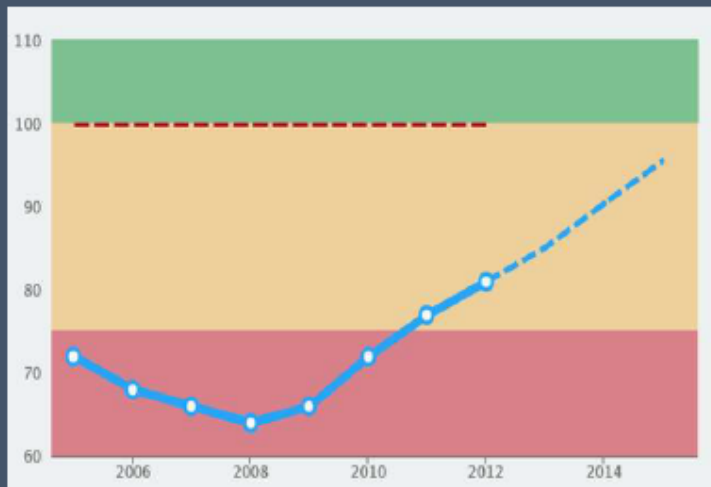Improving the data herd one performance "moo-sure" at a time

Results-Based Accountability

This section is an introduction to Results-Based Accountability, a process being utilized for part of the evaluation of the School Health Professional Grant

To remember how RBA works, just think "2, 3 and 5."

Results-Based Accountability
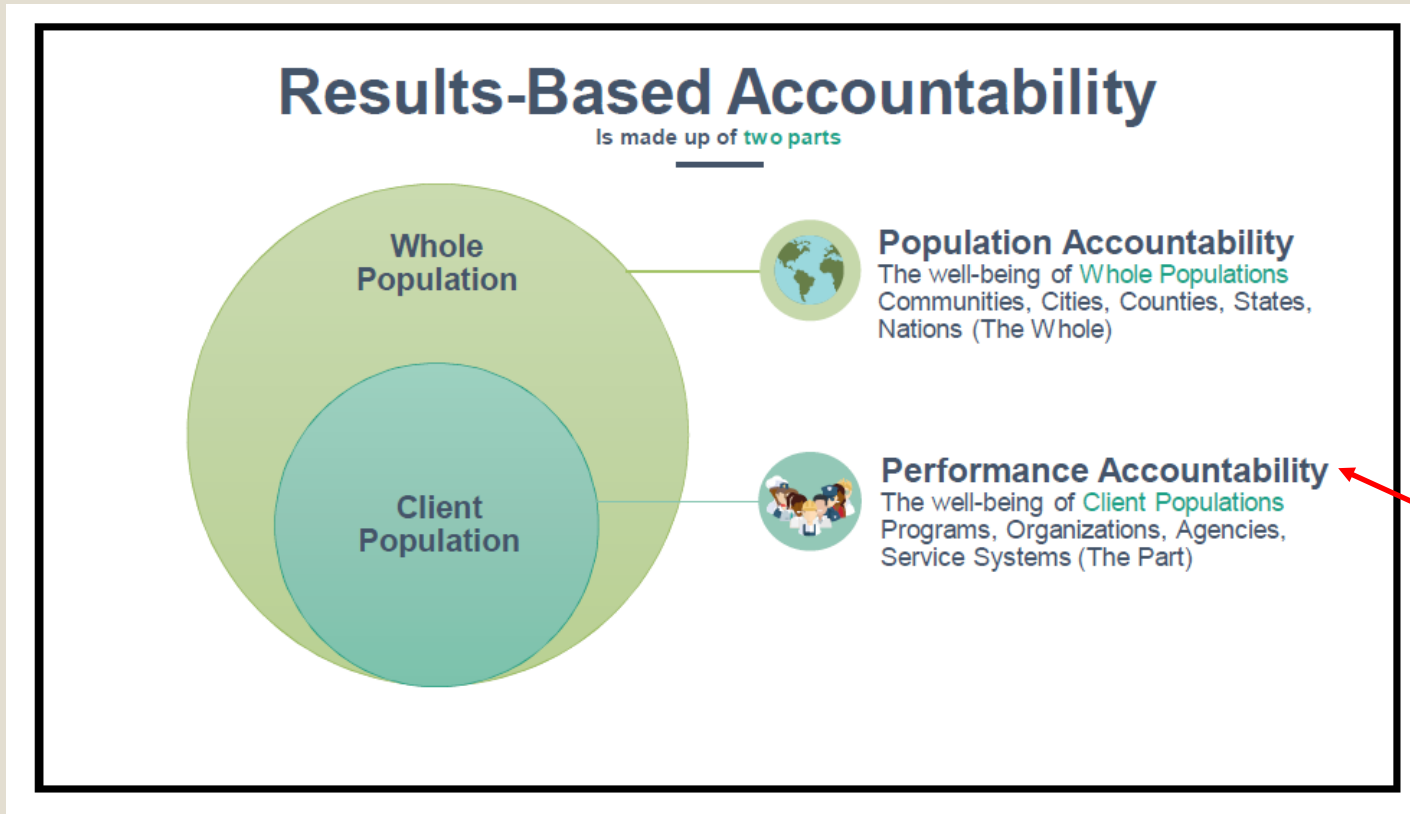
RBA has 2 parts. Your SHPG can immediately impact Performance Accountability (via services, trainings, etc. for students, parents and staff).

Results Based Accountability

START WITH THE END

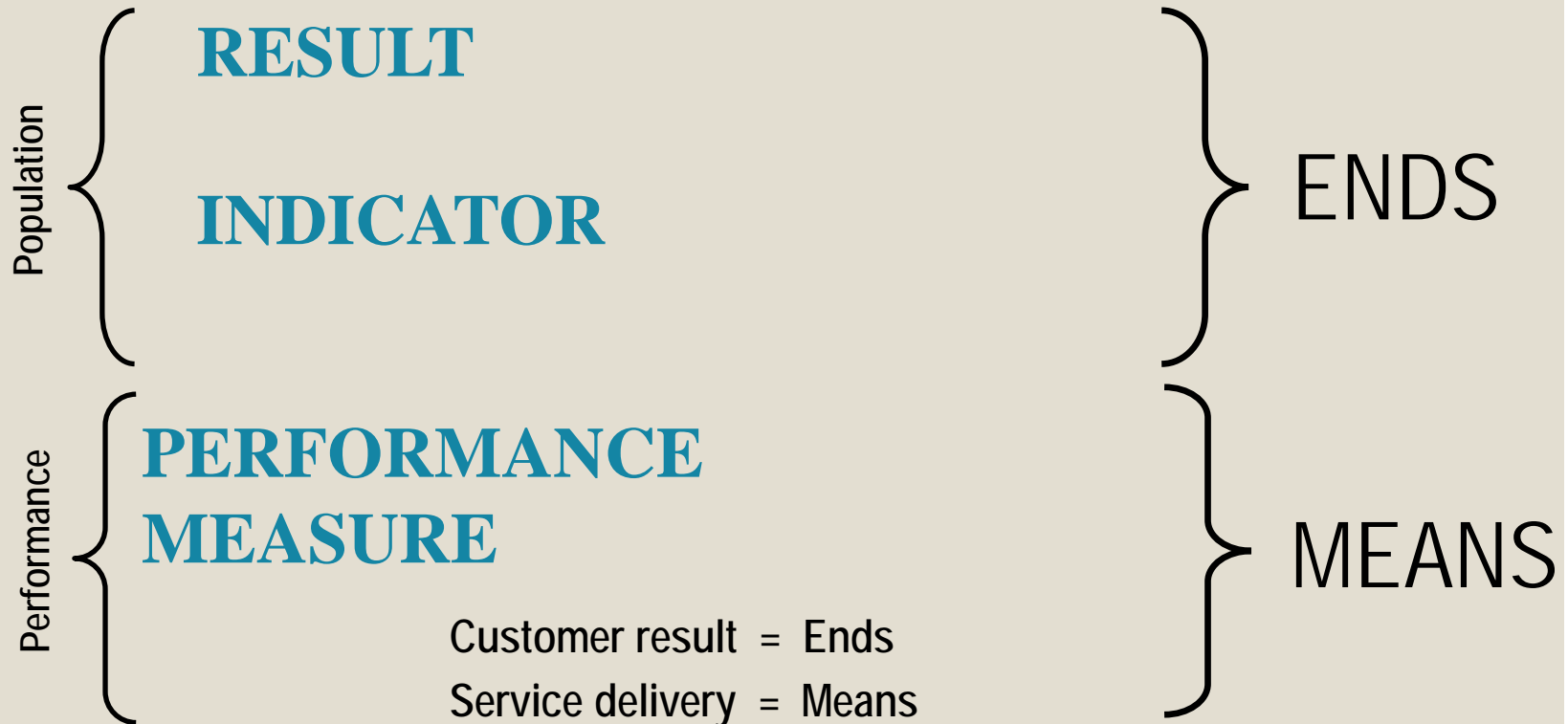To improve programs, RBA recommends starting with the "ends" in mind. Start with thinking, "what are the conditions of well-being in schools that you would like to see?" You can then use RBA as a data-driven method to help plan actions to improve your program.

