

Progressive Outcomes Scale Logic Model (POSLM)

Bold • Visionary • Transformative – For the Department of Health & Human Services

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1. The Problem

Government social program data often measures outputs—like the number of people served or services provided—instead of tracking how people's lives actually improve over time. If the goal is to help individuals achieve self-sufficiency, we need to measure progressive improvement in well-being, not just count services.

2. The Solution

The Progressive Outcomes Scale Logic Model (POSLM) methodology offers a standardized, stage-based framework for measuring how programs are progressively improving quality of life. By linking funding directly to measurable progress, it increases transparency and accountability in program outcomes. With the integration of **Artificial Intelligence**, this approach can be scaled nationally, enabling more efficient data analysis and stronger evidence of impact across communities.

Key Benefits of the POSLM:

- Improves transparency and accountability in use of public funds
- Measures progressive improvement in well-being
- Uses community-defined KPIs, not top-down metrics

3. How It Works

The POSLM turns data into a story of progress—showing not only how many people are served, but how their lives are changing for the better.

Imagine data like this:

- ✓ 90% of people served reached Stage 4 or higher
- ✓ 80% of people served reached Stage 5

What do these Stages represent?

The Example POSLM Scale Key below illustrates how people's lives improve as they meet the indicators that define each stage of progress. Each stage corresponds to the percentage of Key Performance Indicators (KPIs) a person achieves:

- Stage 1 – Unable to demonstrate at least 70% of KPIs and has little to no understanding or knowledge*
- Stage 2 – Possess knowledge, but has not yet demonstrated ability to perform or apply their knowledge on greater than 70% of KPIs*
- Stage 3 – Demonstrates ability to perform/apply knowledge on 71%-80% of KPIs independently*
- Stage 4 – Demonstrates ability to perform/apply knowledge on 81%-90% of KPIs independently*
- Stage 5 – Demonstrates performance/applies knowledge on 91%-100% of KPIs independently (in most cases is the equivalent to visual impact)*

What are the KPIs and where did they come from? In the POSLM framework, Key Performance Indicators (KPIs) are organized by social determinants of health, with each domain containing 10 or more KPIs that people must achieve in order to progress through the stages. Unlike traditional models where KPIs are predefined by funders or institutions, the POSLM methodology draws its indicators from community needs assessments and focus groups. This approach ensures that data collection reflects lived experiences and systemic inequities. **Artificial Intelligence** can further strengthen this process by helping to collect and analyze needs assessment data, making it easier to identify potential KPIs that agencies may prioritize in supporting the people they serve. An example list of indicators developed by Humanistic Care, LLC can be found at www.POSLM.com and based on insights from dozens of focus groups we have conducted over the years.

How does the POSLM help to improve transparency and accountability in the use of public funds? The POSLM SROI formula makes it simple to measure Social Return on Investment (SROI). Each stage shows real progress in people's lives, and higher stages mean greater impact. By setting goals based on community needs, tracking achievements, and linking funding to results, the POSLM ensures every dollar creates meaningful change. With the help of **Artificial Intelligence**, this process can be scaled nationally—analyzing large amounts of data to calculate SROI more accurately and efficiently.