

LEADERS OF TOMORROW 2019



Hispanic Advocacy and Community Empowerment through Research

Leaders of Tomorrow

The Leaders of Tomorrow is a leadership camp for Latino teens from the age of 13 to 17. The goal of this 4-day program is to empower students to become leaders in their communities. The camp takes place at Macalester College and includes speakers, workshops, and activities to develop leadership qualities and advocacy skills.

In 2019, HACER held two Leaders of Tomorrow camps, each four days long. The first camp had 16 participants and the second camp had 10 participants.

HACER

HACER's mission is to provide the Minnesota Latino community with the ability to create and control information about itself in order to affect institutional decisions and public policy. HACER does this through collaborative research efforts that are timely, methodologically sound and culturally appropriate. HACER is also committed to increasing leadership and civic participation among Latinos.

Methodology

To measure the success of the camps, a survey was administered at the beginning of the camp and at the end of the camp. There were 22 questions on this survey, which are attached below. None of the questions were required, meaning they could be left unanswered. The response options were on a likert scale with options of strongly disagree, disagree, neutral, agree, and strongly agree. Once responses were gathered, the results were calculated by first assigning a weight of 0 to 4 to each option as follows:

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
4	3	2	1	0

Then the score for each question was calculated using this formula:

$SCORE = (\text{number of responses in each category} * \text{weight of each category}) / \text{total number of responses in that category}$

Missing answers meant that the score was calculated for the responses that were present.



Key Findings

After Leaders of Tomorrow:

- 46% more participants agreed that they know of Latino leaders in their community
- 38% more participants felt comfortable asserting themselves in leadership roles
- 27% fewer participants felt that there are barriers to them going to college

And...

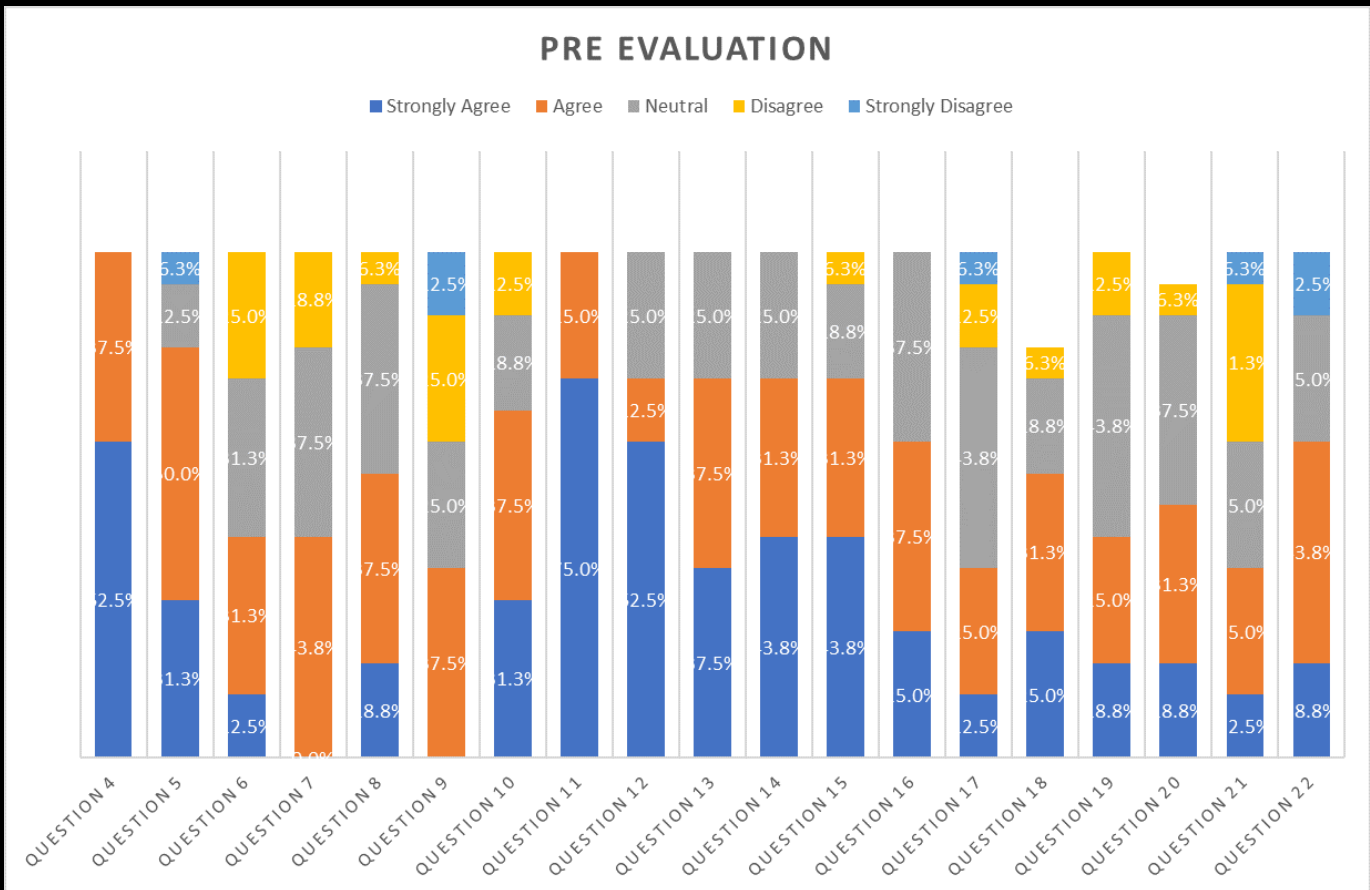
- 100% of participants enjoyed Leaders of Tomorrow
- 96% of participants felt comfortable with the staff of Leaders of Tomorrow

