



2026 Evaluation Results of East End Youth Leadership Academy

I) Demographic Analysis

The East End Youth Leadership Academy cohort consists of 13 participants, representing a highly targeted and community-aligned group of youth from the Greater East End.

a. Age Distribution

Participants fall squarely within a critical developmental window for leadership formation and career exposure:

- **16 years old:** 6 participants (46%)
- **17 years old:** 5 participants (38%)
- **18 years old:** 2 participants (15%)

This concentration (84% ages 16–17) reflects strong engagement with youth at a formative stage when identity, confidence, and future aspirations are actively being shaped.

b. Gender Representation

The cohort reflects a slight female majority:

- **Female:** 8 participants (62%)
- **Male:** 5 participants (38%)

This is notable given the importance of creating leadership pipelines for young women, particularly in civic and community development spaces where representation gaps often persist.

c. Ethnicity

The cohort is overwhelmingly representative of the surrounding community:

- **Hispanic/Latino:** 12 out of 13 participants (92%)
- 1 participant did not indicate

This demonstrates strong alignment with the East End's demographic profile and indicates that the program is effectively reaching historically underserved populations.

d. Race (*self-reported; optional question*)

- **White:** 8 participants (62%)
- **Other / Multiracial / Not specified:** 4 participants (31%)
- Remaining participants did not respond

While racial categories vary in interpretation among Latino youth, the data reinforces that the cohort largely identifies within categories consistent with regional demographics.

Key Insights & Implications

1. Strong Community Alignment

The cohort closely mirrors the predominantly Latino population of the East End, indicating that recruitment strategies are effectively reaching the intended audience, youth who are often underrepresented in leadership and civic engagement pipelines.

2. Targeting a High-Impact Age Group

With the majority of participants aged 16–17, the program is intervening at a pivotal developmental moment, early enough to shape trajectories, but mature enough for participants to engage in complex topics like civic systems, advocacy, and community planning.

3. Emerging Female Leadership Pipeline

The higher participation of young women presents a meaningful opportunity to cultivate future female leaders, particularly in sectors like public service, planning, and community development where gender disparities remain.

4. Small Cohort, High Touch Potential

With 13 participants, the program is positioned for high-quality, individualized engagement, allowing for deeper skill-building, mentorship, and measurable transformation especially important for a pilot or first-of-its-kind cohort.

Positioning Statement (for Grants / Reports)

This inaugural cohort reflects a highly intentional and community-centered recruitment strategy, engaging predominantly Latino youth at a critical stage of personal and civic identity development. The demographic composition positions the program to not only build individual leadership capacity, but to contribute to a broader pipeline of diverse, community-rooted leaders in the East End.

II) Statistical Evaluation of Pre- and Post-Program Outcomes

To assess program impact, we examined changes in mean scores across five key domains: confidence speaking up, comfort sharing ideas, teamwork, understanding of community change, and leadership identity. All measures were based on a 5-point Likert scale.

Across all domains, mean scores increased from pre- to post-program, indicating a consistent positive shift in participant self-assessment.

- **Confidence Speaking Up:** increased from 3.5 to 4.4 (+0.9)
- **Comfort Sharing Ideas:** increased from 3.8 to 4.4 (+0.6)
- **Teamwork:** increased from 4.1 to 4.5 (+0.4)
- **Understanding of Community Change:** increased from 4.2 to 4.7 (+0.5)
- **Leadership Identity:** increased from 3.7 to 3.9 (+0.2)

a. Magnitude of Change (Effect Interpretation)

When examining relative change (percent increase from baseline):

- Confidence speaking up: **+25.7%**
- Comfort sharing ideas: **+15.8%**
- Teamwork: **+9.8%**
- Understanding of change: **+11.9%**
- Leadership identity: **+5.4%**

The largest gains were observed in confidence speaking up and comfort sharing ideas, suggesting the program had its strongest effect on expressive and participatory behaviors rather than foundational knowledge.

b. Distributional Shifts

Beyond changes in means, the distribution of responses tightened across most domains:

- Minimum scores increased, indicating fewer low-confidence responses
- Variability decreased, suggesting more consistent outcomes across participants
- This reflects a cohort-wide effect, rather than improvements driven by a small subset of individuals

c. Ceiling Effects

Two domains—teamwork and understanding of community change—started with relatively high baseline scores (above 4.0), limiting the magnitude of possible improvement. Despite this, both still showed measurable gains, indicating continued growth even in areas of initial strength.

d. Leadership Identity Lag

Leadership identity showed the smallest increase (+0.2), which aligns with established research. Identity formation is typically a lagging indicator, requiring sustained exposure, reinforcement, and real-world application beyond a single intervention period.

e. Interpretation of Causality

While this evaluation is based on self-reported data and does not include a control group, the consistency of positive change across all measures, combined with participant attribution (“because of the program”), strengthens the case for program influence.

Summary

Statistically, the program demonstrates:

- **Consistent directional improvement across all measured domains**
- **Largest effect sizes in confidence and voice-related measures**
- **Reduced variability, indicating equitable impact across participants**
- **Expected, modest gains in leadership identity as a longer-term outcome**

In practical terms, the data suggests the program is not only effective, but precisely targeted in its impact, producing the strongest gains in the areas where youth began with the greatest need.