



# Virtual 4-H PYD Academy

*Evaluation Report*

Advancing the 4-H Thriving Model Task Force

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June 2021

## About the Virtual PYD Academy

The 4-H Virtual Academy was held May 11-13, 2021, with over 950 4-H professionals in attendance. The academy was an outgrowth of the Advancing the 4-H Thriving Model PLWG Taskforce, and was designed to further the work of the taskforce during the COVID-19 pandemic when physical meetings were not possible.

The purpose of the academy was to provide a high-quality professional development experience that increased participant knowledge and understanding in three areas:

1. The 4-H Thriving Model- why models like this matter for youth development and how the model reflects the research base of youth development and the science of learning and development.
2. Effective developmental settings and why they are the critical link for ensuring that 4-H programs have a positive and significant impact on youth
3. Robust equity and ensuring opportunity for all youth to thrive

The plan for each day of the academy followed the steps of learning familiar to 4-H professionals: Do, Reflect, Apply.

**DO:** Each day's keynote address and expert panel was designed to immerse participants in knowledge building around the day's topic area. Keynote speakers who are leaders and experts in PYD presented up-to-date research with a focus on application for youth development professionals.

**REFLECT:** The keynote addresses were followed by a panel of 4-H professionals who discussed why the research presented in the keynote is important for 4-H youth development work. The panels were followed by opportunities for states/LGUs to gather for further reflection on the topic and what it means for their 4-H program.

**APPLY:** The final part of each day consisted of a slate of five capacity-building sessions of which participants could attend one. A key aspect of these sessions was ensuring that participants received tools that could be used immediately to apply what they learned in their 4-H programs

## Academy Evaluation Overview

Evaluation data were collected in three ways:

1. A survey link provided to attendees immediately following each days' mainstage event that asked questions related to the quality and impact of the day's keynote and panel presentation.
2. A survey link provided to attendees immediately following each days' breakout sessions that asked questions related to the importance and application of the breakout session topic.
3. A survey link provided to all attendees at the close of the conference that asked questions related to the importance of PYD capacity building opportunities, the overall quality and impact of the academy, and selected participant demographics.

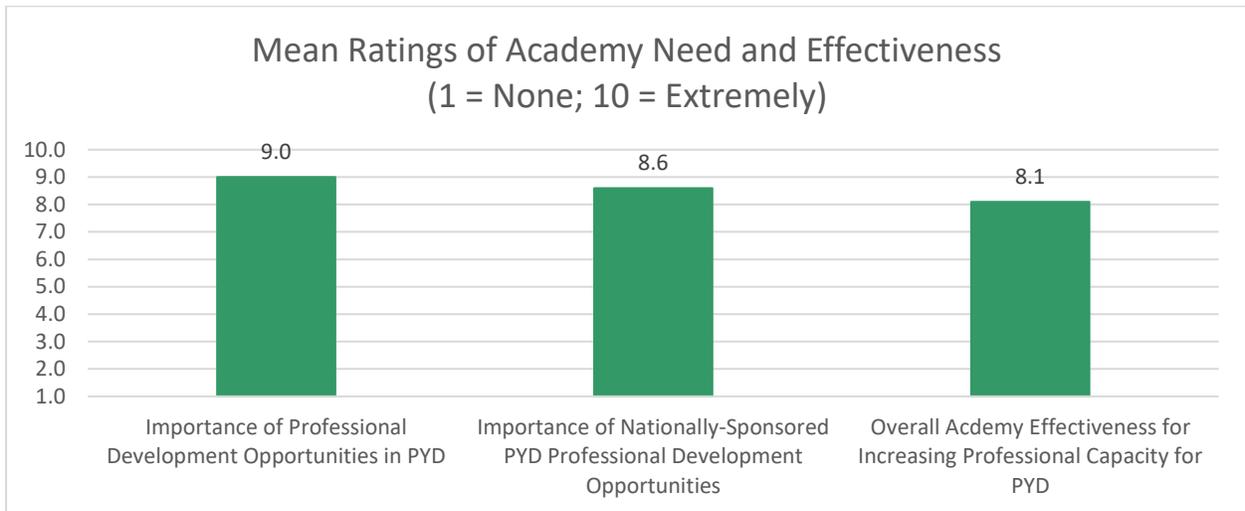
Survey data were collected through the secure commercial Survey Monkey platform and downloaded for summary and analysis. Other than providing basic demographic information, respondents were not identifiable. The number of responses varied by survey link:

- Tuesday mainstage N = 307 (~32.6%)
- Wednesday mainstage N = 321 (~34.1%)
- Thursday mainstage N = 80 (~8.5%)
  
- Tuesday breakouts N = 188 (~20.0%)
- Wednesday breakouts N = 99 (10.6%)
- Thursday breakouts N = 123 (~13.1%)
  
- Overall academy evaluation N = 179 (~19.0%)

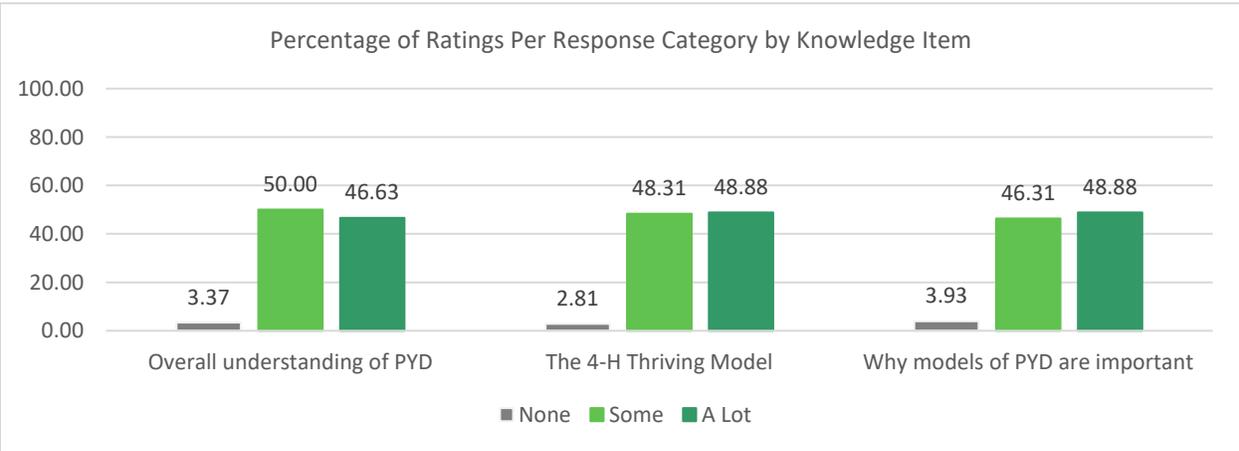
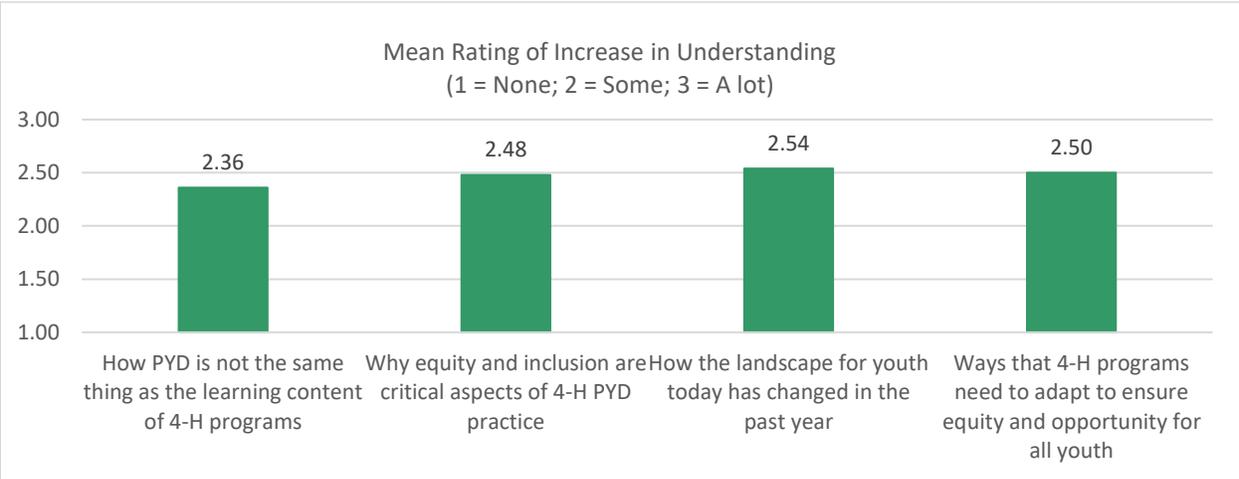
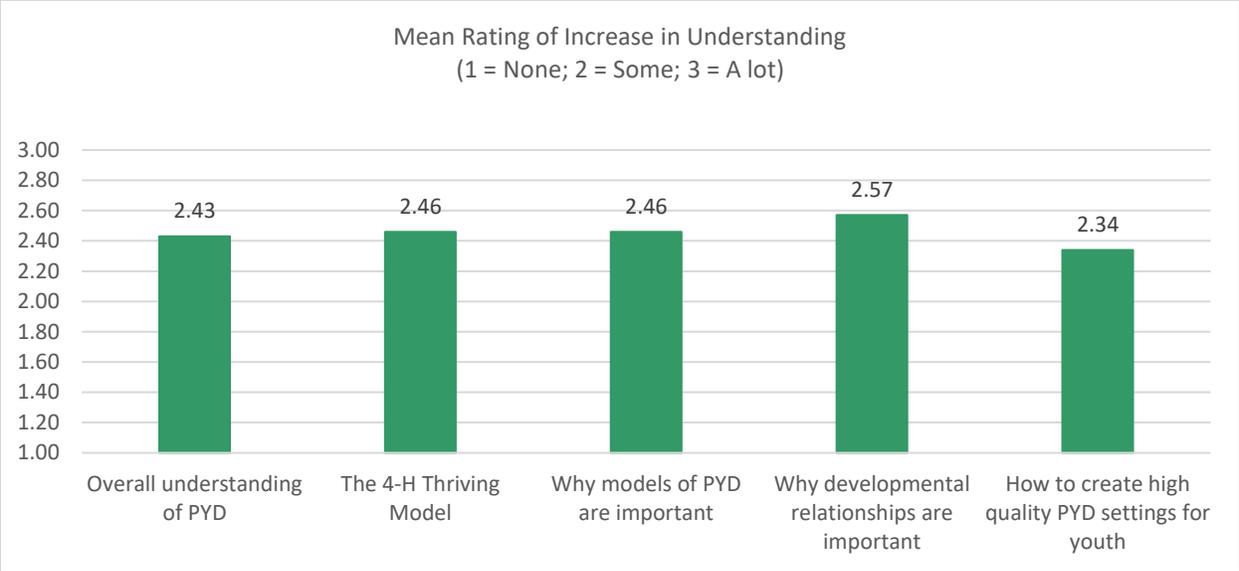
## Academy Evaluation Results

