IL-NET

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Developing an Outcomes-Focused SPIL: Three Easy Steps

Module 2

A series of online workshops for SILCs

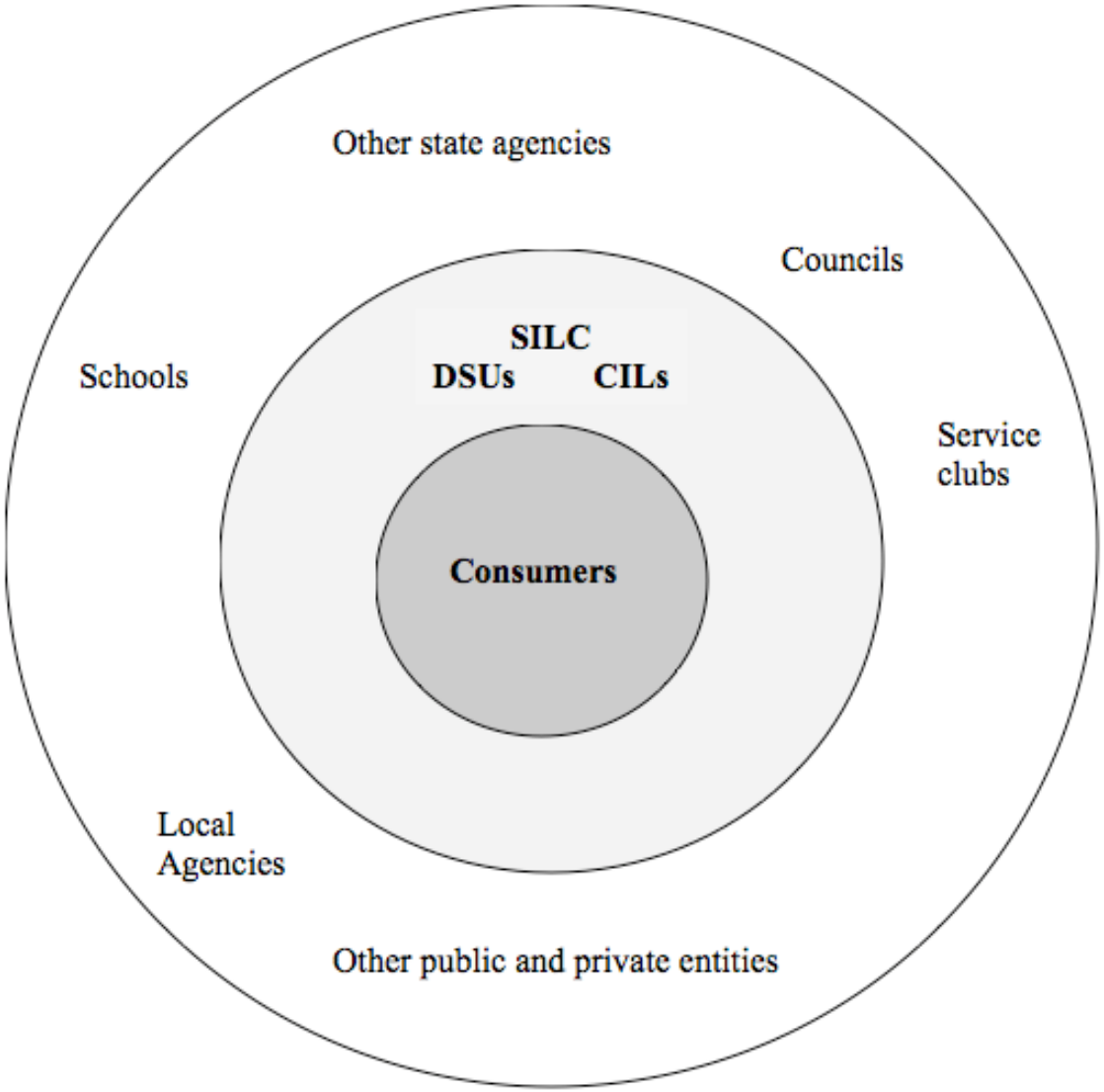
Facilitated by:

Mike Hendricks, Ph.D.

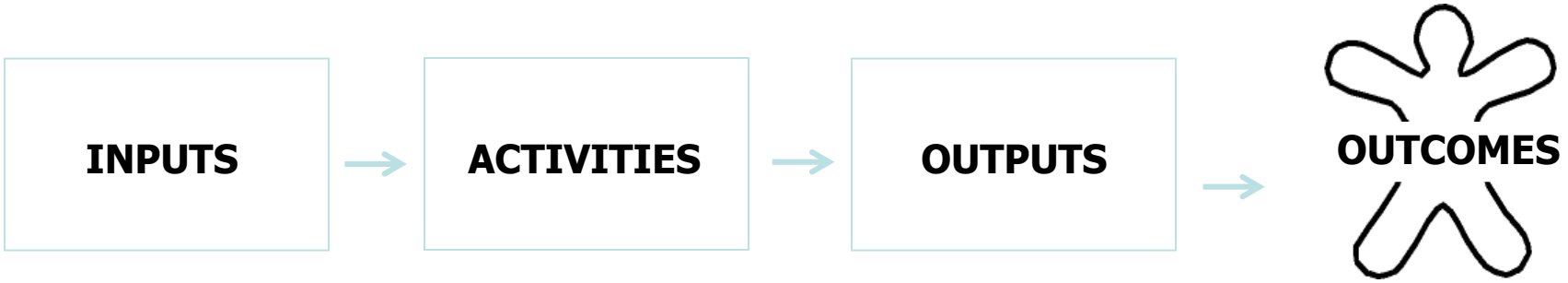
Review of Module #1

- A state's "total IL program"
- An "outcome"
- A "logic model"

A State's total IL program



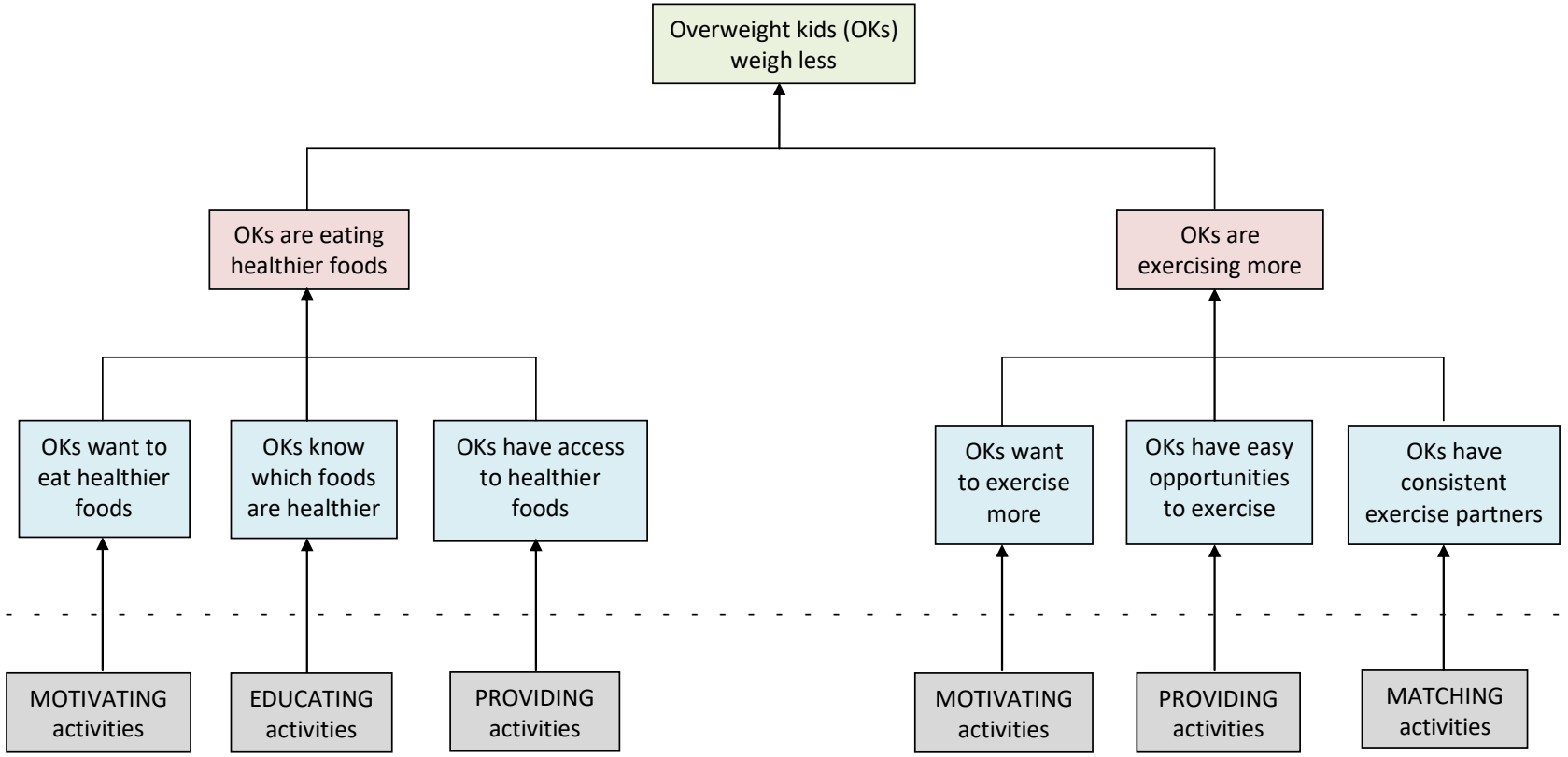
"The Way the World Is Now"



