

Program & Activity Assessment Tool



PURPOSES

The PAAT is designed to help you assess how much and how well your program is providing its members a learning experience to promote positive youth development. Specifically, the PAAT asks you about:

➤ **Opportunities**

To explore new things, be creative, participate in the group, contribute to others, have fun, and engage in part-time employment

➤ **Supports**

Nurturance and friendship, emotional safety, high expectations, standards and boundaries, and strategic support through transitions to independence or adulthood

PAAT usually takes about 10 to 15 minutes to complete. At the end, there is space for you to provide comments and for you and your organization to add questions.

GENERAL INFORMATION

Your gender: male female

Your age: under 18 18-24 25 or older

You are: a program member a staff member a volunteer

About how long have you been with this program? years and months

Name of the specific program being assessed: _____



PART 1: OPPORTUNITIES

Indicate the degree to which you agree with the following statements.
Circle one response for each statement.

Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Exploration and Reflection

	Strongly Disagree				Strongly Agree		
	1	2	3	4	5	6	n/a
In this program:							
1. The activities encourage curiosity and exploration.	1	2	3	4	5	6	n/a
2. The activities are based on an interactive “hands on” approach to learning: youth “learn by doing.”	1	2	3	4	5	6	n/a
3. Youth get to explore a variety of life situations, view-points, and cultures.	1	2	3	4	5	6	n/a
4. There is time for participants to discuss and reflect on experiences with other youth.	1	2	3	4	5	6	n/a
5. There is time for participants to discuss and reflect on experiences with program staff.	1	2	3	4	5	6	n/a
6. The activities and level of instruction are appropriate to youths’ abilities.	1	2	3	4	5	6	n/a



Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Expression and Creativity

	Strongly Disagree				Strongly Agree		
In this program:	1	2	3	4	5	6	n/a
7. Youth can express themselves through music, drama, creative writing, or public speaking.	1	2	3	4	5	6	n/a
8. There are opportunities for youth to make choices and decisions about the things they want to do.	1	2	3	4	5	6	n/a
9. Youth are able to express their ideas, concerns and opinions.	1	2	3	4	5	6	n/a

Contribution and Service

	Strongly Disagree				Strongly Agree		
In this program:	1	2	3	4	5	6	n/a
10. Youth are encouraged to “give back to this program” through volunteering and service.	1	2	3	4	5	6	n/a
11. Youth are encouraged to “give back to the larger community” through volunteering and service	1	2	3	4	5	6	n/a
12. Youth engage in civic involvement, such as letter writing campaigns, committee membership, voter registration drives, etc.	1	2	3	4	5	6	n/a

Part Time Employment

	Strongly Disagree				Strongly Agree		
In this program:	1	2	3	4	5	6	n/a
13. Youth have the chance to be involved in paid employment or stipend work.	1	2	3	4	5	6	n/a
14. Youth have the opportunity to develop and practice job-related skills.	1	2	3	4	5	6	n/a



Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Group Membership

	Strongly Disagree				Strongly Agree		
In this program:	1	2	3	4	5	6	n/a
15. Youth and adults work together to plan activities.	1	2	3	4	5	6	n/a
16. Youth contribute ideas for activities, which are accepted and implemented.	1	2	3	4	5	6	n/a
17. Youth are encouraged to play an active leadership role.	1	2	3	4	5	6	n/a
18. Youth are aware of how the program is funded.	1	2	3	4	5	6	n/a
19. Youth participate in fund-raising activities.	1	2	3	4	5	6	n/a
20. The youth feel a sense of unity and teamwork within the group.	1	2	3	4	5	6	n/a
21. The group uses symbols (t-shirts, caps, slogans, etc.) to build a sense of group identity.	1	2	3	4	5	6	n/a
22. The youth participate without fear of being excluded or intimidated by other youth.	1	2	3	4	5	6	n/a



