

# What is an Outcome?



An outcome is a change that is likely to take place as a result of the target population's participation in your program. There are three types of outcomes:

**1. Long-term Outcomes** (sometimes called goals or impacts) are what you hope will be achieved in the long run. They are primarily changes in status and conditions. Examples of long-term outcomes might include: establishment of safe and supportive family environments, a decrease in the incidence of child abuse and neglect, increase in family income, or a decrease in the incidence of teen-age pregnancy.

**2. Intermediate Outcomes** are the links between where the participant starts and what you hope they will achieve. They are primarily changes in skills and behavior. Examples of intermediate outcomes might include: increased use of positive discipline skills, improvement in school grades, completion of a job training course.

**3. Short-term or Engagement Outcomes** are initial steps that can be achieved within a relatively short period of time. They are primarily changes in knowledge, skills, and attitude. Examples of short-term outcomes might include: increased knowledge of positive discipline techniques, increased motivation to succeed in school, or increased job readiness skills. Engagement outcomes are among the short-term outcomes being measured by family resource and support programs. They are the most basic preliminary steps that participants must take before they can even begin to benefit from your program's services. Examples of engagement outcomes include developing trust in the staff, feeling welcome at the program, and attending programs voluntarily.

## Example 1

- Long-term Outcome: Families will establish safe and supportive environments for their children.
- Intermediate Outcome: Families will increase their *use* of supportive networks.
- Short-term Outcome: Parents will increase their *knowledge* of community resources and how to access them.

- Engagement Outcome: A parent *feels comfortable* calling a parent hot-line line to ask for help.

### **Example 2**

- Long-term Outcome: Decreased incidence of child abuse and neglect.
- Intermediate Outcome: Parents will *demonstrate* positive, developmentally appropriate communication skills in talking with their children.
- Short-term Outcome: Parents will increase their *knowledge* of positive communication skills and developmental stages.
- Engagement Outcome: A parent *responds* and *accepts* an invitation from her home visitor to attend a parenting workshop at the center.