



Virtual PYD Academy  
Supporting Youth Emotional Wellness  
May 10 – 12, 2022

## Program Evaluation Report

June 1, 2022

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National 4-H Council



## **About the 4-H Virtual PYD Academy on Youth Emotional Wellness**

The 4-H Virtual Academy was held May 10-12, 2022, with 350 4-H professionals in attendance. The academy was an output of the Advancing the 4-H Thriving Model PLWG Taskforce, and was designed to further the work of the taskforce by building the capacity of 4-H professionals to support youth emotional wellness through positive youth development. The academy was supported in partnership with the National Association of 4-H Youth Development Professionals (NAE4-HYDP).

Research shows that a positive youth development approach can make a big difference in supporting youth emotional wellness. When we focus on helping youth develop positive emotionality we are building their capacity to maintain emotional strength and balance, even in the face of considerable stress. And when we do this in 4-H, in settings where youth feel safe and know they belong and matter, and where they experience supportive relationships with adults, we are doing the very things that can have a positive impact on emotional wellbeing.

The 4-H Thriving Model identifies Positive Emotionality as one of the seven indicators of youth thriving. This PYD academy was designed to increase the capacity of 4-H professionals to support youth emotional wellness through a PYD approach to youth mental health. Participants had the opportunity to hear from leading experts in the field as well as young people about the powerful impact 4-H can have on emotional wellness, and enhance their capacity for effective PYD approaches to help youth thrive.

The overarching goal of the academy was to ground 4-H's approach to supporting youth emotional wellness in the practice of positive youth development, including:

- Raising awareness of the current state of youth mental health in the U.S. and the unique role that youth development organizations like 4-H can play in addressing it
- Developing an understanding of a PYD approach to supporting youth mental health
- Learning how the 4-H Thriving Model provides a clear roadmap to supporting youth mental health through a PYD approach
- Learning the multiple factors that negatively influence youth emotional wellness, and why they have a stronger negative impact during the pandemic
- Understanding the youth populations that are at particular risk for poor emotional wellness and why the difference in risk is also an issue of equity
- Learning strategies and exploring tools for a PYD approach to supporting youth emotional wellness and thriving

Each day of the academy followed the same schedule:

- A mainstage presentation that included:
  - An opening and welcome
  - A 4-H professional who set the context for the keynote address
  - A keynote address by a leading expert in youth emotional wellness
- A youth response followed the keynote address
  - The first two days were pre-recorded youth video presentations
  - The last day was a live panel of college-aged 4-H alums
- Five capacity-building breakout sessions were offered each day
- State and LGU 4-H programs were invited to participate in daily reflection times at the end of each day.

## **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 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.

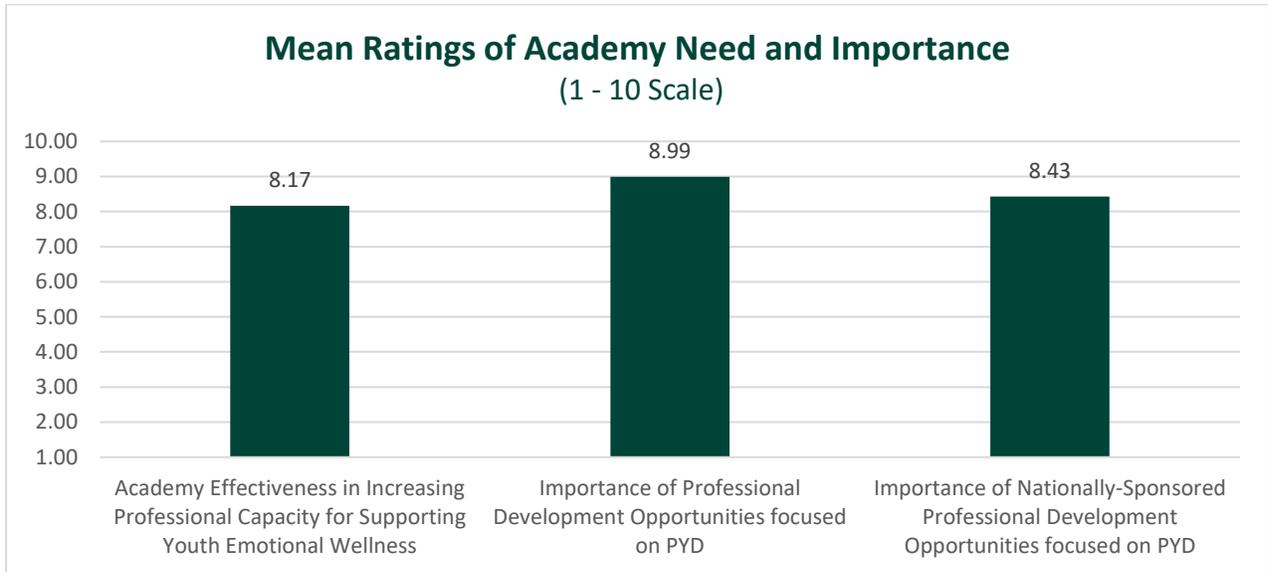
Survey data were collected through the secure commercial Survey Monkey platform and downloaded for summary and analysis. Other than basic demographic information, respondents were not identifiable. The number of responses varied by survey link:

- Tuesday mainstage N = 115 (~36%)
- Wednesday mainstage N = 120 (~38%)
- Thursday mainstage N = 85 (~27%)
  
- Tuesday breakouts N = 104 (~33%)
- Wednesday breakouts N = 83 (26%)
- Thursday breakouts N = 85 (~27%)
  
- Overall academy evaluation N = 145 (~43.0%)

