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 Community Giving Initiative grant program.

Community Need

We support organizations that provide high-quality youth programming and address the needs of low-income communities, with a particular emphasis on those that serve Black, Latinx, and other under-served student populations.

Targeted Impact

We support organizations that have clear goals and can demonstrate that they are making measurable progress toward their intended impact.

Continuous Learning and Engagement

We support organizations that embrace continuous learning and utilize stakeholder feedback to improve programming.

Collaboration and Partnership

We believe that collaboration with partner agencies like schools, the district, or other 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.

Diversity Equity and Inclusion in Leadership

We believe that stronger outcomes for youth are possible when leaders and program staff have similar backgrounds and life experiences to the children and community they serve.

Community Need

We support organizations that provide high-quality youth programming and address the needs of low-income communities, with a particular emphasis on those that serve Black, Latinx, and other under-served student populations.

Limited	Organization does not serve a significant percentage nor addresses the needs of low-income youth or Black, Latinx and other under-served student populations in West Contra Costa.
Basic	Organization does serve a significant percentage but does not address the needs of low-income youth or Black, Latinx and other under-served student populations in West Contra Costa.
Strong	Organization does serve a significant percentage and addresses the needs of low-income youth or Black, Latinx and other under-served student populations in West Contra Costa. In addition, the organization provides high-quality youth programs and services.
Exemplary	Organization does serve a significant percentage and a high need of low-income youth or Black, Latinx and other under-served student populations in West Contra Costa. In addition, the organization provides high-quality youth programs and its headquarters are based in West Contra Costa.

Targeted 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.

Continuous Learning and Engagement

We support organizations that embrace continuous learning and utilize stakeholder feedback to improve programming.

Limited	Organization does not adjust its practices based on new learning nor utilize stakeholder feedback to improve programming.
Basic	Organization does adjust its practices based on new learning but does not utilize stakeholder feedback to improve programming.
Strong	Organization does adjust its practices based on new learning and utilizes stakeholder feedback to improve programming.
Exemplary	Organization has a demonstrated track record of meaningfully changing its program based on stakeholder feedback and/or best practices in the field.

Collaboration and Partnership

We believe that collaboration with partner agencies like schools, the district, or other 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.
Limited	Organization is currently engaging in work isolated from schools, the district, or other organizations in the West Contra Costa community.
Basic	Organization maintains active relationships with schools, the district or other organizations in West Contra Costa, but these relationships are fairly transactional.
Strong	Organization has collaborative partnerships with schools, the district, or other organizations in West Contra Costa. The organization leverages the strength of these partnerships to support the holistic needs of the youth and families they serve.
Exemplary	Organization is invested in collaborative partnerships as a strategy to increase reach and impact, create safety nets, and provide a breadth of services otherwise unattainable on its own.

Diversity Equity and Inclusion

We believe that stronger outcomes for youth are possible when leaders and program staff have similar backgrounds and life experiences to the children and community they serve.

Limited	The organization's leadership and direct program staff do not have similar backgrounds, life experiences or come from the same communities as the youth they serve.
Basic	The organization's leadership do not have similar backgrounds, life experiences or come from the same communities as the youth they serve, but many direct program staff do.
Strong	Some of the organization's leadership and direct program staff have similar backgrounds, life experiences or come from the same communities as the youth they

		serve.
	Exemplary	Many of the organization's leadership and direct program staff have similar backgrounds, life experiences or come from the same communities as the youth they serve. In addition, the organization has an explicit commitment of recruiting and retaining staff who reflect the communities being served.