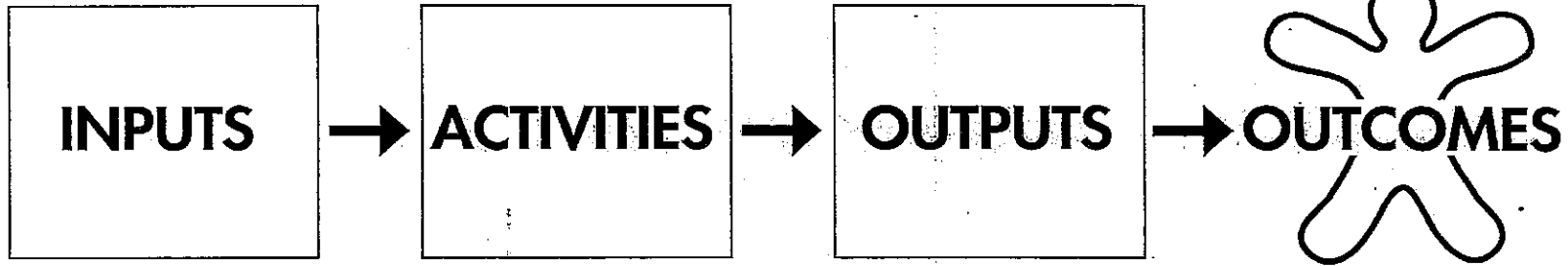


Exhibit A

Summary of Program Outcome Model



Resources dedicated to or consumed by the program

e.g.

- money
- staff and staff time
- volunteers and volunteer time
- facilities
- equipment and supplies

Constraints on the program

e.g.

- laws
- regulations
- funders' requirements

What the program does with the inputs to fulfill its mission

e.g.

- feed and shelter homeless families
- provide job training
- educate the public about signs of child abuse
- counsel pregnant women
- create mentoring relationships for youth

The direct products of program activities

e.g.

- number of classes taught
- number of counseling sessions conducted
- number of educational materials distributed
- number of hours of service delivered
- number of participants served

Benefits for participants during and after program activities

e.g.

- new knowledge
- increased skills
- changed attitudes or values
- ↓
- modified behavior
- ↓
- improved condition
- altered status

Exhibit 1-E

Examples of Diverse Programs and Possible Outcomes¹

Program	Possible Outcomes
Comprehensive child care	<ul style="list-style-type: none"> ■ Children exhibit age-appropriate physical, mental, and verbal skills. ■ Children are school-ready for kindergarten.
General Equivalency Diploma (GED) preparation	<ul style="list-style-type: none"> ■ Participants obtain their GED certificate. ■ Within 6 months after obtaining their GED, participants are employed full-time.
Outpatient treatment for adolescent substance abusers	<ul style="list-style-type: none"> ■ Adolescents increase knowledge about the effects of substance abuse and about substance abuse addiction. ■ Adolescents change attitude towards substance abuse. ■ Graduates remain free of substance abuse 6 months after program completion.
Emergency shelter beds on winter nights	<ul style="list-style-type: none"> ■ Homeless persons agree to come off the street and use the shelter. ■ Those sheltered do not suffer from frostbite or die from exposure to cold.
Homework guidance by volunteer tutors to children enrolled in after-school program	<ul style="list-style-type: none"> ■ Youths' attitude towards school work improves. ■ Youths complete homework assignments. ■ Youths perform at or above grade level.
Full-day therapeutic child care for homeless preschoolers	<ul style="list-style-type: none"> ■ Children get respite from family stress. ■ Children engage in age-appropriate play. ■ Children exhibit fewer symptoms of stress-related regression. ■ Parents receive respite from child care.
Overnight camping for 8- to 12-year-old inner-city boys	<ul style="list-style-type: none"> ■ Boys learn outdoor survival skills. ■ Boys develop enhanced sense of competence. ■ Boys develop and maintain positive peer relationships.
Congregate meals for senior citizens	<ul style="list-style-type: none"> ■ Participants have social interaction with peers. ■ Participants are not home-bound. ■ Participants eat nutritious and varied diet. ■ Seniors experience decrease in social and health problems.

