IABPFF Local Chapter Theory of Change Logic Model

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resources | Activities | Outputs | Short Term  Outcomes | Intermediate and  Long Term  Outcomes | Impacts |
| Project facilitator  Facility  Visual equipment  Funding  Task force  Computer  Visual projector  DVD or Jump Drive | Training  Project Meetings  Project  Development  Mailings email  Group  Presentations | Meeting Minutes  Application  Distribution of information  Program monitoring  Evaluation  Member Counts  Progress Reports  Data to the region and international | Applications to Overview committees  Increase of African American firefighters Applicants  More Community Organizations involved with IABPFF  Increased Community Awareness  Increased local chapter membership  Improved data analysis | Increase in African American Firefighter Recruit Numbers  Applicants Pass all steps in the recruitment process  Development of individual career plans  Organization Mentorship programs for new Recruits  Increased involvement in regional and national meetings | African American Firefighter Unity.  Increase in African American Firefighter Numbers  Enhanced Community pride  and stability  More African American Firefighter role models |

IABPFF Local Chapter Project Objectives and Outcome Evaluation Plan

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| --- | --- | --- |
| Short Term Outcome(s) | Short Term Objective(s) | Evaluation Method |
| Organization members increased knowledge of Local Chapter and IABPFF policies and procedures | Members can explain IABPFF and Local structure, task environment, operation, and goals after 16 hours of meetings and training. | Pre/Post test of knowledge of Local organization and IABPFF mentioned, structure, and goals |
| Members involved in development of membership and political/community action committee ,et.al., project activities | Organization develops projects for the overview committees by or before June 2016 | Interviews on knowledge of membership and political/community action committees  Direct observation of committee members training members on the policy and goals of the membership and political/ community action committees, et. Al.  Review of the committee presentations on projects |

#### Budget

1. Budget summary:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Item | Agency Funds | Student Funds | Other | Total |
| A. Personnel \*  (Salaries, wages &  Fringe benefits) |  |  |  |  |
| B. Consultant & Contracted  Services |  |  |  |  |
| C. Supplies |  |  |  |  |
| D. Equipment |  |  |  |  |
| E. Space |  |  |  |  |
| F. Travel |  |  |  |  |
| G. Postage |  |  |  |  |
| H. Printing &  Photocopying |  |  |  |  |
| I. Other (e.g. phone/  Facsimile) |  |  |  |  |
| Total Training Cost |  |  |  |  |

IABPFF Local Organization Trng Project Implementation Work Plan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Activities or Steps to be taken.** | **Who is responsible** | **Start Date** | Completion Date | **Required Resources** | **Constraints or Anticipated Obstacles** | **Proposed Counter-measures for the Anticipated** |
| **Data analysis** | **Lloyd Ayers** | **8/9/15** | **8/16/15** | **Computer System, SSPS Program, surveys, Data extraction forms** | **All info not available** | **Information gathering system adjustment** |
| **Report findings** |  |  |  | **Computer System and all forms collected** | **Problem with SSPS learning curve** | **Meet with class members** |
| **Design Pilot Project Committee Agenda** |  |  |  | **Computer System** | **Selecting the proper committee** | **Meet with class members, develop large enough pool of candidates** |
| **Develop Program Budget** |  |  |  | **Computer System** | **Not enough money in the budget** | **Review pilot project plan and budget detail for accuracy**  **Personal escrow (10% of budget)** |
| **Meet with Pres. for Project Approval** |  |  |  | **Pilot Project Plan** | **Scheduling conflict** | **Develop several dates for meeting** |
| **Meet with Directors for Project Approval** |  |  |  | **Pilot Project Plan** | **Pilot project not accepted** | **Scheduled meeting with executive board and presentation for the membership body** |
| **Develop Pre-Post Test for Pilot Project Committees** |  |  |  | **Computer System** | **All members not present and initial and final meetings** | **Pre-meeting phone calls to all members** |
| **Schedule Meetings with Pilot Project Committee** |  |  |  | **Computer System Personal Planner Calendar and Phone List** | **Scheduling conflict** | **Develop several dates for meeting** |
| **Meet with Project Committee to Develop Project** |  |  |  | **Computer System**  **Needs Assessment** | **All members not present / an uneven knowledgebase** | **Develop several dates for meeting, create information package for each member** |
| **Develop Plan for Org/Overview Committees** |  |  |  | **Computer System Needs Assessment** | **Disagreements on which committee will own Project** | **Clear review of the overview concept, possible cross functional teams** |
| **Conduct Evaluations and Prepare Report** |  |  |  | **Computer System Pre-Post test forms** | **All members not present at final meetings** | **Pre-meeting phone calls to all members, individual follow-up if needed** |

2. Budget Details

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Budget Category | Agency Funds | Unit Cost | Student Funds | Other | Total |
| **Personnel** |  |  |  |  |  |
| Pilot Group Stipend | $600.00 | $25.00 x 6 x 4 | 0.00 | 0.00 | $600 |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| **Supplies** |  |  |  |  |  |
| Post-it Note 5 Pack | $5.59 | $5.59 | 0.00 | 0.00 | $5.59 |
| Flip Chart 2 Pack | $40.69 | $40.69 | 0.00 | 0.00 | $40.69 |
| Dry Marker Kit | $18.99 | $18.99 | 0.00 | 0.00 | $18.99 |
| Permanent Markers | $5.59 | $5.59 | 0.00 | 0.00 | $5.59 |
| **3 Ring Binder** | $28.50 | $4.75 x 6 | 0.00 | 0.00 | $28.50 |
| Subject Divider Pack | $21.06 | $3.51 x 6 | 0.00 | 0.00 | $21.06 |
|  |  |  |  |  |  |
| **Equipment** |  |  |  |  |  |
| Dual Purpose Easel | $157.49 | $157.49 | 0.00 | 0.00 | $157.49 |
| 120 Day Dry Erase Wall Calendar | $17.89 | $17.89 | 0.00 | 0.00 | $17.89 |
|  |  |  |  |  |  |
| **Postage** |  |  |  |  |  |
| Church Groups | $37.00 | $.37 | 0.00 | 0.00 | $37.00 |
| Elected Officials | $18.50 | $.37 | 0.00 | 0.00 | $18.50 |
| Community Groups | $37.00 | $.37 | 0.00 | 0.00 | $37.00 |
|  |  |  |  |  |  |
| Printing & Photocopying |  |  |  |  |  |
| Copy Training Materials | $25.00 | $.04 | 0.00 | 0.00 | $25.00 |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| **Telephone** |  |  |  |  |  |
| Long Distance | $25.00 | $5.00 | 0.00 | 0.00 | $25.00 |
|  |  |  |  |  |  |
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#### Budget

1. Budget summary:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Item | Agency Funds | Student Funds | Other | Total |
| A. Personnel \*  (Salaries, wages &  Fringe benefits) | $600.00 | $0 | $0 | $600.00 |
| B. Consultant & Contracted  Services | $0 |  |  | $0 |
| C. Supplies | $120.42 | $0 | $0 | $120.42 |
| D. Equipment | $175.38 | $0 | $0 | $175.38 |
| E. Space | $0 |  |  | $0 |
| F. Travel | $0 |  |  | $0 |
| G. Postage | $92.50 | $0 | $0 | $92.50 |
| H. Printing &  Photocopying | $25.00 | $0 | $0 | $25.00 |
| I. Other (e.g. phone/  Facsimile) | $25.00 | $0 | $0 | $25.00 |
| Total Training Cost | $1038.30 | $0 | $0 | $1038.30 |