A skill-building workshop on logic models and evaluation

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CENTER FOR EVALUATION & RESEARCH FOR STEM EQUITY
UNIVERSITY *of* WASHINGTON

I acknowledge that we are on the traditional territory of the Miami, Shawnee, and Osage peoples.

I do this acknowledgement to recognize the oppression of these people and colonization of these lands, and to honor the people and land.

CERSE

Why we do what we do

> We believe that STEM fields should be equitable for and accessible to all people.

> Significant changes must be made in order for STEM fields to be accessible, welcoming, and desirable to individuals belonging to systemically marginalized groups.

> We offer evidence-based insights toward improving policies and practices.

Introductions

Names

- Pronouns (e.g. “she” “he” or “they”)
- Discipline
- Research Area (in a short phrase)

What do you want to get out of this workshop?

Agenda

1. Setting expectations for evaluation
2. Logic models

*Attendee engagement welcomed throughout

Establishing a shared vocabulary

- Diversity, Equity (vs equality), Inclusion (DEI)
- Systemically minoritized or marginalized groups in STEM
- Formative Evaluation
- Summative Evaluation

What does an evaluator do?

- Acts as a Critical Friend (not an auditor)
- Measures impact and outcomes (good intentions are not enough)
- Identifies areas for improvement
- Helps you tell your story to stakeholders

There are lots of models of evaluation.

Questions?

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Setting Expectations for Working with an Evaluator

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Setting Expectations Worksheet

General Expectations

Diversity, Equity, and Inclusion Expectations

Also posted on our UW CERSE website under evaluation

Activity

With a partner, talk about:

1. What expectations do you have? (pick a few items in both general expectations and DEI specific)
2. What questions do you have about particular items?

Report out, Liz answers questions

Questions?

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Logic Models

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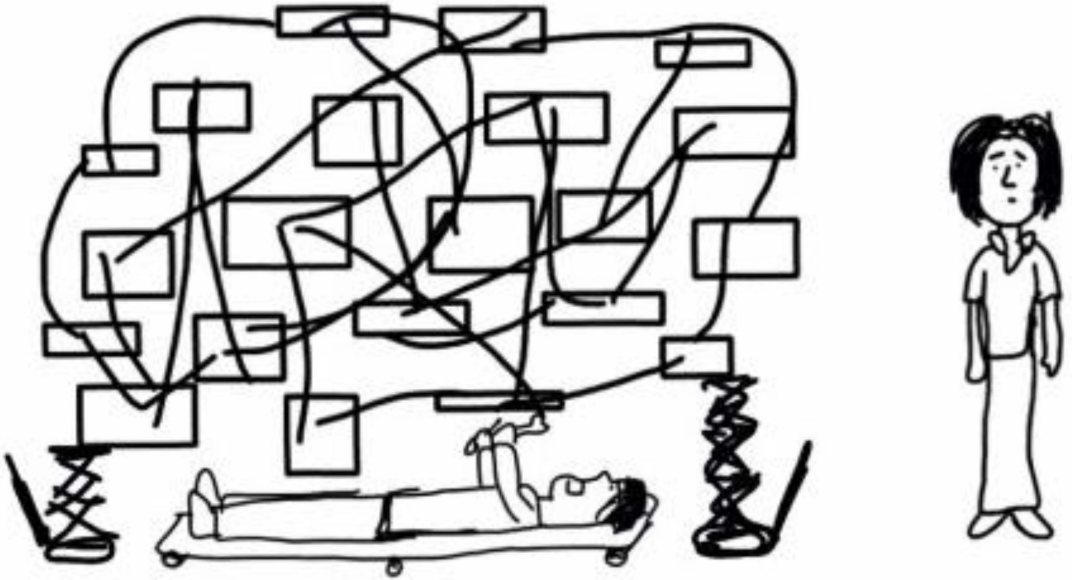
Why Logic Models?

- Use when designing the program/project
- Helps you see gaps in programming,
- Shows funders you've thought through this
- Make a strong case for additional funding
- Make strategic decisions
- Evaluation becomes more useful to you

MOTHER GOOSE LOGIC

At the logic model repair shop ...



So, I'm guessing this is for a comprehensive program-level intervention

freshspectrum.com

Ways to use existing Logic Models AKA: Don't create it and forget it.

Continually review logic models with stakeholders

Use it to create talking points, program descriptions

Share with advisory boards & other stakeholders

How to make logic models




+ More Options (graphic designer, specialty software)

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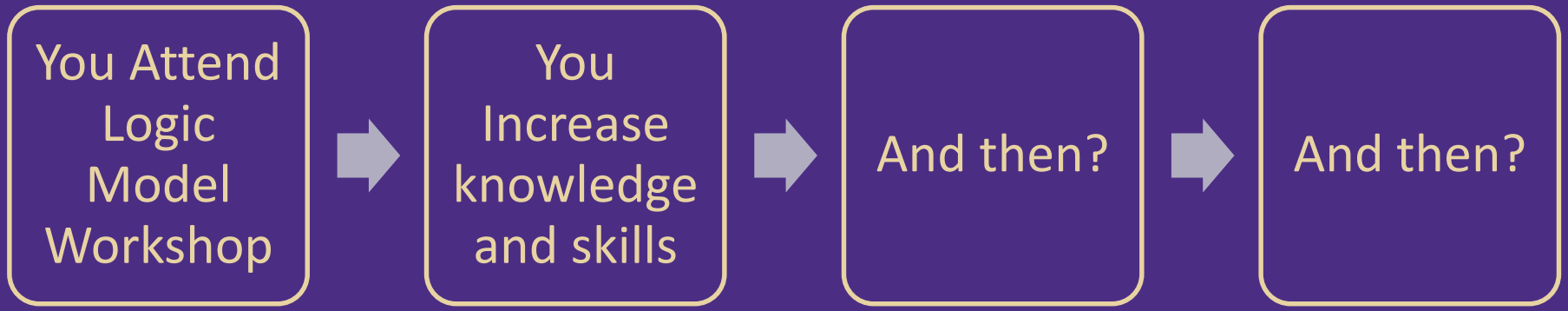
The basics

