WELCOME!

In Zoom, please rename to show:

- Your name/pronouns

- Organization you represent

# ACT Learning Cohort

Session 2 of 4: August 20, 2024

COLORADO ACCESS
FOUNDATION

RESULTSLAB
ACCELERATING IMPACT

# Today's Plan

**We have a variety of activities throughout and ~5-minute break scheduled about half-way through!**

Welcome Back

Align Review/Coaching
- Impact Strategy
- Program Model

Capture Phase Framing
- Measurement Strategy
- Measurement Plan
- Data Collection & Analysis

Next Steps
Reflection & Closing

# Meet the ResultsLab Team!

**Kristen Pozzoboni, PhD.**
DIRECTOR, IMPACT SERVICES

**Kenzie Strong**
VP, IMPACT SERVICES

**Isabel Magnus**
IMPACT CONSULTANT

# ALIGN Review

# Impact Strategy

## To what end goal or impact are you contributing?

What is the greater community change you wish to influence?

**With whom/in what are we trying to make a change?**

**What do you do to make change?**

**What changes are you creating?**

# Impact Strategy Framework

| With whom are you trying to make a change? | What do you do to make change? | What changes are you creating? | | To what end? |
|---|---|---|---|---|
| People We Engage or Serve | Core Activities or Services | Short-Term Outcomes | Long-Term Outcomes | End Goal (Impact) |
| | | | | Start Here! |
| | | | | |
| | | | | |
| | | | | |

Once Complete, Identify the Core Activities/Services Being Funded by Colorado Access Foundation

# How does a program model connect to an impact strategy?

**With whom/in what are we trying to make a change?**

What are the specific characteristics?

**What do you do to make change?**

What are the core activities or services of your program?

How do you do it?

-Details-

**What changes are you creating?**

What are the outcomes of your work?

# PROGRAM MODEL EXAMPLE: Builds on Impact Strategy Only Core Activities/Services Being Funded by Colorado Access Foundation

| Eligibility | Core Activities or Services | Content & Quality | Quantity | | Outcomes | Impact |
|---|---|---|---|---|---|---|
| **WHO** | **WHAT** | **HOW** | **HOW MUCH** | **HOW LONG** | **CHANGES** | **OVERALL GOAL** |
| Youth, ages 12–14<br><br>-Self- identified as needing/wanting a mentor<br><br>-Have articulated 1 specific area of focus when working with mentor | **Weekly Classes** | *Why Am I Here?* Making the Most out of Mentoring. Instructions and techniques include:<br><br>• What participants can expect from their mentor;<br><br>• What is expected of participants in a mentoring relationship; and<br><br>• Sharing experiences<br><br>• Evidence-based curriculum: Making the Most Out of Mentoring (Lynsom, 2013) modules 4-11 | 1x/wk;<br>10–16 sessions<br>90-min sessions;<br>begins prior to group & individual mentoring | Each Cohort = 1 semester<br>16 weeks | | Start Here! |
| Youth, ages 15–18<br><br>-Self-identified as wanting to participate<br><br>-Referred by school counselor | | *What Do You Need to Succeed?* Life Skills and Real-World Application. Instructions and techniques include:<br>• Applying for and securing a job;<br>• Strategies for academic success;<br>• Financial ABCs;<br>• Cooking classes; and<br>• Positive parenting. | 1x/wk;<br>10–16 sessions;<br>60 -min sessions;<br>begins prior to group & individual mentoring | Each Cohort = 1 semester<br><br>16 weeks | | |
| Youth, ages 12–14<br>-Youth currently enrolled in middle school<br>-Youth who opt-in to group mentoring | **Group Mentoring** | • Social Emotional: Group mentors lead activities in relationship building, conflict resolution, self-image exploration.<br>• Peer Leadership: Sessions are co-led by program youth; each youth leads one session during the program year on a topic of their choosing.<br>• Mentoring Relationships: ABC Mentoring provides the opportunity to build and maintain relationships with caring adults.<br>• Focus on social justice approach to youth development | 1x week ~8 weeks<br>90 min each session | Summer Break~8 weeks | | |

