# RESEARCHING, NETWORKING AND EXTENDING STATE POLITICAL LEADERSHIP PROGRAMS

**May 21, 2018**

The William and Flora Hewlett Foundation, Mariposa Room
2121 Sand Hill Road
Menlo Park, CA 94025
650-234-4500

# EVALUATION

*PLEASE NOTE QUESTIONS ON SECOND SIDE.*
*MORE PAPER IS AVAILABLE FOR ADDITIONAL COMMENTS.*

Please rate each of the following aspects of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | | |
|---|---|---|---|---|---|---|
| **Overall Experience** | 1 | 2 | 3 | (4) | 5 | |
| **Meals** | 1 | 2 | 3 | 4 | (5) | |
| **Discussion Sessions** | 1 | 2 | 3 | (4) | 5 | |
| **Conference Facilities** | 1 | 2 | 3 | ~~4~~ | (5) | |
| **Lodgings** | 1 | 2 | 3 | 4 | (5) | N/A |
| **Use of Google Drive** | 1 | 2 | 3 | (4) | 5 | |

*Great job putting everything together!*
*Travel, hotel venue, ... for ...*

Please rate each of the following discussions of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | |
|---|---|---|---|---|---|
| **Introducing Our Programs** | 1 | 2 | 3 | (4) | 5 |
| **Survey Research Results** | 1 | 2 | 3 | (4) | 5 |
| **Program Impacts / Research** | 1 | 2 | (3) | 4 | 5 |
| **Brainstorming** | 1 | 2 | (3) | 4 | 5 |
| **Curriculum / Audiences** | 1 | 2 | (3) | 4 | 5 |
| **Staff and Presenters** | 1 | 2 | (3) | 4 | 5 |
| **Recruitment / Diversity** | 1 | 2 | (3) | 4 | 5 |
| **Alumni Engagement** | 1 | 2 | (3) | 4 | 5 |
| **Budget and Fundraising** | 1 | 2 | (3) | 4 | 5 |
| **Governance and Outreach** | 1 | 2 | (3) | 4 | 5 |
| **Next Steps** | 1 | 2 | 3 | (4) | 5 |

What were your expectations prior to this event? In what ways were they met – or not?

*excited to meet/hear from other leadership organizations... yes, met*

What information will you take home with you that you hope to put into practice?

*N/A*

Do you believe a session like this is helpful?

*Yes*

How often would you be interested in meeting with groups similar to yours?

(1x/year)                    2x/year                    1x/every two years

What other topics would you be interested in reviewing, discussing or researching?

*tuition costs, engaging alumni*

Are you looking forward to using the Google Drive as a discussion driver? Is there another way you'd like to forward the discussion?

What did you like most about the program?

*meeting others from leadership organizations*

What did you like least about the session?

*too politically based for me... unfortunately wasn't able to take "lessons" back to try in our program.*

How can research be helpful in informing your program?

What best practices have you learned that can be helpful to your program?

What do you hope will be the outcome or impact of a summit like this one?

*I hope others are invited to the discussion... more leadership programs, not political or focused solely on women*

## RESEARCHING, NETWORKING AND EXTENDING
## STATE POLITICAL LEADERSHIP PROGRAMS
**May 21, 2018**

The William and Flora Hewlett Foundation, Mariposa Room
2121 Sand Hill Road
Menlo Park, CA 94025
650-234-4500

# EVALUATION

*PLEASE NOTE QUESTIONS ON SECOND SIDE.*
*MORE PAPER IS AVAILABLE FOR ADDITIONAL COMMENTS.*

Please rate each of the following aspects of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | | |
|---|---|---|---|---|---|---|
| **Overall Experience** | 1 | 2 | 3 | (4) | 5 | |
| **Meals** | 1 | 2 | (3) | 4 | 5 | |
| **Discussion Sessions** | 1 | 2 | 3 | (4) | 5 | |
| **Conference Facilities** | 1 | 2 | (3) | 4 | 5 | |
| **Lodgings** | 1 | 2 | 3 | 4 | (5) | N/A |
| **Use of Google Drive** | 1 | 2 | 3 | (4) | 5 | |