Survey Questions

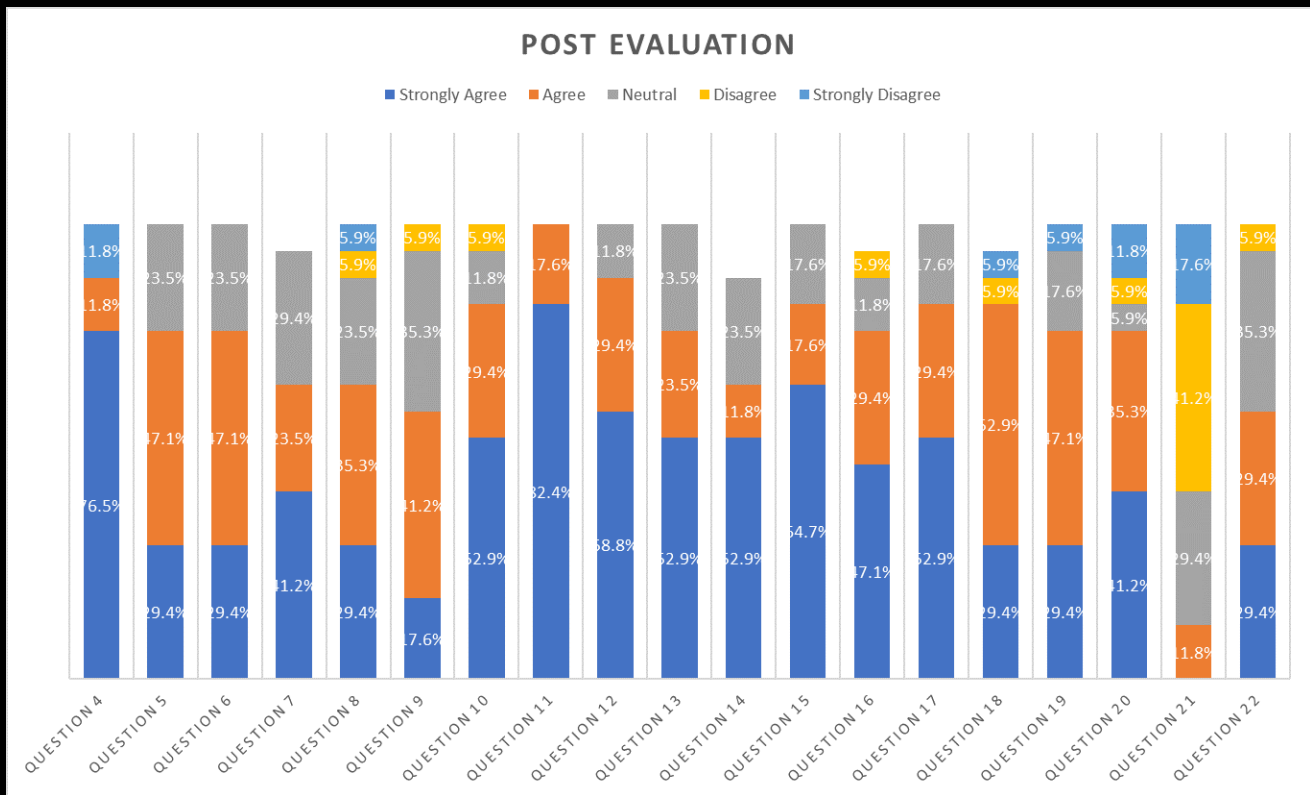
1. How many times have you previously participated in the Leaders of Tomorrow program?
2. What grade in school will you be entering this fall?
3. What is your gender?
4. My education is very important to me.
5. I am comfortable approaching teachers and other staff at my school with questions about my academic progress and goals.
6. I know where I could find resources and information about options after high school.
7. I am aware of all of my options after high school.
8. I am confident in what I want to do after high school.
9. I feel comfortable writing a resume.
10. I'm confident my parents could help me with planning for my life after high school, such as applying for college and for financial aid.
11. I am proud of my Latino heritage.
12. I have a strong support group of Latino people my age.
13. I have a lot of knowledge and understanding of my own Latino heritage.
14. I know what my values are.
15. I'm comfortable asserting and standing up for my values.
16. I know what my strengths are.
17. I know of Latino leaders in my community.
18. I consider myself a leader.
19. I feel comfortable asserting myself in leadership roles.
20. I feel comfortable working with groups of people I don't know well.
21. I feel there are barriers to my going to college.
22. I'm confident in my ability to do well on college admission tests, like the SAT or ACT.

