IABPFF Local Chapter Theory of Change Logic Model

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| --- | --- | --- | --- | --- | --- |
| Resources | Activities | Outputs | Short TermOutcomes | Intermediate andLong TermOutcomes | Impacts |
| Project facilitatorFacilityVisual equipment FundingTask forceComputer Visual projectorDVD or Jump Drive | TrainingProject Meetings Project Development Mailings emailGroup Presentations | Meeting MinutesApplication Distribution of informationProgram monitoringEvaluationMember CountsProgress ReportsData to the region and international | Applications to Overview committeesIncrease of African American firefighters ApplicantsMore Community Organizations involved with IABPFFIncreased Community AwarenessIncreased local chapter membershipImproved data analysis | Increase in African American Firefighter Recruit NumbersApplicants Pass all steps in the recruitment processDevelopment of individual career plansOrganization Mentorship programs for new RecruitsIncreased involvement in regional and national meetings | African American Firefighter Unity. Increase in African American Firefighter NumbersEnhanced Community pride and stabilityMore 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 committeesDirect 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

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| --- | --- | --- | --- | --- | --- | --- |
| **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 |