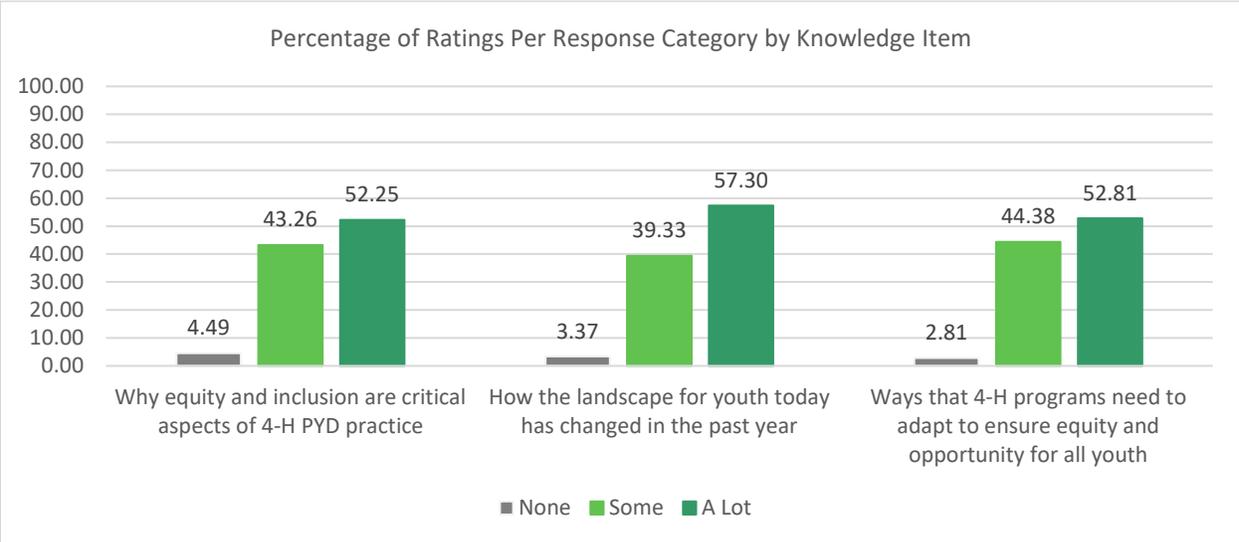
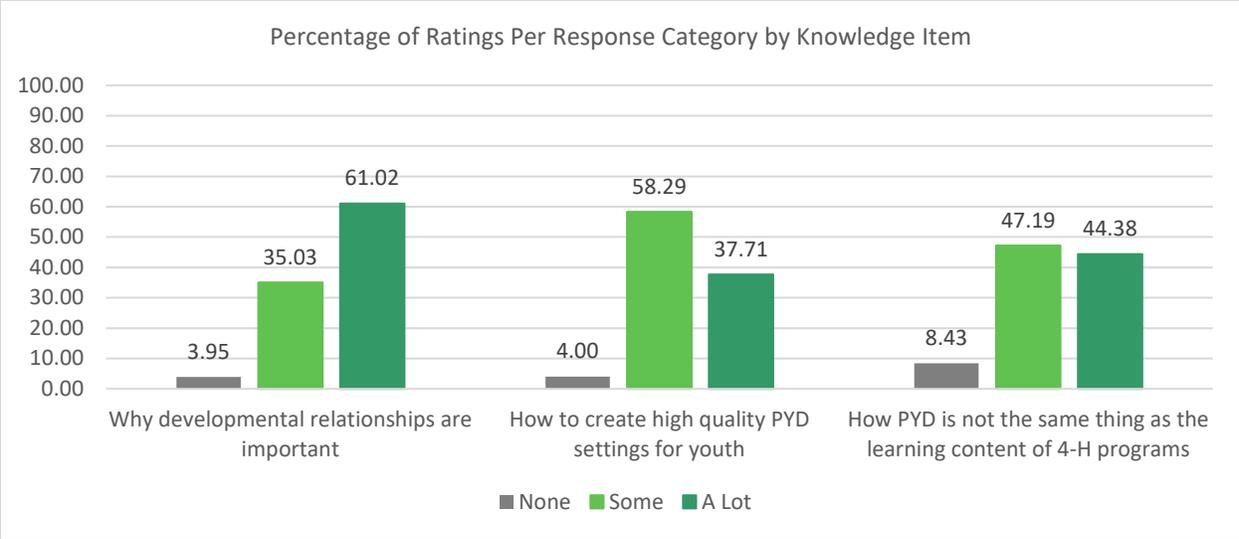
### Overall Academy Evaluation

- Three questions assessed the importance of, and need for, professional development in PYD.
- Participants rated each question on a 1 (None) to 10 (Extremely).
- Responses indicate that professional development in PYD is needed and important, and that nationally-sponsored PYD capacity building opportunities are particularly valuable.

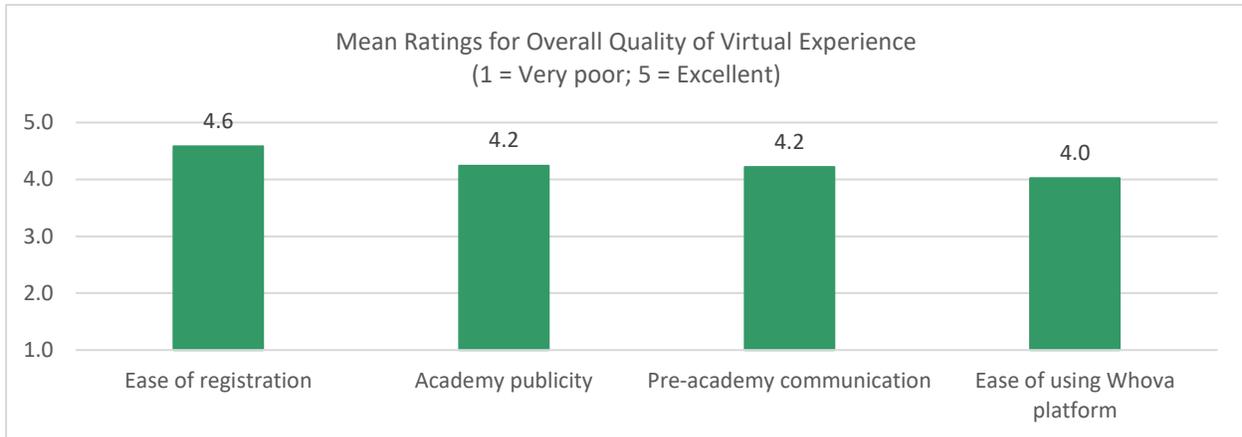


- Nine questions assessed increased understanding in PYD as a result of attending the academy.
- Participants rated each question on a 1 (None) to 3 (A lot) scale.
- The figures below show the mean ratings for each question, followed by the frequencies of ratings for each item.
- These results reveal that the majority of respondents reported increasing their knowledge in key areas of PYD, particularly in the area of developmental relationships, the importance of equity and inclusion and how the landscape for youth has changed in the last year.





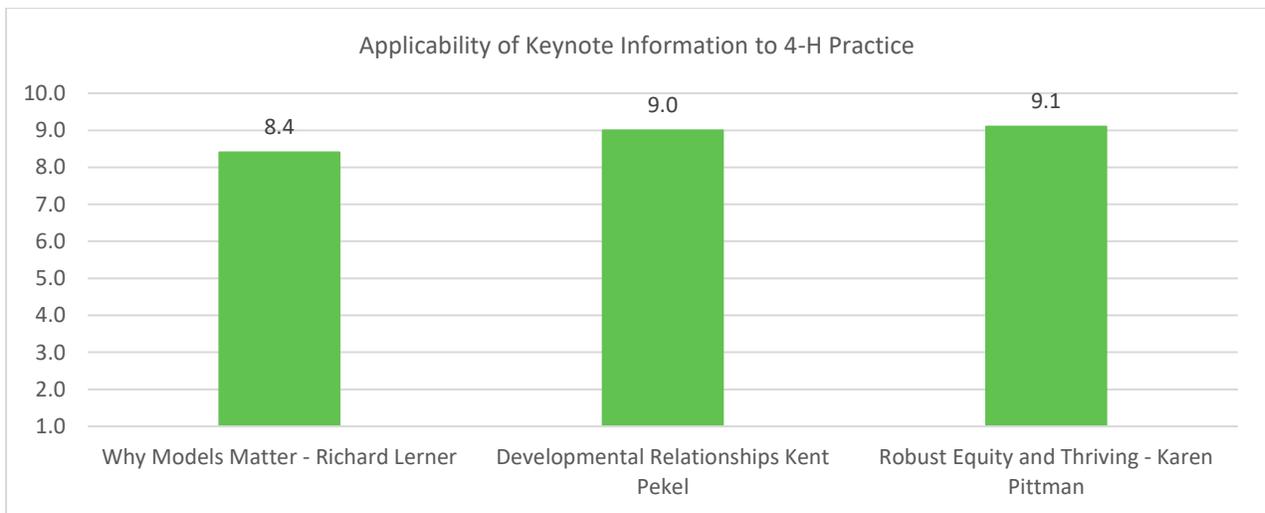
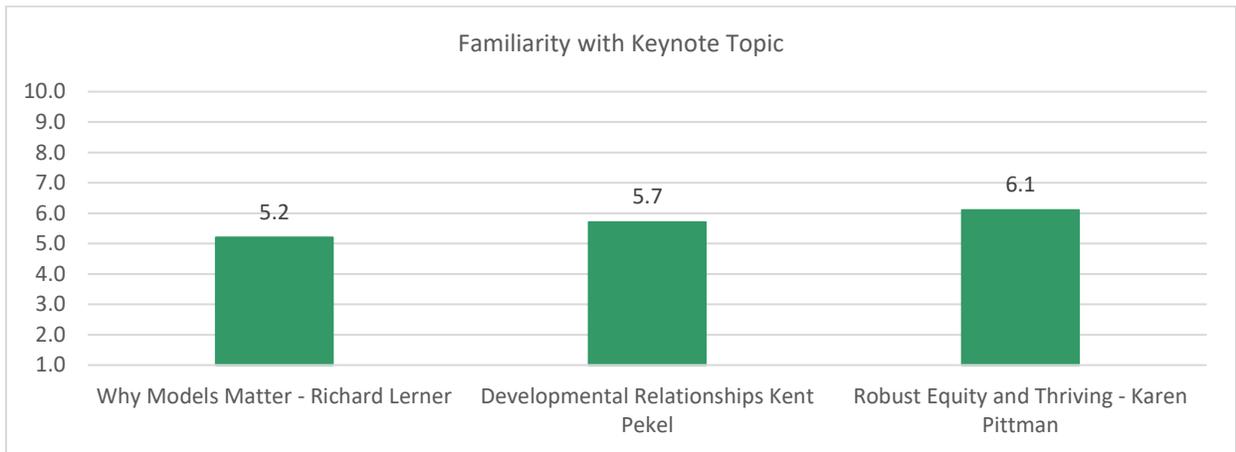
- A final set of items asked participants to rate the overall quality of the virtual academy experience on a 1 (Very poor) to 5 (Excellent) scale. The mean ratings for all four quality items was 4.0 or greater, indicating that the virtual experience was successful.

