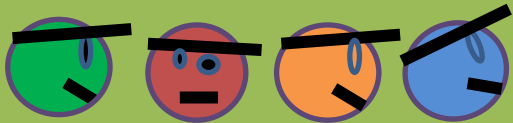


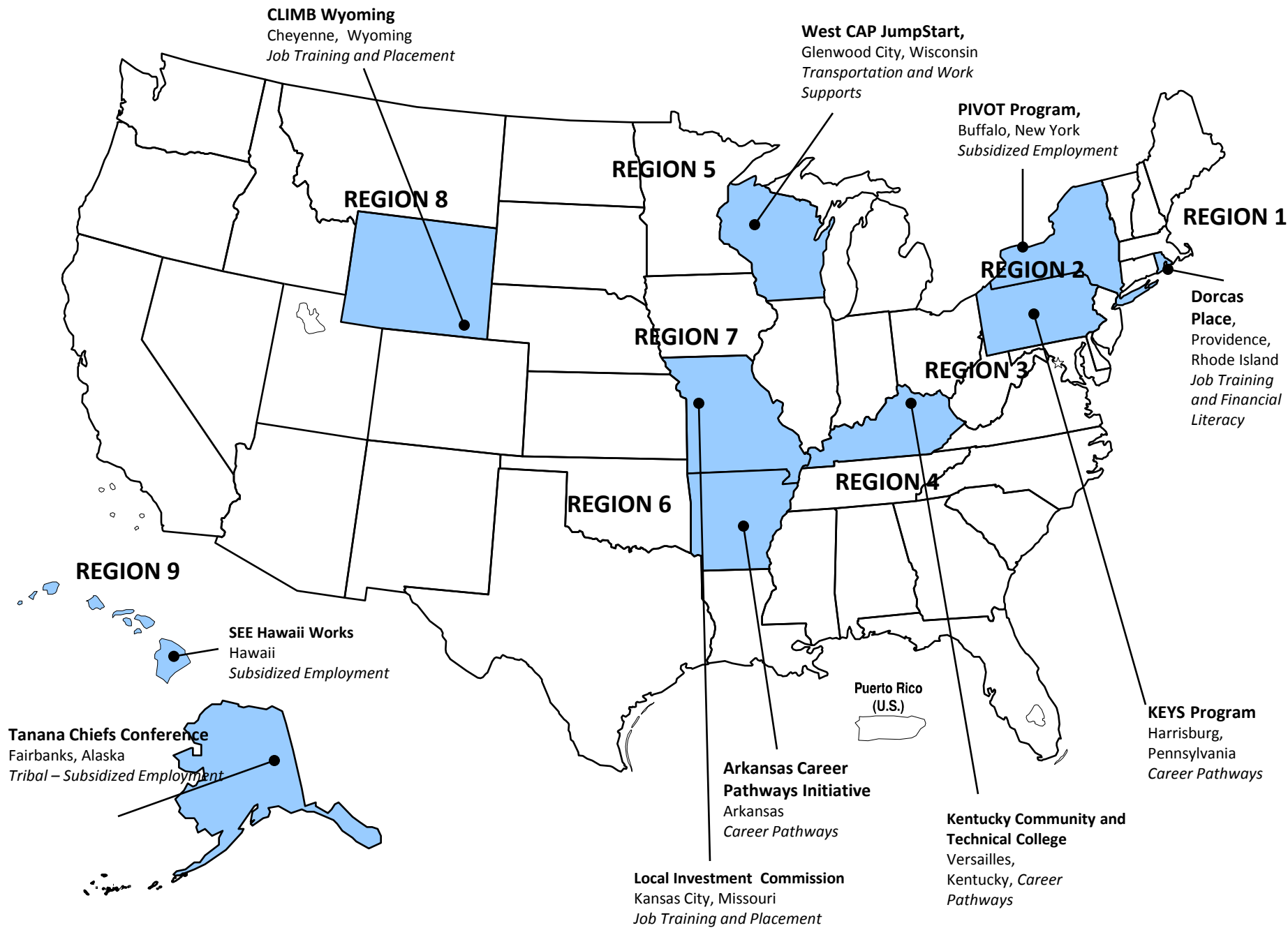


Overview of Promising Pathways Initiative

Promising Pathways Faces of Innovation

	Subsidized Employment	Career Pathways	Employment and Work Supports
Region I: Dorcas Place (RI)			
Region II: Placing Individuals in Vital Opportunity Training (PIVOT) Program (NY)			
Region III: Keystone Education Yields Success (KEYS)Program (PA)			
Region IV: Kentucky Community and Technical Colleges (KY)			
Region V: West CAP JumpStart (WI)			
Region VI: Arkansas Career Pathways Initiative (AR)			
Region VII: Local Investment Commission (LINC) (MO)			
Region VIII: Climb Wyoming (WY)			
Region IX: SEE Hawaii Work (HI)			
Region X: Tanana Chiefs Conference (AK)			





Promising Pathways Initiative Programs by ACF Region

What is evidence informed?

- Theory of change model
- Documenting fidelity to model
- Mapping data to program model
- Collecting the data (evidence)
- Sharing data making data driven decisions

Promising Pathways--Model

Evidence Pathway

What is a pathway to Evidence Based Practice For TANF programs?

EVIDENCE INFORMED PRACTICE

Non-Experimental Evidence
(i.e., home grown, practice-based)

Quasi-
Experimental
Evidence

Experimental
Evidence

Replication

EVIDENCE BASED PRACTICE

Promising TANF Programs Possible Pathway

FOCUS:

- Define Practice
- Document Practice
- Determine Fidelity
- Examine Effectiveness

How do TANF Programs define their practice?

How do TANF programs implement with fidelity to their practice definition?

What types of evidence demonstrate TANF program Effectiveness ?

Promising TANF Programs

Criteria:

- Geographic Location
- Internal Analysis
- External Evaluation
- Cited as "promising"

Select Pilot Programs

DEFINE PRACTICE

EXAMINE AND DOCUMENT FIDELITY TO PRACTICE

1. Map to practice definition

2. Collect implementation data (Evidence)

3. Analyze implementation evidence

4. Share results

(INTERACTIVE ASSESSMENT PROCESS LOOP)

EVIDENCE INFORMED TANF PROGRAMS AND PRACTICES

The Intervention TECHNICAL ASSISTANCE

How and under what circumstances does TA increase capacity for evidence informed practice?

INDIVIDUALIZED

