



Program Planning and Evaluation for PYD Impact

Academy Syllabus Fall 2023

Dates at a Glance

October 16th through December 7th (Learning Phase)

December – April (Application Phase)

About the PYD Academy

The 4-H PYD Academy equips 4-H and other youth development professionals with the essential knowledge and skills to plan, implement, and evaluate high-quality youth development programs that help youth thrive. The National 4-H PYD Academy is an output of the [4-H PLWG Chartered Committee on Positive Youth Development](#). 4-H PYD Academies are convened and supported by National 4-H Council in collaboration with Extension 4-H professionals from across the country. The purpose of the PYD Academy is to ensure that 4-H educators possess the knowledge and skills they need to plan, implement and evaluate high quality 4-H Positive Youth Development programs for youth.

Audience and Purpose

The Program Planning and Evaluation for Positive Youth Development (PYD) Impact prepares educators to intentionally plan and evaluate PYD programming as defined by the 4-H Thriving Model. The academy is recommended for all 4-H professionals with a minimum of 3 years of 4-H career or other relevant youth development experience and an interest in program evaluation related to positive youth development and the 4-H Thriving Model.

The academy takes place in two phases, and participants are encouraged to participate in both phases. Phase one is the learning portion of the academy, where participants will learn how to move from theory to action through intentional program planning and increase their capacity for the evaluation of PYD as defined by the 4-H Thriving Model. Phase One contains 20 hours of virtual learning, taking place over five weeks. Each week participants engage in self-paced learning followed by a 2-hour live webinar session. Phase Two engages participants in monthly learning circles designed to support putting learning into practice. Learning circles consist of eight academy participants who are guided by a mentor over 5 monthly sessions, providing support and guidance as academy learning is put into practice in 4-H programs.

Tuition

Full tuition for the academy is \$1,500.

Due to the generous support of academy sponsors, the actual cost per participant is \$375 for both phases, and \$250 for Phase One alone. Participants are encouraged to complete both phases for maximum benefit.

Certificate of Competency

- Participants who **complete all requirements for both phases** of the PYD Foundations Academy will receive **Certificate of 4-H Planning and Evaluation of PYD Mastery**.

Learning Outcomes

Participants in this academy will revisit the research base of the 4-H Thriving Model that informs everyday 4-H practice. Participants will learn how to move from theory to action through intentional program planning and increase their capacity for the evaluation of PYD as defined by the 4-H Thriving Model.

Specifically, participants in this academy will

- Explore the influence of evaluative thinking on their work and engage in asking the right questions and identifying the sources of evidence to inform their work.
- Be able to articulate their why, intentionally design programs to achieve intended PYD outcomes and be introduced to strategies for assessing the implementation and the impact of positive youth development as defined by the 4-H Thriving Model.
- Develop individual action plans to apply evaluation strategies in their work and leverage that data to make data-driven decisions and share the impact of their work.

Academy Schedule

Session One: October 16 to October 26

Introduction to Evaluative Thinking & Theory of Action (4 hours)

This session introduces participants to each other and will review the research base of positive youth development (PYD) and how that research is reflected in the 4-H Thriving Model. It will then explore the influence of evaluative thinking and introduce moving from theory to action through intentional program planning. Self-paced learning assignments include academy welcome and introduction activities, a review of the 4-H Thriving Model, and an introduction to evaluative thinking. During the live webinar session, hosted by an experienced PYD evaluator, participants will learn more about the application of evaluative thinking in their work and the translation of theory to practice in program planning and evaluation. Participants will also be introduced to an individual action planning tool that will be used throughout the subsequent lessons.

Session Schedule

- Virtual Learning Content Open October 16 (2 hours, self-paced)
- Live Sessions: Tuesday October 24 and Thursday October 26 (2 hours, [select one](#))
 - 12:00pm to 2 pm ET (11am- 1pm Central; 10am – Noon Mountain; 9am to 11am Pacific)

Session Two: October 23 to November 2

Intentional Program Design (4 hours)

This session will continue to build on moving from theory to practice and focus on establishing the connections between the delivery of youth development programming and the intended PYD outcomes. Self-paced learning assignments will include a review of a continuous improvement model and an introduction to intentional program design. During the live webinar session, hosted by an experienced PYD evaluator, participants will learn more about establishing good performance objectives, following the steps in a program cycle and will be introduced to the Intentional Program Design Rubric.

