Developing and validating an assessment of youth and young adult voice in agency-level advising and decision making

Pathways RTC Webinar Series
Janet Walker
Brianne Masselli
Jennifer Blakeslee
Caitlin Baird
Kristin Thorp
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Janet Walker, Ph.D.
Director, Research and Training Center on Pathways to Positive Futures

Caitlin Baird
Research Assistant, Research and Training Center on Pathways to Positive Futures

Jennifer Blakeslee, Ph.D.
Principal Investigator, Research and Training Center on Pathways to Positive Futures
Brie Masselli, M.A.
Director of Technical Assistance and Evaluation, Youth MOVE National

Kristin Thorp
Quality Improvement Coordinator, Youth MOVE National
Poll

Who is on the call today?
Overview

Topics for today’s presentation

• The value of young adult participation in advising and decision making at the organizational level

• The need for a defined set of best practices and an assessment of the extent to which these are in place

• The development and testing of the Youth and Young Adult Voice at the Agency Level (Y-VAL) assessment and TA tools
Understanding Youth Voice

Youth MOVE National's (YMN) Best Practices Committee has been working to support the field with understanding:

– What it means to be youth guided and young adult driven
– What youth and young adult leaders contribute to the field through meaningful engagement and what youth organizations offer for supports and services for the field
– What are indicators of success related to
  • Youth and young adult peer support
  • Meaningful youth and young adult engagement
  • Quality health and wellness for those with MH challenges
Identified as a Priority

YMN Best Practices committee identified a need to understand what supports youth/young adult “voice” at agency and system levels

– Clarify what sorts of resources and commitments are required
– Prevent people from reinventing the wheel each time and/or causing distress or harm
– Provide a tailored and data-driven approach for developing, implementing and advancing youth-driven activities
Agency Assessment

• Provides a framework of key indicators of meaningful and successful Y/YA voice

• Assessing allows for a collective and reflective process to better understanding where the agency with Y/YA voice
  – Promotes a shared vision for success
  – Identifies strengths and needs
  – Supports with moving towards sustainable engagement

• Helps young people advocate for meaningful participation and support

• Aids in assessing impact of technical assistance
Developing the Assessment

• Literature review
  – Formal research on youth participation
  – Assessment tools from systems of care and related efforts
• Initial item development (PSU/YMN teams)
• Initial stakeholder feedback
• Review by YMN Best Practices Committee
• Formal feedback from stakeholders, N=23, highly experienced, 40% young people
Poll

Regarding efforts at your agency to increase young people’s voice in advising and decision making, are you...?
Review Version

• 41 items grouped into 7 “themes”
• Feedback on each item:
  – How essential is it to include this as an expectation?
    • Essential, optional, inadvisable
  – What do you think about the wording?
    • Fine as is, minor revision, major revision
  – Open-ended comments
• Feedback on the theme
  – Do the items “cover” the themes adequately?
Theme 1: Overall Vision and Commitment

(a) Commitment to meaningful participation

• The agency has created a formal statement affirming its commitment to promoting Y/YA leadership and meaningful participation in advising and decision making within the organization.

• The agency and its leaders assertively communicate this vision to stakeholders—including young people, management and staff.

• The agency has engaged in training or other activities designed to help foster meaningful partnerships between young people and adults.
Response...

<table>
<thead>
<tr>
<th>N/A</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not apply, or I do not know about this</td>
<td>LEAST DEVELOPED</td>
<td>MIDWAY</td>
<td>FULLY DEVELOPED</td>
<td></td>
<td></td>
</tr>
<tr>
<td>none of the aspects in place/not true for our organization</td>
<td>all aspects consistently in place/completely true for our organization</td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Wording: OK as is, Minor/Major Revision
New version

1. Overall vision and commitment (8 items)
2. Collaborative approach (5 items)
3. Empowered representatives (5 items)
4. Commitment to facilitation and support of Y/YA participation (3 items)
5. Workforce development (4 items)
6. Participation in developing programming/program policies (5 items)
7. Participation in evaluation (4 items)
8. Leading initiatives and projects (3 items)
Poll

In my agency/organization we integrate Y/YA voice in advising and decision making......?
Validation study

- Online survey including the Y-VAL and parts of two other assessments with published information on reliability/validity

- Recruitment using two strategies
  - Organizations recruited/registered—data collection began early February, ongoing
  - “Open call”—data gathering starting March 1

- Incentive: 1 in 50 chance at $100 gift certificate
Responses

• 385 total received, but 134 partial
• 84% of these stopped when they could view theme 1
• Non-completers were significantly more likely to
  – Not be directly involved in efforts to increase voice at the agency level
  – Older
• Non-completers removed.
• Remaining data only 1.3% missing
Location of organization/agency

- Oregon: 8%
- Tennessee: 8%
- California: 8%
- Oklahoma: 7%
- Florida: 7%
- Kentucky: 6%
- Other: 56%
Organizations’ activities

