

## EVALUATION RUBRIC: HOUSING STABILITY RFP

Name of Volunteer:

Name of Program:

RUBRIC ELEMENT	MAY LOOK LIKE	VOLUNTEER REVIEW
<b>1. Alignment with RFP:</b>	<b>Exceptional alignment may look like:</b>	<b>Evaluation:</b>
1a. Program demonstrates or shows potential to support people in accessing or maintaining affordable housing.	<p>-Program utilizes an effective, research-based intervention to help participants access or maintain affordable housing</p> <p>-Clearly explains how program's focus on affordable housing alleviates pressures on the rest of the housing continuum</p> <p>-Uses quantitative data to annually report positive participant outcomes (e.g. number of individuals who receive financial support with back rent)</p> <p>-Uses qualitative data to explicitly document participant success stories (e.g. one participant was paying \$400 per month for heating; after housing rehabilitation, their costs went down to \$115 per month)</p> <p>-Leverages housing stability to build stability in other areas of participants' lives (i.e. relieves financial stress, improves mental health, supports community connectedness, and/or increases access to other services)</p>	<p>1. Not aligned</p> <p>2. Doesn't meet standards</p> <p>3. Nearly meets standards</p> <p>4. Meets standards</p> <p>5. Exceeds standards</p> <p><u>Comments:</u></p>
<p>1b. Program effectively uses one of the following research-based housing interventions in order to help people access or maintain affordable housing:</p> <ul style="list-style-type: none"> <li>- Rent assistance</li> <li>- Eviction prevention</li> <li>- Rapid re-housing</li> <li>- Housing rehabilitation</li> </ul>	<p><b>-Rent Assistance:</b> Program supports families and individuals currently residing in affordable housing and experiencing financial challenges to pay rent and/or utilities</p> <p><b>-Eviction Prevention:</b> Program is designed to help families and individuals avoid eviction and remain in stable, affordable housing</p> <p><b>-Rapid Re-housing:</b> Program is designed to help individuals and families to quickly exit homelessness and return to permanent housing typically within 3-24 months. The resources and services provided are typically tailored to the unique needs of the household</p> <p><b>-Housing Rehabilitation:</b> Program intentionally restores homeowners' existing affordable housing and/or provides counseling to owners on topics such as simple home repairs and maintenance</p>	<p>1. Not aligned</p> <p>2. Doesn't meet standards</p> <p>3. Nearly meets standards</p> <p>4. Meets standards</p> <p>5. Exceeds standards</p> <p><u>Comments:</u></p>

2. Equity:	Exceptional equity may look like:	Evaluation:
<p>2a. Program serves primarily individuals and/or families with an income at or below 185% federal poverty level.</p>	<ul style="list-style-type: none"> <li>-Collects participant income data</li> <li>-Disaggregates program outcome data by income level and demonstrates positive outcomes for families across income levels</li> <li>-Intentionally removes income-based barriers for participants to access service</li> <li>-Explicitly and intentionally supports individuals or families at high risk for housing crisis (e.g. Those previously incarcerated, with poor credit history, with poor rental history, etc.)</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>
<p>2b. Program design is responsive to target populations served.</p> <p><i>*We are especially interested in programs that explicitly and intentionally serve people of color, immigrants/refugees, people with disabilities, and/or families with children ages 0-5.</i></p>	<ul style="list-style-type: none"> <li>-Culturally responsive program design</li> <li>-Awareness of participant demographics and how that may impact service delivery</li> <li>-Offers translated program information and/or interpretation services in the home language of participants</li> <li>-Staff/volunteers reflect participant demographics</li> <li>-Disaggregates program outcomes data by relevant demographics and demonstrates positive outcomes for all demographic segments</li> <li>-Participants are involved in program design and continuous improvement</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>

