


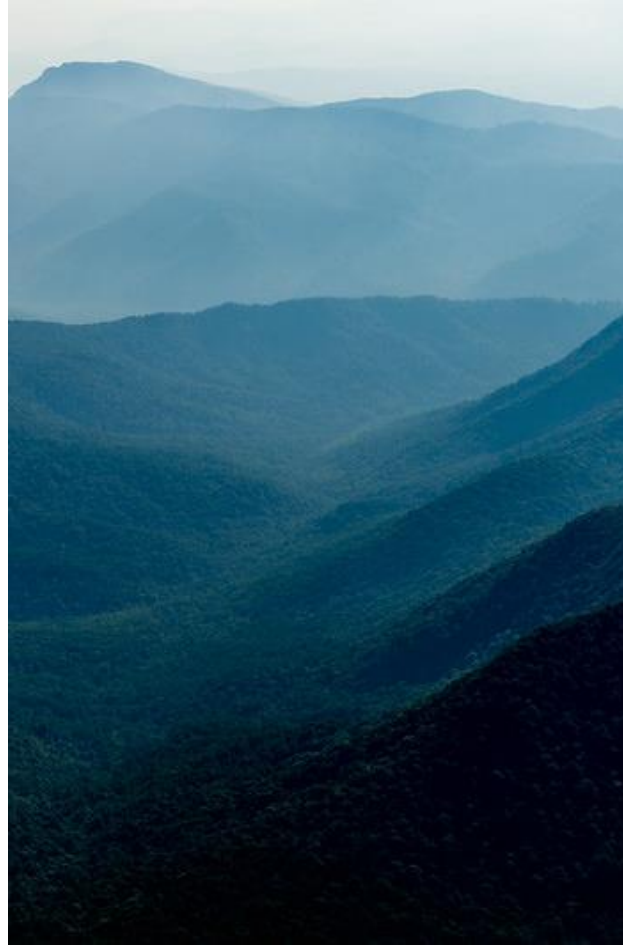

Outcomes, Outputs, and Indicators

December 2024

Logic Model Development

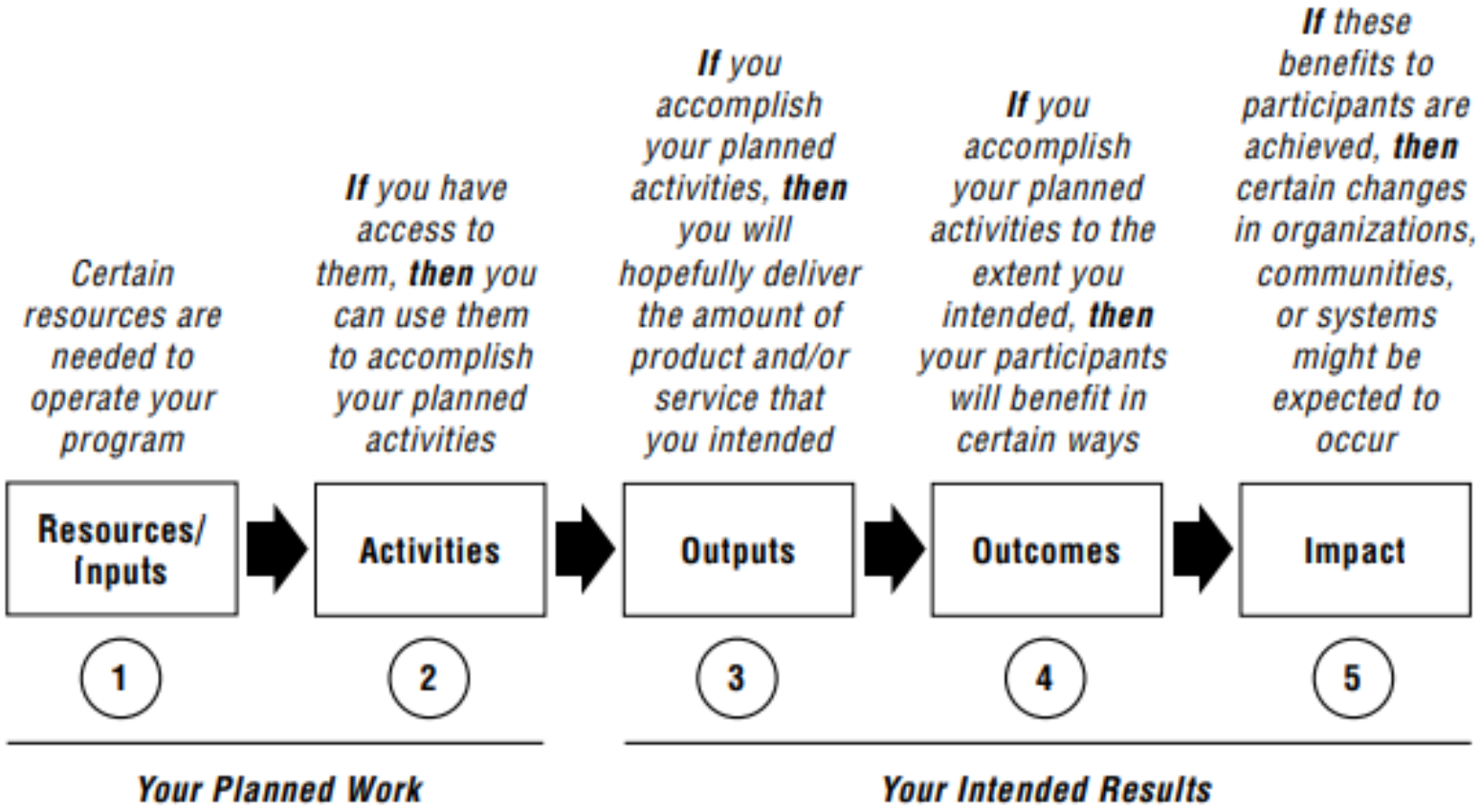

Figure 2. How to Read a Logic Model.

- W.K Kellogg Foundation Logic Model Development Guide (Kellogg Foundation), 2004, page 3

Many outcomes are formulated with an objective followed by a more succinct outcome statement.

- Title: Oyster Outcome
- Objective: Continually increase finfish and shellfish habitat and water quality benefits from restored oyster populations.
- Outcome statement: Restore native oyster habitat and populations in 10 tributaries by 2025 and ensure their protection.

➢Chesapeake Bay Program Beyond 2025 Evaluation (ERG Report) – "This structure represents a clear and concise approach to specifying outcomes and should be repeated in the future."

Inputs include the human, financial, organizational, and community resources a program has available to direct toward doing the work.

1. Inputs: Oyster Outcome Example

- Human, financial, organizational, and community resources from responsible parties: NOAA; MD DNR; VMRC; Army Corp of Engineers
  - Ex: Spat on shell – UMCES Horn Point Hatchery.
  - Ex: Staff time planning & implementing oyster reef restoration.

Program Activities are what the program does with the resources. Activities are the processes, tools, events, technology, and actions that are an intentional part of the program implementation. These interventions are used to bring about the intended program changes or results.

2. Activities: Oyster Outcome Example

- Host meetings to plan and coordinate oyster restoration in selected tributaries.
- Convene an Oyster Metrics Workgroup to develop monitoring protocols.
- Communicate results of oyster restoration to public audiences.

Outputs are the direct products of program activities and may include types, levels and targets of services to be delivered by the program.

3. Outputs: Oyster Outcome Example

- A blueprint for oyster restoration in selected tributaries.
- Oysters reef construction and seeding in selected tributaries.
