



THE
COUNCIL
FOR BOYS AND YOUNG MEN

EVALUATION PACKET
JANUARY 2013

Includes The Council for Boys and Young Men® Survey
& Administrative Manual

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FOUNDATION

For more information visit www.OneCircleFoundation.org,
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Welcome to The Council for Boys and Young Men® Evaluation Packet!

One Circle Foundation is pleased to offer this evaluation tool kit to programs serving boys and young men. The instruments selected here, which are available in the public domain and/or made available with permission by authors as shown, can assist organizations serving boys and young men to measure the impact of their group programs for boys.

The pre- and post- survey enclosed can be easily integrated into evaluation procedures in your organization. This tool kit can be used with boys in any setting that aims to promote boys' healthy development.

In addition, please consider sharing your findings with us. Implement The Council program, use The Council for Boys and Young Men® Facilitator Activity Guides (curricula), and share your collected data with us, so that we can continue to build evidence about this model. The Council for Boys and Young Men® is a strengths-based group approach to promote boys and young men's healthy masculine identity development. The Council model and curricula reflect several years of piloted implementation of the approach, topics, and activities by experienced facilitators serving boys and young men in a full range of settings – schools, mentorship and violence prevention services, and in juvenile justice programs.

The Council for Boys and Young Men® programs need evaluation for multiple reasons:

- Research on boys' masculine ideology and identity development is an important and emerging factor in boys' overall social-emotional health and wellness. Traditional views of masculinity have been associated with serious risk behaviors including reckless driving, violence, and suicideⁱ.
- High numbers of boys and young men encounter serious levels of adversity, and many are at-risk of participating in high risk behaviors such as bullying, violence, crime, school dropout rates, driving accidents, self-harm, and binge drinkingⁱⁱ or being impacted by these.
- Funding entities and decision makers want to know if their investments are making a difference.
- As developers, we want to know how boys are experiencing The Council for Boys and Young Men® approach and our male-responsive curricula, and whether The Council groups make a difference in boys' lives.
- Program evaluators want to know if boys' experiences in strengths-based, relational-cultural programs such as The Council for Boys and Young Men® can increase boys' safe, healthy and legal behaviors, beliefs, decisions, and experiences growing up male.

We hope this tool kit will provide clear, simple, and useful tools for the information and knowledge you need.

Appreciatively,

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Executive Director
One Circle Foundation

Beth Hossfeld, LMFT
Associate Director
One Circle Foundation

Introduction to The Council for Boys and Young Men® Evaluation Tool Kit

This tool kit contains all the materials you need to measure outcomes in The Council programs in conjunction with The Council Facilitator Activity Guides. Although certain research protocols should be met, the basic approach is to pre-survey the boys in The Council program and, if available, those boys in control groups who are otherwise similar but not participating in The Council program, prior to beginning of The Council. Then, run your group for 10 weeks or longer and then post-survey the participating boys and any control group boys after the program has concluded.

The Council Survey is a compilation of public domain instruments and one by permission of an author (AMIRS, Chu, 2005). These instruments have been selected based on the following criteria: appropriate for age and development, are validated, have been endorsed by the Centers for Disease Control for violence prevention, education researchers, and masculinity development researchers, and are consistent with the goals of The Council for Boys and Young Men®.

Additionally, the tool kit provides a complete set of required forms and content needed to conduct evaluation in your agency or organization.

Included: Instructions, Confidentiality Agreements for Program Facilitators and Supervisors, Information Sheets for Boys and their Parents/Guardians, Consent Forms, Surveys, Checklist for research study partners, and Checklist for The Council facilitators.

What does The Council Survey measure?

The Council Survey was designed for boys and young men, ages 11-18 years, and measures the following outcomes:

- Engaging in school
- Avoiding tobacco, alcohol, and drugs
- Caring and cooperating (vs. aggression)
- Respecting other's boundaries
- Respecting differences and having pride in one's ethnicity
- Creating healthy masculine identities*
- and*
- Satisfaction (at completion) with The Council program

**This section (F1-F12) applies to 7th-12th graders; can be skipped for youth 6th grade and younger.*

Getting Acquainted with The Council Survey

The Survey: The scales selected for this study are validated self-report measures of key behaviors and perceptions in boys' lives which closely correlate to The Council curricula and model. (To shorten the survey, delete one or more sections but do not delete specific items.)