CUSTOMIZED

EMBEDDED

DELIVERY OF TAILORED TECHNICAL ASSISTANCE

INCREASED CAPACITY TO DEFINE AND DOCUMENT PRACTICE

What we learned from Promising Pathways Sites

- **Readiness** is critical to embark on the journey to evidence informed practice
 - Leadership with capacity to seize opportunity
 - Intact organizational infrastructure
 - Culture that values data
 - Partnerships that support an evidence approach



What we learned from Promising Pathways Sites

- Power of **teamwork** in providing technical assistance



Investment

- Staff Time
- Program Resources

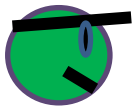
Infusion

- Content Expertise
- Data/Support

Pathway to Evidence
Informed Practice

What we learned from Promising Pathways Sites

- **THE MODEL** is the starting point on the pathway to evidence informed practice



- Programmatic clarification
- Organizational alignment
- Identification of program gaps
- Communication--clarifying language and goals of program
- Tool for securing funding buy-in

What we learned from Promising Pathways Sites

- **Site specific modeling** goes well beyond a program logic model
 - Return on Investment
 - Simplified approach that can be used with state partners and others
 - Process flow charts
 - Compliment the information in the program logic model

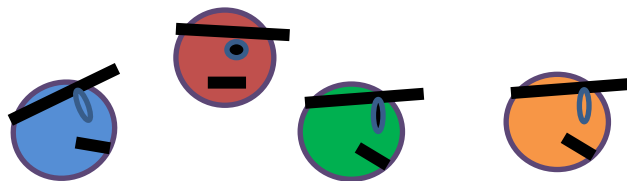
What we learned from Promising Pathways Sites

- Sites capture and collect a “wealth” of data
 - Identified indicators and measures
 - Examined additional sources of data including frontline staff, clients, and partners
 - Data utilization is critical—making data actionable
 - Mapping program data for program improvement
 - Communicating evidence to inform key audiences and stakeholders



Unexplored issues

- Creating stronger connections with TANF agencies
- Making the case with funders looking for evidence informed innovation





Looking at Data Collection and TANF Staff Collaboration

Reflection Questions

- What does evidence mean to you?
- What types of evidence do you have for your program's value?
- What do you need to be able to generate (any, more, different, better) evidence to support your program's value?



