

## Performance Measurement Framework (PMF)

|  |   |                          |  |
|--|---|--------------------------|--|
| <b>Project Title:</b><br><br><i>Enter the title of the project</i> | <b>Project Coordinators:</b><br><br><i>Enter the names</i>  | <b>Preparation Date:</b> |  |
| <b>Project Partner Organizations:</b>                              | <b>Project Duration: <i>(Select 1)</i></b><br><br><input type="checkbox"/> <b>2011-2014</b><br><br><input type="checkbox"/> <b>2011-2015</b><br><br><input type="checkbox"/> <b>2011-2016</b><br><br><input type="checkbox"/> <b>Other <i>(please indicate)</i></b> | <b>Reporting Date:</b>   | <b>Reporting Period: <i>(Select 1)</i></b><br><br><input type="checkbox"/> <b>Semi-annual (Apr-Sept)</b><br><br><input type="checkbox"/> <b>Annual (Apr-March)</b> |

**Note:** This is intended both as a planning document and as a reporting document. Reporting information would be listed in the pale yellow columns along with a narrative report (details will be provided at the time of the reporting deadlines.)

AIC is asking all projects to work toward the *Organizational* Intermediate Outcome and at least one of the other three Intermediate Outcomes. Complete the template fully for the areas that are relevant to your project and delete, or leave blank, the Intermediate Outcomes that your project does not include.

- Section A is Organizational Outcomes.
- Section B is Environmental Outcomes.
- Section C is Economic Outcomes.
- Section D is Social Outcomes.

# Performance Measurement Framework (PMF)

## A. Organizational Outcomes

See **Definitions Page** at the end of this document for an explanation of column titles in the chart.

| Expected Results  | Performance Indicators  | Baseline Data | Targets | Data Sources          | Data Collection Methods | Frequency  | Responsibility                 | Reporting Cumulative Outcomes | Reporting Variance |
|---|---|---------------|---------|-----------------------|-------------------------|--|--------------------------------|-------------------------------|--------------------|
| <p><b>Ultimate Outcome (Long Term and program-wide)</b><br/>           Building on global agricultural partnerships through scientific and financial support and technological awareness, the Program strengthens capabilities of professional agricultural organizations in program countries through effective succession planning and engagement of women and youth to achieve development results with poor rural communities and vulnerable groups and to address in-country/domestic issues of :</p> <ul style="list-style-type: none"> <li>• Promotion of greater food security, enhancing human health and well-being</li> <li>• Poverty alleviation and securing livelihoods</li> <li>• Strategies for improving land and water conditions, and for agricultural mitigation of, and adaptation to, climate change</li> </ul> |   |               |         |                       |                         |  |                                |                               |                    |
|   | <i>Enter the performance indicators for the ultimate outcome</i>      |               |         | Partner organizations | Written reports         | Semi-annual (September 30) and annual (March 31) of every year of the proposal | Partner organizations AIC ITPP |                               |                    |
| <p><b>Intermediate Outcome (Medium Term and program-wide): Organizational</b><br/>           Agricultural organizations achieve enhanced scientific and organizational capacity and gain greater recognition by stakeholders as leaders in developing and transferring Beneficial Management Practices (BMPs) in land resource and environmental management and agricultural production with particular attention given to the needs of the rural poor and vulnerable groups.</p>   |   |               |         |                       |                         |  |                                |                               |                    |
|   | <i>Enter the performance indicators for the intermediate outcome.</i> |               |         |                       |                         |  |                                |                               |                    |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### ***Immediate Outcome 1***

| Expected Results   | <i>Performance Indicators</i>   | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 1 - Organizational (Short-term or annual and project-specific)</b>                |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 1</i>                     |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 1</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Activities related to Immediate Outcome 1

|  | What is to be accomplished?    | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|--------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activities</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Inputs related to Immediate Outcome 1

|   | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|---|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| <b>Inputs</b> (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |
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# Performance Measurement Framework (PMF)

## A. Organizational Outcomes

### *Immediate Outcome 2*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 2 - Organizational (Short-term or annual)</b>                                     |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 2</i>                     |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 2</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Activities related to Immediate Outcome 2

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
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## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Inputs related to Immediate Outcome 2

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
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# Performance Measurement Framework (PMF)

## A. Organizational Outcomes

### Immediate Outcome 3

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 3 - Organizational (Short-term or annual)</b>                                     |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 3</i> |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs</i>             |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Activities Related to Immediate Outcome 3

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
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|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### A. Organizational Outcomes

#### Inputs related to Immediate Outcome 3

|   | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|---|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| <b>Inputs</b> (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |
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## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

See **Definitions Page** at the end of this document for an explanation of column titles in the chart.