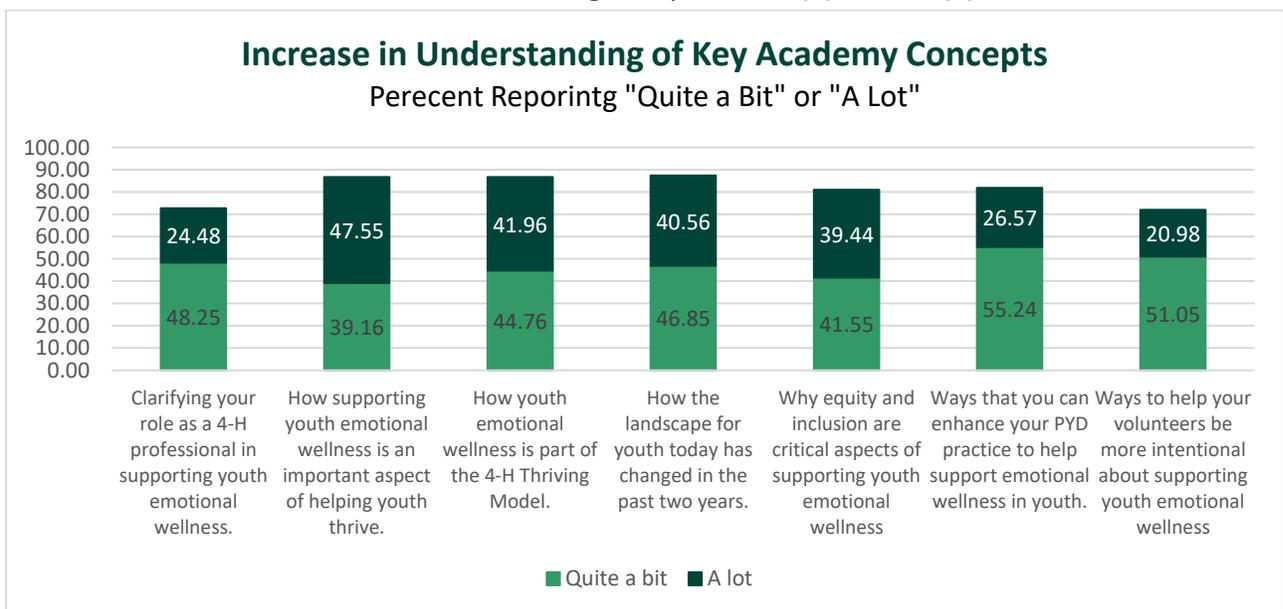
## Academy Evaluation Results

### Overall Academy Evaluation

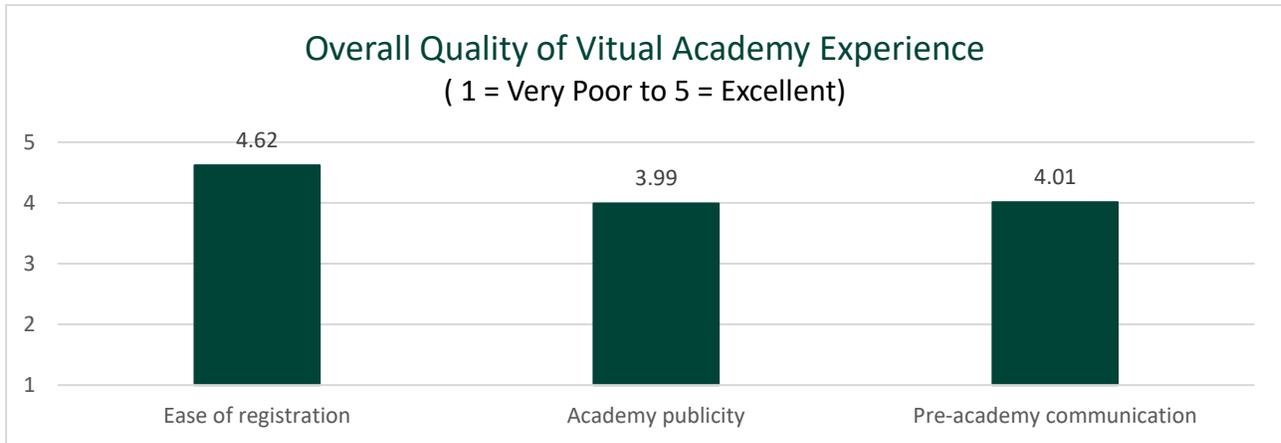
- Three questions assessed the importance of, and need for, professional development in PYD.
- Participants rated each question on a 1 (None) to 10 (Extremely).
- Responses indicate that professional development in PYD is needed and important, and that nationally-sponsored PYD capacity building opportunities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



- Seven questions assessed increased understanding of key academy concepts as a result of attending the academy. The figure below shows the percentage of respondents who rated the level of increase in knowledge as quite a bit (4) or a lot (5).



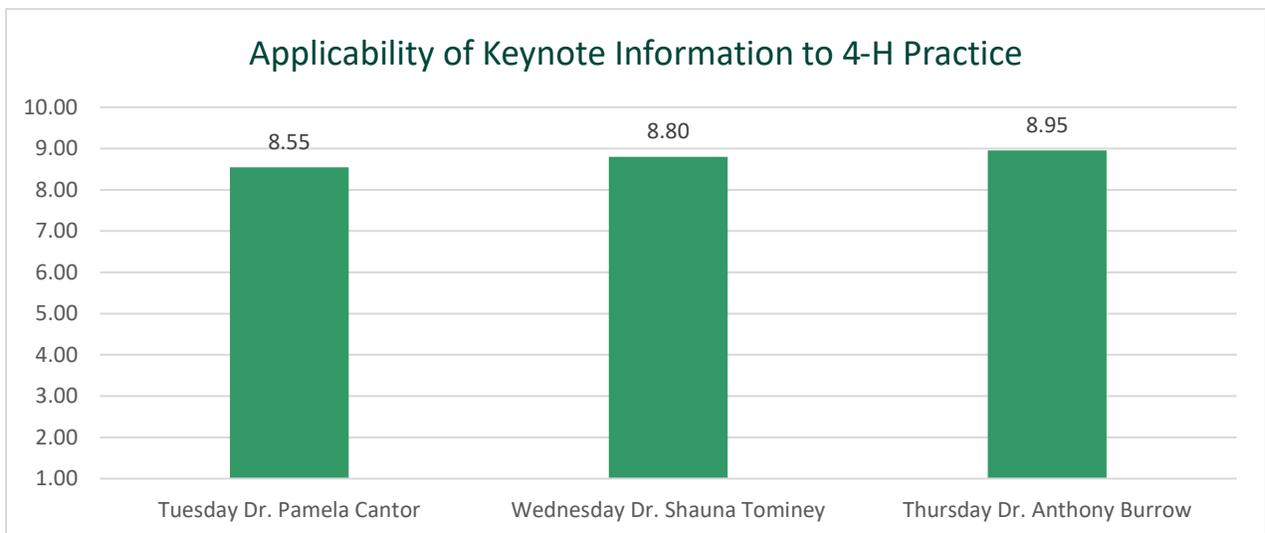
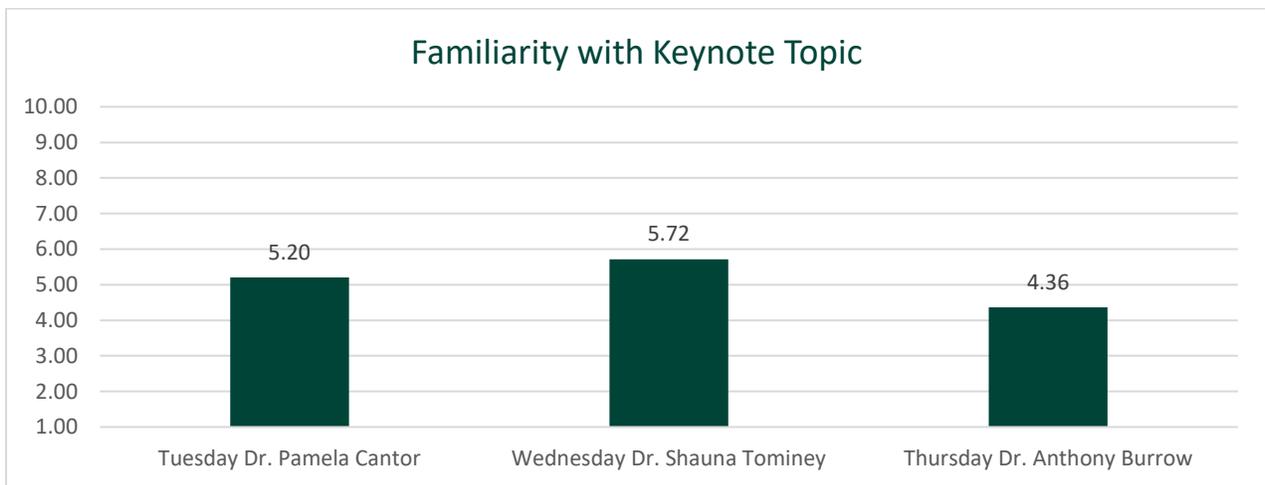
- A final set of items asked participants to rate the overall quality of the virtual academy experience on a 1 (Very poor) to 5 (Excellent) scale.



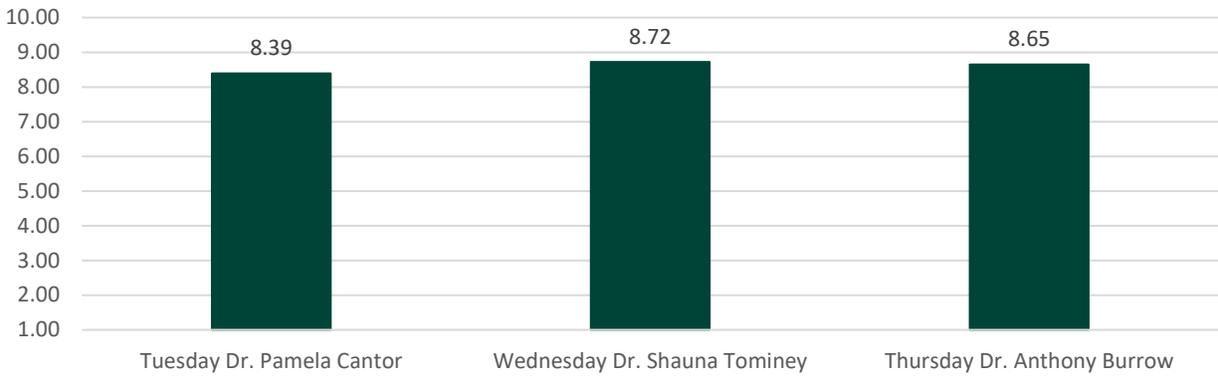
### Daily Mainstage Event

- The mainstage event each day consisted of a keynote address by an invited expert.
  - Tuesday's speaker was **Dr. Pamela Cantor**, Founder and Chief Science Advisor for Turnaround for Children, and noted expert in childhood trauma. Dr. Cantor is also one of the lead authors of the Science of Learning and Development.
  - Wednesday's speaker was **Dr. Shauna Tominey**, Associate Professor of Practice and Parenting Education Specialist at Oregon State University. Dr. Tominey's expertise is in mindfulness for professionals working with children and youth.
  - Thursday's speaker was **Dr. Anthony Burrow**, Ferris Family Associate Professor of Life Course Studies in the Department of Psychology, director of the Bronfenbrenner Center for Translational Research, and Associate Dean for Outreach and Extension in the College of Human Ecology at Cornell University. Dr. Burrow's expertise is in the development of purpose in youth, and how having a sense of purpose supports youth emotional wellness.
- 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 helpful the presentation by the day's context setter was in connecting the keynote address to everyday practice with youth.
- One final question 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.