¹ These are illustrative examples only. Programs should identify their own outcomes, matched to and based on their own experiences and missions and input of their staff, volunteers, participants, and others.

Exhibit 1-E, cont'd

Program	Possible Outcomes
Interpreter services for non-English speaking patients at a health clinic	<ul style="list-style-type: none">■ Patients access needed health care.■ Patients understand medical diagnosis and need for preventive measures or treatment.■ Patients comply with medical recommendations.■ Patients have decrease in health conditions that are preventable.■ Patients recuperate from conditions that can be treated.
Personal safety training for residents of subsidized apartment building	<ul style="list-style-type: none">■ Residents initiate Neighborhood Watch Program.■ Residents develop and implement action plan to make building more secure.■ Residents feel safer.■ Personal and property attacks decline.

Exhibit 3-B

**Example Outcomes and Outcome Indicators
for Various Programs¹**

Type of Program	Outcome	Indicator(s)
Smoking cessation class	Participants stop smoking.	<ul style="list-style-type: none"> ■ Number and percent of participants who report that they have quit smoking by the end of the course ■ Number and percent of participants who have not relapsed six months after program completion
Information and referral program	Callers access services to which they are referred or about which they are given information.	<ul style="list-style-type: none"> ■ Number and percent of community agencies that report an increase in new participants who came to their agency as a result of a call to the information and referral hotline ■ Number and percent of community agencies that indicate these referrals are appropriate
Tutorial program for 6th grade students	Students' academic performance improves.	<ul style="list-style-type: none"> ■ Number and percent of participants who earn better grades in the grading period following completion of the program than in the grading period immediately preceding enrollment in the program
English-as-a-second-language instruction	Participants become proficient in English.	<ul style="list-style-type: none"> ■ Number and percent of participants who demonstrate increase in ability to read, write, and speak English by the end of the course.
Counseling for parents identified as at risk for child abuse or neglect	Risk factors decrease. No confirmed incidents of child abuse or neglect.	<ul style="list-style-type: none"> ■ Number and percent of participating families for whom Child Protective Service records report no confirmed child abuse or neglect during 12 months following program completion

¹ These are illustrative examples only. Programs need to identify their own outcomes and indicators, matched to and based on their own experiences and missions and the input of their staff, volunteers, participants, and others.

Exhibit 3-B, cont'd

Type of Program	Outcome	Indicator(s)
Employee assistance program	Employees with drug and/or alcohol problems are rehabilitated and do not lose their jobs.	<ul style="list-style-type: none"> ■ Number and percent of program participants who are gainfully employed at same company 6 months after intake
Homemaking services	<p>The home environment is healthy, clean, and safe.</p> <p>Participants stay in their own home and are not referred to a nursing home.</p>	<ul style="list-style-type: none"> ■ Number and percent of participants whose home environment is rated clean and safe by a trained observer ■ Number of local nursing homes who report that applications from younger and healthier citizens are declining (indicating that persons who in the past would have been referred to a nursing home now stay at home longer)
Prenatal care program	Pregnant women follow the advice of the nutritionist.	<ul style="list-style-type: none"> ■ Number and percent of women who take recommended vitamin supplements and consume recommended amounts of calcium
Shelter and counseling for runaway youth	Family is reunified whenever possible; otherwise, youths are in stable alternative housing.	<ul style="list-style-type: none"> ■ Number and percent of youth who return home ■ Number and percent of youth placed in alternative living arrangements who are in that arrangement 6 months later unless they have been reunified or emancipated
Camping	Children expand skills in areas of interest to them.	<ul style="list-style-type: none"> ■ Number and percent of campers that identify two or more skills they have learned at camp
Family planning for teen mothers	Teen mothers have no second pregnancies until they have completed high school and have the personal, family, and financial resources to support a second child.	<ul style="list-style-type: none"> ■ Number and percent of teen mothers who comply with family planning visits ■ Number and percent of teen mothers using a recommended form of birth control ■ Number and percent of teen mothers who do not have repeat pregnancies prior to graduation ■ Number and percent of teen mothers who, at the time of next pregnancy, are high school graduates, are married, and do not need public assistance to provide for their children