



Logic Models - Coaching Session

Economic Mobility - Optimizing Program Design



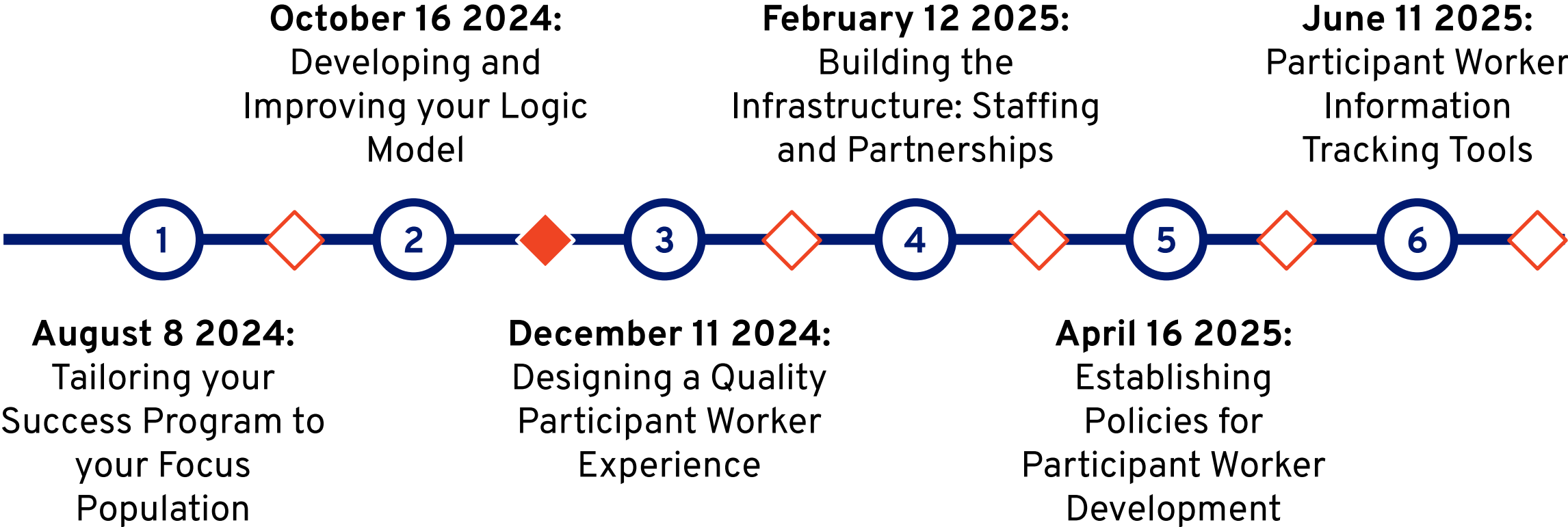
In the chat please fill out the rest of this sentence:

Zooming into today's session, I am feeling...

Community Standards

- **Stay engaged:** We'll be spending an intensive, albeit brief period of time together. It's important that folks take care of their individual needs so that they can stay actively engaged in the entirety of the discussion. Please refrain from being on your phone or computer, unless using to take notes. When virtual, please try to limit other activities.
- **Listen to understand:** As opposed to listening to respond, where we wait for someone to stop speaking so that we might speak, listening to understand invites us to actively take in what our peers are saying and ask follow-up questions to ensure we understand not just what a person says, but what they mean.
- **Take space, make space:** If you're someone who is typically comfortable speaking in group settings, consider paying attention to when and how frequently you share, giving space to those voices the group might hear from less frequently. If you're someone who is typically quieter in group settings, consider taking a chance and sharing your questions, thoughts, concerns, and opinions.
- **Nobody knows everything, but together we know a lot:** Everyone has expertise to contribute whether it be skills, resources, stories or insights. Our collective knowledge far exceeds our individual contributions.
- **Challenge assumptions:** We're here to learn from one another and that means asking difficult questions and challenging what we may assume to be best practice. Many of our assumptions are invisible in our culture and ways of working. How might we get curious about the things we assume to be true to explore if there are ways to innovate and evolve our practices?
- **Expect and accept non-closure:** During our limited time together we will not be able to address and solve all open question. That's ok! Prepare yourself in advance that decisions may remain under discussion, questions may remain open and we simply may not have time to address some topics. This is part of an ongoing conversation and there's more to follow.
- **Center Participant Workers:** Participant Workers are the heart of our work. Keep the resident experiences, perspectives, needs and desires front and center in all things
- **Embrace Diversity in All of its Forms:** Acknowledge and value the diversity of perspectives and opinions within the group, specifically how they may be informed by folks lived vs. learned experiences.
- **Create a Safer Space for Sharing / Refrain from Attribution:** We want people to feel comfortable sharing experiences, observations, and ideas - even if those are ideas aren't yet fully baked. Let's help people be vulnerable and feel comfortable sharing by not attributing specifics.

Economic Mobility Optimize Program Design



 **Today's Session**



Session Review

FOCUS POPULATION

Describes the
resources needed
to execute your
activities
(financial, talent,
tools, etc.)

ACTIVITIES

List the elements of
your day to day
program that are in
place to achieve your
goals. Your
interventions
designed to create
change.

List them

List them

List them

OUTPUTS

List the measures
that you count as a
direct result of these
activities.

List them

List them

OUTCOMES

OUTCOME GOAL 1:

Description and how it's
measured

OUTCOME GOAL 2:

Description and how it's
measured

OUTCOME GOAL 3:

Description and how it's
measured

IMPACT/ VISION

The ultimate aim of
your work; the answer
to the question “what
would the world look
like if you achieved
your grandest
ambition?”