Camp 1: June 26-29

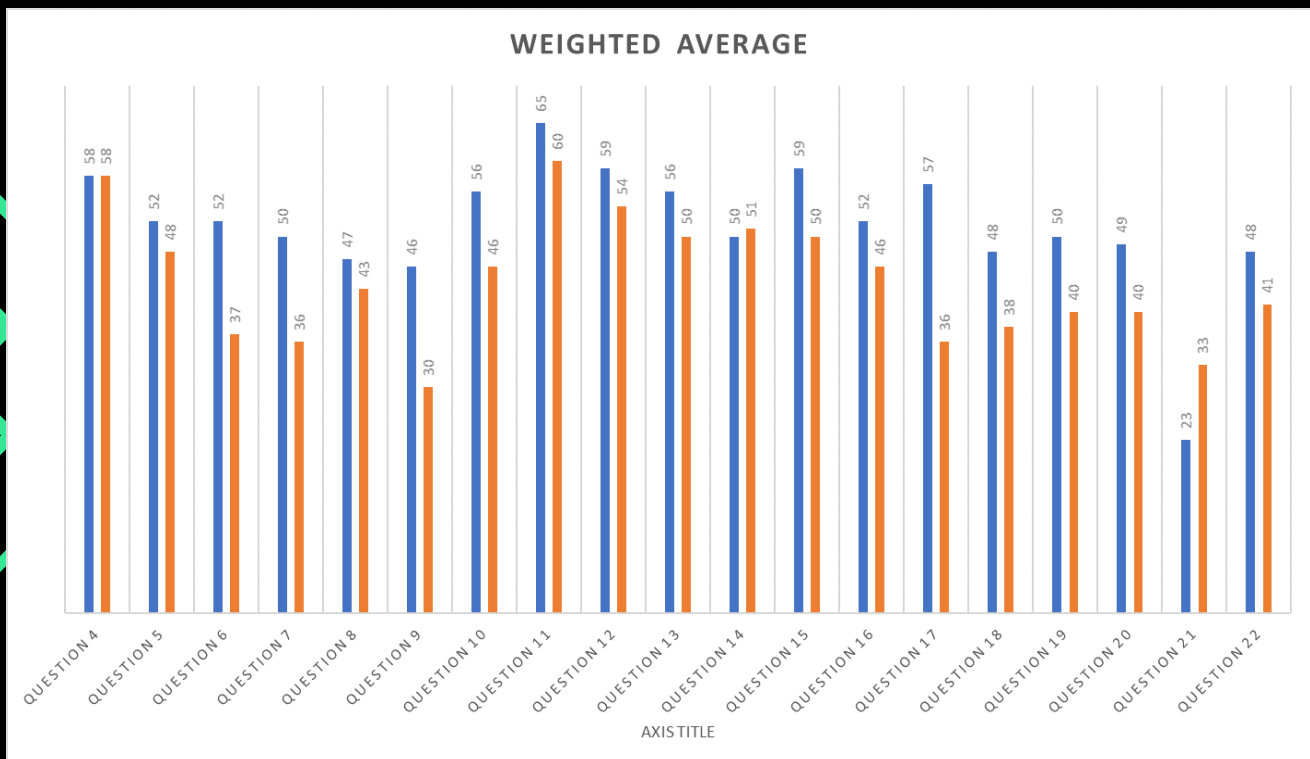
The first camp had 11 girls and 5 boys. The average grade of the participants was 9.63. The graphs below show the responses for the pre and post surveys.



