

Session 3:

# Developing a Program Model

July 18, 2023



# What Have We Learned So Far?

In Session 2, we learned:

1. How to develop a theory of change for a program



2. What the key components of a logic model are and how to develop a logic model



# Review: How to Develop a Logic Model

- Two main approaches are used to create a logic model:
  - Reverse logic (right to left) – asks “but how” questions

- **What is the desired short-term outcome?**

Families gain knowledge of how to access federal food assistance. *But how?*

- **What outputs are needed to achieve the outcomes?**

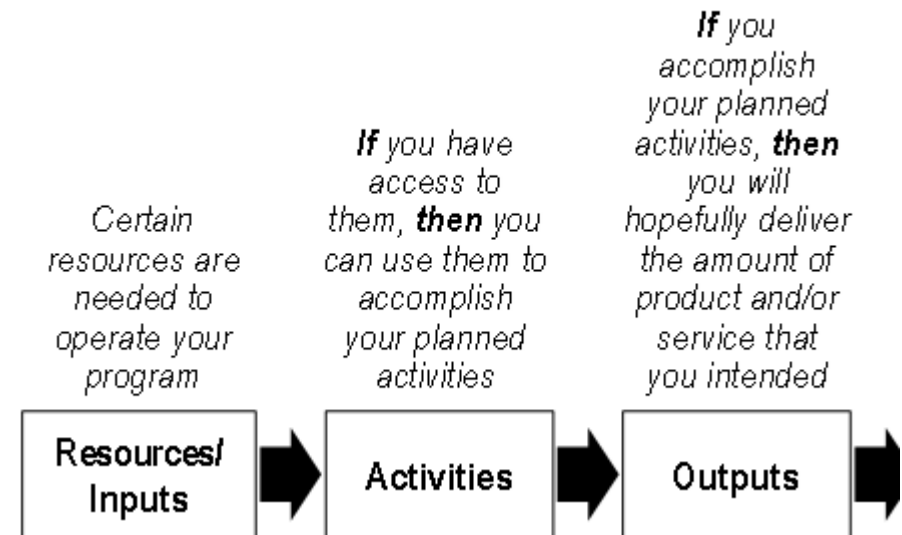
200 families complete our webinar on how to apply for assistance. *But how?*

- **What activities are needed to achieve the outcomes?**

Conduct educational webinars on food assistance access. *But ho*



- Forward logic (left to right)  
uses “if...then” statements



# Review: Components of a Logic Model

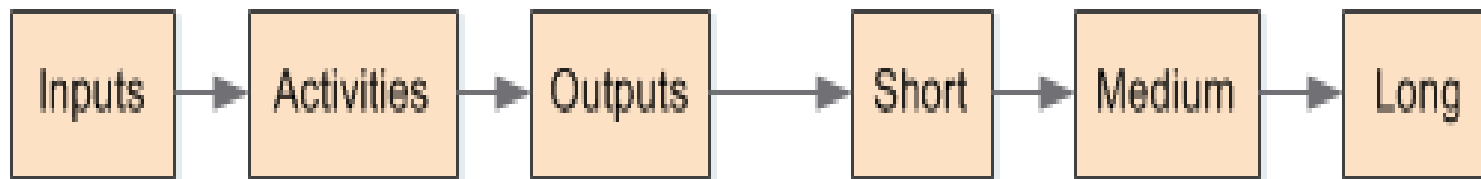
<b>INPUTS</b>	<b>ACTIVITIES</b>	<b>OUTPUTS</b>	<b>Short-Term</b>	<b>Medium-Term</b>	<b>Long-Term</b>
<b>What we invest</b>	<b>What we do</b>	<b>Direct products from program activities</b>	<b>Changes in knowledge, skills, attitudes, opinions</b>	<b>Changes in behavior or action that result from participants' new knowledge</b>	<b>Meaningful changes, often in their condition or status in life</b>

# Let's create a Logic Model for the Food Security Program

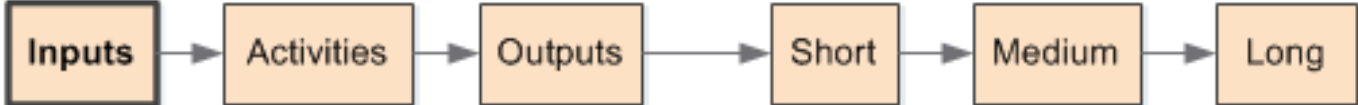
- This is our example from last session:



- Now, we will identify the following key components for the program in the logic model template:

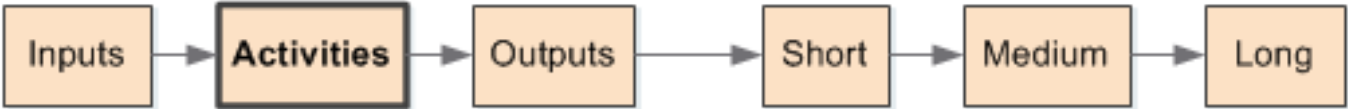


# Food Security & Assistance Program



INPUTS	ACTIVITIES	OUTPUTS	Outcomes		
			Short-Term	Medium-Term	Long-Term
What we invest	What we do	Direct products from program activities	Changes in knowledge, skills, attitudes, opinions	Changes in behavior or action that result from participants' new knowledge	Meaningful changes, often in their condition or status in life
Funding Program staff AmeriCorps Seniors Volunteers Training Research					

# Food Security & Assistance Program



INPUTS	ACTIVITIES	OUTPUTS	Outcomes		
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What we invest	What we do	Direct products from program activities	Changes in knowledge, skills, attitudes, opinions	Changes in behavior or action that result from participants' new knowledge	Meaningful changes, often in their condition or status in life
	<ul style="list-style-type: none"> <li>Webinars on how to access federal vouchers</li> <li>Resources on additional voucher benefits</li> <li>Referrals to food programs and resources</li> </ul>				

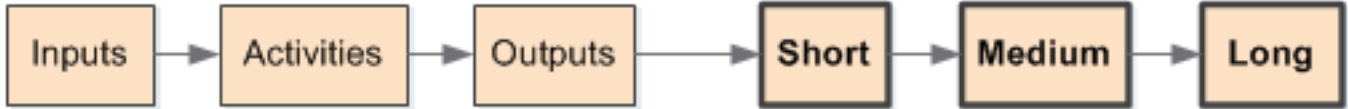
# Food Security & Assistance Program



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What we invest	What we do	Direct products from program activities	Changes in knowledge, skills, attitudes, opinions	Changes in behavior or action that result from participants' new knowledge	Meaningful changes, often in their condition or status in life
		# individuals attending webinars # individuals receiving services # individuals receiving referrals			



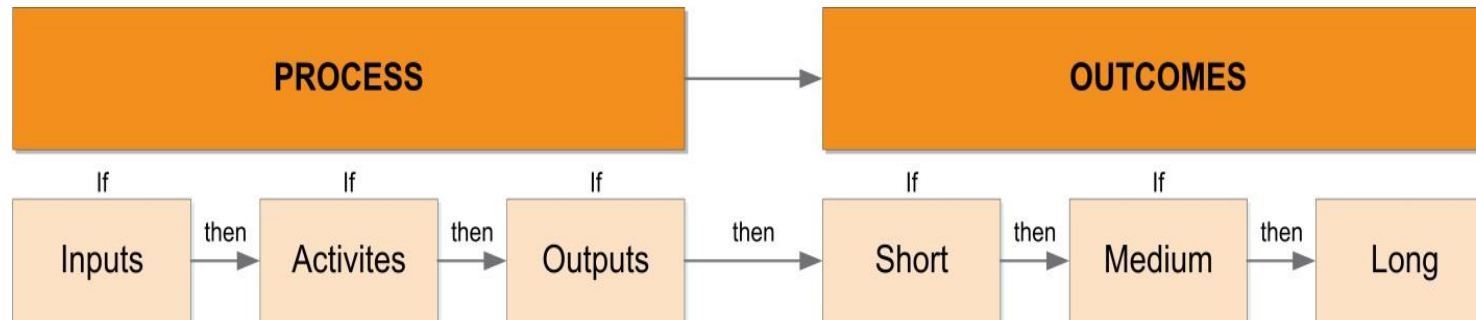
# Food Security & Assistance Program



INPUTS	ACTIVITIES	OUTPUTS	Outcomes		
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What we invest	What we do	Direct products from program activities	Changes in knowledge, skills, attitudes, opinions	Changes in behavior or action that result from participants' new knowledge	Meaningful changes, often in their condition or status in life
			For example: knowledge of obtaining federal vouchers	For example: using vouchers and shopping strategies	For example: improved food security

# Measuring Logic Model Components

- Logic Model components present what should be measured in order to determine if programs are:
  - ... implemented as intended
  - ... meeting specific performance goals
  - ... effective
- These measurements provide data and evidence for continuous program improvement
- All decision making is based on data and evidence collected as specified in the process and outcomes sections of logic models