Collaboration Panel



Walking through Process Maps and Logic Models

What is it?

A logic model is:

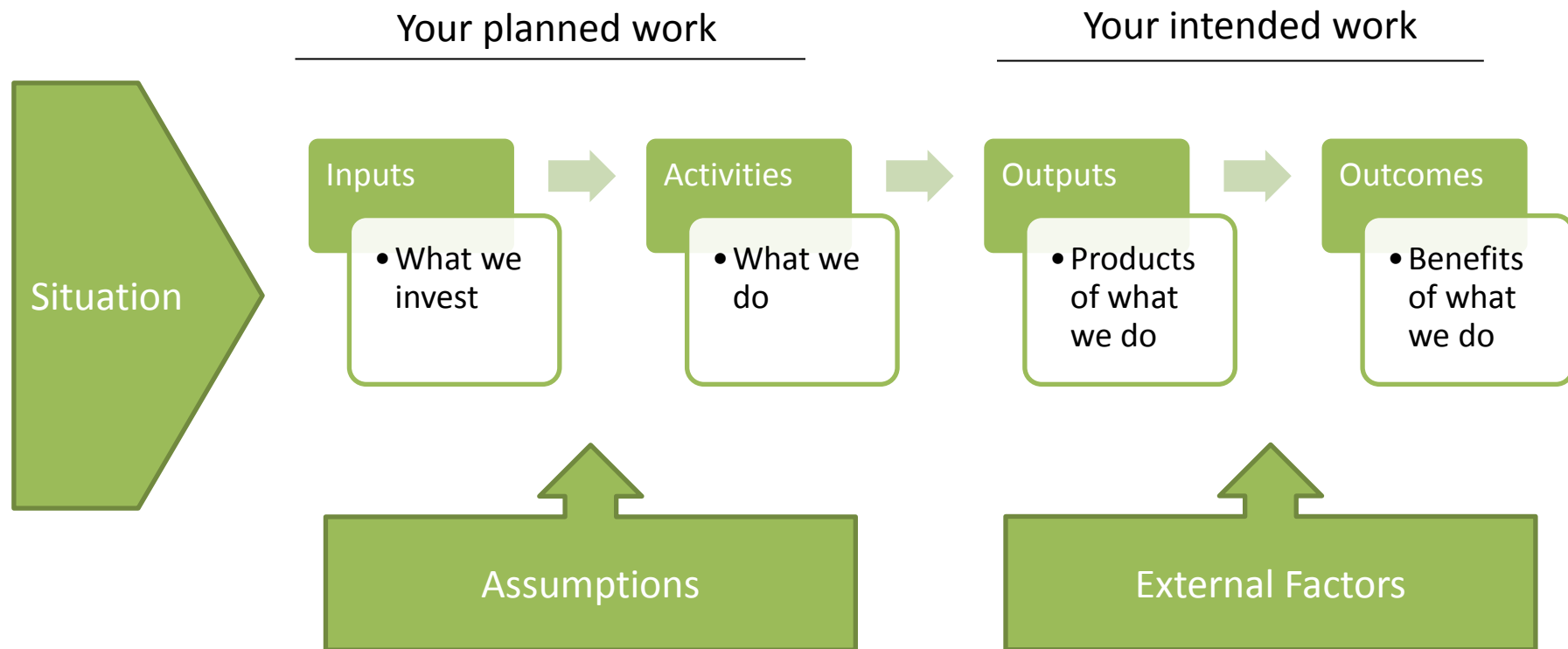
- A diagram of theory of how the program is supposed to work
- A graphic depiction of the relationship between activities and results
- A road map to reach program goals



Why use it?

