Animal Related	
Result: Improved quality of life for domestic animals Possible indicators of results: • Decrease # of homeless animals • Minimize (eradicate) abuse and neglect • Increase in adults & children are educated about proper animal care • Increase public support for animal shelters • Increase in permanent identification of all animals so they can be connected to owners • Increase in low or no cost spay and neutering • Improvements in public policies governing animal care and safety • Increase in human-animal bonding among special populations (eg, disabled, homebound ill/elderly)	

See examples in *Key Performance Indicators* for animal shelters
http://www.fscpm.org/north/pdf/Vol40N1_Keys%20to%20Successful.pdf

See example performance measures from US Fish & Wildlife
https://www.fws.gov/planning/performance.html

Arts, Culture & Humanities	

Result: Vibrant, thriving community

Possible indicators of this result:

- Improvement in skills in performance, participation and creation (% or other way to measure)
- Collection of art, artifacts, documents, photos and other historical material are housed and managed at industry standards (preservation)
- increase over time in knowledge of culture and history of a place
- increase in residents understanding of the values of a place (city, town, island, etc.)
- increase in artists successfully producing sellable products
- increase in students' level of comfort in arts venues
- increase in the level of students' self-confidence in public speaking, performing, or showing artwork
- Level of value, enjoyment, engagement *(as reported by audience, participants)*
- Increase in economic impact of arts, cultural events, cultural visitors, sales/GET, artist wages
- Increase in social benefit, social capital, community engagement as part of participation in arts and culture
- Increase in new forms and venues for arts and culture

Result: Demand for programs or services (proxy for results)

Possible indicators of this result:

- Growth over time in attendance and public support
- Growth over time in repeat visitors or attendance
- Increase in waiting lists numbers
- Increase in numbers turned away
- Increase in museum collection loans to other institutions

See Animating Democracy social impact indicators
http://animatingdemocracy.org/social-impact-indicators

Getting Started in Evaluation: A Guide for Arts Organizations by Georgia Council on the Arts
http://www.nasaa-arts.org/Member-Files/Evaluation_Guide.pdf

Civil Rights, Social Action and Advocacy
Civil Rights, Social Action and Advocacy groups aspire to encourage the public to become involved in protecting civil rights and creating positive change in their community. **Result: Civic Engagement -members of the public are actively involved in the political process and issues affecting their community**. Potential Indicators of Results: - Increase in public awareness and/or political will around issue   - Increase number of leaders and organizations who are strongly committed to the community   - Increase in empowered, involved community members   - Volunteer community members actively using skills and resources to build their community   - Increase # of people serving on boards and county/state commissions   - Increase in numbers of participants and level of engagement   - Increase # of people engaged in community advocacy   - Increase in progressive women roles in policy and government   - Increase in voter turnout   - Increase in # of women (or other underrepresented group) in office   - increase in populations historically underrepresented in voter turnout, such as service industry workers   **Result: Transparent government** Possible indicators of results: - Increase in communication between community and government;   - Increase in diverse voices being heard or diversity of community members engaged;   - Increase in voter registrations and improved ease of voting   **Results: Policy Changes-Advocacy- organizations and individuals are engaged in activities to influence decisions to improve political, economic or social systems or institutions.** Possible Indicators of results**:**   - new laws or revised laws for improved policy changes   - number of youth engaged in policy process   - Improvements to Federal, State or City/County departments that address community needs such as: rule changes; budget allocations; department staffing and budget; administrative rule changes   - Improved practice changes by governmental departments   - Increase media attention/coverage   - Strengthened base of support   - Strengthened alliances and effective collaboration

See sample measures in pp18-20 in ORS-Impact *Measuring Advocacy & Policy*
http://orsimpact.com/wp-content/uploads/2013/08/a_guide_to_measuring_advocacy_and_policy.pdf

Community Development	

Community Development purpose is to build livable, sustainable, equitable and more resilient communities.

