

Guide to Program Outcomes



FOELLINGER
F O U N D A T I O N

We Champion Opportunity.



Purpose of the Guide

The Foellinger Foundation identifies and supports organizations led by adaptive board and key staff members that promote self-reliance and build community. Consistent with the Foundation's strategic intent, these organizations will be mission-driven, well-governed, and results-oriented. The Board of Directors of Foellinger Foundation is interested in helping organizations focus their grant requests on outcomes that move families from dependence to independence to interdependence - particularly those with the greatest economic need and the least opportunity.

The *Guide to Program Outcomes* is a compilation of outcomes in the fields of early childhood development, youth development, and family development. The guide includes outcomes and indicators for each strategic funding area, which are divided into sections that correspond to the planning and measurement framework required by Foellinger Foundation.

- The first column in each area lists the relevant **long-term outcomes**. Begin by selecting a long-term outcome your program aims to achieve from the list.
- The second column contains **short-term outcomes** that align with each long-term outcome. Short-term outcomes include general statements of the benefits of your program for participants. Select the short-term outcome that aligns best with how your program benefits participants.
- The third column includes *suggested outcome indicators* that describe the attitudes, skills, or behaviors changed by your program. The indicators allow you the flexibility to place the more general short-term outcome statement within the context of your particular program or intervention. You can choose an indicator from the list, or propose your own indicator, as long as it represents an outcome and is evidence-based.

Family Development

GOAL: Adults engage in behaviors that support themselves and their families moving from dependence to independence.

Long-Term Outcomes	Short-Term Outcomes	Suggested Outcome Indicators
Adults develop healthy social and emotional support systems to strengthen their family.	<p>Continuum Categories: Support Systems, Family Interactions</p> <p>Parents/adults gain new knowledge, skills, and behaviors to foster healthy family and social relationships.</p>	<ul style="list-style-type: none"> • Enhanced parenting skills • Increased knowledge, application of life skills • Use of alternative approaches to discipline • Healthy conflict resolution skills • Increased positive interactions with family members, neighbors, co-workers, and friends • Families access formal and informal support networks
Adults have improved ability to earn income and financially support their family.	<p>Continuum Categories: Education, Employment, Income</p> <p>Parents/adults gain new skills, knowledge, and behaviors needed to become employed and earn a living wage.</p>	<ul style="list-style-type: none"> • Improved academic skills • Higher levels of educational attainment • Attainment of job skills (e.g., reliability, communication) • Attaining employment • Sustained employment • Employment advancement • Increased wages
Adults have improved ability to provide for their family's basic needs.	<p>Continuum Categories: Housing, Childcare, Health Care & Health Status, Transportation, Nutrition</p> <p>Parents/adults gain new skills, knowledge, and behaviors needed to support their day-to-day necessities.</p>	<ul style="list-style-type: none"> • Family maintains affordable and stable housing • Family maintains reliable and affordable childcare • Family maintains reliable and affordable health care • Family maintains affordable and reliable transportation • Family maintains access to a variety of food choices • Family accesses and uses health care systems
Adults support and guide others to develop independence.	<p>Continuum Categories: Support Systems, Family Interactions</p> <p>Parents/adults gain new skills, knowledge, and behaviors to support others.</p>	<ul style="list-style-type: none"> • Adults engage in activities that strengthen communities • Adults/children engage in volunteer opportunities • Adults support the development of community schools • Adults strengthen communication with schools, other families and the larger community

Youth Development

GOAL: Youth/parents engage in behaviors that promote positive social, emotional, and academic development and facilitate a successful transition to adulthood.

Long-Term Outcomes	Short-Term Outcomes	Suggested Outcome Indicators
Youth succeed in school.	<p>Continuum Categories: Education, Employment</p> <p>Youth develop skills and practice behaviors that foster school success.</p>	<ul style="list-style-type: none"> ▪ Improved literacy and/or math skills ▪ Increased interest in reading/math/science ▪ Increased involvement in extracurricular activities ▪ Improved study habits ▪ Increased grades and/or test scores ▪ Fewer disciplinary problems ▪ Improved attendance ▪ Higher graduation rates ▪ Increased post-secondary education
Youth experience positive emotional development.	<p>Continuum Categories: Family Interactions, Support Systems, Health Care & Health Status</p> <p>Youth develop attitudes, skills, and behaviors that promote positive emotional development.</p>	<ul style="list-style-type: none"> ▪ Improvements in working memory and/or self control ▪ Positive view of the future ▪ Positive peer relationships ▪ Positive parent relationships ▪ Feelings of safety, security at home or during program time ▪ Development of new interests ▪ Decrease in risky behaviors ▪ Increased financial literacy skills
	<p>Continuum Categories: Support Systems, Family Interactions</p> <p>Parents gain new knowledge and skills to foster positive youth development.</p>	<ul style="list-style-type: none"> ▪ Increased parenting skills ▪ Alternative approaches to discipline ▪ Life management skills ▪ Positive communication ▪ Involvement in youth's education

Early Childhood Development

GOAL: Children achieve developmental milestones;
parents/providers engage in behaviors to support children’s health and well-being.

Long-Term Outcomes	Short-Term Outcomes	Suggested Outcome Indicators
Children enter school ready to learn.	<p>Continuum Categories: Education, Family Interactions</p> <p>Children achieve developmental milestones.</p>	<p>Children show gains in one or more of the following:</p> <ul style="list-style-type: none"> ▪ Emergent literacy/language skills ▪ Social skills ▪ Physical motor skills ▪ Cognitive skills ▪ Emotional development
	<p>Continuum Categories: Support Systems, Family Interactions, Health Care & Health Status</p> <p>Parents gain new knowledge, skills, and behaviors that foster early childhood development, health & well-being.</p>	<p>Parents show gains in one or more of the following:</p> <ul style="list-style-type: none"> ▪ Increased positive interaction with children ▪ Increased supportive interaction with providers/program staff ▪ Increased involvement in child’s education ▪ Improvement in physical care of children ▪ Higher rates of immunizing children ▪ Higher rates of prenatal care ▪ Higher rates of wellness care of children
	<p>Continuum Categories: Education, Childcare, Support Systems, Health Care & Health Status</p> <p>Providers gain new knowledge, skills, and methods to foster childhood development.</p>	<ul style="list-style-type: none"> ▪ Providers increase the quality of care provided through new curricula & practices and increased levels of provider qualifications ▪ Children/families receive appropriate referrals and intervention services when needed ▪ Providers demonstrate community connections and collaborations ▪ Providers obtain continuing education/training