TIP SHEET: THEORY OF CHANGE TO LOGIC MODEL

A **theory of change** shows how program activities lead to the achievement of long-term goals or objectives. A **logic model** translates the theory of change into concrete terms that can serve as the basis for planning, decision making, and evaluation. The distinction between these tools is less important than achieving clarity on how you want to use them. The following steps can help you move from theory of change to logic model. See also the accompanying Theory of Change to Logic Model worksheet. You can then use our Logic Model Template to put it all together.

1. **Specify long-term goals**

   In a theory of change process, the first step is to come to agreement with program stakeholders on long-term goals. It is very important to establish shared understanding about goals from the beginning. These should connect to organizational mission, vision, and strategy.

2. **Create a backwards map to connect vision to outcomes**

   Building upon the organization's vision, continue to map backwards until there is a framework that tells a story that is appropriate for the purposes of planning. This process should result in a map of intermediate steps leading to the attainment of long-term goals.

3. **Describe interventions (activities and inputs)**

   After laying out a change framework, you can focus on the role of activities or interventions (those things that your program must do to bring about outcomes), and then think about the resources that are directed toward program activities.

4. **Define your participants**

   Who are the people that your young program aims to serve? You may want to specify a target number of participants, target program dosage, or a target age range. And if your program works to advance equity for certain groups, you should make this explicit.

5. **Complete an outcomes framework**

   Draw connections between all interconnected elements – activities, participants, and short- and long-term outcomes – resulting in a cohesive whole that clearly shows progress toward the organization's vision.

6. **Identify assumptions and external factors**

   The assumptions that underlie your program theory should be clearly documented. Documenting assumptions and justifications is a continuous process. As outcomes are added and moved on the framework, it remains necessary to question and explain how and why changes are necessary. Anticipating external factors can help you to adjust strategy as needed.