BELONGING, MEANING,
WELLBEING, AND PURPOSE

A ROADMAP TO MEASURING BELONGING, MEANING, WELLBEING & PURPOSE

The Aspen Institute, Forum for Community Solutions, Opportunity Youth Forum
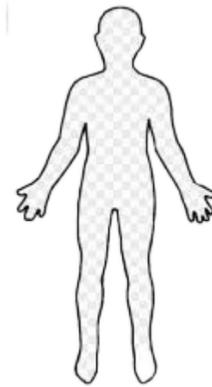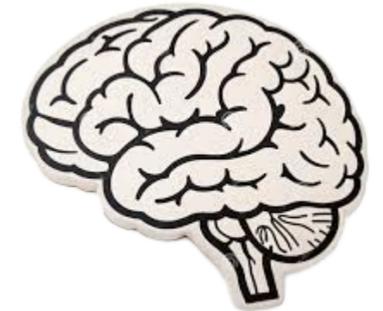
WELCOME & CHECK-IN

P.I.E.S CHECK-IN

PHYSICAL

- Tired
- Energetic
- Sore
- Rested
- Weak

- Hot
- Strong
- Nauseous
- Frantic
- Hungry

INTELLECTUAL

- Analytical
- Critical
- Curious.
- Inquisitive
- Observant

- Confused
- Open-Minded
- Focused
- Ignorant
- Knowledgeable

EMOTIONAL

- Happy
- Sad
- Angry
- Calm
- Anxious

- Irritated
- Hopeful
- Scared
- Lonely
- Content

SPIRITUAL

- Connected
- Disconnected
- Open-Minded
- Focused
- Ignorant

- Virtuous
- Prayerful
- Empty
- Searching
- Aligned

GROUNDING

OBJECTIVES

- Participants will identify measurement strategies for BMWP that help facilitate youth thriving

- Participants will identify three measurement tools they can adopt to enhance and strengthen youth outcomes and systems transformation

- Participants will practice to crafting narratives

- Participants will gain insight on implications of BMWP measurement strategies for youth, programs, and systems

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WHAT IS BMWP?

Belonging, Meaning, Wellbeing and Purpose (BMWP) are the building blocks of youth thriving. BMWP is Aspen OYF's guiding framework that instructs programs, systems and communities impacting young people to center the strategies, practices, narratives and cultural changes aligned with these constructs to support youth thriving.

BELONGING	**MEANING**
WELLBEING	**PURPOSE**

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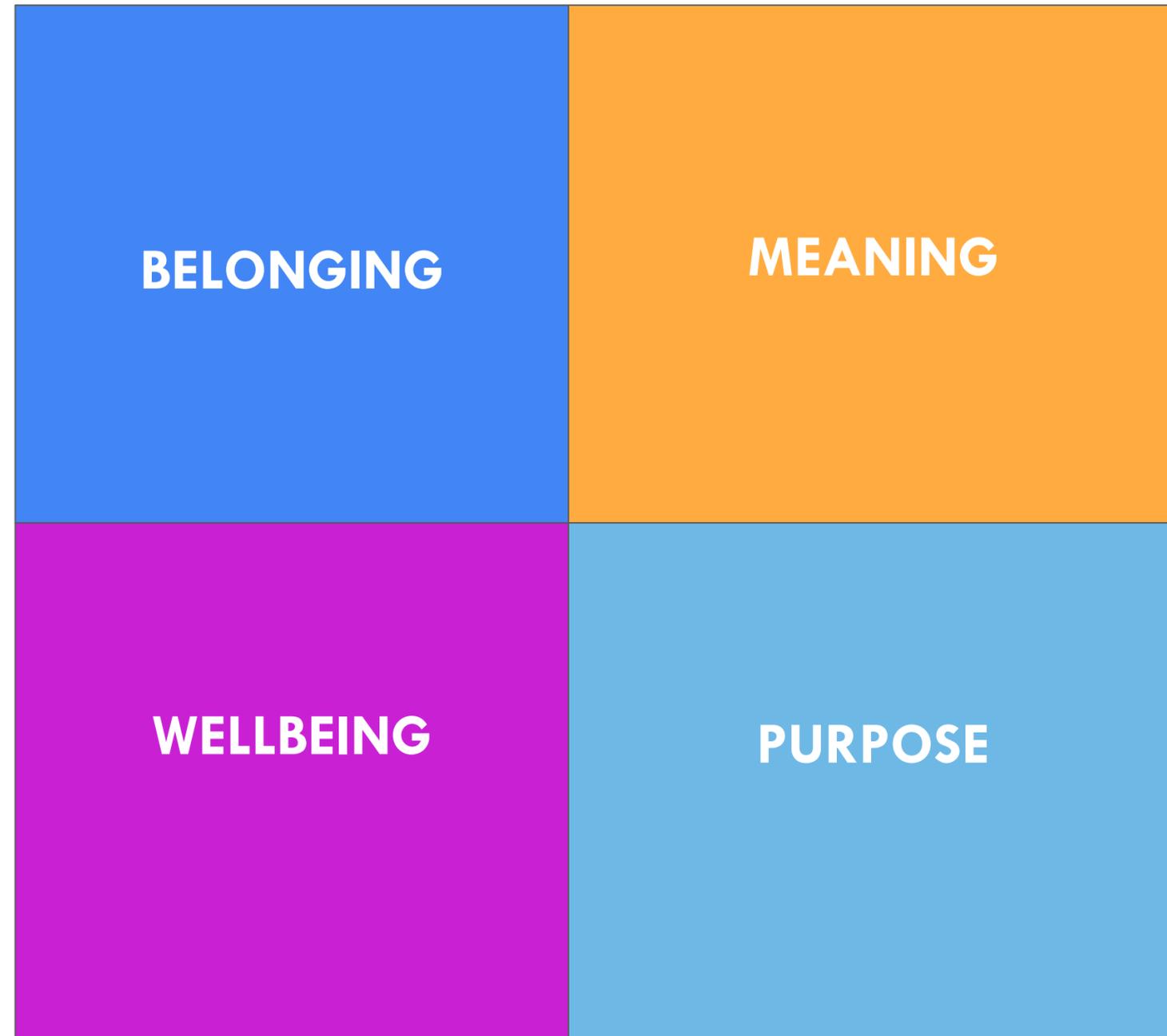
BMWP Theory of Change (Draft)

