

Serving Our Youth: Leadership for Non-profit Youth Sport Organizations

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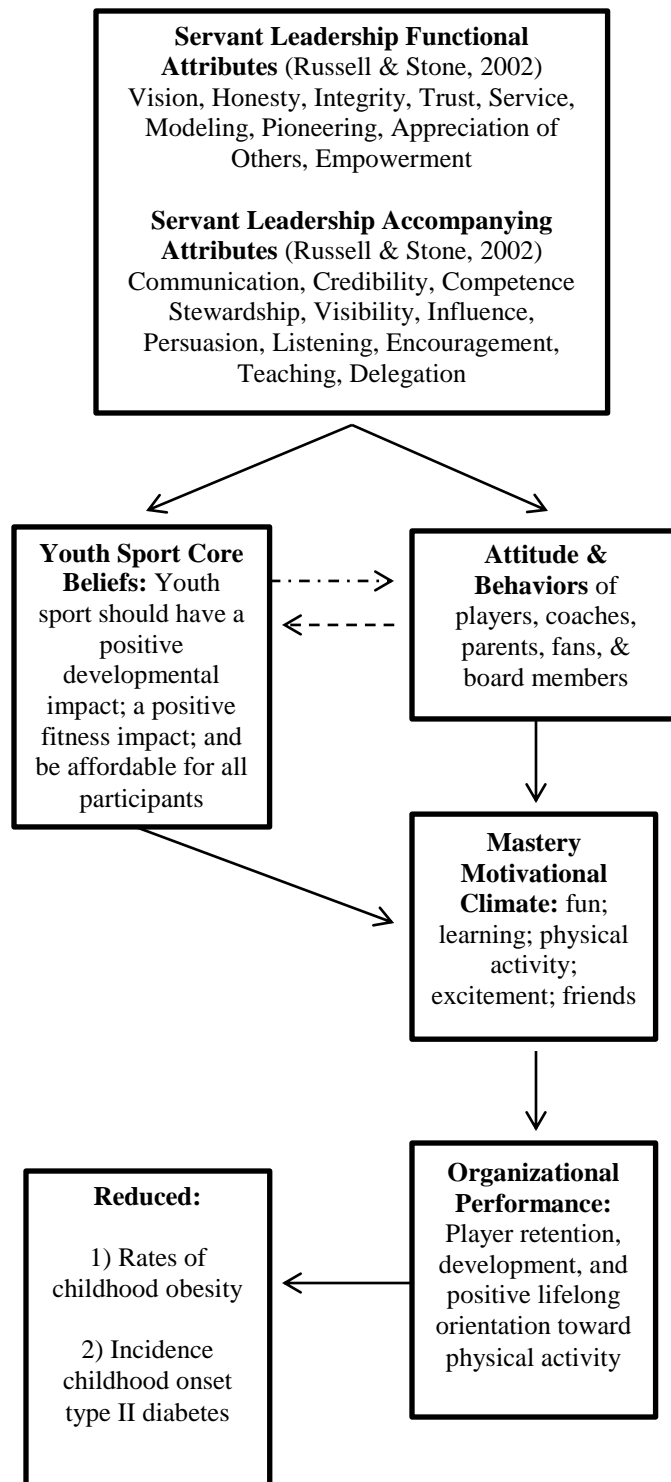
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Figure 1: SLCDP Conceptual Model