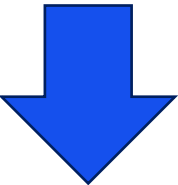
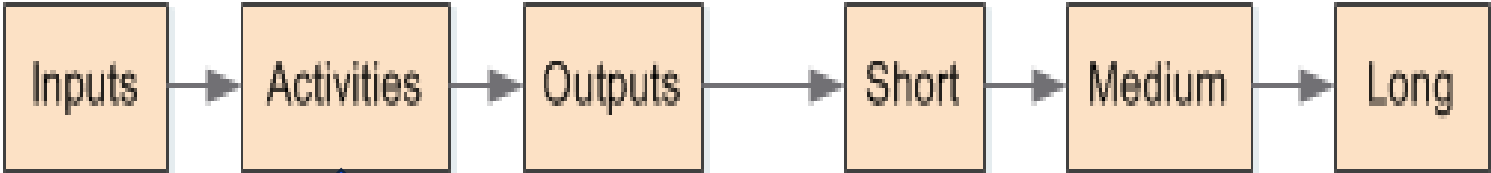
# From Logic Model to Program Model



Theory of Change



Logic Model



Program Model



**AmeriCorps Checklists:**

**How to define your Program Model**



# 1. Identify core activities

Core activities of the intervention	Services offered by the program
The mode of delivery for each core activity	For example, in person or online, one on one or small group
The dosage of each core activity	Dosage = amount, frequency, and duration of the service activity

## 2: Clearly define the setting

The geographic setting where the intervention will be implemented

For example, rural/urban, geographic region

The venue for service delivery where the intervention will be implemented

Such as a community center, participants' homes, nonprofit organization, or school

### 3. Clearly define program participation and completion

Who is considered a program participant	For example, is everyone who enrolls considered a participant, or is there a minimum length of time that a person must be in the program to be considered a participant?
Participant completion of the intervention	For example, minimum services completed, certification acquired, particular score achieved on an assessment



## 4. Clearly define personnel roles

The number of personnel needed to offer core components of the intervention as they are intended to be offered	# of personnel by role and qualification # of AmeriCorps members
Roles for personnel implementing the intervention	At the lead organization and its partners, as applicable
Qualifications for personnel implementing the intervention	At the lead organization and its partners, as applicable

## Next Steps: Verifying your models

- Building consensus in your own program is the next step
  - Take your Logic Model and your Program Model, refine them and bring them to your stakeholder groups for input
  - These documents will guide your data collection and evaluation efforts
  - Logic Models and Program Models are Living Documents
- **Based on findings from evaluation of your program, you will then revise your models to reflect data-informed program improvements and to make sure the program meets community needs**

## Session Recap

1. We created a logic model of the Food Security program
2. We learned how logic models are key to evidence building and data-informed decision making
3. We learned how to define a specific program model using checklists
4. Logic models and program models are living documents and inform all evaluation efforts

# Differences Between Theory of Change, Logic Models, and Program Models

1. A program's theory of change articulates general assumptions about why an intervention is likely to lead to certain outcomes
  - *Three main components: Problem/need, Intervention, & Outcome(s)*
2. A logic model is a more detailed visual representation of a program's theory of change
  - *Depicts relationships among resources available, activities of program, and changes or results the program hopes to achieve*
3. Your logic model can be used to develop your program model by tailoring your selected intervention to your community
  - *Describes exactly what you will provide to your program participants, as well as how, when, where, and how often*

# List of Resources

➤ [How to Fully Describe an Intervention](#)

[https://americorps.gov/sites/default/files/document/CNCS-Pract-guide-Intervention\\_508\\_0.pdf](https://americorps.gov/sites/default/files/document/CNCS-Pract-guide-Intervention_508_0.pdf)

➤ [Making the Most of Data](#)

[https://americorps.gov/sites/default/files/document/CNCS-Practitioners%20Guide\\_Data\\_FINAL\\_508.pdf](https://americorps.gov/sites/default/files/document/CNCS-Practitioners%20Guide_Data_FINAL_508.pdf)

➤ [How to Structure Implementation Supports](#)

[https://americorps.gov/sites/default/files/document/CNCS\\_Guide\\_ImplSupports\\_508.pdf](https://americorps.gov/sites/default/files/document/CNCS_Guide_ImplSupports_508.pdf)

# Questions?



# Thank you!

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