

# Empowering Growth: Measurable Impact Across The R.N.H. Program

## Executive Summary

In 2024, our program demonstrated its transformative power, achieving **significant and measurable growth** across all key social emotional learning areas. Through intentional curriculum design and an evidence-based approach, student participants developed essential life skills that extend far beyond the program. Notably, **100% of participants demonstrated measurable growth**, underscoring the program's effectiveness in fostering both individual and collective success.

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## Program Design: The CLIMB Model

The Reach New Heights (RNH) experiential education curriculum is built upon the **CLIMB pillars** which are derived from the [CASEL Framework](#) for social-emotional learning (SEL). Each pillar represents a core area of student development:

- **CHALLENGE:** Building resilience and adaptive problem-solving skills.
- **LEADERSHIP:** Enhancing teamwork, decision-making, and the ability to inspire others.
- **INTEGRITY:** Promoting ethical reasoning, self-awareness, and responsible action.
- **MENTEESHIP:** Encouraging mutual support and knowledge exchange.
- **BRAVERY:** Empowering participants to step outside their comfort zones and embrace growth opportunities.

These pillars are seamlessly integrated into program activities, creating actionable and meaningful real-world application opportunities and form the primary metrics or growth areas for our evaluations.

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## Research Methodology: Data Collection

To evaluate impact, we utilized a standardized **Likert scale (1–10)** for participants to self-assess skills and confidence levels.

## Key Assessment Points

- **Pre-Program Assessment:** Established baseline scores across five core areas.
- **Post-Program Assessment:** Participants reflected on their growth at the program's conclusion.

## Growth Metrics Analysis: A Focus on Potential Improvement

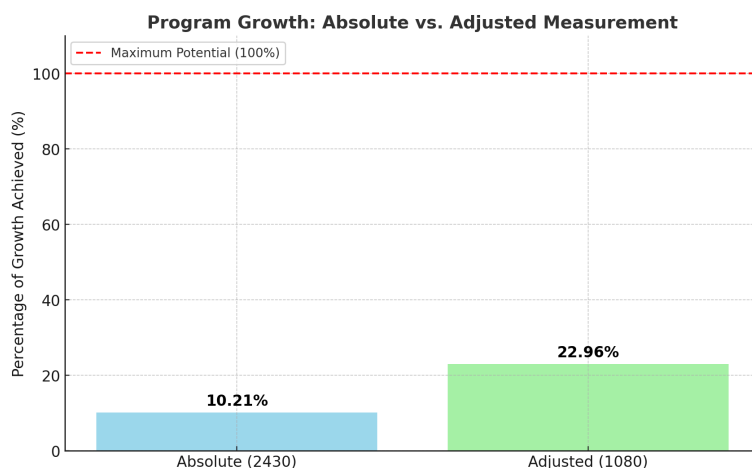
The **total potential improvement** (TPI) metric provides a realistic benchmark for evaluating total growth across all participants throughout the program, offering an aggregate measurement of achievable progress. This metric highlights total student development and offers a comprehensive view of participant evaluations while providing a clearer understanding of the program's overall impact.

There are two possible ways to measure TPI. The **absolute measurement model** is calculated based on the program's total possible score of 2430, which is determined by multiplying the total number of participants, the number of categories, and the number of questions per category. The second measurement option is to recalculate growth based on **potential improvement**—the gap between participants' initial scores and a maximum score of 10 per question.

For example, if a participant improved from 3 to 8, the **absolute method** would measure their 5-point improvement against the full 9-point scale (1-10), showing 55.6% growth. In contrast, the **adjusted method** measures it against their potential growth of 7 points (3-10), showing 71.4%, providing a more accurate reflection of progress.<sup>1</sup>

### Findings: Comparative Growth Metrics

- **Absolute Measurement:**  
Against a theoretical maximum of 2430 points, 248 points represent **10.21% of total potential**.
- **Adjusted Measurement:**  
Relative to participants' potential improvement (1080 points), 248 points correspond to **22.96% of total potential improvement**.



