Pew Capacity Building Grant Program Sample Outputs and Outcomes

Below are sample outputs and outcomes, organized by funding category, to use as a guide when developing the assessment portion of Pew Fund Capacity Building proposals. These examples are intended as suggestions; this list is not exhaustive. Outputs and outcomes articulated in Pew Fund Capacity Building proposals should be specific to the proposed project.

Management Information Systems

Outputs
Ø Complete an assessment of information system needs
Ø Hire vendor/consultant for system development
Ø Purchase new computers and related hardware
Ø Purchase new computer software
Ø Purchase new phones
Ø Train appropriate staff on use of new software
Ø Redesign existing data systems
Ø Develop reports to inform program decision making
Ø Develop procedures/workflow process for new information system
Ø Successfully implement new technology/information system
Ø Redesign existing web site
Ø Develop new web site

Outcomes
Ø Increase quality of reports (e.g., demographics, inputs, outputs, outcomes)
Ø Reduce time spent managing/analyzing data
Ø Use reports and data to inform new program development or strategic planning
Ø Use data to identify gaps in services
Ø Increase client access to information
Ø Reduce duplication of data entry and storage
Ø Use data to make program modifications
Ø Increase client satisfaction with services
Ø Increase funds raised through use of web site
Ø Use web site to increase the number of volunteers recruited

Financial Management and Planning

Outputs
Ø Select vendor/consultant for financial system development
Ø Complete an assessment of financial system needs
Ø Purchase new computers and related hardware
Ø Purchase software for financial management and planning or fundraising
Ø Develop procedures/workflow process for new financial systems
Ø Train appropriate staff on use of new software

Ø Develop capability to raise funds via organization's website
Ø Develop reports to inform financial management and planning
Ø Train appropriate staff in financial management and planning strategies
Ø Develop new fundraising plan

Outcomes
Ø Enhance financial management and planning competencies of relevant staff or board members
Ø Enhance fundraising competencies of relevant staff or board members
Ø Successfully implement new technology/MIS
Ø Use financial reports for more effective staff management
Ø Increase annual net income of organization
Ø Use new financial system to inform decisions
Ø Increase donor base by X%
Ø Diversify funding stream by X%

Evaluation and outcomes system development

Outputs
Ø Complete an assessment of evaluation system needs
Ø Identify key indicators/outcomes to be measured
Ø Develop evaluation tools
Ø Train appropriate staff in evaluation theory and processes
Ø Increase staff competencies in evaluation theory and process
Ø Select vendor/consultant for system development
Ø Purchase new computers and related hardware
Ø Purchase evaluation/outcomes measurement software
Ø Train appropriate staff on new software
Ø Collect evaluation data
Ø Redesign existing data systems
Ø Develop new reports for tracking program outcomes
Ø Analyze outcomes data to inform decision making
Ø Implement new evaluation system
Ø Develop procedures/workflow process for new evaluation system
Ø Partner with another organization providing evidenced-based services

Outcomes
Ø Increase evaluation/outcomes-related knowledge among staff
Ø Use evaluation data for more effective program decision making
Ø Use evaluation data to make and/or influence policy decisions
Ø Use reports and evaluation data to develop a new program or to inform a decision to discontinue an existing program
Ø Use evaluation data to market the program/organization, for fundraising efforts, or in reports to funders
Ø Use evaluation data to for obtaining or maintaining licensure or accreditation

Ø Use evaluation data to increase scale of program/organization

Leadership succession and next tier leadership development

Outputs
Ø Hire a consultant
Ø Conduct assessment of organization's leadership needs
Ø Develop a plan for executive leadership transition
Ø Provide leadership development training to employees or board of directors
Ø Implement mentoring, supervision, or coaching system for staff
Ø Develop plan for promoting leaders from within organization
Ø Develop plan for recruiting leaders from outside the organization

Outcomes
Ø Increase among staff taking advantage of professional development opportunities
Ø Increase leadership competencies among staff
Ø Add "professional development" as a line item to the organization's budget
Ø Increase mid-level staff retention rates
Ø Increase senior level staff retention rates
Ø Successfully manage a senior leadership transition