



**thread**

THE NEW SOCIAL FABRIC

# Agenda

- Introductions and Overview
- The Challenges We Face
- What is a Logic Model?
- Practice
- Build/Reflect Time
- Caveats
- Sharing Resources





# Impact - by the numbers...

PO BOX 1584 | Baltimore, MD 21203 | 410-660-8343 | [thread.org](http://thread.org)





**100% Retained**

**87% Graduation  
(6yr)**

**83% Complete  
4/2yr degree or  
cert.**



# Outcomes Compared By GPA:

## COMPARISON OF 4-YR HIGH SCHOOL GRADUATION RATE THREAD VS. BALTIMORE CITY PUBLIC SCHOOLS

9th grade GPAs < 1.0

9th grade GPAs 1.00 - 1.49

9th grade GPAs 1.50-1.99

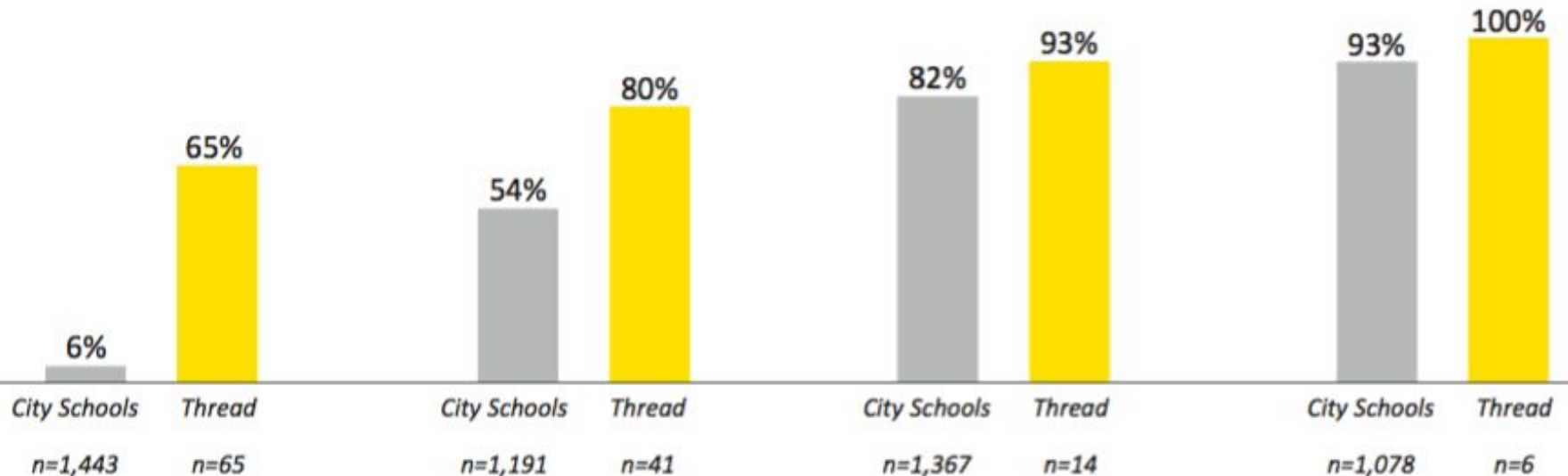
9th grade GPAs 2.00-2.49

+59 pp

+26 pp

+11 pp

+7 pp



Sources: Thread data as of 3/31/17. Predicting High School Outcomes in the Baltimore City Public Schools (2012, the Council of Great City Schools).





# How we hit those numbers...

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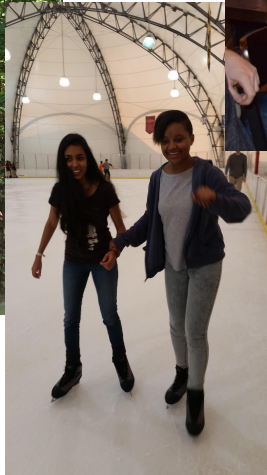