# Get Curious About Align Phase...

- Which did you focus on: Impact Strategy or Program Model?
  - What was it like to work on this?
  - What was rewarding? Challenging?
  - What did you observe about the kinds of information needed?
    - Ready/Accessible?
    - Missing/Gaps?
- What questions surfaced for you?
  - Jamboard

# Developing Outcomes

WHAT WILL YOU  CHANGE?
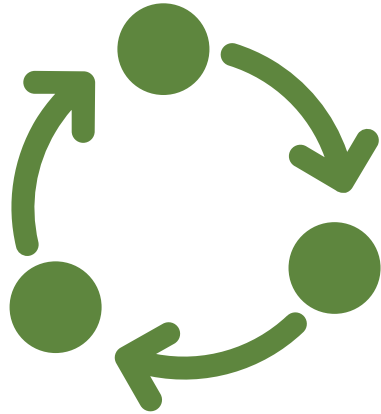
Outcome(s) = The thing(s) that will be different as a result of your efforts

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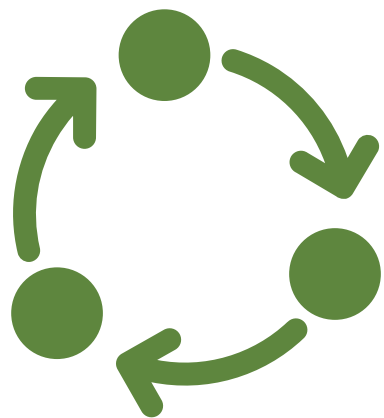What will be different?

Who will it be different for?

# Developing Outcomes

Examples…

| Attitude/Belief | Knowledge/Skill | Behavior | Condition |
|---|---|---|---|
| Thought, feeling | Understanding, know-how | Action | Situation, circumstance |
|   EDUCATION Increased interest in school |   EDUCATION Improved math ability |   EDUCATION Increased school attendance |   EDUCATION Successful completion of high school |

# Developing Outcomes

WHAT WILL WE CHANGE?

Common Types of Outcomes
- Change in skills, knowledge, practice (ST)
- Change in behavior, attitudes, beliefs (MT/LT)
- Change in condition(s) (ST/MT/LT)

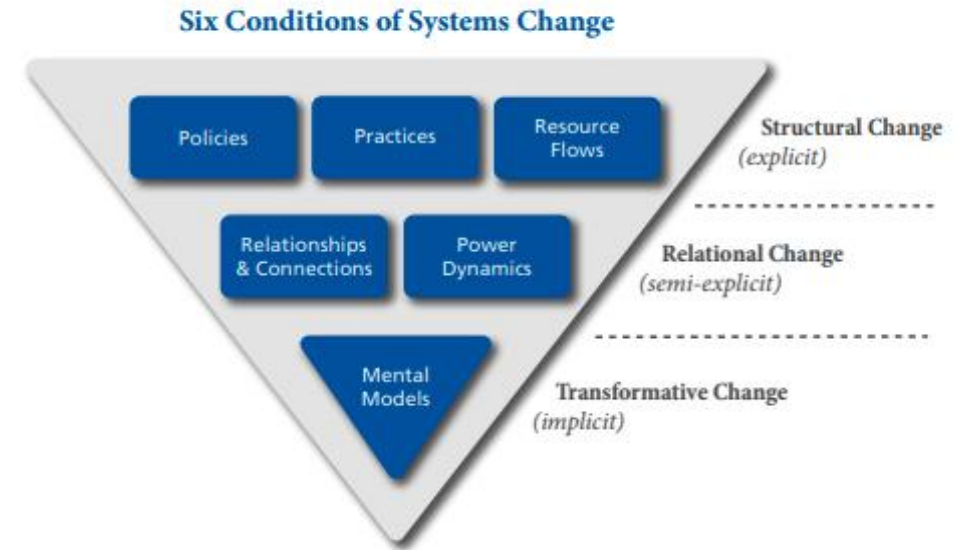| What will be different? | Who will it be different for? |
|---|---|
| Examples | Examples |
| Increased<br>Self –Awareness<br>Self-Management<br>Positive Identity<br>Civic engagement<br>Pro-social behaviors | Youth ages 16-24<br><br>Teachers |
| Increased opportunities for youth to engage in outdoor activities | Youth ages 16-24 |
| New policy at middle school that supports student and educator wellbeing | Jefferson Middle School Community |
|  |  |