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources          | Data Collection Methods | Frequency  | Responsibility                    | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|-----------------------|-------------------------|--|-----------------------------------|-------------------------------|--------------------|
|  | <i>Enter the performance indicators for the ultimate outcome</i>      |               |         | Partner organizations | Written reports         | Semi-annual (September 30) and annual (March 31) of every year of the proposal | Partner organizations<br>AIC ITPP |                               |                    |
| <b>Intermediate Outcome (Medium Term and program-wide):</b><br><b>Environmental</b><br>Environmental issues receive greater recognition by all stakeholders, resulting in increased adoption by stakeholders of land-use and farming practices that improve soil and water conditions and mitigate or adapt to climate change. . |   |               |         |                       |                         |  |                                   |                               |                    |
|  | <i>Enter the performance indicators for the intermediate outcome.</i> |               |         |                       |                         |  |                                   |                               |                    |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### ***Immediate Outcome 1***

| Expected Results   | <i>Performance Indicators</i>   | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 1 - Environmental (Short-term or annual and project-specific)</b>                 |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 1</i>                     |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 1</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Activities related to Immediate Outcome 1

|  | What is to be accomplished?    | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|--------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activities</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
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|  |                                |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Inputs related to Immediate Outcome 1

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### *Immediate Outcome 2*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 2 – Environmental (Short-term or annual)</b>                                      |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 2</i>                     |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 2</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Activities related to Immediate Outcome 2

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Inputs related to Immediate Outcome 2

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### *Immediate Outcome 3*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 3 – Environmental (Short-term or annual)</b>                                      |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 3</i> |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs</i>             |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Activities Related to Immediate Outcome 3

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### B. Environmental Outcomes

#### Inputs related to Immediate Outcome 3

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

See **Definitions Page** at the end of this document for an explanation of column titles in the chart.

| Expected Results  | Performance Indicators  | Baseline Data | Targets | Data Sources          | Data Collection Methods | Frequency  | Responsibility                    | Reporting Cumulative Outcomes | Reporting Variance |
|---|---|---------------|---------|-----------------------|-------------------------|--|-----------------------------------|-------------------------------|--------------------|
|   | <i>Enter the performance indicators for the ultimate outcome</i>      |               |         | Partner organizations | Written reports         | Semi-annual (September 30) and annual (March 31) of every year of the proposal | Partner organizations<br>AIC ITPP |                               |                    |
| <b>Intermediate Economic Outcome (Medium Term and program-wide):</b><br>Greater economic resiliency and economic sustainability of rural households and communities are achieved through increased skills (i.e. skills that improve economic capacity that are facilitated by society members) and participation in effective income generation systems and strategies. |   |               |         |                       |                         |  |                                   |                               |                    |
|   | <i>Enter the performance indicators for the intermediate outcome.</i> |               |         |                       |                         |  |                                   |                               |                    |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### ***Immediate Outcome 1***

| Expected Results   | <i>Performance Indicators</i>   | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 1 - Economic (Short-term or annual and project-specific)</b>                      |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 1</i>                     |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 1</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Activities related to Immediate Outcome 1

|  | What is to be accomplished?    | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|--------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activities</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Inputs related to Immediate Outcome 1

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### *Immediate Outcome 2*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 2 - Economic (Short-term or annual)</b>   |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 2</i>                     |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 2</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Activities related to Immediate Outcome 2

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Inputs related to Immediate Outcome 2

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### *Immediate Outcome 3*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 3 - Economic (Short-term or annual)</b>   |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 3</i> |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs</i>             |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Activities Related to Immediate Outcome 3

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### C. Economic Outcomes

#### Inputs related to Immediate Outcome 3

|   | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|---|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| <b>Inputs</b> (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

See **Definitions Page** at the end of this document for an explanation of column titles in the chart.