Camp 1 Cont.

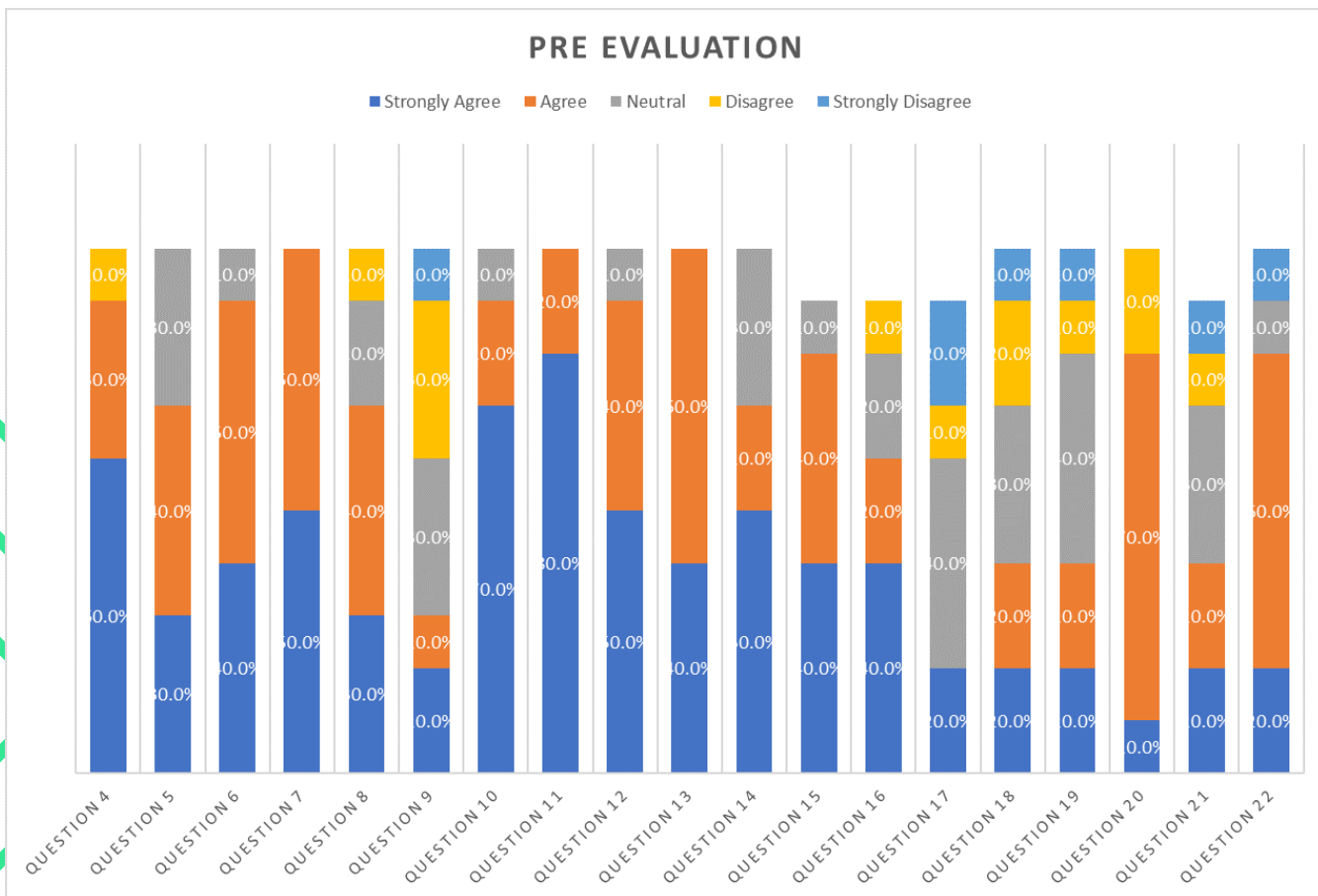


Next, a score was calculated for each of the questions as per the formula above and were compared between the pre and post surveys below.

