

Outcome-Based Evaluation

Tip Sheet for OBE Step Four: Outcomes (Indicators and Target Achievement Levels)

When people are new users of OBE, they sometimes find it difficult to distinguish between indicators and target achievement levels. The following is provided to help develop those two columns of your outcomes chart.

- **Indicators** do not yet attach actual numbers to the “# and %” of participants (users, patrons, library staff) who will achieve the intended outcome.
- **Target Achievement Levels** (Goals) do attach actual numbers to the # and % of participants (users, patrons, library staff) who will achieve the intended outcome. You can only attach numbers once you determine the data source, target audience, and data intervals. The goals may differ for different outcomes even when you are initially looking at the same participant group.

The following are the outcomes we wrote to accompany this OBE training workshop. You can see that the target achievement levels are different even when the initial participant group is the same. For purposes of this example we assumed we would train 75 participants to use OBE.

Outcome 1: *Immediate Outcome*: Training participants will use OBE to measure intended program outcomes.

Indicator(s)	Data Source	Target Audience (To Whom Indicator is Applied)	Data Intervals	Target Achievement Level (Goal)
# and % of training participants who write at least three clearly defined, measurable outcomes in an OBE plan (logic model) as assessed by a trained reviewer during the workshop	Trained reviewer rating of all required elements of measurable outcomes.	All who complete the training. N=75	End of workshop	90% N=68

Outcome 2: *Intermediate Outcome*: Training participants will use OBE in their grant applications.

Indicator(s)	Data Source	Target Audience (To Whom Indicator is Applied)	Data Intervals	Target Achievement Level (Goal)
# and % of training participants submit a grant application during a subsequent grant cycle who achieve a normalized score of 90	Grant reviewer rating including inter-rater check to achieve normalized score.	All who complete the training who also submit a grant during a subsequent cycle.	End of grant application review	50% N=37

Outcome 3: *Long term Outcome*: Training participants will use OBE in their grant reports to show measurable results of technology training programs.

Indicator(s)	Data Source	Target Audience (To Whom Indicator is Applied)	Data Intervals	Target Achievement Level (Goal)
# and % of training participants who received a grant during a subsequent grant cycle who report results of intended outcomes as assessed by a trained reviewer.	Trained reviewer rating	All who complete the training who also received a grant during a subsequent cycle.	End of grant report review	90% N=33

Outcome 4: *Long term Outcome*: Training participants report that follow-up mentoring helped them apply OBE principles better.

Indicator(s)	Data Source	Target Audience (To Whom Indicator is Applied)	Data Intervals	Target Achievement Level (Goal)
# and % of training participants who use follow-up mentoring who score 80 or better on a 100-point evaluation scale	Satisfaction surveys	All training participants who request follow-up mentoring	After 6 months of mentoring service, then annually	90% of training participants who use the service