<p>2c. Program aligns with United Way of Olmsted County's values around equity.</p>	<ul style="list-style-type: none"> <li>-Takes responsibility for creating a culture where people of different identities and experiences belong</li> <li>-Prioritizes equity training for staff/volunteers</li> <li>-Addresses patterns of systemic bias and inequitable outcomes</li> <li>-Equity is part of continuous improvement plans</li> <li>-Program works with Olmsted County residents and partners to co-create solutions that ensure everyone has the resources, support, and opportunities they need to thrive</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>
<p>2d. Organization serves and is led by people from a structurally marginalized community (e.g. Black people, Latinx or Hispanic people, or immigrants and refugees).</p> <p><i>*A minimum of 20% of total funds allocated will be granted to culturally specific organizations or culturally responsive programming that support people in accessing or maintaining affordable housing.</i></p>	<ul style="list-style-type: none"> <li>-At least 50% of the organization's participants are from a specific, structurally marginalized community</li> <li>- Programming is explicitly and intentionally designed to serve that community</li> <li>-At least 50% of staff or board are also from the community served</li> <li>-Organization's Executive Director is from the community served</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>

3. Impact:	Exceptional impact may look like:	Evaluation:
<p>3a. Program responds to local conditions.</p>	<ul style="list-style-type: none"> <li>-Program fills a specific, unique, or under-resourced community need</li> <li>-Clearly explains its relevance to the community</li> <li>-Knowledgeable of other existing housing stability resources in our community</li> <li>-Anticipates new community needs and adjusts programming response accordingly</li> <li>-Uses local-level data to inform program</li> <li>-Collaborates with local partners (e.g. Continuum of Care members, nonprofits, local government, community foundations, schools) to work toward population-level results</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>
<p>3b. If an existing program, demonstrates improved outcomes through data; if a new program, demonstrates strong potential for impact.</p>	<ul style="list-style-type: none"> <li>-Program has a sound theory of change, logic model and/or measurement plan</li> <li>-If proposing a new program, organization has demonstrated success in other programs</li> <li>-Defines what program success looks like and uses qualitative and quantitative data to demonstrate program success</li> <li>-Benchmarks performance against external organizations with similar missions and populations served</li> <li>-Disaggregates outcomes data by race and income; demonstrates positive outcomes for participants across racial and socioeconomic segments</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>

<p>3c. Program demonstrates commitment to continuous improvement.</p>	<ul style="list-style-type: none"> <li>-Program adapts to community needs</li> <li>-Integrates participant feedback into continuous improvement practices</li> <li>-Self-monitors work, identifies areas of growth, and modifies program implementation</li> <li>-Seeks out new learnings and encourages employees/volunteers to constantly evolve their skills</li> <li>-Seeks new practices and creative solutions to achieve program goals</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>
4. Partnership:	Exceptional partnership may look like:	Evaluation:
<p>4a. Demonstrates willingness and ability to partner effectively with United Way and others.</p>	<ul style="list-style-type: none"> <li>-Program focuses on what is best for our community versus what is best for their organization</li> <li>-If a current partner, actively participates United Way cohort meetings and submits reports on time</li> <li>-Willing and able to offer volunteer engagement opportunities and/or UWOC program tie-ins</li> <li>-Organization has demonstrated positive collaboration in the past</li> <li>-Demonstrates ability to discuss past mistakes and learnings, as well as current challenges</li> </ul>	<ol style="list-style-type: none"> <li>1. Not aligned</li> <li>2. Doesn't meet standards</li> <li>3. Nearly meets standards</li> <li>4. Meets standards</li> <li>5. Exceeds standards</li> </ol> <p><u>Comments:</u></p>

5. Budget:	Exceptional budget may look like:	Evaluation:
5a. Program offers strong return on investment.	<ul style="list-style-type: none"> <li>-Cost per participant is reasonable given program design and projected outcomes</li> <li>-High cost per participant with high-frequency participant contact and long-term outcomes</li> <li>-Low cost per participant with many people served</li> </ul>	1. Not aligned 2. Doesn't meet standards 3. Nearly meets standards 4. Meets standards 5. Exceeds standards <u>Comments:</u>
5b. Request amount is appropriate to program size, program plans, and available resources.	<ul style="list-style-type: none"> <li>-Program has demonstrated financial sustainability or new program includes longevity plans</li> <li>-Clearly presents full program budget with anticipated operating costs</li> <li>-Reflects upon previous operating costs (if available)</li> <li>-Costs may be higher for initial investment in a new program</li> <li>-Program plans and goals can reasonably be achieved with available resources</li> </ul>	1. Not aligned 2. Doesn't meet standards 3. Nearly meets standards 4. Meets standards 5. Exceeds standards <u>Comments:</u>