**EXAMPLE OF OUTCOMES, INDICATORS AND DATA SOURCES WORKSHEET[[1]](#footnote-1)**

Training program designed to improve foster care placement and service delivery by caseworkers.

Mission/ Objective: Provide training which will enhance caseworker ability to ensure the physical and emotional well-being (safety) and normal development of children, through their provision of services and by placing them into stable, safe, high-quality foster homes.

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| **Long-Term (Ultimate) Outcome** | **Outcome Indicator** | **Data Source** |
| **Child Safety**   * Physical well-being * Repeated abuse and neglect * Safety concerns | Number and percent of children with serious health problems at follow-up  Number and percent of children identified as either abused or neglected at time of follow-up  Number and percent of children removed from foster homes by time of follow-up for other than permanent placement | Agency records, health records, trained observer ratings  Court and agency records  Court and agency records |
| **Child Development**   * Physical Development * Social Development * Educational Development | Number and percent of children who meet normal growth curves and height/weight expectations at time of follow-up  Number and percent of children who display age-appropriate social skills at time of follow-up  Number and percent of school-age children who are progressing satisfactorily in school at time of follow-up | Agency records, health records, trained observer ratings, client survey  Agency records, trained observer ratings, client survey  Agency records, school records, client survey |

1. Adapted from: The Urban Institute (2005). *Key Steps to Outcome Management*. [↑](#footnote-ref-1)