

Defining Systems Change Results

SYSTEMS CHANGE RESULTS – What defines success?

Systems Change Results are those specific changes in behavior or condition for the lives of the population or community you support if a systemic condition or issue is addressed. Often these results can take many years to occur and therefore project results may reflect a shorter-term change that predicts success toward the longer term result. When nonprofits seek investment to work at the system level, results for populations or the community are what they aim at achieving in order to justify the investment. System Change Results are defined in advance of "doing business," and they must be tangible, verifiable, and within the realm of possibility for a nonprofit to influence.

Building a systems change result – a step-by-step sequence for your thinking.

These steps followed in sequence, will help you devise your long and short-term (if needed) results:

1. Identify the type of changes in behavior or condition you seek for the population or community you seek to help if your efforts are a success,
2. Specify the degree of change you consider a success and when it will happen by,
3. If your results won't be achieved within the grant period, define the specific changes in stakeholder or practitioner behavior or action that will occur during the grant period that reflects strong progress towards the longer-term success.

Step 1. Identify *the kind of change* you seek for populations or communities:

Setting the result for change implies some comparison to the current behavior or condition of the population you hope to help.

- *Judges sentencing people using Smart on Crime guidelines*
- *Employers hiring more formerly incarcerated people*
- *Community members volunteer to mentor incarcerated and formerly incarcerated individuals*

Step 2. Specify *how much change* is required for you to consider it a success.

Your result must consider the question of degree... how much change, by when would it happen. with what certain *minimum requirements* achieved When you can clearly articulate this you have developed the content language of your systems change result. Some examples:

- *At least one judge per parish is using Smart on Crime guidelines in their sentencing by December 31, 2020.*
- *At least 12 employers have changed their hiring practices and policies and are recruiting and hiring the formerly incarcerated by May of 2017.*

- *At least 70 volunteers are actively mentoring incarcerated and formerly incarcerated individuals by December 31, 2017.*

Step 3. Results During The Grant Period: If the larger systems change results won't be achieved within the grant period, define the specific changes in stakeholder action, or resource allocation that will occur during the grant period that reflects strong progress towards the longer term success. Be sure to state when the changes will occur.

- **Long Term Result:** *At least one judge per parish is using Smart on Crime guidelines in their sentencing by December 31, 2020.*
 - *Results During the Grant Period:* *By December, 2016 at least one judge per parish has attended a convening and learned about 'Smart on Crime' sentencing guidelines and the results of implementing them. They express initial interest in adopting them in their courts.*
- **Long Term Result:** *At least 12 employers have changed their hiring practices and policies and are recruiting and hiring the formerly incarcerated by May of 2017.*
 - *Results During the Grant Period:* *At least 15 employers have attended an educational session regarding the benefits of hiring the incarcerated and formerly incarcerated.*
- **Long Term Result:** *At least 70 volunteers are actively mentoring incarcerated and formerly incarcerated individuals by December 31, 2017.*
 - *Results During the Grant Period:* *By December 31, 2016 at least 100 volunteers have been signed up to volunteer and at least 30 have been trained.*