Result: Improved quality of life
Possible indicators of results:
- Increase # of safe spaces for recreation and health promotion (pedestrian/bike options)
- Expanded opportunities to participate in recreation/exercise
- Improved quality of community life in health, transportation, education
- Services focus on capacity building
- Increase in community sustainability – well-being
- Increase in community and beneficiary feedback--Availability of safe spaces and opportunities for conversation; different ways to express voice; voices are aggregated and translated to get message across to appropriate audience
- Increased pride in community- For Hawaiians to have pride in their history, knowing a more accurate history and reconnecting with ancestors; Sharing community histories of people, places and organizations

Result: Economic Development
Possible Indicators of Results
- Affordable properties for economic development
- Diversified economic base
- Higher employment, skills, innovation
- Increase in HI "kids" staying home vs. moving to the mainland
- Increase in earned income
- Increased skill sets
- Supporting local farmers by increase in purchasing local food;
- Increase in local purchasing habits
- Identifying appropriate areas for future growth to meet community needs

Result: Available and Accessible Community Resources
Possible Indicators of Results
- Increased community awareness of services and resources
- Providing efficient process for accessing needed resources
- Increase in number of people who recommend services to others
- Increase number of people accessing systems and/or services; increase number of high-risk or special populations accessing services
- Increased quality of community services

Result: Public Safety, Disaster Preparedness & Relief
Possible indicators of Results
- Increase in lives saved: more rescues than recoveries
- Safer schools - less bullying/crime on campus
- Safe homes – less violence, crime/involvement

See examples in NeighborWorks America *SUCCESS Measures*
http://successmeasures.org/measurement-tools

Community Development Evaluation Measures: Indicators of Success
http://tamarackcci.ca/files/com_dev_evaluation_research__-_indicators_of_success_2_final.pdf

Diseased, Disorders & Medical Disciplines; Medical Research
Result: Decreasing morbidity and mortality Possible indicators of result: Maintain or increase # of persons insured – health, dental vision Increase preventative screenings, i.e. colorectal, HPV, hepatitis B/C, HIV Increase implementation of cost-effective health policies – prevention, screening, treatment Increase # of people accessing clinical trials Increase # of hospice admissions, increase time between admission and death   **Result: Decrease stigma and discrimination about certain health conditions (i.e. mental health, physical disabilities, and addiction)** Possible indicators of result: Increase in # of people accessing mental health and addiction care and services Increase in public awareness of mental health and addiction issues Increase in inclusion of people with physical disabilities in mainstream culture The Agency for Healthcare Research and Quality (AHRQ) measures 6 Domains of Healthcare Quality: https://www.ahrq.gov/professionals/quality-patient-safety/talkingquality/create/sixdomains.html   - Safe   - Effective   - Patient-centered   - Timely   - Efficient   - Equitable

See FamiliesUSA *Measuring Healthcare Quality*

http://familiesusa.org/sites/default/files/product_documents/HSI%20Quality%20Measurement_Brief_final_web.pdf

Education	

RESULT

"Hawaiʻi P-20 Partnerships for Education: Strengthen the education pipeline so that all students achieve college and career success."

Prepare all students to be successful, productive, healthy and happy

Result: Student Performance

Possible Indicators of Results:

- Increase in the number of children entering kindergarten ready to learn
- Increase in % of children who are successful in kindergarten
- Increase in # or % of students who improve skills/grades (writing, reading, math, etc)
- Increase percentage of high school graduates
- Successful transition into post-high education or certificates
- Measured increases in skills/knowledge
- Increase in children reading at grade level by third grade
- Increase in number of students successfully completing 9th grade

Result: Student Behavior

Possible Indicators of Results

- Children are curious, joyful and engaged in their learning
- Children discover and are confident in their strengths
- Improved social emotional learning (self-management, self-awareness, responsible decisionmaking, relationship skills, social awareness)   See CASEL core competencies http://www.casel.org/core-competencies/
- Increase in school attendance
- Increase in self-confidence/self-advocacy
- Decrease at-risk behavior
- Demonstration of 21st century learning skills

Result: College and Career Readiness:

Possible Indicators of Results

- Increase in Work readiness and skills training
- Better skilled and trained workforce
- Increase in K-12 students interested/prepared for STEM majors/careers
- Increase in dual registration in high school and community college
- Establishing legislation to increase access and promote completion of higher education
- Students pursuing their pathway of choice – persistence and completion
- Student engagement in diverse learning opportunities

Result: Community Engagement

Possible Indicators of Result:

- Increased stakeholder collaboration
- Increased parent/family involvement
- Increased student engagement and connection to school
- Increase # of parents who demonstrate participation alongside their children in creating education goals thru their child's P-20 years

- Families or parents are empowered as their children's first teacher
- More volunteerism/community engagement
- Community participation- % students who increase community engagement (volunteer, student council, help teacher)
- % adults who report increased "parent skills" i.e. reading to child
- Hopeful vision for the future and have a part in that vision
- Success and support for children and families' prenatal thru kindergarten
- Teacher engagement in innovation and risk taking