- At the Pre-Survey, on the Cover Sheet, a Program Representative (facilitator, supervisor, or other survey administrator) will complete the number of weeks and sessions each boy has attended. (This number is usually "0".) Then, the boys will complete their portion of the cover sheet, the general information sheet, and the survey scales.
- At the Post-Survey, on each Cover Sheet, the Program Representative (facilitator, supervisor, or other survey administrator) will again complete the number of weeks and sessions each boy has attended. Boys will complete their portion of the cover sheet, the general information sheet, the survey scales, and the Satisfaction survey.

Cover Sheet: The Council Survey begins with an initial cover sheet to locate and track specific participants. The boy will complete most of the information. The Program Representative will complete 4 items: the length in minutes that each session was held (i.e., 60, 90, or 120), the total number of weeks the boy has attended Council sessions at time of the pre-survey (usually "0"), the total number of weeks the program was held (at post-survey) and the total number of weeks the boy attended (at post-survey). This is the only sheet that the Program Representative will view. The other survey pages are confidential. Only an identified data entry staff person and/or the program evaluator will view the contents of the completed surveys.

Survey Page 1

Section A: Demographic/General Information - Each survey participant fills in this section (10 items) at the time of the Pre-Survey and again at the time of the Post-Survey.

Survey Page 1

Section B – School Engagement

Survey Page 2

Section C – Past 30 days Tobacco, Alcohol and Drug Use

Section D – Sub-Survey of Modified Aggression Scale – Caring, Cooperation Behaviors

Survey Page 3

Section E - Ethnic Identity, measuring ethnic pride and respect for differences

Survey Page 4 - For 7th-12th graders

Section F - Adolescent Masculine Ideology in Relationships Scale (AMIRS): measuring ideas about masculinity. Used with permission of author.ⁱⁱⁱ

Survey Page 5

Section S - Satisfaction Survey

Every boy will complete this page at the time of the **Post-Survey only**

Total items, excluding Cover Sheet:

Pre-survey items with AMIRS (Section F) = 40 items; without AMIRS = 28 items

Post-survey items with AMIRS and Satisfaction Survey = 51; without AMIRS = 39 items

2

Instructions for Use

Ethical research with youth requires your care. Thank you for reading these instructions.

PREPARE

1. Complete Form 1 and send to program evaluator (name, address on Form 1).
2. Determine your plan for evaluation. Some sites will survey only the boys who participate in the program, while other sites have the opportunity to collect two sets of data: one from boys who participate in The Council program, another from a control group (boys who are NOT participating in the program but are otherwise similar). [Meaningful evaluation is strengthened by having a control group for comparisons; however, control groups are not required. To find scientifically meaningful data, we recommend gathering 75+ completed surveys from youth in both The Council program and the control group.]
3. Share the Information Sheet with boys and their parents/guardians.
4. Obtain all participating boys' and parent/guardians' consent forms.
5. Provide a copy of the consent forms for the parents and boys to take home for their records.
6. Photocopy consent forms and send originals to program evaluator and store photocopied consent forms in a secure location.
7. Familiarize yourself with The Council Survey; have the person administering the survey become familiar with The Council Survey as well.

ADMINISTER THE PRE-SURVEY

8. **IMPORTANT! Program Representative** (*Facilitator, Supervisor, or other identified person to administer the survey*): Prior to initial Council group, administer The Council Survey. Complete your shaded portion of the Cover Sheet before handing out to the boys. In this way you will not see the responses of the Survey itself. Write the length of time per session in minutes, i.e., 60, 90, 120, the total number of weeks that the program has run, (typically zero at pre-survey) and each individual boy's total number of sessions attended on the pre-survey cover sheets (typically zero at pre-survey but it is possible a boy may have attended sessions previously) as you distribute to him. Provide each boy with his survey that shows his sessions attended.
9. Pre-Survey boys with The Council Survey. *See Suggested Script below. Remember that Section F (F1-F12) is for 7th graders – 12th graders only.
10. Tell the boys "Do NOT write your name on this survey."
11. Before they begin, go over the Cover Sheet with them. Verify that the participants have provided their birth date, organization, and city or location where they attend the Council program on the survey cover sheet.
12. Then, have the boys begin.
13. Because reading abilities and levels vary, it may be helpful to read each item aloud. It's okay to explain a question if boys do not understand it, but avoid giving answers; encourage boys to answer what is true for them. They may skip any question they choose not to answer. Explain that each section (A–F) has its own directions to follow.
14. Provide a large manila envelope in the room, labeled: Council Surveys, Mo/Day/Year, & location. Have each boy place their survey inside the envelope when completed. Ask the last boy to seal the envelope when his survey has been placed inside.
15. Thank each boy for their help! Their voices make a difference!
16. Refrain from reading or viewing any of the survey responses inside the cover sheet.
17. Run your Council groups for 10 or more weeks.
18. Keep attendance at The Council meetings.