- Resources your program uses
  - ✓ money
  - ✓ staff & staff time
  - ✓ volunteers & volunteer time
  - ✓ facilities
  - ✓ equipment & supplies
- What your program does with its inputs
  - ✓ feeding and sheltering homeless families
  - ✓ providing job training
  - ✓ educating teachers about signs of child abuse
  - ✓ counseling pregnant women
- How much work your program does
  - ✓ # of classes taught
  - ✓ # of counseling sessions conducted
  - ✓ # of educational materials distributed
  - ✓ # of hours of service delivered
  - ✓ # of participants served
- Changes in individuals, families, organizations, or communities
  - ✓ new *knowledge*
  - ✓ increased *skills*
  - ✓ changed *attitudes* or *values*
  - ✓ modified *behavior*
  - ✓ improved *condition*
  - ✓ altered *status*

United Way what matters.™

Logic Model for a Non-IL Program



Three Easy Steps

- Decide what you want to achieve
  - Mission, goals, objectives, partial logic model
- Turn generalities into specifics
  - Measurable indicators, geographic scope, target performance level after three years, target progress between now and year three
- Develop an action strategy to achieve each Objective
  - Necessary activities, lead organization, key partners, resources needed, funding sources

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Module #2

Decide what you want to achieve:

- Mission
- Goals
- Objectives
- Partial logic model

We'll Use Nevona's SPIL as an Example

Decide what you want to achieve

A. State your Mission

- But *whose* mission? Your state's *total IL program.*
- Nevona's Mission is "Persons with disabilities (PWDs) participate as fully as they like in community activities"
- Your Mission will be different
- Wording can help—we suggest you…
  - Start with your target group
  - Follow with a present-tense (not future) verb
  - End however makes sense

Nevona's Mission

Persons with disabilities (PWDs) participate as fully as they like in community activities

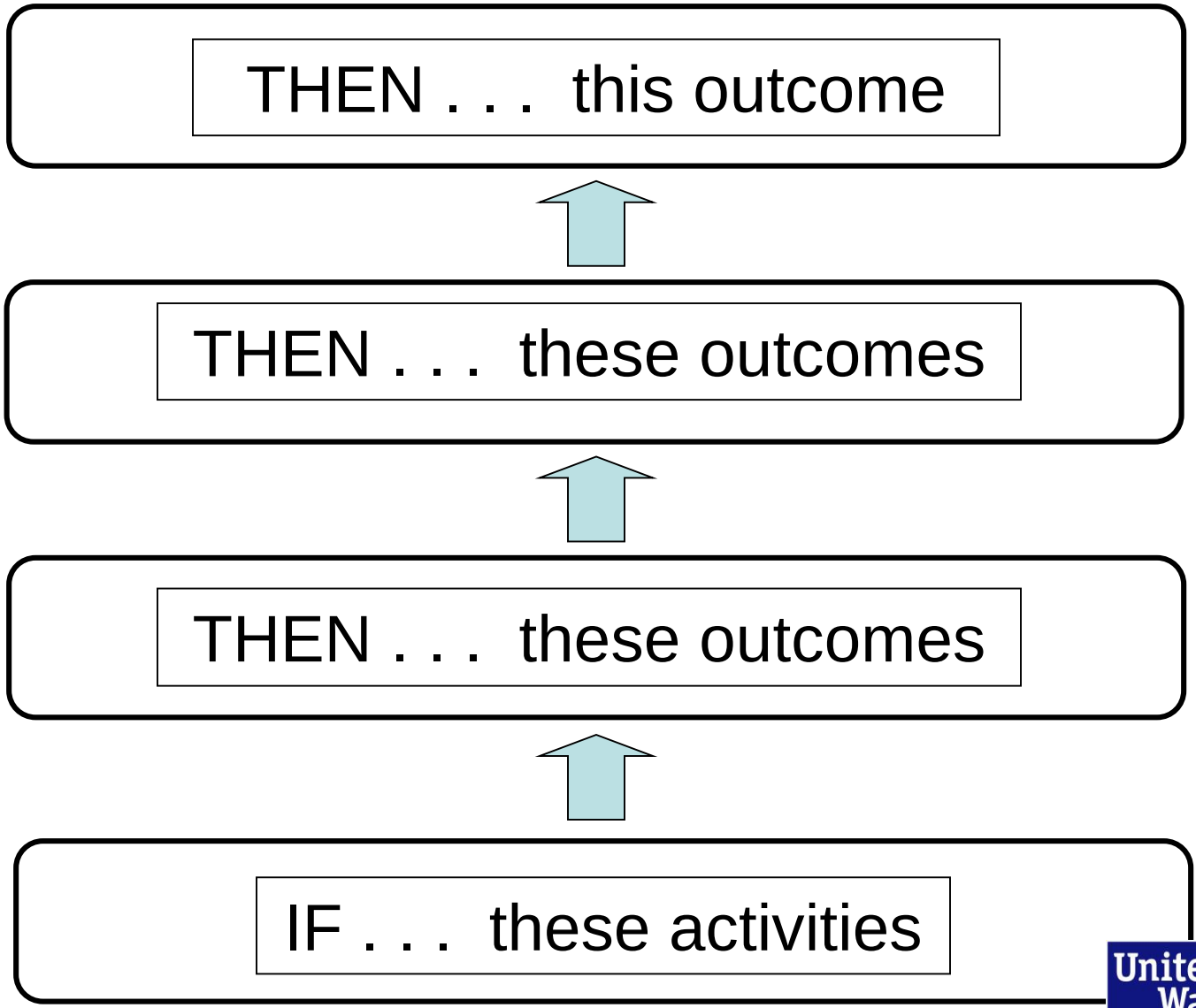
- Don't shortchange your Mission—obviously it's important
- But don't obsess over it, either
- In some ways, it's more a political statement than a planning tool, and other levels of outcomes are more important for your SPIL.

Add Your Goals Below Your Mission

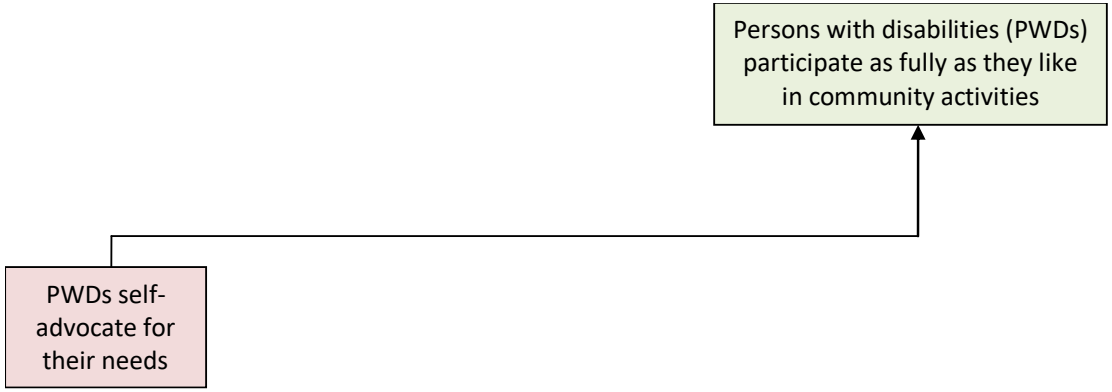
B. Develop your Goals (next row down)

- Goals are desired outcomes one level below your Mission
- The outcomes that need to be achieved *first*, in order for your Mission to be achieved
- Outcome "stepping stones" on the way to your Mission
- IF we achieve these Goals, THEN we will achieve our Mission

Activities → Outcomes: A Chain of Influence



Nevona's Goals



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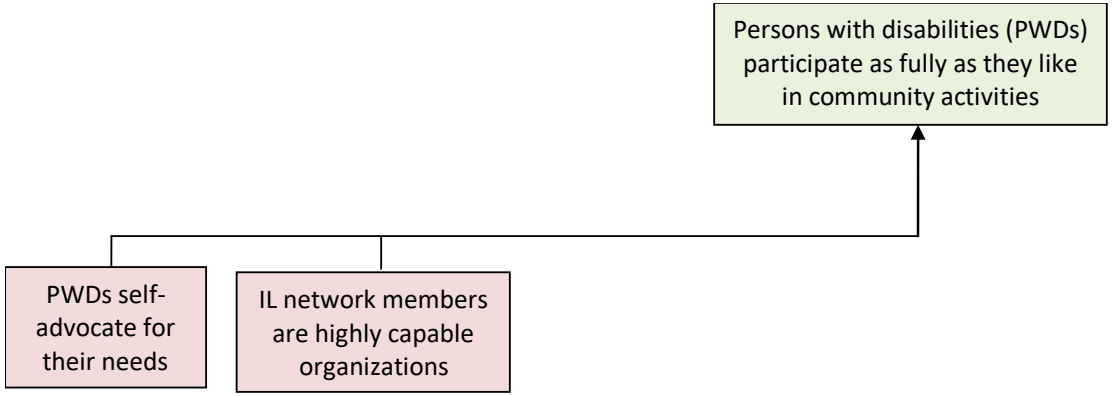

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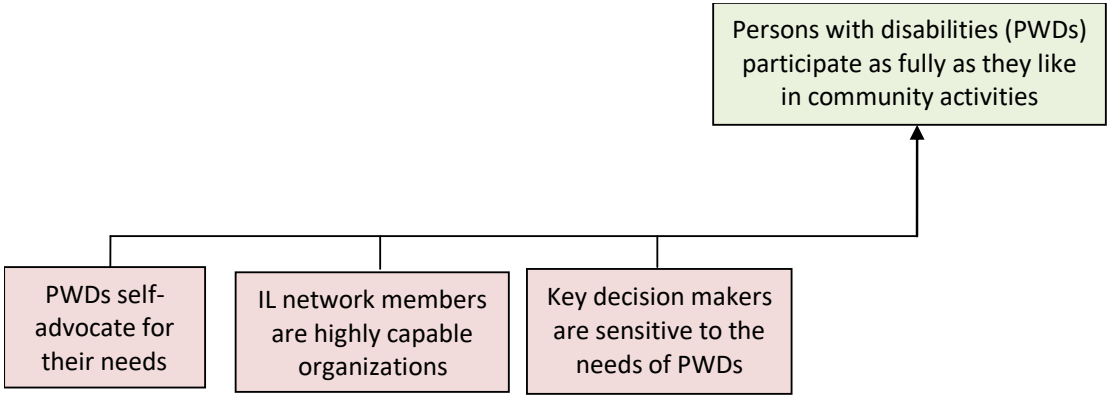

