Results Framework

Final Report Presented to

June 2024

Introduction

Minorities in Shark Sciences (MISS) engaged Results 1st for *Results Essentials* workshops to build on what they learned through the Mentoring Program project through the Charles and Margery Barancik Foundation. The goals of this engagement included:

1. MISS will be equipped with tools to define, track, verify and communicate their results. Since they participated in previous Results 1st workshops on defining and tracking results, this project will focus on the tools for verifying and tracking of results.
2. MISS will know its results for one program through results verification interviews conducted by Results 1st.

The project process included the following steps:
- A review of all strategic and operational planning documents, website and any other resources that speak to the achievement of MISS.
- A refresher on how to define and track success for program participants. Results 1st reviewed MISS's current success definitions with targets and tracking methods. Guidance was given on how to strengthen these areas.
- MISS was equipped with tools to verify and communicate results.
- Eight results verification interviews were conducted by Results 1st.
- A final report from Results 1st summarizing what changes MISS has implemented, their results verification interviews, observations, and suggestions.

This report includes the following sections:
- Results Summary
- Success Definitions
- Results Verification
- Recommendations
- Resources and Tools Provided

Results Summary

MISS achieved the following during this consulting engagement:

- It understands the Results 1st approach.
- It has agreed upon definitions of success for MISS.
- It established success targets.
- It knows the current success of MISS programming and the impact on participants.
- It has actionable and practical tools to define, track, verify and communicate results going forward.
- It has more impactful methods of communicating results.

Success Definitions

MISS created the following definitions of success with targets:

1. **Member Success**

   - **35% of members will actively participate. That is defined as engaging with at least one MISS resource or program annually. The current estimated level of active participation is 30%.**

   - **60% of members who actively participate will benefit professionally in one or more of the following ways:**
     - **Get a job in marine science**
     - **Enroll in a degree program**
     - **Obtain a grant**
     - **Make a presentation at a conference**
     - **Obtain a Fellowship**

   - **75% of members will experience a sense of belonging in the science community and increase their confidence.**

     - **Sense of belonging in the science community is defined as:**
       - **Gain skills needed to be a scientist.**
       - **Shift from wanting to be a scientist to identifying as a scientist. (There is a science identity tool for this).**

     - **Increased confidence is defined as:**
       - **Applying for marine science opportunities.**
       - **Fully engaged, asking questions, interacting with colleagues at meetings and conferences.**

2. **Intern Success**

   - **40% of interns get a job or enroll in a degree program within three years of completing their internship.**

Results Verification

The results verification process consists of individual phone or virtual interviews with a Results 1st trained interviewer. For this project, eight participants were interviewed. Questions asked include:

1. In a few words or sentences, how would you describe your experience?
2. Did you gain anything from participation?
*   a. If yes, what was it?*
*   b. What did you do with that information?*
*   c. Is there something else that you gained? What was it and how did you use it?*
*   d. If no, why do you think that is?*
3. Was this any different from other programs you've attended in the past? If yes, why?
4. If you had to tell me one thing that MISS could do to improve the program- what would it be?

A results verification was conducted by Robyn Faucy with the following findings.

The participants achieved the following gains as a result of participating in a MISS program:
* Four participants stated they gained employment and their experience with MISS led to the employment either directly or indirectly.
* Five participants obtained grants, fellowships, or other opportunities to advance their education or career.
* All eight participants gave specific examples of how MISS increased their network.
* All eight participants stated that MISS created a community where they felt supported, welcomed and included.
* Two participants said their experience was life-changing and gave specific examples of how their life changed.

When asked to describe MISS in a few words, participants most frequently stated:
* Community- *"MISS is more than an organization. It is a community of caring and supportive people."*
* Inclusive – *"Good to see people who look like me in this field."*

Participants described MISS programs different from other academic or professional programs for the following reasons:
  ○ Five participants stated that other programs/organizations do not have the same sense of community as MISS.
  ○ Three members said that MISS programs were more accessible due to the requirements and experience levels not being as strict.

Participants named one thing that MISS could do to improve the organization.
* Four members stated that MISS could be more organized.
* Three members stated to I\increase capacity/more support for Jasmin.
* Two participants stated that MISS is very American centric. Coordinate with other countries' time zones and financial systems. More programs in Mexico or Peru. More publications in Spanish.
* Two participants would like to see ongoing vetting of participants.
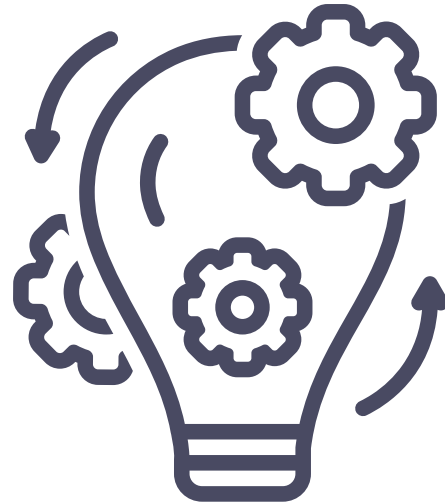
Recommendations

Below is a summary of key recommendations for next steps.

- Distribute success definitions and targets with staff and Board members. It is also good to share with MISS members, partners and investors. It provides clarity on your achievements.

- Make the completion of a post conference/event/program questionnaire a requirement to receive funding to participate.

- Use Google forms for questionnaires and transfer the results to a tracking form or Salesforce once it is set up to track results.

- Send questionnaires to members and program participants who are non members.

- Revise your website and promotional materials to put results first.

- Update your results on your website, collateral, etc. at least annually.

- Commit to making at least one change annually based on the questionnaire results.

- Leverage MISS's community and inclusiveness when applying for grants. Reference the Surgeon General's announcement about isolation and loneliness being a public health threat.

- Share this report, or parts of it, with your investors. Use the results verification information citing that an independent third party conducted the interviews.

Resources & Tools Provided

The following Results 1st resources and tools were provided to MISS:

- Defining Results 101

- Result Questions

- Results Definitions

- Success Definitions with Targets Example

- Tracking to Success Tips

- Milestone Examples and Milestone Tracker

- Tracking to Success Tracker

- Verifying Success Questions

- Tips for Conducting Results Verifications

- Results Stories

- Results Statements

- Sticking with Results

https://results1st.org/