Activate partners

Cultivate community and support practice and system change

Aspen OYF role

-Funders

-CBOs (including workforce development)

-Postsecondary

-Public agencies (local, state federal)

- Education
- Youth development
- Youth incarceration
- Foster youth
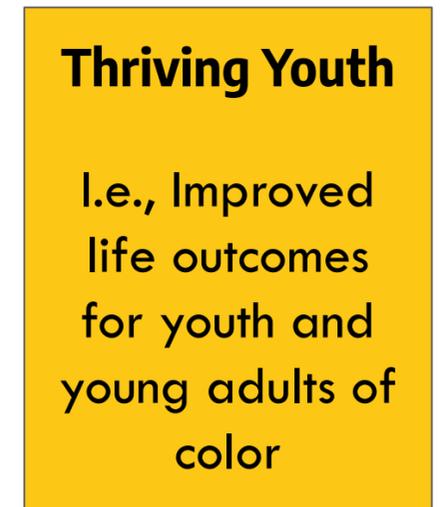- Social services
- Workforce development

-Research

-K-12

Strategies

Equity*

Deepening Investments

Transforming Systems

Transforming Practice

THRIVING YOUTH

Narrative Change

Assessing Impact

Long Term Outcomes

Healing Systems

Systems Impact

Thriving Youth

I.e., Improved life outcomes for youth and young adults of color

Youth Impact

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*Equity means everyone gets what they need to thrive. This involves distributing resources, supports, opportunities and power to people based on their degree of need..

10

Five Levels of Change

Practice Transformation	Communities of Practice, Design Institutes, Advising Guide, **Measurement Framework**, Toolkits, Learning Tools Professional Development
Systems Transformation	BMWP community of practice (policy/advocacy components)
Supportive Narratives	BMWP in Action series, postsecondary case studies
Increased Investment	BMWP funder community of practice
Assess Impact	**Measurement framework,** BMWP Research Advisory

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BELONGING, MEANING, WELLBEING, AND PURPOSE

BMWP Measurement Framework

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Our Philosophy on Assessment & Evaluation

- Assessment and evaluation should prioritize equity in its design and usage

- Assessment and evaluation should always focus is on continuous improvement

- Assessment and evaluation measures should be useful and validated by key stakeholders (especially young people)

- Assessment and evaluation should always be actionable
  - Avoid asking questions and investigating phenomena for which you do not intend to address

- Assessment and evaluation should be transparent

BMWP Learning & Design Team

- Assembled a team of 10 OYF partners representing seven industries that directly impact young people
  - Justice, K-12 (Primarily College & Career Readiness); Postsecondary Education, Reengagement, Work Based Learning, Workforce Development & Youth Development
- Engaged in four-month process to identify useful BMWP measures for programs
- Helped to co-create learning products
- Provided direction on rollout of learning products and measurement tools

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What performance indicators are commonly used in youth-serving programs, schools and college-settings?

