

Basics of Result-Based Accountability

Result: a population condition of well-being for children, adults, families, and communities stated in plain language.

Indicator: Is a measure that helps quantify the achievement of a result.

Factor Analysis: Identify the forces that support or impede progress toward the result

Population: Know who and how many people are not reaching result;

Equity and Racial Equity: Be clear about disparities within your population that may require targeted strategies.

Strategy: Coherent collection of actions that has a reasoned chance of improving results, including efforts targeted at those furthest behind.

Performance Measures: a measure of how well a program, agency, or service system is working and what difference has been made:

- Quantity: How much will we need to do?
- Quality: How will we know it works well?
- Impact: How will we know we are contributing to the result?

Developing a Results-Based Strategy

1. Define **Population**, specifically and in geographic boundary
2. What **Result** do we want for this population?
3. From our experience, how would we know this result is being met? What **Indicators** tell us that we are achieving the result for the population? A proxy that would tell us the condition is being met
4. What is the **Baseline and Trend** (past five years and projection for next five) for the indicator(s)?
5. Are there **Racial or Other Disparities** among sub-groups in our population?
6. What is the story behind the curve? What do we think are the **Factors** that support or impede progress for your population and sub-populations? What **Systems** hold the problem in place?
7. What information and research do we need to gather to confirm factors and identify **Priority Factors** that you have the most influence over and can have the most impact?
8. What works in addressing the priority causes/factors (are there promising or evidence-based practices or programs)?
9. What **Strategies** will move the priority factors? Do they have reach, scale, validity, success probability, community fit, and capacity to move the highest-leverage factors and result?
10. Whose **Aligned Actions** implementing the strategies will be enough to move the result?

Proving Contribution

- It is extremely rare that one program by itself can turn a curve at a population level. Chaos and complexity theory teaches us that precise cause and effect relationships in complex environments are impossible to know
- You can demonstrate contribution if you pursued aligned strategies that had a credible chance (reach, scale, validity, etc) of making a difference, and it had a timely relationship to a turn in the curve. The contribution is even greater if the change in result runs counter to trends or comparable benchmarks for the rest of the city, county, state, nation or comparable populations/communities.
- Instead of proof of causality, we demonstrate circumstantial evidence that we contributed to change.

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Who is the population you serve in what geographic boundary? Approximately how many people are in that population?

What is the result you want for that population?

What is an indicator or measure that would tell us if the population is meeting your intended result? Generally has that indicator been going up or down during the past 5-10 years?

Do we know how many people in your population are not achieving the indicator of success?

Are there disparities within your population? Do you need to reach some sub-populations of people different than others to achieve your result?