Skill #1 Improve the **clarity** and **boldness** of your impact statement

Skill #2 Identify aspirational **outcomes** based on your largest categories of work.

Skill #3 Clarify the use of outputs.

WARM UP: Scavenger Hunt

Locate the page of the toolkit that discusses how to write an impact statement.

- Copy a sample impact statement you like into the chat.

Locate the page that discusses how to write outcomes.

- Copy an example outcome goal that you like into the chat.

Locate the page that differentiates between outcomes and outputs.

- Copy an example output that you like into the chat.

Locate the page that describes how to test the “logic” of your logic model.

- What is a sign that you have a “sound” logic model.

Individual Reflection

We asked...

Based on everything you learned today what is 1 to 2 commitments you can make? For example:

- Improve the clarity and boldness of my long term impact.
- Identify aspirational outcomes based on my largest categories of work.
- Clarify the use of my outputs.

Where are you now?

What challenges are holding you back from building or improving your logic model?

- What questions do you need answers to about logic models in order to move forward?
- What types of meetings do you need to have in order to build or improve your logic model?
- Who needs to be there?



Group Reflection

Small Group Discussion Part 1

Challenges:

1. What questions do you need answers to about logic models in order to move forward?
 - Work to answer them together.
2. What types of meetings do you need to have in order to build or improve your logic model? Who needs to be there?
 - Describe how you would introduce the project to your team.
 - Identify the prep work you would ask team members to do prior to this meeting.

Large Group Discussion

Were there any questions you couldn't solve together in your group?

Please share an approach to a logic model challenge you are excited about.

New Skill

Skill #4 Reflect on your logic model to confirm that the activities will lead to the outcomes.

Small Group Discussion Part 2

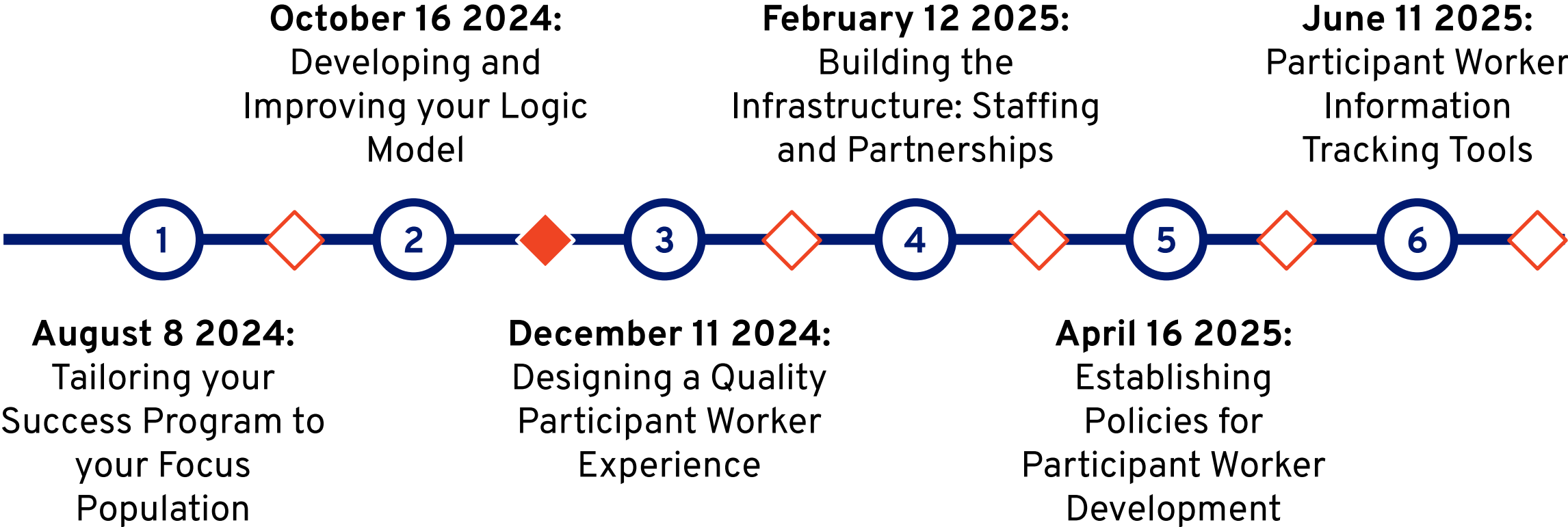
1. Brainstorm activities that would likely end up on your logic model. Remember this logic model is the comprehensive summary of all your programs combined.
2. How might you guide your team to audit these activities? To test how well they correlate with the outcomes and impact?



Large Group Discussion

At the end of the day, what is one program improvement you hope for as a result of an updated/new logic model?

Economic Mobility Optimize Program Design



 **Today's Optional Coaching Sessions**



In the chat please indicate:

**1 – 5 your existing comfort level with /
knowledge about the next topic**

**1 = very uncomfortable / little to no knowledge or
familiarity**

5 = very comfortable / lots of knowledge or familiarity

Please complete this sentence:

Before the next session I will . . .

Feedback Survey

Please take a few minutes to fill out our Survey on this session. We will also be collecting the SMART goal you developed in this survey.

<https://bit.ly/EMTOptimizeAll>

This feedback helps us improve your experience and plan adjustments to make moving forward.



THANK YOU!

See you on Zoom on December 11th