# We Enroll:

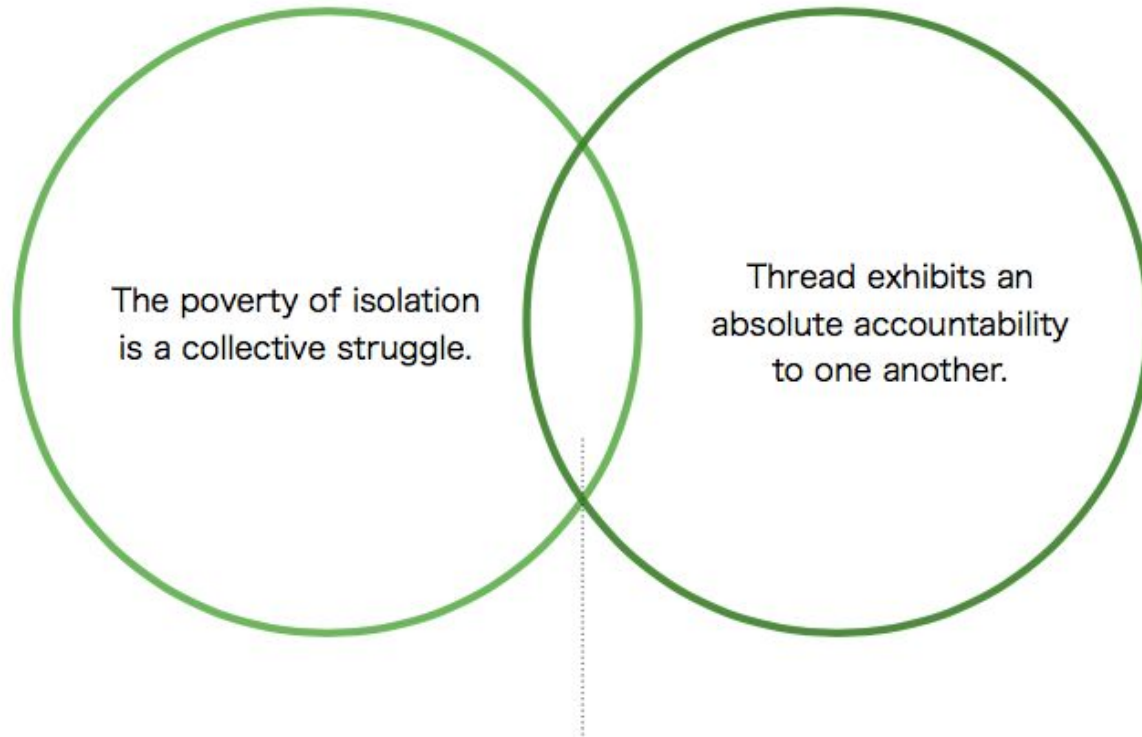
# HS Freshman Lowest Academic 25% for 10 Years