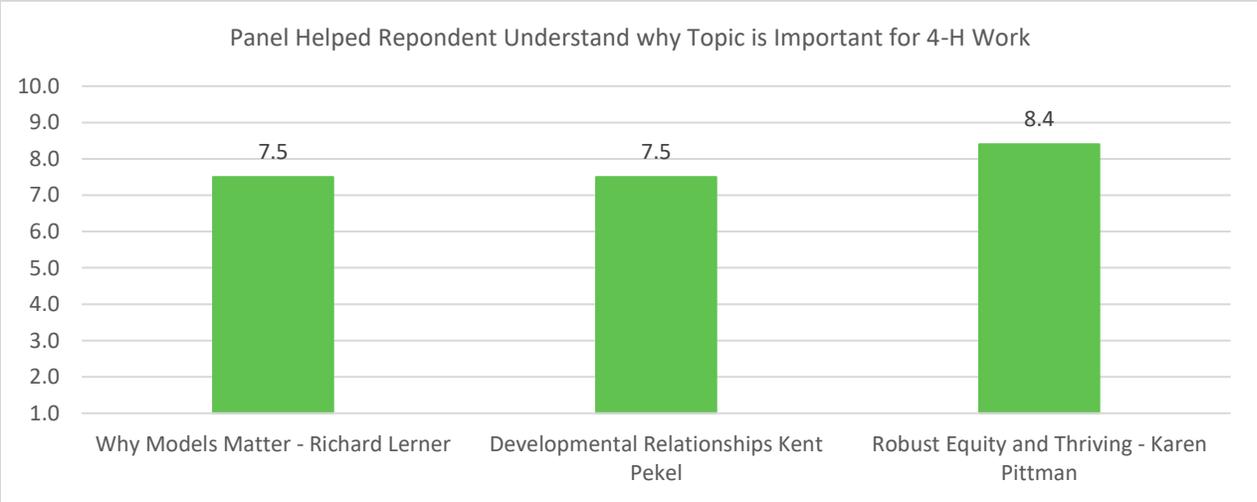
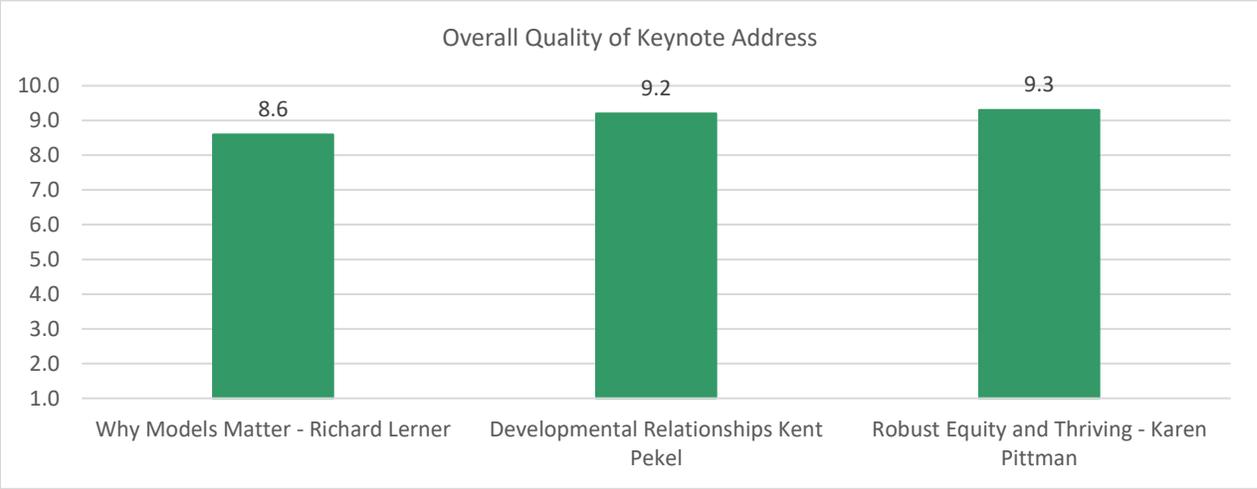
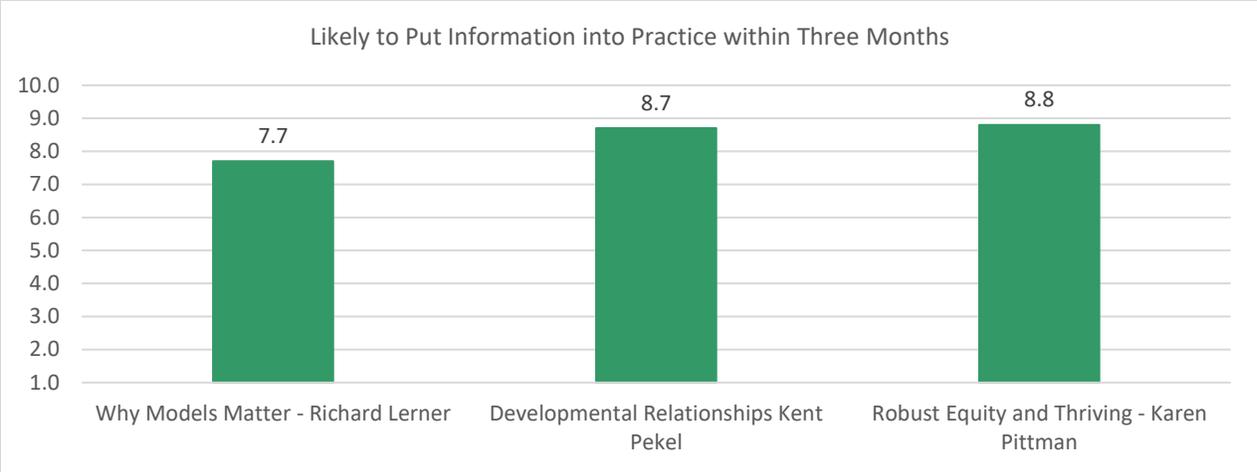


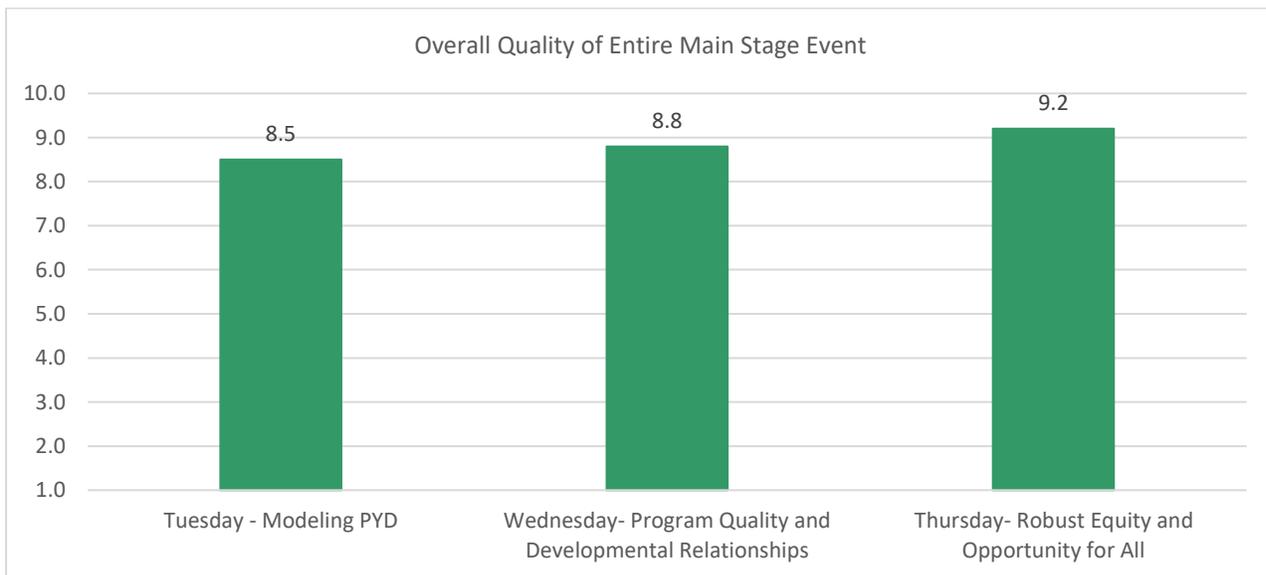
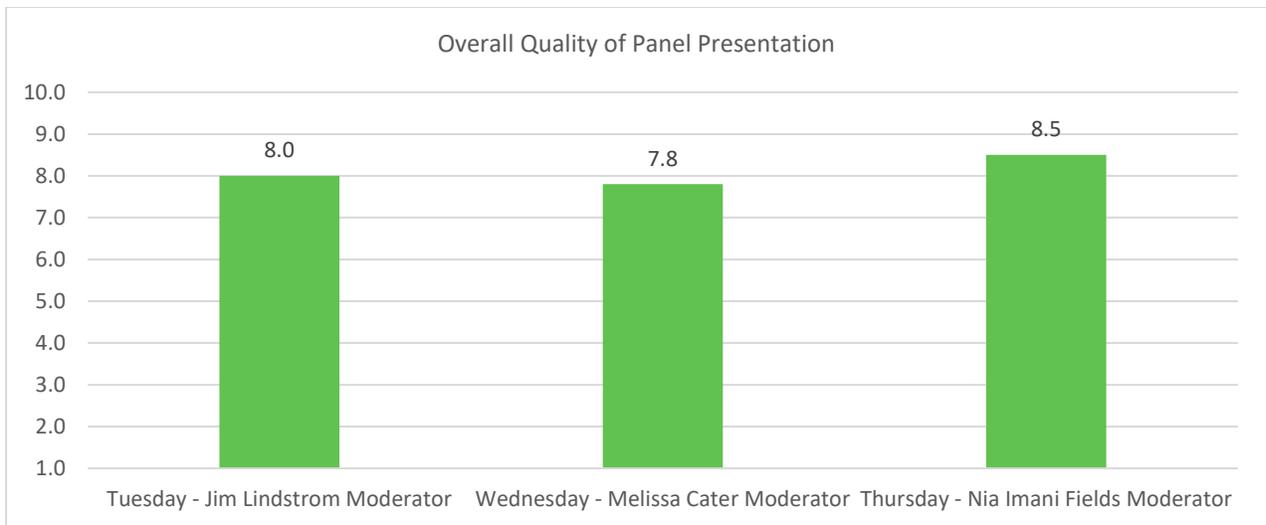
### Daily Mainstage Event

- The mainstage event each day consisted of a keynote address followed by a 4-H reflection panel. The purpose of the panel was to help “unpack” the keynote address, with a special focus on why the content of the keynote is important for 4-H youth development work, and how to put the information into practice.
- Four questions relating to the keynote assessed familiarity with the topic before the academy, the applicability of the topic to 4-H practice, the likelihood of putting the information into practice in the next three months, and the overall quality of the keynote address.
- One question asked how well the panel helped the respondent understand how to put the information into practice, and a second questions assessed the overall quality of the panels.
- One final questions asked respondents to rate the overall quality of the mainstage event.
- Respondents rated each question on a 1 (Very low) to 10 (Very high) scale.
- Respondents indicated low to moderate understanding of the topics prior to the academy, indicating an opportunity to increase participant knowledge, understanding and application through academy participation.
- Respondent mean ratings across all questions were uniformly high for the quality of the keynote addresses, the applicability of the topic and respondent intention to put the information into practice in the next three months.

- Similarly, the quality of the panels was rated moderately high to high, providing support for the efficacy of the panels.
- Finally, the overall ratings for each day's mainstage event were uniformly high, indicating support for the efficacy of the mainstage structure of the conference.







