**TIPS FOR DEVELOPING YOUR OUTCOME MEASUREMENT STRATEGY**

* **Measure what you can, and measure what you should:** Consider your training’s objectives to ensure that they are actually measurable. Measure what is most vital and meaningful.
* **Plan the training evaluation and the training program together:** If possible, flesh out your evaluation plan and your training program design concurrently, rather than waiting to devise an outcome measurement strategy as an afterthought when your program activities have already begun
* **Consult the standards:** If there is no expert on your staff to competently identify measures and indicators, consult the generally accepted tools, models and standards to define your own. For example, the national dependency court performance measures, CFSRs, etc.
* **Get the know-how:** You may wish to acquire the expertise in measuring outcomes that you may lack through partnerships with universities or other system partners, or through consultants.
* **The "before" snapshot:** When your measurement strategy consists of taking "pre-test" and "post-test" measurements, the "pre-test" snapshot of your training participants is known as a baseline profile. Baseline profiles not only help you to measure change (i.e., comparing baseline measures with measures taken post-training), but also help to tailor your training activities to address the technical assistance needs of your participants.
* **Take the baseline profile early:** Capture baseline profiles as soon as possible to ensure the most accurate measurement of the program's outcomes.
* **The cycle of refinement:** Assessment shapes programs; programs shape assessment, and so on. Periodically revise your training work plans and technical assistance efforts according to the information yielded from your evaluative activities.