

2021 Community Giving Initiative - Rubric

These criteria will be evaluated by the Chamberlin Education Foundation team to help determine grant amounts for nonprofit organizations during our 2021 Community Giving Initiative.

	<p>Community Need and Engagement</p> <p>We support organizations that address the needs of low-income communities and engage them in determining how to address that need.</p>
	<p>Targeted Impact</p> <p>We support organizations that have clear goals and can demonstrate that they are making measurable progress toward their intended impact.</p>
	<p>Continuous Learning</p> <p>We support organizations that embrace continuous learning and value an iterative approach to programming. In particular, these organizations have a history of adapting based on stakeholder feedback or best practices in the field in order to improve their impact.</p>
	<p>Collaboration and Partnership</p> <p>We believe that collaboration with other local organizations is essential to better, more coordinated services for young people and contributes to a more holistic understanding of the realities facing West Contra Costa youth.</p>
	<p>Diversity Equity and Inclusion in Leadership</p> <p>We believe that stronger outcomes for youth are possible when leaders have similar backgrounds and life experiences to the children and community they serve.</p>

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<p>Community Need and Engagement</p> <p>We support organizations that address the needs of low-income communities and engage them in determining how to address that need.</p>	
Limited	Organization does not serve a significant percentage nor a prevailing need of low income children in West Contra Costa.
Basic	Organization does serve a significant percentage but not a prevailing need of low income children in West Contra Costa (or vice versa).
Strong	Organization does serve a significant percentage and a prevailing need of low income children in West Contra Costa. It occasionally engages stakeholders in programmatic decisions of the organization.
Exemplary	Organization plays a unique and critical role in meeting the needs of a significant percentage of low-income children in West Contra Costa. It actively engages stakeholders on an ongoing basis in the decision-making of the organization. In addition, the organization's headquarters are based in West Contra Costa.

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Impact	
We support organizations that have clear goals and can demonstrate that they are making measurable progress toward their intended impact.	
Limited	Organization does not demonstrate or express clear community-impact goals.
Basic	Organization has clear goals, but has not meaningfully described measurement or progress towards these goals.
Strong	Organization has clear goals and is making measurable progress toward achieving these goals.
Exemplary	Organization has clear goals and can demonstrate significant progress, thereby maximizing the impact for those they serve.

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<h3>Continuous Learning Organization</h3> <p>We support organizations that embrace continuous learning and value an iterative approach to programming. In particular, these organizations have a history of adapting based on stakeholder feedback or best practices in the field in order to improve their impact.</p>	
Limited	Organization does not adapt its programming or services.
Basic	Organization solicits feedback and/or considers programmatic revisions but implements minimal changes in response to evolving needs.
Strong	Organization consistently solicits stakeholder feedback and looks for best practices in the field. It uses this information to adjust its programming on a regular basis.
Exemplary	Organization has a demonstrated track record of meaningfully changing its program based on stakeholder feedback and/or best practices in the field. Organization has organizational structures/processes in place to support ongoing iteration in service of improving outcomes for children.

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<h3>Collaboration and Partnership</h3> <p>We believe that collaboration with other local organizations is essential to better, more coordinated services for young people and contributes to a more holistic understanding of the realities facing West Contra Costa youth.</p>	
Limited	Organization is currently engaging in work isolated from other organizations or agencies in the West Contra Costa community.
Basic	Organization maintains active relationships with organizations and agencies in West Contra Costa, but these relationships are fairly transactional.
Strong	Organization has collaborative partnerships with organizations and agencies in West Contra Costa. The organization leverages the strengths of these partnerships to support the holistic needs of the youth and families they serve.
Exemplary	Organization is invested in maintaining complex and constructive partnerships with other organizations, agencies and leaders in West Contra Costa. It engages in these partnerships to increase reach and impact, create safety nets, and provide a breadth of services otherwise unattainable on its own.

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Diversity Equity and Inclusion in Leadership	
We believe that stronger outcomes for youth are possible when leaders have similar backgrounds and life experiences to the children and community they serve.	
Limited	The organization's leadership reflects limited representation of executives sharing similar backgrounds and life experiences compared to the children and community they serve.
Basic	The organization's leadership clearly shares significantly similar backgrounds and life experiences to the children and community they serve.
Strong	The organization's Executive Director shares a similar background and life experiences to the children and community the organization serves but the Board of Directors does not (or vice versa).
Exemplary	The organization's senior leadership - both the Executive Director and Board of Directors - shows significant representation of sharing similar backgrounds and life experiences compared to the children and community they serve. There are a significant number of people in leadership who either were born or live in West Contra Costa.