



COLLECTIVE POWER ANALYSIS





COLLECTIVE POWER ANALYSIS DASHBOARD

Agency X Dashboard

Rubric – Leveraging Collective Power for Community Goals – Developed by The Capacity Group LLC

	Developing	Building	Transforming	Sustaining			
Shared Vision for Change	Mutually agreed upon issue with a defined geographic area	Initial agreement on broad approach to change. Organization leaders commit to partnership	Shared, defined accountability for outcomes. Continuous improvement approach	Partners begin to use their existing resources differently with shared accountability	Partners see initial results. Partners change course and roles, resolve conflict to achieve better results	Positive change at a systems and policy level. Partners quickly change course as needed to achieve goals	Sustained re-alignment of existing resources and policies to new solutions, continued success
Shared Measures and Evidence Based Decision Making	Partners select community level outcomes to be held accountable for improving	Intermediate indicators selected. Promising practice research conducted.	Partners agree to use data to make decisions. Data is disaggregated. Patterns are identified	Agreement to share data with community, beneficiaries, funders, gov't for feedback	Data drives decisions among beneficiaries, funders, agencies, government with feedback	Data plan is continually updated. Beneficiaries, funders, policy makers jointly use and analyze data	Data collection embedded in organizations and used by gov't, funders, partners to allocate resources.
Mutually Reinforcing Activities	Partners understand each organization's potential strengths in addressing the issue	Partners identify how they can leverage individual and collective strengths	Partners align their efforts and create formal partnerships to address the issue collectively	Work groups are high functioning and able to gauge, achieve and share progress.	Partners deepen the connections, change their own orgs, and see positive outcomes.	Partner efforts are aligned and mutually reinforcing, resulting in clear, significant positive outcomes on goals	Organizations have greater ongoing impact through mutually reinforcing work with others
Communication	Basic regular communication channels are established	Partners have an understanding of current & proposed work and their individual potential role	Formal structures are established to facilitate communication among partners	The partnership has clear communications. Partners understand the work and the reasoning	A common, consistent message is communicated to the community	Partnership clearly communicates problems and solutions to community, funders, policy makers	Shared community understanding of requirements for continued success
Adaptive Leadership and Resourcing	An anchor entity is established to support the partnership	Capacity to support daily management of the partnership is in place and resources are available.	Leadership welcomes input and has resources to communicate, and collect and use data	Partnership has the capacity to support continuous learning and improvement	Partnership can sustain strong engagement with beneficiaries, stakeholders, resources	Partnership has established a sustainability plan based on quantifiable successes	Financial and community resources are aligned to successes
Root Cause and Systems Focus	Partners make a plan to identify root causes and existing systems involved and their role	Beneficiaries are engaged to identify problems, root causes. Partners assess systems involved. Power dynamics are discussed.	The right partners are brought in to deepen understanding of root causes and system roles.	Professionals and those directly affected work together on solutions to root causes. Systems with power addressed.	Systems and policy changes occur across different organizations to address root cause. Data begins to show progress.	Larger systems and policy changes begin to take effect, with a focus on root cause. Data shows impact.	Intended beneficiaries are achieving gains and long term goals are impacted at a steady, significant rate
Equity and Power Dynamics	A plan is created for engaging those directly affected by the issue in providing input	There is a mechanism for discussing potential courses of action together with those affected, with a specific focus on those inequitably impacted. Equity and power dynamics trainings held.	Plans are put in place to enable those directly affected to work in partnership with professionals identifying root causes, systems issues. Ongoing equity/power training.	Strong structures are in place for gaining a deep level of broad direct stakeholder input and for engaging in collaborative decisions. Equity/power is easy to discuss among orgs.	Those directly affected, including sub-groups, feel they have an equal voice in decision-making. Solutions address equity. Organizations have a common language for equity/power dynamics.	Community, front line workers, beneficiaries, leaders, feel they have voice and joint ownership of process/outcomes and requirements for successes. Inequity rates begin decline.	There is a sustained, significant rate of decline in inequity in the issues addressed

Completed In Progress Not yet addressed