| Expected Results  | Performance Indicators  | Baseline Data | Targets | Data Sources          | Data Collection Methods | Frequency  | Responsibility                    | Reporting Cumulative Outcomes | Reporting Variance |
|---|---|---------------|---------|-----------------------|-------------------------|--|-----------------------------------|-------------------------------|--------------------|
|   | <i>Enter the performance indicators for the ultimate outcome</i>      |               |         | Partner organizations | Written reports         | Semi-annual (September 30) and annual (March 31) of every year of the proposal | Partner organizations<br>AIC ITPP |                               |                    |
| <b>Intermediate Social Outcome (Medium Term and program-wide):</b><br>Rural households and communities achieve greater equality between men and women, improved democratic processes, and increased capacity for full participatory decision-making.. |   |               |         |                       |                         |  |                                   |                               |                    |
|   | <i>Enter the performance indicators for the intermediate outcome.</i> |               |         |                       |                         |  |                                   |                               |                    |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Immediate Outcome 1

| Expected Results   | <i>Performance Indicators</i>   | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 1 - Social (Short-term or annual and project-specific)</b>                        |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 1</i>                     |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 1</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Activities related to Immediate Outcome 1

|  | What is to be accomplished?    | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|--------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activities</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |
|  |                                |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Inputs related to Immediate Outcome 1

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### *Immediate Outcome 2*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 2 - Social (Short-term or annual)</b>   |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 2</i>                     |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs relating to Immediate Outcome 2</i> |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Activities related to Immediate Outcome 2

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Inputs related to Immediate Outcome 2

|  | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| Inputs (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |
|  |                 |  |   |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### *Immediate Outcome 3*

| Expected Results   | Performance Indicators  | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|---|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <b>Immediate Outcome 3 - Social (Short-term or annual)</b>   |   |               |         |              |                         |           |                |                               |                    |
|  | <i>Enter the performance indicators for the immediate outcome 3</i> |               |         |              |                         |           |                |                               |                    |
| <b>Outputs</b> (Direct products or services stemming from the activities)<br><i>Add rows as needed</i> | <i>Enter the performance indicators for the outputs</i>             |               |         |              |                         |           |                |                               |                    |
|  |   |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

#### Activities Related to Immediate Outcome 3

|  | What is to be accomplished?  | How will the activity be initiated?  | Responsibility                                     | Data to be Collected | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|--|------------------------------|--|--|----------------------|------------|-------------------------------------|--|-------------------|----------|
| <b>Activities</b><br>(Action taken or work performed through which inputs are mobilized to produce outputs.)<br>Add rows as needed | <i>Identify the activity</i> | <i>Describe the process to initiate the activity – e.g. meeting, resolution, action item, etc.</i> | <i>Who is assigned to carry out this activity?</i> |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |
|  |                              |  |  |                      |            |                                     |  |                   |          |

## Performance Measurement Framework (PMF)

### D. Social Outcomes

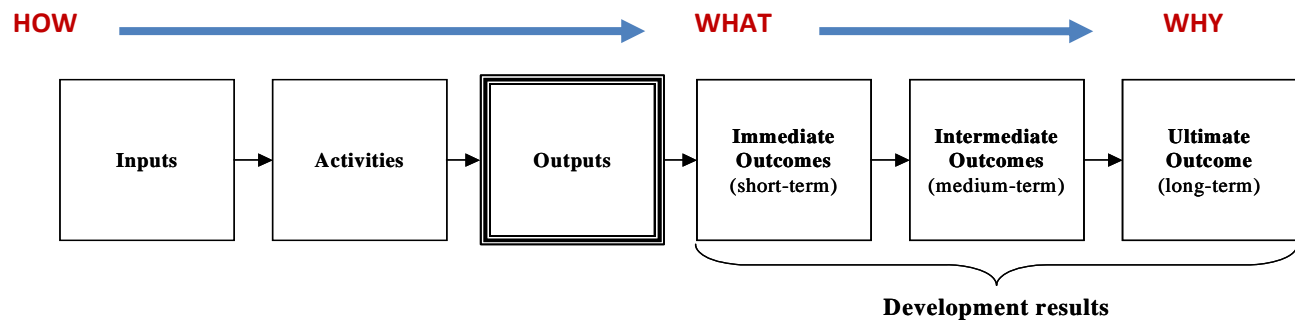
#### Inputs related to Immediate Outcome 3

|   | What is needed? | How will the inputs be acquired?   | Responsibility                                    | Time Frame | Partnering organizations (domestic) | Partnering organizations (International) | Completion Status | Comments |
|---|-----------------|--|---|------------|-------------------------------------|--|-------------------|----------|
| <b>Inputs</b> (Financial, human, material and information resources to produce outputs through activities and accomplish outcomes)<br><i>Add rows as needed</i> |                 | <i>Describe the process – e.g. use existing, identify volunteers, write a proposal to obtain additional funds, etc.,</i> | <i>Who is assigned to acquire the resources??</i> |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |
|   |                 |  |   |            |                                     |  |                   |          |