Both measurement models demonstrate overall participant growth, reflecting the program's success in fostering meaningful development. We are particularly pleased that the more accurate **adjusted model** highlights over double the growth of the **absolute model**, providing a clearer and more accurate representation of the program's significant impact. This adjusted model emphasizes realistic growth opportunities, affirming and further showing the program's transformative impact.

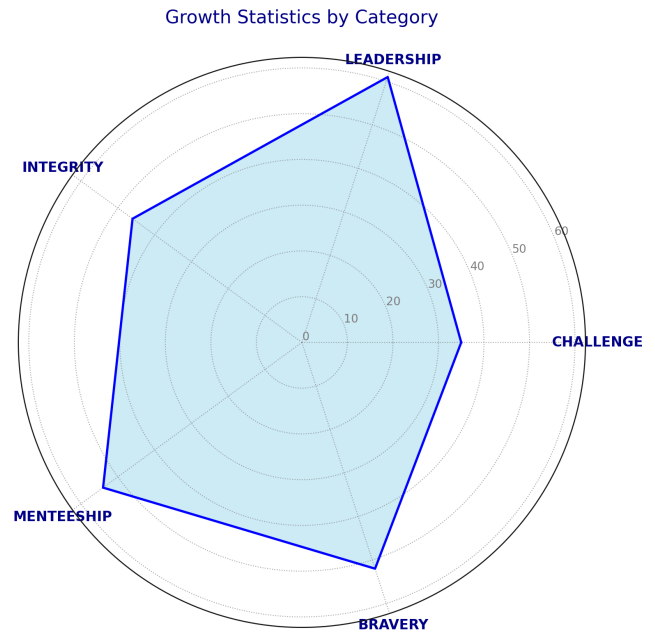
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<sup>1</sup> It's also important to note that large leaps (e.g. going from 1 to 9) are rare and unrealistic. Many participants begin with moderate scores, reflecting existing skills, and growth from 5 to 7, for instance, represents meaningful progress from an already strong foundation.

## Overview of Growth Area Metrics

- **Total Growth:** 248 points.
- **Growth Area Breakdown:**
  - CHALLENGE: 35 points
  - LEADERSHIP: 61 points
  - INTEGRITY: 46 points
  - MENTEESHIP: 54 points
  - BRAVERY: 52 points

The growth area data reveals a relatively even distribution across all categories, with a total of 248 points of improvement spread among Challenge (35 points), Leadership (61 points), Integrity (46 points), Menteeship (54 points), and Bravery (52 points). This balanced distribution highlights the program's effectiveness in fostering **comprehensive development**, ensuring that no single growth area is neglected. By addressing each key component equitably, the program supports well-rounded growth and reinforces the interconnected nature of these skills.



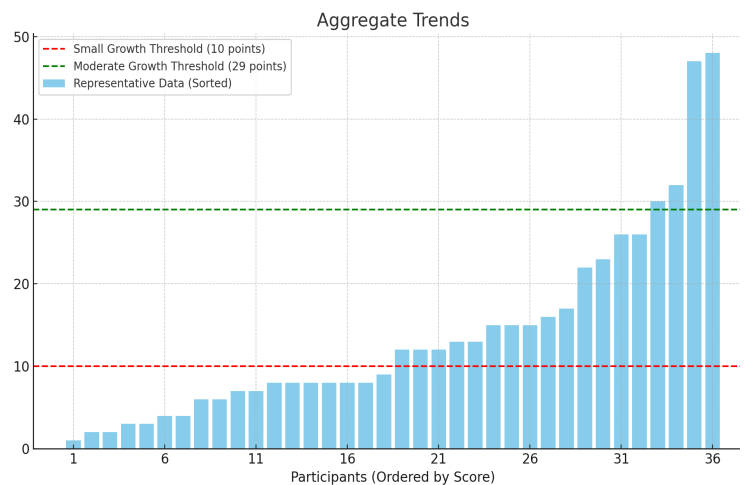
## Data Analysis Thresholds

Individual student growth scores were categorized into three tiers:

- **Small Growth:** ≤10 points (50% of participants).
- **Moderate Growth:** 10–29 points (38.9%).
- **Exceptional Growth:** >30 points (11.1%).