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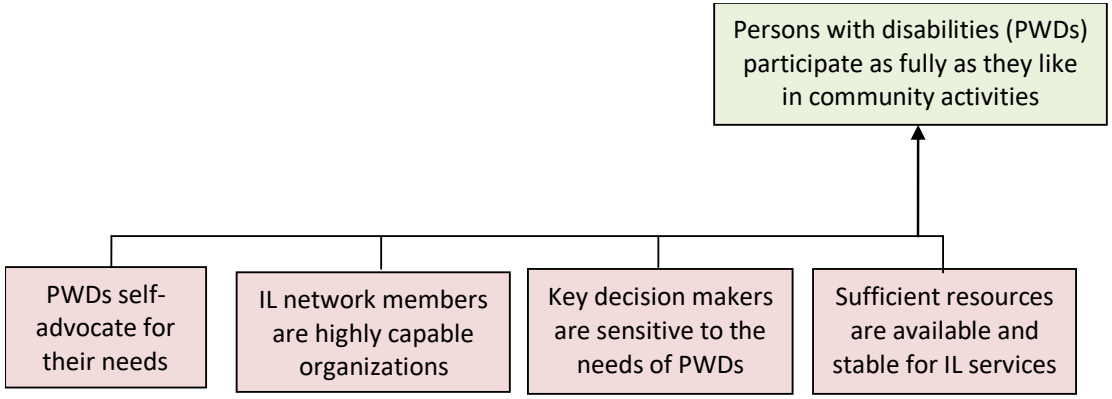

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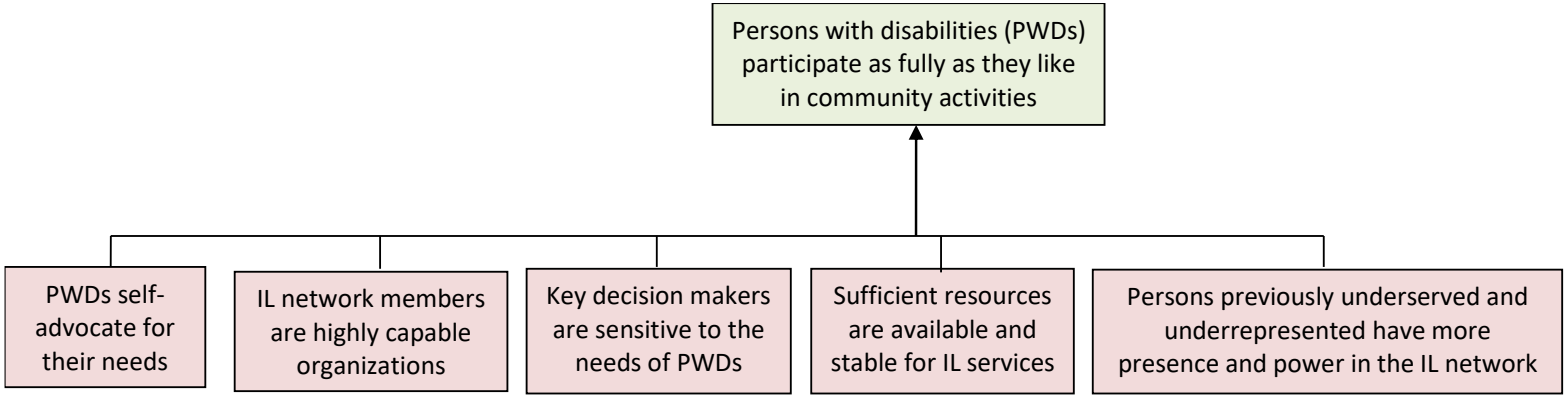

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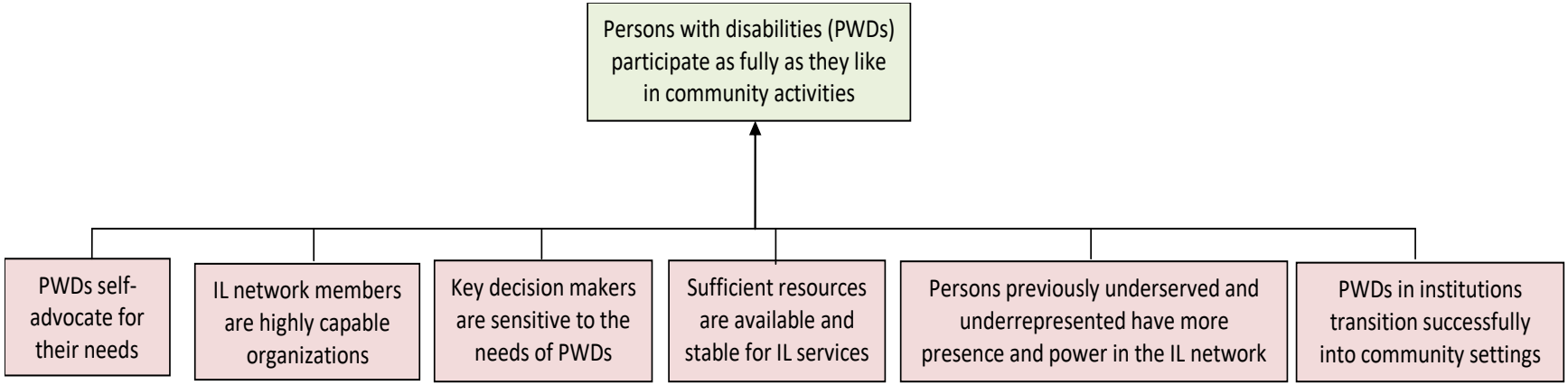
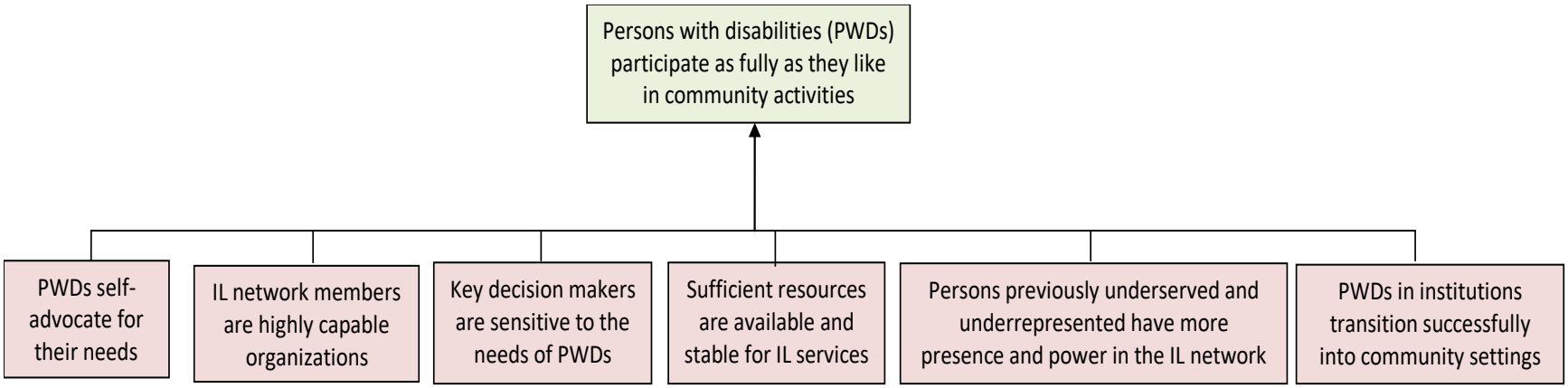


