

Evaluating Indicators in the Building Leadership Capacity (Adult) Concentration Area

This document contains survey statements for evaluating the indicators in the Building Leadership Capacity (Adult) concentration area. *Extension agents should contact specialists in this concentration area for guidance on how to evaluate learning opportunities in this area.*

The indicators for this concentration area consist of short-term and medium-term outcomes as indicated in Table 1.

- **Short-Term Program Metrics (PM):** Indicators designated as short-term program metrics (PM) do not require a survey and are typically measured using program data and other program evaluation/process monitoring information (e.g. attendance/sign in sheets, participant records, participatory evaluation).
- **Short-Term Outcomes (ST):** Indicators designated as short-term (ST) represent expected **immediate** outcomes of UK Extension Building Leadership Capacity (Adult) programs. These indicators are measured using post-participation evaluation tools/surveys.
- **Medium-Term Outcomes (MT):** Indicators designated as medium-term (MT) represent expected **behavior change** outcomes of UK Extension Building Leadership Capacity (Adult) programs. Behavior change typically requires time to mature. Hence, these indicators are measured using follow-up evaluation tools/surveys.

Table 1: Indicators and Survey Statements

Concentration Area: Building Leadership Capacity (Adult)			
KERS Indicator #	Indicator	Statements (Y/N)	Timeline for Evaluation
402.7	Number of people reporting improved leadership skills (e.g., facilitation, conflict management, communication).	Participating in [XYZ-Name of Program] improved my leadership skills (e.g., facilitation, conflict management, communication).	ST
402.8	Number of people reporting enhanced knowledge of leadership concepts and practices (e.g. leadership styles, conflict resolution, team dynamics).	Participating in [XYZ-Name of Program] enhanced my knowledge of leadership concepts and practices (e.g. leadership styles, conflict resolution, team dynamics).	ST

402.9	Number of people reporting improved applied leadership knowledge (e.g., governance, financial oversight, strategic planning) from participation in board, officer, or leadership training programs.	Participating in board, officer, and/or leadership training programs improved my knowledge of applied leadership (e.g., governance, financial oversight, strategic planning).	ST
402.14	Number of people reporting increased confidence in their leadership abilities.	Participating in [XYZ-Name of Program] increased my confidence in my leadership abilities.	ST
402.20	Number of participants reporting a stronger sense of pride, identity, or community investment after engaging in Extension initiatives.	Participating in [XYZ-Name of Program] increased my sense of pride, identity, and/or investment in my community.	ST
402.10	Number of people taking on a leadership role for the first time as a result of Extension leadership programs.	Since participating in [XYZ-Name of Program], I have taken on a leadership role for the first time .	MT
402.11	Number of people assuming new leadership roles (formal or informal) as a result of Extension leadership programs.	Since participating in [XYZ-Name of Program], I have taken on a new leadership role (formal or informal).	MT
402.12	Number of people volunteering time to assist Extension or community activities and events (ex: KEHA or KALP members, Master programs, etc.).	Since participating in [XYZ-Name of Program], I have volunteered to assist Extension or community activities and events.	MT
402.15	Number of volunteers addressing community issues by assessing needs, developing programs, and/or implementing solutions.	Since participating in [XYZ-Name of Program], I have helped address community issues by assessing needs, developing programs, and/or implementing solutions.	MT

402.16	Number of people actively recruiting and engaging others to participate in community projects.	Since participating in [XYZ-Name of Program], I have actively recruited and/or engaged others to participate in community projects.	MT
402.17	Number of people serving as mentors to emerging leaders.	Since participating in [XYZ-Name of Program], I have served as a mentor to an emerging leader.	MT
402.18	Number of individuals actively engaged in coalitions or organizations to address significant community issues.	Since participating in [XYZ-Name of Program], I have been engaged in a coalition and/or organization working to address significant community issues.	MT
402.19	Number of strategies reported as adopted and implemented to improve community conditions.	Since participating in [XYZ-Name of Program], I have implemented strategies to improve conditions in my community.	MT
402.13	Number of participants who actively engaged in learning opportunities facilitated by trained Extension volunteers (e.g., KEHA or KALP members, Master programs).	<i>This is a program metric. Please report from program data e.g., attendance lists.</i>	PM