# Developing Outcomes

## Systems Change

Water of Systems Change

Kania, Kraemer, Senge, 2018

www.fsg.org

FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE

**Six Conditions of Systems Change**

| Policies | Practices | Resource Flows | **Structural Change** *(explicit)* |

| Relationships & Connections | Power Dynamics | **Relational Change** *(semi-explicit)* |

| Mental Models | **Transformative Change** *(implicit)* |

**SYSTEMS CHANGE CONDITIONS—DEFINITIONS**

**Policies:** Government, institutional and organizational rules, regulations, and priorities that guide the entity's own and others' actions.

**Practices:** Espoused activities of institutions, coalitions, networks, and other entities targeted to improving social and environmental progress. Also, within the entity, the procedures, guidelines, or informal shared habits that comprise their work.

**Resource Flows:** How money, people, knowledge, information, and other assets such as infrastructure are allocated and distributed.

**Relationships & Connections:** Quality of connections and communication occurring among actors in the system, especially among those with differing histories and viewpoints.

**Power Dynamics:** The distribution of decision-making power, authority, and both formal and informal influence among individuals and organizations.

**Mental Models:** Habits of thought—deeply held beliefs and assumptions and taken-for-granted ways of operating that influence how we think, what we do, and how we talk.
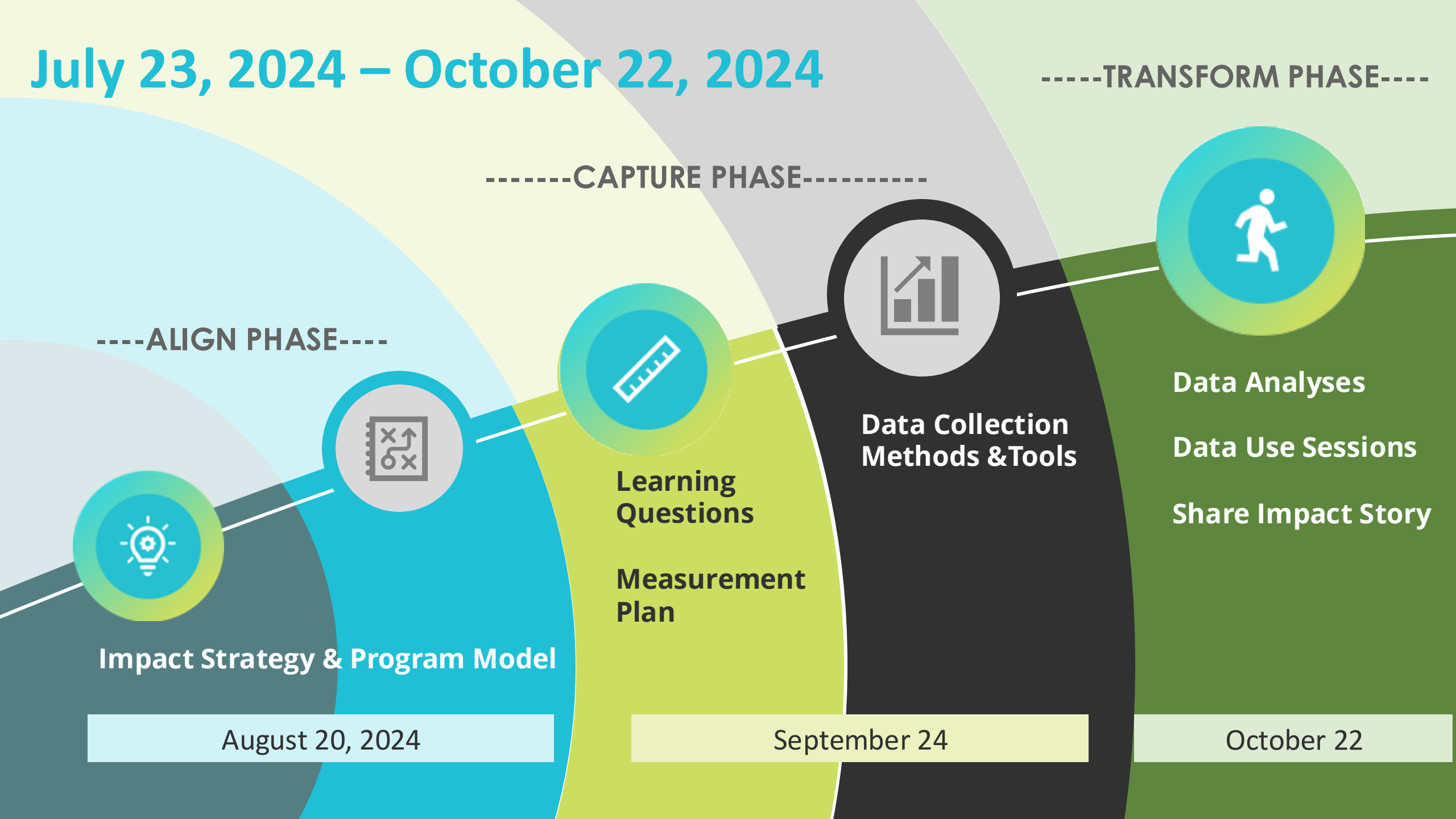
# Break