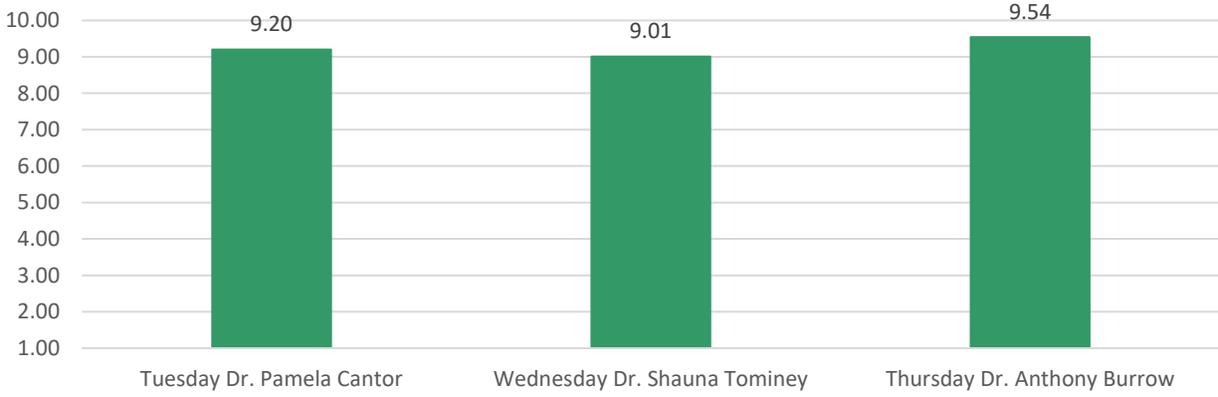
- Respondents indicated low to moderate understanding of the topics prior to the academy, indicating an opportunity to increase participant knowledge, understanding and application through academy participation.
- Respondent mean ratings across all questions were uniformly high for the quality of the keynote addresses, the applicability of the topic and respondent intention to put the information into practice in the next three months.
- The context setting presentations were rated moderately effective, with uniform ratings across all three days.
- 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.



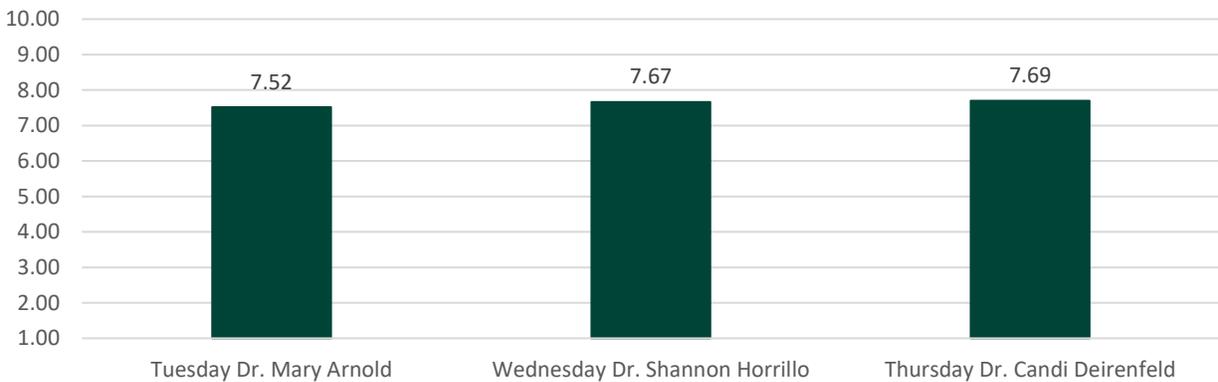
### Likely to put Keynote Information into 4-H Practice within Three Months

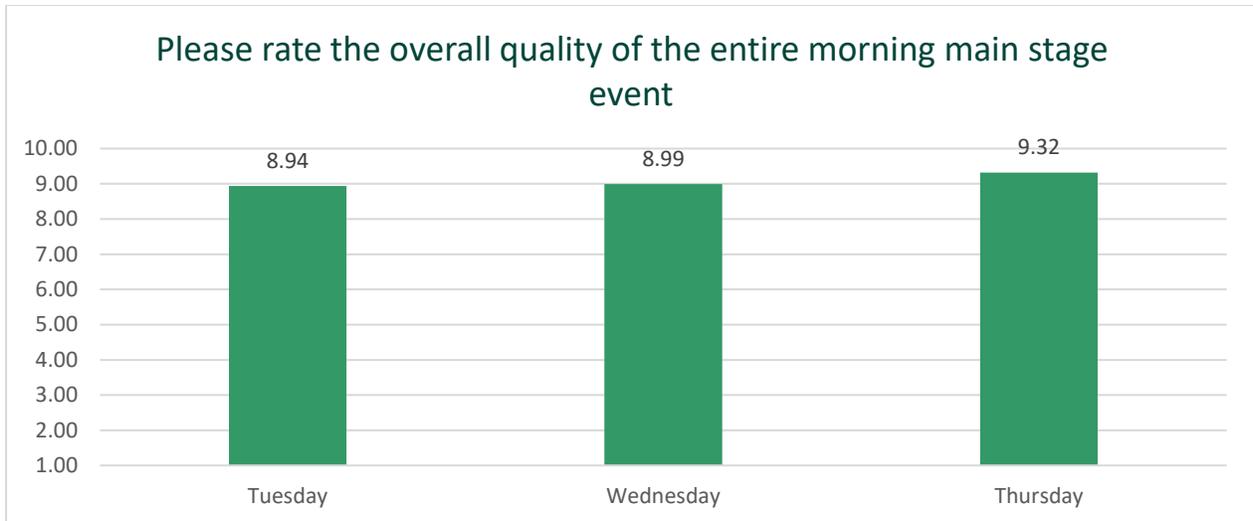


### Overall Quality of Keynote Address



### Helpfulness of Context Setter to Connect Keynote to Everyday Practice



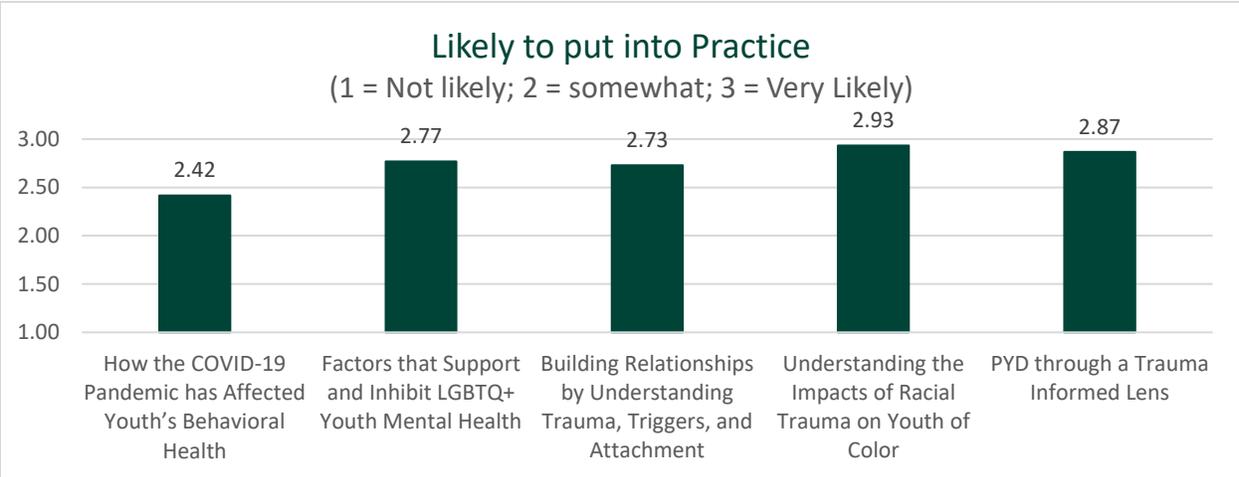
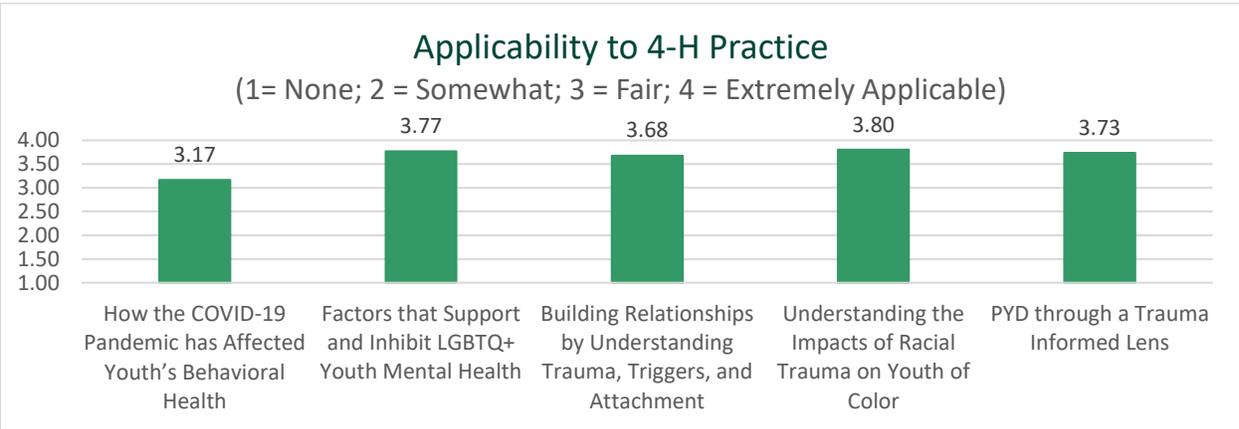
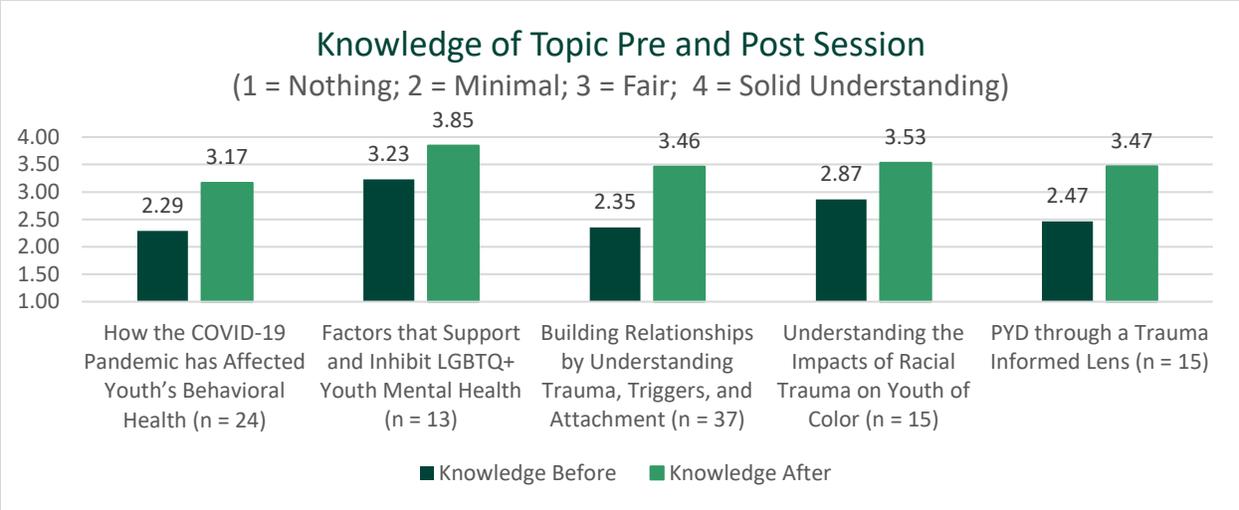


