



Strategic Evidence Based Metrics Scorecard 2016

No	Objective	Metric	Trend	Actual Result	Goal
Value of Unity in Motion Long Term Relationship: As a result of a long term relationship with Unity in Motion and its strategic partners,					
1	Participants will advance one achievement level per semester in Phase I programming.	Percentage of participants who advance to the next achievement level of Phase I programming		84%	>=75% of participants advance one level per semester with 80% as a stretch goal
2	Participants who have earned achievement level-black (Phase II programming) will complete an approved post-secondary education preparation program.	Percentage of achievement level-black participants who complete an approved post-secondary education preparation program		67%	>=75% of achievement level-black participants complete post-secondary education preparation program with 80% as a stretch goal
3	Participants who have earned achievement level-black (Phase II programming) will graduate from high school.	Percentage of achievement level-black participants who graduate from high school		100%	>= 80% of achievement level-black participants graduate high school with a stretch goal of 90%
4	Participants who have earned achievement level-black (Phase II programming) will complete/graduate from one of the following: <ul style="list-style-type: none"> ➤ A two-year post-secondary educational program ➤ A four-year post-secondary educational program. ➤ Military service. 	Percentage of achievement level-black participants who graduate from either a two-year or four-year post-secondary program or complete military service in a branch of the Armed Forces		50%	>= 80% of achievement level-black participants graduate from either a two-year or four-year post-secondary educational program or complete military service with a stretch goal of 90%



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Cost Efficiency: A key outcome of Unity of Motion is to provide a cost-efficient business model for both Unity in Motion and Camp Umoja through consolidation and collaboration as measured by:					
5	In kind donations/services comprising the majority of paid expenses per annum.	Percentage of expenses paid through in-kind donations/services per annum		43% of expenses paid with in-kind donations/services	51% or greater of all incurred expenses will be paid with in-kind donations/services with a stretch goal of 55%
6	The dollar cost per participant per annum (excluding educational scholarships).	Cost per participant per annum		\$1164/participant	<=\$1500/participant with a stretch goal of <=\$1250/participant



Off target/negative trend



Some concern



On target/positive trend



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Camp Umoja: A key goal of Camp Umoja is to increase the knowledge and empowerment of our Scholars through the measurement of eight areas of concentration by grade level:		<ol style="list-style-type: none"> 1. Civil Rights History 2. Peace Making 3. Kwanza 4. When I am an older I can make a difference in my family. 5. When I am older, I can make a difference in my community. 6. Right now I make a difference in my family. 7. Right now I make a difference in my community. 8. Healthy food 			
7	K5 through 2 nd grade	Overall percentage increase in knowledge from pre-assessment to post-assessment of participants		41% increase	50% or greater increase in knowledge from pre-assessment to post-assessment of participants
8	3 rd through 5 th grade	Overall percentage increase in knowledge from pre-assessment to post-assessment of participants		55% increase	50% or greater increase in knowledge from pre-assessment to post-assessment of participants
9	6 th through 8 th grade	Overall percentage increase in knowledge from pre-assessment to post-assessment of participants		69% increase	50% or greater increase in knowledge from pre-assessment to post-assessment of participants
10	9 th through 12 th grade	Overall percentage increase in knowledge from pre-assessment to post-assessment of participants		63% increase	50% or greater increase in knowledge from pre-assessment to post-assessment of participants



Off target/negative trend



Some concern



On target/positive trend



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Strategic Commentary

Goal #1

- This is the first time since measuring this metric that it has turned green. Noteworthy is that the stretch goal was also met. Stabilization of the site and the resultant commitment of families is the reason we believe that this goal has been met and exceeded. We anticipate this metric to stabilize now that program maturation has occurred.

Goal #2

- The metric result reflects changes in the post-secondary educational program. The program was enhanced during the year to better reflect what is required for a scholar to be ready for a post-secondary education upon graduation from high school. With stabilization of the curriculum, we anticipate that this metric will rise and meet goal.

Goal #3

- Since inception of the scorecard, we continue to track at 100% for this metric exceeding the goal of 80% and the stretch goal of 90%. It's a testament to the value of the long term relationship that Unity in Motion develops with its scholars, families and partnership schools. Graduation from high school remains a key milestone for Unity in Motion scholars.

Goal #4

- This metric is still not complete as scholars are currently enrolled in post-secondary educational opportunities but have yet to graduate. This is the first year that this metric was able to be measured and will continue to be tracked in the future. We consider the metric to be yellow instead of red as we are confident that scholars will graduate from a 2 or 4 year post-secondary educational program or complete military service.

Goal #5

- With the addition of the Camp Umoja program and the corresponding high performing staff employed, this metric tracked yellow. The metric will be re-evaluated over the next year as the addition of the professional staff greatly enhanced the quality of the Unity in Motion program. The metric may need to be modified in the future to reflect this new programming.



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Strategic Commentary

Goal #6

- The maturation of programming and further professionalization of staff allowed Unity in Motion to serve more scholars this year. This is another metric we may need to modify in the future to make more ambitious as the goal of \$1500/participant was met and the stretch goal of \$1250/participant was exceeded.

Goals #7 through #10

- Camp Umoja is a six-week, full day summer program that began this year. Scholars were divided into four levels by grade. Scholars were asked 8 questions at the beginning of the program and the same 8 questions at the end of the program. The eight questions were related to curriculum outcomes. Curriculum included reading, math and writing that is reflected in the overall knowledge. Initial targets were set at a 50% increase in knowledge. However, as this is the first year that this metric is being measured, modifications may need to be made as more experience is gained.