Appendix A: SLCDP Logic Model Example

Inputs	Activities	Outputs	Initial Outcomes	Intermediate Outcomes	Long-Term Impact
<p>1) One program director and four program assistants</p> <p>2) Program accepted by Reading Berks Junior Soccer League (RBJSL) and endorsed by Eastern Pennsylvania Youth Soccer Association (EPYSA), RBJSL affiliated clubs, RBJSL parents and players, and affiliated school districts</p> <p>3) \$85,000.00 for program implementation and evaluation</p> <p>4) Equipment, classrooms, and technology supplied by affiliated school districts</p>	<p>1) Secure \$85,000.00 grant & program acceptance and endorsements</p> <p>2) Hire and train four assistants</p> <p>3) Create a website link from the RBJSL to a SLCDP website that explains the program</p> <p>4) Develop SLCD brochures & newsletter</p> <p>5) Conduct mandatory information sessions with parents and children</p> <p>6) Distribute parent and player SLCDP understanding and support document</p> <p>7) Establish coaches training schedule</p> <p>8) Schedule multiple Q&A sessions for parents</p>	<p>1) 90% attendance by parents and children at the information sessions as measured by attendance sheets</p> <p>2) 90% return rate of signed parent and player SLCDP understanding and support document as measured by document collection and related database entries</p> <p>3) 450 coaches participate in the training schedule</p> <p>4) 1,000 SLCD brochures distributed</p> <p>5) 200 parents attend each Q&A session as measured by attendance sheets and related database entries</p> <p>6) Monthly SLCDP newsletter is distributed to all members & participants of RBJSL</p>	<p>1) Coaches increase their knowledge of what it means to be a servant leader coach as measured by a knowledge pretest/posttest</p> <p>2) Coaches have a positive reaction to the SLCDP as measured by participant observation , opportunity interviews, and focus groups</p> <p>3) Parents understand the reason for servant leadership and servant leader coaches as measured by a survey</p>	<p>1) Coaches implement principles of servant leadership into their coaching practices as measured by RSLP-S, IMI, and ASQ pretest/posttest of athlete participants, opportunity interviews with coaches and players, focus groups with coaches and players, and participant observation</p> <p>2) Parents actively support servant leadership and servant leader coaches as measured by participant observation</p> <p>3) Youth sports participants report having fun; engaging in physical activity; experiencing thrills, challenges, and excitement; learning and improving existing skills; and making friends in a positive atmosphere as measured by the RSLP-S, IMI, and ASQ, opportunity interviews with players, and focus groups with players</p>	<p>1) The attrition rate of youth participating in RBJSL will decrease as measured by longitudinal participation tracking</p> <p>2) The participants of RBJSL will adopt a positive lifelong orientation toward physical activity as measured by surveys, interviews, and focus groups</p>
<p>Assumptions: 1) Servant leader coaches create a mastery motivational climate; 2) A mastery motivational climate increases intrinsic motivation, fun, thrills, challenges, excitement and creates a positive team atmosphere that makes it easy to make friends; 3) As a result of youth sport participation that occurs in a mastery motivational climate, youth sport participants will adopt a positive and lifelong orientation toward physical activity and will not dropout of youth sports.</p>					

*Note: Model outline adapted and modified from University of Pittsburgh Office of Child Development, Evaluation Symposium 2006*RSLP-S (Revised Servant Leadership Profile for Sport); IMI (Intrinsic Motivation Inventory); ASQ (Athlete Satisfaction Questionnaire)

Appendix B: SLCDP Action Plan Example

Action	Responsible Person(s) / Org	Start Date	End Date	*Status (S, H, D, C)	Comments
Hire four assistants	Program director	4-15-12	5-15-12	H	
Train four assistants	Program director	5-15-12	7-15-12	H	
Secure program acceptance by RBJSL	Program director	12-1-11	4-15-12	S	Networking events, meetings, and presentations
Secure program endorsement by EPYSA, RBJSL affiliated clubs, and affiliated school districts	Program director	12-1-11	4-15-12	S	Networking events, meetings, and presentations
Write and submit grant to the Kellogg Foundation for \$85,000.00	Program director	12-1-11	4-15-12	S	Secure assistance from University grant writing coordinator
Secure classroom space from the affiliated school districts	Program director	4-15-12	5-15-12	H	
Develop SLCDP website	Program assistant #1	5-15-12	7-15-12	H	
Create and distribute SLCDP brochures	Program assistant #1	5-15-12	7-15-12	H	
Produce the monthly SLCDP newsletter	Program assistant #2	5-15-12	7-15-12	H	
Draft the parent and player SLCDP understanding and support document	Program assistant #2	5-15-12	7-15-12	H	
Establish the coaches training schedule	Program assistant #3	5-15-12	7-15-12	H	
Implement the servant leadership development program to the RBJSL coaches	Program director & Program assistants	8-15-12	11-01-12	H	
Schedule and advertise multiple Q&A sessions for parents	Program assistant #3	7-15-12	8-15-12	H	
Schedule and plan the mandatory information sessions for the parents and players	Program assistant #3	7-15-12	8-15-12	H	
Develop the methods for data collection and dissemination	Program director & Program assistant #4	12-1-11	8-15-12	S	Assistant will join this project once hired; collaborate with applied research lab

* Status: S=Start; H=Hold; D=Dates Slipped; C=Complete

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