### **Capacity Building Breakout Sessions**

- Five breakout sessions each day were designed to build participant PYD 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 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.

### Tuesday May 10 Capacity-Building Breakout Sessions

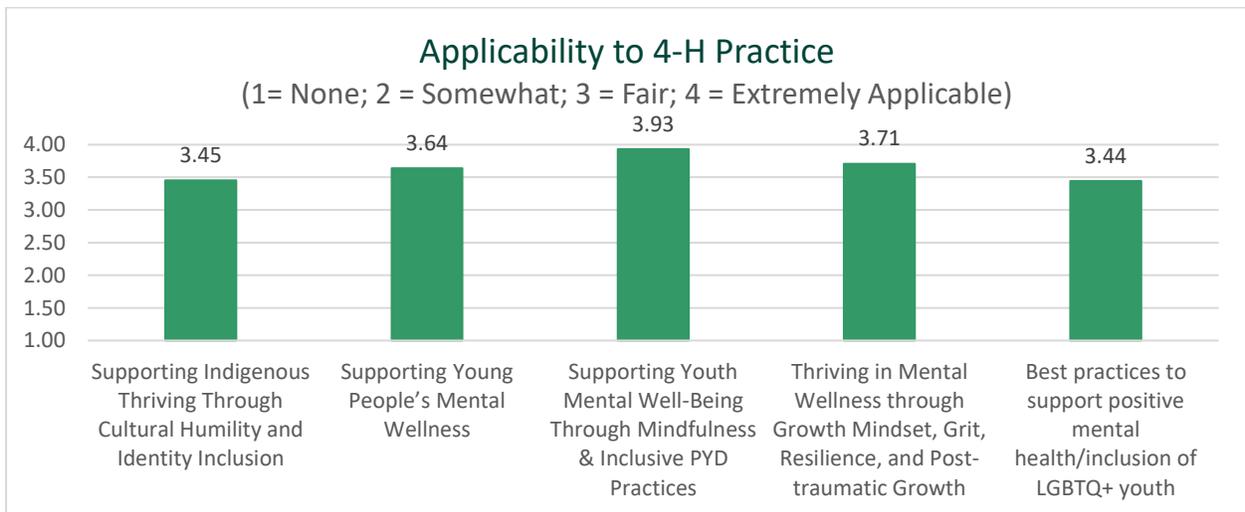
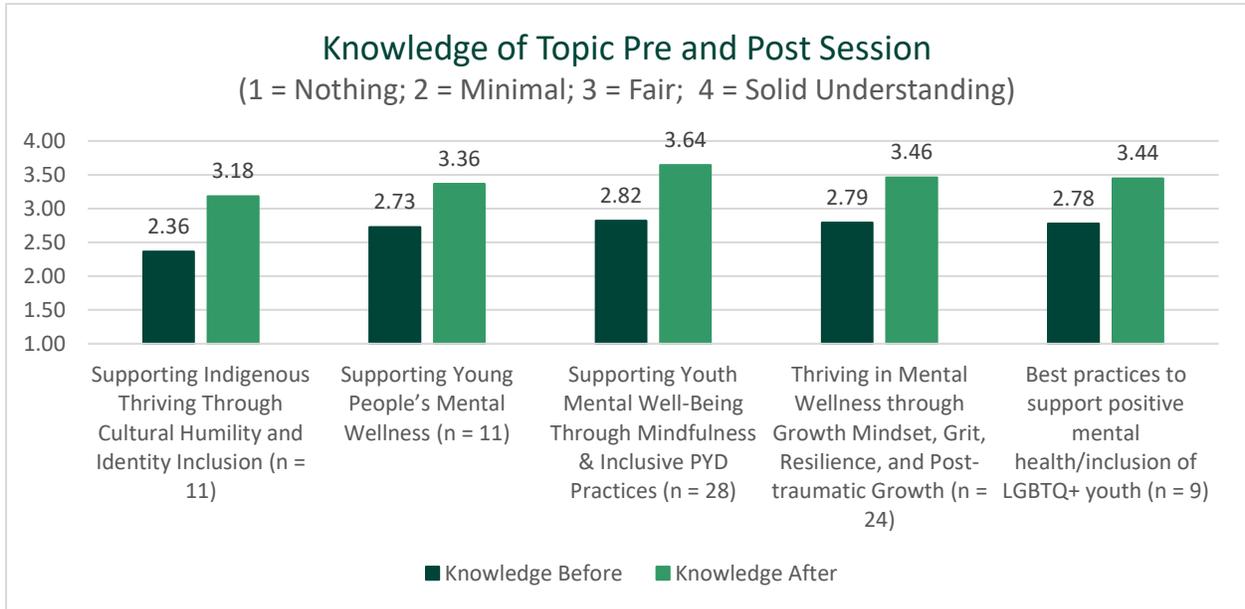
- How the COVID-19 Pandemic has Affected Youth’s Behavioral Health (n = 24)
- Factors that Support and Inhibit LGBTQ+ Youth Mental Health (n = 13)
- Building Relationships by Understanding Trauma, Triggers, and Attachment (n = 37)
- Understanding the Impacts of Racial Trauma on Youth of Color (n = 15)
- PYD through a Trauma Informed Lens (n = 15)

