

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Timeline (projected initiation and completion dates)
Short term	100% of EIs certified by July 1, 2016	How many certifications have been issued?	Number of certifications issued	Sheri Lynn will maintain excel spreadsheet	Due July 1 <sup>st</sup> , 2016
Short term	All EIs have IPDPs.	How many certified EIs have IPDPs?	Number of IPDPs on file with State or BFIS	Natalie will collect IPDPs from applications.	July 1, 2016
Short term	ECPC TA Phase One Completed.	Was Phase One Completed and submitted?	Submitted and accepted Phase One documents	Natalie will ensure completion and submission	6 months (September 30, 2016)
Intermediate	ECPC TA Phase Two Completed.	Was Phase two Completed and submitted?	Submitted and accepted Phase Two documents	Natalie will ensure completion and submission	12 months (March 30, 2017)
Intermediate	Quarterly meetings scheduled between Preservice and Inservice	Are quarterly meetings scheduled and productive?	Four meetings a year are convened and recommendations submitted	Natalie will document meeting agendas, minutes and action plans	Sept 30, 2016 – Sept 30, 2017
Intermediate	Increased number of Field Placements	Have the number of field placements increased?	Increase from baseline number of field placements	Natalie will collect numbers from preservice orgs	Sept 30, 2016 – Sept 30, 2017
Intermediate	Regularly scheduled trainings for all new employees on COSF, ASQ, etc.	Is there an ongoing, strategically designed schedule of new employee trainings?	Sign in sheets and evaluations from trainings	Natalie will collect and maintain documentation of trainings	Sept 30, 2016 – Sept 30, 2017
Intermediate	Written CSPD plan completed and submitted.	Was written CSPD plan completed and submitted?	Submitted and accepted written CSPD plan	Natalie will ensure completion and submission	18 months (October 30, 2017)

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<b>Intermediate</b>	PD is ongoing, coordinated and strategically designed to implement best practices.	Is there an ongoing, strategically designed schedule of employee trainings?	Sign in sheets and evaluations from trainings  Schedule of trainings	Natalie will collect and maintain schedule and documentation of trainings	By October 30, 2017
<b>Intermediate</b>	Staff morale and retention improves as shown by Survey Monkey results	How do practitioners self-report on morale and retention?	Improvement from baseline numbers on relevant SHRM Benchmarked Survey Monkey questions	Natalie will send out Survey Monkey on a regular (quarterly/bi-annual/annual) basis	By October 30, 2017
<b>Long term</b>	Increased average years of experience for EIs.	What is the average number of years of experience for EIs?	Improvement from baseline numbers on relevant SHRM Benchmarked Survey Monkey questions	Natalie will send out Survey Monkey on a regular (quarterly/bi-annual/annual) basis	Increase annually over five years by March 2021.
<b>Long term</b>	Highly qualified personnel implement best practices.	Do IPDPs document best practice professional development goals?	Documented PD goals in IPDPs on file with State or BFIS	Natalie will collect or maintain IPDPs	Increase/improvement annually over five years by March 2021.
<b>Long term</b>	Families know how/are better able to support the social and emotional development of their children	Are families better able to support the social/emotional development of their children?	Annual state-wide APR data – Indicators 4C.	Annual data collection in place	Increase/improvement annually over five years by March 2021.
<b>Long term</b>	Social/emotional development of children has improved.	Has the SE development of children improved?	Annual state-wide APR data – Indicators 3aSS1.	Monthly/Annual data collection in place	Increase/improvement annually over five years by March 2021.

<b>Long term</b>	Data used to evaluate and adjust all pieces of CSPD.	Is there a functioning, effective data collection system in place?	Data system is in place and functioning to make improvements and adjustments	All data inputs and outputs (see above)	Increase/ improvement annually over five years by March 2021.
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<b>Long term</b>	ECPC Self-Assessment quality indicator scores improve each year.	How have our self-assessment scores improved?	Completion of ECPC Self-assessment by large stakeholder meeting	Annual review of ECPC Self-Assessment	Increase/ improvement annually over five years by March 2021.