



Theory of Change Drafting Process Overview

The Center is creating an agency wide Theory of Change. This theory of change will measure The Center's goals/outcomes and the pathways with which we will reach these goals. The Theory of Change Committee consists of Matt Huckabay, Executive Director; Emma Owens, Operations Manager; Jana Pingle, Volunteer Consultant; Matt Williams, Client Services Coordinator; Cathy Bourland, Community Education Coordinator; and members of the Survivor's Advisory Committee. The team will also solicit input and review from key stakeholders throughout the process and bring the feedback back to the committee the next session.

Overview of Drafting Sessions:

- Section 1: Identify Long-term outcomes – 1 session - 4 hours total. Session to define long-term goals and target population. Questions asked are: what success is for The Center, what will we change with whom?
- Section 2: Develop pathway to change – 2 session - 4 hours each. Basically one question for these two sessions, “What are the necessary and sufficient preconditions for the long-term goal(s)?” This section is focused on creating a draft of the pathway to change and all of the preconditions needed to reach the long-term goal(s).
- Section 3: Operationalize Preconditions – 2 sessions - 4 hours each. During this section all the indicators for each precondition are defined. Questions asked include: “What indicator(s) will we use to measure success on this outcome? In what population will we look for change in these indicators? What is the current status of our target population on the indicator(s)? How much does our target population have to change on these indicators in order for us to feel that we have successfully achieved the outcome? How long will it take the target population to reach our threshold of change on the indicator(s)?”
- Section 4: Devise Interventions – 2 session - 4 hours each. This section we will define the interventions we will use to reach each precondition/outcome. The section is focused to answer the following questions: For each of the outcomes on our map that we think we may have some influence over, what type of intervention would we need to implement in order to bring it about?
- Section 5: Articulate Assumptions – 1 session - 2 hours total. This session is a reality check. The questions considered are: When you look at the total picture, do you believe that the theory makes sense? Do the preconditions make sense as the logical steps toward the long-term goal? How will we be able to bring about the outcomes at the levels we have predicted? Is there anything going on in the real world that may make it difficult to get this theory off the ground the way we've planned it