Best Practices for Program
Development & Oversight
and Grantee-Level
Implementation &
Performance Metrics

Principles for Program Success





A COHESIVE THEORY OF CHANGE

REALISTIC PERFORMANCE MEASURES

Cohesive theory of change links program activities to outcomes

Activities

Main mechanism of achieving changes



Change outcomes

Proximal changes related to attitudes, knowledge, and skills



Short-Intermediate Outcomes

- Distal changes that should result from sustained use of skills, knowledge, etc.



Long-term outcomes

 Most distal changes that likely impact population health

Cohesive theory of change links program activities to outcomes

Activities

Psychoeducational resilience-building workshop



Change outcomes

- Decrease in stigmatizing attitudes
- Improved social support



Short-Intermediate Outcomes

- Increase in helpseeking behaviors



Long-term outcomes

Decrease in suicidal behaviors

Performance metrics



Helps ensure quality program implementation to achieve change outcomes



Tracking of quantitative indicators during an intervention to monitor progress towards intermediate targets

Why do performance measurement?



Monitor progress towards intervention objectives



Discover whether mid-course adjustments should be made to intervention activities



Inform decision-making related to intervention adjustments



Ensure accountability to stakeholders

Common performance metrics

Recruitment and enrollment

Dose

Initial engagement

Service uptake

Satisfaction and acceptability

Fidelity

Feasibility

Sustainability

Cost

Accountability







ESTABLISHING THEORY OF CHANGE AND PERFORMANCE METRICS HELPS WITH ACCOUNTABILITY GIVES EXTERNAL ENTITIES INSIGHTS
INTO IMPLEMENTATION

GUIDES PROGRAM EVALUATION