



SPR SOCIAL POLICY RESEARCH
ASSOCIATES

Blue Shield Against Violence

Strong Field Project 2011 Evaluation Summary

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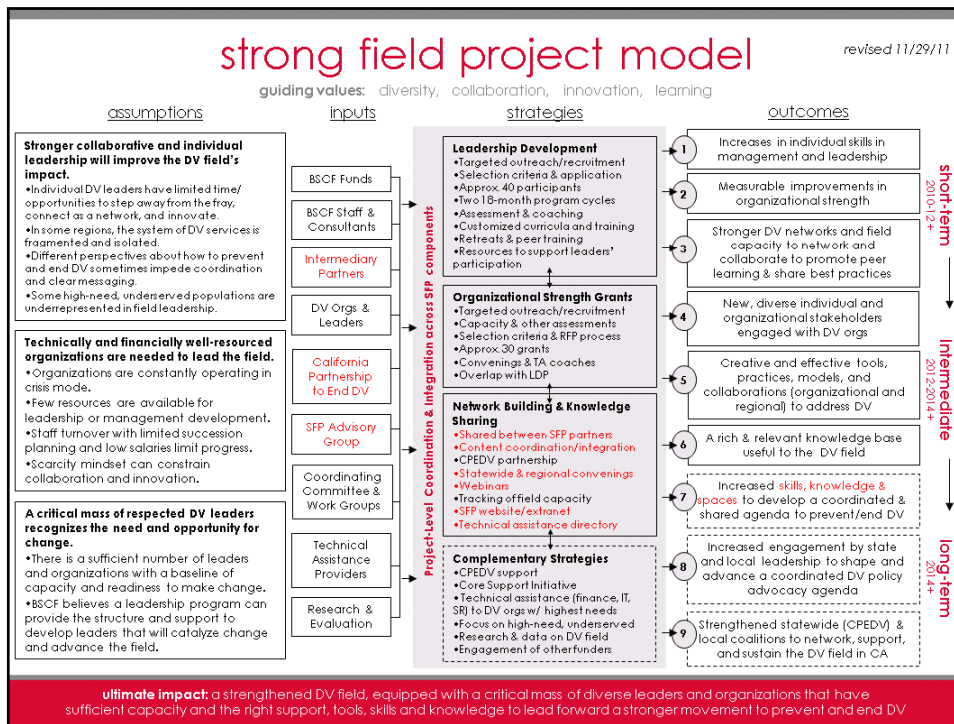
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2011 Strong Field Project Report

- **Marks a critical milestone in the SFP**
 - Modifications to the SFP Logic Model
 - On boarding of the Partnership
 - Completion of LDP Cohort 1
 - OSG 1 nearing completion
- **Provides an opportunity to assess if the sum of the parts are contributing to a strengthened DV field.**





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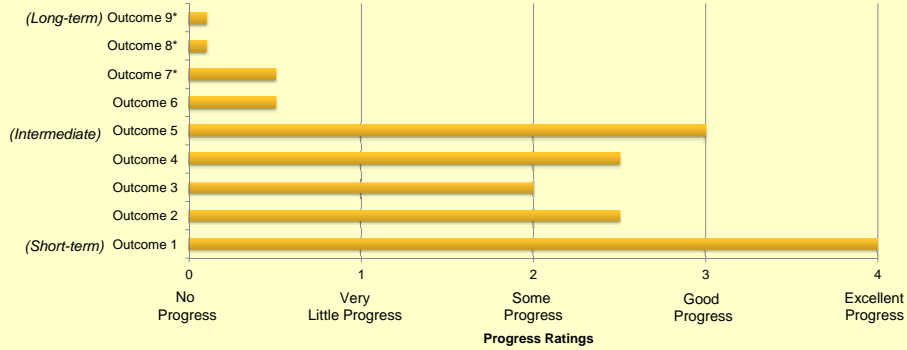
Evaluation Methods

- Extensive document review
- 59 in-depth interviews:
 - 6 CC members, 3 Advisory Group members,
 - 19 LDP Cohort 1 & 20 LDP Cohort 2
 - 11 OSG grantee organizations
- SFP event observations & participant evaluations
- Pre and post individual & organizational assessment data





Summary of SFP Outcome Progress



- Excellent:** Strategies clearly map to outcome, substantial evidence on progress from numerous sources;
Good: Strategies implemented, evidence from multiple sources on progress;
Some: Strategies in place, but not fully implemented, some evidence to cite;
Very Little: Strategies somewhat unclear or not well implemented, few examples to cite;
None: Strategies not at all evident, repeated comments expressed on lack of progress



Outcome 1: LDP Outcomes

Self-Awareness

- At least 90% of LDP alumni reported substantial progress in this area through their engagement in a variety of assessment tools (to build awareness of their capabilities and potential). This new level of self-awareness has become the foundation for their openness to learn new skills, take risks, and try on new roles in their organizations and the field.