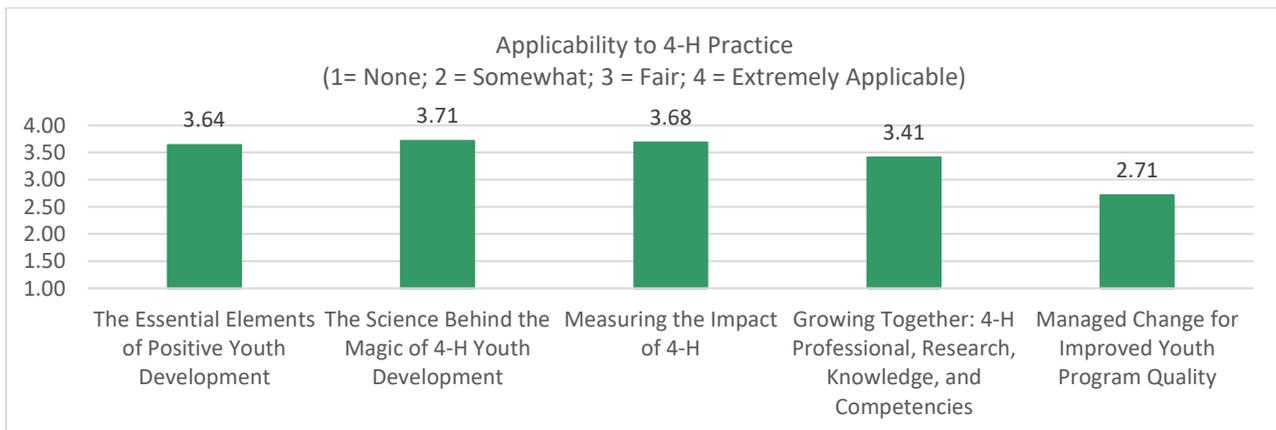
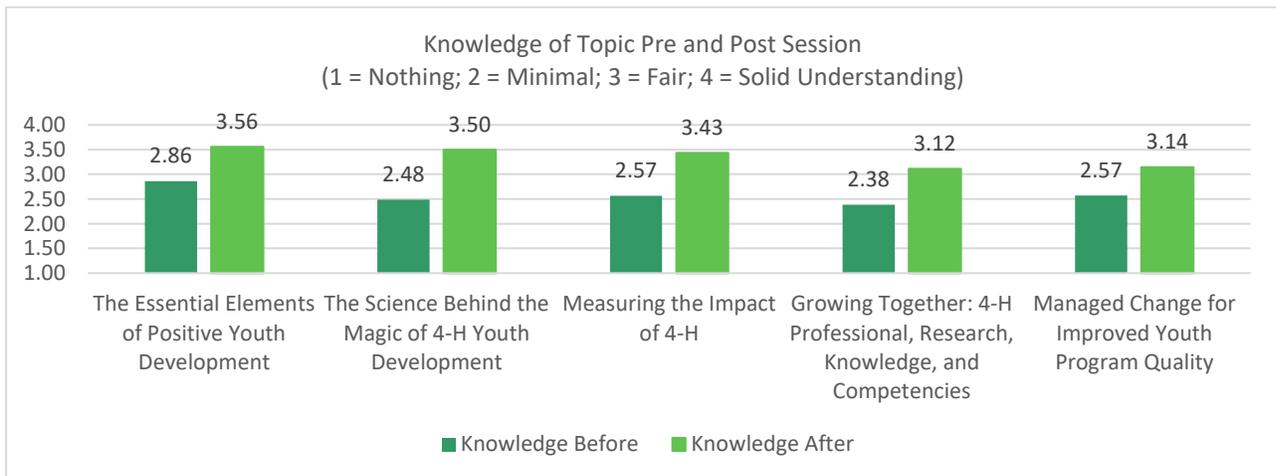
### Capacity Building Breakout Sessions

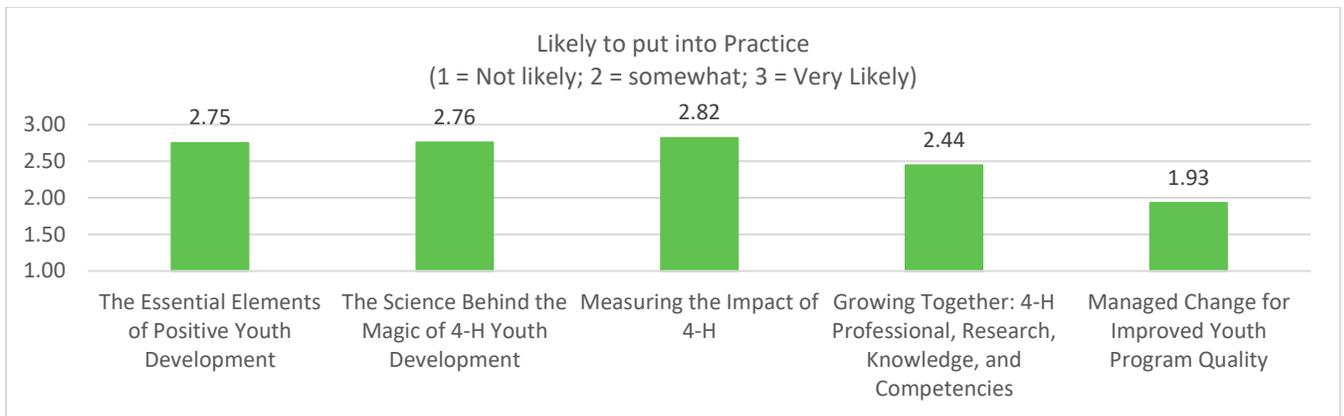
- Five breakout sessions each day were designed to build participant capacity in a specific area related to the day's topic. Each session was designed to focus on application of the topic to 4-H practice.
- The evaluation of the breakout sessions consisted of four questions: (1) knowledge of the topic before the session; (2) knowledge of the topic after the session; (3) applicability of the topic to 4-H practice; and (4) likeliness of putting the information into practice in the next 3 months.
- The results presented in the figures below show a uniform increase in knowledge across all session.
- Most of the sessions were rated as being applicable to 4-H work.

- Respondents also reported fair to strong likelihood of putting the knowledge into practice in the next three months.
- Overall, the evaluation results for the “apply” breakout sessions indicate that participants increased knowledge, saw application for the topic in 4-H work, and intend to put the information into practice. These findings support the efficacy of the breakout sessions for building professional capacity in the area of PYD.

Day One Sessions

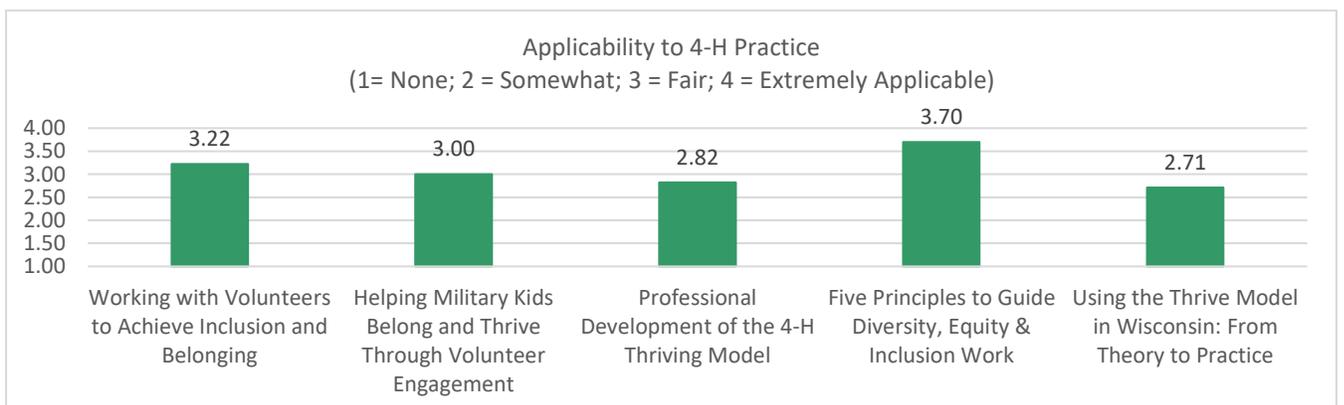
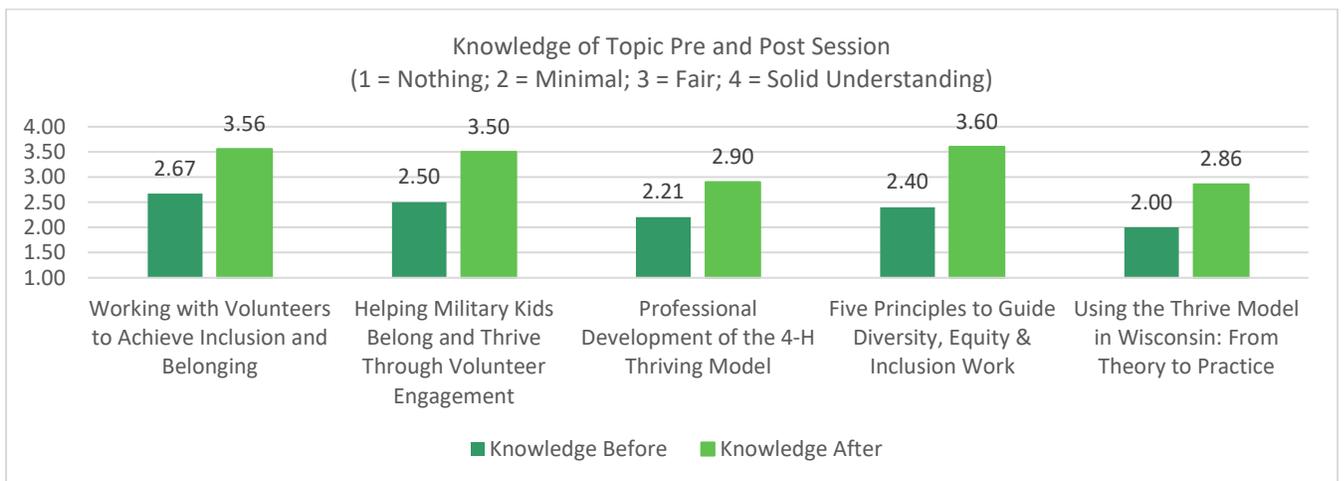
- Essential Elements of Positive Youth Development (N = 36)
- The Science Behind the Magic of 4-H Youth Development (N = 66)
- Measuring the Impact of 4-H (N = 44)
- Growing Together: 4-H PRKC (N = 27)
- Managed Change for Improved Program Quality (N = 14)

