

DEFINITION 1:

**Theory of Change/
Pathway to Change**

A storyline;

depicts how a complex
change initiative will
unfold over time

by illustrating the
various moving parts
that must operate in
concert

to bring about a long
term, desired outcome.

DEFINITION 2:

Problem

Data, issues, and
challenges that are
showing up in
communities and/or
people

that makes you and
others think something
needs to be done;

not framed in a “lack of”
or “gaps in services”,
but instead

provides information
that demonstrates an
urgency to act;

does not leave the
person asking the
question “so what?”.

DEFINITION 3:

Long Term Goal

The ultimate change
you want to achieve

as a result of your
collaborative and
concentrated effort.

An example includes
long-term employment
at a livable wage for
domestic violence
survivors.

DEFINITION 4:

Outcomes/

Preconditions – Short

and Medium Term

Change that must
happen along the way

so that the ultimate
long term goal can be
achieved;

it tells the story of how
success will be
recognized at each step
in the pathway of
change.

Two examples include

1) survivors attain
coping skills and

2) survivors have marketable skills in non-traditional areas.

DEFINITION 5:

Outputs

Numbers or counts;

respond to the
questions “how many”
or “how much”;

does not indicate
change, only numbers

DEFINITION 6:

Indicators of Success

Details you will use to
show that each
outcome or pre-
condition has been
achieved

by responding to the
following questions:

1) TARGET POPULATION

- Who or what do you expect to change?;

2) BASELINE - What is the current status of our target population?;

3) THRESHOLD - How much change has to occur for us to claim to have successfully reached the outcome?;

and 4) **TIMELINE** - How long will it take to bring about the necessary change in this target population?.

DEFINITION 7:
**Interventions/
Strategies**

Specific activities,
policies, interventions
or strategies

that will help to achieve
each of the outcomes
listed on the pathway to
change.

These strategies can be
ones in which you, as an
organization, or

others that you may
partner with have some
influence over

that will help ensure the
outcomes are achieved.

DEFINITION 8:

Assumptions

Set of beliefs and
evidence

that guide a group to
believing change will
happen and

explains why the whole
theory makes sense.

DEFINITION 9:

Data Collection

Process of gathering
and measuring
information on things or
variables of interest,

in an established
systematic fashion that
enables one to assess
programs and
interventions;

learn from challenges
and make programmatic
improvements; and

answer stated research
questions, test
hypotheses, and
evaluate outcomes.

DEFINITION 10:
Evidence Based
Programming

The
interventions/activities
are based on program
knowledge, research,

or backed by
statistically significant
evaluation findings.

This evidence must demonstrate that the proposed intervention

(includes the design
and dosage) is likely to
lead to the proposed
outcome.

DEFINITION 11:

Evaluation

The careful collection
of data and
information

about various aspects
of a program's
structure, delivery,
usage, and results

from a variety of
reliable sources.

A thoughtful process of
focusing on questions
and topics of concern,

collecting appropriate
information, and then
analyzing and

interpreting the
information for a
specific use and
purpose.

The Output is
organizational
learning.