

Chapter 3

Assessing and Analyzing Needs

INTRODUCTION

The foundation of any good plan for change is to identify what outcome is desired and what the current status is. Often we call this process a ‘needs assessment.’ An AmeriCorps program is designed to meet specifically identified community needs through community service; a training plan, in the same manner, must identify the desired skills, abilities and knowledge necessary for program directors or site supervisors to be successful, as well as the current level of those skills, abilities and knowledge. Your application of the Logic Model will serve as a useful guide for your needs assessment process by allowing you to ask strategic questions.

THE LOGIC MODEL

The logic model consists of inputs, activities, outputs, and outcomes. This model is very familiar to those who work with national service programs as it is used to describe program goals and accomplishments. It can also be very useful for designing training plans. For more details on the logic model refer to the resources at the end of this chapter or www.nationalserviceresources.org.

The Logic Model:



