Logic Model for Developing Performance Measures

**High-level outcome(s)**

How is Oregon doing relative to this goal? Identify Oregon Benchmarks or other high-level, societal outcome measures that relate to this goal. These measure Oregon’s progress, not agency performance.

If HLO’s are unavailable, insert agency mission here.

**Agency goal**

Start with the goal.

**Key performance measure(s)**

Decide how “high up” to go for your externally reported key performance measures. Choose from the “bucket” of measures you have identified in 3B and 3C.

**Intermediate Outcomes** (measures of results coming from outputs)

How do you know the strategy is working?

Intermediate outcomes measure the result of your products and services.

1. Example: % of grantees submitting their first quarterly reports completely and on time. (2002 data: 67%; 2007 target: 100%; source: grant records)

For external reporting, an intermediate outcome is preferable to an output as a measure of performance.

**Outputs** (amount or frequency of products and services “put out” by agency actions)

How do you know the strategy work is getting done?

Outputs are measures of your agency’s products and services:

1. Example: % of grantees trained. (data: 90% in 2002, 92 in 2003; 2007 target: 100%; source: training registrations)

**STRATEGIES**

What is your agency doing about this goal?

This is just a placeholder for your thinking. It will not go on to any performance measure forms. To strengthen the logic and the likelihood that outcome targets will be achieved, strategies should reflect best or evidence-based practices.

* There will be subsequent training on the Annual Performance Report forms.

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