Collaborative Partnerships

- 80% of LDP alumni have taken on leadership roles in local, regional, and statewide leadership networks, (e.g., LDP Cohort 1 participants joined the Partnership board).

Sustainable Practices

- These connections are breaking their sense of isolation and infusing new ideas and resources into their organizations.

Multicultural and strength-based frameworks

- Both the multicultural and strength-based frameworks have powerfully transformed how they understand themselves, their relationship to others, and how they carry out their work to achieve their organizational mission.

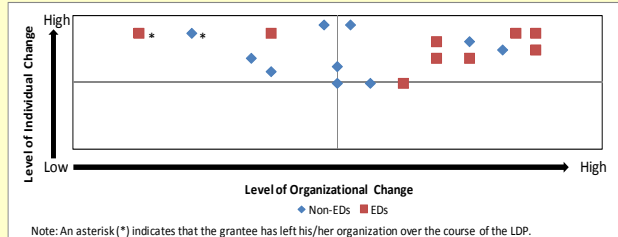
Leadership and management skills

- 100% of LDP alumni expressed an increased level of confidence in their leadership skills and are applying tools and frameworks to better manage their staff and organizations in strategic and effective ways.

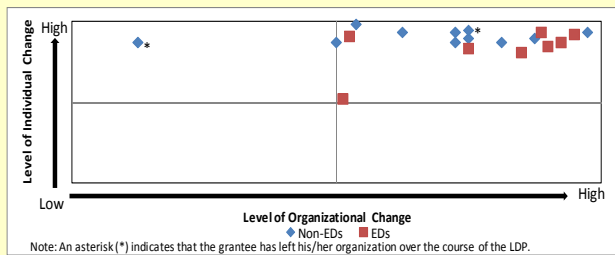


Outcomes 1 & 2: LDP Individual vs. Organizational Transformation Mapping

June 2011



March 2012

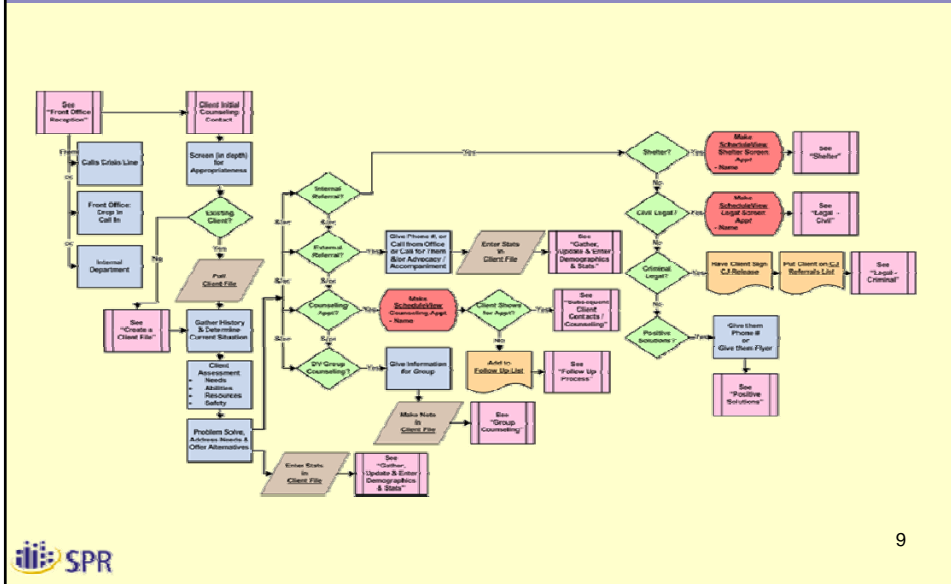