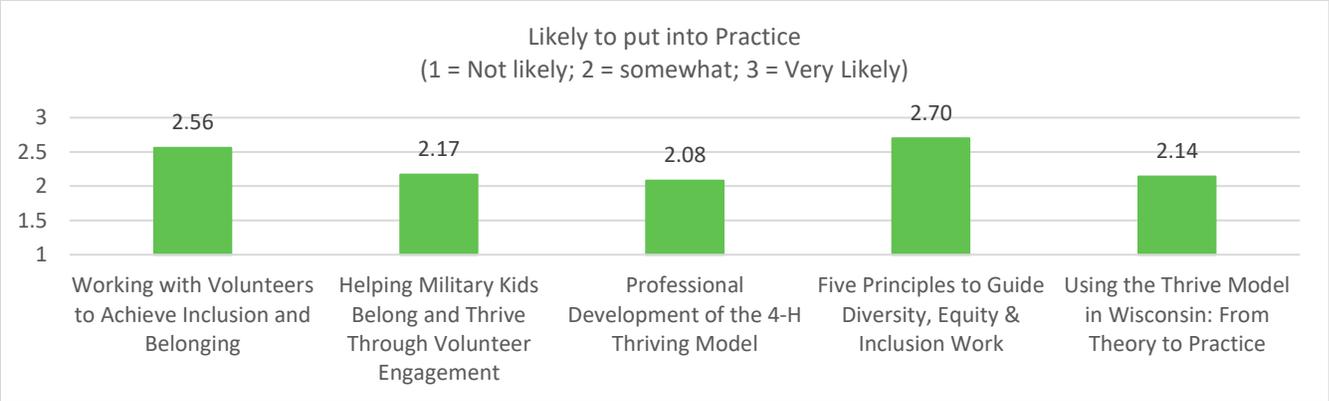




### Day Two Sessions

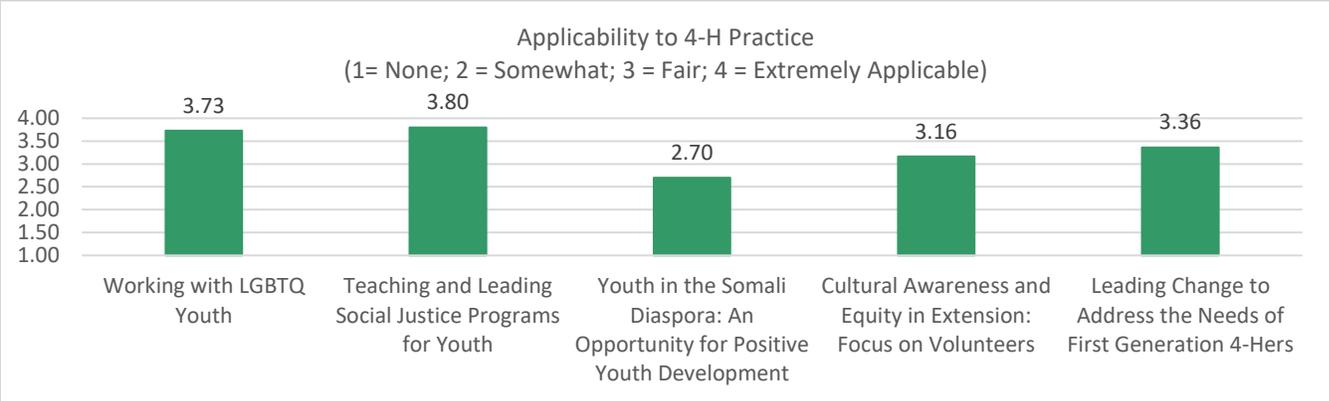
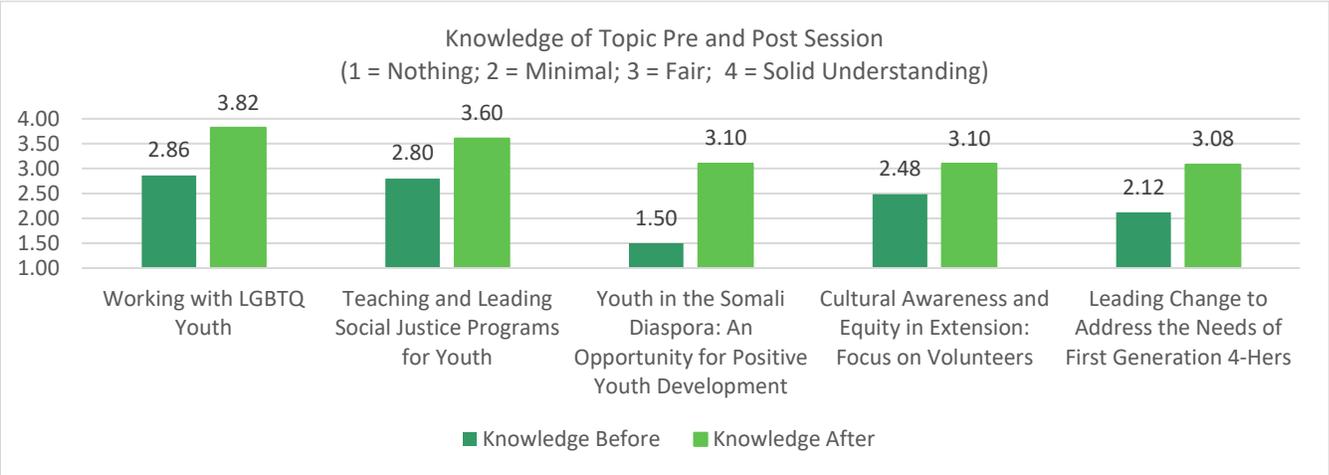
- Working with Volunteers to Achieve Inclusion and Belonging (N = 36)
- Helping Military Kids Belong and Thrive Through Volunteer Engagement (N = 6)
- Professional Development of the 4-H Thriving Model (N = 39)
- Five Principles to Guide Equity and Inclusion (N = 10)
- Using the 4-H Thriving Model in Wisconsin: Theory to Practice (N = 7)

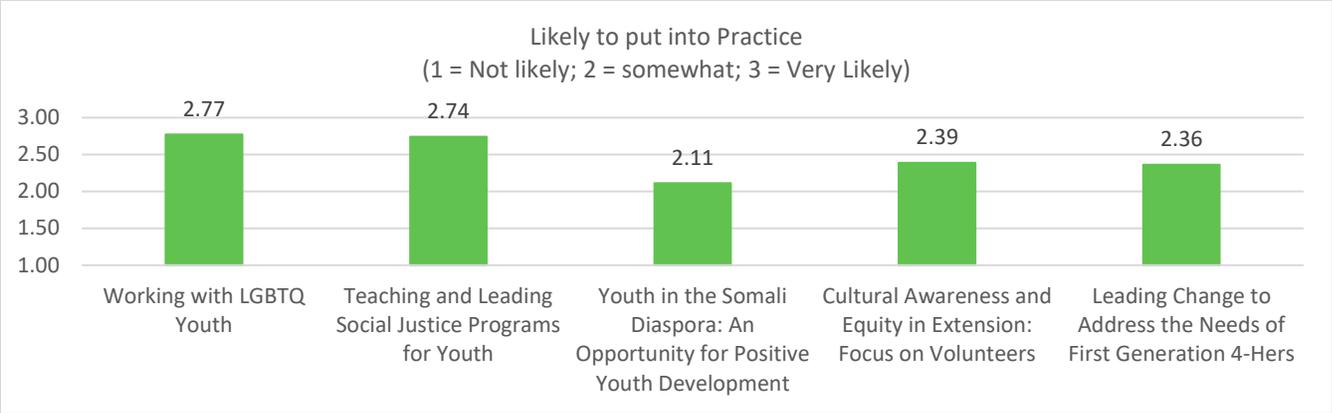




**Day Three Sessions**

- Working with LGBTQ Youth (N = 22)
- Teaching and Leading Social Justice Programs for Youth (N = 35)
- Youth in the Somali Diaspora: An Opportunity for Positive Youth Development (N=10)
- Cultural Awareness and Equity in Extension: Focus on Volunteers (N=31)
- Leading Change to Address the Needs of First Generation 4-Hers (N = 25)



