

Evidence to Practice: Findings from the Youth Program Quality Intervention Study

*21st Century Community Learning Centers
2009 Summer Institute
July 9 Nashville, TN*

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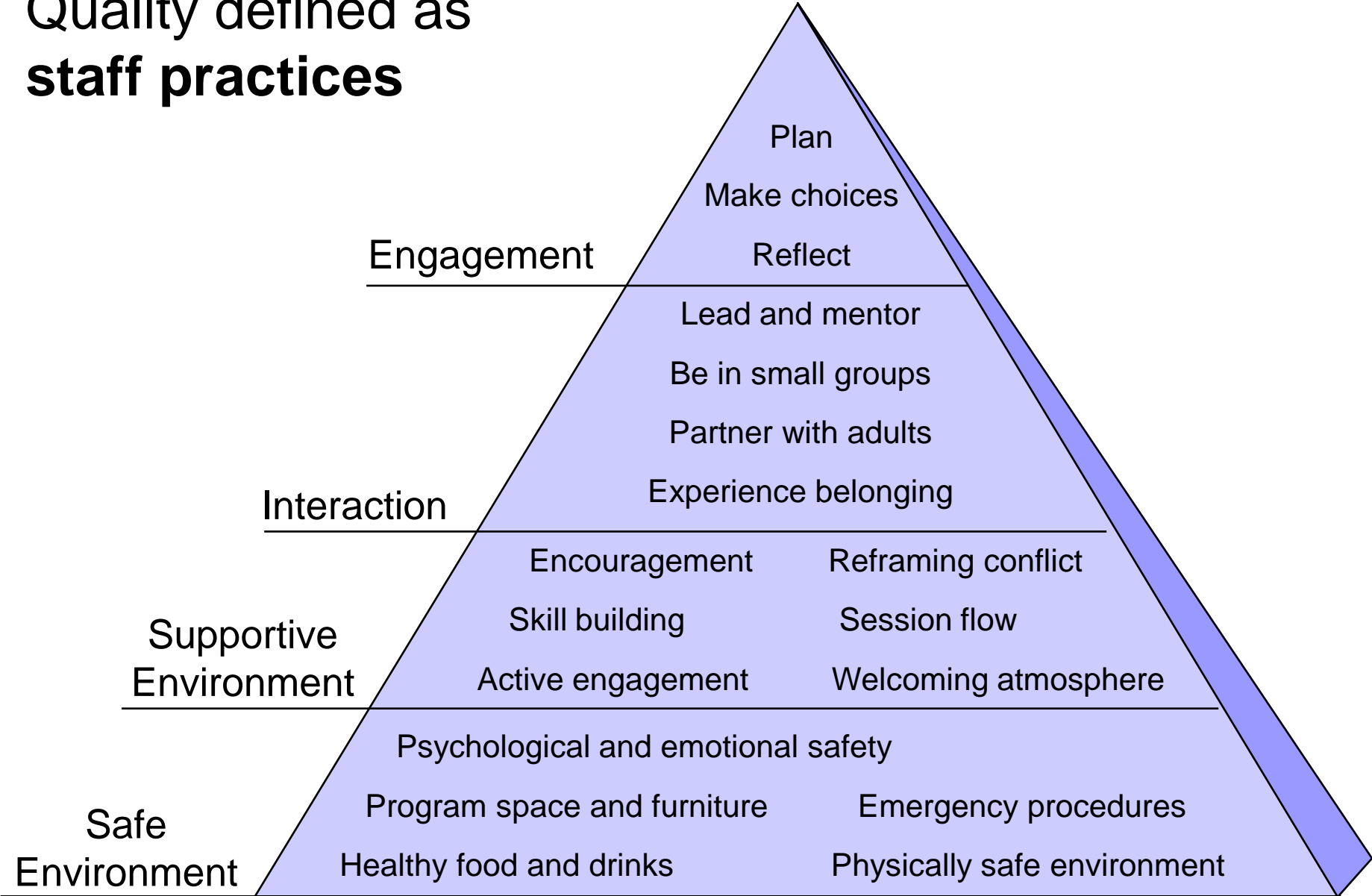
CENTER FOR YOUTH
PROGRAM QUALITY

A joint venture between the Forum and High/Scope.

