UNITED STATES

OFFICE OF PERSONNEL MANAGEMENT

a New Day for Federal Service

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Evaluating the Effectiveness of SESCDPs

Today's Session

- What is a logic model?
- General examples
- Why use it?
- SESCDP sample logic model
- Q & A
- Contacts & Additional References

A logic model …

- Is a framework for describing and linking relationships between investments, activities and results

- Provides a common language and communication between stakeholders and program coordinators

- Supports continuous program improvement

A logic model is not…

- A final plan
- An evaluation model or method

**See OPM's Training Evaluation Field Guide for detailed instruction on evaluating your CDP programs

Logic models can be applied to a...

- large, multi-component program or initiative (e.g. Succession Management Program)

- program component or initiative (e.g. SESCDP)

- process (e.g. Assessment, Mentor matching, evaluation)

- course (e.g. interagency training)

Simple example…

Situation: Hungry
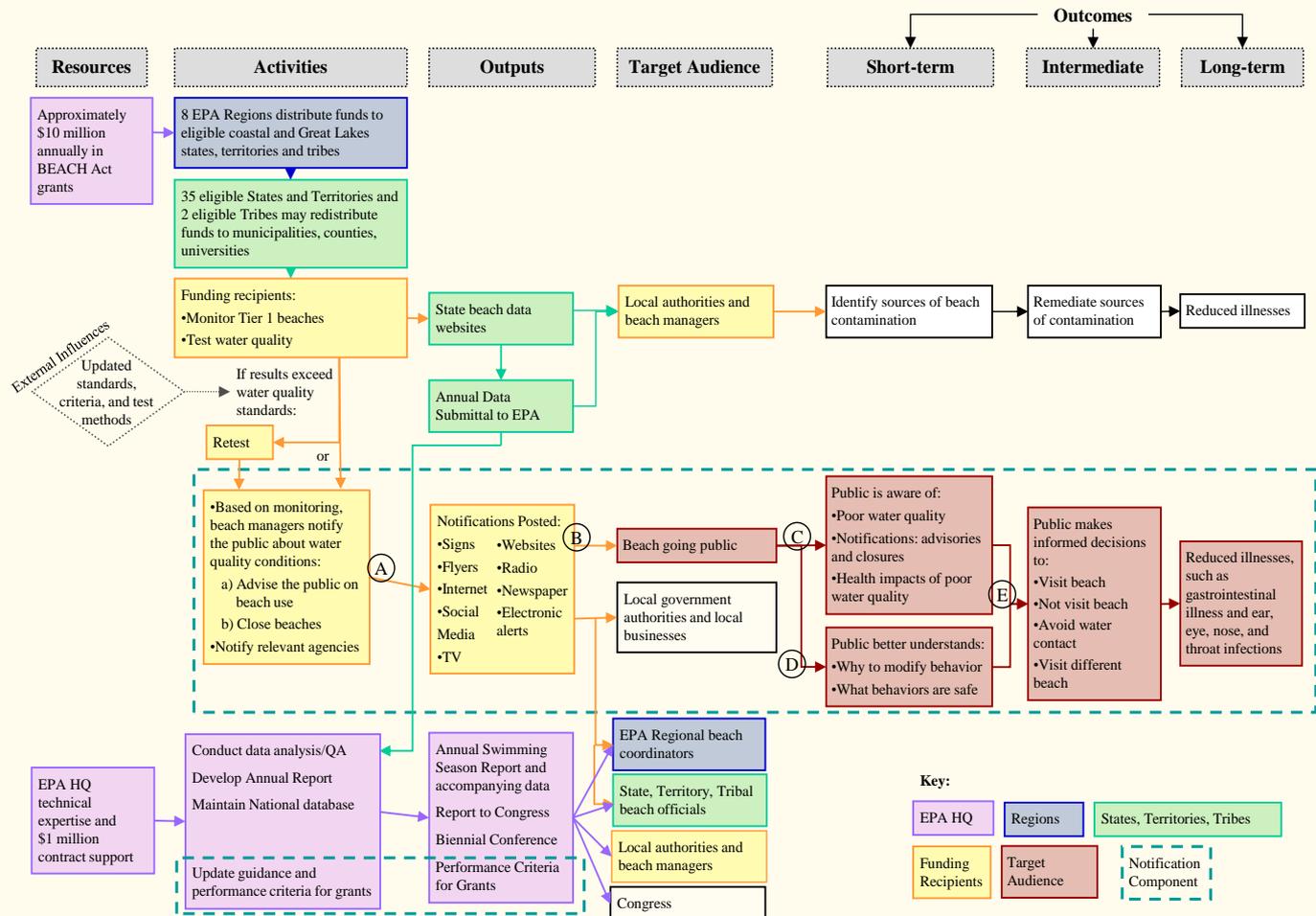
INPUTS

Ingredients

→

OUTPUTS

Meal
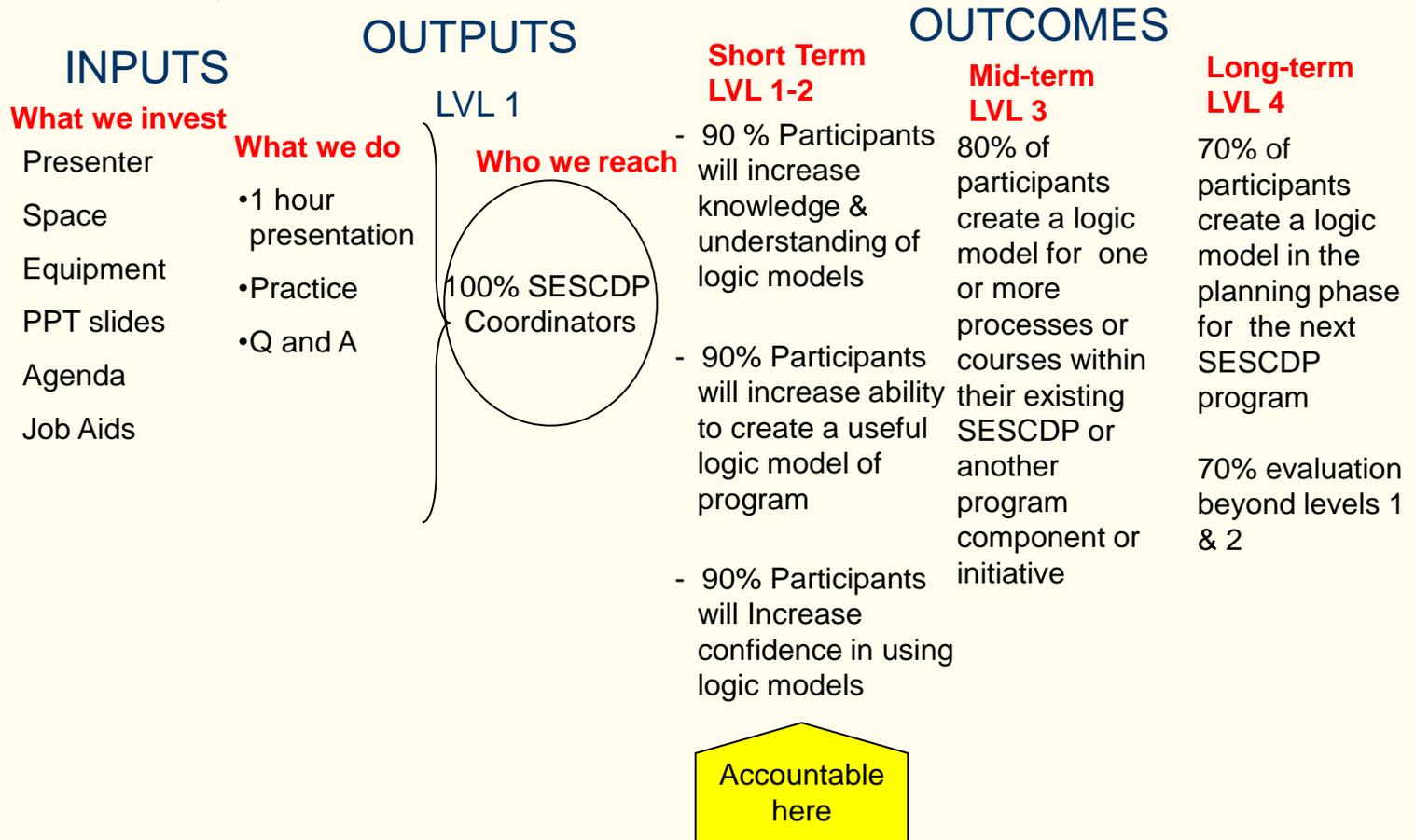
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OUTCOMES