ADMINISTER THE POST-SURVEY

19. **Post-Survey boys** after the final Council meeting, and/or when members leave the group. **IMPORTANT!** When distributing the Post-Surveys, complete your shaded section of the Cover Sheet. Write the length of time per session in minutes, the total number of weeks that the program has run, and each *individual* boy's total number of sessions attended on the post-survey cover sheets as you distribute to him. Provide each boy with *his* survey that shows *his* sessions attended.
20. Before the boys begin the survey, go over the Cover Sheet with them. Verify that the participants have provided their birth date, organization, and city of Council program on the survey cover sheet. See Suggested Script, below.* Remember that Section F (F1-F12) is for 7th graders – 12th graders only. Also, explain that at the post-survey, the boys complete Section S, the Satisfaction Survey.
21. Once again, because reading abilities and levels vary, it may be helpful to read each item aloud. It is okay to explain a question if boys do not understand it, but avoid giving answers; encourage boys to answer what is true for them. They may skip any question they choose not to answer. Explain that each section (A –F) has its own directions to follow.
22. Provide a manila envelope, and follow the same instructions as provided above. Once all boys have completed their surveys and placed them inside the envelope, have the last boy seal the envelope.

COLLECT, STORE, ANALYZE & SHARE RESULTS

23. Have someone who is not the facilitator enter the data from the survey responses onto an electronic spreadsheet provided by your program evaluator. If a statistician or researcher is not available within the agency, seek an evaluator or individual with a strong statistics background. Once the data has been entered, store the surveys in a secure location and maintain these records until at least one year after the data report has been finalized.
24. Have your evaluator provide Pre-Survey (Time 1) and Post-Survey (Time 2) data analysis and provide an outcomes report. This person will want to run a series of paired sample t-tests in order to determine whether boys have experienced any changes after participating in The Council for Boys and Young Men®. [Larger numbers of respondents (>50 to 100+) strengthen the study findings.]
25. Share the outcomes report with One Circle Foundation: **Research@OneCircleFoundation.org**, and also with the youth, parents, funders, and others who inquire.
26. Shred all documents including forms and surveys one year after the report has been finalized.

*Suggested Script (direction statements) to boys/young men

You may wish to say to the study participants:

“This survey will help us learn whether The Council groups make a difference for boys. There is no ‘right’ or ‘wrong’ answer. Answer the questions as honestly as possible and however you are comfortable. For the Pre-Survey, you will fill in the Cover Sheet and Sections A-F (or A-E for boys through 6th grade). For the Post-Survey, you will fill in the Cover Sheet and Sections A-F and the Satisfaction Survey. Please Note: In each of the sections A-F, different response choices are provided. Some ask how much you agree. Other sections ask how often you did something. Read each section and each column of responses before circling your own answer. Remember, answer however you are comfortable.”

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Forms

The forms listed below are included in The Council Evaluation Packet on the following pages for use and reproduction within your organization.

	Description of Form
Form 1	Confidentiality Form for Facilitators/Supervisors
Form 2	Information Sheet for Boys and Young Men
Form 3	Information Sheet for Parent/Guardian
Form 4	Boys Consent Form and Parent/Guardian Consent Form

Form 1

Confidentiality and Responsibility Form for Facilitator(s) and Program Supervisor

The Council program values participant confidentiality. To ensure participant confidentiality, sign the following agreement and return to the responsible party at your organization.

Agency: _____ **City/State:** _____

By signing this confidentiality form, I agree to:

- Obtain all participating boys' and parent/guardians' consent forms
- Store the consent forms and all surveys in a secure location
- Refrain from reading or viewing any of the survey responses inside the cover sheet
- Verify that the participants have provided their birth date and council setting on the survey cover sheet
- Keep attendance at The Council meetings
- Write the total number of sessions attended on the post-survey cover sheets
- Someone who is NOT the facilitator enters data onto an electronic spreadsheet provided by a program evaluator; send data to him or her for analysis.
- Share program outcomes with any participants or their families, funders, or organizations who request the outcome report, including the developers, One Circle Foundation®.
- Shred documents one year following completion of survey report.