We'll come back together at...

# ACT Learning Cohort

July 23, 2024 – October 22, 2024

----TRANSFORM PHASE----

------CAPTURE PHASE----------

----ALIGN PHASE----

Impact Strategy & Program Model

Learning Questions

Measurement Plan

Data Collection Methods &Tools

Data Analyses

Data Use Sessions

Share Impact Story

August 20, 2024

September 24

October 22

# The ACT Learning Series

**Colorado Access Foundation funded partners enhance their mindset, tools, and skills for evaluation and learning practice**

**July 23, 2024 –October 22, 2024**
**4 Guided Sessions**

**#1 Launch/Overview**
**#2 Align**
**#3 Capture**
**#4 Transform**

ALIGN
- Create an Impact Strategy
- Develop a Strong Program Model
- Identify Learning Questions

CAPTURE
- Identify Measurement Goals + Objectives
- Build a Strong Plan for Measurement
- Create or Refine Data Collection Tools
- Pilot Tools
- Practice Data Analysis

TRANSFORM
- Use Emergent Learning Practices to take Action
- Use Data and Results to Share Impact Story

# At Our Last Meeting...

- Access resources here: http://resultslab.com
  - Click the blue "Impact Collective" button on the top right
  - Login using your personal details - PW: "Welcome2RL!"
  - Click "Courses" and "Colorado Access Foundation" to access learning materials
- Review Workbook and Align Phase
- Review and/or Complete Impact Strategy or Program Model
- Create list of questions
- Next Session: August 20
  - Come prepared to share work to date, ask/answer questions, and consult with ResultsLab.
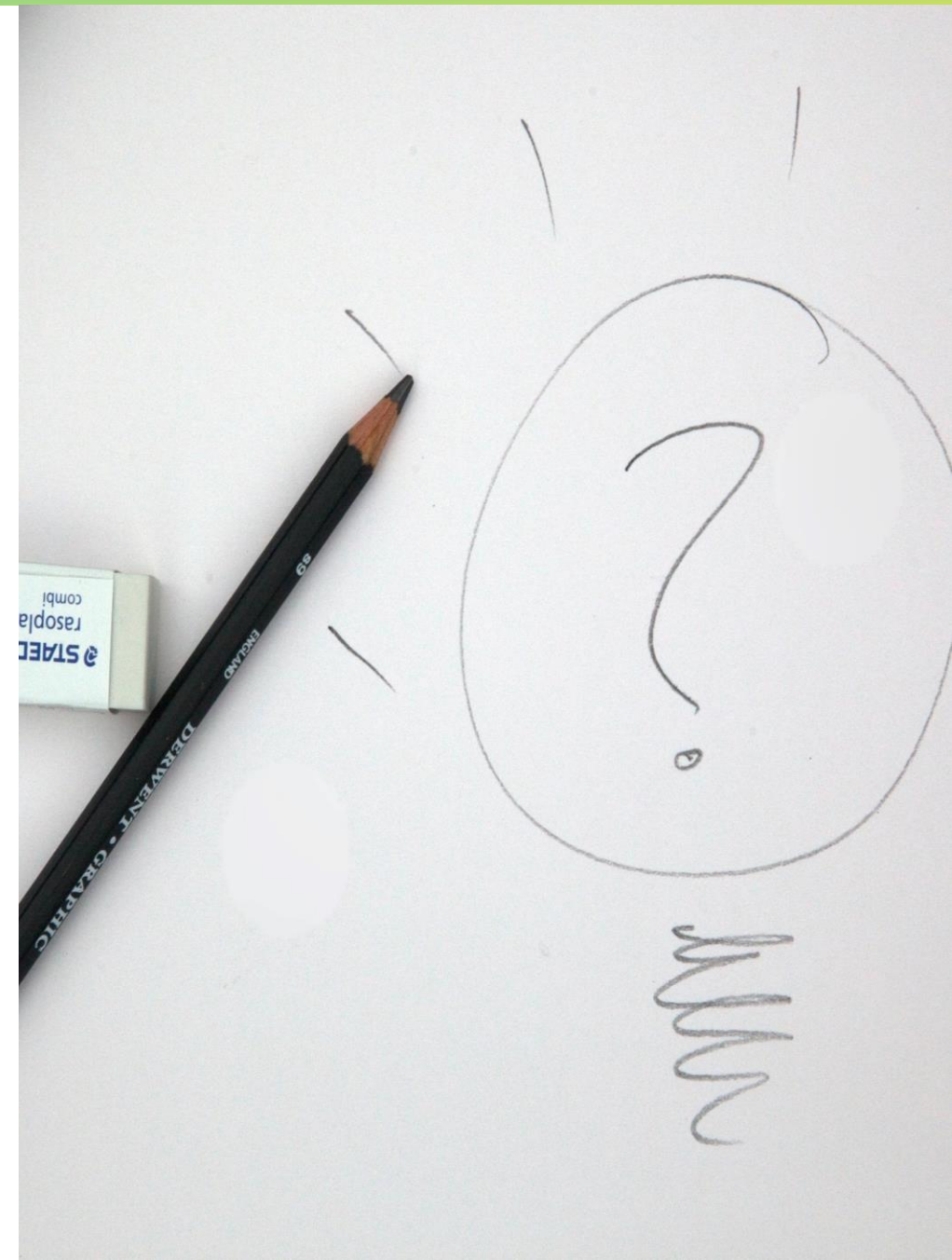
# CAPTURE

# Create A Measurement Strategy

**WHY:** Articulate your goals for a measurement practice

**HOW:** Elevate the values you want to uphold through your measurement practice

**WHAT:** Frame for why you will capture specific information

# Measurement Goals

↗️ ### Learning & Improvement

Develop a culture of learning across our organization. Focus on discovering what makes our approach successful and how to strengthen our practice.

🎯 ### Knowledge Generation

Develop an understanding of what practices and processes contribute to systems change in multiple areas. Share best practices with the field.