Result: Contributing member of community
Possible Indicators of Results:
- Ability to achieve personal goals
- % of youth or adults who can define goal and a plan
- % of clients who progress through set steps of plan
- % of clients who reach stated life goal (job, return to school)
- Ability to advocate for self (increased confidence/awareness)
- % of past or completed clients self-report using learned skills (report concrete action)
- % of clients demonstrated increase (pre-and post-test/reach grade level benchmark, etc)
- Students become effective change makers in their community

Result: Community Factors contributing to Education:
Possible Indicators of Results:
- Increase inclusiveness
- Improve community long term economic development
- Reduce healthcare costs
- Strengthen families
- Decrease in crime
- Increase the number of Hawaiian language speakers
- Increase in community partnerships

Hawaiʻi Department of Education StriveHI measures for Elementary, Middle, and High Schools
http://www.hawaiipublicschools.org/VisionForSuccess/AdvancingEducation/StriveHIPerformanceSystem/Pages/Strive-HI-System-Index.aspx

Hawaiʻi Early Childhood Action Strategy Indicator Project
http://hawaiiactionstrategy.org/wp-content/uploads/2015/01/Indicator-Project-Phase-III-Report-Final.pdf

Native Hawaiian Education Council Common Indicators Matrix
http://www.nhec.org/resources/program-indicators/

Employment and Employment Training	

Overarching goal: Obtain employment to achieve economic stability.

Result: Quality Employment

Possible indicators of this result:

- Increase in clients who are able to successfully get off public assistance
- Increase in clients obtaining a job with increased wages and benefits
- Increase in clients who are making a living wage and are self-sufficient
- Increase in clients who achieve economic stability
- Increase in clients still employed after 12 months
- Increase in diverse employment options
- Increase in workers skilling/training up to higher level/certificate

Result: Employment Preparedness

Possible indicators of this result:

- Increase in youth whose reading/math skills are at grade level by 10th grade
- Increase in youth graduating from high school

See US Department of Labor Workforce Training Indicators at a Glance
https://www.doleta.gov/performance/guidance/tools_commonmeasures.cfm

Environment & Environment-Sustainability
Environment- *Environmental stewardship is an integral community value.* **Result: Hawaii's native and natural ecosystem is healthy, thriving, and intact**. Possible Indicators of results: • Increased number of native species introduced, protected, preserved and saved. • Increased eradication efforts of invasive species and absence of damaging invasive species from our islands. • Increased acreage of healthy forests that support native wildlife and keep water clean and abundant. • Increased efforts around erosion control, water quality, and soil health. **Result: Hawaii's has an abundant source of clean and fresh water.** Possible Indicators of results: • Improved water quality of fresh and marine waterways. • Increase in gallons of water conserved **Result: Hawaii's land and natural resources are protected and preserved.** Possible Indicators of results: • Improved policies and laws benefitting Hawaii's natural resources. • Increased appreciation of Hawaii's native ecosystems - mālama 'āina and kai. • Increased access to traditional fishing areas. • Increased number of acres reforested for watershed protection, decreased sediment contaminants, and toxins. • Increased conservation of our natural areas throughout the state. **Result: Hawaii has a strong agricultural and food system**. Possible Indicators of results • Increased economic development related to food resilience. • Increased local food supply and consumption. **Result: Hawaii beaches are clean and marine life is healthy**. Possible Indicators of results: • Decreased trash and pollution left on beaches and coastal areas. • Improved policies and practices for protection of marine systems **Environment – Sustainability** *Hawaii's economic and human impact does not negatively impact the environment.* **Result: Hawaii residents and visitors are connected to Hawaii's natural environment and the importance of preserving it**. Possible Indicators of results: • Increased awareness of Hawaii's natural environment, including dryland forests, watersheds, agriculture/food, etc. • Increased number of volunteers for restoration projects and programs. • Increased community and agency partnerships or collaborations engaged in protecting our natural resources.

- Increased educational programs around protecting and preserving our environment.
- Increased number of graduates/certifications in environmental professions or green jobs.

Result: Hawaii's environment is free from negative human impact and waste.
Possible Indicators of results
- Improved systems, policies and laws around disposing of trash.
- Decreased amount of waste going into the landfill.
- Increased recycling efforts by residents and purchase and use of items that do not harm the environment.

