

Nonprofit Training Series:

Agency Core Competency Self-Assessment & Growth Opportunity Log

Helping people.



Module #1: Program Effectiveness

Description: Explains Theory of Change & Logic Models, along with outlining how to define, assess & measure indicators of success.

Learning Objectives for Participants:

- Review value of and articulate Theory of Change.
- Access tools and knowledge to create and effectively use Logic Models.
- Gain strategies and resources to define, assess and measure indicators of success.

Program Effectiveness Competencies: □ Theory of Change; □ Program design tools; □ Measurement tools assessing program success; □ Outcome indicators; □ Data collection plan.

Agency Self-Assessment Chart & Opportunity Log

Directions: Using the chart below, rate your agency on its skills and application of the Core Competencies addressed in this Module. Ratings are on a scale of 1 to 10 – 1 = No Skills (S) or Application (A) and 10 = Highly Effective Skills (S) or Application (A). The assessment is solely for you, intended to help: (1) consider/evaluate your agency's readiness to complete a qualified application; and (2) identify potential growth opportunities for your agency to explore. Then, based on this assessment and below the chart, note areas of growth or improvement that your agency may want to pursue to strengthen core competencies. Please retain your Self-Assessment & Growth Opportunities Log to inform your work in Module #5: Strengthening Your Strategic Planning Process.

Core Competency	Skills & Usage										Growth Opportunity	
	(S/U) Rating:	1	2	3	4	5	6	7	8	9		10
Ex: Theory of Change		A		S								Need commitment from Senior Leadership team to improve usage
Theory of Change												
Program design tools												
Measurement tools & process												
Outcome indicators												
Data collection plan												

Growth Opportunities Log: _____