Key Success Metrics Across OYF

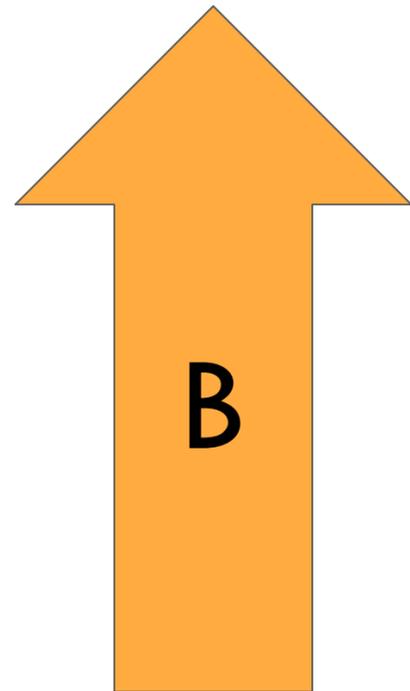**BELONGING, MEANING, WELLBEING, AND PURPOSE**

- Gaining Employment*

- Program Enrollment

- Employment Retention

- Completion of Individual Career/College Plan

- Academic Performance*

- Participation in Dual Enrollment

- Graduation Rates* (HS/Postsecondary)

- Program Completion*

- Program Retention

- Skills Gains*

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*Denotes metrics that youth named as a priority

What is the story we can tell about our work and its impact on youth from these metrics?

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Key Success Metrics Across OYF

- Gaining Employment*

- Program Enrollment

- Employment Retention

- Completion of Individual

  Career/College Plan

- Academic Performance*

- Participation in Dual Enrollment

- Graduation Rates*

  (HS/Postsecondary)

- Program Completion*

- Program Retention

- Skills Gains*

Are there other metrics that are important to us? What other metrics do we need to use to tell a more complete story about our work and the young people we serve?

How does BMWP impact the indicators we already address? Does BMWP generate other outcomes we care about?

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BMWP & Key Measures

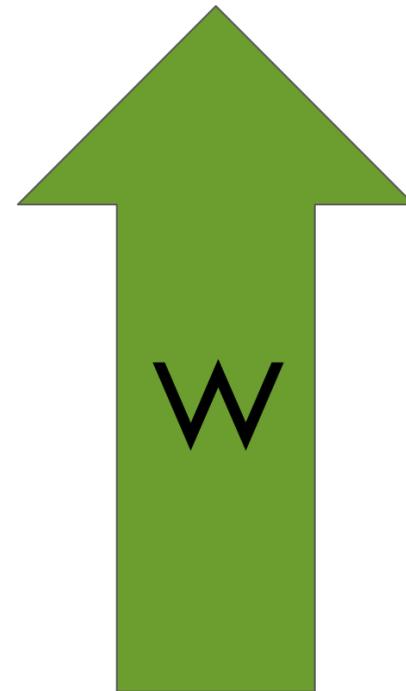**BELONGING, MEANING, WELLBEING, AND PURPOSE**

B
Academic Performance
Enrollment
Graduation
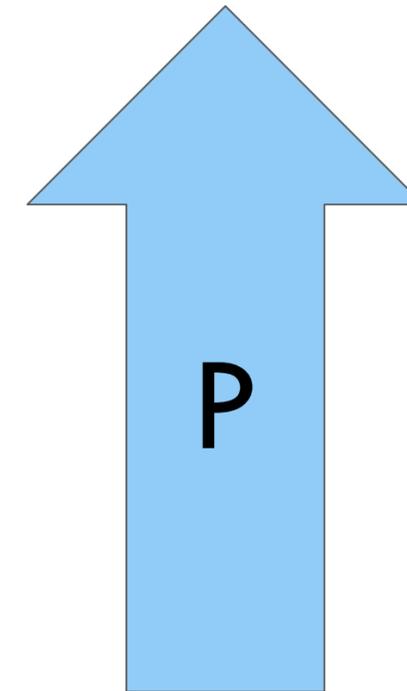Program Completion
Retention

