

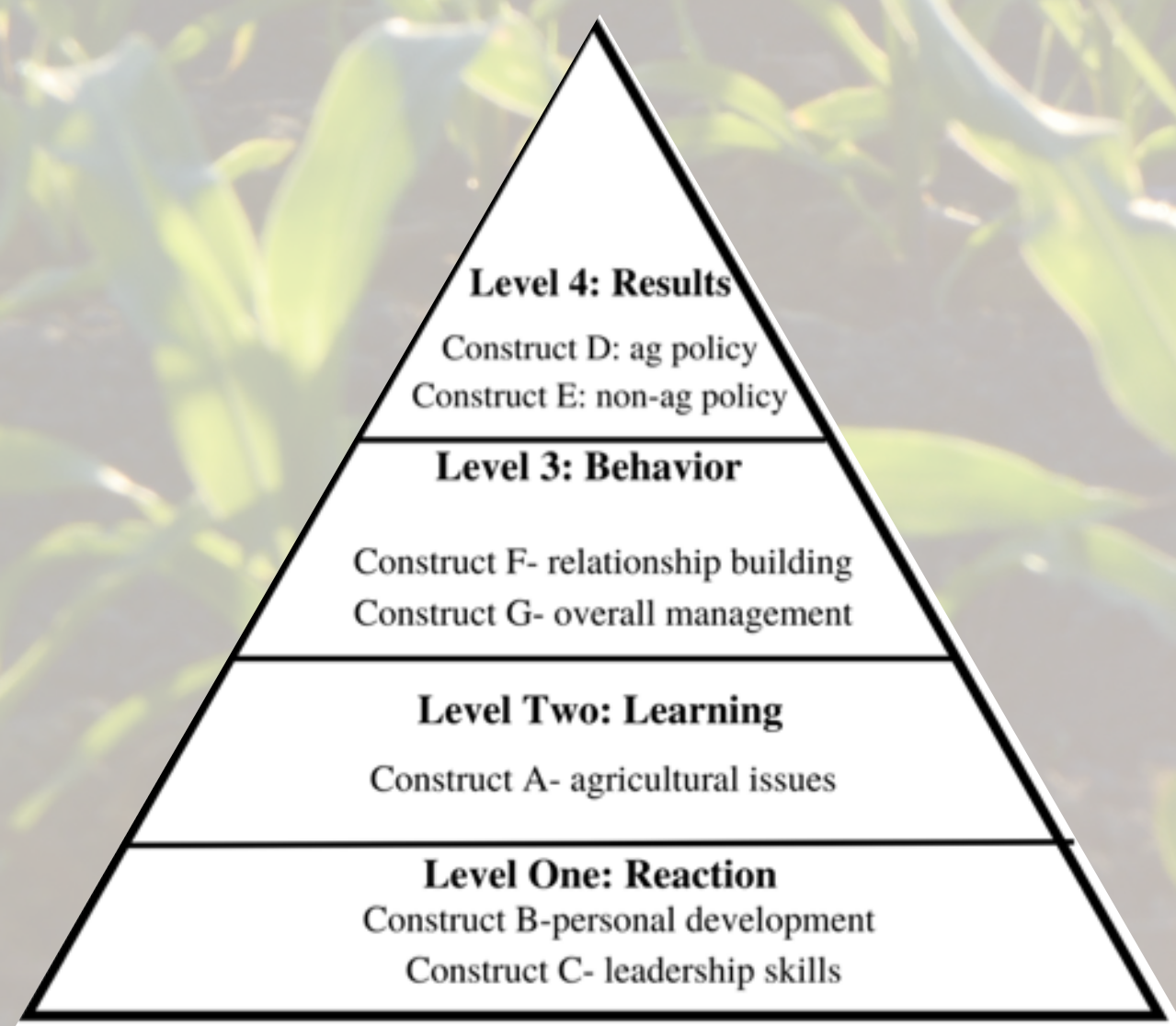
Preparing Young Adult Leaders in Agriculture: An Evaluation of the Texas Agricultural Lifetime Leadership Program

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Introduction

- Program evaluations contribute to future programming by identifying successes and shortcomings of previous programs.
- The four most recent classes were used to determine the impacts of the outlined goals of the TALL Program.
- Seven constructs evaluated: (a) key issues affecting the agricultural industry, (b) personal development, (c) leadership skills, (d) agricultural public policy, (e) non-agricultural public policy, (f) relationship building and (d) overall management techniques.

Conceptual Framework



Adapted from the Kirkpatrick Evaluation Model

Methodology

- A cross-sectional survey distributed via Qualtrics evaluated 100 participants from TALL Classes XIV to XVII.
- Descriptive statistics, one-way ANOVA, Scheffe post-hoc comparison and a Levene's Test for Equality of Variance were used to analyze the constructs.

Results

Construct A: Agricultural Issues

- Significantly higher attitudes:
 - 2020 Class higher in “family roles and responsibilities” compared to 2021 peers.
 - Participants ages 30-34 had a higher understanding on the issue of “immigration” compared to older participants.
 - Male participants on the issue of “understanding political systems” over female counterparts.

Construct C: Leadership Skills

- Significantly higher attitudes:
 - Male attitudes on the issue of “communicating more effectively” and “networking with others”
 - Female attitudes on the issue of “leading groups and organizations”

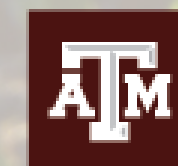
Recommendations

- Further research be conducted on the effects of COVID-19 on participants.
- Further research evaluate the differences between female and male leadership within the agricultural industry.
- Implement adult learning models to ensure all ages are learning the material equally.
- Develop resources to target the behavior level of Kirkpatrick's Model for Evaluation.

Conclusions

- Highlights importance of Kirkpatrick’s Evaluation Model by acknowledging the differences in learning, implementation and strength of different TALL program lessons.
- The age of participants, the year of participation in the program (prior to COVID-19 and after), and gender identification impacted participants’ learning outcome.
- Innovative leadership programs for young adults in agriculture is needed.

References



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