Not Hungry

Complex example…

Situation: Water contamination is contributing to public illnesses

Relevant example…

Situation: OPM suggests agencies use a logic model to assist in the planning and meaningful evaluation of their SESCDPs to increase coordinators awareness and understanding.

INPUTS

OUTPUTS

OUTCOMES

INPUTS

What we invest

Presenter

Space

Equipment

PPT slides

Agenda

Job Aids

OUTPUTS

LVL 1

What we do

- 1 hour presentation
- Practice
- Q and A

Who we reach

100% SESCDP Coordinators

Short Term LVL 1-2

- 90 % Participants will increase knowledge & understanding of logic models

- 90% Participants will increase ability to create a useful logic model of program

- 90% Participants will Increase confidence in using logic models

Mid-term LVL 3

80% of participants create a logic model for one or more processes or courses within their existing SESCDP or another program component or initiative

Long-term LVL 4

70% of participants create a logic model in the planning phase for the next SESCDP program

70% evaluation beyond levels 1 & 2

Accountable here

Well, what do you think…

"This seems like a lot of work."

With the basic information (program goals & inputs) it take around 20 minutes to complete. We're also here to assist you.

" Where in the world would I get all the information to put in a logic model?"

You would get the basic information from stakeholders--those invested in the success of the program. The other information is regulatory requirements, research, best practices and logic.

"I'm a right brain type of person – this isn't for me."

Actually, your creative mind is essential in generating effective activities that are outcomes-focused, engaging for the learner and within the program budget.

"Even if we created one, what would we do with it?"

Among other things, you can use it to develop work plans, program measures, and as a guide for performance discussions with stakeholders.

Value: What does the research indicate?

- Helps differentiate between "what we do" and "results" --- outcomes
- Guides and helps focus work for employees
- Provides a clear "line of sight" to agency strategic goals
- Provides coherence across complex tasks
- Guides data-driven prioritization and allocation of resources
- Helps to identify important variables to measure; use evaluation resources wisely
- Increases resources, opportunities, recognition
- Supports replication
- Makes your job easier!!

Q & A
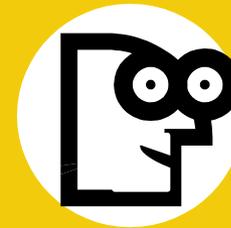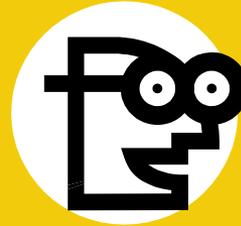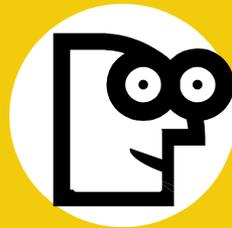
It's QUESTION TIME!!

Contacts/ Additional References

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FREE EPA Online Course on Logic Modeling
http://www.epa.gov/evaluate/lm-training/index.htm

Training Evaluation Field Guide
http://www.opm.gov/policy-data-oversight/training-and-development/reference-materials/training_evaluation.pdf

Executive Development Best Practices Guide
http://www.chcoc.gov/Transmittals/Attachments/trans5241.pdf

OPM Federal Training and Development Wiki
http://www.opm.gov/WIKI/training/Index.aspx

Leadership Development Matrix (Draft)
**Please contact us for a draft copy of the matrix
PowerPoint will be included with the feedback survey.