Session Schedule

- Virtual Learning Content Open October 23 (2 hours, self-paced)
- Live Sessions: Tuesday October 31 and Thursday November 2 (2 hours, [select one](#))
 - 12:00pm to 2 pm ET (11am- 1pm Central; 10am – Noon Mountain; 9am to 11am Pacific)

Session Three: October 31 to November 9

Measuring PYD Implementation (4 hours)

This session will focus on the implementation and assessment of PYD as defined by the 4-H Thriving Model. Self-paced learning assignments will include a review of the Developmental Context Layer of the 4-H Thriving Model and an introduction to methods for gathering participatory feedback. During the live webinar session, hosted by an experienced PYD evaluator, participants will learn more about monitoring their performance objectives, discuss the application of feedback in a continuous improvement model, and be introduced to program quality observations and a Developmental Context Fidelity measure.

Session Schedule

- Virtual Learning Content Open October 31 (2 hours, self-paced)
- Live Sessions: Tuesday November 7 and Thursday November 9 (2 hours, select one)
 - 12:00pm to 2 pm ET (11am- 1pm Central; 10am – Noon Mountain; 9am to 11am Pacific)

Session Four: November 6 to November 16

Connecting Implementation to Outcomes (4 hours)

This session will connect the intentional “what” we do to “why” we do it and examine the measurement of outputs vs. outcomes. Self-paced learning assignments will include a review of the youth thriving indicators and the developmental outcomes of the 4-H Thriving Model and the research establishing the connection between PYD and the learning outcomes of individual programs. During the live webinar session, hosted by an experienced PYD evaluator, participants will explore resources for measuring PYD as defined by the 4-H Thriving Model and discuss strategies for data collection, analysis and reporting in their respective programs.

Session Schedule

- Virtual Learning Content Open November 6 (2 hours, self-paced)
- Live Sessions: Tuesday November 14 and Thursday November 16 (2 hours, select one)
 - 12:00pm to 2 pm ET (11am- 1pm Central; 10am – Noon Mountain; 9am to 11am Pacific)

Thanksgiving Break November 17 - 26

Session Five: November 27 to December 7

Sharing PYD Impact (4 hours)

This session will revisit the program cycle and re-examine the connection between program planning and evaluation. Self-paced learning assignments will include instruction on individual

action plans, best practices for sharing impact stories and an introduction to data driven decisions. During the live webinar session, hosted by an experienced PYD evaluator, participants will “complete” the program cycle, discuss the value of an evaluation network and discuss the usefulness of connecting program quality data, PYD thriving indicators and outcome data and learning outcome data to make data driven decisions and to tell their impact stories.

Session Schedule

- Virtual Learning Content Open November 27 (2 hours, self-paced)
- Live Sessions: Tuesday December 5 and Thursday December 7 (2 hours, select one)
 - 12:00pm to 2 pm ET (11am- 1pm Central; 10am – Noon Mountain; 9am to 11am Pacific)

Phase Two – Application Learning Circles

Learning the theory and practice of PYD program planning and evaluation is only the beginning! For if what is learned is not applied, then the outcomes we know are possible for youth won’t happen. The application learning circles of the Program Planning and Evaluation for PYD Academy will provide support and guidance as participants take what they have learned and put it to work in their programs.

Application learning circles consist of small groups of approximately eight academy participants that meet for five monthly sessions (December to April) with a learning circle facilitator. Guided by the interests of participants, the learning circles will encourage the application of learning to specific aspects of 4-H program planning and evaluation. Participants will learn from and support each other as each works toward a specific application goal or project over the five month period.

The schedule for the 90 minute learning circles is listed below. There are three group times available each month. Because the learning circle is a small community that works together across sessions, participants must stay with the same learning circle group month to month. You will be offered the opportunity to select your preferred group time, but those cannot be guaranteed.

**All learning circles take place from 12:00pm to 1:30 pm ET on the dates below:
(11am- 12:30pm; Central; 10am – 11:30am Mountain; 9am to 10:30 am Pacific)**

	Group Time A	Group Time B	Group Time C
December	Tuesday December 12	Wednesday December 13	Thursday December 14
January	Tuesday January 16	Wednesday January 17	Thursday January 18
February	Tuesday February 13	Wednesday February 14	Thursday February 15
March	Tuesday March 5	Wednesday March 6	Thursday March 7

April	Tuesday April 2	Wednesday April 3	Thursday April 4
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