Facilitator 1 Name: _____

Telephone: _____ Fax: _____

Facilitator Signature: _____ Date: _____

E-mail: _____ *(please print clearly)*

Facilitator 2 Name: (optional) _____

Telephone: _____ Fax: _____

Facilitator Signature: _____ Date: _____

E-mail: _____ *(please print clearly)*

Program Supervisor Name: _____

Telephone: _____ Fax: _____

Program Supervisor Signature: _____ Date: _____

E-mail: _____ *(please print clearly)*

RETURN SIGNED FORMS TO RESPONSIBLE PARTY AT YOUR ORGANIZATION

Form 2 Information Sheet for Boys and Young Men

The Council Study

We are evaluating The Council program and would like your help. Take the time to read this sheet and talk about it with your parent or the person giving you the survey.

Why is this study being done?

We want to understand whether and/or how The Council groups make a difference for the boys and young men that participate.

Why did you choose me?

We want to survey everyone who participates, and also survey other boys and young men who may not join The Council group.

What will my involvement be?

We would like you to complete a survey now and again at the end of your program.

What will happen to the survey and interview data?

The program evaluator will complete a report for your facilitator and your organization. Overall program results are shared with participating youth who want to know and who ask for the information, as well as funders and other organizations, including the program developers.

Who will know what answers I give?

Only the program evaluator will see what answers you give on the survey.

The program evaluator will not know who completed each survey because you will only report your birth date. He or she will not be able to use any names when reporting the results.

What if I choose not to take part?

You may refuse to take part. If you do decide to complete a survey or an interview, you may stop at any time without giving a reason. Your participation will not affect your experience in The Council or any other services that you receive.

What are the possible risks of participating in this study?

The surveys may ask questions that you do not feel comfortable sharing. If that is the case, you can skip that particular question or set of questions on the survey.

What are the possible benefits of participating in this study?

You may not personally benefit from participating in this study. However, through your participation, you may help us learn about improving The Council program for groups in the future.

Thank you for reading this sheet and considering this study. If you have any questions, call:

PROGRAM CONTACT PERSON

TELEPHONE

EMAIL

Form 3 Information Sheet for PARENTS/GUARDIANS

The Council Study

We are starting an evaluation of The Council group program and would like your help. Take the time to read this sheet and talk about it with your son or the person who will be administering this survey to him.

Why is this study being done?

We want to understand whether and/or how The Council groups make a difference for the boys and young men that participate.

Why did you choose my son?

We want to survey everyone who participates, and also boys who don't participate in The Council programs, so that we can learn whether these groups have value for participants.

What will his involvement be?

We would like your son to complete a survey now and again at the end of the program.

What will happen to the survey and interview data?

The program evaluator will complete a report that will be shared with the program's facilitator and the organization. Interested parents and participating youth may request information on results of the program upon completion of the evaluation, as well as funders, other organizations, and the developers of the model, One Circle Foundation®.

Who will know my son's answers?

Only the program evaluator will see what answers your son gives on the survey or hear what answers he gives in an interview. He or she will not know who completed each survey because your son will only report his birthdate. He or she will not be able to use any names when he reports the results.

What if I say no to participation for my son?

You may refuse to permit your son to take part. If you do decide to permit him to complete a survey or an interview, you may change your mind at any time without giving a reason. His participation will not affect his experience in The Council groups or any other services that he receives.

What are the possible risks of participating in this study?

The surveys may ask questions that your son does not feel comfortable sharing. If that is the case, he can skip that particular question or set of questions on the survey.

What are the possible benefits of participating in this study?

Your boy may not personally benefit from participating in this study. However, through his participation, he may help us learn about improving The Council groups in the future.