From Ends to Means
From Talk to Action

Population {
RESULT

INDICATOR
} ENDS

Performance {
PERFORMANCE MEASURE

Customer result = Ends
Service delivery = Means
} MEANS

- Again, start with the "ends", which will help improve the "means" (e.g., services and supports, trainings, etc.).
- To improve the means, RBA includes a data-driven quality improvement process, which is covered in the Section 'How to Do Turning-the-Curve Thinking.'

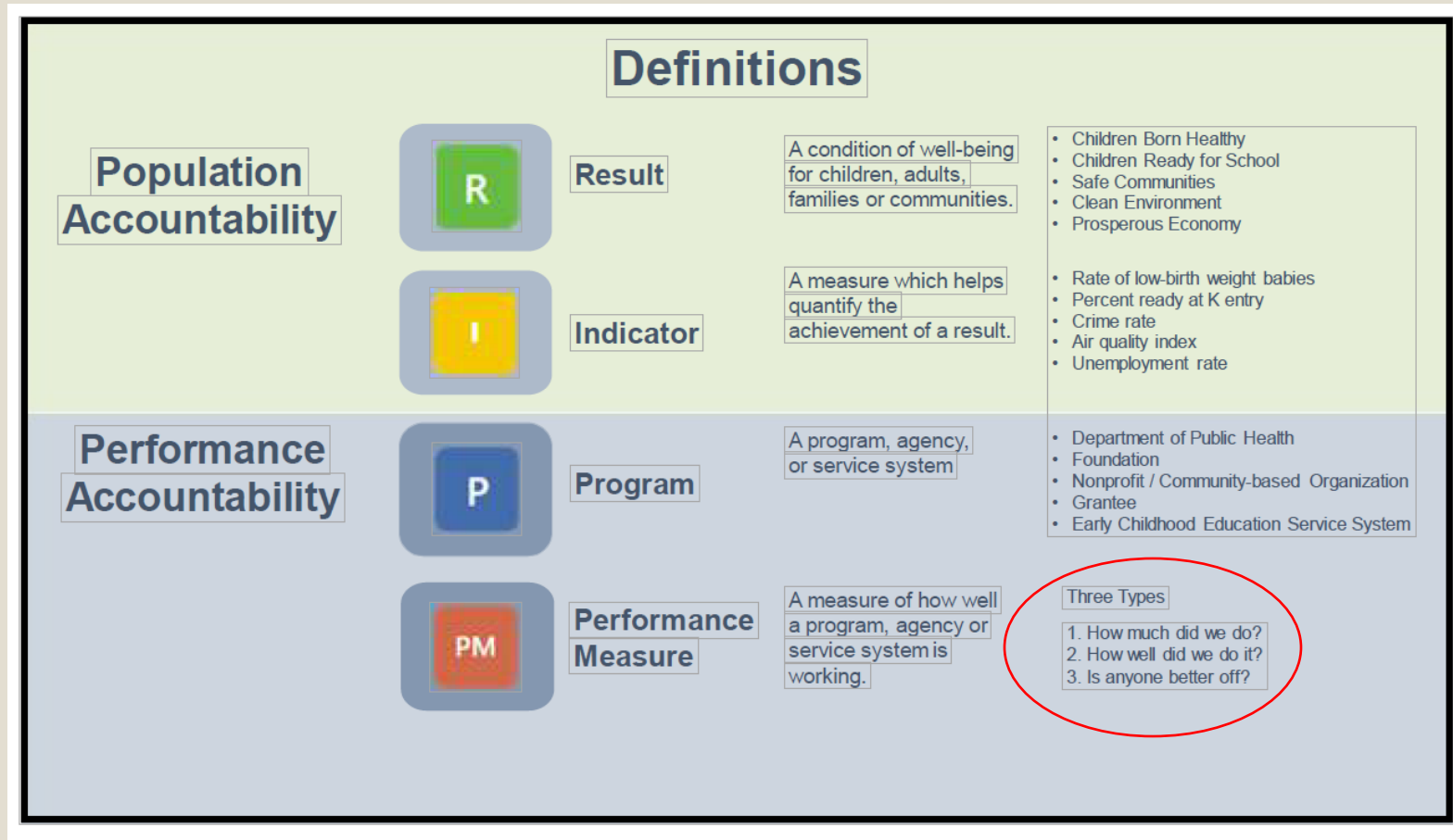# School Health Professional Grant Logic Model
January 2021