M
Academic Performance
Retention
Individual Career/College Plan
Dual Enrollment
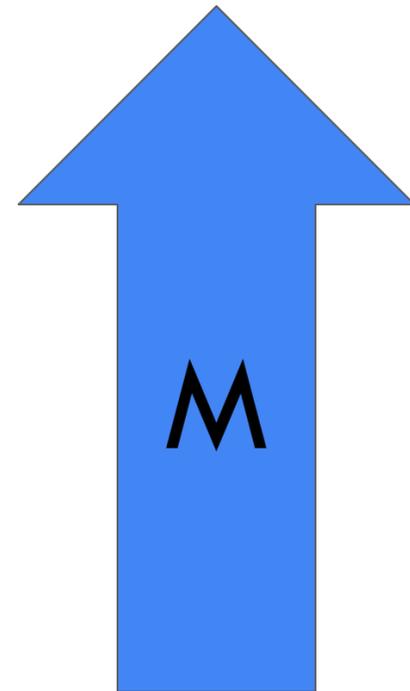
W
Skills Gains
Employment
Enrollment
Retention
Graduation

P
Skills Gains
Enrollment
ICP
Academic Performance
Graduation
Program Completion

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Benefits of BMWP

Belonging	Meaning	Wellbeing	Purpose
• Protective relationship with anxiety and depression • Promotes mental health and emotional well-being • Promotes social inclusion, life satisfaction, academic success and resilience • Promotes self-esteem • Reduced likelihood of absenteeism, misconduct and school disengagement • Reduced likelihood of dropout and attrition • Decreased feelings of alienation, isolation and disaffection or low social integration or exclusion • Activates reward-related region of the brain and triggers the release of oxytocin, dopamine, serotonin (makes you feel good) • Improves mood, memory retention, and improve/enhance learning • Improves brain functioning	• Increased course persistence • Reduction in school absences • Reduced disciplinary problems • Increased academic performance • Decrease feelings of shame and stigma • Promote social and academic integration • Increase college enrollment and persistence • Increased happiness • Increased emotional wellbeing and belonging • Improved Grades • Reduction in GPA gap between students of color and white students • Reduce juvenile delinquency • Reduced arrests • Increased high school graduation rates	• Predicts future wellbeing in adulthood • Less depression • Greater life satisfaction • Longer lifespan • Greater productivity in workspace • More effective learning • Increased creativity • More prosocial behaviors • Positive relationships • And a host of outcomes associated with the domains of wellbeing communities prioritize *Wellbeing is a framework and an outcome*	• Greater life satisfaction • Positive mood and personal agency • Civic engagement • Greater health • Greater wellbeing • Greater happiness • Greater resilience to stress • Increased social connections • Greater cognitive function • Greater mental health • Higher income and net worth • Lower risk of morbidity and mortality • Lower instances of chronic disease, stress reactivity, and overall allostatic load

22

Aligned with our commitment to belonging, we engaged our BMWP Youth Fellows in a focus group to learn more about the measures they believe are the best indicators of success. They gave clear directives on what should be prioritized...

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Youth Affirmed Measures

- *Perceptions of Support*
  - See BMWP Key Measures spreadsheet
- **Youth Voice (Belonging)*
  - See BMWP Key Measures spreadsheet
- **Youth Stability (Follow-up after separation)*
  - Wellbeing Assessments at follow-up
- Satisfaction & Recommendations
  - See BMWP Key Measures spreadsheet

- **Psychological Safety (Belonging)*
  - See BMWP Key Measures spreadsheet
- **Youth Wellbeing*
  - See BMWP Key Measures spreadsheet
- *Skills Gains*
  - See BMWP Key Measures
- Alumni Engagement
  - Follow-Up Outreach & Alumni Programs

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*Denotes BMWP measures and **BOLD** denotes metrics that are on the key metrics list

How do we get started?

7 Steps to Get Started

- *Examine your existing measurement strategy*
  - What are you currently measuring
  - When/where do you collect data
  - How are you using this data
- *Determine what new information you need to inform your programs and narrative work*
- *Identify the measures that will help provide the information needed*
  - *Use this guide to help*

- *Consider the data collection methods you can use to get the information needed*
- *Only collect that which you will use*
  - Make sure to inform respondents/participants on the purpose of the data collection and how it will be used
- *Report out*
  - Make sure to share what you've learned with key stakeholders
- *Make a plan*
  - Use the data to plan for improvements

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Measurement Framework Tools

- Key Measures Spreadsheet
- Qualitative Measures
  - Open-Ended Prompts
    - Some items can be used as part of interventions
    - Some items can be used as measures of the constructs (e.g., use to measure purpose awareness)
    - Can be used as exit tickets, check-ins, policy advocacy discussions, etc.
  - Intake Form
  - Other Qualitative Measurement Tools
    - Self Assessments (forthcoming), alumni reflections, focus groups, case notes, exit tickets, etc.

