

Theory of Change Resources

The Theory of Change is the cornerstone of the Airdrie FCSS application process. A Theory of Change is a framework for understanding how and why a desired change is expected to happen to deal with a complex problem. It begins with articulating a goal, identifying what conditions are needed to achieve that goal, developing strategies to achieve those conditions, and determining when you will have fulfilled those conditions. This is a process called backwards mapping. There are several good resources online that lay out the process of a Theory of Change – though many of them differ slightly from one another. Airdrie FCSS considers the main components as including Need, Goal, Strategies and Rationale.

Online Theory of Change Resources:

Airdrie FCSS definitions (need, goal, strategies and rationale): <https://fcss.airdrie.ca> (click 'Agency Resources' link, open the "Airdrie FCSS Definitions" document).

City of Calgary FCSS: <https://www.calgary.ca/CSPS/CNS/Pages/FCSS/organization-resources.aspx>

NCVO: <https://www.ncvo.org.uk/help-and-guidance/strategy-and-impact/impact-evaluation/planning-your-impact-and-evaluation/identify-the-difference-you-want-to-make/how-to-build-a-theory-of-change/#/>

Stanford Social Innovation Review: https://ssir.org/articles/entry/six_theory_of_change_pitfalls_to_avoid