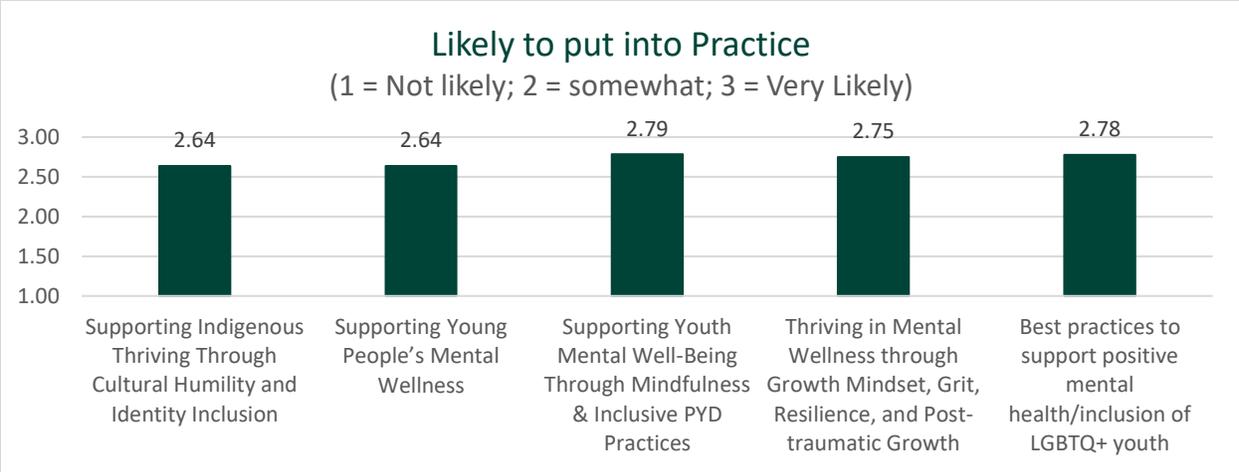


**Wednesday May 11 Capacity-Building Breakout Sessions**

- Supporting Indigenous Thriving Through Cultural Humility and Identity Inclusion (n = 11)
- Supporting Young People's Mental Wellness (n = 11)

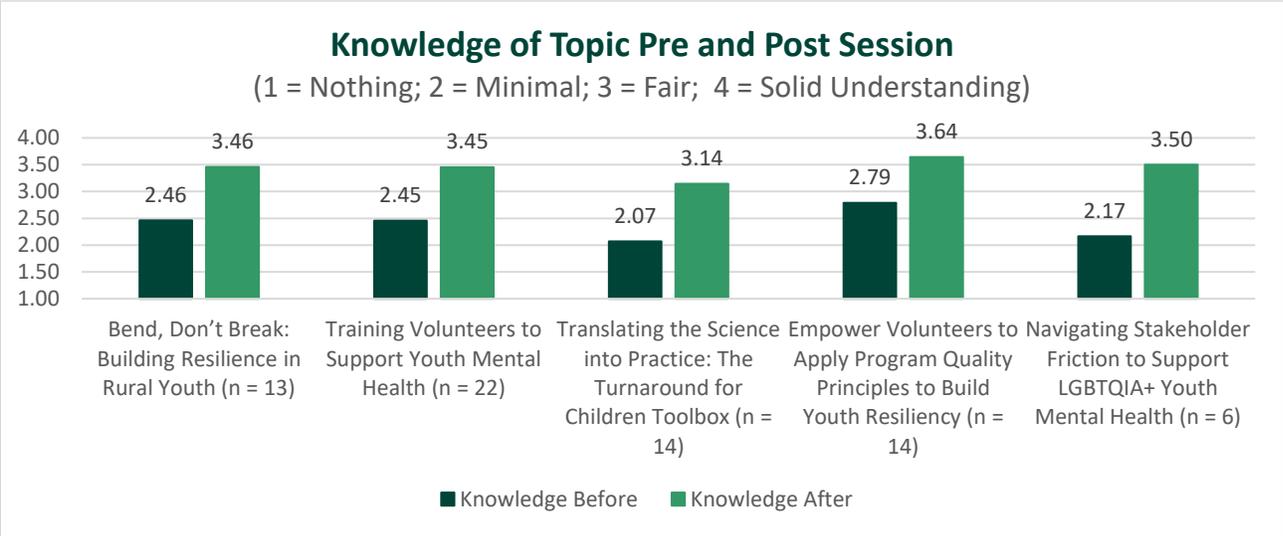
- Supporting Youth Mental Well-Being Through Mindfulness & Inclusive PYD Practices (n = 28)
- Thriving in Mental Wellness through Growth Mindset, Grit, Resilience, and Post-traumatic Growth (n = 24)
- Best practices to support positive mental health/inclusion of LGBTQ+ youth (n = 9)

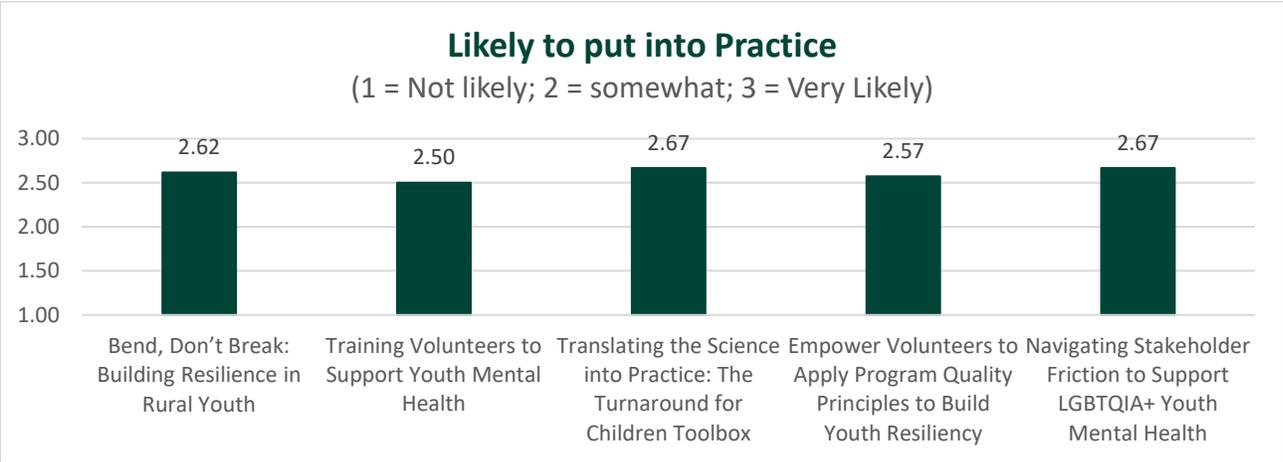
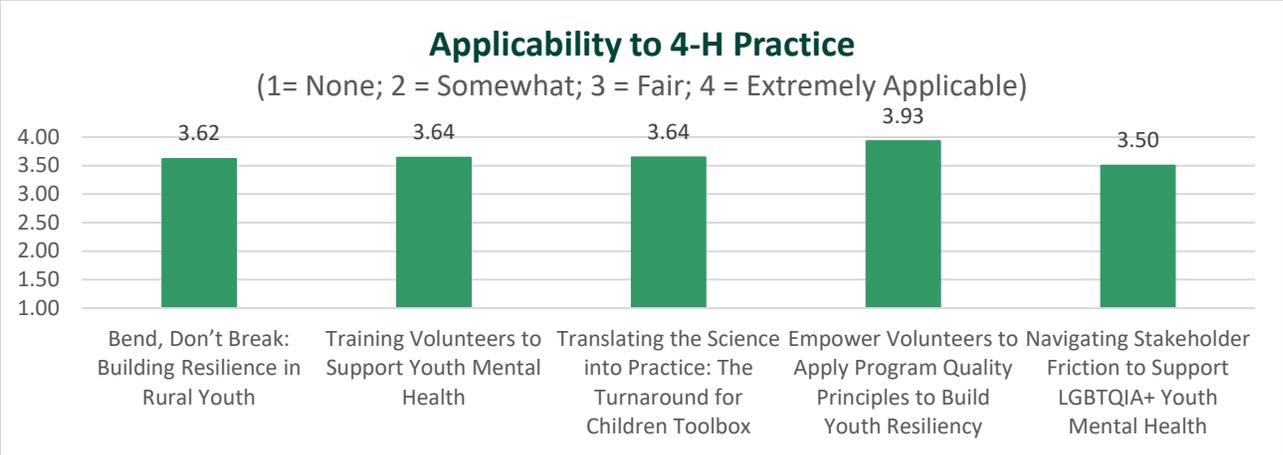




**Thursday May 12 Capacity-Building Breakout Sessions**

- Bend, Don't Break: Building Resilience in Rural Youth (n = 13)
- Training Volunteers to Support Youth Mental Health (n = 22)
- Translating the Science into Practice: The Turnaround for Children Toolbox (n = 14)
- Empower Volunteers to Apply Program Quality Principles to Build Youth Resiliency (n = 14)
- Navigating Stakeholder Friction to Support LGBTQIA+ Youth Mental Health (n = 6)





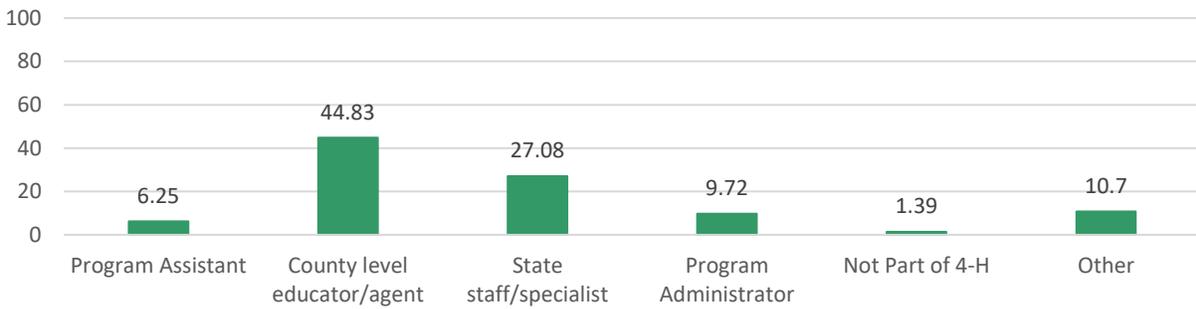
**Academy and Evaluation Respondent Demographics**

Academy participants (350) came from LGUs in 44 states as well and Puerto Rico. Participants also included staff members from USDA-NIFA and National 4-H Council.

