**Program logic template**

Program logic (or ‘theory of change’) is used to clearly set out in one page the connections between resources (inputs), activities (outputs) and intended short, medium and long-term outcomes. This helps align planning, implementation and evaluation from the outset. The outcomes identified can be used as the basis for developing an evaluation plan and methodology. A blank template is provided below, with an example completed on the following page.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Critical issues/gaps** | **Inputs/resources** | **Outputs/activities** | **Target recipients** | **Outcomes** | | |
| **Short-term outcomes** | **Medium-term outcomes** | **Long-term outcomes** |
| *What are the identified gaps or strategic issues that this initiative is responding to?* | *What resources will support the initiative – financial, human, policy context etc.?* | *What are the key activities to be undertaken?* | *Who is the target of the initiative?* | *What outcomes are sought in the immediate term?* | *What outcomes are sought in the medium term?* | *What are the long term/ultimate outcomes sought?* |

**Example**

**Initiative:** Professional development (PD) program for emerging arts managers

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| --- | --- | --- | --- | --- | --- | --- |
| **Critical issues/gaps** | **Inputs/resources** | **Outputs/activities** | **Target recipients** | **Outcomes** | | |
| **Short-term outcomes**  ***(3 months:***  ***part way through PD program)*** | **Medium-term outcomes**  ***(6 months:***  ***end of PD program)*** | **Long-term outcomes**  ***(12 months:***  ***after PD program/ ongoing)*** |
| Limited access to professional development for emerging arts managers outside the tertiary sector  Feedback from arts sector colleagues about need for professional development in this area  Opportunity to support emerging generation of arts managers to ensure sustainability of arts organisations/sector | Budget - $50 000 per 6 month program  1 facilitator  1 support staff  Venue and equipment  Professional development and arts management knowledge base | Expression of interest process to select 15 participants  4 face-to-face professional development workshops over 6 months  Online networking and discussion opportunities over 6 months  Development of support materials and resources for participants  Evaluation of process and outcomes | Emerging arts managers in Queensland representing a diversity of geographical regions and artforms | Increased awareness of key issues in arts management  Increased knowledge of arts management theories and approaches  Increased relationships between emerging arts managers | Arts management theories and approaches successfully applied in work contexts  Increased confidence in arts management roles  Active network of emerging arts managers in place | A skilled and networked emerging workforce of arts managers in Queensland  Sustainability of arts sector leadership in Queensland |