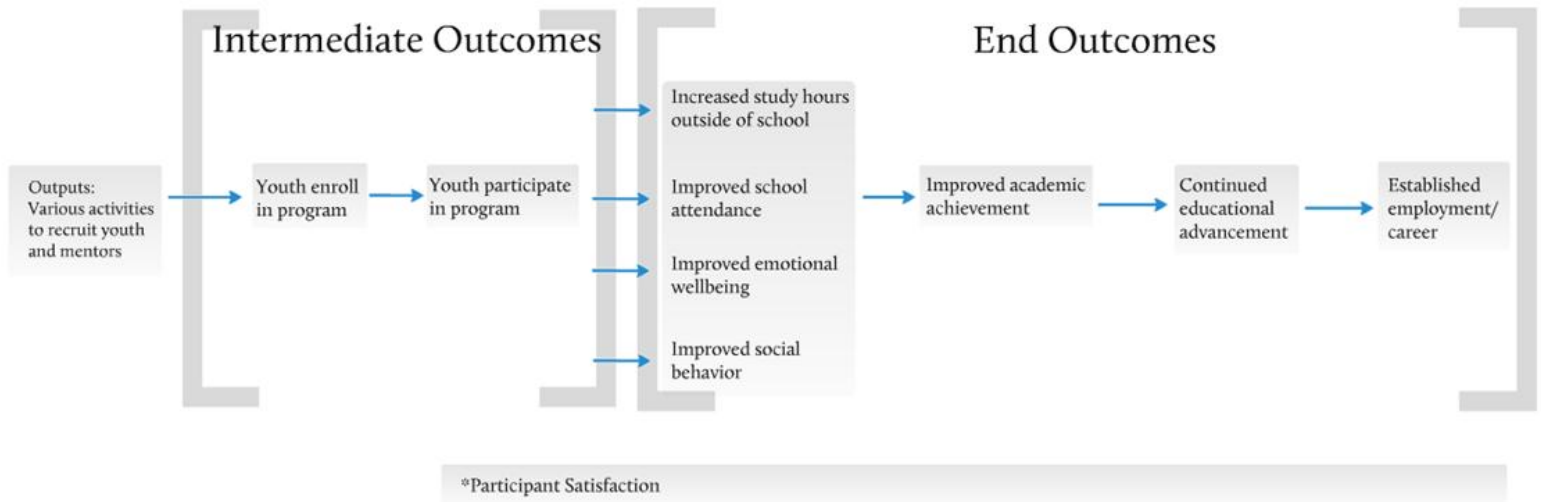
How Do I Evaluate My Program?

- Internally: designate a staff person or form a team
- Externally: partner with an outside agency
- Steps:
 - Identify your program goals/objectives
 - Define your outcomes (what do you expect to change?)
 - Determine the indicators of your outcomes (how will you know when the change has taken place?)
 - Collect and analyze the information
 - Identify implications for your program

To identify goals and define outcome, ask “How do we expect youth to change as a result of participating in a mentoring relationship?” Focus on measuring outcomes that are within the control of the organization/program. Outcomes can range from youth’s resiliency to service and the community and improved self-esteem.



Below gives a summary of sequential outcomes reported by The Urban Institute and The Center for What Works (“Candidate Outcome Indicators: Youth Mentoring Program”, 2010). These are examples of common youth mentoring outcomes in the order they can be expected to be achieved. These are just meant to serve as clear, measurable examples and will **not** apply to every mentoring program, nor is it intended that programs should measure all of these outcomes. The appropriate outcomes to be measured are different for every program.



Keep in mind that there are many valuable outcomes that need to take place in order to lead from Intermediate Outcomes to End Outcomes, such as youth/mentor engagement, trust building, and relationship development. It has been suggested that the three most important outcomes for any youth mentoring program are recruitment, engagement, and retention. Without these, end outcomes cannot be reached.

Questions to help guide measurement of outcomes:

- “How well are we achieving our outcomes?”
- “How do we know?”
- “What do we still need to find out?”
- “What information can we collect to tell us?”

Looking for additional resources?

Check out the Center for Disease Control’s Compendium of Assessment Tools for Injury, Youth Violence and Measuring Influences Among Youth:

http://www.cdc.gov/ViolencePrevention/pub/measuring_violence.html.

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