IL-NET

CIL-NET · SILC-NET

Developing an Outcomes-Focused SPIL:

Three Easy Steps

Module 4

A series of online workshops for SILCs

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Review of Module #3

- Measurable indicators

- Geographic scope

- Target performance level after three years

- Target progress between now and year three

Turn Generalities Into Specifics

Specific Objective	Measurable Indicator	Geographic Scope	Target Performance Level for Year 3	Target Progress Between Now and Year 3
Those network members "in need" receive help to enhance their capabilities	# and % of network members officially designated as being "in need" that had at least one (1) in-person or telephone consultation with an assigned "successful mentor" organization in the network during at least eight (8) of the 12 months of the past fiscal year	Statewide, but only selected network members	Year 3= 80%	Now = 30% Year 1 = 50% Year 2 = 70%
Objective ...				
Objective ...				
Objective ...				

Three Easy Steps

- Decide what you want to achieve
  - Mission, goals, <u>objectives</u>, 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

Module #4

Develop an action strategy to achieve each Objective:

- Necessary activities

- Lead organization

- Key partners

- Resources needed

- Funding sources

Develop an action strategy to achieve each of your Objectives

- Now you know exactly *what* you want to achieve—very specifically
- But *how* are you going to achieve each Objective?
- This is your Action Strategy—it has five (5) parts
- Add this information to your SPIL Planning Table (Action Strategy)
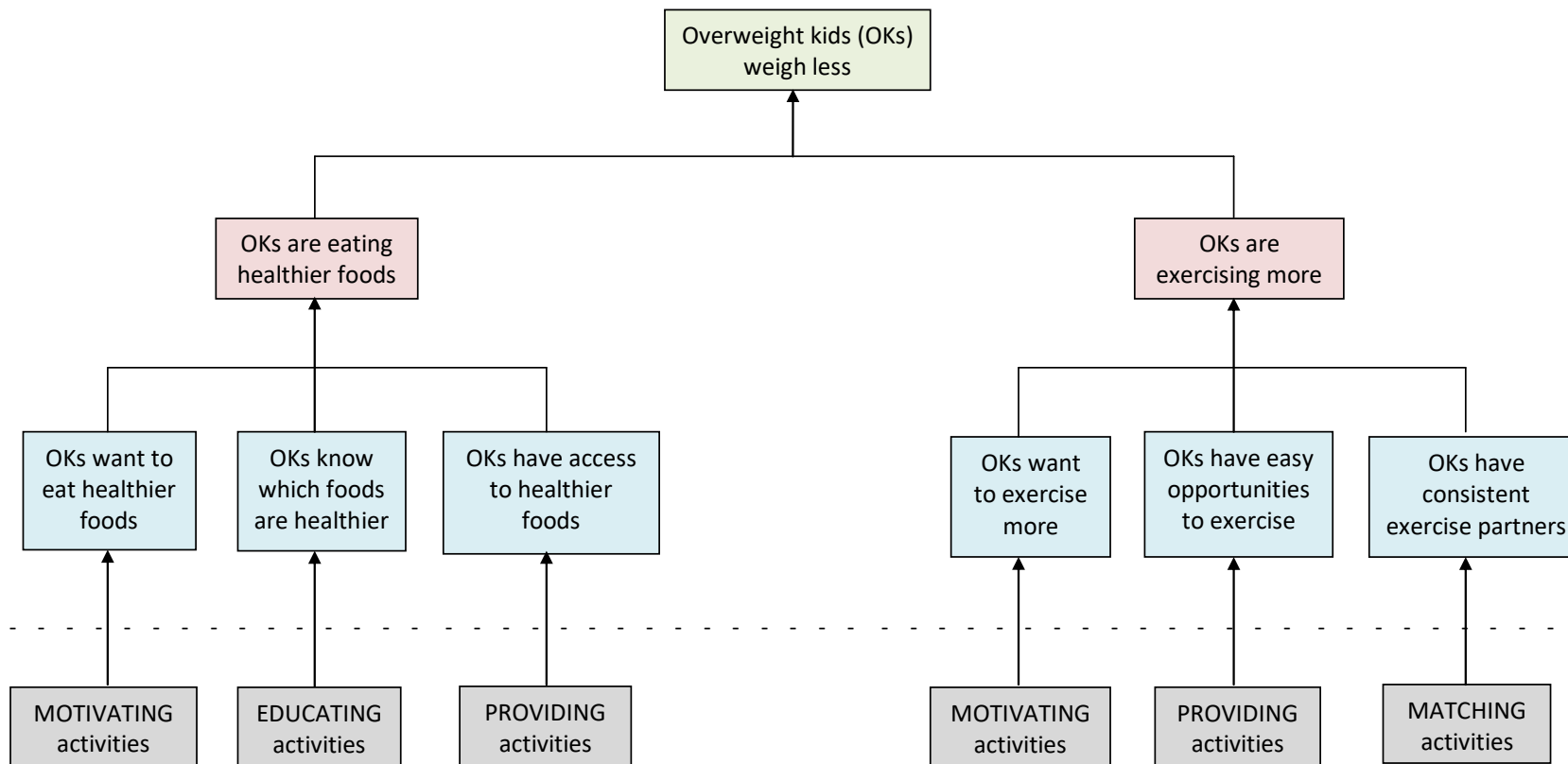
SPIL Planning Table—(Action Strategy)