# We connect those students with volunteers and allow them to develop a relationship...



# We encourage everyone in Thread to see that...



**Thread believes that our futures are built upon the unshakeable power of relationships.**

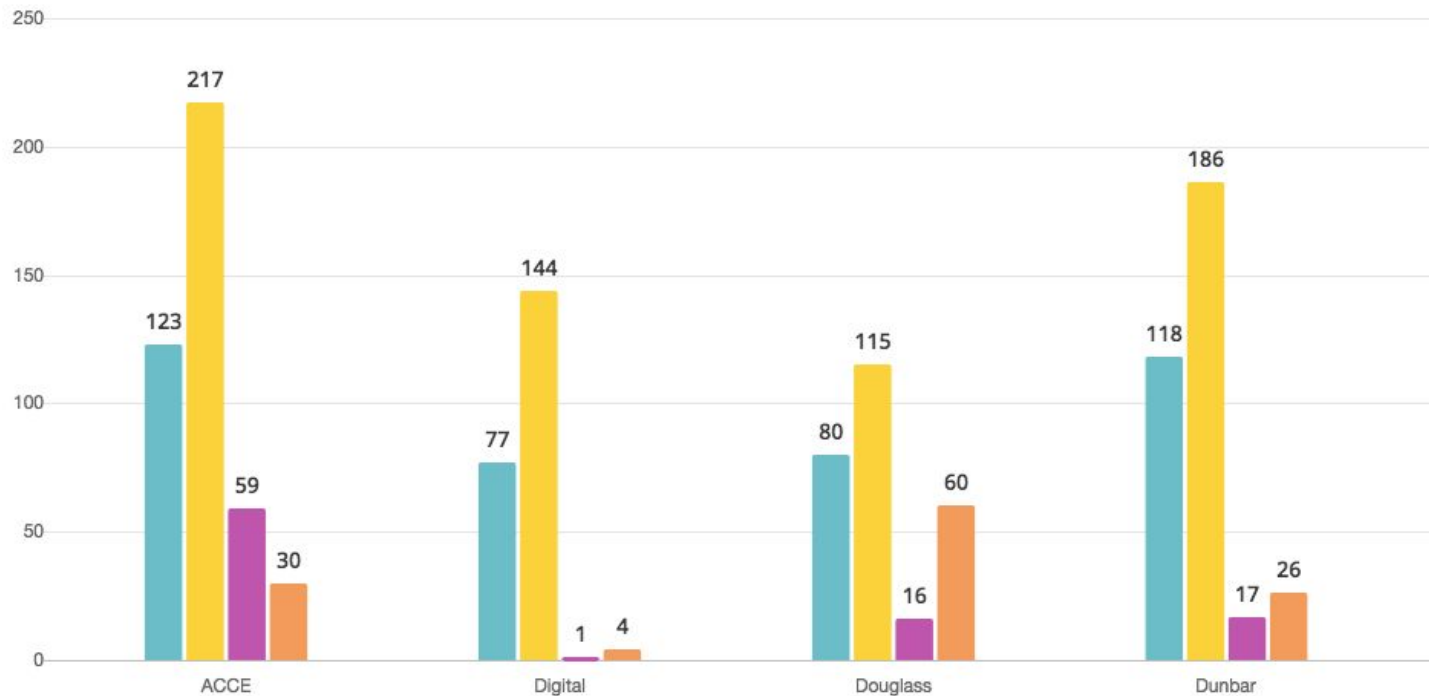


# We leverage technology to track progress in those relationships...

## Touchpoints by Site

Date    Total Touchpoints **1273**

● Volunteer to Volunteer (398) ● Volunteer to Student (662) ● Staff to Volunteer (93) ● Staff to Student (120)



# We use: a Logic Model & Theory of Change

- Theory of Change: “How We Effect Change”

*Inclusive of logic model; makes sense to stakeholders, is plausible, and doable with available resources and is measurable*

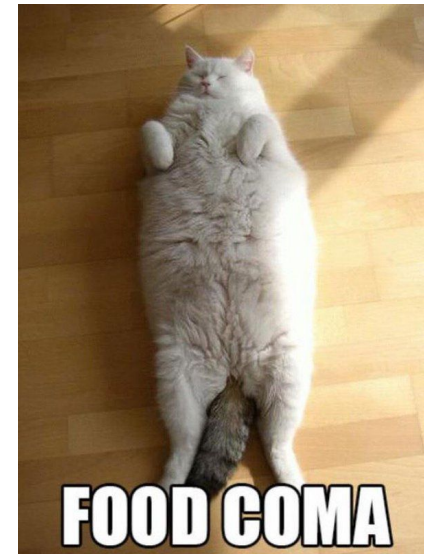
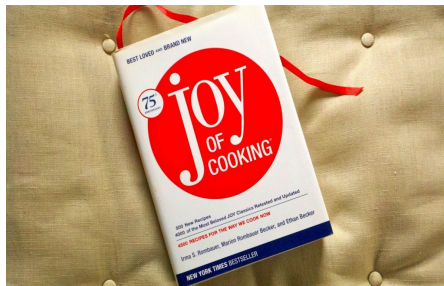
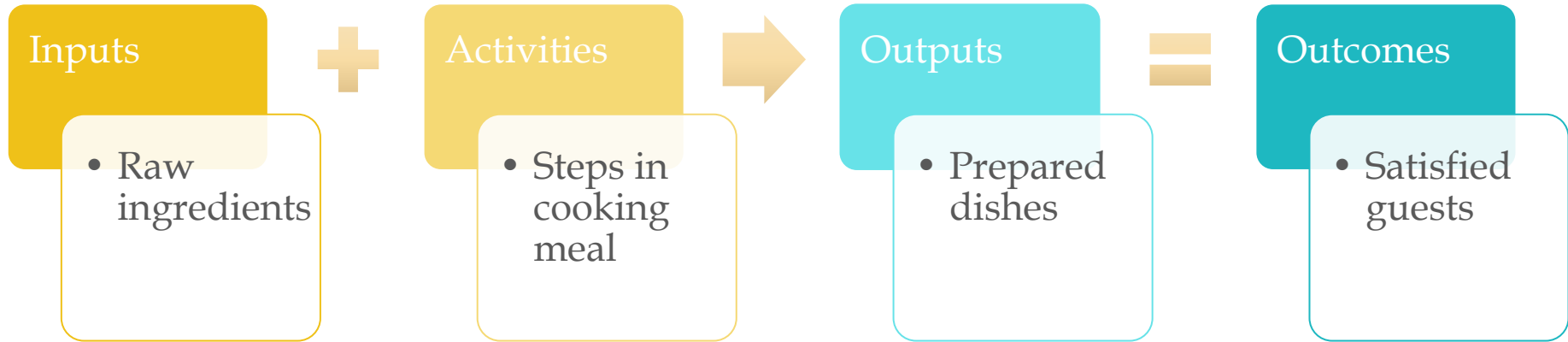
- Logic Model: “What We Do and How”