⚙️ ### Accountability

Use data to tell our impact story to our participants, staff, community, and funders. Use data to drive decision making and allocate organizational resources.

**NONPROFIT PARTNER NAME & LOGO**

# Learning Questions

Our measurement practice will include 3 areas of inquiry each with its own set of indicators.

**Who do we serve & engage?**
**What do we do & how do we do it?**
**What do we achieve?**

# Measurement Approach

**Guiding Principles for our Measurement Practice**

💬 ### Representative of Participant & Community

- ✓ Develop community responsive practices
- ✓ Engage participants in meaningful and authentic ways

🎯 ### Accessible

- ✓ Minimize burden to staff, members and participants.
- ✓ Align with organizational and staff capacity

We will hold ourselves accountable to our measurement strategy and dedicate appropriate resources to it.

# WHY are you collecting data?

There are four common big picture goals when it comes to data collection. **What has been driving your organization to date? What would you like to set as your goal(s) moving forward?**
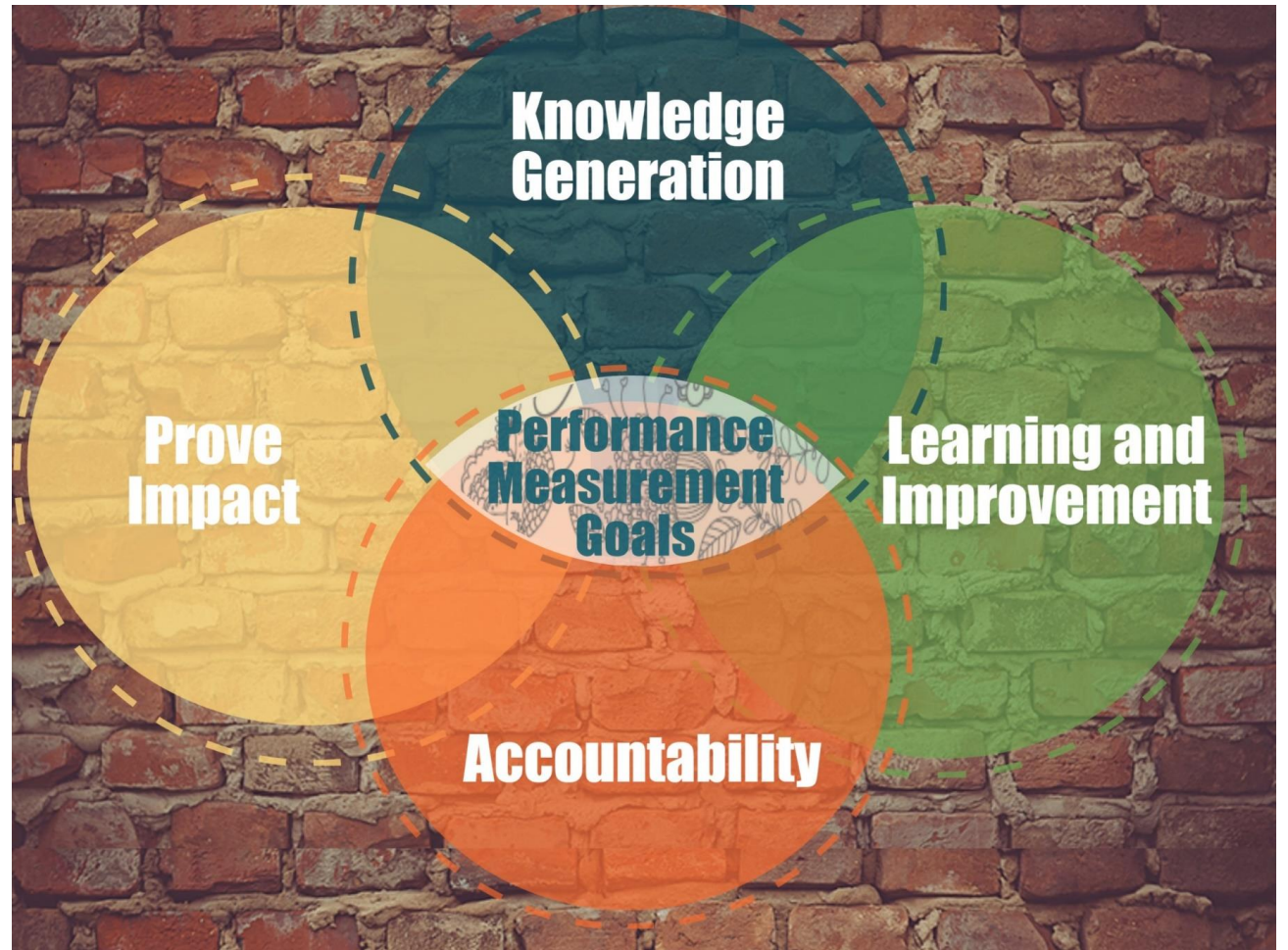
# HOW do we do our data practice?