Hawaiʻi Green Growth Aloha+ Dashboard of Indicators (Clean Energy, Local Food Production, Natural Resource Management, Solid Waste Reduction, Smart Sustainable Communities and Green Workforce & Education)
https://dashboard.hawaii.gov/aloha-challenge

Food, Agriculture & Nutrition	
Result: Improved well-being of the lives of those who are hungry Possible Indicators of Results: • Increase in the number of children with daily food/meals • Improved nutrition by providing healthy meals • Increase in fresh fruits and vegetables provided through food pantries/food banks • Increase in social interaction of vulnerable people through community provided meal • Increase food security of low income and homeless individuals by providing regular meals • Increase in the number of participants who receive SNAP or WIC benefits (and increase in the percentage of eligible families applying for WIC or SNAP) **Result: Thriving, Sustainable Local Food System**. Possible indicators of results: • Increase eating fresh local food • Increase support for local farmers and agriculture industry • Increase farming as a viable career – more farmers and farms • Increase knowledge about healthy eating (nutrition, food prep) in youth • Decrease state dependence on imported food • Reduce food waste – recycle nutrients for farms • Economic development relating to food resilience • Increase in # graduates/certification related to food production • Increase in # lbs food and agricultural products produced and consumed locally • Preparing future generations while changing the mindset of current generations to be sustainable • Achieving Target of 50% local supply and consumption	

See Key Performance Indicators for Food Banks
http://www.foodbankingregionalnetwork.com/about-fbrn/key-performance-indicators/

See pp4-6 for sample measures of Sustainable Agriculture and Food Systems
http://coloradofarmtoschool.org/wp-content/uploads/downloads/2013/02/Proposed-indicators-for-sustainable-food-systems.pdf

Health Care	

Result: Adequate health care for all community members so that they may live healthy and active lives.

Possible indicators of result:
- Increase in access to health care services, including urgent care/emergency care
- Established island wide transportation for paratransit (wheelchair/gurney) patients
- Decrease in # of patients going off-island for care
- Increase in referrals of patients to appropriate care
- Increase in % of residents with health insurance

Result: Improved health for all community members

Possible indicators of result:
- Increase # of children vaccinated
- Decrease in # of drug related ER visits – measured by # of positive drug screens
- Decrease in # of DUI's
- Increase 1st trimester start of prenatal care
- Decrease in # of fall in the elderly - # of fall related fractures from the ER
- Decrease in chronic disease
- Decrease in obesity
- Increase in patients with healthcare providers
- Increase in oral health care Improved chronic disease management through preventative health visits
- Reduction in substance abuse
- Established methods for follow-up patients to meet their health care goals
- Increase in patient participation in wellness promotion and injury prevention programs
- Increase in investments in state of the art medical and preventive care (i.e. telemedicine, other technologies)

Result: Robust health career options

Possible indicators of results:
- Training opportunities for medical students to rotate and gain clinical experience
- Established certificate programs for health career jobs to fill needs and provide quality employment

Hawai'i Health Matters Disparities Dashboard
http://www.hawaiihealthmatters.org/index.php?module=indicators&controller=index&action=dashboard&alias=disparities

See FamiliesUSA *Measuring Healthcare Quality*
http://familiesusa.org/sites/default/files/product_documents/HSI%20Quality%20Measurement_Brief_final_web.pdf

The Agency for Healthcare Research and Quality (AHRQ) measures 6 Domains of Healthcare Quality:
https://www.ahrq.gov/professionals/quality-patient-safety/talkingquality/create/sixdomains.html
- Safe
- Effective

- Patient-centered
- Timely
- Efficient
- Equitable

Housing & Shelter	

Overarching goal: Obtain and maintain appropriate, affordable, and long term housing for individuals and families.

Result: Reduction in Homelessness
Possible indicators of this result:
- Increase in unsheltered to sheltered individuals and families
- Increase in available affordable housing units in all communities
- Increase in people housed
- Increase in families achieving permanent, well maintained housing (6+ months)
- Increase in inventory of affordable rental housing
- Decrease in time from unsheltered to permanent housing

Result: Increased Access to Housing
Possible indicators of this result:
- Increase in success rate of identifying and securing required documents -> leverage other resources and housing
- Increase in youth aging out of foster accessing independent living programs for housing stability, and vocational and educational advancement
- Increase in individuals receiving first month's rent
- Increase in individuals with improving credit scores
- Increase in individuals with improving attitudes/behaviors toward being housed
- Increase in 1st time homeowner eligibility

See US Department of Housing and Urban Development system performance measures
https://www.hudexchange.info/programs/coc/system-performance-measures/

Human Services	

Overarching goal: Achieve and maintain a healthy quality of life that allows individuals to contribute, achieve, be engaged, and live independently.