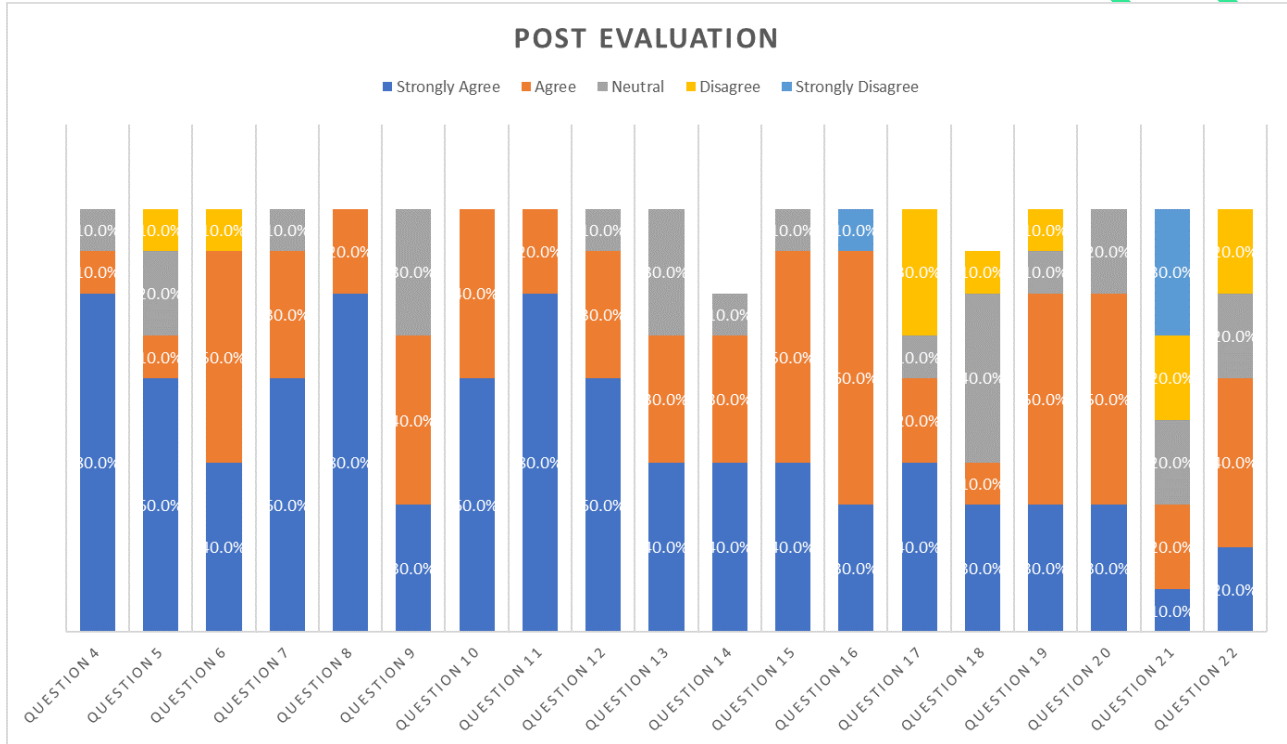


Camp 2: July 10-13

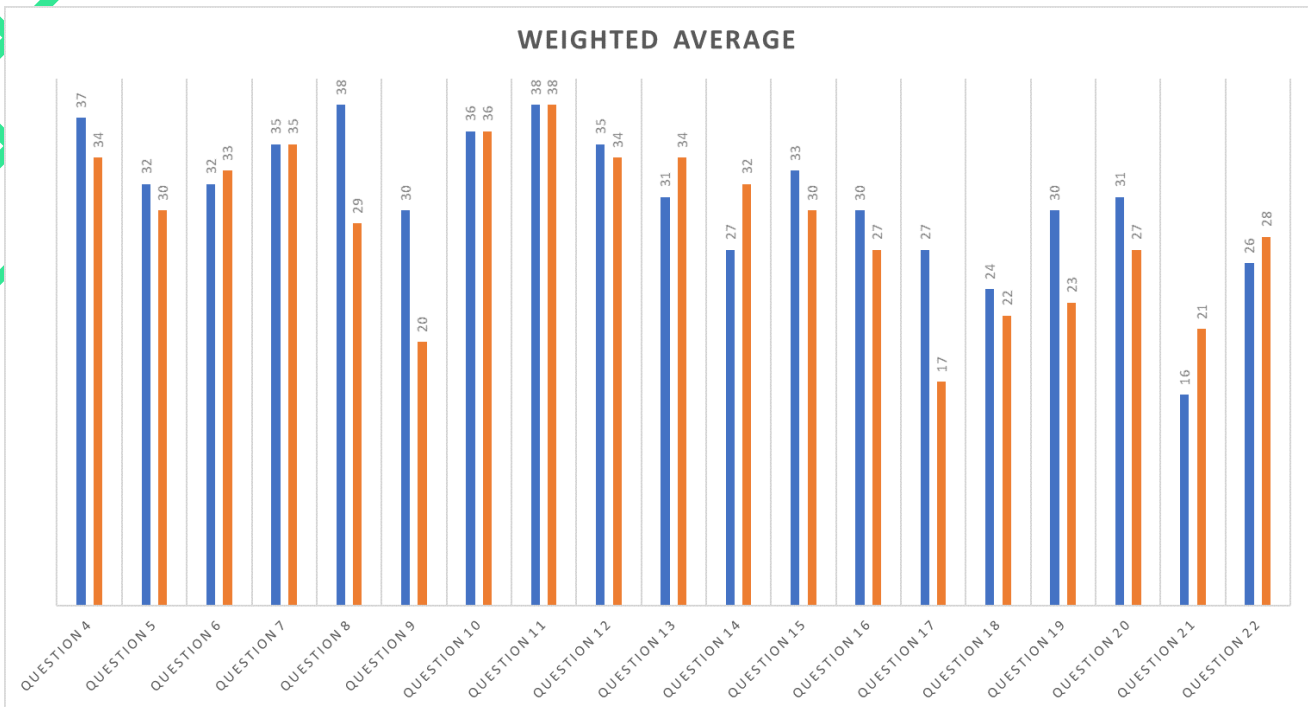
Camp 2: The second camp had 10 participants with 6 girls and 4 boys. The average grade of the participants in the second camp was 10. The same procedure (described in Camp 1) was repeated for the second group and results are as shown below.



Camp 2 Cont.



After reviewing the pre-survey and the post-survey, the scores were compared in the graph below.



Analysis

Looking at the data from the first camp, all questions except 4, which stayed the same, and 14, which saw a one point decrease, showed improvement from the pre- to the post-test. Question 21 is the only question for which a lower score is considered better, since it states, "I feel there are barriers to my going to college". This question did see a decrease from the pre- to the post-test for both camps. The questions with the most improvement were questions 6, 9, and 17. Question 14 had some decline in results. A similar pattern can be found in group 2, with most questions showing improvement. However, overall, the second group did not show as much improvement between the pre- and the post-test and the first camp.

