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We often find that the design process for our clients' human resource and other general programs are left wanting in certain areas. A consideration that is often overlooked is whether a formal Logic Model has been included in the organization's pre-program discussions and if it has been, whether this part of the professional development work is embraced as the impetus for continuous evaluation. The secondary portion of the commitment to Logic Modeling is whether this part of an organization's methodology is revisited in all public discussions prior to the decision process (i.e., with elected officials, Boards of Directors, other adjudicating bodies).

A quick overview of Logic Modeling includes the following:

1. **Definition of the issue/problem** - often not clearly defined in practitioner terms or details that others can follow or understand.
2. **Outputs** - quality performance measures - often mistakenly reduced to the 'counting' of individuals served/ numbers seen/attendance at events or for services being provided.
3. **Outcomes** - this represents a complex long term impact (strategic impact) and not the shorter term (countable) measure(s) as listed above.

The use of Logic Modeling within an organization serves as the method for building a solid foundation for all steps taken and resources expended throughout any length of program. A key mistake in many organizations is to begin with the outcome in mind and then build in reverse layers of program efforts that we 'think/hope' can meet the needs of a client base that we may be serving. This serves to almost always guarantee failure because the issue and the definition of the problem/service need is well outside of the methodology for creating a sustainable service system. In many not for profit organizations, we often see a direct service stream of planning, counting people served and consider this a success. In reality we have not appropriately defined many social issues correctly to being with, however, we go on to design a countable system and give little to no thought to the long term impact (i.e., moving citizens to self-sufficiency permanently through a program effort). The use of Logic Modeling is a fundamental tool for all sustainable project efforts. If your organization has not done this type of work in the past, consider beginning the use of this tool for 2013. Ask the key question to start the Logic Model conversation in your organization; ' How will we measure what we are doing in this program/service area? If you return time and time again to 'Outputs' (simply counting), you know that your organization has work to do before this program/service area will make a legacy impact.