Select all that apply

- System-level advising and advocacy: 100
- Administration of services for young people: 71
- TA to programs working with young people: 77
- Advocacy and/or leadership development: 154
- Direct services provided to young people: 164
Organizational focus

Select one

- Mental Health: 50%
- Youth and/or Young Adult Advocacy, Development, or Support: 20%
- Family Advocacy, Development, or Support: 9%
- Child Welfare/Foster Care: 9%
- Other: 12%
Respondents

“Other” includes consultants, higher-level managers

- Provider: 32%
- Supervisor: 13%
- Mid-level Admin: 20%
- Peer Staff: 13%
- Service Recipient: 4%
- Other: 18%
Respondents’ ages

Recruiting 16 and over, per IRB

- UNDER 18: 2%
- 18 - 26: 22%
- 27 - 30: 12%
- OVER 30: 64%
## Internal reliability

<table>
<thead>
<tr>
<th>Theme</th>
<th>Items</th>
<th>Cronbach's α</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Overall vision and commitment</td>
<td>8</td>
<td>0.93</td>
</tr>
<tr>
<td>2 Collaborative approach</td>
<td>5</td>
<td>0.91</td>
</tr>
<tr>
<td>3 Empowered representatives</td>
<td>5</td>
<td>0.93</td>
</tr>
<tr>
<td>4 Facilitation/support for participation</td>
<td>3</td>
<td>0.78</td>
</tr>
<tr>
<td>5 Workforce development and readiness</td>
<td>4</td>
<td>0.76</td>
</tr>
<tr>
<td>6 Impact on programs and policies</td>
<td>5</td>
<td>0.91</td>
</tr>
<tr>
<td>7 Role in program evaluation</td>
<td>4</td>
<td>0.87</td>
</tr>
<tr>
<td>8 Leading initiatives and projects</td>
<td>3</td>
<td>0.84</td>
</tr>
<tr>
<td>All themes</td>
<td>37</td>
<td>0.97</td>
</tr>
</tbody>
</table>
CFA

<table>
<thead>
<tr>
<th></th>
<th>X2</th>
<th>df</th>
<th>CFI</th>
<th>TLI</th>
<th>RMSEA</th>
<th>SRMR</th>
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</thead>
<tbody>
<tr>
<td>YVAL model</td>
<td>1020.24</td>
<td>581</td>
<td>0.934</td>
<td>0.942</td>
<td>0.054</td>
<td>0.065</td>
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<tr>
<td>Single-factor model</td>
<td>2124.34</td>
<td>629</td>
<td>0.8</td>
<td>0.788</td>
<td>0.098</td>
<td>0.102</td>
</tr>
</tbody>
</table>

- Missing data handled using multiple imputation built into AMOS. Ten imputed datasets averaged for CFA.
- Very good fit:
  - CFI and TLI > .95
  - RMSEA < .06
  - SRMR < .08
- Change in $X^2 = 1104$, df = 48, $p < .001$
Theme means

1 Overall Vision and Commitment: 3.36
2 Collaborative approach: 3.52
3 Empowered Reps: 3.24
4 Facil/Support for Participation: 3.47
5 Workforce devel and readiness: 2.94
6 Impact on programs and policies: 3.07
7 Role in program evaluation: 3.12
8 Leading initiatives and projects: 3.04
ALL/Mean of Means: 3.22
Items with highest means

<table>
<thead>
<tr>
<th>Item</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>2(b) Respectful partnering</td>
<td>3.92</td>
</tr>
<tr>
<td>1(c) Culture of partnerships</td>
<td>3.88</td>
</tr>
<tr>
<td>1(a) Commitment to meaningful participation</td>
<td>3.66</td>
</tr>
<tr>
<td>4(b) Addressing barriers to participation</td>
<td>3.64</td>
</tr>
<tr>
<td>2(c) Youth/Young adult-friendly meetings</td>
<td>3.63</td>
</tr>
<tr>
<td>7(a) Feedback on services</td>
<td>3.48</td>
</tr>
<tr>
<td>2(a) Collaborative partnering</td>
<td>3.45</td>
</tr>
</tbody>
</table>

- Tended to reflect relatively more abstract expectations
Items with lowest means

<table>
<thead>
<tr>
<th>Item</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>1(h) Assessment of participation efforts</td>
<td>2.98</td>
</tr>
<tr>
<td>3(a) Decision-making processes are transparent</td>
<td>2.98</td>
</tr>
<tr>
<td>6(b) Improving services</td>
<td>2.97</td>
</tr>
<tr>
<td>7(b) Participation in evaluation activities</td>
<td>2.84</td>
</tr>
<tr>
<td>6(a) Programs and practice models</td>
<td>2.81</td>
</tr>
<tr>
<td>5(c) Responsive staff evaluation</td>
<td>2.74</td>
</tr>
<tr>
<td>5(a) Participation in hiring</td>
<td>2.56</td>
</tr>
<tr>
<td>8(c) Control of funds</td>
<td>2.45</td>
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</tbody>
</table>

