



Logical Framework
Modified: 01/07/2022

	Project Summary	Indicators	Verification
Inputs	<p>Mission and Values consistent with the core model and National CASA/GAL standards</p>	<p>Governing body members, staff and volunteers know the organization’s mission and values.</p>	<p>Written Mission Statement and values Evidence of values in organizational documents (eg. Job descriptions, strategic plan)</p>
	<p>Strategic Partnerships necessary for work in best interest advocacy</p>	<p>Is represented at community events or activities with individual stakeholders that advance the mission.</p> <p>Maintains a working agreement with the Court and CYS that clearly outlines the roles and responsibilities of each party and is reviewed every three years and solicits feedback.</p>	<p>Membership list MOU with the Court and CYS Documentation of feedback</p>
	<p>CASA/GAL Network Membership including pre-service training curriculum, marketing tools, training</p>	<p>Adheres to the terms and conditions of National CASA/GAL membership.</p>	<p>Membership Documentation</p>

	resources and branding opportunities	Partners with the state organization and National CASA/GAL to foster statewide unity and excellence.	
	Diverse Financial Resources including grants, events, county funding, corporate sponsorships and individual giving	Promotes a culture of fundraising with the board fully engaged in the sustainability of the organization. Works towards maintain a 3-6 month financial reserve	Resource Development Plan Sustainability Plan
	Local, State and Federal Law pertaining to nonprofits, the work of CASA and child welfare	Board meets and operates in accordance with laws governing nonprofit organizations. Complies with all applicable laws and regulations governing fair employment.	Bylaws Articles of Incorporation BCO registration Meeting Minutes Human Resource Policies
Human Capital including governing body, staff and volunteers needed to fulfill the mission	Qualified and trained volunteers, staff and board with necessary skills and clearly defined job descriptions and expectations for each role within the organization. Compensation packages that value and retain staff are offered Succession plans are written and reviewed annual.	Organizational Chart Job Descriptions Personnel Policy/Records Background Checks Board Recruitment Policy Board Matrix Wage Administration Policy Employee Handbook Succession Plan Resumes	

	<p>Leadership present and continuously developed in staff, governing body and volunteers</p> <p>Data Collection system and training in place, promoting a culture of data collection</p> <p>Diversity promotes diversity in volunteers, staff and board to ensure a full spectrum of perspectives in all decision making</p>	<p>Ensures staff has relevant education and experience to meet job requirements.</p> <p>Invests in development of volunteers, board and staff members to cultivate and develop leadership.</p> <p>Invests in data collection software and protocol that promote gathering of data necessary to information program operations, tracks measurable outcomes.</p> <p>Addresses diversity, implicit bias and disproportionality in all aspects of operations, including recruitment, training and engaging other community organizations.</p>	<p>Performance Evaluation Professional Development Plan Volunteer participation in training and mentoring Board orientation materials Record of board attendance at orientation Board Development Plan</p> <p>Case management system</p> <p>Diversity and Inclusion Plan</p>
Activities	<p>Best Interest Advocacy: through volunteers in accordance with National CASA/GAL core model, local policies and State law</p>	<p>Minimum of 80% of children assigned to volunteers.</p> <p>Assures that volunteers have regular and sufficient in-person contact with their children (1x per month).</p> <p>Gathers documents and information regarding the child and collaborates to ensure needed services are received.</p> <p>Presents evidence of advocacy through court reports/testimony.</p> <p>Volunteers remain assigned until the case is vacated by the court.</p>	<p>Optima/Case management reports Visit exception form Case file Confidentiality Policy Court reports Court orders</p>

	<p>Volunteer Management: ensuring that volunteers, who are the primary stakeholders within the network, are appropriate recruited, screened, trained and supported and retained to achieve organizational objectives.</p>	<p>Utilizes recruitment plan that promote continuous and diverse volunteer recruitment practices.</p> <p>Screens volunteers in compliance with National CASA/GAL standards and state law.</p> <p>Utilizes National CASA/GAL approved pre-service curriculum facilitated by a master trainer who is current in their certification.</p> <p>Provides and requires 12 hours of continuing education for volunteers and staff.</p> <p>Provides adequate supervision to volunteers.</p> <p>Program has a written retention plan.</p>	<p>Recruitment Plan Recruitment Packet Background Checks Certification of Master Trainer Training Agenda and Materials Training Attendance Records Training Evaluations In-Service Attendance Records In-Service Plan Professional Development Plan Volunteer Supervision Assignments Retention Plan</p>
	<p>Program Management: working on a continual basis to improve the organization’s performance by offering ongoing training and coaching for staff and utilizing data to assess progress toward goals.</p>	<p>Has an up-to-date logic model.</p> <p>Communicates regularly with staff regarding progress on individual and organizational goals.</p> <p>Follow quality assurance protocol.</p> <p>Ensures sound financial practices for all funding.</p> <p>Conducts a comprehensive evaluation of its required plans’</p>	<p>Logic Model Schedule of staff meetings Quality Assurance documents Budget and expense reports detailing grant and gift requirements Grant Terms and Conditions Summary Evaluation Report Data collection protocol Operational Procedures for the use of systems and software</p>