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Objective…					
Objective…					
Objective…					
Objective…					

Start With Your Activities

A. **Determine the Activities needed to achieve each Objective**

- What your total state IL program will actually <u>do</u> to achieve your Objectives: "-ing" words such as train<u>ing</u>, survey<u>ing</u>, disseminat<u>ing</u>, etc.

- One or more Activities for each Objective

- These Activities will obviously be *different* for each different Objective

- Display these Activities right under each Objective on your logic model

Logic Model for a Non-IL Program


```
                    Overweight kids (OKs)
                         weigh less
                              ↑
          ┌───────────────────┴───────────────────┐
  OKs are eating                              OKs are
  healthier foods                          exercising more
        ↑                                        ↑
  ┌─────┼─────────┐                  ┌───────────┼───────────┐
OKs want to  OKs know  OKs have    OKs want   OKs have easy  OKs have
eat healthier which foods access   to exercise opportunities consistent
foods        are healthier to healthier more   to exercise   exercise partners
              ↑          foods       ↑            ↑            ↑
  ↑           ↑            ↑          ↑            ↑            ↑
- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -
MOTIVATING  EDUCATING  PROVIDING   MOTIVATING  PROVIDING    MATCHING
activities  activities activities  activities  activities   activities
```

Objectives vs. Activities?

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

- Activities = What will be <u>done</u> to achieve these desired results or outcomes; the actions that will be conducted with the available resources to change the world.

