




ECIER BOARD RETREAT
August 17, 2019

ECIER FOUNDATION
Spark

1

TEAM EXERCISE




**If ECIER was a superhero,
what would....**

ECIER FOUNDATION
Spark

2

TEAM EXERCISE 15 min.



What's our superpower?

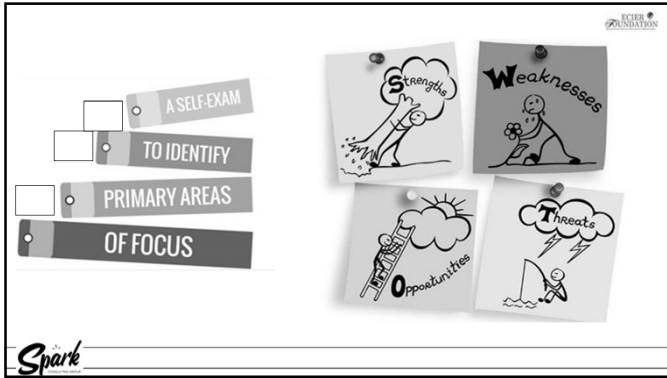
What's our theme song?

Who or what is the villain?

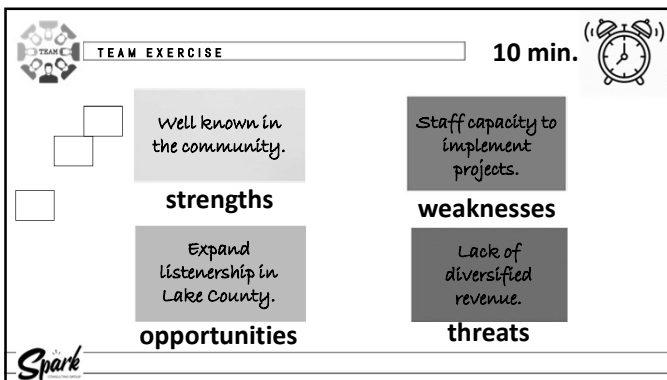
Don't forget... every superhero needs a super name!

Spark

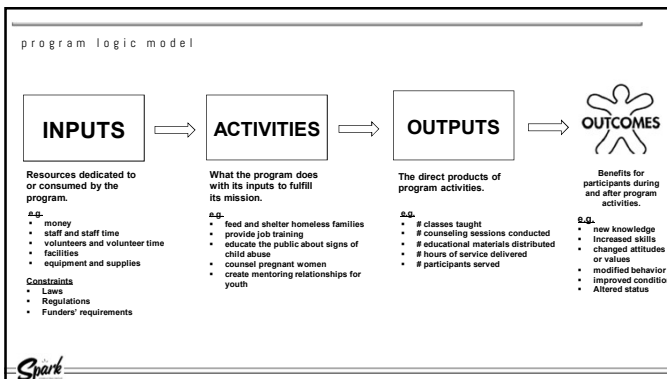
3



4



5



6

program logic model

Inputs				
MSW Program Manager RN Instructor	Funding Infant Care Curriculum	10 volunteers		
Activities	Outputs	Short-term	Intermediate	Long-Term
Program provides parenting classes on prenatal through infant nutrition, development, safety and care taking delivered in high schools twice a week for one hour to teen mothers from 3 months to one year after delivery of child.	250 pregnant teens attend program. 72 parenting classes provided.	Teens are knowledgeable of prenatal nutrition and health guidelines. Teens are knowledgeable of proper care, feeding and social interaction with infants.	Teens follow proper nutrition and health guidelines. Teens deliver healthy babies. Teens provide proper care, feeding, and social interaction to their babies.	Babies achieve appropriate 12 month milestones for physical, motor, verbal and social development.

Spark

7

IF employment counseling for women trying to become financially self-sufficient includes job interviewing skills...

Output



Spark

8

THEN the women will give more effective job interviews.

Short-term



Spark

9

IF they give better interviews, THEN they are more likely to find jobs.

Intermediate



10

IF they find jobs, THEN they are more likely to be financially self-sufficient.

Long-term



11

outcome indicators


The purpose of an indicator is to help you know whether an outcome has been achieved.



12

outcome indicators


The specific observable, measurable characteristic or change that will represent the achievement of the outcome



13




outcome indicators


The specific statistic(s) (e.g. number and percent attaining outcome) the program will calculate to summarize its level of achievement.




14

outcome indicators

 Education # and % of students graduating high school on time. # and % of third grade students reading at grade level. # and % of adult demonstrate improved study skills. # and % of minority students achieve technical certificate or college degree.	 Health # and % of infants achieve 12 month developmental milestones. # and % of adults maintain sobriety for one year. # and % of diabetics who reduce medication intake due to diet. # and % of households increase the number of fresh fruits and vegetables consumed per week.	 Income # and % of households establish emergency fund. # and % of underemployed individuals attain liveable wage job. # and % of households become first time homebuyers. # and % of individuals improve credit score to 600 or more.
---	---	---




15



building the model


Inputs			
MSW Program Director 10 Parent Coaches Parenting Class Curriculum Funding			
Activities	Outputs	Short-term	Indicator
Program provides parenting classes on prenatal through infant nutrition, development, safety and care taking delivered in high schools twice a week for one hour to teen mothers from 3 months to one year after delivery of child.	250 teens 72 parenting classes	Teens are knowledgeable of prenatal nutrition and health guidelines.	30% (76 out of 260) of program participants will be able to identify food items that are good sources of major dietary requirements.



16

data collection

METHOD	ADVANTAGES	DISADVANTAGES
Surveys	<ul style="list-style-type: none"> • Anonymous completion possible • Can administer to groups of people at the same time • Can be efficient and cost effective 	<ul style="list-style-type: none"> • Forced choices may miss certain responses from participants • Wording may bias responses • Impersonal
Interviews (individual in-depth)	<ul style="list-style-type: none"> • Can build rapport with participant • Can probe to get additional information • Can go breadth or depth of information 	<ul style="list-style-type: none"> • Time consuming • Expensive • Interviewing style and wording may affect responses
Focus Groups	<ul style="list-style-type: none"> • Can get common impressions quickly • Can be an efficient way to get breadth and depth of information in a short time frame 	<ul style="list-style-type: none"> • Need experienced facilitator • Can be difficult and costly to schedule a group of 6-8 people • Time consuming to analyze responses
Observation	<ul style="list-style-type: none"> • Can view program operations as they occur 	<ul style="list-style-type: none"> • Difficult to interpret observed behaviors • May influence behaviors of program participants • May be expensive and time consuming to record each individual event
Document Review	<ul style="list-style-type: none"> • Can document historical information about your program routine • Does not interrupt program routine • Information already exists 	<ul style="list-style-type: none"> • May be time consuming • Available information may be incomplete • Gathering information is dependent on quality of records kept



17