Thank you for reading this sheet and considering this study. If you have any questions, call:

PROGRAM CONTACT PERSON

TELEPHONE

EMAIL

Form 4

Boys and Young Men's Consent Form & Parent/Guardian Consent Form

FOR BOYS and YOUNG MEN: THE COUNCIL Study Participant Consent Form

_____ **Yes**, I want to participate in
The Council study. I know I
can change my mind at any
time.

_____ **No**, I do not want to
participate in The Council
study.

Boy's Name

Boy's Signature

Date: MO/DAY/YEAR ___/___/20___

Phone Number

Email

FOR PARENTS/GUARDIANS

Parent/Guardian 1:

_____ **Yes**, my son has my permission to
participate in The Council study.
I know I can change my mind at
anytime.

_____ **No**, my son cannot participate in
The Council study.

Parent/Guardian 2: (optional)

_____ **Yes**, my son has my permission to
participate in The Council study.
I know I can change my mind at
anytime.

_____ **No**, my son cannot participate in
The Council study.

Name of Parent/Guardian

Name of Parent/Guardian 2

Signature

Signature

Date: MO/DAY/YEAR ___/___/20___

Date: MO/DAY/YEAR ___/___/20___

Phone Number

Phone Number

Email

Email

4

Survey

The proceeding pages include the following:

Survey	Survey Component
The Council Survey	Cover Sheet
The Council Survey	Survey Pages 1-4
Satisfaction Survey	Post-Survey use only – Survey Page 5

The Council Survey Cover Sheet

PLEASE do NOT write your name on this survey, thank you.

Please circle:	pre-survey OR post-survey
Birth date:	Day____ Month____ Year_____
City that The Council program was located in:	
Organization:	

<p>THIS SECTION TO BE COMPLETED BY PROGRAM REPRESENTATIVE (<i>Facilitator, supervisor, or other survey administrator.</i>)</p>	
Length per Session in minutes:	
Number of sessions completed at pre-survey (usually "0"):	
Total Number of weeks that program ran:	
Total Number of sessions this participant completed at post-survey:	

The Council Survey

Please answer these questions about yourself, your life, and participating in The Council. Please be as honest as possible. If you don't want to answer a question you don't have to.

Please circle the answer that best applies to you. You can circle more than one answer.

A1. age (fill in the blank area)		A1. Zip code (fill in the blank)	
A2. ethnic identity	White Asian Pacific Islander Latino Native American African American Middle Eastern	Other: _____	
A3. guardian	mother father other family foster parent group home other _____		
A4. sexual identity	heterosexual/straight gay bisexual transgender unsure		
A5. languages	Spanish English Other (fill in the blank): _____		
A6. Do you tell your parents or other adults what is going on in your life?	yes	no	not sure
A7. Do you avoid parts of your neighborhood and/or surrounding neighborhoods to stay safe?	yes	no	not sure
A8. Have you ever been removed from your home by a social worker or police officer for family reasons?	yes	no	not sure
A9. Have you ever lived in a foster home or a group home?	yes	no	not sure
A10. Have you ever been held in juvenile detention, residential treatment, or another secure facility?	yes	no	not sure

Circle how often the statement is true for you:

B1.	I follow the rules at school.	Always	Often	Half of the time	Not often	Never	N/A
B2.	I stay out of trouble at school.	Always	Often	Half of the time	Not often	Never	N/A
B3.	I attend all of my classes at school.	Always	Often	Half of the time	Not often	Never	N/A

Circle the number that shows how often you did the following in the last 30 days:

C1.	During the past 30 days, on how many days did you use tobacco (cigarettes or chew)?	0 days	1-2 days	3-5 days	6-9 days	10-19 days	20-29 days	All 30 days
C2.	During the past 30 days, on how many days did you drink alcohol (beer, wine, liquor)?	0 days	1-2 days	3-5 days	6-9 days	10-19 days	20-29 days	All 30 days
C3.	During the past 30 days, on how many days did you use drugs/get high?	0 days	1-2 days	3-5 days	6-9 days	10-19 days	20-29 days	All 30 days

Circle how many times you did this activity or task in the last 30 days:

In the last 30 days.....						
D1.	I helped someone stay out of a fight.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D2.	I told other kids how I felt when they did something I liked.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D3.	I cooperated with others.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D4.	I told other kids how I felt when they upset me.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D5.	I protected someone from a "bully".	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D6.	I gave someone a compliment.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D7.	I helped my peers solve a problem.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this
D8.	I avoided getting in trouble at home, school, or in the community.	0	1 or 2 times	3 or 4 times	5 or more times	I didn't have the chance to do this

Please circle the answer that tells us how often you would make the following statement:

		Never	Rarely	Sometimes	Often	Always
E1.	I am proud to be a member of my racial/cultural group.	0	1	2	3	4
E2.	I am accepting of others regardless of their race, culture, or religion.	0	1	2	3	4
E3.	I would help someone regardless of their race.	0	1	2	3	4
E4.	I can get along with most people.	0	1	2	3	4

This section (F1-F12) is for 7th-12th graders.