Please rate each of the following discussions of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | |
|---|---|---|---|---|---|
| **Introducing Our Programs** | 1 | 2 | 3 | (4) | 5 |
| **Survey Research Results** | 1 | 2 | (3) | 4 | 5 |
| **Program Impacts / Research** | 1 | 2 | 3 | (4) | 5 |
| **Brainstorming** | 1 | 2 | 3 | ~~4~~ | (5) |
| **Curriculum / Audiences** | 1 | 2 | 3 | (4) | 5 |
| **Staff and Presenters** | 1 | 2 | (3) | 4 | 5 |
| **Recruitment / Diversity** | 1 | 2 | (3) | 4 | 5 |
| **Alumni Engagement** | 1 | 2 | 3 | (4) | 5 |
| **Budget and Fundraising** | 1 | 2 | (3) | 4 | 5 |
| **Governance and Outreach** | 1 | 2 | (3) | 4 | 5 |
| **Next Steps** | 1 | 2 | (3) | 4 | 5 |

What were your expectations prior to this event? In what ways were they met – or not?

That we would meet peers. They were met, but a lot of non-peers were present

What information will you take home with you that you hope to put into practice?

Hopefully outreach to veterans

Do you believe a session like this is helpful?

Yes

How often would you be interested in meeting with groups similar to yours?

(1x/year)          2x/year          1x/every two years

What other topics would you be interested in reviewing, discussing or researching?

Deeper dive into curriculum

Are you looking forward to using the Google Drive as a discussion driver? Is there another way you'd like to forward the discussion?

Yes

What did you like most about the program?

Meeting peers

What did you like least about the session?

Certain programs which were leadership programs but not political leadership

How can research be helpful in informing your program?

Unsure

What best practices have you learned that can be helpful to your program?

Unsure

What do you hope will be the outcome or impact of a summit like this one?

Better program

# RESEARCHING, NETWORKING AND EXTENDING STATE POLITICAL LEADERSHIP PROGRAMS

**May 21, 2018**

The William and Flora Hewlett Foundation, Mariposa Room
2121 Sand Hill Road
Menlo Park, CA 94025
650-234-4500

# EVALUATION

*PLEASE NOTE QUESTIONS ON SECOND SIDE.*
*MORE PAPER IS AVAILABLE FOR ADDITIONAL COMMENTS.*

Please rate each of the following aspects of the Political Leadership Network Summit on a 1 (lowest) to 5 (highest) scale:

| | | | | | | |
|---|---|---|---|---|---|---|
| **Overall Experience** | 1 | 2 | 3 | (4) | 5 | |
| **Meals** | 1 | 2 | 3 | (4) | 5 | |
| **Discussion Sessions** | 1 | 2 | 3 | (4) | 5 | |
| **Conference Facilities** | 1 | 2 | 3 | 4 | (5) | |
| **Lodgings** | 1 | 2 | 3 | (4) | 5 | N/A |
| **Use of Google Drive** | 1 | 2 | 3 | (4) | 5 | |

Please rate each of the following discussions of the Political Leadership Network Summit on a 1 (lowest) to 5 (highest) scale:

| | | | | | |
|---|---|---|---|---|---|
| *Introducing Our Programs* | 1 | 2 | 3 | (4) | 5 |
| **Survey Research Results** | 1 | 2 | 3 | 4 | (5) |
| **Program Impacts / Research** | 1 | 2 | 3 | 4 | (5) |
| **Brainstorming** | 1 | 2 | 3 | (4) | 5 |
| **Curriculum / Audiences** | 1 | 2 | 3 | (4) | 5 |
| **Staff and Presenters** | 1 | 2 | 3 | (4) | 5 |
| **Recruitment / Diversity** | 1 | 2 | 3 | (4) | 5 |
| **Alumni Engagement** | 1 | 2 | 3 | (4) | 5 |
| **Budget and Fundraising** | 1 | 2 | 3 | (4) | 5 |
| **Governance and Outreach** | 1 | 2 | 3 | (4) | 5 |
| **Next Steps** | 1 | 2 | 3 | (4) | 5 |

What were your expectations prior to this event? In what ways were they met – or not?