Overarching Goal: All students in Colorado thrive by building their physical, mental, behavioral, and emotional health and are free from substance use

PRIORITIES	INPUTS	GRANTEE'S OUTPUTS		OUTCOMES		IMPACT
		Strategies	For Whom	Short Term	Medium Term	Long Term***
Increase the presence of SHPs in schools to provide substance use prevention and behavioral health care to students	Senate Bill 14-215, Article 96, SHPG funding	Hire SHPs to enhance capacity	School staff; school community	Increased number of School Health Professionals* in schools	SYSTEMS LEVEL** Improvements in:	Increased attendance and decreased truancy
	CDE Staff	Enhance behavioral health knowledge, literacy/capacity through professional development		Improved behavioral health programs and curriculum that include Social-Emotional Learning (SEL)	Tiered services within MTSS implementation	Decreased suspensions/ expulsion rates
	SHPG grantees				Culturally and linguistically appropriate services	Decreased dropout rates
Implement prevention education and provide evidence-based resources to school staff, students and families	Comprehensive Health Standards	Enhance school culture and climate		Improved knowledge of behavioral health among school staff, school-aged youth and families (and communities)	Behavioral health referral systems	Increased graduation and completion rates
		Increase awareness, reduce stigma, reduce barriers, and promote positive behavioral health	K-12 Students and families in SHPG funded schools		School culture and climate	Improved school culture and climate
					Trauma-informed practices	
					Whole School, Whole Child, Whole Community	
Reduce barriers for enrolled students, who are at risk for substance use, to access services provided by community-based organizations for treatment and counseling		Enhance evidence-based programs, services and supports		Improved access to behavioral health resources, training, interventions, services and supports	STUDENT LEVEL*** Increased positive attitudes toward school academics	Engagement in social interpersonal relationships (SEL)
		Administer a BH/MH screener		Enhanced school-family-community partnerships for behavioral health	Increase in students with trusted adults to go to for help with a serious problem	Lower rates of students who report suicide attempts/bullying
		Improve community collaborations	SHPG partners	Sustain the goals and objectives of the plan to achieve the outcomes	Decreased drug-related behavior incidents	A sustainable and replicable school-based system for supporting the promotion, education, intervention, and treatment of youth behavioral health
		Plan for sustainability	Those serviced /supported by SHPG	Sustainable FTE	Increase in student's SEL skills	
					Physical well-being	