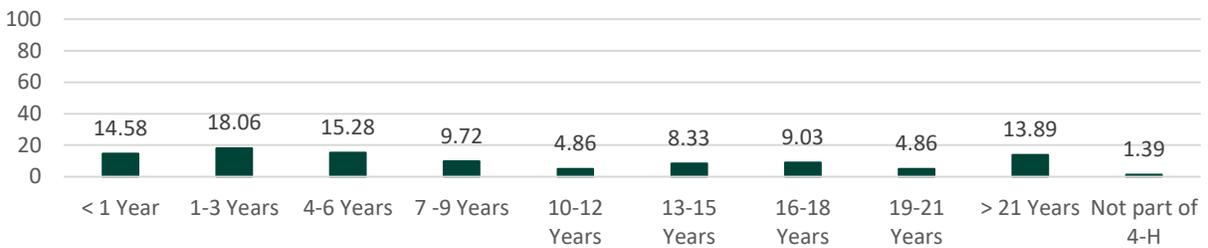
**Evaluation Respondent Demographics**

- 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 reflect 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

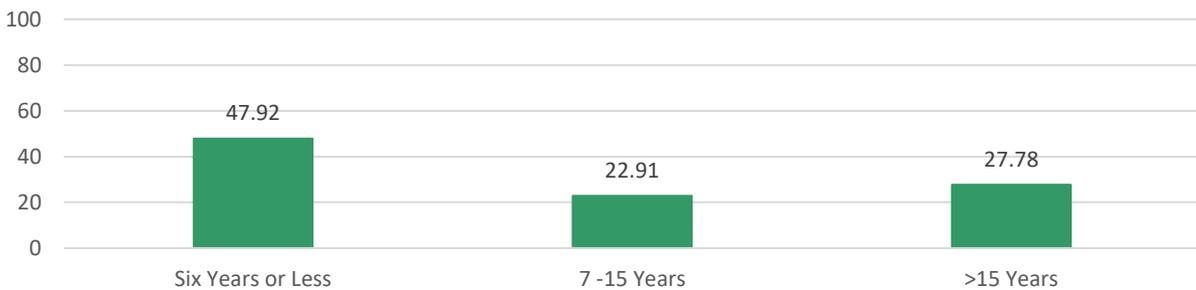
### Percentage of Respondents by Position Type (N= 145)

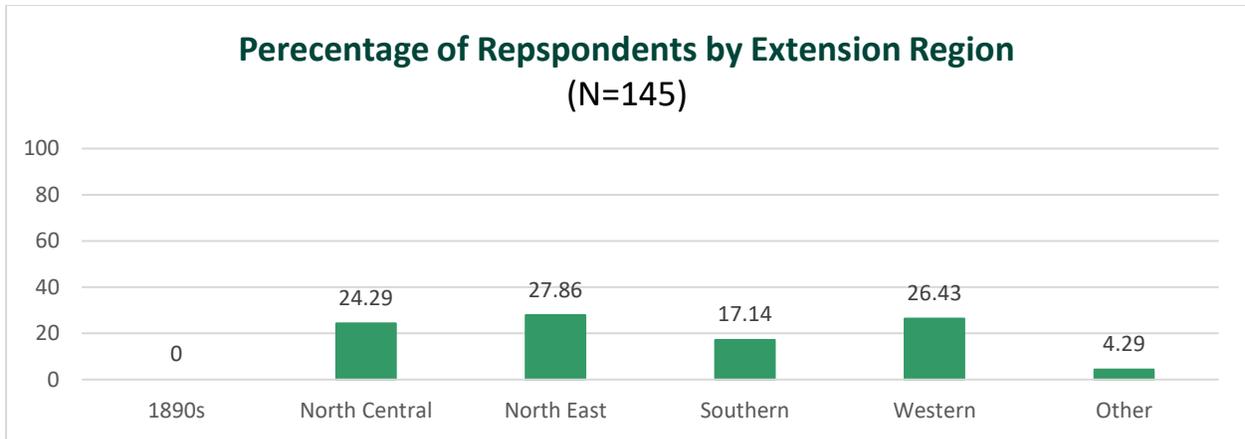


### Percentage of Respondents by Years in 4-H (N= 145)



### Percentage of Respondents by Years in 4-H (Collapsed Groups) (N= 145)





## 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 A.

## 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, with convening and financial support from National 4-H Council, and in partnership with the National Association of 4-H Youth Development Professionals Association (NAE4-HYDP).

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.

- Amy Rhodes (Maryland)
- Anne Iaccopucci (California) - Co-Chair of Capacity Building Sessions
- Bonita Williams (NIFA)
- Brent Broaddus (Florida)
- Malea Huffman (Indiana) - Co-Chair of Youth Response
- Janet Golden (National 4-H Council) – Academy Producer
- Katherine Soule (California) - Co-Chair of Capacity Building Sessions
- Kendra Calhoun (Alaska)
- Kendra Lewis (New Hampshire)
- Kristy Ouellette (Maine) - Co-Chair of State/LGU Reflection

- Lena Mallory (Kentucky) – Co-Producer Mainstage
- Mary Arnold (National 4-H Council) – Academy Director
- Maurice Smith (NIFA)
- Mike Knutz (Idaho) - Co-Chair of Youth Response
- Sarah Kleinman (Vermont) - Co-Chair of State/LGU Reflection

## Appendix A

### Verbatim Open-ended Responses

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

- Live youth panel was amazing (wish could have had live the other days, but completely understand); keynotes were also great and very applicable
- The way the sessions are structured- facilitates learning very well for me.
- I really enjoyed the keynote speaker on Thursday.
- Subject Matter related to youth mental health
- Youth sessions and breakout sessions
- The breakout sessions and maybe especially Es Swinhart's talk. Also the Youth Voices made it clear that we can do better with inclusivity and the "before-times" really weren't that great for some. Listening may be our greatest tool.
- Being able to share the experience with others in my institution and having conversations around how we can carry this work forward in our state.
- Workshops on the development and application/use of freely available toolkits
- Loved the mainstage speakers and the youth reflection pieces
- Some of the language and perspectives the keynote speakers gave are super helpful as our state is trying to create a uniform set of language, curriculum, and more around emotional and mental wellness.
- The speaker on the last day. Presentation and research presented on purpose was intriguing.
- The youth voice. It is the most impactful to hear from the youth and not get things filtered through "experts".
- The Youth Perspective and Opening Presentations for the day.
- Focusing on this topic was important. Hearing what others are doing was informational and inspiring.
- keynote speakers were wonderful
- I really enjoyed the keynote on Purpose and the other keynotes that brought in the science (cortisol, oxytocin) - helped to really ground this work in science.
- Key note speakers, youth sharing, and state reflection
- I really enjoyed the keynote speakers each day.
- The keynote sessions and the state conversations - the relevant research from external folk prompted reflection on my part and introduced me to new resources and framings. The state level conversations put it into action. I think the youth sessions were also good, but for me personally, I have heard many of those stories from the youth I work with -- those are great nuggets to have recorded for new 4-H staff and volunteers.
- The explanation of why we should do things.
- It was great to be exposed to this information
- The final keynote speaker--on the subject of purpose. This tied together many aspects of wellness for me.
- speakers
- Quality of the morning speakers.
- Hearing the youth perspectives
- Day 3 workshop- it was very practical and I left feeling so encouraged!! I also like how each day was structured

