**Performance Indicators Activity**

Instructions:

* **Step 1:** Get in pairs or small groups,
* **Step 2:** Review the state’s process/implementation and outcome/impact evaluation plans on the next page.
* **Step 3:** Draft 1 or more performance indicator for each of the rows of the state’s process and impact evaluation plans on the next page.
* **Step 4:** After drafting a performance indicator, check to make sure it meets all the criteria of a good indicator using the following checklist:
* Is the indicator clearly related to the activity or intended outcome?
* Does it contain a statistic or number (average, total, percentage) to track whether it goes up or down?
* Does it specify whether it should increase or decrease (optional)?
* Does the wording suggest how you’re going to measure the outcome?
* Is it feasible to collect the data for the indicator? (e.g., Is it realistic for you to gather data form ALL practitioners or would a sample be more feasible?)
* **Step 5:** Reflect on whether your state’s SSIP evaluation plan or other program evaluation plans include clearly articulated, feasible performance indicators to track progress.

**Implementation or Process Evaluation:**

The state evaluated the implementation of the COS training modules in accordance with their evaluation plan as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity** | **Performance indicators** | **Measurement/Data Collection Method** | **Timeline** |
| Support providers in implementing high quality child outcomes summary (COS) rating processes | *Example:* *100% of coaches complete the COS and coaching practices training*  | List of coaches completing the COS and coaching practices training compared to list of coaches  | October 2016 for initial implementation sites |
|  |  | Follow-up survey to coaches training  | January 2017 |
|  |  | List of staff completing COS Modules compared to list of staff in implementation sites | January 2017 for initial implementation sitesOngoing during statewide scale up |
|  |  | COS Module Evaluation survey (following completion of the module) | November 2016 thru January 2017Ongoing thru scale up |

**Intended Outcome or Impact Evaluation**

The state evaluated the intended outcomes of implementing the COS training modules in accordance with their evaluation plan as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Outcome Type** | **Description of Outcome** | **Evaluation Question** | **Performance Indicators** | **Measurement/ Data Collection Method**  | **Timeline** |
| Short-term | 1. Coaches understand the COS process and coaching practices | Did coaches who attended the COS coaching training demonstrate that they understood the COS process and coaching practices? |  | Post-test | Oct 2016 for initial implementation sitesApril 2017 thru June 2018 for scale up sites |
| Short-term | 2. EI providers understand the COS process  | Did EI providers who completed the COS modules demonstrate that they understood the COS process?  |  | EI provider completion log of COS modulesPre- and post-test | Nov 2016 thru Jan 2017 for initial implementation sites Ongoing with statewide scale up |
| Short-term | 3. Families in EI understand the COS process | Did families report they understood the COS process?  |  | Family survey data | Feb 2017 for initial implementation sitesAnnually  |
| Inter-mediate | 4. Providers are supported by coaches to implement the COS process with fidelity  | Do providers feel effectively supported by coaches to implement the COS process? |  | Provider survey | March 2017 and 2/year ongoing |
| Inter-mediate | 5. Teams implement the COS process with fidelity | To what extent do teams implement the COS process as intended, consistent with best practices?  |  | Adapted COS-TC checklist completed by peer coach  | Jan thru June 2017 for teams in initial implementation sites after receiving at least 6 months of coachingOngoing thru statewide scale up |