PART 2: SUPPORTS

**Indicate the degree to which you agree with the following statements.
Circle one response for each statement.**

Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Nurturance and Friendship

		Strongly Disagree					Strongly Agree	
In this program:								
23. Caring adults are readily available to provide guidance and support to youth.	1	2	3	4	5	6	n/a	
24. There is trust among staff, volunteers, and youth.	1	2	3	4	5	6	n/a	
25. Youth have the time to make friends with each other.	1	2	3	4	5	6	n/a	
26. Adults always listen to youth and care about what they say.	1	2	3	4	5	6	n/a	
27. Adults refrain from ordering or threatening youth.	1	2	3	4	5	6	n/a	
28. Staff members get to know youth, learning their names and interacting with them.	1	2	3	4	5	6	n/a	
29. There are opportunities for adults and youth to celebrate successes and achievements.	1	2	3	4	5	6	n/a	



Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Emotional Safety

	Strongly Disagree					Strongly Agree	
In this program:	1	2	3	4	5	6	n/a
30. There are clear rules dealing with bullying and other forms of physical or verbal abuse.	1	2	3	4	5	6	n/a
31. Adults model appropriate ways of dealing with anger, frustration, and conflict.	1	2	3	4	5	6	n/a
32. Youth are encouraged to try out new activities without fear of being criticized if they make mistakes.	1	2	3	4	5	6	n/a

High Expectations

	Strongly Disagree					Strongly Agree	
In this program:	1	2	3	4	5	6	n/a
33. There are consistent messages about how to participate and succeed in the program.	1	2	3	4	5	6	n/a
34. Youth are expected to set goals, action plans, and benchmarks for their own success.	1	2	3	4	5	6	n/a
35. High expectations are set for all young people, with different ways to show success.	1	2	3	4	5	6	n/a



Strongly Disagree 1	Mostly Disagree 2	Disagree a Little 3	Agree a Little 4	Mostly Agree 5	Strongly Agree 6	Not Applicable n/a
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Standards and Boundaries

	Strongly Disagree				Strongly Agree		
	1	2	3	4	5	6	n/a
In this program:							
36. Youth are given clear messages about rules and expectations, and the consequences for not following them.	1	2	3	4	5	6	n/a
37. Program rules and disciplinary consequences are enforced in a fair way.	1	2	3	4	5	6	n/a
38. Youth help to set the rules and the consequences for not following them.	1	2	3	4	5	6	n/a

Strategic Support Through Transitions

	Strongly Disagree				Strongly Agree		
	1	2	3	4	5	6	n/a
In this program:							
39. There are opportunities for youth to take on new roles and responsibilities within the program when they are ready.	1	2	3	4	5	6	n/a
40. Staff actively link youth to new opportunities in the program, when the youth are ready.	1	2	3	4	5	6	n/a
41. Staff actively link youth to other opportunities in the community as they prepare to leave the program.	1	2	3	4	5	6	n/a



PART 4: COMMENTS

Please use this space to comment or provide explanations about any of your responses.

PART 5: ADDITIONAL QUESTIONS (OPTIONAL)

If you or your organization would like to add questions to this assessment tool, please do so below.

	Strongly Disagree				Strongly Agree		
	1	2	3	4	5	6	n/a
A.							
B.							
C.							
D.							



SCORING

(Optional. Please calculate scores for each section of the PAAT if you are interested in figuring out your own individual scores.)

OPPORTUNITIES

Exploration and Reflection

Add your responses to questions 1-6 for total _____

Divide total by 6 for average _____

Expression and Creativity

Add your responses to questions 7-9 for total _____

Divide total by 3 for average _____

Contribution and Service

Add your responses to questions 10-12 for total _____

Divide total by 3 for average _____

Part-Time Employment

Add your responses to questions 13-14 for total _____

Divide total by 2 for average _____

Group Membership

Add your responses to questions 15-22 for total _____

Divide total by 8 for average _____

SUPPORTS

Nurturance and Friendship

Add your responses to questions 23-29 for total _____

Divide total by 7 for average _____

Emotional Safety

Add your responses to questions 30-32 for total _____

Divide total by 3 for average _____

High Expectations

Add your responses to questions 33-35 for total _____

Divide total by 3 for average _____

Standards and Boundaries

Add your responses to questions 36-38 for total _____

Divide total by 3 for average _____

Strategic Support Through Transitions

Add your responses to questions 39-41 for total _____

Divide total by 3 for average _____