- Every part - the youth were a highlight
- the youth responses
- I really liked hearing about the research behind "purpose" because it is something that we can incorporate into our programming to both increase engagement and buffer impacts of stress. AND, I really appreciated some of the ideas I got for working with volunteers.
- I thought it was all very interesting.
- I really enjoyed Listening to the youth yesterday share their perspectives. It was so good to hear them share how they feel.
- Making the connections between PYD and buffering and healing the damage from stressors.
- Hearing from the youth themselves! It was so impactful! The entire academy was an excellent PYD event!
- Keynote speakers, Dr. Burrow in particular.
- I appreciated the presentation of research based material by the keynote speakers. I also thoroughly enjoyed the breakout groups during sessions that allowed us to connect with colleagues throughout the nation.
- The keynote speakers
- The topic area is really near and dear to me, I was excited to attend and found myself wanting more.
- How important it is to listen to the youth and guide the youth in the direction that is best for them.
- Lead presenters each morning - amazing experts providing critical information. Also wrapping up with my state colleagues.
- Coupling the research with practical application. It can be difficult to turn theory into practice for our own work. When communicating to/educating/training others, this is only compounded. I appreciate all the tools and examples shared.
- Keynote speakers. Super engaging and informative. Motivating and inspiring.
- Great keynotes
- I am happy that I will be receiving the recordings. Some things I want to go back to.
- Most of the conference was informally interesting would like to see more about the violence youth are dealing with such as such as gun shooting by our youth
- I enjoyed this academy a great deal and thought there was a nice mix of information and education about youth mental wellness.
- Dr. Burrow's Purpose Presentation and volunteer breakout to teach mental wellness
- the built in time to connect with fellow state staff after each day's sessions.
- Thursday Keynote
- I most valued the last speaker we had on the mainstage, Dr. Burrow. His research and data was fascinating and a great driver/supporter to the work I am currently doing. Something you need to be reaffirmed of the work/purpose and I felt like he did that for me.
- Keynotes
- I really enjoyed the breakout sessions. I felt that they were all very informative and hands on. I felt that these lessons often were able to make me notice things in youth in my family and 4-H members that I may not have noticed before.
- Youth voices because they confirmed and supported what we were saying in our workshops and what the key note speakers were saying. We need to hear it from the youth we serve (or have failed to serve).
- really enjoyed all aspects; hearing from the youth directly was excellent

- The keynote speakers
- I really enjoyed the workshops - I took the LGBTQ+ ones - because I felt like the facilitators were not afraid to go to places that are really messy or complicated
- Time at the end of each day to reflect on content from the day
- The engaging speakers!
- The guest speakers
- The Capnote speaker really brought everything home for me.
- learning the science to support PYD was affirming of our work and learning that was encouraging
- I liked the breakout sessions. Enjoyed how the LGBTQIA+ sessions were well connected between each daily session.
- The session on "Purpose"
- Ideas to take back to teach my volunteers
- The content was aimed at a higher learning level within a common theme that crossed through all of our work. The depth of the keynote speakers grounded in recent research and science were outstanding. Keep investing in such high quality speakers!
- The main stage speakers were excellent.
- The keynote speakers, the fact that I'll have access to everything even after the academy is over.
- Becoming more aware of how all of this fits into PYD, hearing from the youth themselves (most of my notes came from their sessions!)
- Small Groups....the ability to think critically with me peers about what I had learned was very important. Also, hearing directly from 4-H youth was very valuable.
- Hearing different points of view and information on health and well being, especially from the youth members
- For the most part before the academy I understood the importance of mental wellness in relation to my role and PYD in the 4-H program but what the academy offered me the most was actual resources and tools to bring either to youth programming or use for trainings with volunteers.
- Day 3 topics
- Hearing from youth, learning with colleagues, and time to reflect on applications to my work throughout all conference offerings.
- I really enjoyed the main stage speakers! The topic areas not only were for youth, but very relatable and practical for me. I found myself often thinking about myself as they were going through their points.
- The mainstage speakers were excellent. The afternoon sessions were informative. The format and schedule was great!
- Bringing the model to life in tangible ways to share with our state! And the youth panels! Amazing truly demonstrating PYD!
- Seeing that others have a bigger picture for 4-H and recognizing the need to change to meet youth needs. Research and practice are so strong in this academy.
- Youth responses- hearing directly from them was so inspiring- we need to do more in our state to elevate youth voice-every one of those kids
- I enjoyed hearing from the youth, especially the live Q&A. They are amazing people with relevant personal stories that need to be heard. I missed Tuesday's keynote speaker but really enjoyed the other two. Very engaging!

- Dr Burrow's presentation. It gave me a lot to think about and really solidified why we do what we do.
- Key note speakers were inspirational and thought provoking
- The Key-Addresses were a wonderful way to start the day and set the tone for the rest of the sessions.
- The 2:30 pm sessions were amazing and very beneficial!
- The youth panel! Hearing youth voices is critical to our understanding how to better support the youth we work with.
- Listening to the keynote speakers each morning
- I really enjoyed getting a refresher on mental health and learning new things about mental health and especially how we can help support mental wellness for our youth.
- Being able to hear from others across the nation we are all experiencing the same challenges.
- Hearing from the Youth in person. It was nice to see how they reacted, responded to questions, You cannot get that from a recording as much as the face to face with someone.
- I watch with my staff, so viewing it together then debriefing with them is great!
- Youth Response, and Keynotes 1 & 2.
- Navigating stakeholder friction to support LGBTQIA+ youth mental health. The criticalness of the topic and dynamic presenters, especially Ali White.
- Great keynote speakers with terrific presentations.
- Different resources to access
- The structure and content was excellent!
- The breakout sessions - solutions be purposeful
- Life Purpose. Just that causes one to think
- Empowering Volunteers and how they can help inspire the youth.
- I appreciated the content related to LGBTQ+ as it is important to me personally and this community has a high population of kids who identify, but none are involved in 4-H (to my knowledge). I am trying to develop a more inclusive, accepting and welcoming brand of 4-H programming locally.
- Interaction with presenters, colleagues, and youth participants -
- The keynote speakers
- The keynote address each day was phenomenal. I appreciate all aspects of the morning session woven together to make it even more impactful for 4-H professionals. I also personally benefitted from our state reflection. That is a key aspect to solidifying what we have learned and processing together.
- Keynotes most informative
- Very practical in reminding me where I need to change.
- Today's topic on Purpose!! It is what applies to everyone's life. I feel we need to help youth realize they have a purpose.
- Dr. Burrow's keynote address in Thursday was fascinating to me and opened up many more questions. I also appreciated the youth panel.
- Dr. Burrow's presentation was the most inspirational for me, because it highlights how important sparks are as well as how important having a champion is who can help you define and/or discover your purpose.
- Approach to Youth Emotional Wellness.
- the capacity building sessions and having the chance to reflect with states
- Exposure to such high caliber experts as speakers. Also any time practical strategies were shared

- Afternoon sessions on a specific topic - allowed to dive deeper
- Opportunities for audience engagement were better this time around.
- Shauna Tominey. She made it look and feel so easy to try. I truly appreciate the opportunity to attend virtually as I would have not been able to attend in person. Thank you all so much for all your hard work. You are appreciated.
- the keynotes were outstanding
- Listening from the kids perspective and knowing what we can implement and improve in our own areas to better serve the youth.
- This was an amazing conference. I think I gained the most from the afternoon breakout rooms and I am excited for the opportunity to come back and watch the ones I was not able to join. I also really liked the state reflection times with a facilitator. Thank you for sending us questions to use for facilitation! It is a great way to start the conversation with others in my state to see where we are and how we can help our state improve
- Keynote speakers because their messages were clear and I walked away with ideas on how to better my programs I offer.
- I enjoyed the breakout sessions the most. They offered numerous fantastic options for topics, and I enjoyed having the choice to choose what was most prevalent for myself to learn at this current moment.
- The third day Main Stage keynote was amazing. I could hear so much more on his research and the applied aspects within Extension. Fascinating!
- I enjoyed the workshops! Very interesting stuff.
- Youth voice and breakout workshops
- Main speakers followed by youth response.
- Getting concrete tools.
- Youth sessions and breakout sessions
- Youth voices