Handout

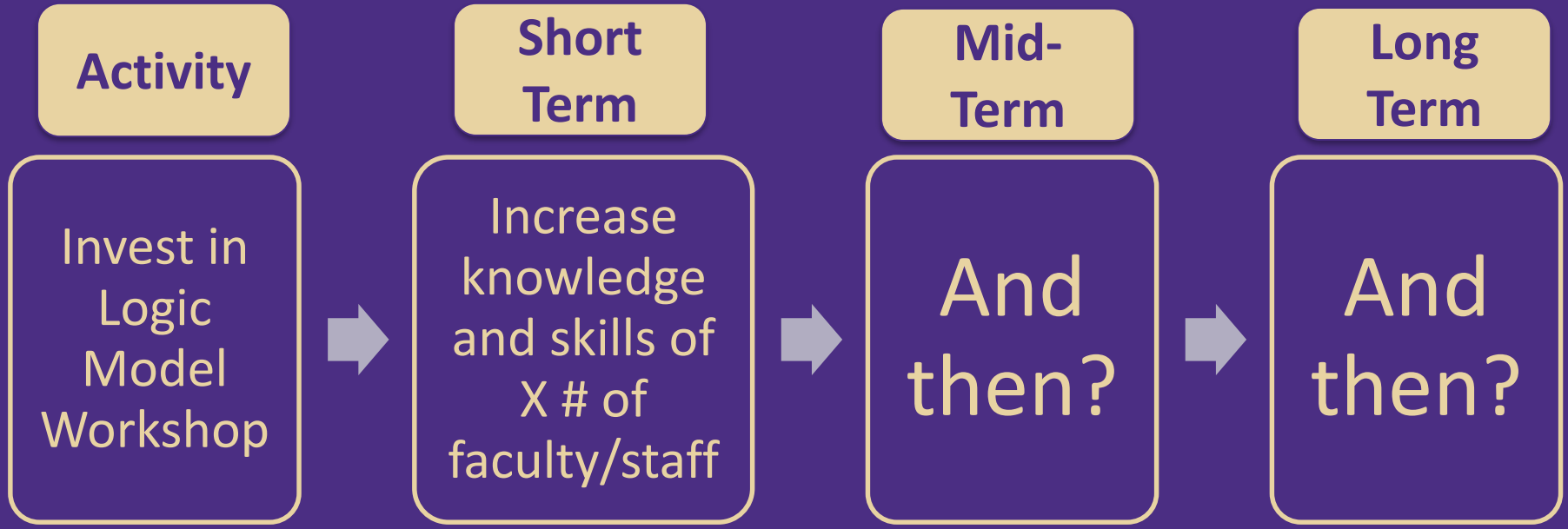
Inputs	Outputs		Outcomes & Impact			Timeline	Evaluation Methodology
	Activities	Participation	Short	Mid	Long		
What is invested and Who is responsible?	What do we do?	Who do we reach?	What will we achieve in the **short term**?	What might be achieved **mid-term**?	What are our goals for **long-term** impact?	When will it be done?	How will we measure success?
	What results from what we do?		Lasting effects of the project				

Context

And Then, What? At the individual level



And Then, What? At the Org. level



Articulating outcomes can be the hardest part!

Think about changes in:

- > Knowledge
- > Attitudes
- > Skills
- > Environments
- > Policy / Practices
- > Culture/Norms

We will come back to this…

Questions?

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Examples of Logic Models

Logic models can look very different

There is no one right way to create them, but the two most important categories are:

- Activities/Outputs
- Outcomes

Examples of Logic Models

> Search for images of Logic Models on your favorite search engine to see a wide variety of options and to get ideas about what might work for your project.

Activity: Start with Outputs

Solo or group activity:

1. What activities will you do in your grant?
2. Who will be reached by those activities?

11x17 Papers

In Community: Swap sheets with someone near you.
Can you measure some of these outputs? Which ones?

Outcomes can be the hardest part!

Think about changes in:

- Knowledge
- Attitudes
- Skills
- Environments
- Policy / Practices
- Culture/Norms

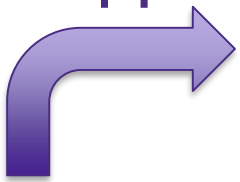
Not all outcomes will be measurable; you should still include them in your model.

Activity: Continue with Outcomes

Solo/Small Group Activity: Write down at least 3 short-term outcomes of your proposed project.

Use “and then, what?” Connect to your activities.

In Community: Workshop your outcomes with others. What is clear or unclear? Is the timeline appropriate?



Activity: Long Term Outcomes

Solo/Small Group Activity: Write down 2-3 long-term outcomes of your project.

A Corollary is the NSF Report “Impact” Section

In Community: Workshop your outcomes with others. What is clear or unclear? Is the timeline appropriate? Are these outcomes compelling?

Lessons Learned

- Articulate your outcomes from the beginning in your proposal! (hard to do until you know what they are)
- Activities are fun and easy to think about; push yourself to figure out if those activities will reach the outcomes you really want.
- Consider starting with outcomes and going backward to activities (Start with the end in mind).

Final Takeaways

> Logic Models are useful to you.
> They aren't just for the proposal.
> Your evaluator can help you.
> It is okay if everything isn't measurable.

Final Questions?

Questions?

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