



Rubric For Assessing Community Organization Partnerships

Break Away and The Haiti Compact

June 2010 (revised January 2017)

	1 (Poor)	2 (Okay)	3 (Good)	4 (Great)
Organization's mission & vision	Organization has scattered mission – not easy to articulate or understand what their work focuses on.	Has defined mission and vision, though our potential work and projects with organization seem to be unrelated.	Has well defined mission and vision that drives all of their work, but the tie to our project is a bit loose.	Has clearly defined, specific vision and mission at the root of everything they do - including our work. Our project is clearly mission-aligned and contact person helps articulate the depth of the connection.
Personality of community partner contact	We've tried multiple methods of communication (voicemail, email, etc.) and for whatever reason have had an extremely difficult time communicating with the contact person.	Kind, but sparse or inconsistent communication.	Friendly and reliable communication. Transparent in articulating organization's goals, needs, and strengths.	Contact person understands the structure & goals of alternative breaks and is excited to work with the group. Has been helpful, responsive, and innovative in working with our group to collaboratively determine project goals.
Capability to work with a volunteer team (10-12 people)	Organization does not have capacity or interest to work with group of 10-12.	Hasn't worked with volunteer groups in the past, but is willing to try.	Has worked with volunteer groups or is currently, though 10-12 for multiple days could be a little much to handle.	Contact person has demonstrated understanding of the workload that can be carried by a group of 10-12; clearly indicated through the projects developed.
Potential for long-term partnership	Not interested. Organization lacks stability – "we'll call you if we're around next year at this time".	Interested, but doesn't know feasibility. We would have to work harder throughout partnership on our end to build capacity and long-term projects.	Very interested. The partnership will need some significant work on our end, but will likely become strong partnership within a year.	Very interested. Already have another well-established partnership, potentially with groups that are similarly structured. Interested in developing multi-year service work plans.
Need	Organization's needs are unarticulated and/or unorganized; our presence seems more disruptive than helpful; unaccustomed to volunteers.	Will work with us, but we're not doing them any favors - our group is filling a shift that other volunteers and/or staff typically fill.	Has need; will use alternative break groups to meet that need.	High need; grassroots level work. Volunteer groups are part of capacity-building in a sustainable way as well as meeting some pressing needs for labor and resources.

<p>Community voice</p>	<p>Organization is separate from the community and creates projects for volunteers that are not driven by local community members.</p>	<p>Founding story is grounded in community assets and needs though community members don't seem to be involved in subsequent stages.</p>	<p>Overall work involves community members and is rooted in community assets and needs, however our project seems driven solely by organization staff, without much involvement from community.</p>	<p>Work uses community assets to directly meet community-articulated needs. Organization's leadership is made up of diverse local community leaders – the organization is inseparable from their community. They continually host forums and events to better connect with all community members.</p>
<p>Current local partnerships</p>	<p>Organization is currently engaging in work isolated from other organizations in the community. No local partnerships.</p>	<p>One unilateral “partnership” with a local entity.</p>	<p>Strong collaborative partnerships with multiple other local agencies and organizations.</p>	<p>Symbiotic relationships present within the community. Their work is not solely based on an issue – they are invested in partnerships, relationships, and community-building. Interested in working alongside, supporting, and learning from other community efforts.</p>
<p>Community development and sustainability</p>	<p>We are involved in work that could/should be done by local community members.</p>	<p>We are working with a few members of the community, but mostly carrying out the ideas of an organization as outsiders. Without community involvement, our project could perpetuate a cycle of dependence in this community.</p>	<p>We are working with members of the community and having conversations about creating projects that build community. We are welcomed by the community.</p>	<p>Our group is used in a way that expands capacity (not displaces local employment or creates dependence on outside assistance.) We are able to “pass the torch” of our project to be continued by local efforts. Community members outside the organization see and understand our role and looks forward to working side by side.</p>
<p>Assists with education, orientation, and training</p>	<p>Organization assists with 0/3 - for various reasons, they are not able to provide orientation to the project, articulate needed skills, or help volunteers connect their work to the bigger picture.</p>	<p>Suggests helpful resources for 1/3 components.</p>	<p>When volunteers are on site, Organization is able to suggest resources and assist with deepening context for 2/3 learning components.</p>	<p>Enthusiastically assists with 3/3. Understands and is excited by academic rigor of alternative breaks. Suggests educational materials for students; provides volunteers with overview of organization's work and orientation within community; articulates skills volunteers need to effectively engage in project.</p>