Program Stages	Benefits of the logic model
Planning & Program Design	Finds “gaps” in the theory or logic of a program and works to resolve them Builds a shared understanding of what the program is all about and how the parts work together
Implementation & Management	Focuses attention of management on the most important connections between action and results
Communication, Marketing, & Assessments	Provides a way to involve and engage stakeholders in the design and processes

Logic Model Components



Question

- What are the top three benefits of a logic model to your program?

Defining the Situation

- Define the need
- Assess its extent
- Define and identify target populations
- Identify the stakeholders
- Determine how the program can best serve the target population

Outputs vs. Outcomes

Outputs: Accomplishments or products of program activities or number of people exposed to the program

e.g. Number of clients that completed financial training

Outcome: What difference does it (accomplishment or product) make?

e.g. Percentage of clients that track their spending using a budget

Chain of Outcomes

Short Term

Medium Term

Long Term

Changes in knowledge, skills, attitudes, opinions

Changes in behavior or action that result from participants' new knowledge

Meaningful changes, often in their condition or status in life

E.g. Participants increase in knowledge and skills of financial management

E.g. Establish financial goals and use budget

E.g. Reduced debt and increase savings

Writing Good Outcomes

SMART: Specific, measurable, attainable, results, timely

Who/what	Changes/desired effect	In what	By when
Clients to	Increase	Their earnings by at least 10%	Within six months of completing program
Fathers	Create	A budget to manage their spending	By the end of the program

Unintended Outcomes

- Can be positive, negative, or neutral
- Key questions:
 - What might result other than what is intended?
 - How else might the program unfold?
 - Who might be affected, unintentionally, and/or negatively?
 - How might the external environment have unintended influences?

