

Logic Model Guide



Name of Organization

Mission

Explain the mission of the organization in your own words.

Rationale/Empirically Sound Hypothesis

Provide the theory that says why the program or activity will result in intended outcomes.

Assumptions

State the facts, state of affairs and situations that are assumed and will be necessary factors in program success.

External Conditions

Describe the current environment in which you desire to create measurable impact. This includes the factors beyond control of both you and the nonprofit organization you found (economic, political, social) that will influence results and outcomes.



Need:

Describe the problem or condition that the organization seeks to solve.

Inputs:

State the people, time, materials and resources that the nonprofit will dedicate to this program.

Activities:

The programs, services and actions the nonprofit will implement. Explain what the program will do.

Outputs:

Note the amount, type or degree of service the program provides (how many served, how they are served, how deeply they are served, etc.)

Outcomes:

The specific changes (short-, intermediate- and long-term) in the participants' behavior, knowledge, skills, status and capacity.

Impact:

The organizational, community, social and systemic changes that result from the program (intended or unintended).





sample logic model

Name of Organization

The Ricardo Calix Equitable Schools Network

Mission

The Ricardo Calix Equitable Schools Network will train students in conflict resolution to reduce suspension rates in New York City high schools.

Rationale/Empirically Sound Hypothesis

The organization will train students in conflict resolution who will then train others and build a culture of restorative practices at their schools, thereby reducing the number of in-school conflicts that result in suspensions.

Assumptions

In-school conflicts between students is a prevalent issue and a key contributor to suspension. Reducing in-school conflicts will reduce overall rates of suspension. Students can build a culture of restorative practices in their schools. Suspension is an inequitable practice.

External Conditions

New York City suspension rates have decreased in recent years; however, students of color are still disproportionately suspended. Many students who report in-school conflict have experienced significant trauma. Nationally, black students are suspended and expelled at rates three times higher than white students. 16% of black students are suspended every year. They represent 27% of students referred to law enforcement and 31% of students subjected to a school-related arrest. Restorative practices offer a social justice driven model to build community and reduce conflict in schools.



Need:

Students of color are disproportionately suspended compared to their peers. Suspension often leads to expulsion and increases the odds of student dropout, unemployment, referral to law enforcement and arrest.

Inputs:

- Five full-time staff
- Space and teaching materials (SMART board, workbook, etc.)
- \$15,000 to create curriculum
- \$250,000 to run program

Activities:

- Train two staff in conflict resolution
- Hold focus groups with partner schools
- Develop training guide and curriculum
- Train students in conflict resolution

Outputs:

- 2500 students
- 10 schools
- Per student: 30 hours of mediation training and \$50

Outcomes:

- 50% reduction rate in suspensions in partner schools over two-year period
- Students report healthier and safer school environment

Impact:

Conflict resolution and restorative practices are embedded into the high school curriculum. Suspension rates reduced and completion rates increase significantly.