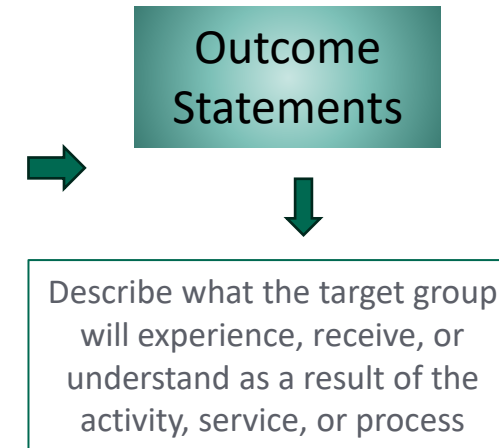# Putting it All Together

Developing Outcomes & Outcome Measures

February 7, 2024

Defining Outcomes & Outcome Measures

	OUTCOMES	OUTCOME MEASURES
Definition	Specific changes in those you serve or the conditions in your environment as a result of program activities or specified action	Data you will collect and analyze to indicate achievement toward the stated outcomes – often expressed in percentages or #'s
Examples	o Students' improved math scores o Increased household income for low-income families o Reduced evictions for veterans o Increased organizational effectiveness	o % of students with improved math scores o % of families that increase household income by 10% o % reduction in the number of veterans experiencing evictions o # of organizational credentials received in 2025

Outcome Statements

Describe what the target group will experience, receive, or understand as a result of the activity, service, or process

Outcome Statements:

Who/What (the target subject)	Describe the Change (action word)	Degree of Change (optional)	Activities or Intervention (what will be completed)
Teenage youth	improve leadership skills		summer camp participation
Low-income families	increase their use of support services	by 25%	referrals to local organizations
Community Management Team	reduce sewer contamination		implementation of a waste management plan

o Teenage youth will improve their leadership skills through summer camp participation
o Low-income families will increase their use of supportive services by 25% through referrals to local organizations
o The Community Management Team will reduce sewer contamination through the implementation of a waste management plan

Developing your Outcomes Toolkit

Outcomes	Outcome Measures	Outcome Statements
- What is the desired change?	- How will you measure the change?	- How will you describe the change including target group, degree of change and the activities or intervention?