



## Outcomes, Outputs, and Indicators Checklist

*Intended use: To help differentiate between outcomes, outputs, and indicators before and during strategy implementation.*

	Outcomes	Outputs	Indicators
<b>Definition</b>	<p>An outcome describes who or what will change:</p> <ul style="list-style-type: none"> <li>• Knowledge</li> <li>• Mindset/Values</li> <li>• Skills</li> <li>• Intention/Commitment</li> <li>• Behavior/Actions</li> <li>• Relationships/Connections</li> <li>• Law, policies, procedures</li> <li>• Status (before/after; e.g., student to graduate)</li> <li>• Condition (e.g., health, well-being)</li> </ul>	<p>An output is the direct product or result of a strategy's activity-from what you do.</p>	<p>An indicator is the marker of success selected for an outcome or output.</p>
<b>Check Your Work!</b>	<p><input type="checkbox"/> Does it describe a change? An increase or decrease?</p> <p><input type="checkbox"/> Does it specify who or what will change?</p> <p>Does it specify what kind of change, e.g. change in knowledge or behavior?</p>	<p><input type="checkbox"/> Is your output a direct product or deliverable?</p> <p><input type="checkbox"/> Is it observable and measurable?</p>	<p><input type="checkbox"/> Does it link to a specific output or outcome?</p> <p><input type="checkbox"/> Does your indicator answer, "How will you know?"</p> <p><input type="checkbox"/> Does it use qualitative and/or quantitative data?</p> <p>Is it S.M.A.R.T.? (Specific, Measurable, Achievable, Relevant, and Time- Bound)</p>