

STEP Goals & Results (2023-2025)

GOAL #1: YOUTH DEVELOP SELF-AWARENESS AND CONFIDENCE

| OUTCOMES | MEASURES | RESULTS | | |
|---|--|---------|------|------|
| | | 2023 | 2024 | 2025 |
| A) Participants can identify personal strengths and skills | 1) Participant self-report <i>75% of participants state:</i> | | | |
| | <ul style="list-style-type: none"> • They can identify 2 personal strengths, demonstrating self-awareness | 100% | 100% | 100% |
| B) Participants can identify personal learning from the program | <ul style="list-style-type: none"> • They feel more confident | 100% | 100% | 100% |
| | 2) Staff observation <i>Staff report that 75% of participants:</i> | | | |
| C) Participants increase their self-confidence | <ul style="list-style-type: none"> • Can state 2 strengths or skills they're good at | 87% | 89% | 89% |
| | <ul style="list-style-type: none"> • Show they have more confidence by trying new things | 88% | 100% | 100% |
| | 3) Family questionnaire <i>75% of families report:</i> | | | |
| | <ul style="list-style-type: none"> • Their child can identify 2 personal strengths | 98% | 100% | 100% |

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GOAL #2: THROUGH SOCIAL CONNECTIONS WITH PEERS AND CARING ADULTS, YOUTH INCREASE RESILIENCY AND STRENGTHEN THEIR MENTAL HEALTH AND WELL BEING

| OUTCOMES | MEASURES | RESULTS | | |
|--|---|---------|------|------|
| | | 2022 | 2024 | 2025 |
| A) Participants felt a sense of belonging | 1) Participant self-report <i>75% of participants state:</i> | | | |
| B) Participants felt cared for by adult role models | <ul style="list-style-type: none"> • They felt part of the cabin group • That staff cared about them • That staff are positive role models | 100% | 100% | 100% |
| C) Participants feel accepted in and connected to a positive peer group | <ul style="list-style-type: none"> • That they made positive social connections with peers in the program | 100% | 100% | 100% |
| D) Participants are connected to the positive influence of the Moorelands Camp community outside of the camp season | 2) Staff observation <i>Staff report that 75% of participants:</i> | | | |
| | <ul style="list-style-type: none"> • Made positive connections with leaders • Made positive connections with peers | 84% | 89% | 89% |
| | <ul style="list-style-type: none"> • Felt part of the group | 90% | * | * |
| E) Participants report increased confidence which is an indicator of resiliency | 3) Family questionnaire <i>75% of families report:</i> | | | |
| | <ul style="list-style-type: none"> • Their child felt cared for by staff • Their child had friends at camp • Their child felt safe | 100% | 100% | 100% |
| | | 100% | 75% | 75% |
| | | 100% | 100% | 100% |

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GOAL #3: YOUTH DEVELOP THEIR PERSONAL LEADERSHIP SKILLS AND ARE EMPOWERED TO ACHIEVE SUCCESS IN THEIR DAILY LIVES BY APPLYING THE MOORELANDS KIDS LEADERSHIP HABITS & QUALITIES

| OUTCOMES | MEASURES | RESULTS | | |
|--|--|---------|------|------|
| | | 2023 | 2024 | 2025 |
| A) Through learning the Moorelands Habits & Qualities, participants develop the soft skills of: <ul style="list-style-type: none"> • Respect • Responsibility • Listening and communication • Teamwork • Problem-solving • Goal-setting | 1) Participant self-report <i>75% of participants say they have improved the following skills:</i> | | | |
| | • Respect | 100% | 100% | 100% |
| | • Responsibility | 100% | 100% | 100% |
| | • Listening and communication | 100% | 100% | 100% |
| | • Teamwork | 100% | 100% | 100% |
| | • Problem-solving | 100% | 100% | 100% |
| B) Participants practise and apply the Moorelands Kids Habits & Qualities at camp | 1) Participant self-report <i>75% of participants state:</i> | | | |
| | • They grew more confident in leading themselves in a group | 100% | 100% | 100% |
| | 2) Staff observation <i>Staff report that 75% of participants improved:</i> | | | |
| | • Respect | 83% | 100% | 100% |
| | • Responsibility | 81% | 89% | 89% |
| | • Listening and communication | 88% | 100% | 100% |
| | • Teamwork | 80% | 100% | 100% |
| | • Problem-solving | 70% | 100% | 100% |
| | • Goal-setting | 75% | 100% | 100% |
| | 3) Family questionnaire <i>75% of families report their child improved their:</i> | | | |
| | • Respect | 100% | 100% | 75% |
| | • Responsibility | 87% | 100% | 100% |
| • Listening and communication | 91% | 100% | 100% | |
| • Teamwork | 93% | 100% | 89% | |
| • Problem-solving | 91% | 100% | 100% | |
| • Goal-setting | 89% | 100% | 100% | |

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GOAL #4: BY STRENGTHENING PERSONAL LEADERSHIP SKILLS, YOUTH ARE EMPOWERED TO BE FUTURE LEADERS AND ROLE MODELS IN THEIR COMMUNITIES; BE IT IN THEIR IMMEDIATE CIRCLE OR THE COMMUNITY AT LARGE

| OUTCOMES | MEASURES | RESULTS | | |
|---|--|---------|------|------|
| | | 2023 | 2024 | 2025 |
| A) Participants can identify 1 way to use the Moorelands Kids Leadership Habits & Qualities outside of our programs | 1) Participant self-report <i>75% of participants state:</i> <ul style="list-style-type: none"> • They can share 1 way they are using the Habits & Qualities outside of Moorelands programs | 100% | 100% | 100% |
| | <ul style="list-style-type: none"> • They can describe the actions they will undertake to be positive role models in their circles or the communities at large | 100% | 100% | 100% |
| B) Participants recognize and understand they can be positive role models in their circle | 2) Family questionnaire <i>75% of families report their child:</i> <ul style="list-style-type: none"> • Uses what they learned at Moorelands outside of the program | 93% | 100% | 100% |
| | | | | |
| C) Participants demonstrate improved understanding of citizenship | | | | |

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PROGRAM-SPECIFIC GOAL #1: YOUTH WILL IMPROVE A VARIETY OF EMPLOYMENT SKILLS AND GAIN EXPERIENCE WORKING WITH CHILDREN

| OUTCOMES | MEASURES | RESULTS | | |
|---|---|---------|------|------|
| | | 2023 | 2024 | 2025 |
| A) We provide a one-week job shadow experience that focuses on leading groups of children and youth | 1) Participant self-report 75% of participants: | | | |
| | <ul style="list-style-type: none"> Gain employment-related skills and abilities around group leadership dynamics | * | 100% | 100% |
| B) Campers experience a variety of advanced leadership seminars that focus on improving important job-related skills | <ul style="list-style-type: none"> Gain experience leading groups in a variety of settings | * | 100% | 100% |
| | 2) Staff observation Staff report that 75% of participants: | | | |
| | <ul style="list-style-type: none"> Improved in a variety of job-related skills | * | 89% | 89% |

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