# Performance Measurement Framework (PMF)

## The Logic Model

Canadian International Development Agency (CIDA), 2008



# Performance Measurement Framework (PMF)

## Definitions

| Expected Results  | Performance Indicators | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|---|------------------------|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <p><b>Expected results:</b> See the logic model graphic on the preceding page of this document for a pictorial description of the levels of results.</p> <p>A <b>performance indicator</b> is a unit of measurement that specifies what is to be measured along a scale or dimension but does not indicate the direction or change. Performance indicators are a qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of a project. Performance indicators are neutral; they do not indicate directionality or embed a target. Validate and check the quality of your performance indicators. Do they have: validity, reliability, sensitivity, simplicity, utility, affordability?</p>               |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>Baseline data</b> is the set of conditions existing at the outset of a project. Results will be measured or assessed against such baseline data. Baseline data is collected at one point in time and is used as a point of reference. If reliable historical data on your performance indicators exists, then it should be used. Otherwise, you will have to collect a set of baseline data at the first opportunity</p> <p>A <b>target</b> specifies a particular value for a performance indicator to be accomplished by a specific date in the future.</p> <p>Establish realistic targets for each performance indicator in relation to the baseline data you have identified. This sets the expectations for performance over a fixed period of time.</p> |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>Data sources</b> are the individuals, organizations or publications from which data about your performance indicators will be obtained. Identify the data source for each performance indicator that has been selected. Focus on existing sources to maximize value from existing data. Some examples:</p> <ul style="list-style-type: none"> <li>• Beneficiaries</li> <li>• Partner organizations</li> <li>• Government documents</li> <li>• Government statistical reports</li> <li>• Human development reports</li> <li>• Etc.</li> </ul>  |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>Data collection methods</b> represent HOW data about performance indicators is collected. Some examples</p> <ul style="list-style-type: none"> <li>• Analysis (of records or documents)</li> <li>• Literature review</li> <li>• Survey</li> <li>• Pre and post intervention survey</li> <li>• interview</li> </ul>  |                        |               |         |              |                         |           |                |                               |                    |

## Performance Measurement Framework (PMF)

| Expected Results   | Performance Indicators | Baseline Data | Targets | Data Sources | Data Collection Methods | Frequency | Responsibility | Reporting Cumulative Outcomes | Reporting Variance |
|--|------------------------|---------------|---------|--------------|-------------------------|-----------|----------------|-------------------------------|--------------------|
| <ul style="list-style-type: none"> <li>• Focus group</li> <li>• Comparative study</li> <li>• Collection of anecdotal evidence</li> <li>• Etc.</li> </ul>   |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>Frequency:</b> How often will information about each performance indicator be collected?<br/>Some indicators may be looked at regularly as part of ongoing performance management, while others will only be collected periodically for baseline, midterm or final evaluations.</p>  |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>Responsibility:</b> Who is responsible for collecting and validating the data?<br/>Some examples:</p> <ul style="list-style-type: none"> <li>• Beneficiaries</li> <li>• Local professionals</li> <li>• Partner organizations</li> <li>• Consultants, Others?</li> </ul>  |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>At reporting time: Report Cumulative results</b> for the project at the Outcome level achieved/progress to date including the reporting period. At the Output level, provide information on Output results for the current reporting period. Use the Indicators from your Performance Framework as guides to completing these sections of the report. If no Outcomes are achieved during the first year, <b>this is normal</b>. Early stages of the project usually can address progress towards Outputs only.</p> |                        |               |         |              |                         |           |                |                               |                    |
| <p><b>At reporting time: Report Variance:</b> Explanation of differences between targets vs. actual achieved/progress since the beginning of the project. Variances can be either positive or negative.</p>  |                        |               |         |              |                         |           |                |                               |                    |