Nevona's Mission and Goals



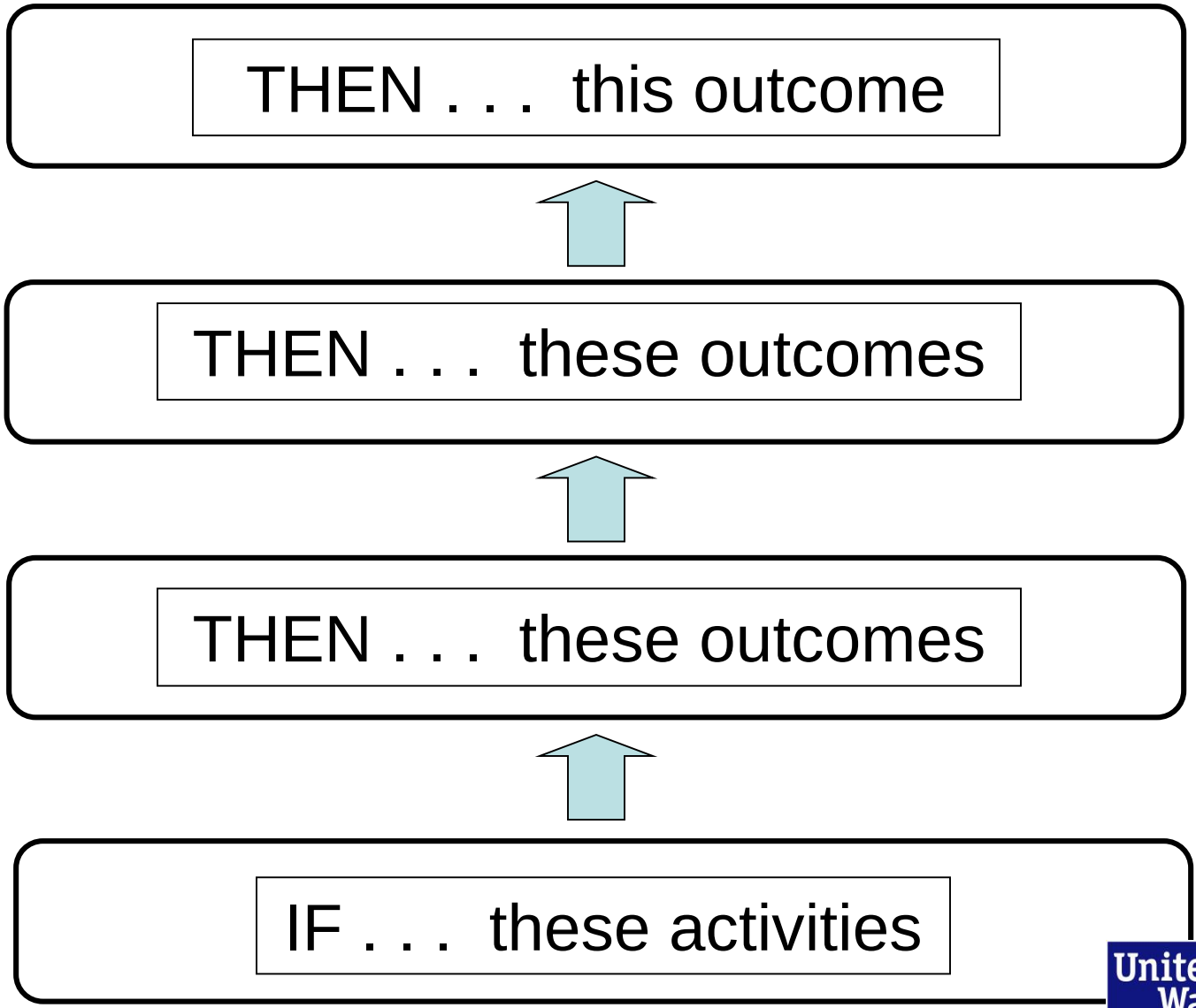
- Nevona's logic is: IF we can achieve these six Goals, THEN we will achieve our Mission
- Your Goals will be different, but wording is still important:
  - Start with your target group
  - Follow with a present-tense verb
  - End however makes sense

Add Your Objectives Below Your Goals

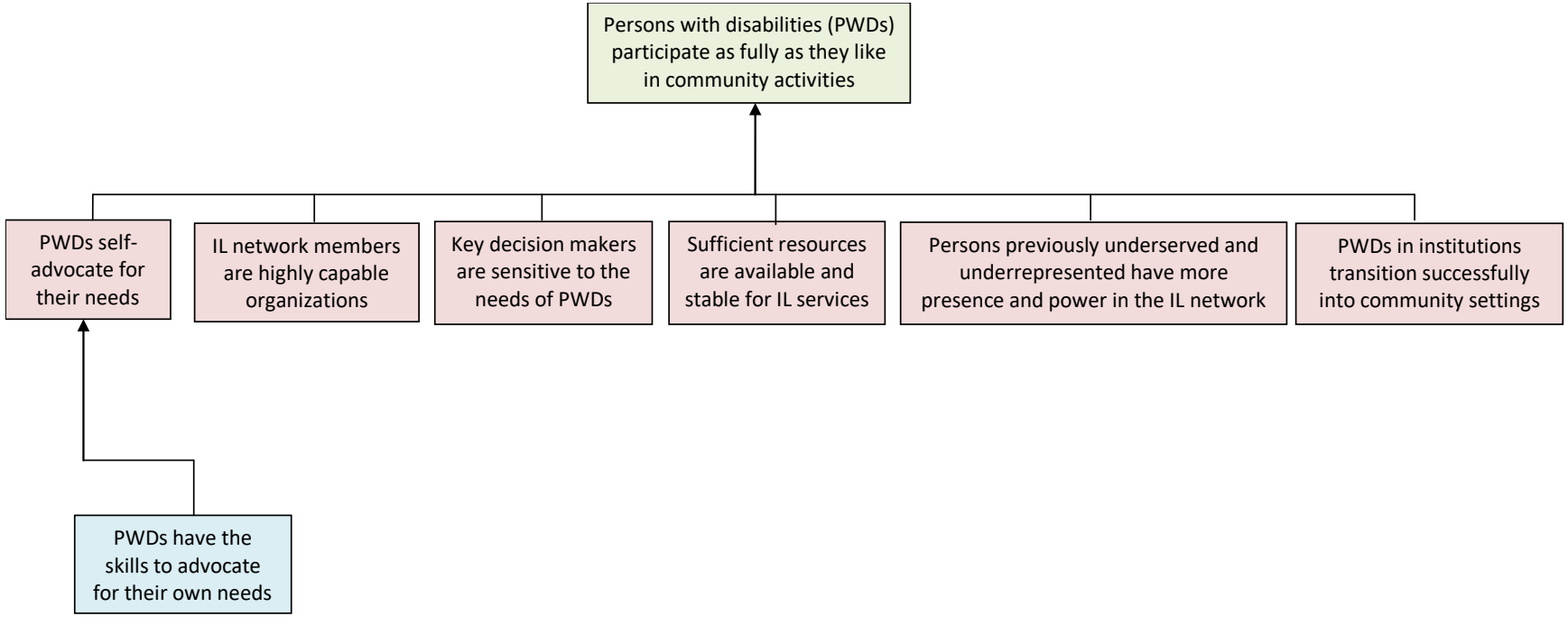
C. Define your Objectives (next row down)

- Typically can't achieve Goals in 3 years
- Make progress, yes; fully achieve, probably not
- Need another level of outcomes below Goals…. these are called Objectives
- What outcomes need to be achieved first, in order for your Goals to be achieved?
- This is the key level of outcomes for both planning and evaluating your SPIL

Activities → Outcomes: A Chain of Influence



Two Objectives Below Nevona's First Goal



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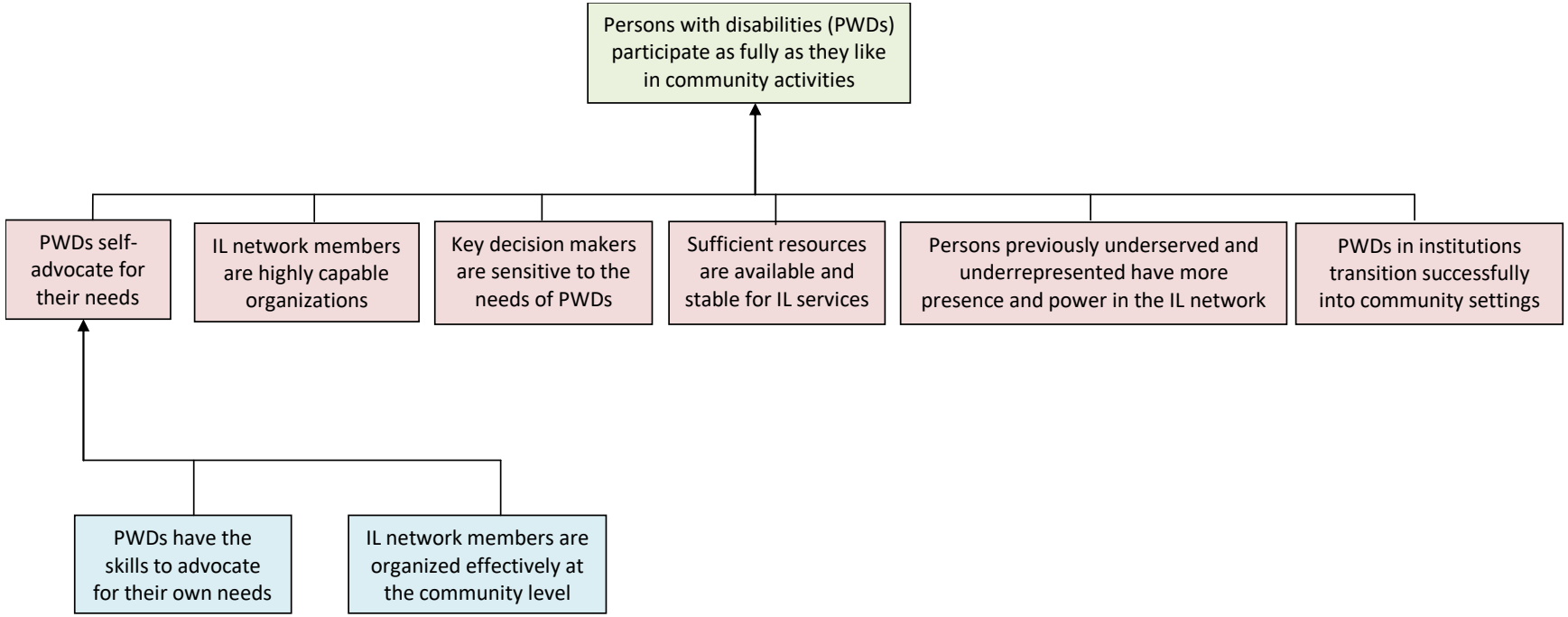
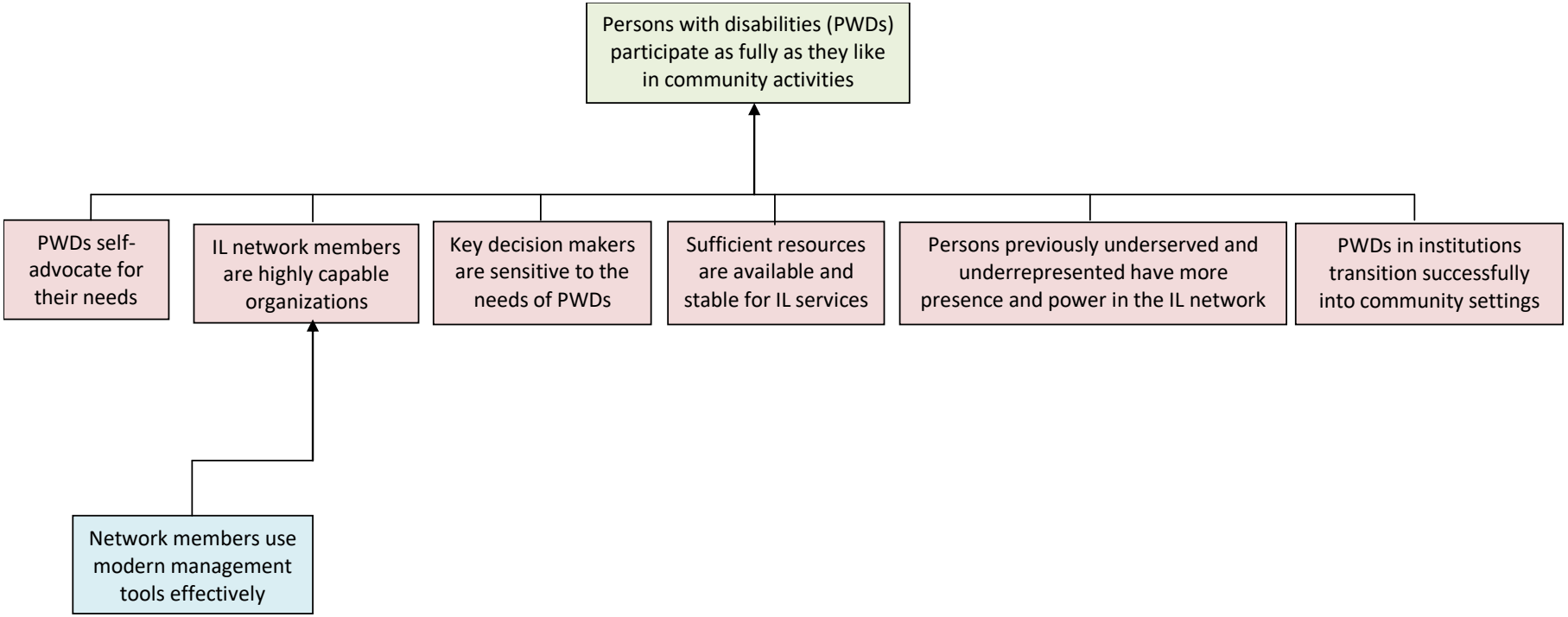