Outcome 2: Early Snapshot of CCAT Results

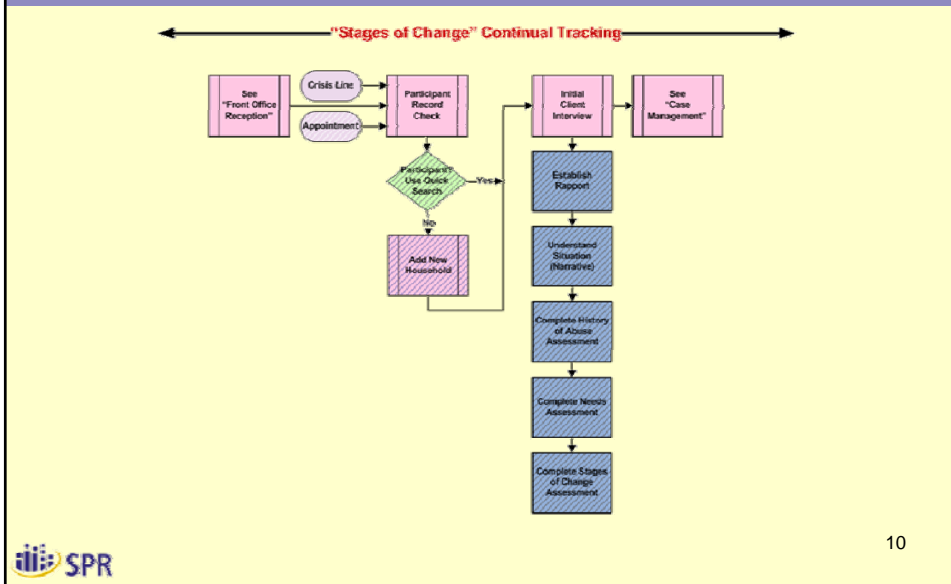
	Pre/Post OSG	Adaptive Capacity	Leadership Capacity	Management Capacity	Technical Capacity	Organizational Culture
Average Scores	Pre-OSG N = 15	211	223	226	188	222
	Pre-OSG N = 8	212	224	227	189	222
	Post-OSG N = 8	210	223	226	208	216
Difference in Averages		-2	-1	-1	+19	-6
Percentage Change		-0.9%	-0.4%	-0.4%	+10.5%	-2.7%



Outcome 2: A Visual Story by The Center for Violence-Free Relationships



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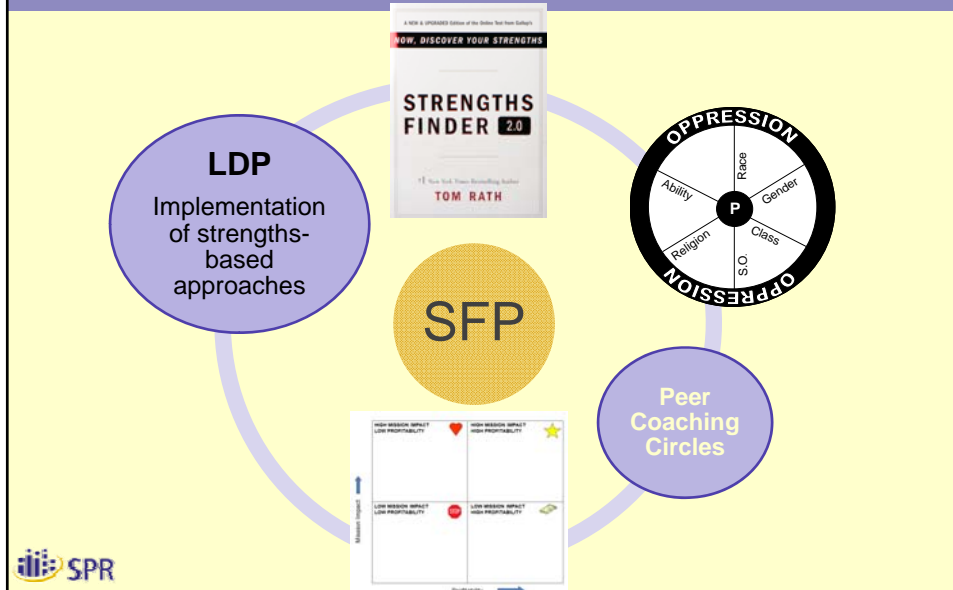
Outcome 2: LDP Highlights

- All LDP participants report a medium to high level of organizational change as a result of participation.
- Majority approaching the use of data, staffing, collaboration, and fundraising in new ways.
- Post LDP, nine participant organizations had succession plans in place.
- Majority made progress toward a system of effective leadership, management and accountability.
- Less progress made on connecting multicultural development with organizational effectiveness.

