



**We use a range of methods to evaluate outcomes: our award-winning Talent Toolbox, questionnaires designed internally to measure specific skills and qualities, and qualitative observations of students' progress.**

Much of our data is self-reported and relates to students' perception of their progress throughout the Yes Futures programme. This is critical to our approach since our programmes aim to improve students' reflection skills and enable them to recognise their strengths and areas for development.

In order to add robustness to these results, we also ask parents and teachers to report on the changes they have seen in students throughout the programme.

Our impact measurement spans across three areas:

### Students' progress in our four key Talent areas

- Students use their Talent Toolbox to measure progress in the development of four key skills: **Confidence, Resilience, Communication** and **Self-awareness**. Students give a numerical indication of how many examples they have of demonstrating each skill, providing an **evidence-based approach** to self-evaluation. Students complete this at the beginning, middle and end of the programme.
- Parents/carers complete a baseline and end of programme questionnaire where they are asked whether they have observed an improvement in their child's development of the four Talents.
- Teachers complete a baseline and end of programme questionnaire where they are asked whether they have observed an improvement in their students' development of the four Talents.
- Coaches give observational feedback on students' progress in the four Talent areas throughout the programme.

### Students' experience on the Yes Futures programme

- Students complete a pre- and post- programme questionnaire, responding to a series of statements with either strongly agree, agree, neutral, disagree or strongly disagree.
- These statements give an indication of students' enjoyment of the programme and its role in preparing them for the future.

### Changes in students' attitudinal views

- The pre- and post- programme questionnaires also ask students to respond to a series of questions which give more information about attitudinal dispositions, such as perceived levels of motivation and achievement.
- Coaches also give observational feedback on students' progress in these areas throughout the programme.

Throughout the programme, we expect students to become more aware of their strengths and weaknesses and this improved judgement in itself is a key outcome of the programme. This means that students are likely to become more critical and reflective of themselves towards the end of the programme than at the start.

As with all approaches to impact measurement, there are limitations in our ability to counteract bias and we sometimes find that the comparison of students' judgements at the beginning and end of the programme is not reflective of the progress they've made, because of their improved self-awareness. We use a range of measurement methods, including triangulation of students' self-evidenced responses with responses from teachers and parents, as a way to reduce bias.

---

**A future where all young people are confident, resilient and lead fulfilling lives**

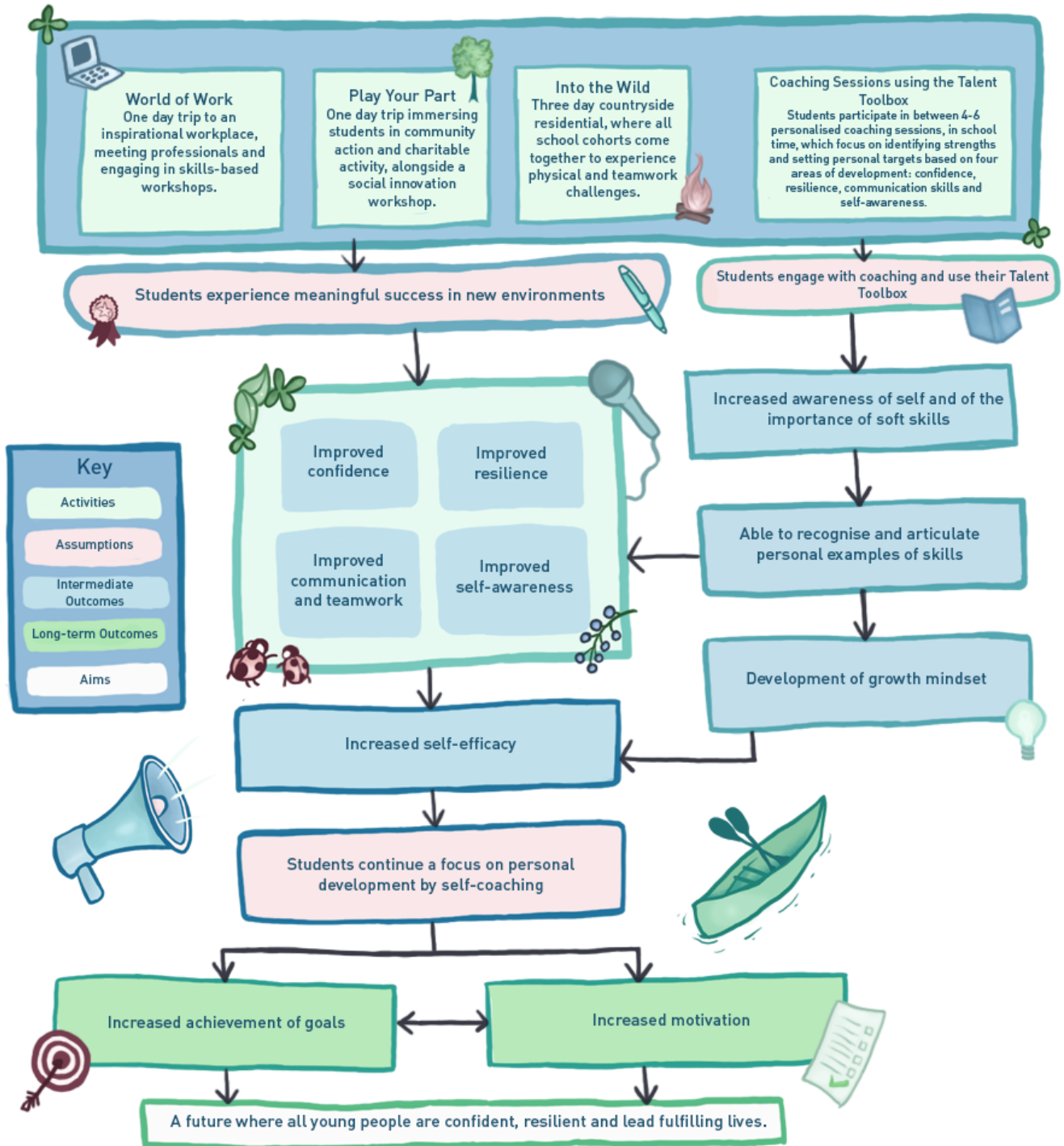
[www.yesfutures.org](http://www.yesfutures.org) | [info@yesfutures.org](mailto:info@yesfutures.org) | 02081 444 393 | Charity number: 1155082

# The Yes Futures Theory of Change

Through a combination of immersive trip experiences and personalised coaching sessions, students experience meaningful success in new environments and become able to articulate and take pride in this success.

The impact of the programme is meaningful and long-lasting, with students developing skills which remain with them far beyond the end of the programme.

All students on the Yes Futures Programmes experience three unique trips and personalised coaching support. Coaching methods are embedded throughout the programme and the Talent Toolbox is referred to during trips as well as actively used during Coaching Sessions.



A future where all young people are confident, resilient and lead fulfilling lives