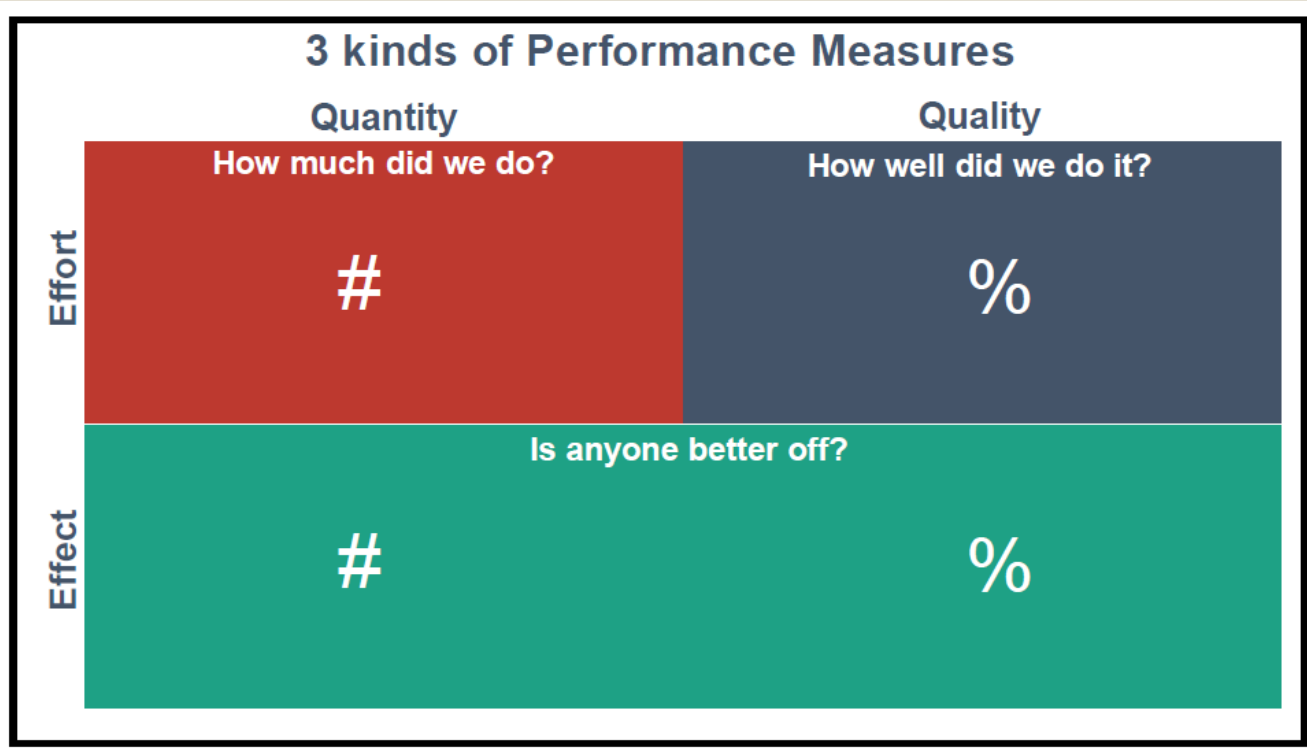The SHPG logic model can provide some guidance. In RBA terms:
- The "ends" are Student Level Medium-Term Outcomes and Impacts.
- The "means" are Grantee's Outputs and Short-Term Outcomes.

Results Based Accountability

Definitions

Population Accountability	R — **Result**	A condition of well-being for children, adults, families or communities.	• Children Born Healthy • Children Ready for School • Safe Communities • Clean Environment • Prosperous Economy
	I — **Indicator**	A measure which helps quantify the achievement of a result.	• Rate of low-birth weight babies • Percent ready at K entry • Crime rate • Air quality index • Unemployment rate
Performance Accountability	P — **Program**	A program, agency, or service system	• Department of Public Health • Foundation • Nonprofit / Community-based Organization • Grantee • Early Childhood Education Service System
	PM — **Performance Measure**	A measure of how well a program, agency or service system is working.	Three Types 1. How much did we do? 2. How well did we do it? 3. Is anyone better off?