What Activities Are Needed Here?
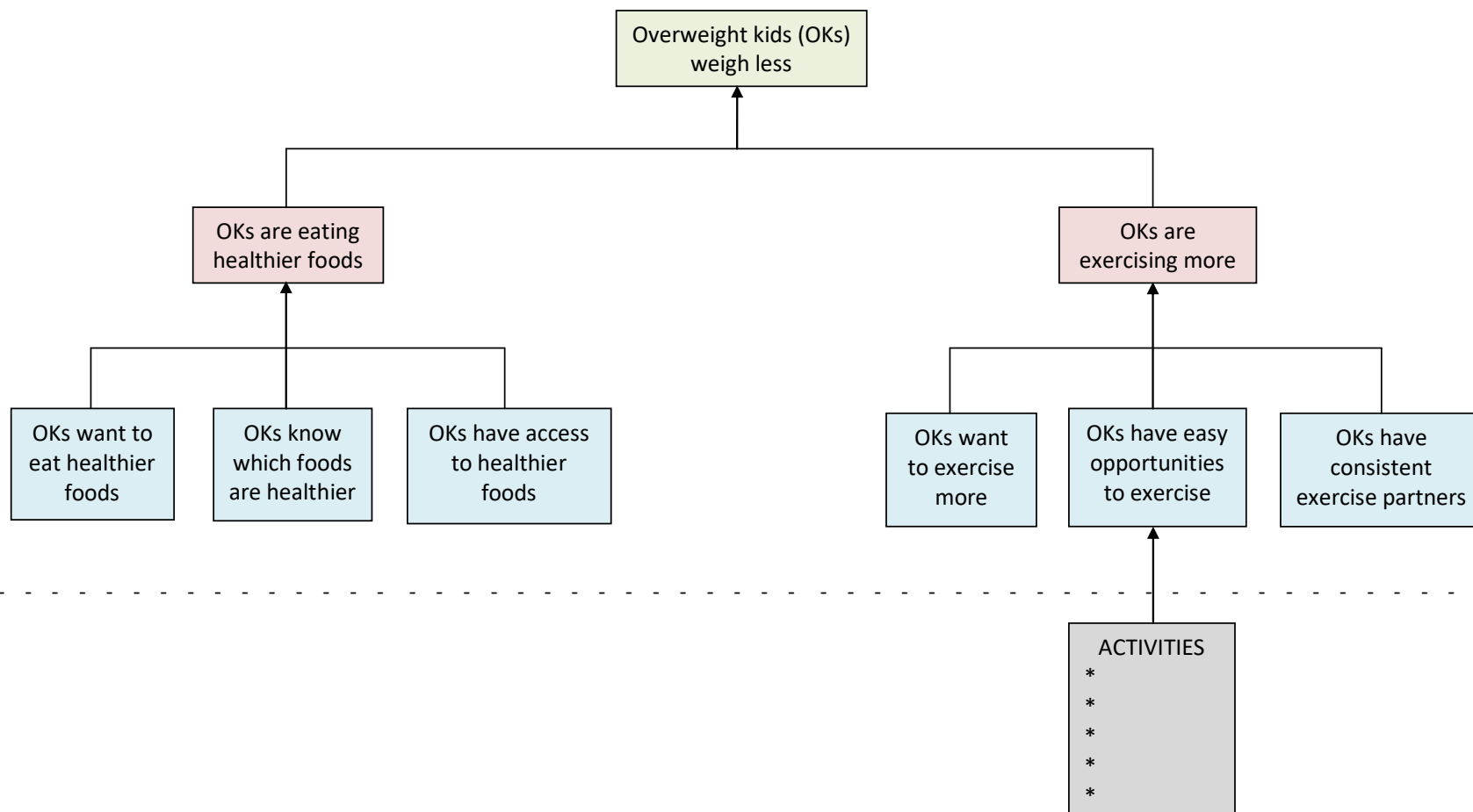
Indicators for a Non-IL Program

