

Dimensions of Success

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DIMENSIONS OF SUCCESS		
Dimension of Success	Description	Example Evaluation Questions that Address the Dimension
Design/ Implementation	The program/service is well-conceived and well-executed. It reflects best practices and is delivered as intended. The program/service fits the context.	In what ways do the program content and activities reflect best practices in _____?
		To what extent is the program being implemented as intended?
Equity	The opportunities, experiences, benefits, and results of the program/service are equitable. Disparities are reduced or eliminated. The program/service attends to structural factors that contribute to inequitable opportunities, experiences, or outcomes.	In what ways were culture, language, or racial identity considered in the development of the program/service?
		Does the program/service address topics, themes, or activities that are important to specific communities that have been marginalized?
		Does the program address a topic related to historical or structural inequities?
		How did the program/service work to avoid disparities (opportunities, participation, experiences, outcomes, etc.) experienced by different social groups?
Experience	The activities and environment of the program/service are welcoming, respectful, and enjoyable. Participants are satisfied with the program/service or have a positive attitude about it.	Are there disparities in program/service (opportunities, participation, experiences, outcomes, etc.) across different social groups?
		Are initial disparities decreased?
		To what extent do participants feel a sense of belonging during program/service activities?
Experience	The activities and environment of the program/service are welcoming, respectful, and enjoyable. Participants are satisfied with the program/service or have a positive attitude about it.	To what extent do participants feel they are treated with dignity and respect?
		How satisfied are participants with the program/service?
		To what extent do participants enjoy the program/service?

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Outcomes	Participation in the program/service contributes to desired changes in skill, knowledge, attitude, behavior, condition, or life status. The program/service delivers desired benefits.	<p>To what extent do participants increase their understanding of _____ after participating in the program/service?</p> <p>In what ways do participants demonstrate increased skills or understanding during or after the program/service?</p> <p>To what extent do participants develop their ability to _____?</p>
Reach/Access	The program/service engages the intended participants and retains them over time. Potential participants have access to the program/service without undue barriers.	<p>To what extent do the intended communities or individuals participate in the program/service?</p> <p>Does the program/service engage the communities or individuals with the greatest need?</p> <p>What barriers to participation do community members encounter?</p> <p>How might those barriers be reduced or removed?</p>
Relevance	The resources, activities, and arrangements of the program/service align with the needs, interests, cultures, and circumstances of participants or communities.	<p>In what ways do the program/service content and activities align with community needs and interests?</p> <p>In what ways is the program/service aligned with the (cultures, lifestyles, priorities, etc.) of the intended participants?</p>

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Resource Allocation/Resource Use	Funding, personnel, and materials are used economically and are sufficient to implement the program/service. The program/service overall is cost-effective.	<p>Is the amount of (funding, staff time, space, etc.) sufficient to implement the program/service as intended?</p> <p>Is the level of benefit for the community appropriate in relation to the (funding, staff time, space, etc.) invested?</p> <p>In what ways could the program/service use its resources more efficiently?</p>
Sustainability	Participation in the program/service has (or is likely to have) long-term benefits through lasting outcomes and/or continuation of the program/service itself. Continuation of the program/service is possible based on the level of organizational capacity and resources it requires.	<p>To what extent can the program/service be sustained over time?</p> <p>To what extent is the program/service continued beyond the initial start-up period?</p> <p>How is the program/service being integrated into the ongoing operations of the organization?</p> <p>What opportunities and barriers affect this integration?</p> <p>How might the program/service need to be modified to continue in the future with limited additional resources?</p> <p>To what extent are outcomes of the program/service sustained over time?</p>