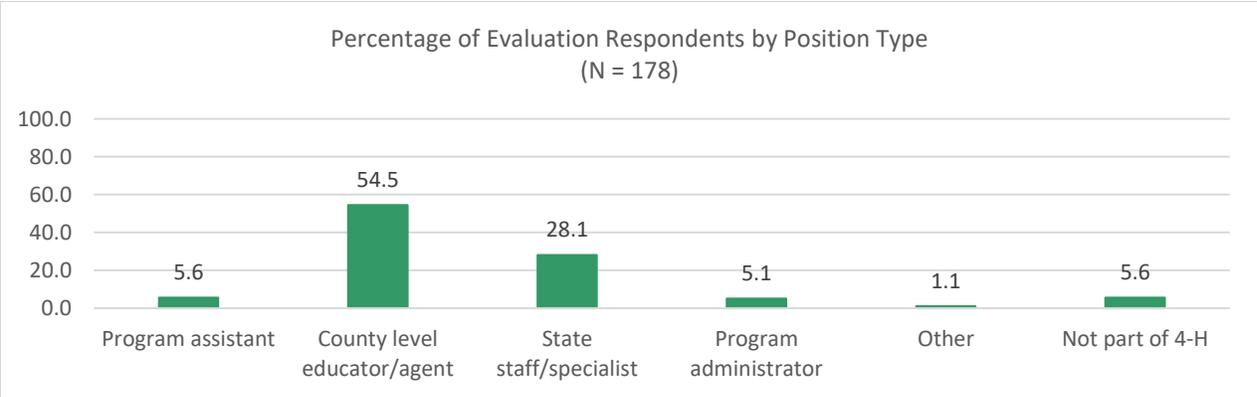


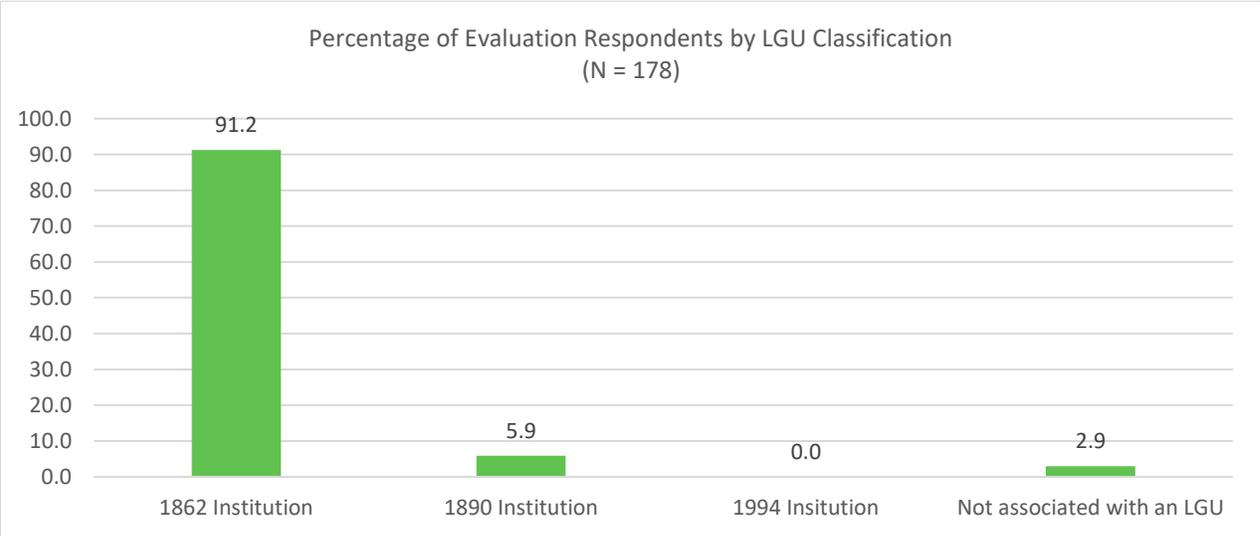
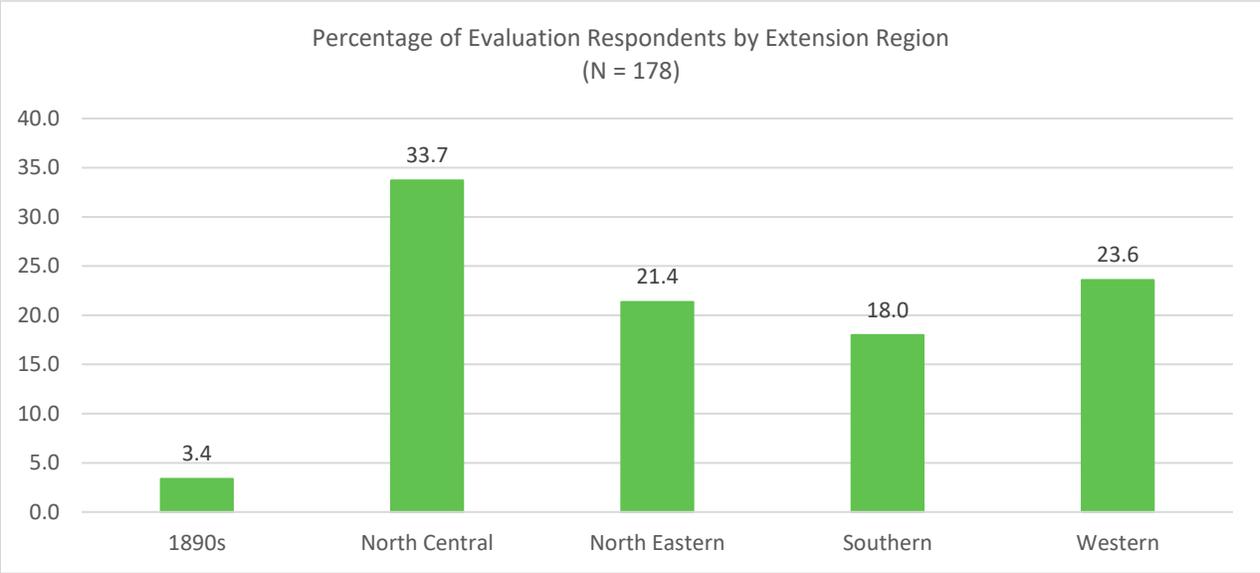
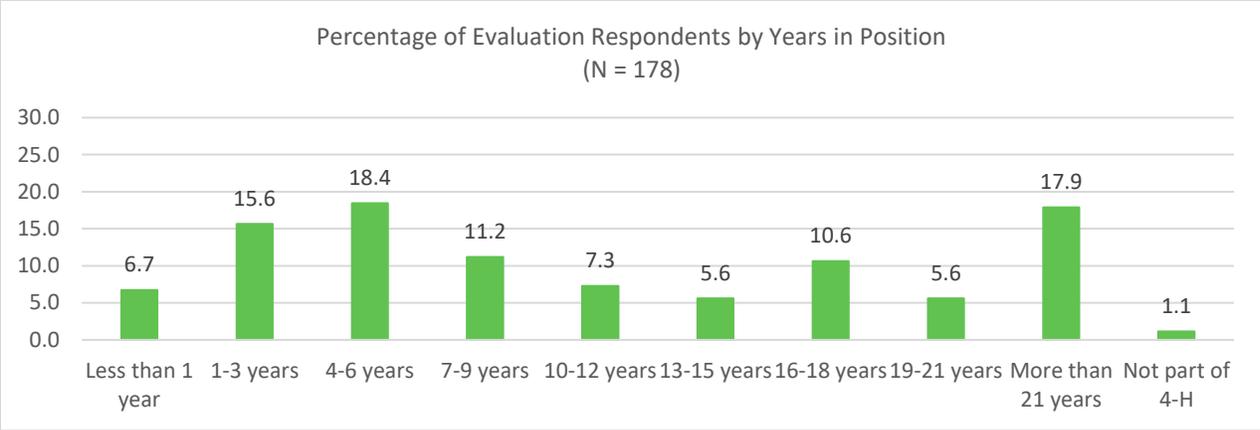
**Academy and Evaluation Respondent Demographics**

Academy participants (950) came from LGUs in all 50 states as well as the U.S. Territories of Guam, Northern Mariana Islands, Puerto Rico, and American Samoa. Participants also included staff members from USDA-NIFA and National 4-H Council. In addition, twenty-five youth development professionals from outside 4-H were invited participant guests. These guests are members of Altria’s Success 360 Program, which encourages collaboration among youth - serving organizations.

**Evaluation Respondent Demographics**

- Basic demographic information was collected from academy participants who took part in the evaluation. The figures below provide respondent demographics by Extension region, LGU classification, length of service, and position type.
- These demographics support the intended audience for the academy (practitioners rather than administrators), a wide range of years working in 4-H, and good distribution across Extension regions





## Open-Ended Responses

Two open-ended questions were asked of respondents:

- What was the best part of the academy for you? Why?
- What do we need to improve or do differently in future academies?

Verbatim responses to these questions can be found in Appendix B

## 4-H Virtual PYD Academy Planning Team

The 4-H Virtual PYD Academy was produced as part of the professional development efforts of the PLWG Advancing the 4-H Thriving Model Task Force. Invitations to lead the academy planning were extended to other PLWG working groups and key 4-H professional development stakeholders. From those invitations, the following planning team was formed and was responsible for the development and production of the academy.

- Anissa Jepsen, Kansas (4-H Thriving Model Leadership Team)
- Autumn Hope Guin, North Carolina (4-H Thriving Model Leadership Team)
- Debbie McDonald, National 4-H Council (PLWG Professional Development Committee)
- Jennifer Lobley, Maine (PLWG Volunteerism Committee)
- Kirk Bloir, Ohio (PLWG Liaison)
- Mike Knutz, Oregon (4-H Thriving Model Leadership Team)
- Nancy Hegland, Minnesota (PLWG Professional Development Committee)
- Rachel Noble, Kentucky (4-H Thriving Model Leadership Team)
- Suzanne Boarts (NAE4-HYDP President)
- Shawn Tiede (NAE4-HYDP 2021 Conference Co-Chair)
- Mary Arnold, Oregon and National 4-H Council (4-H Thriving Model Leadership Team)
- Bradd Anderson (4-H Virtual PYD Academy Technical Producer)

## Thank You to the 4-H Virtual PYD Academy Sponsors and Supporters



## Academy Archive

Recordings and presentations of the 4-H Virtual PYD Academy can be accessed for viewing on our website at: <https://helping-youth-thrive.extension.org/virtual-pyd-academy/>

## Advancing the 4-H Thriving Model PLWG Taskforce Leadership Team

The Advancing the 4-H Thriving Model Task Force is chartered as an official 4-H working group by the PLWG. This three year effort (July 1, 2019 through June 30, 2022) is focused on uniting the 4-H system around a common definition of positive youth development as articulated in the theory of change illustrated by the 4-H Thriving Model. Three sub groups of the task force are focused on:

- Increasing professional development of 4-H practitioners in positive youth development
- Advancing 4-H Thriving Model research and program evaluation
- Building organizational alignment across the 4-H system for a common understanding of positive youth development in 4-H

Fifteen 4-H professionals from across the country are currently leading more than 50 others in the work of the task force. Taskforce leaders are:

- Anissa Jepsen, Kansas State University (Professional Development)
- Autumn Hope Guin, North Carolina State University (Research and Evaluation)
- Bradd Anderson (Research and Evaluation)
- Gemma Miner, University of California- Davis (Professional Development)
- Josset Gauley, University of Wisconsin (Research and evaluation)
- Kirk Bloir, The Ohio State University (PLWG Liaison)
- Lisa Phelps, University of Main (PLWG Liaison)
- Martin Smith, University of California- Davis (Professional Development)
- Mike Knutz, Oregon (Professional Development)
- Nicole Webster, Pennsylvania State University (Research and Evaluation)
- Rachel Noble, University of Kentucky (Organizational Alignment)
- Ryan Gagnon, Clemson University (Research and Evaluation)
- Sarah Hensely, University of Florida (Organizational Alignment)
- Zuri Garcia, Utah State University (Professional Development)
- Mary Arnold, Oregon and National 4-H Council (Task Force Chair)

For more information on the work of the Advancing the 4-H Thriving Model task force please visit our website at: <https://helping-youth-thrive.extension.org/>

## Appendix A

### The 4-H Thriving Model



## References

- Arnold, M. E. & Gagnon, R. J. (2020). Positive youth development theory in practice: An update on the 4-H Thriving Model. *Journal of Youth Development, 15*(6), 1-23.
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- Arnold, M. E. (2018). From context to outcomes: A thriving model for 4-H youth development programs. *Journal of Human Sciences and Extension, 6*(1), 141-160.
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## Appendix B

### Verbatim Open-ended Responses

#### What was the best part of the academy for you? Why?

- Being able to hear directly from leaders in the field of PYD.
- The keynote and panel discussion. It was were I was about to provide most of my attention to in a virtual platform
- Keynote speakers
- Experts in the field verifying that what I believed was needed and essential IS.
- Networking
- Hearing from leading PYD experts on PYD. Having a national conference focused on providing PYD to youth professionals.
- content was excellent
- the keynote speakers
- Virtual
- Plenary sessions were excellent!
- The daily keynote speakers, by a landslide. Great presenters, great information. I will use the information and examples when I teach volunteers. I also LOVED that each day was organized in Do-Reflect-Apply format. Very nice.
- The scholarly talks by experts in the field
- The keynote speakers each morning with the debrief with our states.
- The keynote speakers
- state reflections
- Chance to think about concepts and models and how they contribute to PYD
- I liked hearing from current researchers in the area and the breakout sessions that had practical application.
- I particularly enjoyed the developmental relationships presentation by the Search Institute and how well the 4-H program, if applied as designed, fits right in with "context" over "content".
- The Keynote speakers were excellent
- I really enjoyed the Panel reflection of the key note speakers and then being able to further reflect within our own states. I think overall it gave me a better understanding of what the speakers had to say.
- There was not that much i took away from this conference
- The key note speakers were fantastic. The presentations were current and easy to understand.
- The facilitation sessions to hear from others in the same state.
- keynote speakers
- I have a better understanding of inclusive language and how our program affects all youth, not just our "members". I am striving to build that inclusive language in our programs to make all youth feel welcome.
- The search institute presentation

- Ability to participate in the comfort of my own office. I would most likely have never received this experience if it wasn't online.
- Networking with staff from my state to apply what was presented in keynote and breakout sessions helped focus our efforts
- The strict focus on PYD and the high quality keynote speakers. To have 3 days dedicated to aspects of PYD reflected its importance and the high caliber speakers only validated our work and commitment to making PYD the cornerstone of 4-H
- Hearing from Dr. Pittman and the conversations she inspired at the state level
- I enjoyed the different themes of each day and the level of detail we got in each of the presentations. I also enjoyed the choice we were presented with during the afternoon sessions.
- I liked that one topic was given each day and explained and then talked about at our state level. Great speakers.
- virtual platform, accessibility to high quality speakers, ease of participation
- The three main speakers then the time for states to debrief that they heard.
- It is always wonderful to find out what others are saying about PYD. It has been and still is important to the total 4-H Program to have outstanding PYD!
- The apply sessions
- The State Roundtables to process
- I loved the virtual format, and the panels.
- Developmental Relationships. I want to make sure I can be a good role model for the children I work with
- The keynote speakers each day were very impactful, knowledgeable, and engaging.
- I really enjoy the Speakers.
- I really enjoyed the keynote speakers as well as the state reflection time where we could make the content relevant to our needs and application within the state.
- so many things- the keynotes were outstanding, panelist discussions helped connect the research to practice, the opportunity to "debrief within our own states"- the whole layout helped to connect the dots. We finally have the research, the why to back up our practice to
- The resources recommended
- State debrief after the keynotes and panels. It provided us the time to dive in and talk intentionally about pyd
- Keynote
- The keynote presentations and application sessions in the afternoon
- Information on developmental relationships
- All the Main Stages
- key note speakers were amazing. I learned a lot.
- Keynote speakers and state discussions following.
- The keynote on the second day, he was great in giving us some concrete tools. I was excited to hear that some of it might be rolled out with a 4-H brand, and if that is not the case it would be great if that could happen.