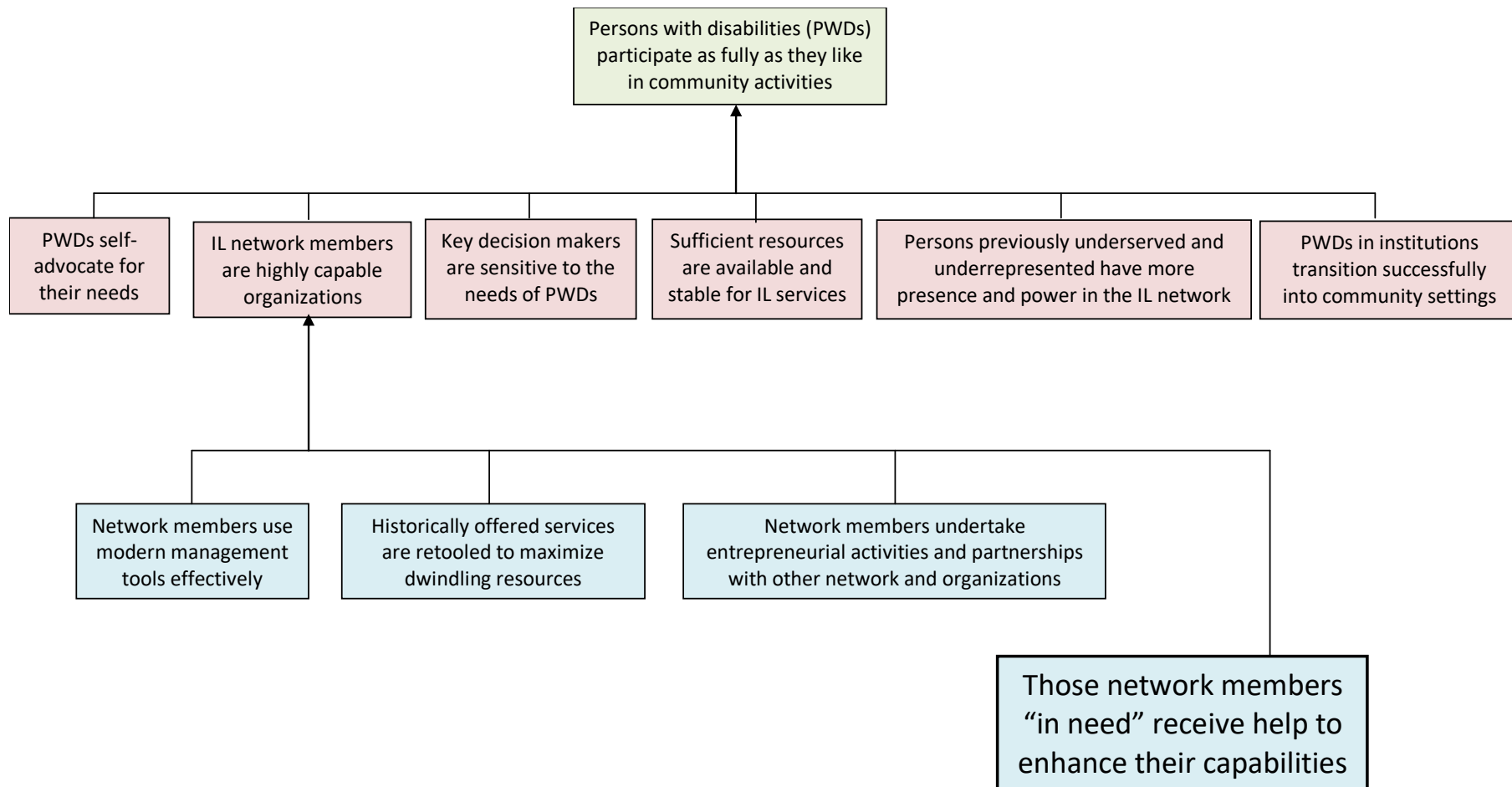| Objective for Overweight Kids Program	Possible Measurable Indicators for this Objective
Overweight kids (OKs) have easy opportunities to exercise	# and % of OKs whose school offers a physical exercise (PE) class at least three days per week
	# and % of OKs who have a free or low-cost recreation facility of some sort (gym, playground, park, pool, outdoor course, etc.) within one (1) mile of their home
	# and % of OKs who have a functioning piece of aerobic exercise equipment in their home
	# and % of OKs whose parents are willing to let them walk briskly in the streets/roads outside their home

So, It's Important to Remember….

- Obviously the Activities depend on the Objective

- But since an Objective is just a "nice concept " until you specify an indicator….

- Your Activities <u>really</u> depend on the <u>indicator</u> of that Objective, right?