I expected to meet orgs working in this field & get a clearer sense of the landscape. Those expectations were met.

What information will you take home with you that you hope to put into practice?

It was helpful to see that we are taking a different approach from other orgs.

Do you believe a session like this is helpful?

Yes.

How often would you be interested in meeting with groups similar to yours?

1x/year                    2x/year                    ⟨1x/every two years⟩

What other topics would you be interested in reviewing, discussing or researching?

What vision of political leadership are we aiming for? Is it enough to have technical skills & knowledge, or is there more to it?

Are you looking forward to using the Google Drive as a discussion driver? Is there another way you'd like to forward the discussion?

We are not eager to make our resources publicly accessible in this way. It's not a great fit of us.

What did you like most about the program?

Great to network with others in the field & understand the landscape.

What did you like least about the session?

It was informational, not transformational. There is nothing we will do differently as a result of this.

How can research be helpful in informing your program?

We are eager to deepen our understanding of how to recruit.

What best practices have you learned that can be helpful to your program?

n/a

What do you hope will be the outcome or impact of a summit like this one?

Again, it was good networking. Am not sure what outcome this gathering could or should produce...

# RESEARCHING, NETWORKING AND EXTENDING
# STATE POLITICAL LEADERSHIP PROGRAMS
**May 21, 2018**

The William and Flora Hewlett Foundation, Mariposa Room
2121 Sand Hill Road
Menlo Park, CA 94025
650-234-4500

# EVALUATION
*PLEASE NOTE QUESTIONS ON SECOND SIDE.*
*MORE PAPER IS AVAILABLE FOR ADDITIONAL COMMENTS.*

Please rate each of the following aspects of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | |
|---|---|---|---|---|---|
| **Overall Experience** | 1 | 2 | 3 | 4 | x |
| **Meals** | 1 | 2 | 3 | x | 5 |
| **Discussion Sessions** | 1 | 2 | 3 | 4 | x |
| **Conference Facilities** | 1 | 2 | 3 | x | 5 |
| **Lodgings** | 1 | 2 | 3 | 4 | x  N/A |
| **Use of Google Drive** | 1 | 2 | x | 4 | 5 |

Please rate each of the following discussions of the Political Leadership Network Summit on a 1 (**lowest**) to 5 (**highest**) scale:

| | | | | | |
|---|---|---|---|---|---|
| **Introducing Our Programs** | 1 | 2 | 3 | x | 5 |
| **Survey Research Results** | 1 | 2 | 3 | 4 | x |
| **Program Impacts / Research** | 1 | 2 | 3 | 4 | x |
| **Brainstorming** | 1 | 2 | 3 | x | 5 |
| **Curriculum / Audiences** | 1 | 2 | 3 | 4 | x |
| **Staff and Presenters** | 1 | 2 | 3 | x | 5 |
| **Recruitment / Diversity** | 1 | 2 | 3 | 4 | x |
| **Alumni Engagement** | 1 | 2 | 3 | 4 | x |
| **Budget and Fundraising** | 1 | 2 | 3 | 4 | x |
| **Governance and Outreach** | 1 | 2 | x | 4 | 5 |
| **Next Steps** | 1 | 2 | 3 | x | 5 |

What were your expectations prior to this event? In what ways were they met – or not?

I did not have very clear expectations, but I hoped I would meet smart people who are also figuring out how to develop state level leaders who have the capacity to work together constructively across difference. Although the programs represented were fairly diverse, I think there were enough common challenges that hearing other people's ideas was helpful.