- Reflected concrete expectations
# Validation:
## Overall and theme mean organization type

<table>
<thead>
<tr>
<th>Theme</th>
<th>Youth/Family Advocacy</th>
<th>MH, CW, Ed, etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Overall vision and commitment**</td>
<td>3.88</td>
<td>3.13</td>
</tr>
<tr>
<td>2 Collaborative approach**</td>
<td>4.00</td>
<td>3.27</td>
</tr>
<tr>
<td>3 Empowered representatives**</td>
<td>3.82</td>
<td>3.07</td>
</tr>
<tr>
<td>4 Facilitation/support for participation**</td>
<td>4.15</td>
<td>3.41</td>
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<td>5 Workforce development and readiness**</td>
<td>3.57</td>
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<td>6 Impact on programs and policies**</td>
<td>3.56</td>
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<td>7 Role in program evaluation**</td>
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<tr>
<td>8 Leading initiatives and projects**</td>
<td>3.79</td>
<td>2.84</td>
</tr>
<tr>
<td>All themes**</td>
<td>3.82</td>
<td>2.99</td>
</tr>
</tbody>
</table>
What about possible impact of role?

- Univariate ANOVA
  - DV=Y-VAL grand mean score
  - Fixed Factors
    - Youth or Peer (versus other role) yes/no
    - Youth/Family Advocacy Organization (versus service organization) yes/no
  - Model: Main effects plus interaction
Validation: ANOVA

- Type of organization significant $p < .01$
- Youth/YA/Peer vs other, significant $p < .05$
- Interaction n.s.
- Same pattern for themes
Validation: Other assessments

• Youth-Adult Partnerships in Community Programs (Zeldin et al., 2014) demonstrated strong factorial, discriminant, and concurrent validity for two subscales:
  – Supportive Adult relationships, 4 items, $\alpha=.84$ in their study, $\alpha=.77$ in our study
  – Youth Voice in Decision Making, 5 items, $\alpha=.85$ in their study, $\alpha=.81$ in our study

• Youth Program Quality Assessment (Hohmann & Smith, 2005), strong psychometrics for two constructs from the Youth-Centered Policies and Practices subscale
  – Influence on Settings and Activities (3 items), $\alpha=.77$ in our study
  – Youth-Centered Policies and Practices (5 items), $\alpha=.84$ in our study
## Inter-scale correlations

<table>
<thead>
<tr>
<th></th>
<th>Y-VAL</th>
<th>SAR</th>
<th>YVDM</th>
<th>Settings</th>
<th>Policy</th>
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</thead>
<tbody>
<tr>
<td>Y-VAL</td>
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<td>.656**</td>
<td>.660**</td>
<td>.703**</td>
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<tr>
<td>SAR</td>
<td>.593**</td>
<td>1</td>
<td>.843**</td>
<td>.468**</td>
<td>.490**</td>
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<tr>
<td>YVDM</td>
<td>.656**</td>
<td>.843**</td>
<td>1</td>
<td>.497**</td>
<td>.516**</td>
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<tr>
<td>Settings</td>
<td>.660**</td>
<td>.468**</td>
<td>.497**</td>
<td>1</td>
<td>.718**</td>
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<tr>
<td>Policy</td>
<td>.703**</td>
<td>.490**</td>
<td>.516**</td>
<td>.718**</td>
<td>1</td>
</tr>
</tbody>
</table>

** Correlation is significant at the 0.01 level (2-tailed).
Correlations with themes

Pattern of correlations was as predicted:

• The two subscales of the Y-AP were most highly correlated with theme 2 of the YVAL (.49 and .66, respectively)
  – both focus on collaborative approach

• The two subscales of the YPQA were most highly correlated with theme 6 (.64 and .65, respectively).
  – both focus on policies and practices
What now?

• YMN testing a process for technical assistance:
  – Identify TA needs using the Y-VAL
  – Review results and identify priorities
  – Provide TA and resources from a toolkit linked to Y-VAL themes
  – Reassess

• YMN and Pathways are about to launch a test of the Y-VOC: Youth/YA Voice on Councils (system-level)
To learn more

• About accessing the Y-VAL tool or to receive any data-informed TA: contact Youth MOVE National at info@youthmovenational.org

• About the research, including Y-VOC study: visit Pathwaysrtc on the web; sign up for rtcUpdates; contact janetw@pdx.edu
Improving the Lives of Young People with Serious Mental Health Conditions Through Research & Training

PATHWAYS PUBLICATIONS
- Journal Article: Increasing Youths' Participation in Team-Rated Treatment

Posted 06-29-17
This tip sheet from the AMP+ project provides some clarity around the primary functions of the young adult peer support role, and addresses the common misconceptions of

Participate in a Survey of Service Providers' Training Needs
Posted 06-22-17
Pathways researchers in collaboration with Youth MOVE National invite you to participate

Research & Training Center for Pathways to Positive Futures, Portland State University