	<p>Governance: Board members are the fiduciaries who steer the organization towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as by making sure the nonprofit has adequate resources to advance its mission.</p> <p>System Improvement: participates on local task forces and committees and partners with the state organization for legislation that is favorable to the best interest of children who have experienced abuse and neglected</p>	<p>effectiveness at least every year to correct deficiencies and improve organizational performance.</p> <p>Has a system of collecting, reviewing and reporting accurate data to guide the direction of the program.</p> <p>Reviews and updates policies every three years or as required.</p> <p>Gathers and keeps policies in a single place for easy access.</p> <p>Term limits for board members are set and enforced.</p> <p>Ensures sound business operations by adherence to all written policies.</p> <p>Oversees good stewardship of all funds.</p> <p>Program has good relationships with local officials who may affect or have influence over child welfare and programmatic issues.</p> <p>Works with the state organization regarding requests on legislative issues.</p>	<p>Annual Budget Financial Reports Background Screening Policy Confidentiality Policy Conflict of Interest Policy Human Resources Policies Whistleblower Policy Non-discrimination Policy Travel Policy Insurance Policies Financial Policies Gift Acceptance Policy Records Retention Policy Social Media Policy Internal Communications/Open Door Policy Crisis Management Plan Board Roster</p> <p>Identified service gaps Task force and committee membership</p>
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	<p>Awareness: Promoting the CASA brand consistent with National CASA/GAL standards and being educated and sharing knowledge of issues that impact children who have experienced abuse and neglect</p>	<p>Program works closely with representatives from the legal and social services communities, other child advocacy programs, community service and civic groups, as well as with businesses to build partnership with the mission. Advocates for change to address gaps in services or conditions which adversely affect children served.</p> <p>Ensures up to date child welfare-related resources are shared with staff and volunteers.</p> <p>Maintains strong relationships in the community to enable volunteers to more effectively advocate.</p> <p>Ensures an online presence for volunteer recruitment, child welfare issue education and promotion of the CASA mission.</p>	<p>Social Media Posts Promotional materials Marketing plan</p>
Outputs	<p>Increased capacity to serve children measured by a combination of annual growth in volunteers, children served or infrastructure necessary to serve more children until 100% of eligible children are served</p> <p>Volunteer Retention rate increasing each year until 80% is achieved</p>	<p>Organization is focused on increasing capacity to serve more children each year, including planning for infrastructure needs to support a growing program.</p> <p>Retention plan ensures that the program focuses on practices to sustain experienced volunteer advocates for children.</p>	<p>Program shows growth in number of children served and volunteers trained (average of change over prior three years indicates increase) Growth plan</p> <p>Average retention rate over prior three years is either 80% of has increased</p>

	<p>Re-entry Rate: Children re-enter foster care at a rate lower than the county</p> <p>Stability in staffing of the organization</p> <p>Functional data that is reliable and used to inform the goals of the organization</p> <p>Governing body attendance exceeds 75% and the governing body provides necessary resources and direction for execution of the mission</p> <p>Increased diversity in staff, volunteers and governing body annually</p> <p>Improved visibility within the child welfare community and the community at large, including recognition as a thought leader</p>	<p>Program provides high quality information to the court to assist in decisions which result in permanency for children.</p> <p>Organization is a workplace which values its employees through practice and compensation.</p> <p>Program has a high level of confidence in data tracked and used to inform programmatic decisions.</p> <p>Governing body is engaged in setting the direction for the organization and fiduciary responsibility for the organization.</p> <p>Organization is a workplace that welcomes and accepts diverse viewpoints in all areas of operation.</p> <p>Organization is looked to by the community as a thought leader and resource, adding value to the community at large.</p>	<p>County re-entry rate Program re-entry rate</p> <p>Average staff tenure 360 Evaluation</p> <p>Data Collection Protocol Data Reports</p> <p>Board roster with attendance Meeting Minutes</p> <p>Demographic Data Retention Rate</p> <p>Awards and community recognition Invitations to participate in task forces, councils or committees Invitations to speak to community groups News coverage</p>
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	Continued diversification of resources needed to increase capacity	Organization continually pursues new funding streams in all areas to sustain and grow the program.	Revenue sources by percentage
Outcomes	<p>High quality volunteer advocacy</p> <p>Highly Effective Nonprofit Organization</p> <p>Sustainability</p> <p>Institutional advancement</p>	<p>Advocacy is consistent, impacts court decisions and is continuously evaluated for data driven improvement.</p> <p>Organization is recognized as a leader in best interest advocacy within the community.</p> <p>Organization is recognized locally and in larger communities as an industry leader in nonprofit management and volunteer management.</p> <p>A highly flexible organization that can quickly adapt to changes in the child welfare system and funding streams while remaining relevant and valued in your community.</p> <p>Organization has plan and data necessary to advance the organization's mission</p> <p>Increased volunteer, funding and support inquiries</p>	<p>Re-entry rate within 12 months # of children with one volunteer until case closure # of volunteers taking a 2nd case Volunteer satisfaction measurement Invitation to or creation of a Task Force/Committees/Work Group Input from Judges</p> <p>Community recognition Certificates of excellence Invitation to or creation of a Task Force/Committees/Work Group Input from Judges</p> <p>Adequate reserves Resource Development Plan Sustainability Plan</p> <p>Strategic Plan</p> <p>Volunteer inquiry rates Non-advocate volunteer rates</p>

	<p>Community understands the role and value of the CASA program in the child welfare system</p>		<p>Community involvement rates Third party fundraisers</p>
Impact	<p>Courts have critical information to make decisions in dependency cases.</p> <p>Children have the opportunity to thrive.</p> <p>Community is empowered and engaged in advocating for abused and neglected children.</p> <p>Powerful collective voice of CASA programs throughout Pennsylvania.</p>		<p>Judicial input Child well-being statistics Evidence of community resources Statewide funding obtained and maintained</p>