

Criteria for Selecting HCCT Highlighted Initiatives

The tables below list criteria to be used as initiatives are being considered for selection as “highlighted” HCCT initiatives. Recall that the purpose of the Human Capacity Community Transformation Initiative is to identify the most high-impact, transformational work in the Community Action network, disseminate it throughout the network and then strengthen state, regional and national TTA relationships to support capacity building across the network to implement more initiatives like these.

Each state must provide at least one HCCT initiative **from a local Community Action Agency** and each region may provide no more than 15 across the region. **All** selected HCCT initiatives must meet the criteria in the first section of the table (“Required Characteristics to Include”); additionally, states and RPICs are strongly encouraged to use additional criteria (“Optional Characteristics”) to help prioritize and diversify initiatives for selection – recognizing that many more initiatives may meet the required criteria than can be selected.

Note: An agency must demonstrate that it meets at least 90% of the Organizational Standards in order to submit an initiative for consideration as a highlighted HCCT initiative.

Required Characteristics to Include	Specific Criteria/Indicators – must meet at least 1 of the provided criteria for each required characteristic
Local need identified The highlighted initiative has clearly identified the local need it addresses.	1. Community or individual/family need related to the initiative was identified in most recent community needs assessment 2. Agency need was identified during most recent strategic planning process (or similar planning process)
Clear role of CSBG funds CSBG funds have clearly been used for some purpose, at some point, in the implementation of the initiative.	1. CSBG provided funding to one or more of the following related to the initiative: initiative planning, early implementation, staffing, needs assessment support, strategic planning support, data support, evaluation, or other allowable use of CSBG funds
Transformative impact The initiative has a transformative impact related to the causes and/or conditions of poverty at a community level.	1. If the initiative’s primary focus is community-level needs, it has the following characteristics: (1) designed to create measurable community-wide improvement (2) affecting one or more cause or condition of poverty (3) within a defined geographic area; (4) has clearly defined and measurable goals and (5) one or more strategic activities designed to achieve that goal; (6) CAA must be an active participant in the initiative with a clearly defined role in it. 2. If the initiative’s primary focus is family- or agency-level needs, it must provide a statement describing how the initiative’s implementation informs community transformation and/or systems change.
Replicable Other agencies with similarly-identified	1. The initiative has a documented implementation plan that can be publicly shared.

<p>needs and resources could replicate the initiative and expect to have similar results.</p>	<ol style="list-style-type: none"> 2. The initiative provides a statement attesting to the fact that it can be replicated in communities with similar needs and similar commonly-available resources.
<p>Evidence-based/data-driven The initiative is clearly based on data/evidence that demonstrate its impact.</p>	<ol style="list-style-type: none"> 1. The initiative has quantitative/qualitative data that clearly establish its impact (as described above in “Transformative impact.” 2. If the initiative has not yet developed an evidence base, there are measures currently being developed or implemented that will establish this evidence base.
<p>Equity lens The initiative addresses equity issues of particular relevance to the community because equity is relevant to all communities.</p>	<ol style="list-style-type: none"> 1. The initiative has, and achieves, a specific goal of achieving greater racial/ethnic equity in the community 2. The initiative collects data by different demographic groups that permit the analysis of its impact on different racial/ethnic groups in the community.
<p>Customer voice The initiative includes the voice or leadership of individuals with lived experience with poverty in the community</p>	<ol style="list-style-type: none"> 1. The initiative includes an advisory group with significant resident leadership/ participation. 2. The initiative uses a specific customer satisfaction/ community input mechanism to ensure customer voice. 3. The initiative uses some other process that demonstrates residents’ lived experience influences the implementation and/or evaluation of the initiative’s impact.

The following “optional” characteristics are recommended, but not required.

<p>Optional Characteristics – RPICs may to decide to require or award extra points for</p>	<p>Specific Criteria/Indicators – must meet at least 1 of the provided criteria for each selected optional characteristic</p>
<p>Partnerships The initiative demonstrates effective, efficient use of community partnerships to leverage resources and maximize impact</p>	<ol style="list-style-type: none"> 1. The initiative demonstrates that its implementation leverages resources (financial, in-kind or other) from partnerships with community organizations. 2. The initiative demonstrates that it achieves greater impact through partnerships with community organizations. 3. The initiative demonstrates an effort to engage community partners that represent the diversity of the community.
<p>Scalable The initiative can be implemented on a</p>	<ol style="list-style-type: none"> 1. The initiative can clearly describe different implementation phases/scenarios whereby it can be

<p>smaller scale and then “scaled up” for broader impact as resources increase.</p>	<p>implemented at different levels depending on available resources.</p>
<p>Sustainable The initiative demonstrates a history of attracting resources and/or a high-likelihood of doing so in the future</p>	<ol style="list-style-type: none"> 1. Reports regarding resources needed to implement the initiative demonstrate a history of increasing resources and/or long-term commitments by funders. 2. The initiative can demonstrate evidence that there is a high likelihood of attracting increased resources in the future (eg. Through a calculated return-on-investment, significant interest from funders or other agencies, etc.)
<p>Funding diversity The initiative relies on a diverse set of resources, allowing it to be independent of any one funder/sponsor.</p>	<ol style="list-style-type: none"> 1. The initiative demonstrates that its support resources (funding as well as in-kind support) do not depend significantly on a single funder or resource.