Just like organizational cultures differs from one organization to the next, so do measurement practices. Think about the values that should drive your measurement practice.

Our measurement practice will be…

Inclusive

Ethical

Rigorous

Efficient

Simple

Community-led

# WHAT do we capture?
## SET YOUR FOCUS THROUGH LEARNING QUESTIONS



A learning question is simply a question you have about your work that you want to answer through data.

# WHAT do we want to know?

**WHO WE SERVE**

**WHAT WE DO**

**WHAT WE ACHIEVE**

- Who needs this most?
- Who did we reach?
- Who did we not reach?

- How much did participants experience?
- What was the quality?
- Were participants satisfied?

- How have mindsets changed?
- How have skillsets changed?
- How have practices changed?
- How have supports changed?
- How have structures changed?
- How have policies changed?

## Choose/Develop Learning Questions

# Measurement Plan

**Provides you with a comprehensive plan to guide your data practice.**

This can also be called a *data plan, results framework,* or *evaluation plan.*

**WHAT** you need to know

**HOW** you will you collect the data?

**WHO** is responsible for data collection & **WHEN** does data collection occur?

Your **Outcomes** will come from **your Impact Strategy**. You can also reference the **Learning Questions** in your **Measurement Strategy** to identify key indicators.

This information is new information and will need to be defined but you can reference **Measurement Goals** & **Measurement Approach** in your **Measurement Strategy** to define your data collection approach.

This information is new information and will need to be defined.

# Example: Measurement Plan

| Learning Questions: | | | | |
|---|---|---|---|---|
| **Outcome** Thing that changes because of the activity | **Evidence** Information you will collect to demonstrate change | **Method for tracking or gathering information to count as evidence** | **Details about how, when and from whom organization will collect data systematically** | **Details for organizing, reviewing and identifying results** |
| Direct Service/Programs System Change in Condition | Indicators | Data Collection Tools/Instruments | Data Collection Implementation | Data Analysis |
| | | | | |
| | | | | |
| | | | | |

# COMMON DATA COLLECTION METHODS

Surveys

Observations or "Look For" tools

Secondary Data Review

Focus Groups/Listening Sessions

Interviews

Activity Based & Participatory Activities

# NEXT STEPS

- Review Workbook and CAPTURE Phase
- Complete:
  - Measurement Strategy
    - Goals
    - Values/Principles
    - Learning Questions
- Next Workshop: September 17
  - Reporting with COAF
- Next Session: September 24
  - Come prepared to share work to date, ask/answer questions, and consult with ResultsLab.