- For example…

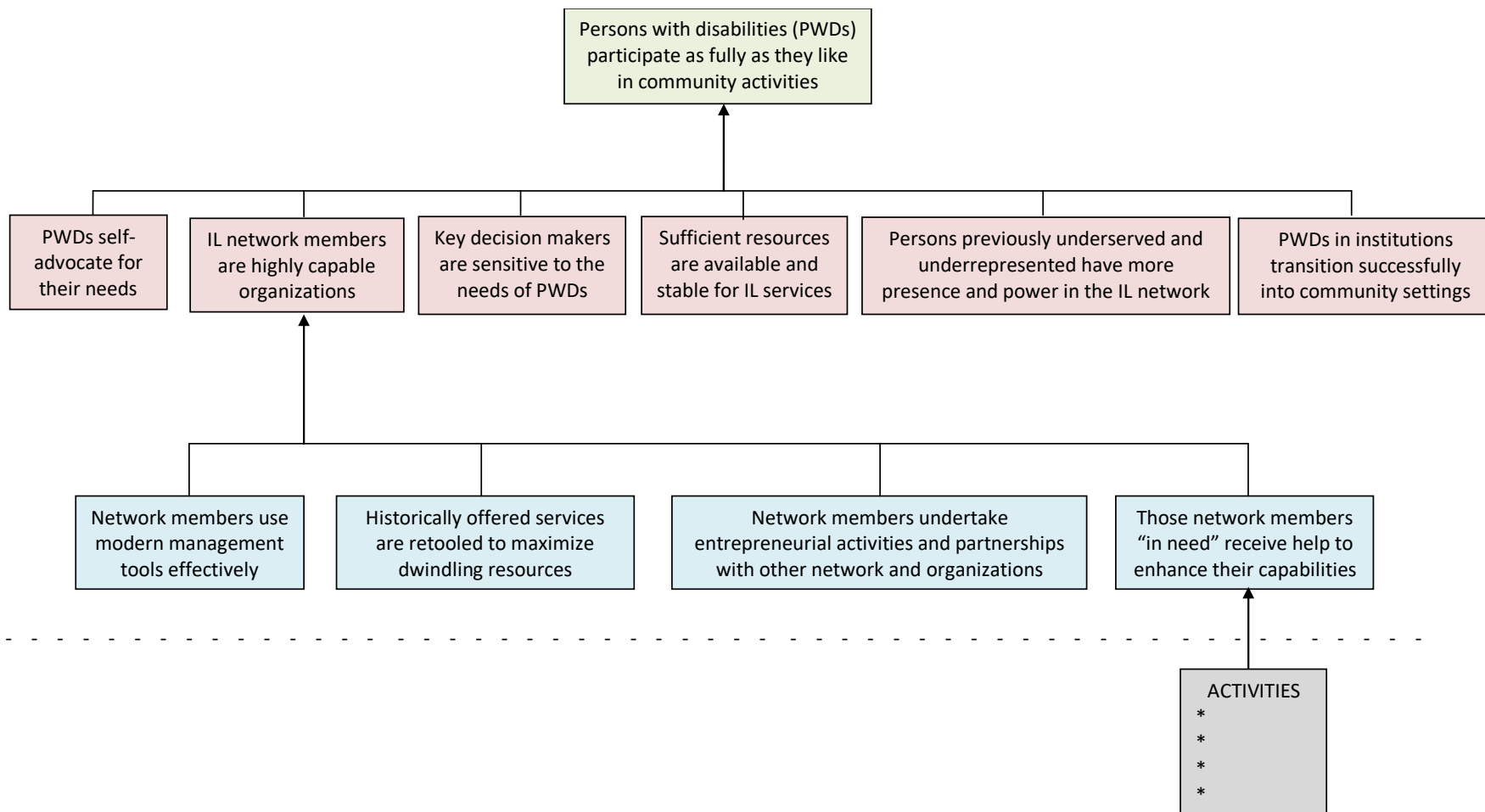# Your Activities Depend On Your Indicators

Objective for Overweight Kids Program	Possible Measurable Indicators (Definitions) of this Objective	Possible Activities Necessary to Achieve Each Objective/Indicator
Overweight kids (OKs) have easy opportunities to exercise	# and % of OKs whose school offers a physical exercise (PE) class at least three days per week	• Encouraging the school board to adopt PE into the curriculum • Helping each school to offer PE • ?
	# and % of OKs who have a free or low-cost recreation facility of some sort (gym, playground, park, pool, outdoor course, etc.) within one (1) mile of their home	• Encouraging the relevant government and private decision makers to open enough recreation facilities • ?
	# and % of OKs who have a functioning piece of aerobic exercise equipment in their home	• Gaining permission of select parents • Providing equipment to select homes • ?
	# and % of OKs whose parents are willing to let them walk briskly in the streets/roads outside their home	• Encouraging parents to allow walking • Asking police for more security • ?

Remember Our Sample IL Objective?

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

- PWDs self-advocate for their needs
- IL network members are highly capable organizations
- Key decision makers are sensitive to the needs of PWDs
- Sufficient resources are available and stable for IL services
- Persons previously underserved and underrepresented have more presence and power in the IL network
- PWDs in institutions transition successfully into community settings

- Network members use modern management tools effectively
- Historically offered services are retooled to maximize dwindling resources
- Network members undertake entrepreneurial activities and partnerships with other network and organizations

Those network members "in need" receive help to enhance their capabilities

What Activities Are Needed Here?