Four Objectives Below Nevona's Second Goal



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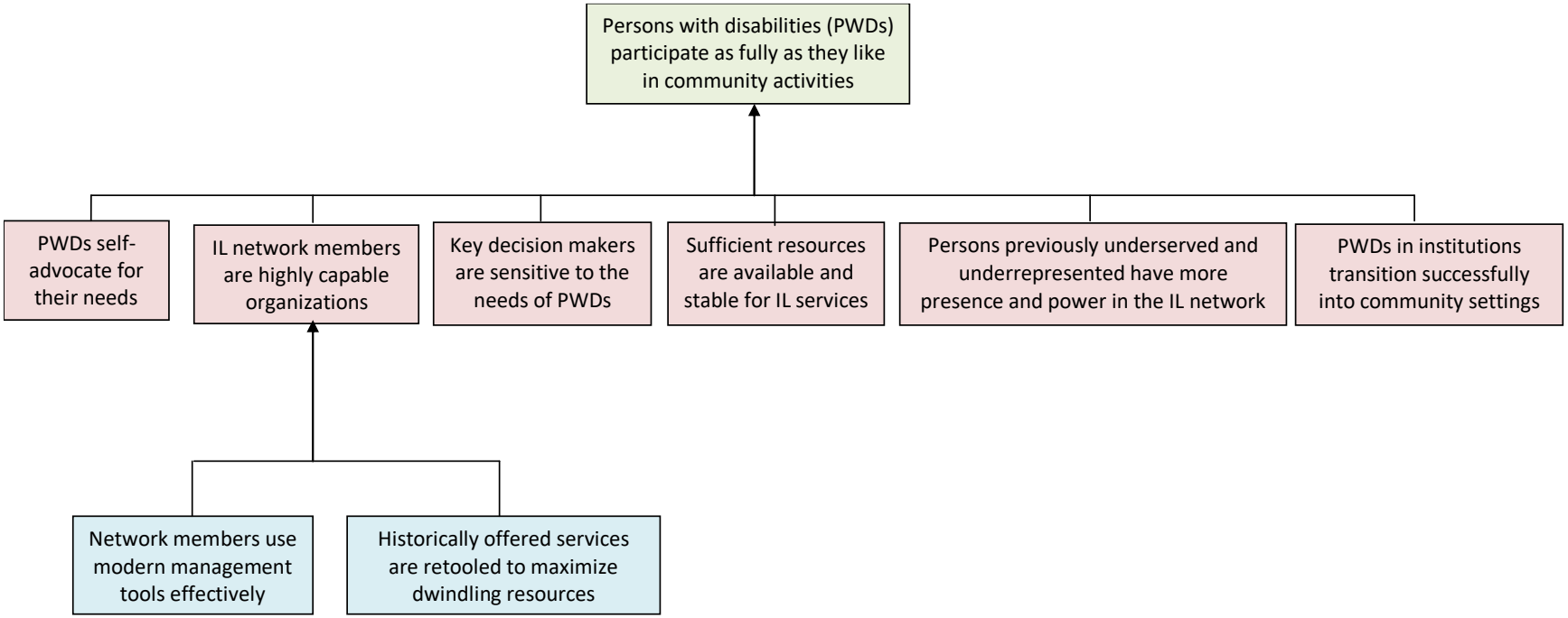

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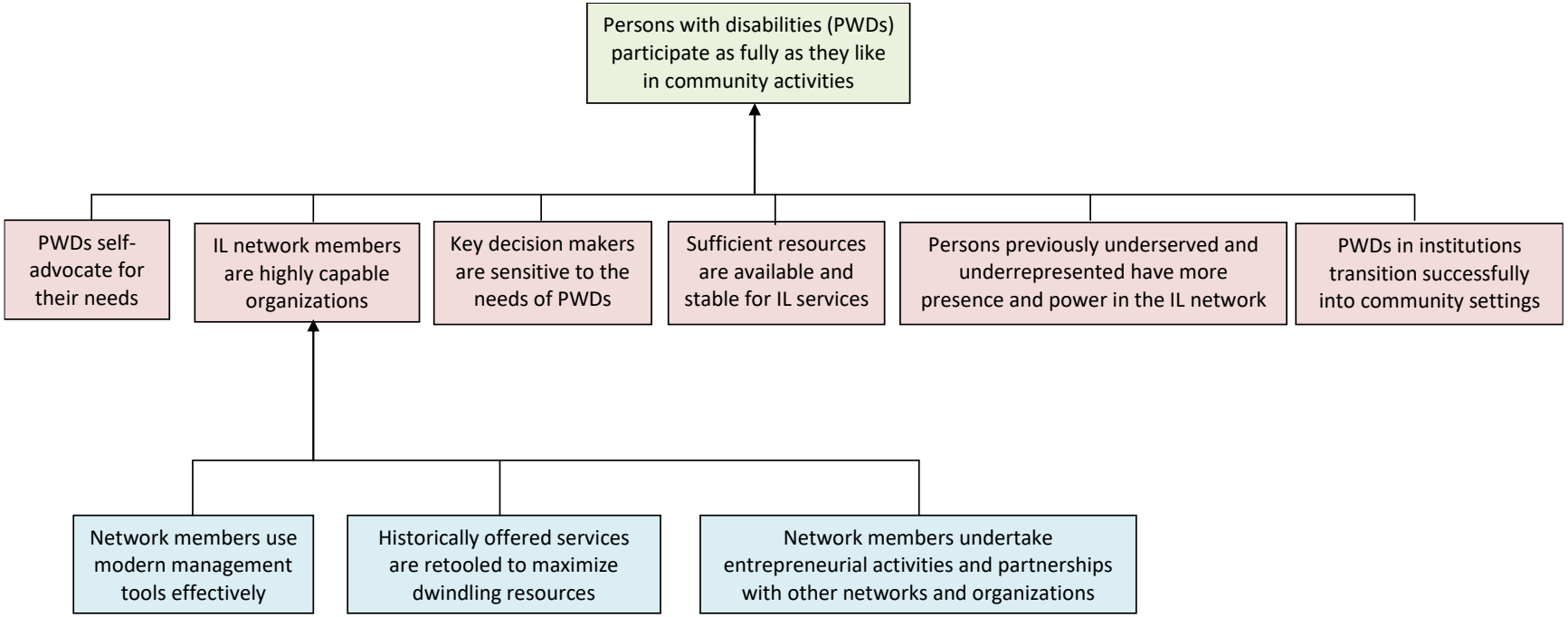