Other Capture-focused Workshops TBD:
- Building Better Surveys – December
- Collecting data from Staff and/Participants - March
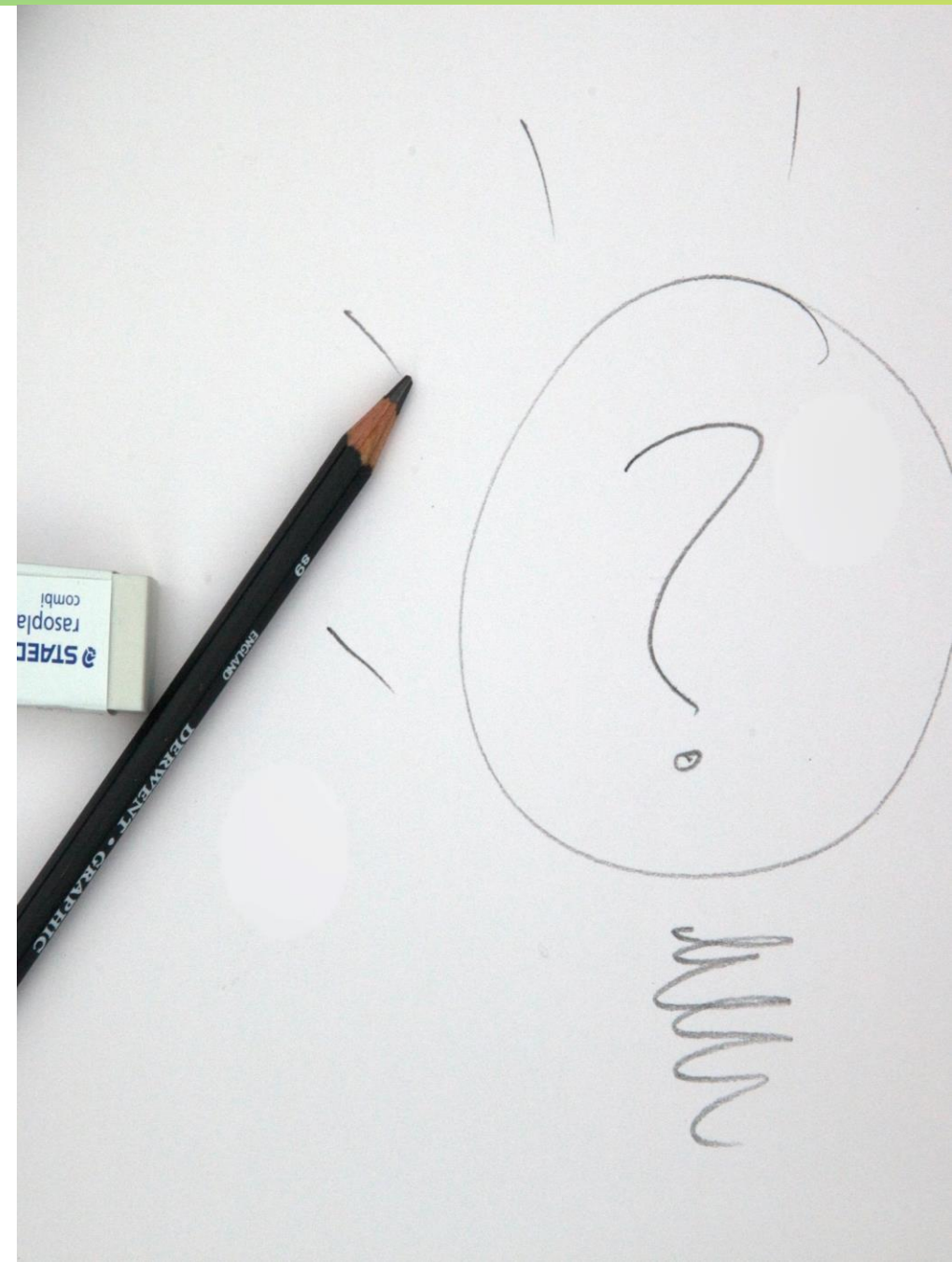
# Reflection and Closing

1



2

Pick the GIF that describes how well you are understanding the process of creating a measurement strategy so far...



3



OH, I'M VERY CONFIDENT.

#SVU

4

**Mentimeter**

# Instructions

Go to

# www.menti.com

Enter the code

# 4513 5733



Or use QR code

# Thank you! Reach out anytime

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