National **MCH** Workforce Development Center
Advancing Health Transformation

Logic Models

Once the initial phases of the needs assessment process have been completed and performance measures selected, consider using Logic Models. Logic Models are simplified graphic depictions of a program, initiative, or strategy. They provide a map of the relationships between the resources, activities, and benefits or changes that result. Logic Models demonstrate the theory of change, and can be useful in program planning, management, communicating with partners, and needs assessment. To develop a Logic Model, the Needs Assessment team should work with their stakeholders to identify the needed inputs/resources to reach the goals related to their program, initiative or strategy - as well as activities related to the short, medium, and long term goals.

USING THE TOOL

Prior to the stakeholder meeting, the needs assessment team should:

- Prioritize the work stream and, with input from stakeholders, decide what outcomes to focus on first.
- Considering these outcomes, think through and identify the needed resources to reach these goals. Indicate these resources as inputs on the left hand side of your logic model. It is helpful to group these resources in terms of what they offer- such as financial resources, staff resources, collaborative resources, etc.
- At this point, may be helpful to think of logic models in terms of if/then statements. Use the identified resources/inputs to guide the identification of reasonable activities.
    - For example, if we have resource X, then we will be able to carry out Activity Y.
- Given the inputs/resources and activities that have been identified, begin to identify short (1-2 years) and medium (2-5 years) term outcomes that can be expected. Again, these outcomes should make logical and chronological sense, and eventually be linked to the 2-3 distal outcomes originally identified.

*****NOTE: It may be helpful to have several Logic Models for the work identified during the Needs Assessment Process. For example, one Logic Model for each of the major initiatives.***

The day of the stakeholder meeting, the needs assessment team:

- Summarizes the status of the needs assessment process.
- Introduce the concept of a Logic Model and share the draft Logic Model with the stakeholder participants. Request feedback, working on one column at a time to ensure 1) stakeholders have a comprehensive understanding of the problem and strategies drafted, 2) stakeholders present have an opportunity to present feedback on the drafted logic model.

USING THE INFORMATION TO INFORM NEXT STEPS IN THE NEEDS ASSESSMENT PROCESS

To ensure the information is used to inform the needs assessment process, the team should spend time identifying next steps. The following next steps may be appropriate:

- Incorporate stakeholders' feedback into a final version of the proposed Logic Model.
- Assign a point-person to keep the Logic Model up-to-date, reflecting changes that may occur as project work advances.
- Regularly share the Logic Model with the whole stakeholder group to keep everyone up-to-date on project progress.

<u>QUESTIONS TO CONSIDER</u>

- ✓ How will information generated from the tool inform the next steps in the assessment process?
- ✓ Who will be responsible to ensure the information is used to inform the process?
- ✓ What tasks do we need to add to our action plan based on the information from the Logic Model?
- ✓ How do we package the information and communicate it to our internal/external stakeholders?
- ✓ How can we use this tool for the ongoing needs assessment process?