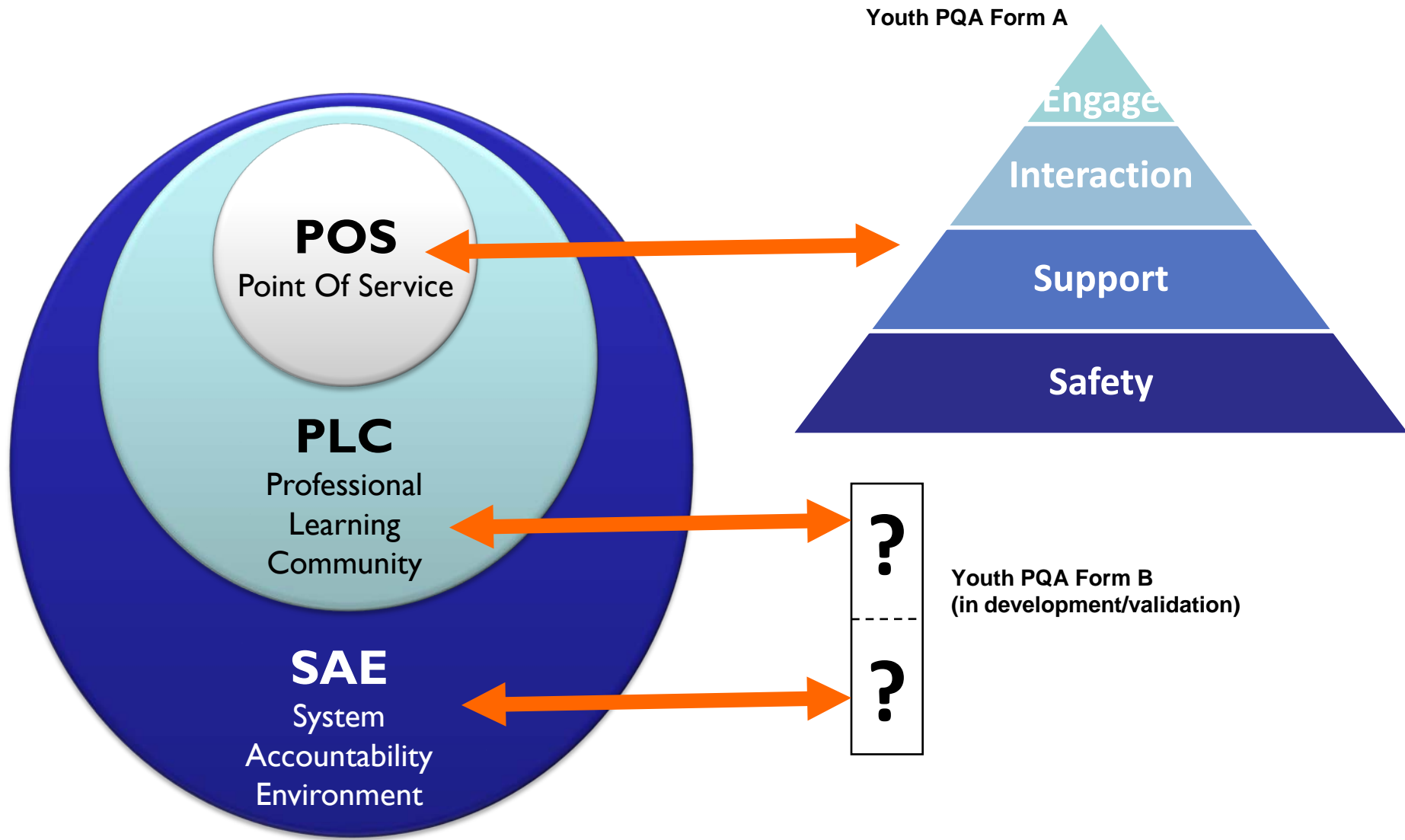
Quality at the point-of-service

PART I

Quality defined as staff practices



Other levels of program/policy affect POS quality



Management Practice	Action Domain	Practice Set	MOT T	Kansas-Missouri
Valuing Positive Youth Development (PYD)	PYD Press	Acquire Youth Feedback	X	X
		Set behavior & participatory expectations		X
		Name objectives - skill-building & learning		X
	PYD Frame	Articulate PYD Vision		X
		Provide Youth Voice/Governance	X	X
		Assure Content relevance and rigor	X	X
Continuous Quality Management	Data-driven Process	POS assessment expertise		
		Group/shared Data Interpretation	X	X
		Team Planning based on Data	X	
	Performance Feedback	Staff identify changes/objectives		
		Try new behavior w/ immediate feedback		
	POS skill/talent alignment	Vendor selection process		X
Hiring for POS skills			X	
PLC Norms	Expectations	Clear expectations for staff	X	X
		Acquire staff feedback	X	
		Strengths-based performance review	X	X
	Climate	Staff Meetings		X
		Vendor staff/service management		
		Stakeholder communication		X

