

## INDICATOR SELECTION WORKSHEET

Once you have named the outcomes toward which you are working in the short, medium, or long term, you will need to identify a set of *indicators* that will help you understand your progress toward meeting those outcomes. In some cases, indicators and outcomes will be the same thing (e.g. high school graduation rates). More often, indicators will be approximate (e.g. program attendance as an indicator of participant engagement). Use this matrix to evaluate indicators based on their proxy power, communication power, data power,<sup>1</sup> practice power, and equity lens. You can use a numeric rating scheme or simply high-medium-low ratings. Explanatory notes can be helpful in understanding and differentiating ratings.

<b>Indicator Name and Description</b> <i>(What is the indicator, and what outcome does it represent?)</i>	<b>Communication Power</b> <i>(Will people understand what this indicator means? Is it easily explained to relevant stakeholder groups?)</i>	<b>Proxy Power</b> <i>(How relevant is this indicator to the outcome of interest? Is it a fair and reasonable proxy?)</i>	<b>Data Power</b> <i>(Is data on this indicator readily available; or, could it be collected without too much burden or effort?)</i>	<b>Practice Power</b> <i>(How closely is this indicator related to our work? Can we affect this indicator through intentional programmatic action?)</i>	<b>Equity Lens</b> <i>(Does this indicator provide information related to our equity goals? Can data on it be disaggregated?)</i>

<sup>1</sup> These “powers” are generally associated with a Results-Based Accountability approach; see the Results-Based Accountability Guide developed by Clear Impact for more information (<http://ceelo.org/wp-content/uploads/2019/04/Clear-Impact-RBA-Guide.pdf>)

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