The Logic



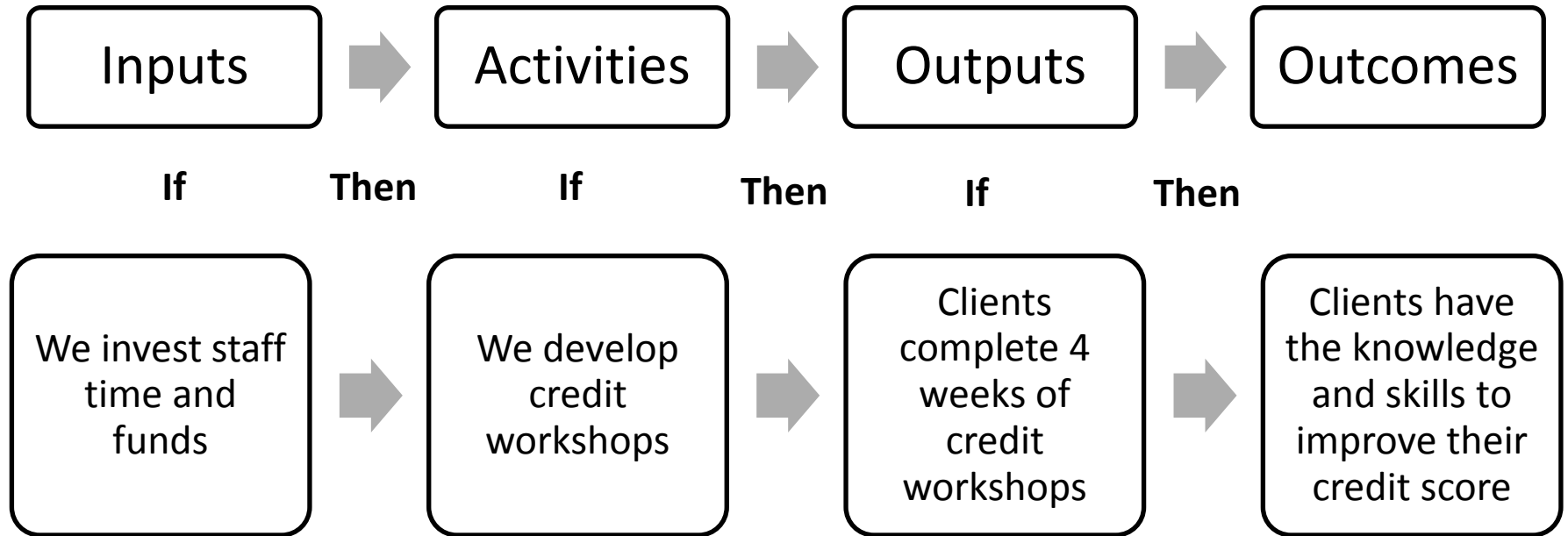
Source: www.evaluationtoolkit.org

Program Theory

“A theory of change is a description of how and why a set of activities – be they part of a highly focused program or a comprehensive initiative – are expected to lead to early, intermediate, and longer term outcomes over a specified period.”

Anderson, 2000

“If-Then” relationships



Activity

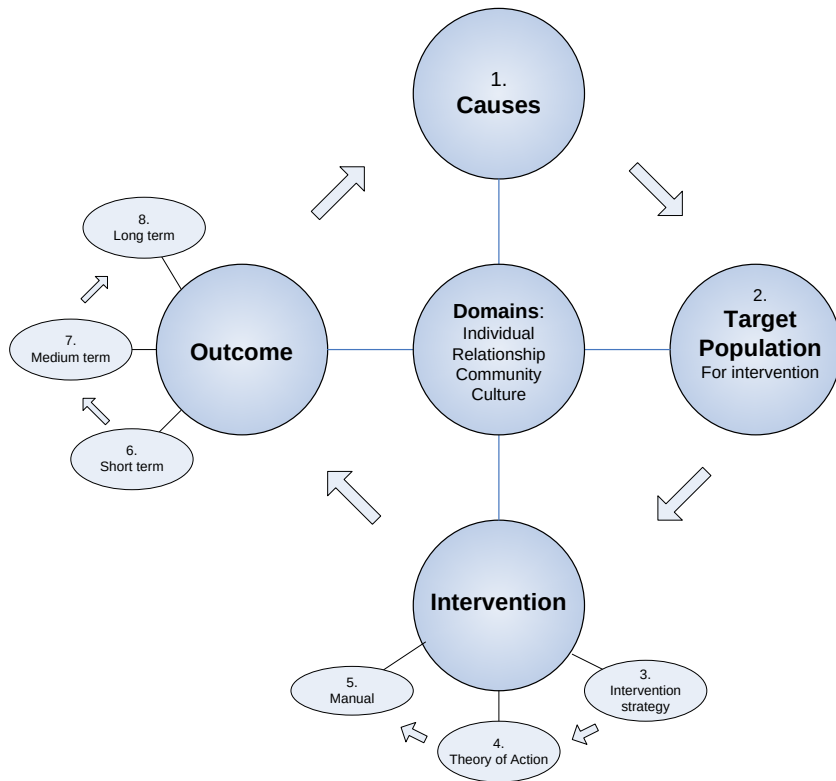
Cookie Baking Logic Model



Logic Models: Different Looks

Different looks, Cultural adaptations

Cultural adaptations



- Is the logic model culturally appropriate?
- What can be done to the logic model to make it suitable for the cultural context?

Source: One Sky Center, Oregon Health & Science University. (2008). *Culture-based interventions: The Native Aspirations Project*.



Logic Model Indicators

Indicators...

- Are well defined measures to show an occurrence of an event, accomplishment, or change

Properties of Indicators

- **Relevant:** Useful to the program being assessed
- **Valid:** Accurately reflect the underlying concept
- **Reliable:** As little measurement error as possible
- **Practical:** Possible to obtain the data within the time and resources available
- **Culturally appropriate:** Relevant to the cultural context
- **Adequate:** There is no correct number or type of indicators

Quantitative and Qualitative Indicators

- Quantitative indicators are often expressed as numbers or percentages.
 - *E.g. Number of women that participated in all four workshops*
- Qualitative indicators relate to the *perceptions/quality of the change being measured*
 - *E.g. The quality of the women's participation in the four workshops*

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Action Plans Around Connecting Information Systems/Information Technology and TANF