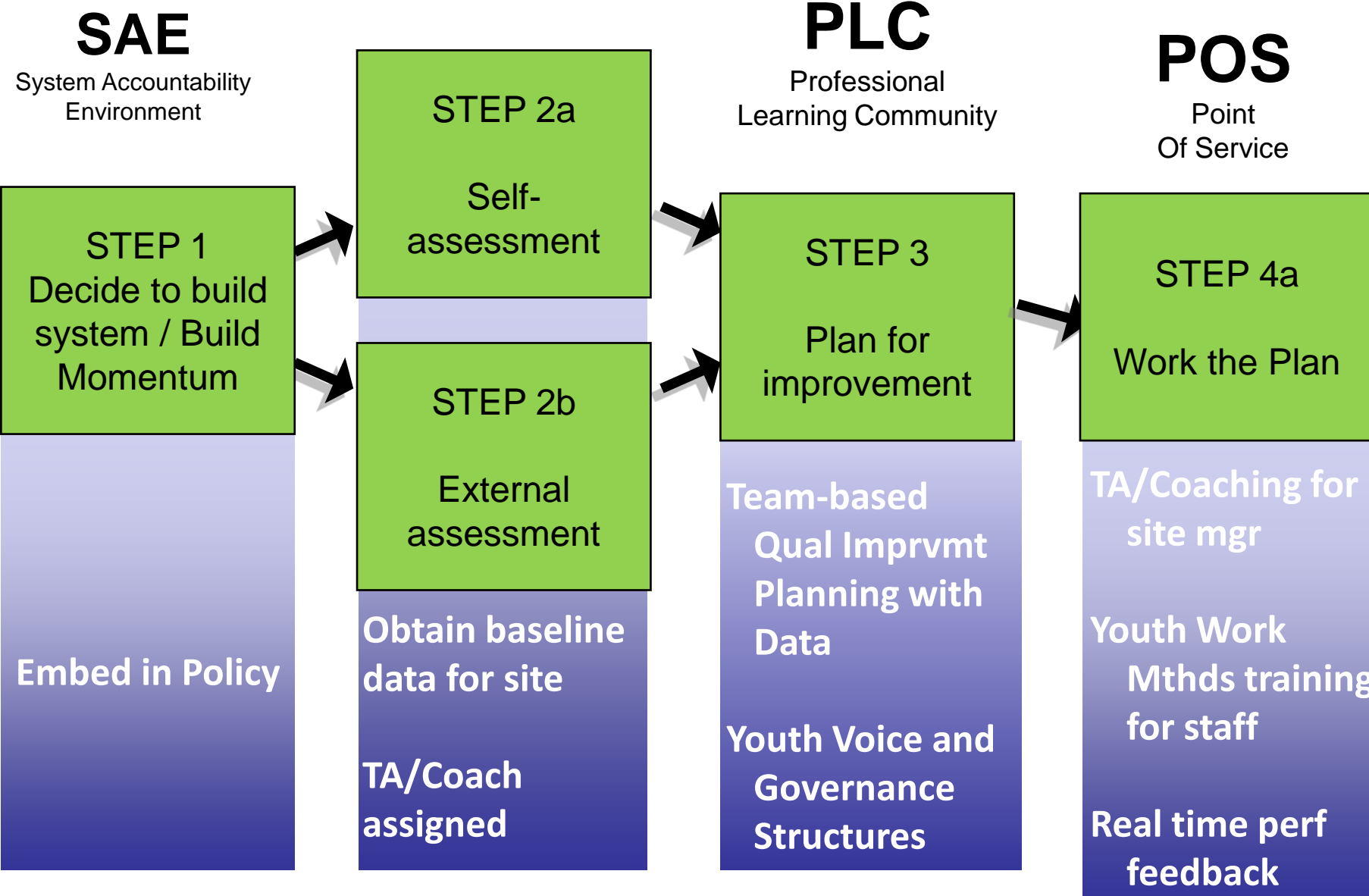
New research on quality improvement -

Youth Program Quality Intervention Study (YPQI)

Funded by the William T. Grant Foundation

PART II

YPQI Logic Model: Assess → Plan → Improve



Study Characteristics

- Cluster randomized field trial designed to test a scalable intervention
- 100 youth programs in 5 networks (4 states):
Diverse sample by urbanicity, age, risk, content, staff education
- 18 month intervention sequence
- Outcome = change in staff practice at PLC and POS

YPQI Major Findings: Summary

- PLC-level mgmt practices were higher with assignment to Tx
- **POS-level practices were higher quality with assignment to Tx, especially in focal areas**
- YPQI was equally effective across diverse networks
- Level of implementation matters
- YPQI Cost per site per year, <\$3,000 per site