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Key Measures Spreadsheet

- [Key Measures Spreadsheet](#) is a repository of BMWP survey items and other useful information

- Also, includes other examples of measures (e.g., quality of life measures related to BMWP)

- Includes links to the source material

- Includes links to additional measurement tools

- Is a living document that will continue to be expanded

- Also, includes the common performance metrics currently used for youth-facing programs showing intersections with BMWP and other pertinent information

Measurement Timeline

Recruitment	Enrollment	Program	Completion
Landscape Scan **Contact Cards** **Applications**	**Intake Forms** **Interest Inventories** **Enrollment Forms** **Grades**	**Active Reflection** **Feedback Surveys** **Check-Ins** **Course Evaluation** **Youth Projects** **Observations** **Self-Assessments** **ICP**	**Satisfaction Survey** **Alumni Focus** **Group** **Grades**

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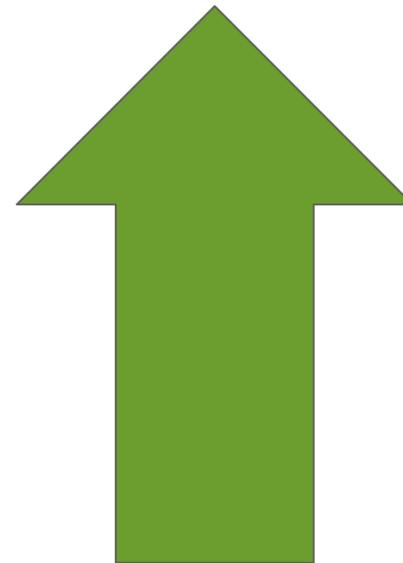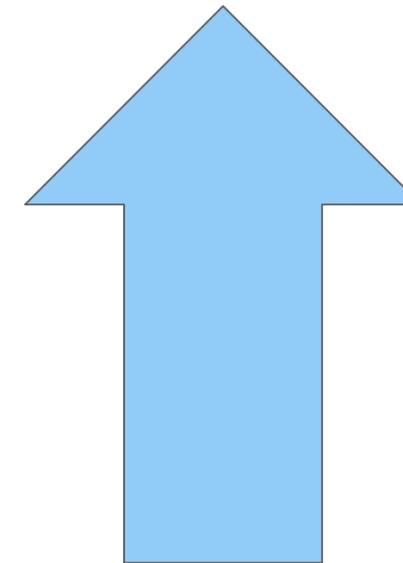
Use this Measurement Framework to…

- Assess program efficacy

- Use data to train partners in best practices for system-wide synergy

- Understand the factors influencing student/youth outcomes

- Build data-driven practice

- Assist in identifying areas of focus for youth development

- Improve institutional/program practices

- Develop more meaningful performance indicators

- Build new narratives to support young people

- Drive systems change

- Enrich funding strategies

Do NOT use this Measurement Framework to...

- **Standardize measurement across the field**
  - This tool offers resources to help programs customize their measurement strategy
- **Standardize practices across the field**
  - Each context for programs is unique
  - Practices should be responsive to needs of youth served

- **Constrain funding decisions**
  - Instead, enrich the types of investments foundations are making
  - And encourage the adoption of more meaningful measures
- **Be punitive**
  - Evaluation and assessment is for continuous improvement

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Aspen FCS would like to thank the following partners who helped guide the development of the BMWP Measurement Framework and Guide:

Learning & Design Team

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BMWP Youth Fellows

Aalandra Bain Del Norte, County, CA & Tribal Lands

Iziko Calderon Alliance for Children's Rights, Los Angeles, CA

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Jamya Clark New Orleans Youth Alliance, New Orleans, LA

Brock Esau, Kinai 'Eha, Honolulu, HI

BMWP Youth Fellows

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Adayah Sara da HRDC, Bozeman, MT

Chantal, VA Mile High Youth Corps Denver, CO

Lizzie Mills-Low Empower Montana, Missoula, Montana

Mecca Williams Nsoro Foundation & United Way of Greater Atlanta, Atlanta, GA

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Implications for Programs:
Justin Piff

Implications for Systems:
Audrey Boklage

Implications for Youth:

Jose Flores

Any Questions?

Meeting Closing/Exit Ticket

"What's one idea/strategy that you will take away from this session?"

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