Please circle the number that shows how much you agree or disagree with the statement:

		Strongly Disagree	Disagree	Agree	Strongly Agree
F1.	It's important for a guy to act like nothing is wrong, even when something is bothering him.	1	2	3	4
F2.	In a good dating relationship, the guy gets his way most of the time.	1	2	3	4
F3.	I can respect a guy who backs down from a fight.	1	2	3	4
F4.	It's ok for a guy to say no to sex.	1	2	3	4
F5.	Guys should not let it show when their feelings are hurt.	1	2	3	4
F6.	A guy never needs to hit another guy to get respect.	1	2	3	4
F7.	If a guy tells people his worries, he will look weak.	1	2	3	4
F8.	I think it's important for a guy to go after what he wants, even if it means hurting other people's feelings.	1	2	3	4
F9.	I think it is important for a guy to act like he is sexually active even if he is not.	1	2	3	4
F10.	I would be friends with a guy who is gay.	1	2	3	4
F11.	It's embarrassing for a guy when he needs to ask for help.	1	2	3	4
F12.	I think it's important for a guy to talk about his feelings, even if people might laugh at him.	1	2	3	4

For Post Survey Only Satisfaction Survey

Circle the number in the column that is most true for you:

		Never True (1)	Sometimes True (2)	Usually True (3)	Always True (4)
S1	I could say what I was thinking in The Council.	1	2	3	4
S2	I could trust The Council leaders.	1	2	3	4
S3	I felt supported and safe in The Council.	1	2	3	4
S4	Everyone respected me in The Council.	1	2	3	4
S5	The Council leaders focus on what I'm good at.	1	2	3	4
S6	The Council is worth my time.	1	2	3	4
S7	People kept things confidential in The Council.	1	2	3	4

S8	What have you learned in The Council?
----	---------------------------------------

S9	What have you learned about being male?
----	---

S10	What have you liked and/or disliked about The Council?
-----	--

S11	Have you changed in any way after being a part of The Council?
-----	--

THANK YOU

5

Checklist: Evaluation Steps for Program Providers

Use the following checklist as your guide when conducting evaluation:

- Read and sign the Confidentiality and Responsibility Form for Facilitators and Program Supervisors and send form to your agency's responsible party.
- Obtain Study Participation Consent Forms from parent/guardians and from participating boys. Store in a secure location at your organization.
- Complete the "Program Representative" section of the Cover Sheet for each boy taking the survey
- Explain and administer the Pre-Survey to boys, and keep in confidential location
- Keep attendance records for each boy for each session of The Council for Boys and Young Men®
- Administer Post-Survey to boys when they leave the program or after their final session of The Council for Boys and Young Men®
- Ensure that the boys' birth dates are also on the Post- Survey.
- Add total number of sessions to the Post- Survey Cover Sheet.
- Someone other than the facilitator, input Pre and Post Survey data onto electronic spreadsheet provided by program evaluator
- Submit data to your program's responsible party or program evaluator.
- Program evaluator can run Pre-Survey (Time 1) and Post-Survey (Time 2) analysis
- Share results with One Circle Foundation® at: Research@OneCircleFoundation.org
- Keep Pre and Post Surveys in confidential location through duration for one year after the program evaluator's written report has been finalized and provided
- Shred documents one year following report distribution
- Congratulate yourself** on making an important contribution to knowledge of boys and young men's experiences in The Council program, and a job well done!

6

Tips for The Council for Boys and Young Men® Facilitators

There are many important aspects to The Council facilitator's role that will play a crucial part in reaching your goals and the aims of The Council program. Use this tip sheet for your success!