*Together, it’s the logically related parts of a program that maps the links between Activities to Outcomes: like a written cause and effect statement*

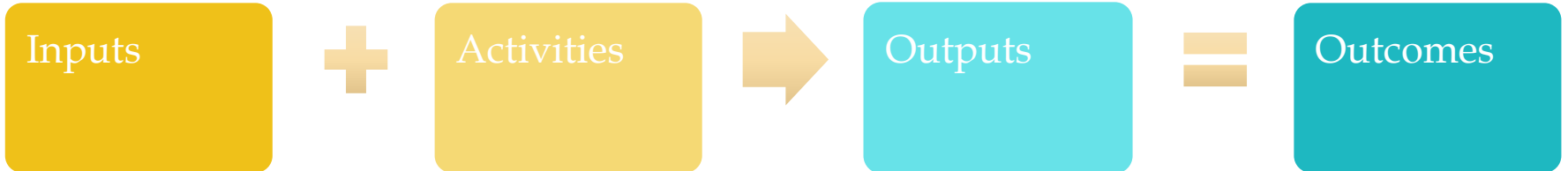
*Adapted from: Morino, Leap of Reason, 2011*



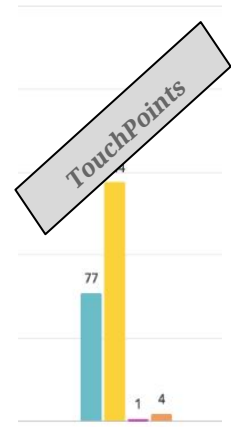
# Logic Models (an analogy):



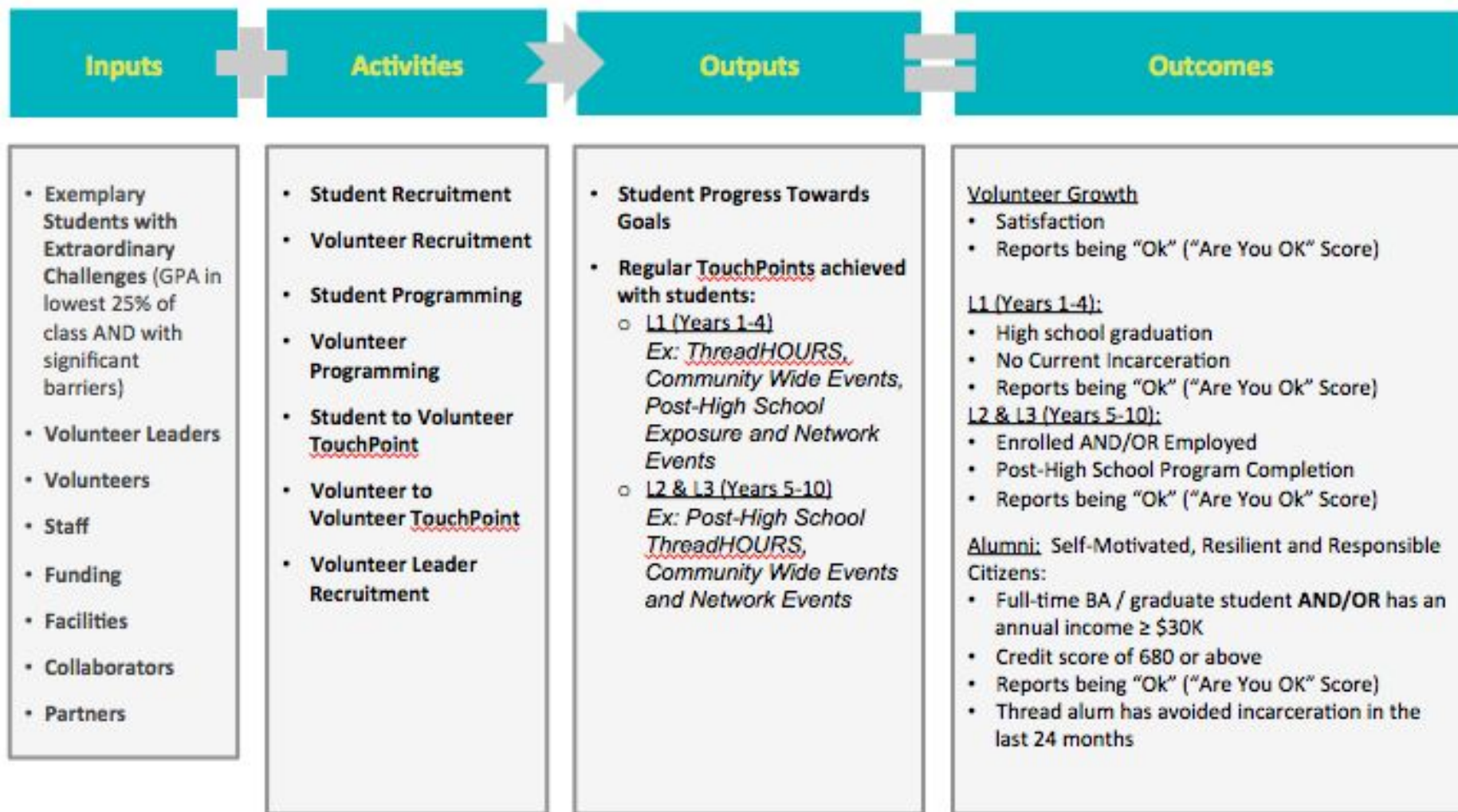
# Logic Models (reality for Thread):