- Dedicated reflection sessions with colleagues from my state. Nia Field was an excellent presenter.
- Keynotes with practical roundtable discussion were especially effective - theory paired with practicality. I really like the app and the networking it allowed through discussion threads and chat features.
- Interacting with others from across the county - sharing ideas
- I enjoyed hearing from Dr. Lerner and his perspective on "average."
- The break out sessions...some of the key note speakers where pretty dry especially in a virtual format.
- Speakers and the time frame that everything was scheduled
- The keynote speakers. Each one provided rich content, inspiration and ideas for direct practice. I also loved that there was time built in to connect with other participants from my state. We accomplished a lot of planning during that time.
- workshops
- I liked the Q&A's to get a debrief of discussion and hear directly how our peers were understanding them.
- The round tables, I was able to meet a lot of new colleges.
- Hearing the speakers concentrate more on giving the youth more of a voice in what is happening with them and what they may want to discuss.
- I enjoyed the Keynote / Welcome part of the program
- The keynote speakers were fantastic.
- The nationally and internationally recognized speakers at the beginning of each day - I could have listened to them and learned from them all day long.
- The content was excellent as well as the networking
- Any practical or turn-key type programs would be helpful to field faculty and staff to immediately put into place the principles.
- The state breakout.
- Speakers
- The state meeting everyday
- Keynote speakers
- Keynote addresses as they provided science based information on current PYD concepts.
- Keynote speakers especially day 2 & 3
- I really enjoyed the keynote speakers! They did a great job with keeping everyone engaged and their topics were awesome!
- The expert/keynote speakers were informative.
- the 3 mainstage speakers--I have been wanting to hear all of them!
- Featured speakers, state reflection time, workshops and opportunity to network were all great approaches to provide a "whole" experience. It was the right mix of lecture, processing, and engagement.
- Hearing from really knowledgeable speakers who helped us do a deep dive into the science of PYD.

- The theories were great and I enjoyed almost all the presentations because they provided the whys to what we do.
- Meeting folks with the same outlook
- Main stage keynote speakers were excellent. The state reflection time was useful.
- Dr. Nia Imani Fields breakout session
- Best part were the panel discussions and key note speakers
- I really enjoyed the keynote speakers. They provided a wealth of information. It has been a while since I have had really any in depth training in youth development. So very informative.
- Hearing from the Search Institute director. Connected a lot of the dots for me regarding the developmental assets and why they are important.
- State Reflection Time
- Hearing from experts in youth development.
- Hearing from the professionals (Dr. Lerner, Dr. Pekel, and Dr. Pittman)
- Connecting theory to practice
- The keynote speakers were the best part of the academy. They were extremely well-versed and I learned a lot from each of them.
- It was so uplifting and focused on what can be done, not what can't be done. The last year has been hard, but has left so much opportunity for change and growth and people are focused on what they can't do. This was motivating!
- search institute keynote
- Each of the Guest Speakers! All three were great, engaging, and very informative.
- Keynote speakers presented research-based information that explains WHY we need to re-think and re-shape strategies and tactics for connecting with youth and delivering youth programming. This is critically important to helping specialist and agent teams understand why we must do things differently. It's always easier to say that someone else (Extension administration, schools, parents, students, etc.) needs to change but there is room for us, the Extension and youth development professionals to change as well.
- Engagement and interaction with other youth development professionals across the country through the Whova app.
- The panel discussions after the keynote to "unpack" what was presented.
- Challenging and thought provoking. As an organization we have evolved, slower than some may like (including me). The bureaucracy of being part of a system/establishment pulled between federal, state, and county dollars puts us at an extreme disadvantage. Add the fact that 50 states do things 50 different ways. Then add counties into the mix and it exponentially gets even messier. Lots of good stuff, but feasibility/implementation in the real world (day to day operations in a county office) was not addressed. Lots of challenges and things to think about as we move forward in the Positive Youth Development effort!!
- I really enjoyed the apply sessions and the keynote and morning speakers were very inspirational and influential with how the rest of the day was laid out.

- Information on Developmental Relationship - Look at Essential Elements from outside my state.
- Speakers and their information with the immediate followup.
- I especially enjoyed the DR keynote.
- The keynotes were truly amazing and impactful. They presented incredibly important, useful, and timely information and research. The presentations on the Search Institute/developmental relationships and equity- If our keynotes could always focus on these- they are such a priority and fundamental to our program that we need to keep our focus on this always.
- The variety of sessions offered was great, allowed for there to always be an event I was interested in attending. I also appreciated the time set for specific state debrief and that our state facilitated that
- Loved the mainstage presentations with the follow up panel. It was magical to hear from such experts and then have a panel discuss what was shared.
- The layout of how the academy was set up and the fact we could debrief with our State.
- Hands on, working with others
- I think the panel discussions each day were the most impactful for me. I enjoyed hearing from colleagues who share in the work that we do and were able to provide a variety of perspectives as we attempt to process the information given to us during each keynote.
- The combination and balance of outstanding experts in the field as keynotes, the panel discussing application and the state reflection time
- ALL of the key note speakers! They brought solid, research based information to us and were also excellent presenters. I also really liked the format of speaker, panel, time with our state and then breakout sessions.
- I liked learning about the thrive model i think its going to a great tool
- all 3 keynote speakers were fantastic
- Talking to others, nationally.
- Hearing from leaders in the field on their important work and how it relates to 4-H and the Thriving Model was the best!
- I appreciated hearing the keynotes because they set the stage for the rest of the day's learning.
- It was all every well done. I real enjoyed what all the presenters had to talk about.
- This was the best virtual conference I had attended that mimicked an in-person in conference. Great communication, opportunities to network/connect. EXCELLENT top notch speakers. Well done team!
- The networking and panels
- High quality speakers sharing their expertise. Having this available without travel expense.
- Karen Pittman's keynote presentation
- I really enjoyed all of it, but the networking shuffle sessions were fun. It was great getting to meet new 4-H people from all over the country.
- Learning how to make my program better.
- keynote sessions

- Keynote speakers - all were very excellent
- All 3 keynotes - Connecting Research with real work that I do.
- Chats and keynotes as well as state reviews
- The Keynote Speakers - Why: because they offered multiple opportunities for change and development of Staff.
- The speakers were all fantastic!!!
- The developmental relationships keynote was the best part, because it's an area I feel I can immediately make adjustment to locally.
- I love the keynotes and follow-up panels
- The afternoon sessions. All speakers I attended were great.
- Morning
- Richard Learner keynote-- provided the perfect context for remainder of academy
- The main stage speakers were great, and I appreciated the state reflection time to dig into the topic further with my state colleagues.
- I enjoyed Dr. Nia Field's breakout session on the new social justice program. I found the information she provided was valuable and helpful to my goals as a program coordinator and future endeavors
- networking and state focus discussions
- The keynotes were FANTASTIC, and I super appreciated finally really understanding the Thriving model. Mary Arnold was great!
- Meeting with my colleagues to discuss 4-H ideas, philosophy and to share my experiences
- The breakout sessions were interactive and that helped me learn better
- Dr. Kent Pekel, instructed, but also gave us materials and knowledge of how to use those materials
- Content
- The Mainstage speakers. They brought insight and new information to the forefront and gave our team a lot to discuss during our afternoon meetings.
- The keynote conversations were especially relevant and very informative
- The Keynote speakers and all they brought to the table
- The keynotes were wonderful and I appreciated the breakout sessions.
- Day three guest speaker
- Dr. Lerner and his keynote address.
- Keynote addresses provided the best information
- Breakout Sessions
- I enjoyed all of the key note speakers
- By far this conference was my favorite, the variety in the schedule and the way we could all talk to each other on the app was amazing. I met so many people! Especially being a new professional, this helped me make connections.
- The large group presentations and discussions
- Keynotes and reflection
- Being able to connect with people in my own state and the rest of the nation.

### What do we need to improve or do differently in future academies?

- I think the virtual platform was great just wish I could have committed to the afternoon sessions.
- be sure to share links for recordings, break in between keynote and panel- panels were okay but not as practical as I'd hoped
- The fact that there are 2 chat sections was rather confusing. Also too many follow up emails.
- More time to discuss how to implement and put into practice what was learned. Time to come up with action plans as a state.
- I would have love more practically application than theory. Afternoon session, where rough, not as engaging. Technology issues. etc.
- time was confusing on the first day - I missed the first 15 minutes of Dr. Learner because I thought it was starting at 11:30 am ET. The welcome did not take 30 minutes!
- Please, not so many e-mails! Not enough time in my day to read them. Send only what is necessary, otherwise I ignore them all.
- I did not get much out of the panel discussions following the talks. Either shorten that or replace with small discussion groups.
- Some of the workshops were very boring. Zoom makes it hard but some more interaction during some of them would have been nice.
- I didn't find the panel discussion very helpful; perhaps provide state leaders with ideas for the state breakout sessions
- more time between sessions would be great to allow time to reflect and digest all the great (but overwhelming) content. Something like one session per week allow time to digest
- I thought that we would get more implementation details about Thrive. I am familiar with a lot of PYD concepts and have a background in it. While this was helpful and supportive, it was also content that I know. Perhaps we were sharing with those who already know this. Maybe we need more for new staff, those without a PYD background, volunteers... and ways to make this content accessible for them.
- Where were the youth in presenting this and/or developing the curriculum? Perfect opportunity for citizen science. Of course, I understand that this was a first go in many ways, particularly to ground us, as professionals, in similar language and understanding of PYD>
- Make sure breakout session speakers are dynamic and pertain to what we need to know and do.
- Not pit colored people against white people, PEOPLE are PEOPLE no matter their color and to say that only colored people were affected by the pandemic is a slap in the face. I had a very hard time even listening to this conference after the first day!! Hard to get over when it seemed like there was a lot of shaming going on through chat!! on County fairs, traditional versus non and racism
- Break out sessions I attended were focused on what's coming up. I would have liked to leave with how to use information. And the one session on Common Core, I already did

through the videos about a year ago. And there was not much alignment with the new Thriving model. .