- Population Accountability is measured using Student Population Indicators
- Performance Accountability is measured using three types of Performance Measures
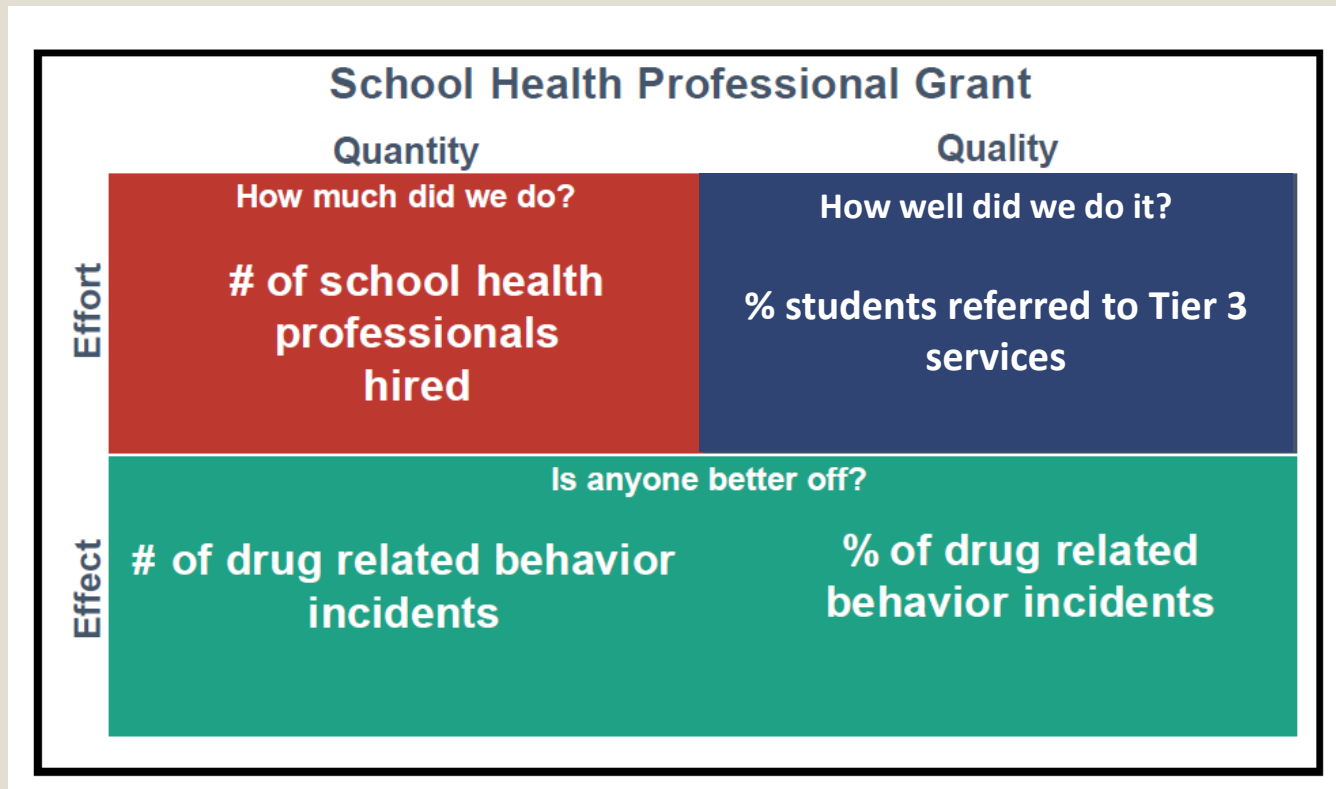
Results Based Accountability

3 kinds of Performance Measures

	Quantity	Quality
	How much did we do?	How well did we do it?
Effort	#	%
Effect	Is anyone better off?	
	#	%

Using easy abbreviations, the 3 kinds of Performance Measures are:
How Much?
How Well?
Better Off?

Results Based Accountability

School Health Professional Grant

	Quantity	Quality
Effort	**How much did we do?** # of school health professionals hired	**How well did we do it?** % students referred to Tier 3 services
Effect	**Is anyone better off?**	
	# of drug related behavior incidents	% of drug related behavior incidents

Here are examples of PMs used in the SHPG's Results Reports organized into the three types- How Much?, How Well? and Better Off?
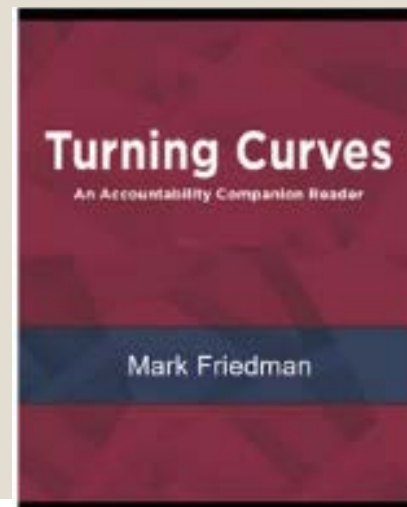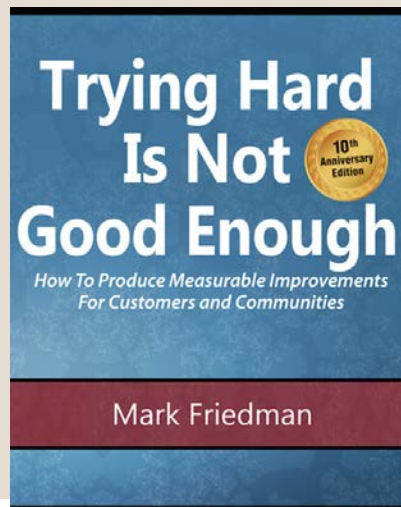
Acknowledgements

The materials for this training are from the work of:

Mark Friedman- Developer of Results-Based Accountability

Some on-line resources are:

- www.raguide.org

- www.resultsaccountability.com

- https://clearimpact.com

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

Margaret Mead