Result: Improved well-being

Possible indicators of this result:
- Increase in self-confidence, empowerment
- Reduction in negative circumstance
- Increase in self-sufficiency, independence; reduce reliance on community resources
- Increased access to healthy food
- Increase in safe environment
- Increase in basic human needs such as safety and shelter
- Increase in accessibility to supportive services
- Increase in health and hygiene
- Increase in resiliency and self-advocacy

Result: Improved educational/academic achievement

Possible indicators of this result:
- Increase in attendance, grades, graduation rate
- Increase in access to technology
- Increase in school readiness
- Increase in enrollment in higher education

Result: Improved access to and quality of Early Childhood Education

Possible indicators of this result:
- Increase access to childcare and quality programs
- Increase in early identification of developmental delays
- Increase in children preschool ready
- Increase in family's ability to afford quality early childhood programs
- Increase in social-emotional development

Result: Strong families

Possible indicators of this result:
- Increase in individuals, families using conflict resolution services and/or techniques
- Increase in families who have the skills and training to help their loved ones die at home
- Decrease in women and children who need domestic violence services and support
- Increase in at-risk (foster) youth living healthy, successful independent lives
- Increase in fathers who are nurturing to their own families
- Reduction in domestic violence and abuse within the family system
- Increase in children receiving permanent "forever families" within 12 months of removal

Result: Sustained employment/financial stability

Possible indicators of this result:
- Increase in length of employment
- Increase low-income, at-risk families who are accumulating wealth through home ownership
- Increase in employment with livable wage

- Increase in income and higher-paying jobs in 12 months
- Increase in financial and economic knowledge

Result: Sustained health and independence in aging
Possible indicators of this result:
- Increase in seniors continuing to contribute to the community
- Increase in families participating in serious illness planning
- Increase in family caregivers receiving respite
- Increase in seniors safely remining in home
- Decrease in hospitalization of seniors
- Decrease in stress levels of family caregivers

Result: Improved Foster Care
Possible indicators of results:
- Increase in the percentage of children entering foster care achieving permanency in 12 months
- Increase in the percentage of children in foster care who have stable placements
- Increase in the percentage of young people aging out of foster care who achieve permanency, stable housing, maintain meaningful employment, and/or education goals

Result: Improved well-being for people with special needs
Possible indicators of this result:
- Increase in ability to live independently
- Increase in employability and long-term employment
- Increase in long-term plans
- Increase in consistency of families participating in long-term planning
- Increase in accommodations in public spaces for families with autism

See PerformWell database on outcomes for human services
http://www.performwell.org/index.php/identify-outcomes

Look for examples from your sector in the Guidestar Common Results Catalog
https://learn.guidestar.org/hubfs/Platinum/GuideStar_Common_Results_Catalog_April_20161.pdf

See Data Playbook from the Schusterman Foundation
https://www.schusterman.org/playbooks/data/

Intermediary Organizations
Result: Improved capacity of member organizations to fulfill mission(s) Possible Indicators of Results: • Increase in capacity of member organizations to measure results of their work • Increase in networking and collective action of organizations • Increase in effective partnerships or coalitions of member organizations • Improved policies or practices for the field/member organizations • Increase in organizational capacity and trained staff for the field/member organizations • Increase in sector capacity to communicate and advocate for policy and practice changes • Number of stakeholders that report that our organization helped improve their knowledge • Number of stakeholders reporting greater issue awareness

See Intermediary Development Series *Measuring Outcomes*
http://www.nebhands.nebraska.edu/files/Measuring%20Outcomes.pdf

See examples in *Measuring the work of intermediaries*
http://www.centerforgiving.org/Portals/0/Measuring%20the%20Work%20of%20Intermediaries%20Appendix%20FINAL.pdf

Youth Development	

Overarching goal: Promote the positive, healthy development of young people so that they reach their full potential and capabilities.

Result: Achieve well-being

Possible indicators of this result:

- Increase in positive parent bonding
- Decrease in at-risk behavior
- Increase in positive decision-making
- Reduction in criminal justice system involvement
- Reduction in drug use/drug activity
- Increase in healthier food choices
- Reduction in teen pregnancy
- Increase in social skills
- Increase in knowledge and practice of Hawaiian culture
- Increase in self-confidence

Result: Educational/Academic Achievement

Possible indicators of this result:

- Increase in school attendance
- Increase in academic grades
- Increase in high school graduates
- Increase in transition from high school to college/career

See the Forum for Youth Investment, Ready by 21, and National Collaboration for Youth
A Shared Vision for Youth: Outcomes and Indicators
http://www.collab4youth.org/documents/NCYCommonOutcomes.pdf

See United Way tools for Youth outcomes
https://www.unitedway.org/our-impact/focus/education/out-of-school-time/tools