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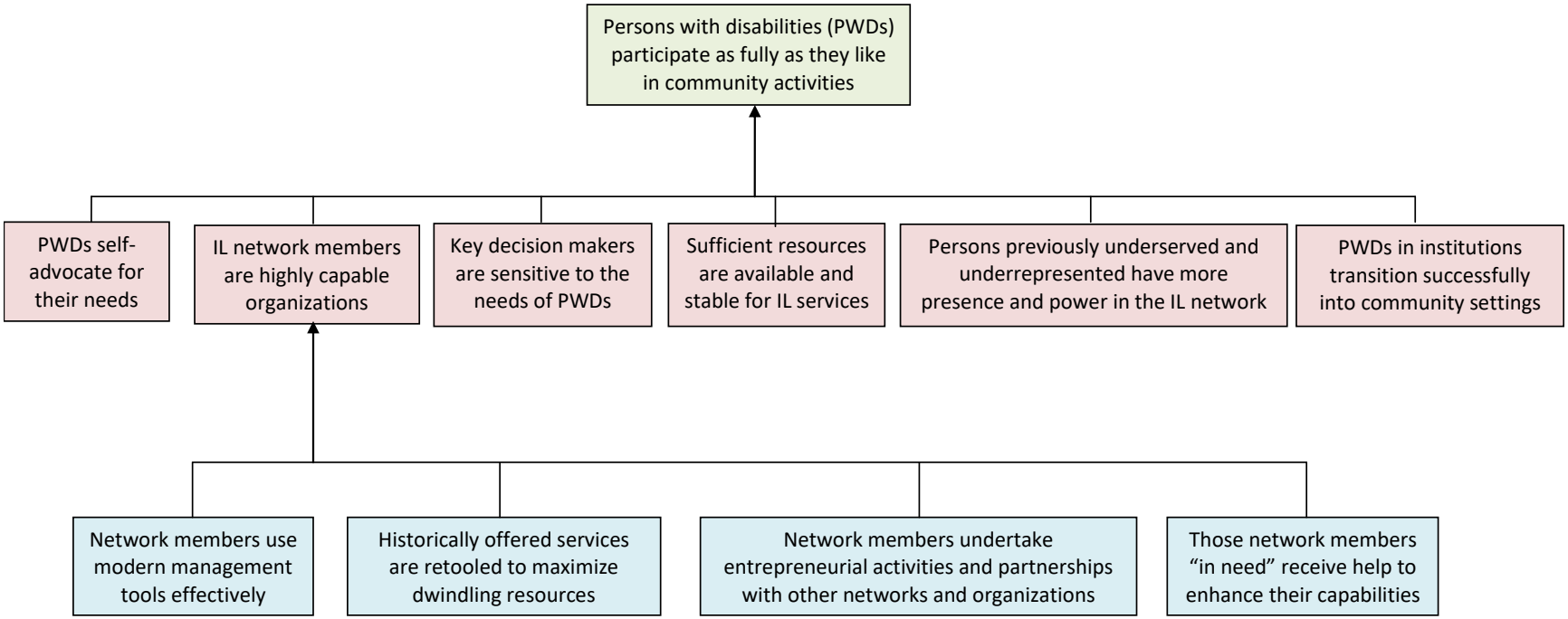


Some Actual Objectives From Real SPILs

Examples:

IL network key partners collaborate to provide delivery of services

PWDs can access transportation

Formerly underserved populations are served

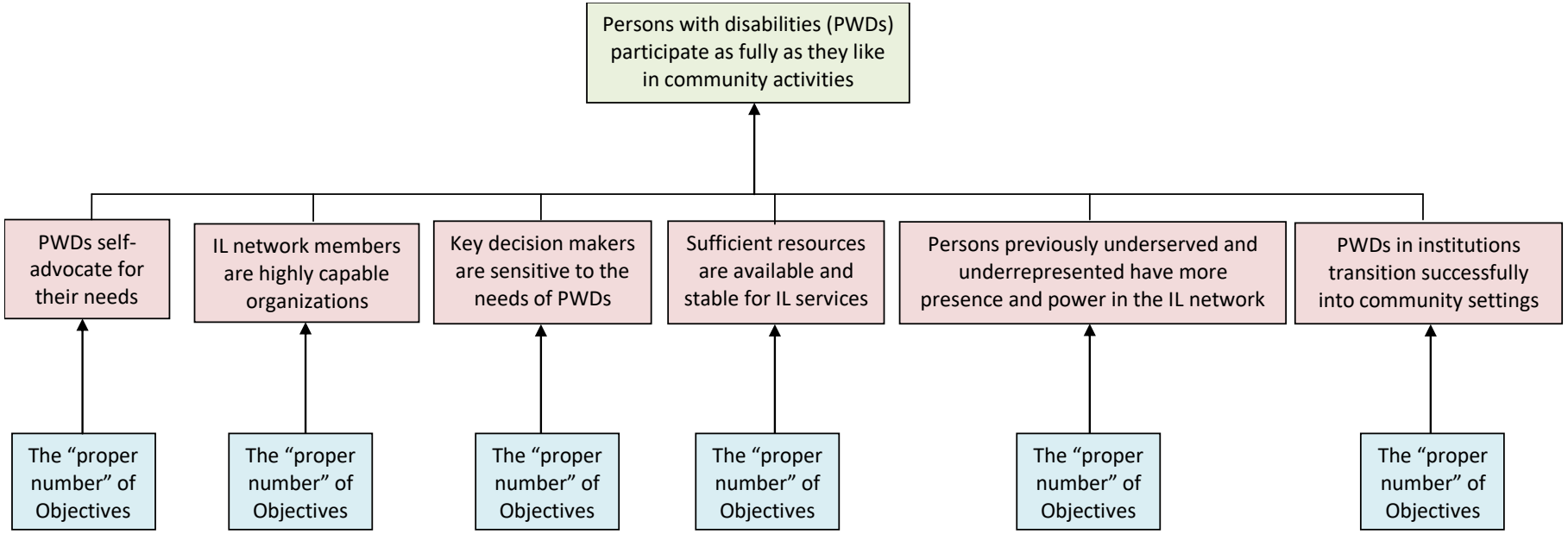
PWDs register to vote

PWDs have increased employment opportunities

Youth are prepared for leadership roles in our state

Policy makers financially support the IL network

How Many Objectives for Each Goal?



Nevona's logic is: IF we can achieve all of our Objectives, THEN we will achieve our six Goals and therefore achieve our Mission

Your Objectives will be different—not too many, please (one SPIL had 37)

Now It's Your Turn

- Stop this video
- Create your state's (partial) logic model
- As in our example, include your Mission, all your Goals, and your Objectives under one of your Goals (under only *one* Goal, not *all* your Goals)
- Work together on this, until you have a product all of you are comfortable with
- Turn this video back on

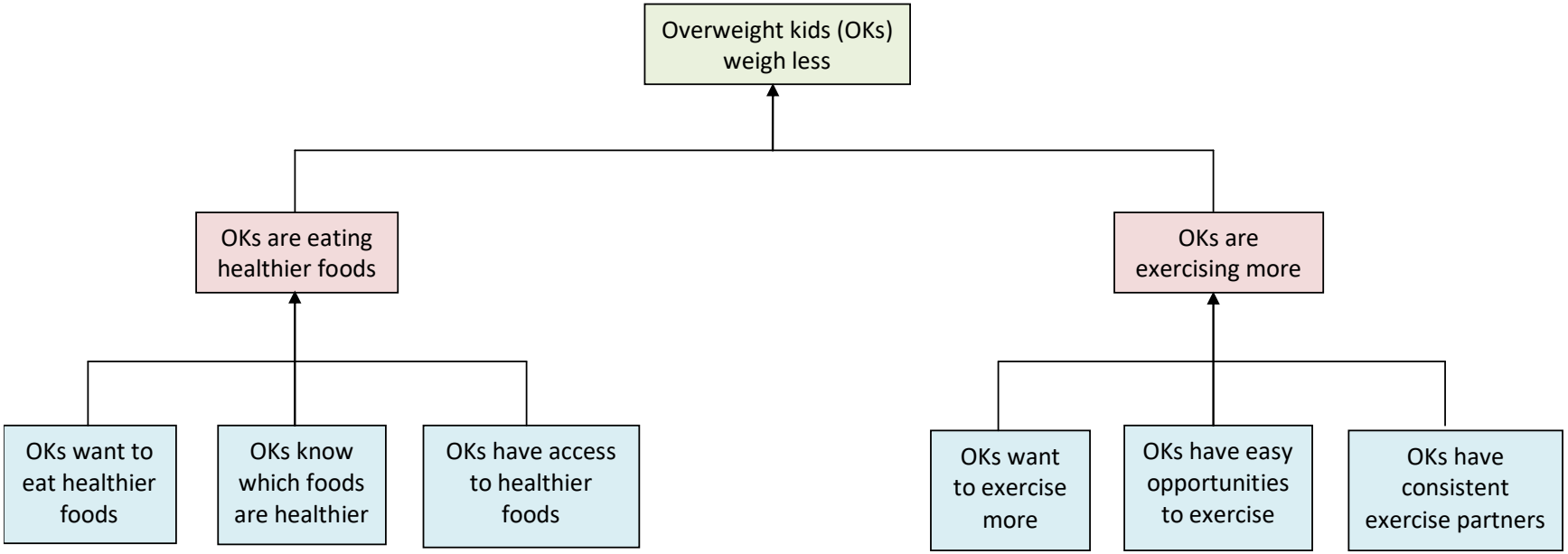
Let's Review Your Partial Logic Model

- Is it logical?
  - Looking up, up
  - Looking down
  - Looking sideways, sideways
- Did you avoid the most common cow pies?
  - Mix up Objectives and Activities?
  - Include *both* an Objective *and* an Activity?
  - Include more than one concept in an outcome?
  - Aim Objectives too high for a 3-year period?

Is Your Logic Logical?