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

- Participation of attendees at the LGU reflections. The ones that attended were very engaged and it was very valuable. Brainstorming on how to have more people attend those sessions.
- IDK, maybe topic specific and/or open chat rooms or "boards" for participants to go and exchange ideas, aha's, and build networks for us throughout 4-H
- I would like take away lessons. You gave a great foundation for the subject. Now I would like lessons and programs that are ready to teach others, volunteers, and members.
- Nothing, thank you for opening the academy to professionals outside of 4-H
- Maybe do half days for a longer period. 3 full days is hard
- Please change when this is. The timing of the conference for this part of the year was not great.
- Have a resources page or link for us to look at the resources that the sessions and keynote speakers are referring too.
- Will this PYD academy ever be in person? Could a mini-academy be part of a pre-conference to NAE4-HYDP conference?
- I think LGU reflections should be less structured. Let the group conversation create the direction of the conversation.
- Communication in regards to times of sessions, presenters, overall agenda.
- Please have details given in the reminder/announcement emails so we don't have to log in to figure out timing. Maybe give a framework for group participation (break out groups), as I had several that were duds (people didn't turn on video or participate).
- More communication leading up to the academy. I was still looking for information the night before.
- More youth voice - would love to see youth as part of the workshops.
- start earlier in the day or do more days with shorter time commitment per day
- Tech support. I found myself admitting people into my session while I was presenting content because they had been sitting in the waiting room for a period of time without admittance.
- Focus less on 4-H and more on PYD.
- Breaks could be a little longer. I wasn't as impressed with the quality of the afternoon sessions. It would be great to see a schedule with begin/end times for each session -- I recall seeing one early on, but couldn't find it in the moment.
- It would be great if I knew exactly how to implement this in my role. My professional background is mental health limited, so a guide as to how each role can use the information would be helpful. Also, where is the bank of resources? The videos? We need the reference material so we can "deep dive"
- Recorded messages were less effective.
- nothing
- Increased promotion.
- Try to have workshops be more focused on practical uses related to the main topic. Day 3 did this best
- Fewer break out sessions. People leave the session as soon as breakouts are announced. You can literally watch the attendees drop. Some of my breakouts were painful. There was only 2-3 in a session and people didn't talk and only some turned on their cameras.
- Registration between \$150 to \$200
- Lots of great things happened. The website was easy to navigate. The sessions were varied and interesting. I appreciated the 30 minutes in between sessions. I thought the two key-note speakers the first two days shared a lot of the same information so having a bit more variety in the speakers would be nice. I would not have signed up for the Academy without the prompting

of our state leadership because I didn't know the opportunity existed for "me." (Use state leadership to promote & also maybe try to message to educators more directly?)

- I am really bummed that I missed most of the first day do to not seeing when it started. I would be helpful if all times were listed or even a note on the email stating that you can change the time.
- Spring is a hard time to set aside time for something like this, I think Fall would be a better time to attend and be able to present new material to volunteers before everyone gets so focused on fair and camp season.
- Other than the benefits of in-person I think it was well done.
- It is difficult to do in a virtual setting, but having 2 session periods to choose from would have made the conference much more rich for me. It was difficult to select just one and while I know that the sessions were recorded - which is appreciated! By not attending in person, you miss out on the networking and sharing to process the material with colleagues.
- This was my first training, I have only been here a month and still learning
- Not sure - please keep providing virtually!
- It would be great to have youth leaders involved as participants to engage with staff in breakouts and debriefs. Based on what we heard, it seems appropriate to give youth a voice at the highest levels of our organization.
- Have it be a half day. Maybe like a class, two days one week and two days the next week. I just got too far behind on my regular work.
- I would have liked to have the session schedule ahead to allow better navigating my schedule
- More around how 4-H is working with our inner City youth
- I'm not actually a 4-H professional - I'm a club community leader and project leader with an interest in this topic so I was sent my my club to learn more. Although always interesting and informative, it occasionally leaned towards the pedagogical side. I always like more practical, clearly outlined activities to do with youth that build upon the information learned.
- n/a
- n/a
- sharing exact timing of when events are happening- to ease in blocking off time. I am learning the differences of a virtual conference and an in person one- with virtual I am not as easily able to block out my entire schedule- things seem to get added that I "can't miss" or the perception that virtual is not as important as in person- not sure of it is a "me" thing or the culture of my LGU
- Many of us have already been trained, or are trainers in ACEs. I would like to see more practical, boots on the ground techniques, activities or examples of programming currently happening that local and mid range staff can put in motion in thier own spheres of influence.
- Shorter afternoon workshops 1 1/2 is a long time
- I would love more question and answer time in sessions. I thought all the questions were very valuable but I felt that we didn't get time for a lot of them.
- I wish we could attend more sessions (maybe two a day)
- by the third day, we're tired and the format is the same; maybe keep to two days or change it up each day
- nothing
- The vibe of the first two keynote speakers verged on toxic positivity and blanket remedies for real issues (i.e. fidget toys, breathing exercises,etc..) these things are great but need to be balanced with a little more depth
- now that we are back in person, 3 days in a row of virtual was hard to schedule

- having facilitators in the break out times to keep things going. I was in one and no one talked.
- More communication in advance of the conference would be helpful, a more public schedule earlier would also be helpful, overall I really enjoyed the conference
- Less breakout sessions within sessions.
- Continue this and do trainings with states
- Three days is max length.
- Making sure the talk topic isn't misleading. (Rural youth did not emphasize rural setting as I had hoped)
- the context setting wasn't useful for me.
- Promotion seemed to be down a bit from last year's. I know our state only had a handful vs. almost 100% participation last year. I scored some of the elements lower in the questions above because I felt we talked a lot of research (which is good!) but not takeaway items that I can implement tomorrow.
- if virtual, consider 1 hour instead of 90 min sessions
- I loved this experience and last year's LGBTQA+ summit. I think the only thing is trying to hold them more during the winter months before programming really gets going in the spring.
- I would like to see this academy done in person. I think this topic is somewhat difficult to have virtual because of the vulnerability and I think if done in person, we could gauge the room and be more connected to the conversations we are having.
- Nothing at this time.
- More please!
- We don't need a 1/2 hour of lead up to the key note- keynote could be a bit shorter- 45 mins would be plenty- really like having just one workshop in the afternoon, but would like to be able to access resources from other sessions- we paid \$250 and should have access -
- I think it would be enlightening for us to hear from youth not involved in 4-H to know how connected they feel to the community they live in, and what types of struggles they have compared to those 4-H youth who have had the opportunity to experience belonging, support, involvement, etc..
- opportunity for networking with other regions
- I felt like there was a LOT of overlap of concepts such as ACEs, brain development, and cortisol vs. oxytocin. I wonder if we should attempt more diverse discussions.
- Recorded zooms available for some length of time afterwards. That's a lot of info to digest in a small amount of time!
- Lessen the time of pre-keynote speaker involvement or put speakers on the agenda when they will really be speaking.
- Need longer than 30 minute breaks. They are not long enough to do anything or get lunch. Lower the cost of the academy.
- take away actions
- I think the days were pretty jam packed and it would've been nice to have a couple short sort of breaks where we put some of those mental wellness exercises into practice for ourselves to give our brains a refresher/break.
- longer breaks at least once a day
- In person. It was a lot for a conference over zoom. To many 30min breaks made it hard to come back sometimes.
- Some of the workshops focused on equity, inclusion and diversity that are taught by all White staff are not good. The presenters need to be more diverse and highlight how the youth of color

have been successfully integrated into 4-H. The workshop with the Native speakers from Arizona was good.

- The schedule is quite full, perhaps having a bit longer of a break between keynote and youth response.
- More dynamic sessions like the one mentioned above.
- N/A
- more specific examples - maybe role playing
- More interactive events. Difficult with virtual yes,
- Publicity and more variety in breakout sessions
- I liked how the days were set up with the keynote, then the wide variety of breakout sessions, and the state focus at the end.
- I would really like more tools to do this the minute I leave the academy. I still feel lost in a state that currently is not supporting any training on mental health at any level. It set a good stage, but very few of us work with youth directly. We need to figure out how to create tools, that are easy to replicate, for adult volunteers to really get how to help youth...PYD, Thrive, and Emotional Wellness.
- Might an in-person academy be an option?
- By the end of the day, I was mentally exhausted. I'm not sure how to do anything about it, but I have been drained at the end of each day.
- Make recordings available longer, Start earlier in the day and do two longer blocks. Provide keynote speakers with more information about 4-H before talk. Provide break outs that all have tangible resources not just sharing research in progress.
- The more practical you can make something, the better for me. I feel overwhelmed in my job always.
- N/A
- More youth voices. At all stages of planning and execution
- I am concerned about how 4-H is promoting political and social agendas that are contrary to some of our constituents' deeply-held beliefs and values. If 4-H is truly going to be welcoming to all youth, we shouldn't approach the divergent views by encouraging volunteers/families to leave the program if they don't agree. There is space for all view points and ways we can bring people together based on what they have in common rather than how they identify. Positive Youth Development is not all about race and sexual identity, but that seemed to be the underlying theme of the academy.
- Maybe not having all sessions at the same time having them throughout the day so we can attend, because there were some I wanted to attend but they were at the same time.
- Just FYI for Q4, for the ones I chose "A little"--it's not a fault of the academy, I just already knew a lot of this material
- Don't hold it in May when we are gearing up for summer 4-H programming
- Offer more times for chatting and engaging with colleagues
- More breakouts so we can have more than one.
- The 30 minute breaks were very hard. Not enough time to get things done but too much time to just sit and wait.
- Break out room interactions did not feel useful
- Please add the survey links/QR codes on the main page next to the session zoom links.
- The scholarship was a tremendous help in allowing me to attend. Getting the word out peer-to-peer with the scholarship availability really will help us.
- Allow to get information from missed sessions.

- Now that we've transitioned back to the workplace, setting aside three entire days is really challenging. Focusing this year was tougher than last year.
- None
- I will think about it
- none