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

- PWDs self-advocate for their needs
- IL network members are highly capable organizations
- Key decision makers are sensitive to the needs of PWDs
- Sufficient resources are available and stable for IL services
- Persons previously underserved and underrepresented have more presence and power in the IL network
- PWDs in institutions transition successfully into community settings

- Network members use modern management tools effectively
- Historically offered services are retooled to maximize dwindling resources
- Network members undertake entrepreneurial activities and partnerships with other network and organizations
- Those network members "in need" receive help to enhance their capabilities

ACTIVITIES
*
*
*
*

We Identified Two Possible Indicators

SPIL Objective	Possible Measurable Indicators
Those network members "in need" receive help to enhance their capabilities	# and % of network members officially designated as being "in need" that receive at least 10 hours of TA from a designated outside TA contractor during at least eight (8) of the 12 months of the past fiscal year
	# and % of network members officially designated as being "in need" that experience at least one (1) in-person or telephone consultation with an assigned "successful mentor" organization in the network during at least eight (8) of the 12 months of the past fiscal year
	Other possibilities?
	Other possibilities?

Our Activities Depend On Our Indicator

| Objective for IL Program	Possible Measurable Indicators (Definitions) of this Objective	Possible Activities Necessary to Achieve Each Objective/Indicator
Those network members "in need" receive help to enhance their capabilities	# and % of network members officially designated as being "in need" that received at least 10 hours of TA from a designated outside TA contractor during at least eight (8) of the 12 months of the past fiscal year	• Designating "in need" network members • Hiring an outside contractor • Encouraging "in need" members to work with the outside contractor • Monitoring contractor's TA work • ?
	# and % of network members officially designated as being "in need" that had at least one (1) in-person or telephone consultation with an assigned "successful mentor" organization in the network during at least eight (8) of the 12 months of the past fiscal year	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?

Key Quote: "Indicators Determine Activities"

Objective for IL Program	Possible Measurable Indicators (Definitions) of this Objective	Possible Activities Necessary to Achieve Each Objective/Indicator
Those network members "in need" receive help to enhance their capabilities	# and % of network members officially designated as being "in need" that received at least 10 hours of TA from a designated outside TA contractor during at least eight (8) of the 12 months of the past fiscal year	• Designating "in need" network members • Hiring an outside contractor • Encouraging "in need" members to work with the outside contractor • Monitoring contractor's TA work • ?
	# and % of network members officially designated as being "in need" that had at least one (1) in-person or telephone consultation with an assigned "successful mentor" organization in the network during at least eight (8) of the 12 months of the past fiscal year	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?

Examples of Actual IL Activities

- Funding various organizations
- Providing technical assistance
- Administering a survey
- Matching different groups
- Hiring a contractor
- Collaborating with other agencies
- Training different groups of people
- Testifying before various groups
- Providing direct services to individuals
- Developing new tools
- Organizing consumers
- Many, many others….