1. As you work your way up, do the IF-THEN connections always seem reasonable?

Logic Model for a Non-IL Program



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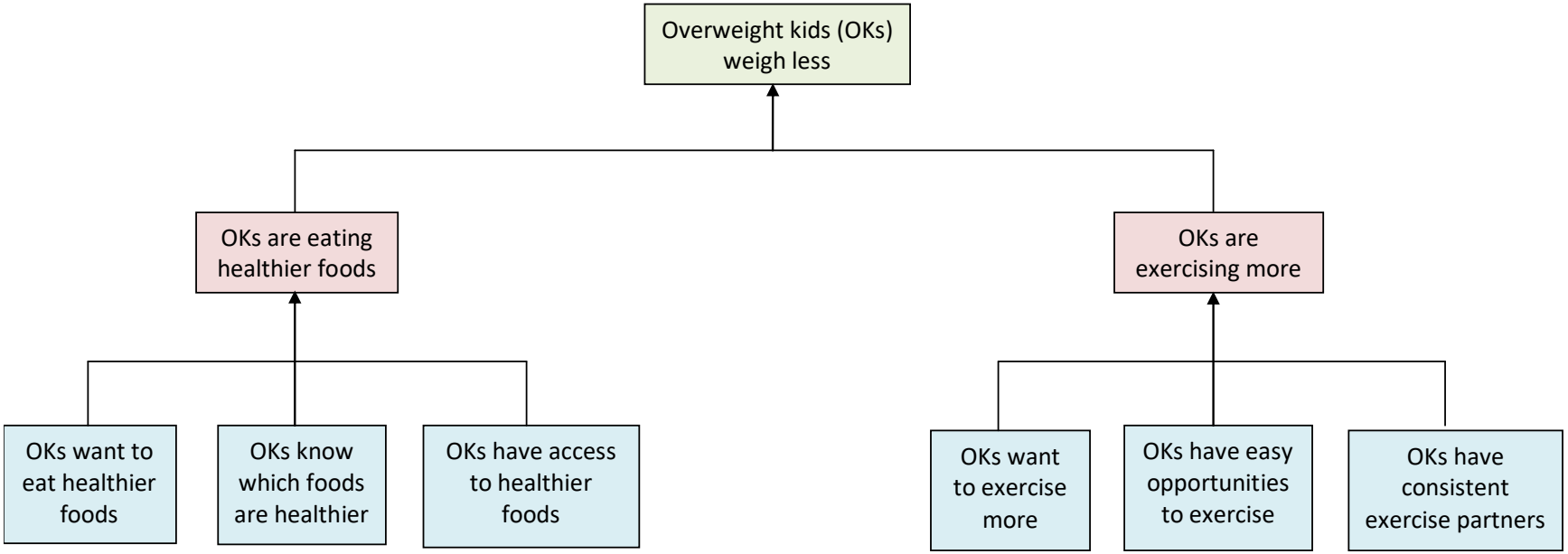

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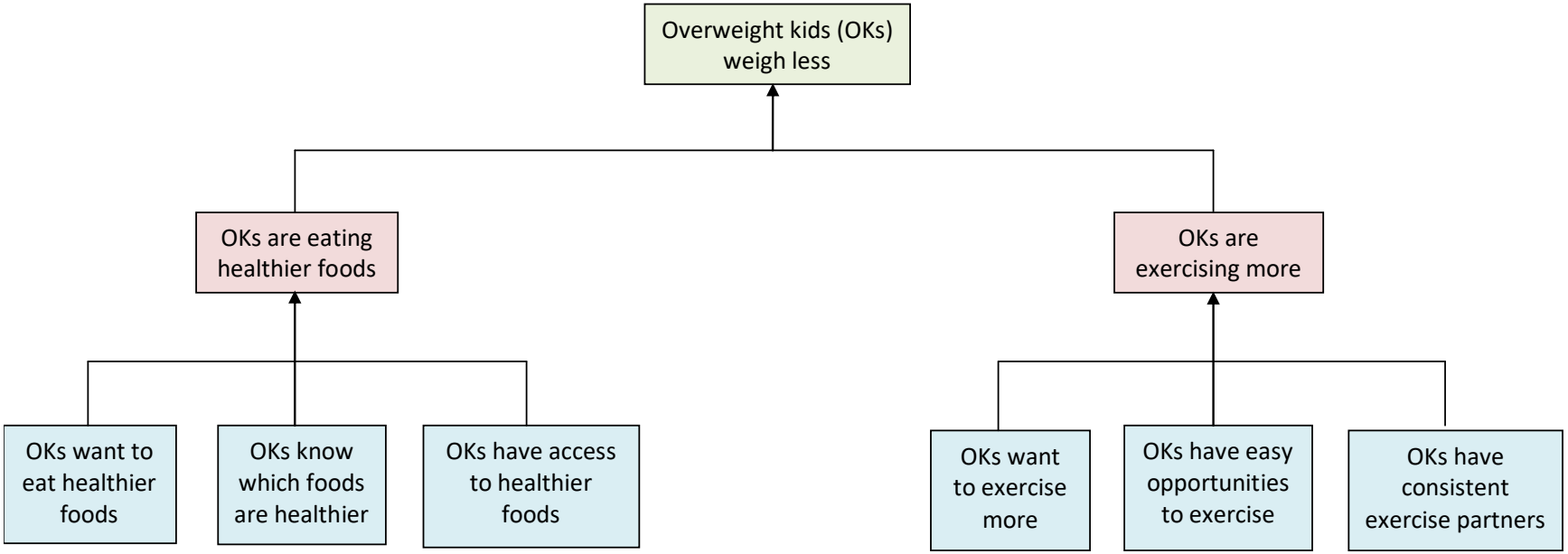

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4. As you look sideways, is the question "Is this necessary?" always answered "Yes?"

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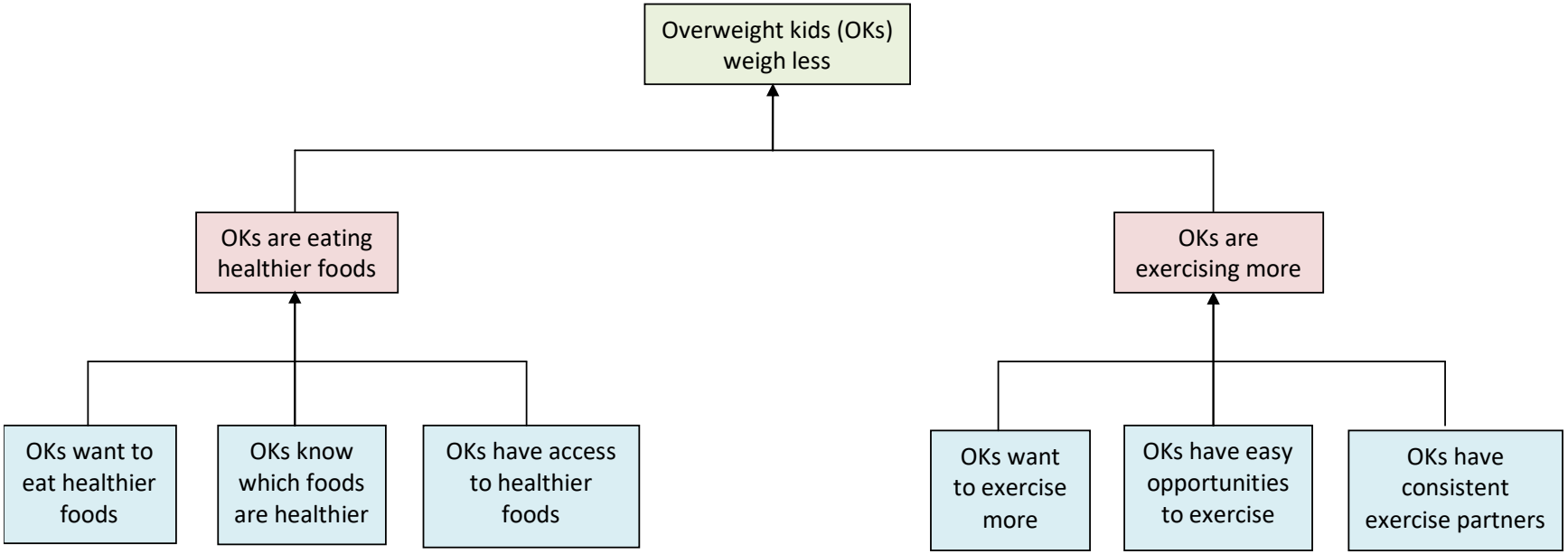

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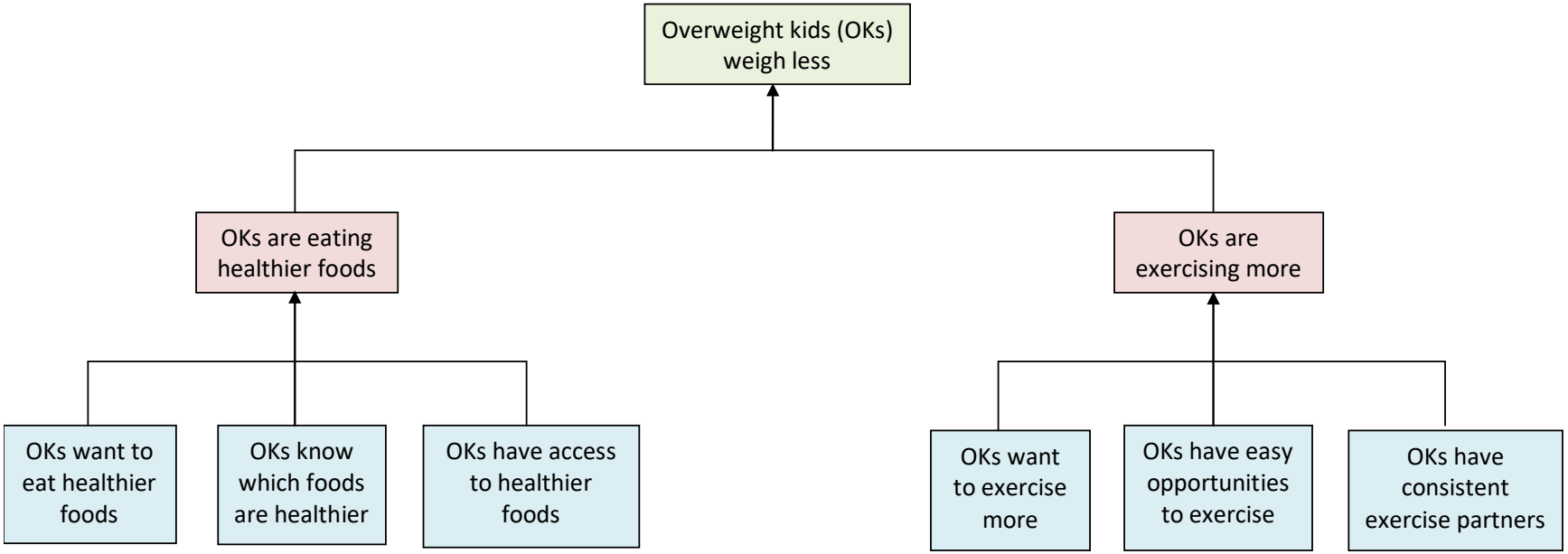