- More engagement with the audience and having other workshops for attendees that are not 4-H professionals
- I think a panel session should involve question and answers from the audience, not just panelists dissecting the literature and talking about their own programs.
- A little too much Zoom. Two hours a day is plenty.
- recording of breakout sessions
- A tutorial on using Whova. It was overwhelming at first.
- I would love to do this in person in the future!
- More opportunities for interaction during the breakouts
- Each of the sessions were really long and it was hard to focus for long periods of time, especially as the conference was virtual. The topics were sometimes very dense and required a lot of thought and the presenters spoke fast and didn't leave time for processing before we were moving on to the next session. This was particularly bad in the morning, when we went from the keynote to the panel without a break.
- not sure
- Please turn off chat feature during main speaker's presentations. I thought it was rude the conversations that were taking place instead of truly listening to their presentation.
- A lot of old information was rehashed...it would be good to learn something new.
- nothing
- More interaction
- The state reflections were great but maybe more time allotted. Also, now what? Maybe a follow up one day or half day event will be great maybe states Can present what/how it was incorporated.
- I loved the schedule. Don't change it. This was really a fantastic conference!
- chunk the day a bit more- sessions were really long- stretch break between keynotes and panels
- Too much information in one setting and long days
- Follow our own advice for virtual sessions regarding breaks and length. 6 hours on zoom is very tiring and 2 1/2 hours in the morning without a break is a long time.
- If virtual, less hours
- Great conference
- Communicate the dates and times of programming better outside of the registration process. I needed to understand if your program fit into my schedule. Finding daily schedule start and end time was difficult.
- It was great - it would be even better if volunteers/4-H leaders could attend and be part of the learning community.
- Short breaks between keynote and panel. Too long to stay attentive at computer.
- The panels were not helpful. I don't know that they added to the conference.
- Day Keynote speaker, Dr Lerner, was excellent content, but not a jazzy way to kick off the academy.

- Allow a full one hour for lunch. I noticed that few people logged into networking at the end of days 2 & 3.
- Longer time for lunch for those of us working at the office 30 minutes isn't enough time to go grab something and be back
- PYD is such a broad topic. Perhaps zeroing in on a specific topic within PYD would have been more effective.
- Better keynote speakers
- I am unsure as this is my first experience. There will always be bugs to be worked out. It was a learning experience for everyone
- the morning sessions were way too long
- Strengthen the breakout sessions.
- Include more breaks. It was a very large chunk of time to sit and listen through all at once
- Continue to deliver the message that in order to get youth to join in that they need to have a buy in to programming.
- It would be nice to have information/samples on implementing. Most of the breakout sessions I attended were the “why” and “what’s being done” but not - here’s how you can implement starting tomorrow.
- I heard some break out sessions were great, and some were just "ok" - is there a way the task force can preview them before they are presented?
- Please do not hold it in May which is just before the busy summer season. The winter time might be better...
- More program examples to go along with the research and theory.
- more breaks in between sessions
- Would have liked to receive more of a playbook for implementing thrive model. While the info shared was good - I’m disappointed that there wasn’t more to share about the model and what states can use now.
- Put in more field staff to share what they are doing
- A lot of time was wasted while speakers, panelists, etc. figured out technological issues.
- Spread out more to shorten days. Provide resources ahead of academy. Press directors
- I didn't think the panels after the keynotes added a whole lot. Practical application is key.
- longer lunch break; end earlier in the day
- This was an exceptional conference!
- Each presentation should provide how-to's/real world examples to go along with the theories. Theories are great but actionable practice makes all the theory a reality. Both are a necessity. Also, the Zoom fatigue was intense--attention to the structure of the conference taking online attendance into account would have been great. Maybe stretch the number of days or shorten the time on the presentations. I did not really enjoy the panels. A more interactive experience instead of panelists talking amongst themselves would have also helped with Zoom fatigue. My state sessions felt mostly awkward and were not invigorating or interesting--do they get direction? Those sessions felt forced and didn’t add much to the overall experience. I am sure that some

of them were probably well done but ours was not. It would be great if the sessions used many of the ideas discussed—such as share power, learn by doing, individualized teaching, multiple methods of teaching to account for different learning. This modeling is super important if you want people to translate all the theory. Use the same tools that you expect to be modeled in day-to-day 4-H. Some sessions did this and some absolutely did not.

- It would be great to have some in person/hands on activities to practice implementing
- The after noon sessions need improvement. They weren't great. There needed to be a five minute restroom break between the keynote and the panel.
- Streamline so that no matter which platform attendees use, they can get the links/documents that are connected
- Send out documents ahead of conference
- I needed more practical application examples. Keynotes were higher level. Workshops were very much the same. I didn't get much out of the conference that I could easily apply in my work as a 4-H agent.
- None
- Because I live in the EST, it was very difficult to participate in the afternoon/evening sessions from 3-6. The morning sessions were really long. It might have helped to have a break before the panelists or have them at a different time.
- Do NOT have a 90-minute lecture followed immediately by a 60-minute panel; we need a 15-minute break between them. Offer the networking opportunity also in the morning; Eastern Time the evening networking was at 6:00 PM and that's my family time; I would have participated in the morning just before the session started. 90-minute breakout sessions were too long; I would rather 45-60 minutes.
- Personally, I thought the panel conversations after the keynotes speakers was too long.
- more interactive breakouts
- I still don't know how we ended up without a state meeting. I suggest re-thinking that portion of the conference entirely. I'd set aside time to commit to this conference but didn't know what else I could do at that point. Re-locate links for the breakout sessions. It took me 15 minutes each day to locate the links for the afternoon breakout sessions. Make the breakout session links as visible and easy to locate as the main/morning session links.
- Schedule it for December or a less busier time! I was only able to attend two keynotes out of the entire conference because this was the worst possible week for me.
- Not sure. It was good.
- We were expecting more of an outline of how to roll the Thrive Model out in our state.
- Two times to debrief as a state each day or make the debrief later in the day. We ran out of time. The final day - was disappointed in the panel. Karen Pitman did a wonderful job. The others left me feeling like the enemy. If we are going to truly embrace Access, Equity and Opportunity then it must be two way. I have thought a lot about the Bubble Activity noted by Karen. I was not raised to be prejudice, racist or bigot. Do not assume that my skin color makes me any of these or the enemy. Just as was communicated by those of color, you do not know my history. My family could

have been Caucasian immigrants who experienced extreme injustices and bigotry. My ancestors may have been part of the solutions and helped bring change for those of color or who immigrated with great disadvantage. Respect! People of all races, globally, and throughout history have experienced similar disadvantages and atrocities, including a significant number of Caucasians. All races have done appalling things to their own people as well as others. We are all human beings. We are Americans. History can not be undone but we can learn from it and continue to move forward with RESPECT for all, no matter one's race, ethnicity, sexual orientation, disability, etc. Let's not lose sight of valuing life and humanity.

- Please post the recordings ASAP... while working from home I often miss pieces of sessions and I would like to go back and listen. Also, I enjoy print-outs and take-aways from in-person sessions and it would be nice if attendees could request to have materials mailed to their homes to keep exploring the topic.
- Maybe give more information on speakers to give audience a better idea of their perspective
- I would suggest going to an every-other-day schedule. Three days of that much ZOOM was quite tiring.
- I wished there were some built in breaks into the first half of the day, and wishing that the opportunities for networking were more built into the schedule- it was really difficult to not be too exhausted to participate in the networking.
- I wish there was a bit more information on the afternoon breakout sessions to help make the choice of which to attend. Also, very minor, but having a set of discussion questions for the networking portion may have been a nice fall back plan if you had a very quiet "table."
- A couple of the afternoon break out sessions that I attended didn't hit the mark I was expecting after a great morning. One session spent too much putting us in break out rooms multiple times, limiting our learning from the experts. One other one finished quite early, which was disappointing.
- More up beat speakers
- Honestly, I think the biggest improvement that we could make to PYD academies is a variety of tracks based on where we each are. I learned quite a bit of new information from this PYD academy because my background isn't in youth development, but a related field. However, the big feedback from my state was that it wasn't new information. I think refreshers of information that we already know do hold value, but it was clear that my learning objectives for the conference were not the same as some of my colleagues who are very familiar with PYD. Sessions that I thought were very helpful were "so-so" to them. There are also strong undertones within our state in relation to burnout and an abundance of professional development opportunities with no time to process or put into practice what we have learned. In my opinion, I feel that their feedback is vague and unhelpful in nailing down exactly what it is that they want out of a PYD experience. I don't know what could've been changed about the speakers and content discussed that would have satisfied them.

- The breakout sessions lacked session descriptions or learning objectives; evaluation on breakout sessions that includes at least one open ended question to garner true impactful feedback
- offer 2 days of the academy, 2 times in a month, rather than 3 days in a row. It was a lot of information to take in.
- having more of the model material ready so attendees can take it back to use in there county
- Some breakout sessions weren't as strong
- Narrow the target audience; reduce the length and content; consider making programmatic changes that align with virtual learning; eliminate virtual “networking” sessions - everyone is zoomed out
- I liked the format and flow.
- Continued professional development
- I would like it to be longer and more small group discussion.
- Nothing it was great
- More breaks that are shorter in duration
- Overall, this one was excellent. There were a few technology glitches, but for the most part, things went very well. Looking forward to the next one!
- There were a lot of communications for this conference. I didn't need so much.
- I think it was great
- whova was not as user friendly as I would have liked in regards to joining sessions and the differences between the web and phone apps.
- if remote, more interactive please
- Better prepare all speakers that follow keynote speakers with information that is actionable.
- Whova was a bit difficult for me to navigate. It would be great to have a clean PDF agenda of all days to avoid clicking on different tabs to see options and details.
- Include a proper closing (not thanking people - reflecting and summarizing how we can move forward with PYD) at the end of the academy. Networking didn't feel like an appropriate end to it.
- The days were too long for online.
- Shorter Zoom days. It was a long time to sit and be behind a screen!
- All good
- I think everyone did a great job making virtual work!
- The panels were good, but I wish there would have been more county-based/local educators talking about the "apply" piece instead of administrators/state staff "should-ing" on me.
- I'd love to experience this academy in person when that becomes an option
- more hands on examples
- an earlier lunch break would been more convenient.
- Covered way too much material in too short a time
- I have to move around; 1 1/2 hours was a long time of sitting

- Breakout sessions were average to poor. Lots of technology issues by presenters in some of the sessions. Although it is nice to see what some other states have done or changed in their programs, one or two of these would have been sufficient. We are all very different and most likely cannot replicate a program in another state, especially when you have states with large professional staff capacity.
- The schedule was very difficult to navigate all day in a virtual environment. While the content was extremely valuable, we needed a longer break mid-day. I don't believe the State reflection was needed every day. h
- It was a great 1st year event. I look forward to next year!
- There was a lot of content shared by keynote participants. Perhaps sharing some handouts in advance to better digest all this content.
- If working in a virtual format conferences don't need to be all day.
- It was great - would love to see these continue virtually and or in person.
- Focus on connection rather than context in providing programs
- Can we do a morning networking event? 5pm est each evening was hard, I would absolutely join a morning pre-get together when my mind is fresh and the coffee is still hot!
- I hope if we do this in person we can attend more than 1 smaller work shop per day. My biggest complaint is that I only got to go to one workshop in the afternoon. Would have loved to attend 2 or 3
- Spread out the schedule a bit more. Three long days on Zoom was hard. Also, I would prefer the workshops earlier on in the day, instead at the end. By then, I'm already zoomed out. Reflection would be better fit for that time.
- Make a landing page for documents. Somewhere the presenters can house their powerpoints or additional handouts.