Overall Program Evaluation

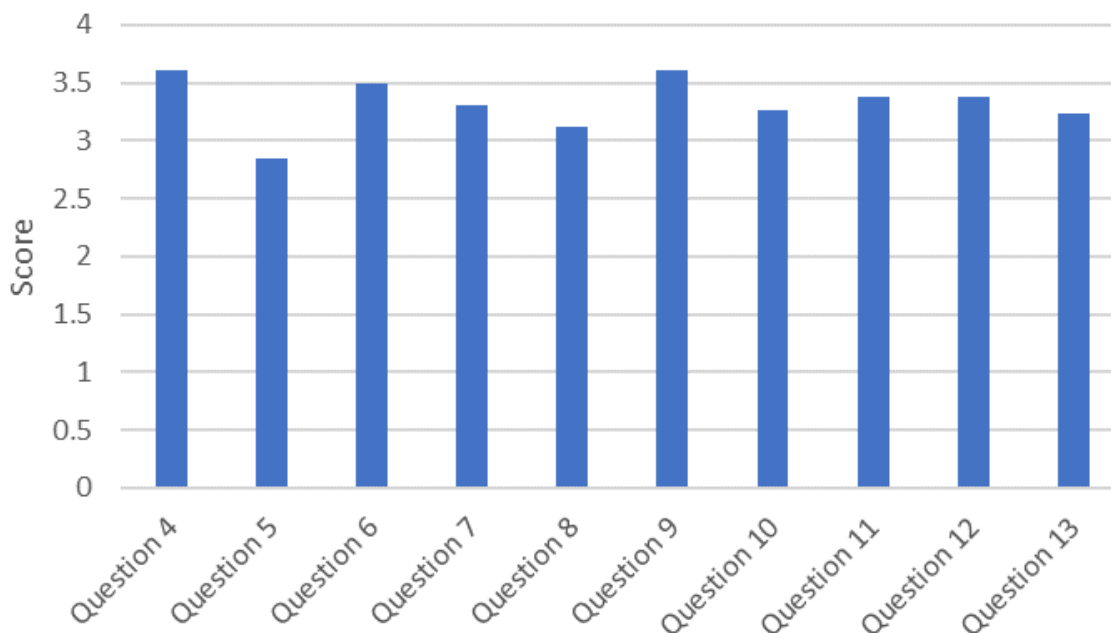
In addition to the pre- and post-tests, we also asked participants to complete an overall program evaluation at the end of the camp. This was to evaluate some of the specifics of the program and determine what could be improved in future camps. The questions that were asked on the overall evaluation are below.

Questions:

4. Overall, I enjoyed the Leaders of Tomorrow program.
5. I enjoyed the amount of time we spent listening to speakers.
6. I learned new things from the speakers.
7. The speakers were engaging.
8. I enjoyed the amount of free time we had.
9. I was comfortable with the staff at the Leaders of Tomorrow program.
10. I was comfortable speaking in the group and sharing my ideas.
11. I was able to connect with the other students in the program.
12. I thought the activities were well organized.
13. I felt that the activities helped me to grow as a person.

The graph below combines both camps into one set of data. For the 26 total participants, Questions 4 and 9 had the highest averages. All of the other questions had an average over 3 except Question 5.

Overall Program Evaluation Averages



Conclusions

Overall, the data shows that the camps were successful. The survey responses, including the weighted averages, improved over the course of the pre-surveys and post-surveys. Feedback on the program as a whole was very positive, although some participants would have liked fewer speakers and more free time.

One simple change to make is to have the surveys in both Spanish and English so that every participant can fill out the survey easily. Also, a new task for the interns would be to conduct a question and answer session about college. Many participants expressed a desire to learn more about college life from current students. Additionally, some participants mentioned that they would like a better gender balance among the staff since it was mostly females.

Testimonies

"Helped me find other Latinos like me and helped me find connections as well as showing me that I am a leader and I can make change."

"This program has affected me in a positive way because now I'm more social and have knowledge about support systems I could use."

"It has helped me learn more about opportunities I have as a Latina."

"I liked being able to meet and connect with other people."

"They've made me a better person and more confident."

"I liked everything. It was overall, a great experience."

"I would do it again 10 times over."

"Fue una experiencia muy buena."

"It has made me reflect on myself."