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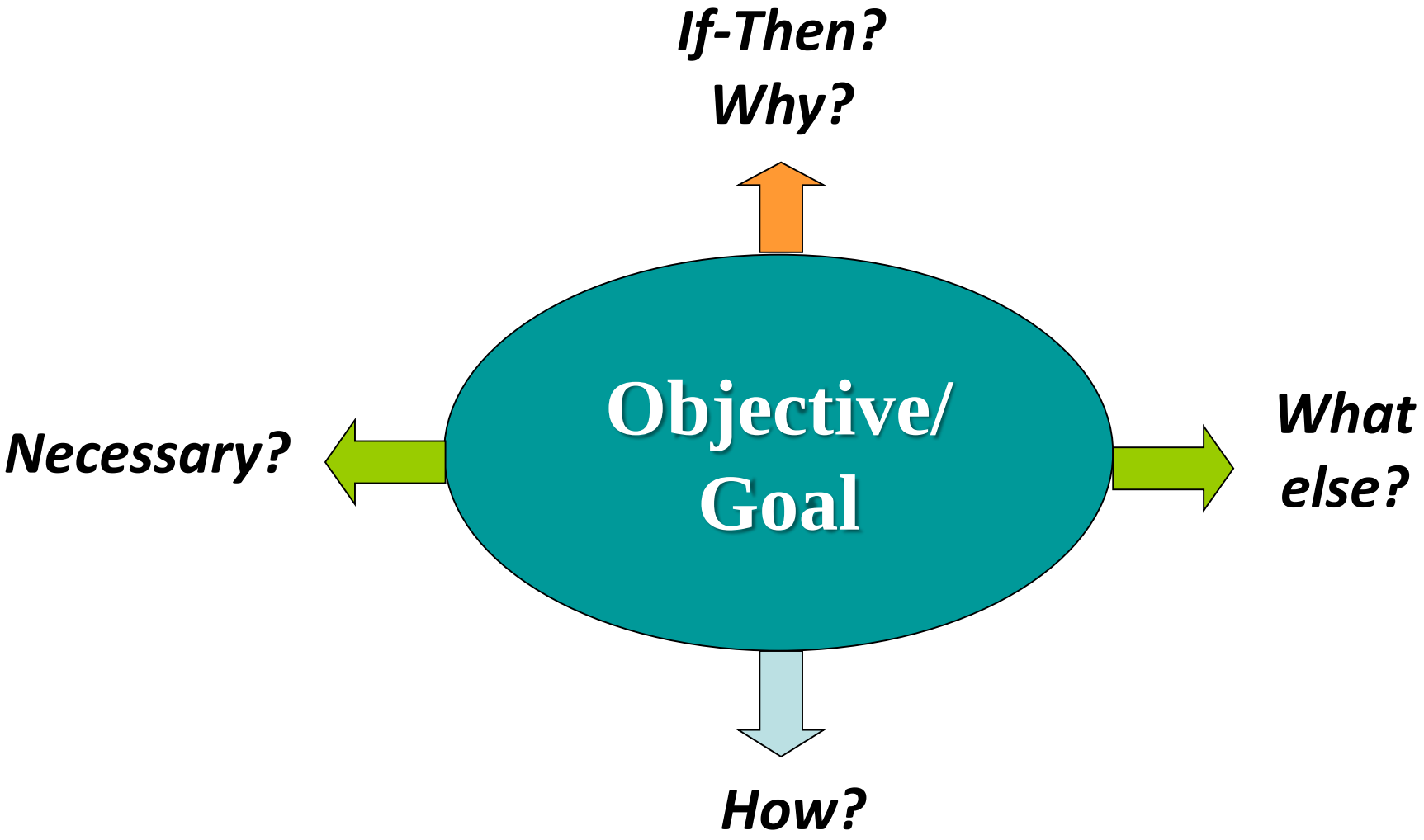
These Are Five Very Useful Questions



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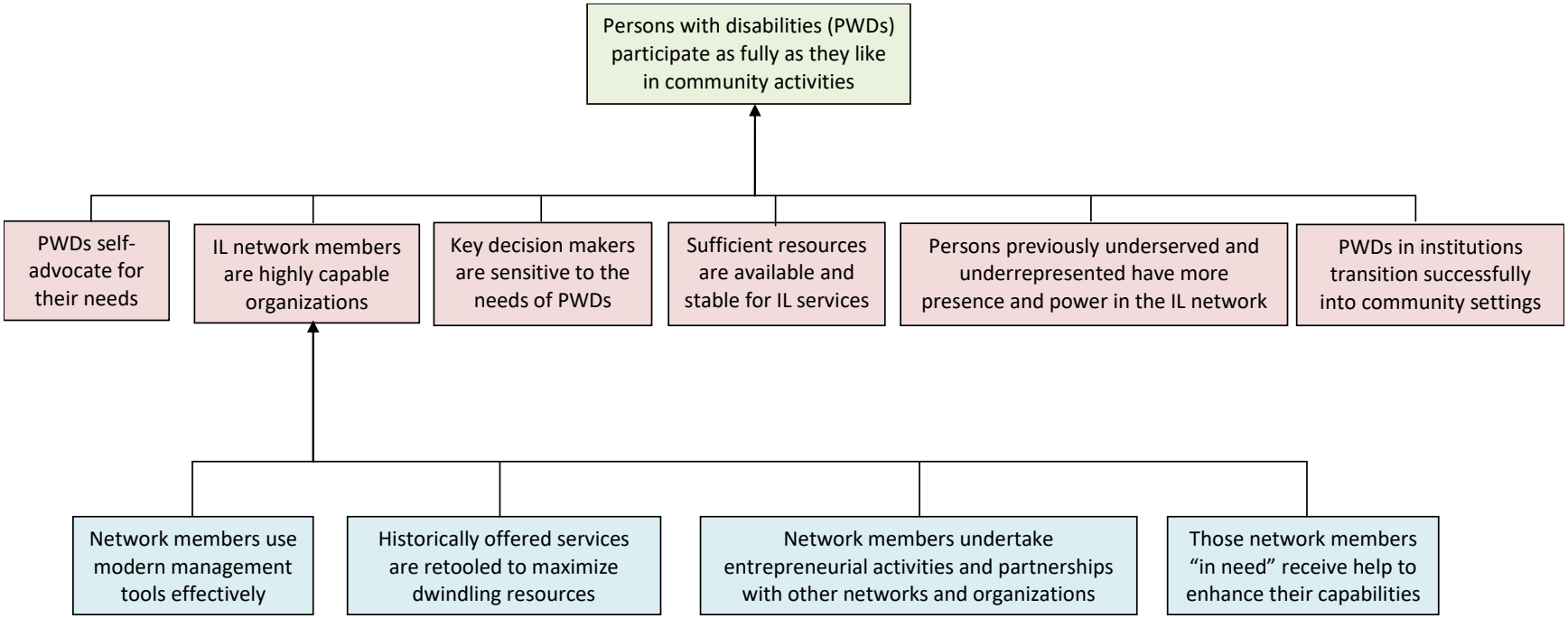

Did You Make Sure NOT To…

1. Mix up Objectives and Activities? (A very common confusion in past SPILs)

Objectives = Changes you want to result among persons' lives or institutions; how the world will be different because of the activities (action steps) that are done

Activities = What will be done to achieve these desired results or outcomes; the actions that will be conducted with the available resources to change the world

Objectives? …… or Activities?

- "A working group will propose a more equitable funding formula…."
- "Support a statewide, non-partisan Disability Voter Rights Network…."
- "Provide information and referral assistance…."
- "Designate funds for the purposes of…."
- "The SILC will host a meeting, inviting RSA, to…."
- "Provide four $30,000 capacity-building grant opportunities…."
- (Many, many more….)

Did You Make Sure NOT To…

2. Include both an Objective and an Activity?

- "Persons with disabilities are able to remain in their homes….through the provision of person-centered and coordinated home and community-based services."

Did You Make Sure NOT To…

3. Include more than one concept in an outcome?

- Local and statewide barriers to Independent Living are identified ***and*** systems advocacy strategies are implemented.
- Improved capacity ***and*** quality of community-based long-term supports.
- The needs of persons with disabilities are identified ***and*** addressed.

Did You Make Sure NOT To…

4. Aim Objectives too high for a 3-year period?

* "[Nevonans] with disabilities have access to safe, affordable, and accessible transportation options throughout Nevona."

Your Turn—One More Time

- Stop this video
- As a group, review your logic model:
  - Is your logic solid throughout?
  - Did you avoid the most common cow pies?
- Revise your logic model based on this review
- Congratulate yourselves on learning Step 1!

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