● Volunteer to Student (662)



# Thread's Logic Model



# Your Turn...

Group 1	Group 2	Group 3
Logic Models: WTF?!?	Is This Right?	I've Got This...
<ul style="list-style-type: none"> <li>• <i>Don't really know what a logic model is</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Don't have a performance management model</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Don't have a set of clear metrics to measure</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Come from a newly formed organization</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Have an established Logic Model or other model, but could stand to do some work on it</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Have some clear metrics, but want to review/reflect on them</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Come from an established organization and are ready to start building a logic model, etc.</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Have spent WAY TOO MANY hours building performance management models</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Feeling like your model exists and is solid, but there's a need to assess how well it's working</i></li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• <i>Feeling like you're chasing resources and/or not aligning resources to impact</i></li> </ul>

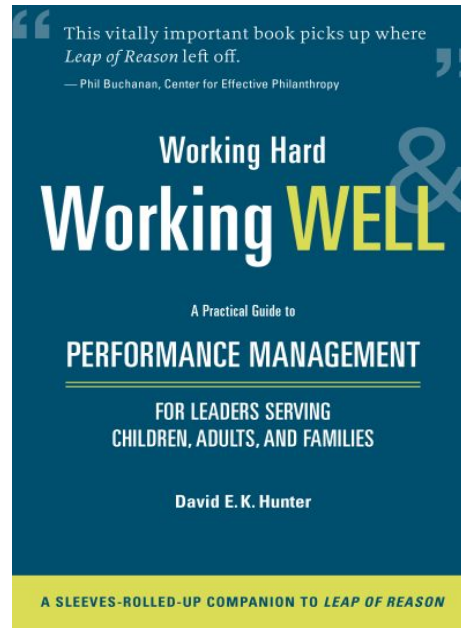
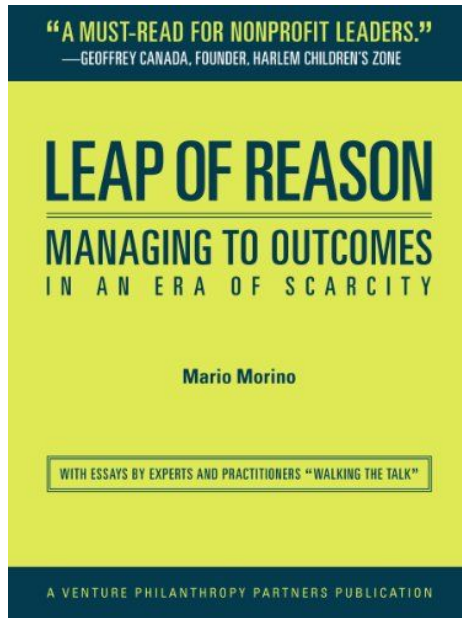


# Caveats

- Collecting data is important, but it's not everything
- Too many metrics = chasing two rabbits (ie you go hungry)
- Assess your Activities annually against your logic model
- Ensure that everyone in your organization knows and is aligned to your model



# Resources



YouTube:  
David Hunter “Theory of Change”





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