

DRAFT For Discussion: OCOF Implementation Rubric

Strategy	Needs Improvement	Emerging	Developing	Systems Change
Shared accountability	Lack of awareness of system players in various content areas	All the “systems” that are involved have been defined	All partners are utilizing the implementation rubric to enact strategies	All partners take responsibility for meeting the measures of the Outcomes Framework
	No shared accountability taking place across partnerships	Examples of shared accountability are highlighted	Annual progress report is accessible to the public	The Council makes decisions about programs/initiatives based on results
	A common definition of equity is not in place	Equity has been defined	Equity measures are analyzed	Equity measures drive decision making
	Lack of trust across the system	Partners incentivize relationship building	Partners report increased trust	The system is based on trusting relationships
Coordinated service delivery to reduce gaps and redundancies	There is not a common resource that displays investment by program or geography	Fiscal map highlights funding gaps – by program and geography	Fiscal mapping utilizing equity lens	Partners identify and implement new strategies or activities to address gaps or duplication
	There is not a common inventory of services	Service inventory in place to begin to uncover gaps and redundancies	Services inventory can be viewed by equity lens in terms of access to services for various groups	Services inventory becomes one-stop shop for families/care givers as well as CBOs.
	Partners are unaware of other case workers working with families	Recognize that families have multiple case managers	The system has visibility into how many case managers each family has; begin to coordinate care	The number of case workers per family/child is greatly reduced (to one if possible); shared care plans in place
Targeted resources and	A common definition of equity is not in place	Underserved youth and families are included in the	Fiscal mapping utilizes an equity lens	The equity lens drives resource allocation decisions

coordinated budgets	<p>Multiple RFP and budget templates</p> <p>No transparency in budgeting; no blending of funding;</p>	<p>resource allocation decisions</p> <p>RFP language ensures collaboration and alignment to Outcomes Framework</p> <p>Partner budgets are made accessible to the public</p>	<p>Budgets have a common OCOF template aligning resources to goals</p> <p>Budget timelines are aligned</p>	<p>Resources and contracts are allocated to practices that have evidence or are measuring their results</p> <p>Blended resources (public/private/philanthropic) integrate budget planning</p>
Data sharing to improve practice	<p>No common data definitions or MOUs in place</p> <p>Partners are reviewing data in silos</p> <p>No common outcomes in place</p>	<p>Partners understand the data systems and data definitions</p> <p>Data plan in place and partners commit to collecting data in the plan</p> <p>Targets are set for the Outcomes Framework measures</p>	<p>Common protocols and legal frameworks are in place</p> <p>Timely analysis and dissemination of data on a consistent ongoing basis</p> <p>Progress report publishes performance on measures against targets</p>	<p>Open access to aggregate data across CBOs and city/school</p> <p>Decisions to improve practice are guided by common data</p> <p>Measures are adjusted over time to ensure focus on the highest leverage activities.</p>
Staff Training and capacity building	Partner organizations conduct their own trainings with little collaboration	<p>Partner organizations identify duplicative training with highest leverage</p> <p>A common definition of staff cultural competence is in place</p>	<p>Partner organizations begin to share training aligned to the Outcomes Framework</p> <p>Cultural competence training is shared across partners</p>	<p>One curriculum is shared across partner organizations</p> <p>The populations with greatest need (utilizing the equity lens) receive priority from all partner staff</p>