

DRAFT Organizational Performance Standards

Posted by Denise Harlow - 18 Apr 2013 10:40

The Community Action Partnership and the CSBG Working Group are pleased to submit the DRAFT Organizational Performance Standards for review by the Community Action Network. www.communityactionpartnership.com/storage/cap/documents/2013/draft_standards.pdf

These Standards are in DRAFT form and are provided to the Network for a 30-day comment period during which input will be gathered from Community Action Agencies (CAAs), other CSBG Eligible Entities (CEEs), State CSBG Offices, State Associations, national partners and others.

As you may recall, the federal Office of Community Services funded the Community Action Partnership in October 2012 to develop an Organizational Standards Center of Excellence charged with coordinating the development of a core set of Standards for Community Action Agencies. The final Standards are to be delivered to OCS by July 1, 2013. This DRAFT is the next step of several before the Standards are piloted in several states, modified, and delivered to OCS.

These Draft Standards are focused in 9 core organizational capacity areas:

- Leadership
- Governance
- Strategic Planning
- Financial Management
- Human Resources
- Community Assessment
- Consumer Input
- Community Engagement
- Data and Analysis

The CSBG Working Group has worked hard to develop Draft Standards that will demonstrate to multiple audiences a strong organizational foundation for those CAAs/CEEs that meet them, while not placing an undue and costly burden onto agencies. This fine balance was walked with care. The Standards also needed to reflect the unique nature of Community Action Agencies and align with the ROMA Cycle and related activities.

We all agree the families and communities Community Action serves deserve the best services possible. While these Standards do not demonstrate programmatic outcomes, or assess the quality of services an agency provides, they will provide a baseline for organizational management and leadership capacity.

The Draft Standards are written in a way that provides agencies the means to assess if they are "met" or not met;. Later this spring, we will be developing additional tools that will allow Agencies to assess their performance along a 5-point continuum for T/TA development. Also, there is a (P) next to several of the Draft Standards which denotes that these Standards may be changed/ revised for Public CAAs/CEEs based on the nature of how Public CAAs/CEEs operate.

The job at hand, however, is to ask for your feedback on the Draft Standards. Please click here to access them. We hope you will share with board and staff and other colleagues.

Feedback is being solicited in the following ways:

1. Online Survey: We have developed an online survey to help us collect feedback in a consistent and meaningful way. This survey will address each of the proposed standards and ask readers to score each Standard as whether it is reasonable for CAAs to meet it, and will provide an opportunity to include comments on each standard. To access the survey, go to www.surveymonkey.com/s/CSBG_DRAFT_STANDARDS

2. Online Listening Sessions: The Partnership is hosting 11 Regional Listening Sessions for CAAs, States, Associations, and others to attend to dialogue with Partnership staff on the Draft Standards. To access a list of these sessions and to register, click here. www.communityactionpartnership.com/index.php?option=com_content&task=view&id=96&Itemid=291

3. Email: The email address

This e-mail address is being protected from spambots. You need JavaScript enabled to view it

remains open and is a portal for general comments on the Standards.

We hope you participate in one or more of the above activities and provide your feedback. We will also be posting a PowerPoint presentation later this week that can be used with staff and board members.

For more background on the full project, click here.

For a list of CSBG Working Group Members, click here.

Thank you for your interest in this work and your dedication to Community Action. If you have questions

on the Standards or the process to date, please contact Lil Dupree

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or Denise Harlow

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