

HSD Theory of Change

Rev. 2018

Section	Term	Definition	Action
Population Accountability	HSD Population	The population we want to impact	Select the HSD population
Population Accountability	Priority Population	A specific group within the HSD population	Describe the priority population within the HSD population
Population Accountability	Desired Result	What you want to achieve in the community	Select one HSD's six impact area
Population Accountability	HSD Indicator(s) (Required)	How we measure if desired results are achieved; it describes the wellbeing of the population	Select one or more of the HSD indicators that best measures population impact
Population Accountability	Additional Indicator(s) (Optional)	Additional data that reflects impact	Select one or more additional data points that more closely reflects the RFP/Q population impact; these must be an ongoing dataset or report
Racial Equity Population Accountability	Racial Disparity Indicator Data	Data depicting socioeconomic disparities and disproportionality between racial/ethnic populations	Describe the race/ethnic disparities based on data from the desired result, community engagement findings, or other data sources
Racial Equity Population Accountability	Focus Population	What we want to achieve in the focus population	Report data that shows the highest disparities in the investment area
Racial Equity Population Accountability	Population-Level Racial Equity Goal(s)	What you want to achieve for the focus population	What is the stretch goal for reducing and/or impacting the racial disparity data
Program Accountability	Strategies	What works to improve the wellbeing of the population	Describe the approach that aligns to the desired result and indicators and are informed by best or promising practices, cultural competency, and community engagement. (Are there specific strategies that need to be added for the focus population?)
Program Accountability	Activities if RFQ	What works to improve the wellbeing of the population	Describe the specific actions that align to the strategies and will be implemented by providers
Program Accountability	Performance Measure	How we know how well a program, agency, or service is doing	<ul style="list-style-type: none"> Describe what gets counted and how it will be measured: Quantity – how much; Quality – how well, Impact – who is better off If applicable, indicate the contract type (pay-for-performance, etc.)
Program Accountability	Racial Equity Performance Measures	How we know how well a program, agency, or service is doing to address racial disparities	Summarize how racial equity performance will be measured within performance measures