Expected Results[1]	Indicators[2]	Baseline Data	Targets[3]	Data Sources	Data Collection Methods	Frequency	Responsibility
Ultimate Outcome **(long term)** • Cut and paste the ultimate outcome from your LM.	A performance indicator 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 program or investment. Performance indicators are neutral: they do not indicate directionality or embed a target. • Enter the performance indicators for the ultimate, intermediate, and immediate outcomes and the outputs from the respective investment LM. • Validate and check the quality of your performance indicators. Do they have: **validity**, **reliability**, **sensitivity**, **simplicity**, **utility**, **affordability**.	Baseline data is the set of conditions existing at the outset of a program or investment. 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.	A target specifies a particular value for a performance indicator to be accomplished by a specific date in the future. 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.	Data sources 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: • beneficiaries • partner organizations • government documents • government statistical reports • Human Development Reports	Data collection methods represent **HOW** data about performance indicators is collected. Some examples: • analysis (of records or documents) • literature review • survey • interview • focus group • comparative study • collection of anecdotal evidence • observing participants	How often will information about each performance indicator be collected? 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.	Who is responsible for collecting and validating the data? Some examples: • beneficiaries • local professionals • partner organizations • consultants • CIDA Staff
Intermediate Outcomes **(medium term)** • Cut and paste the intermediate outcomes from your LM.							
Immediate Outcomes **(short term)** • Cut and paste the immediate outcomes from your LM.							
Outputs • Cut and paste the outputs from your LM.							

1. From logic model. 2. Gender and environment, where possible. 3. Including time range, where possible

Adapted from: Canadian International Development Agency, Performance Measurement Framework.