B. Add the Lead Organization
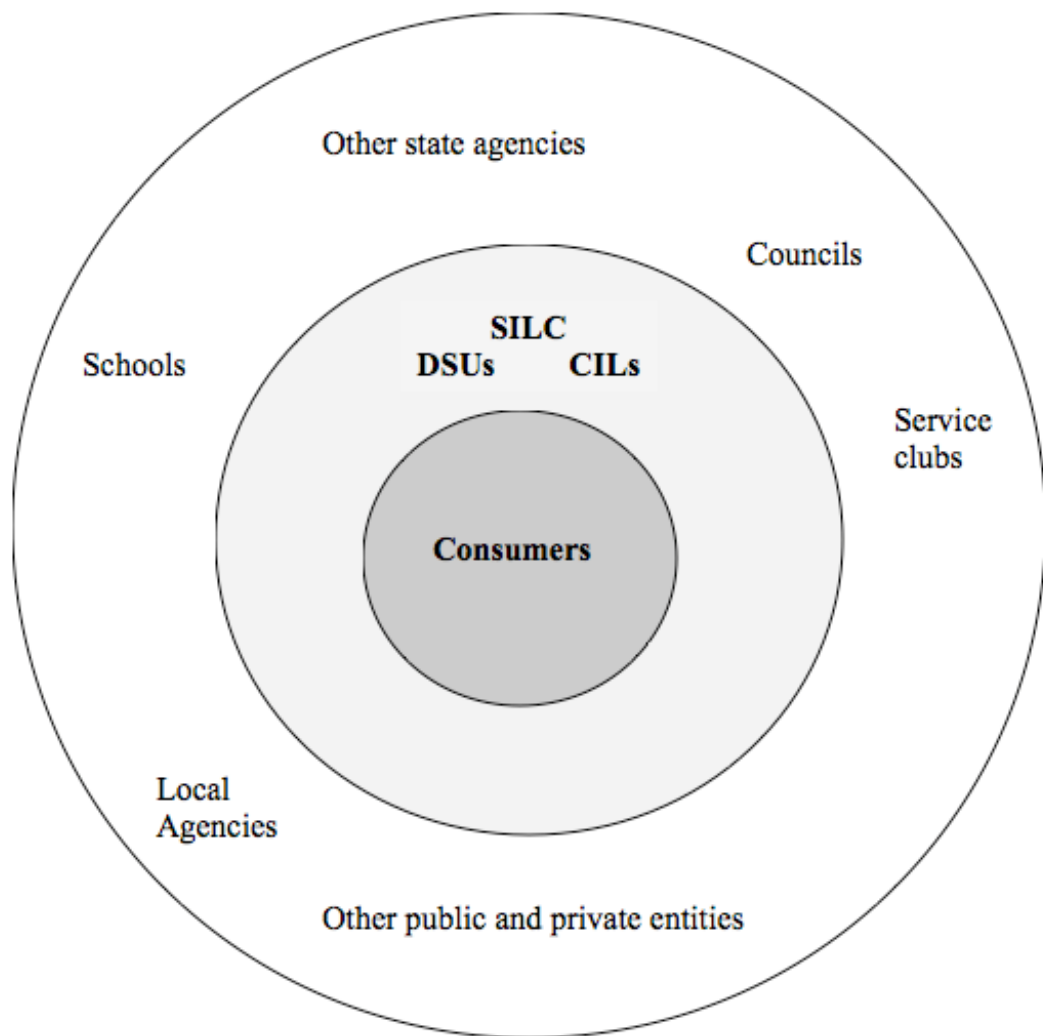
- Important for the buck to stop some ONE place
- CILs, DSU(s), or SILC might usually be the lead
- But maybe not always?

Add Key Partners and Resources Needed

C. Agree on key partners for each Objective

- Other organizations may need to be involved, too

- Important to plan from the beginning

D. Document the resources needed to achieve each Objective

- Generally in $$ terms

- As closely as possible, but may not be perfect

Add Funding Sources

E. Clarify funding sources

– Part B? Part C? Chapter 2—Older Blind? Other sources of funds?

Let's Put It All Together—Action Strategy

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities					
Objective…					
Objective…					

Necessary Activities

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?				
Objective…					
Objective…					

Lead Organization

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?	Contractor*			
Objective…					
Objective…					

* Although a Contractor is suggested in this example, this is one of several possible entities that could perform the activity, including the DSU or other State agencies. It's important to remember that the SILC does not implement the SPIL but can have a lead role in communicating with and linking up those who do implement.

Key Partners

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?	Contractor	SILC, CILs, DSU		
Objective…					
Objective…					

Resources Needed

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?	Contractor	SILC, CILs, DSU	$15,000	
Objective…					
Objective…					

Funding Sources

Specific Objective	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations • ?	Contractor	SILC, CILs, DSU	$15,000	Part B
Objective…					
Objective…					

Now It's Your Turn

- Stop this video
- Use the same 2-3 Objectives you used for the previous exercise
- Just as you did before, write these 2-3 Objectives in column 1 of your SPIL Planning Table (Action Strategy)
- For each Objective, fill in columns 2-6:
  - Necessary activities
  - Lead organization
  - Key partner(s)
  - Needed resources
  - Funding source
- Work together on this, until you have a product all of you are comfortable with
- Turn this video back on

Let's Review Your Action Strategy

- As a group, review your Action Strategy:

  - Necessary activities

  - Lead organization

  - Key partner(s)

  - Resources needed

  - Funding source

Are Your Activities The Right Ones?

- Is each of your activities tied to improving a specific Objective (and especially a specific indicator of that Objective)?

- What makes you think that doing that particular activity will improve that particular indicator?

- Does any activity try to do *more* than it's designed to do (e.g., improve another Objective or even a Goal)?

- Is each of your activities absolutely necessary?

- Are there any activities you forgot to include?

Is Your Lead Organization the Right One?

- Have you considered all possibilities, not just the traditional "Big Three" of CILs, DSU(s), and SILC?

- Have you systematically thought about the advantages *and* disadvantages of each possibility?

- Is the "best" organization committed to doing all the work that will be needed?

- Does the preferred organization work well with the other members of the IL network?

Have You Involved All Key Partners?

- Have you thought carefully about whether partners are even needed and, if so, in order to accomplish what particular tasks?

- Have you considered all possibilities, not just the traditional "Big Three" of SILC, DSU(s), and CILs?

- Have you systematically thought about the advantages *and* disadvantages of each possibility?

- Would the "best" partners work effectively on their own *and* with the lead organization?

Do You Know the Resources Needed?

- Have you done any of these activities before and, if so, do you know how much each costs on a per unit basis?

- If not, can you get cost estimates from experts in your state, in other states, at ILRU, etc.?

- Are you comfortable that these general cost estimates will apply in your particular situation?

- Have you deliberately tried to identify some possible unexpected costs for each activity?

Have You Identified the Funding Source?

Are funds likely to be available through. . .

- Part B?

- Part C?

- Chapter 2—Older Blind?

- Title I, Innovation & Expansion?

- Social Security Reimbursement?

- State funds (if appropriated)?

- Other Public and Private Funds?

(Remember that a good working relationship among the core IL Network partners is essential to ensuring appropriate and equitable identification of funding options.)

Your Turn—One More Time

- Stop this video
- As a group, review your Action Strategy:
    - Necessary activities
    - Lead organization
    - Key partner(s)
    - Resources needed
    - Funding source
- Improve your Action Strategy based on this review
- Congratulate yourselves on learning Step 3!
- Turn this video back on for one final action

Let's Create the Full SPIL Planning Table

- Add together your Specifics (from Module 3) and your Action Strategy (from Module 4)

- The combined table will describe exactly which Objectives you're trying to achieve (Specifics)…

  … and also exactly how you're going to achieve each one (Action Strategy)

- Simply put together the two tables you've already developed

Full SPIL Planning Table

Specific Objective	Specifics of Each Objective				Action Strategy for Achieving Each Objective				
	Measurable Indicators	Geographic Scope	Target Performance Level for Year 3	Target Progress Between Now and Year 3	Necessary Activities	Lead Organization	Key Partner(s)	Resources Needed	Funding Sources
Those network members "in need" receive help to enhance their capabilities	# and % of network members officially designated as being "in need" that had at least one (1) in-person or telephone consultation with an assigned "successful mentor" organization in the network during at least eight (8) of the 12 months of the past fiscal year	Statewide, but only selected network members	Year 3 = 80%	Now = 30% Year 1 = 50% Year 2 = 70%	• Designating "in need" network members • Recruiting mentor organizations • Matching "in need" members with mentors • Encouraging "in need" members to consult with their mentor • Monitoring mentors' consultations	Contractor	SILC, CILs, DSU	$15,000	Part B
Objective…									
Objective…									

Our advice about your logic model and SPIL Planning Table

1. These two tools will help you polish your SPIL.

2. However, at this time, RSA's online MIS system cannot accept logic models or tables directly.

3. Our advice:

   * Create a logic model and SPIL Planning Table for your own benefit (and for your audiences).

   * Cut and paste your Mission and Goals into RSA's section 1.1.

   * Cut and paste your Objectives, Indicators, and Activities into RSA's section 1.2A.

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