- **Be prepared by reading and reviewing The Council Facilitator Activity Guide session prior to each session** - gather all your materials and know your activities in advance.
- **Maintain fidelity to the model:** 4-10 group members, 1.5 - 2 hours per session (or, during school day settings, increase the number of sessions to sufficiently cover the material; use strengths-based facilitation, follow the 7-Step Format: 1) Opening ; 2) Theme Introduction; 3) Warm Up; 4) Check-in (using a talking piece); 5) Activity; 6) Reflection; and 7) Closing;
- **Avoid giving advice:** ask open ended questions , listen, reflect, and affirm the boys.
- **Develop group agreements** with council members. Review and reinforce the agreements often by asking what the boys are doing well and what they'd like to improve upon. Model for the boys by using the agreements and by acknowledging boys for the specific ways they are adhering to them.
- **Explain your legal and ethical responsibilities** including your obligation as mandated reporters. Provide a clear policy upfront. Use a visual aid.
- **Safeguard the Council.** Make a commitment to your primary task: protecting the physical, emotional and social/cultural safety of the council environment.
- **Manage problematic group dynamics with a strengths-based approach.** Show respect to each boy. Give boys the power and responsibility to share in creating respectful remedies and decisions, within age appropriate parameters.
- **Normalize mistakes in the group.** Humor, kindness, and clear expectations give boys the structure they need to get themselves back on track.
- **Reinforce good behavior: Make sure to catch boys doing the good stuff!** Name it and credit the boy(s) when they are "on track" with one another.
- **Ensure that safe and respectful boundaries and norms are present** when discussing topics of diversity and beliefs about masculinity and being male.
- **Know and access professionals for consultation** and referrals as needs arise for yourself or the boys.
- **Have fun!** And be flexible! Don't be too attached to the Facilitator Guide agenda or your own agenda. Sometimes the boys will have more immediate issues they need to address. Put the decision out to the group; promote team decision-making
- **THANK YOU FOR MAKING A DIFFERENCE!**

7

Selected Scales & Sources

1. **Sections “A”** – Demographics/General Information (*A1-A10*): Questions specific for The Council, contributions by J. Roa and A. Irvine, Ceres Policy Research, Santa Cruz, CA, (2008).
2. **Section “B”** – School Engagement (*B1-B3*), 3 items, measures school engagement related to behavior, attitude, and attendance. Two of the three items assessing school engagement, one of which was reworded to emphasize a strengths based approach, were taken from the Quantifying School Engagement: Research Report (2006).
3. **Section “C”** – Drug, Alcohol, and Tobacco Use (*C1-C3*), 3 items. The drug, alcohol, and tobacco use includes three questions adapted from the Youth Tobacco Survey developed by the Centers for Disease Control and Prevention (CDC, 2006). Each question asks about use of substances in the last 30 days. Higher scores represent more frequent drug, alcohol, or tobacco usage.
4. **Section “D”** – Sub-Survey of Modified Aggression Scale, (*D1-D8*), 8 items; measures caring and cooperative behaviors; modified by Bosworth & Espelage (1993) ; *and*
5. **Section “E”** – Ethnic Identity- Teen Conflict Survey, (*E1-E4*), 4 items, measures ethnic pride and respect for differences; (1995) Bosworth & Espelage; in: Dahlberg L.L., Toal S.B., Swahn, M., Behrens, C.B., *Measuring Violence-Related Attitudes, Behaviors, and Influences Among Youths: A Compendium of Assessment Tools*, 2nd ed., Atlanta, GA: Centers for Disease Control and Prevention, National Center for Injury Prevention Control, 2005.
6. **Section “F”** – Adolescent Masculine Identity in Relationships Scale (*F1-F12*) 12 items, measuring beliefs about masculinity. Chu, J. (2005). Used with permission of author.ⁱⁱⁱ
7. **Satisfaction Survey** – for Post-Survey only (*S1-S11*), 11 items. Measures boys’ satisfaction with The Council program using both quantitative and qualitative methods.

ⁱ Sabo, D., (1999), *Understanding Men’s Health: A Relational and Gender Sensitive Approach*, Harvard Center for Population and Development Studies, Working Paper Series, No. 99.14: Boston, MA.

ⁱⁱ Park, M.J., Paul, T., Irwin, Jr., C., Brindis, C. (2005), *A Health Profile of Adolescent and Young Adult Males*, Brief, National Adolescent Health Information Center, University of California San Francisco: SF: CA; <http://nahic.ucsf.edu>.

ⁱⁱⁱ Chu, J., Porche, M., and Tolman, D. (2005), The Adolescent Masculinity Ideology in Relationships Scale: development and Validation of a New Measures for Boys. *Men and Masculinities*, 8, 93-115.