YPQI Findings: Closer Look

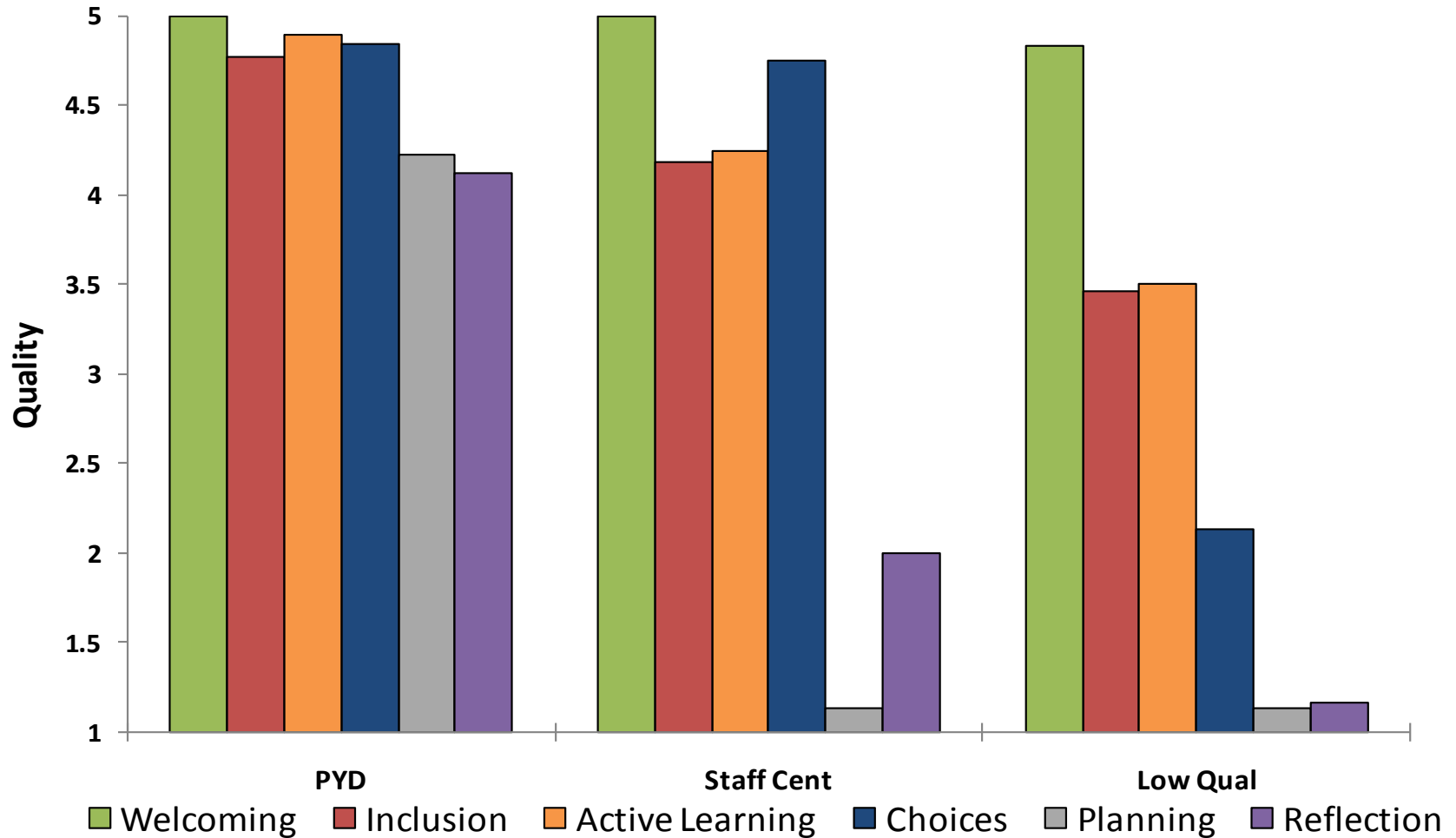
Profiles of Management Practice in PLC



YPQI Findings: Closer Look

Profiles of Staff Performance at POS

□



Findings for the “Tightly Coupled” PLC

- Major findings again:
 - 65% of Tx managers fully implemented PLC management practices, only 18% of controls
 - 42% of Tx offerings fell into the PYD profile, only 20% of controls
- Testing the overall theory: Were Hi-PLC and Hi-POS paired more frequently when assigned to the Tx-group?
 - Yes. Hi-PLC pairings with Hi-POS profiles were 9.3 times more likely in the Tx group; Lo-Lo pairings were 14 times more likely in the control group

Conclusions: *In the words of the YPQI
study subjects*

PART III

Site Supervisors' Reflections on the Impact of YPQI

“We learned to observe exactly what we see, because inferring can lead to different scenarios and inaccurate data. From this to last year, the staff notes from peer observations are different and more objective, staff feel more empowered to work with kids and get them involved. I feel that most people that work in child care are used to take charge, so it’s hard to give youth voice and choice. We learned how we can incorporate voice and choice so that it is comfortable for everyone involved”.

“Staff performance [has improved], staff represent the language of the kids we serve when they come to me. ‘My kids say... My kids feel...’ so their process of approaching me and presenting concerns has changed from their concerns to the concerns of the kids. Youth experience [has improved]: it’s notable to youth that their voices and opinions have been heard. Our staff and school faculty have noticed the change as well. Our Vice Principal has repeatedly shared his feedback with me saying, “Thank you for continuing to reach out to the kids and ask them to share their thoughts and experiences”.

Staff Reflections on the Impact of YPQI

“Our quality level top to bottom has improved. I don’t think anyone didn’t get something out of it. It helped us discuss what we do here so we got everybody on the same page. As little as recognizing a specific kid.. We now recognize the hierarchy [of the pyramid], if you don’t have safety, you can’t have anything else. Everyone has been looking out for safety, to make the kids open up more. We’ve seen the kids being more comfortable here.”

“It’s all about evaluating your effectiveness and constant improvement as an individual. It was very helpful for all my staff and myself to be observers –to sit in a group and not interfere-get an outside perspective in our own program. More youth buy-in, they are taking control over the program and the activities, they are the driving force – instead of the staff being the driving force.”