- Restoration Goals, Quantitative Metrics and Assessment Protocols for Evaluating Success on Restored Oyster Reef Sanctuaries.
- Bay-Wide Annual Updates published to communicate progress toward the 'Ten tribs' goal.

Outcomes are the specific changes in program participants' behavior, knowledge, skills, status and level of functioning. Short-term outcomes should be attainable within 1 to 3 years, while longer-term outcomes should be achievable within a 4 to 6 year timeframe.

4A. Short-Term Outcome: Oyster Outcome Example

- Complete restoration work in the remaining two selected tributaries.
- Increased understanding and awareness of restoration impacts.

4B. Long-Term Outcome: Oyster Outcome Example

- Restore native oyster habitat and populations in 10 tributaries by 2025 and ensure their protection.

Well-Written Outcomes Should Be SMART

- **S Specific.** The outcome should reflect an explicit objective that provide details on for what and for whom the work is being performed.
- **M: Measurable.** There should be a clear way to measure the outcome and data should be available to support measurement.
- **A: Achievable.** The outcome should be something the program can reasonably achieve.
- **R: Realistic.** The outcome should be achievable within the given the timeframe.
- **T: Time-bound.** There should a time frame specified for achieving the outcome.

➢ ERG Report pages 5-6

Oyster Outcome Example

S	M	A	R	T	Overall
✓	✓			✓	✓

Indicators are the measures you select as markers of your success. They are often used as the starting point for designing the data collection and reporting strategies.

Indicators: Oyster Outcome Example

- Number of tributaries with restored oyster reefs.
- Oyster restoration acreage in a selected tributary.
- Monitoring results post restoration, per Oyster Metrics success criteria.
    - Monitoring activities determine the overall success of the restoration activity by tracking success at recruiting new oysters, survival in the early stages after settlement or planting, natural mortality, disease status, growth, reproduction and shell accumulation.