## Insights

The data analysis framework reveals that **all participants demonstrated measurable growth** across the key growth areas, showcasing the program's ability to foster meaningful development for every individual. By categorizing growth into three tiers—Small, Moderate, and Exceptional—the program established a framework that recognizes meaningful progress at all levels, ensuring that participants' achievements are evaluated fairly and reflect realistic growth trajectories. Regardless of starting points, every participant experienced tangible

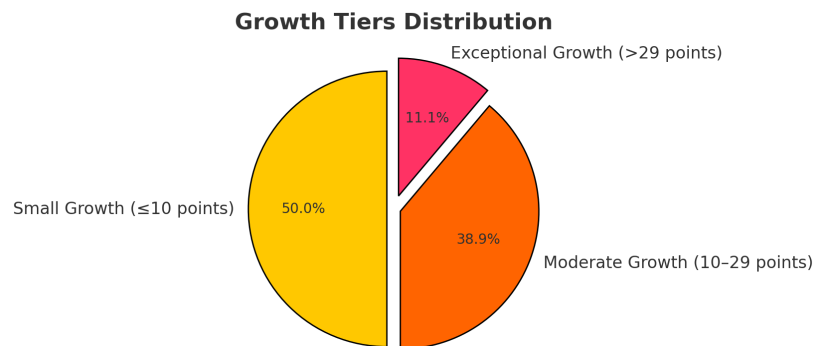


improvement, reflecting the program's inclusive design and commitment to supporting individual growth. This universal progression emphasizes that the curriculum is adaptable and impactful for a diverse range of learners.

Further, a closer look at the percentage distribution within the growth tiers highlights the depth of participant achievements. Half of the participants (50%) exhibited **Small Growth** ( $\leq 10$  points), demonstrating measurable progress and highlighting the program's ability to support and benefit participants at all levels, including those with higher baseline skills where incremental improvements are more realistic.

Meanwhile, 38.9% of participants achieved **Moderate Growth** (10–29 points), signifying significant strides in skill and confidence. Notably, 11.1% of participants achieved **Exceptional Growth** ( $> 30$  points),

showcasing transformative development within the program. This distribution underscores the program's capacity to cater to varying needs and maximize potential at every level, with particular success in helping a substantial proportion of participants achieve moderate or exceptional progress.



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## Impact Highlights

- **Inclusivity and Accessibility:** *100% of participants demonstrated measurable improvement*, showcasing the program's ability to meet diverse needs and foster growth for all.
- **Progress Across All Levels:** The program effectively supported growth for participants at all skill levels, ensuring measurable development regardless of where they started within the CLIMB pillars.
- **Personal Growth:** Participants collectively achieved **22.96% of the maximum possible growth** across the program, a milestone that highlights the program's overall effectiveness in fostering meaningful development.
- **Comprehensive Growth Across All Categories:** The program effectively fosters balanced development across all growth areas (CLIMB pillars), achieving evenly distributed progress that underscores its ability to provide a holistic and impactful social-emotional learning (SEL) experience.
- **Leadership and Menteeship:** These categories saw the highest growth, emphasizing strengths in teamwork and interpersonal development.

## **Conclusion: Advancing Evidence-Based Education**

The Reach New Heights (RNH) program's success is demonstrated by measurable growth across all participants and a balanced distribution of progress across the CLIMB pillars. Grounded in the CASEL framework, the program's intentional design ensures that every participant experiences meaningful development, whether through incremental progress or transformative achievements.

Achieving 22.96% of total potential improvement highlights the program's ability to actively foster growth, meeting participants where they are, and supporting progress regardless of their starting point. The tiered growth analysis further illustrates the program's capacity to address diverse needs, enabling significant proportions of participants to achieve moderate or exceptional progress while still supporting incremental gains for those with well-developed skills.

By promoting balanced development across all growth areas, the RNH program provides a comprehensive and impactful social-emotional learning (SEL) experience, equipping participants with essential skills to navigate challenges and succeed in varied contexts. These results reaffirm the program's adaptability and effectiveness, underscoring its role as a model for fostering meaningful, equitable growth and advancing evidence-based education.