What information will you take home with you that you hope to put into practice?

The most helpful portions to me were the conversations about alumni and on recruiting. Here is a summary of take-aways that I shared with my colleagues:

Here are a few of the most relevant ideas from the topical discussions:

i. <u>Curriculum</u>:
   1. The Delaware leadership development program has two alumni speak per session on what the program meant to them and how they have used it.
   2. The Virginia program has a discussion at each meeting on a topic of the moment (based on a prompt developed by the director).
   3. The Michigan program does a legislative simulation.
   4. Several work in travel, mostly around their state, but the South Dakota Agriculture Leadership program takes a trip to another country with every class. Long car rides together and overnights in hotels were viewed as promoting relationship building.
   5. The New Politics Leadership Academy (Dr. Max Klau) (which recruits servant leaders from veterans, the Peace Corp, Americorp, etc.) focuses on bringing your authentic self into being a leader focusing on skills, knowledge and character. What kind of leader do you want to be?

ii. <u>Recruitment and diversity</u>: open applications, alums recruit/ nominate, social media advertising, recruitment events, and required pre-application programs were among the methods used.

iii. <u>Alumni engagement</u>:
   1. Delaware has an annual alumni reunion event that is purely social, a monthly e-newsletter, livestreamed educational events, and an ambassador from each class to encourage participation for each event.
   2. Virginia (which has 2000 alums from its various programs) has a searchable online alumni directory and an alumni board with reps from various regions (hoping its members will help with fundraising.)
   3. Michigan has a committee of alums that organizes an annual half-day conference on selected policy topics (with no press or outsiders).
   4. Several use alumni to recruit and or interview applicants.
   5. A couple use alums as mentors for the next group, or have alums welcome the next group.

<ol start="6">
<li>They all give them a name (e.g. Sorenson Fellow), and Sorenson gives them lapel pins which elected people wear—and are thought to treat each other better because of that bond.</li>
</ol>

<ol start="4" type="i">
<li><u>Funding</u>:
<ol>
<li>Daniel Stid thinks these programs will be more successful with family foundations that have more flexibility than with highly institutionalized ones; and should balance corporate with philanthropic or liberal with conservative donors.</li>
<li>One tries to get sponsors for a particular weekend, or donations to cover the cost of one slot.</li>
<li>Delaware gets rooms and food for free by asking for them to be donated (and has participants write thank you notes.)</li>
<li>There is an idea for several states as a consortium to make a pitch to a national foundation for funding to share.</li>
</ol>
</li>
<li><u>Metrics</u>: defining measurable outcomes, and keeping track of alumni accomplishments were viewed as a challenge by all.</li>
</ol>

Do you believe a session like this is helpful?

Yes, and it will be more helpful as we hone in on the common challenges and can go deeper on those.

How often would you be interested in meeting with groups similar to yours?

1x/year                    ==2x/year==                    1x/every two years

What other topics would you be interested in reviewing, discussing or researching?

I would be very interested in diving into metrics.  How can we know if our programs are changing the behavior of our participants going forward and whether they, collectively, are changing the policy making environments in our states?

Are you looking forward to using the Google Drive as a discussion driver? Is there another way you'd like to forward the discussion?

Honestly, it think it is a good accessible way to make useful documents/ resource materials accessible, but I don't see it as a discussion driver.

I think video/ calls (like Zoom) on topics of interest, though hard to schedule, are likely to be the most helpful, especially if there are pre-materials to tee up the discussion.

What did you like most about the program?

Having a chance to pick the brains of the other participants

What did you like least about the session?

The afternoon sessions were a little short for developing new approaches.

How can research be helpful in informing your program?

Research of what kinds of interventions have impact.

What best practices have you learned that can be helpful to your program?

See above

What do you hope will be the outcome or impact of a summit like this one?

The peer network is the most valuable.  But if we could develop a funding collaborative or common evaluation techniques, that would be awesome.