



# Alternative Metrics- Coaching Session

*Economic Mobility - Scale*





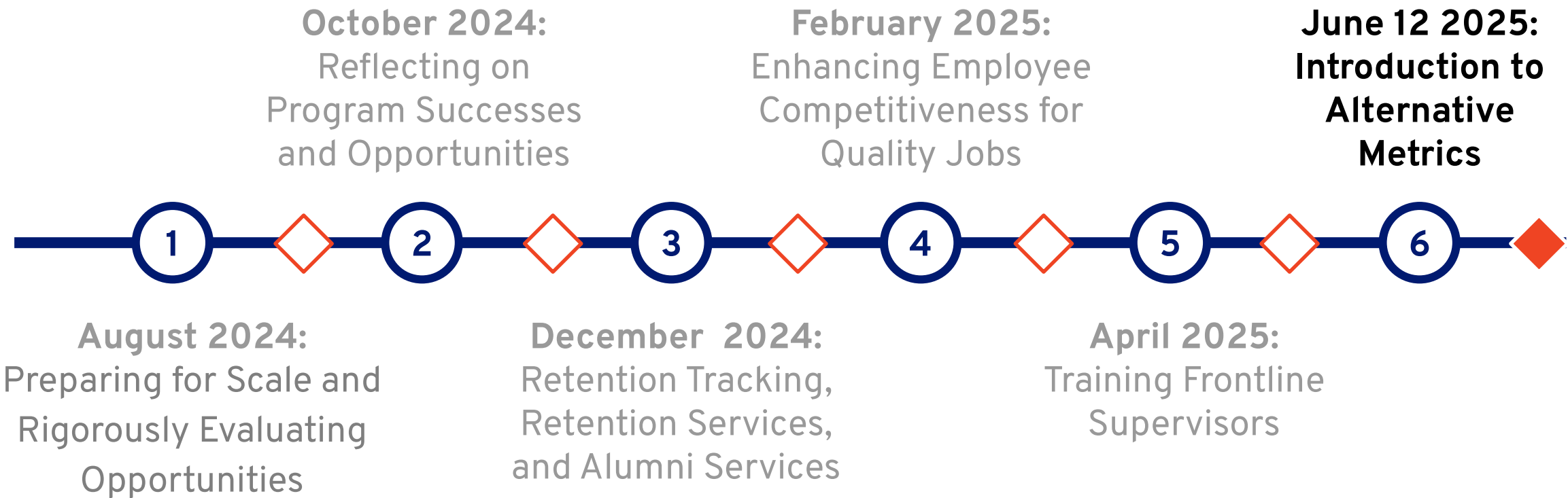
In the chat please fill out the rest of this sentence:

**Zooming into today's session, I am feeling...**

# Community Standards

- **Stay engaged**
- **Listen to understand**
- **Take space, make space**
- **Nobody knows everything, but together we know a lot**
- **Challenge assumptions**
- **Expect and accept non-closure**
- **Center Participant Workers**
- **Embrace Diversity in All of its Forms**
- **Create a Safer Space for Sharing / Refrain from Attribution**

# Economic Mobility Program Scaling & Expansion



 **Today's Optional Coaching Session**

# **Session Review**

# Our observations

**ESEs are known for measuring a few standard metrics:**

- Program retention rate
- Job placement rate
- Wage increase
- Personal growth
- Job readiness
- Reduction in recidivism

**And yet ESEs are also largely founded by leaders who have bold and creative aspirations.**

**Examples:**

- Reverse negative perceptions of youth in our community
- Activate the talent of immigrants resettled in our city
- Develop community leaders who were involved in the justice system
- Build opportunities for economic mobility

# Summary

## Choosing alternative metrics:

1. Step One: Define your vision
2. Step Two: Ask: Who are we aiming to change?
3. Step Three: Ask: What categories of change would really excite us?
4. Step Four: Consider your variables
5. Step Five: Choose a proxy for a broad concept
6. Step Six: Review existing frameworks
7. Step Seven: Set a goal

# Large Group Discussion

What type of data is needed now more than ever?

If ESEs were to collect a certain metric that would change the narrative for our sector, what would it be?



# Individual Reflection

# Consider...

- Is there one new alternative metric that you'd like to collect?
- What part of the data collection process still feels most difficult for your team?

## In the chat...

- Share a new metric that you would like to collect.
- What part of the data collection process still feels most difficult for your team?

**HOW** do we measure alternative metrics?



# Case Study

## All Square

### ALL SQUARE'S NEW OUTCOME GOALS

#### **Increased power & autonomy.**

By 2027, 70% of those we serve will report increased power to navigate system barriers.

#### **Increased capacity to aspire.**

By 2027, 80% of those we serve will increase their capacity to aspire.

#### **Narrative Change.**

By 2027, we will increase proximity between individuals impacted by incarceration and those untouched by the [criminal] legal system, resulting in 60% of stakeholders increasing positive perceptions.

# Case Study

## All Square

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### POWER AND AUTONOMY

By 2027, 70% of those we serve will report increased power to navigate system barriers.

**HOW: Measured by pre/post questionnaire.**

### CAPACITY TO ASPIRE

By 2027, 80% of those we serve will increase their capacity to aspire.

**HOW: Measured by pre/post questionnaire.**

### NARRATIVE CHANGE

By 2027, we will increase proximity between individuals impacted by incarceration and those untouched by the [criminal] legal system, resulting in 60% of stakeholders increasing positive perceptions.

**HOW: Measured by stakeholder questionnaires.**

# Data collection tools

Focal Point	Individuals	Small Groups	Societal Change
Example Goal	By 2024, 80% of participants will increase measures of socio-economic stability.	Increase health equity for youth in underserved communities by providing dental care that utilizes innovative and collaborative models.	By 2025, we will establish a scalable model for a relationship between public entities and private philanthropy/corporate responsibility so that stewardship is amplified.
Type of Change Measured	Measure individual growth	Launch a program	Pilot a cross-sector model
		Coordinate a community effort	Pioneer an experiment
		Measure shift in group behavior	Measure shift in group behavior
Type of Instrument Used	Surveys	Focus group	Focus group
	Interviews	Interview service providers of those groups	Content analysis
	Participant observation	Survey sample of the group	Polling

We have many choices besides surveys



# **Your metrics**



**Share a metric you would like to  
figure out **HOW** to measure.**

# **Breakout Session**

# Breakout Group Discussion Part 2

- Review the **TYPES OF INSTRUMENTS** for data collection with your partner. Which would work best for your chosen metrics and your circumstances?

Focal Point	Individuals	Small Groups	Societal Change
Type of Instrument Used	Surveys	Focus group	Focus group
	Interviews	Interview service providers of those groups	Content analysis
	Participant observation	Survey sample of the group	Polling

# Individual Work



# Individual work

Take note on:

1. an alternative metric you wish to collect
2. which tool or collection method you want to try

# Large Group Discussion

At the end of the day, what will you do with this data?

Please complete this sentence:

**Before the in person Summit in  
September I will . . .**

# Resources to Remember

- Logic Model Toolkit
- Intake Toolkit
- Data Tracking: Alternative Metrics Toolkit



# What's next?

- Additional resources will be posted on REDFWorkshop
- Email your Relationship Manager with any questions you have
- We'll see you in September at the Summit!



# Feedback Survey

Please take a few minutes to fill out our Survey on this session.

<https://bit.ly/EMTOptimizeAll>

This feedback helps us improve your experience and plan adjustments to make moving forward.