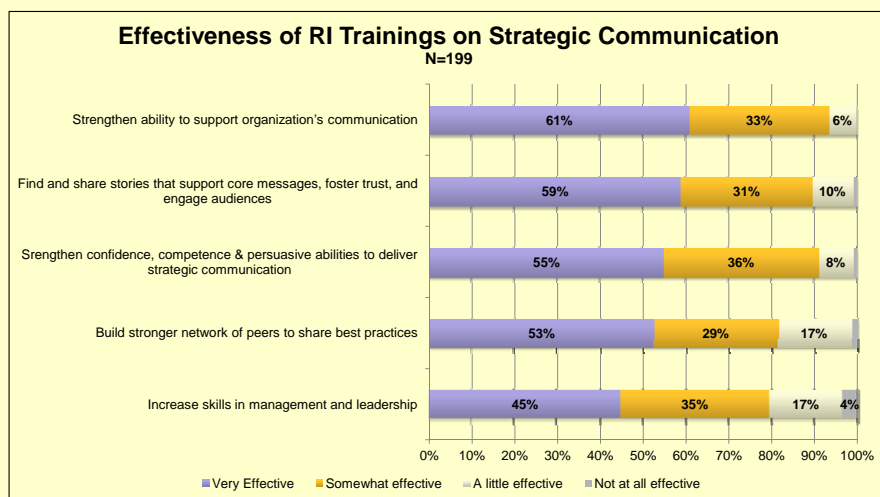
Outcome 5: Vehicles for Organizational Strengthening

- Comprehensive transformative models as well as more discrete ones.
- New organizational/data systems that raise critical questions about the organization's role and priorities.
- Processes to support new collaboratives; strategic and communications plans; processes to streamline client and work flows.
- Transferable products and resources.
- Different categories of partnership development.

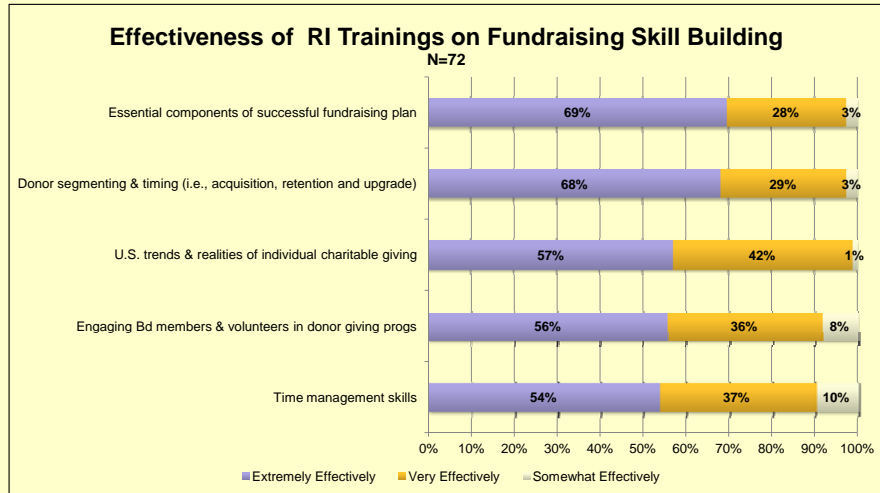
Outcome 5: LDP and NB/KS Vehicles and Tools for Organizational Strengthening



Outcome 3 & 6: Network Building and Knowledge Sharing



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Outcome 7-8: Coordinated and Shared Agenda

- How SFP could be set up to *contribute* more effectively to Outcomes 7 and 8?
- How can a strengths-based framework be used to develop a shared and coordinated agenda?
- How can SFP play to the strengths that each of the CC Partners bring to the table?
- How can SFP/The Partnership better engage and support LDP alumni to contribute to a shared and coordinated agenda?

Recommendations

Strategy-Specific Implementation

- *Depth vs. breadth of exposure to LDP training content.*
- *Help non-EDs translate LDP tools.*
- *How can RIs be value-added for non-EDs.*
- *Organizational strengthening can be a can of worms (or a series of opportunities).*
- *Interpret the CCAT results with some caveats.*
- *Support field-initiated experimentation and testing of OSG models for field learning.*

Engagement of Diverse Stakeholders

- *Develop intentional strategies to engage new and diverse stakeholders with and within DV organizations.*
- *Develop more comprehensive and consistent tracking of demographic data at SFP events.*

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Recommendations

Building Critical Mass: Sustaining Leadership Momentum

- *Harness the energy and momentum created by an energized and transformed LDP cohort of leaders.*
- *Apply the network movement leadership framework to further build trust and engage diverse voices in field level conversations and agenda setting.*

Knowledge Sharing for Field-Level Learning

- *Knowledge acquired today may not be applied until later.*
- *Create opportunities for more in-depth exchanges of LDP and OSG components.*
- *Transfer knowledge to broader DV field.*
- *Effective LDP training components for broader training/dissemination at RIs.*

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Recommendations

Content Coordination and Integration

- Devote more strategic thinking to improve content integration within the SFP.
- Articulate clearer expectations for cross-component integration.
- Re-think expectations for OSG-LDP overlap.
- Consider SFP's contributions to Outcomes 7 & 8.

Project-Level Coordination and Partnerships

- Continued focus on building a stronger working relationship among CC Partners.

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Growing the DV Field Ecosystem

