

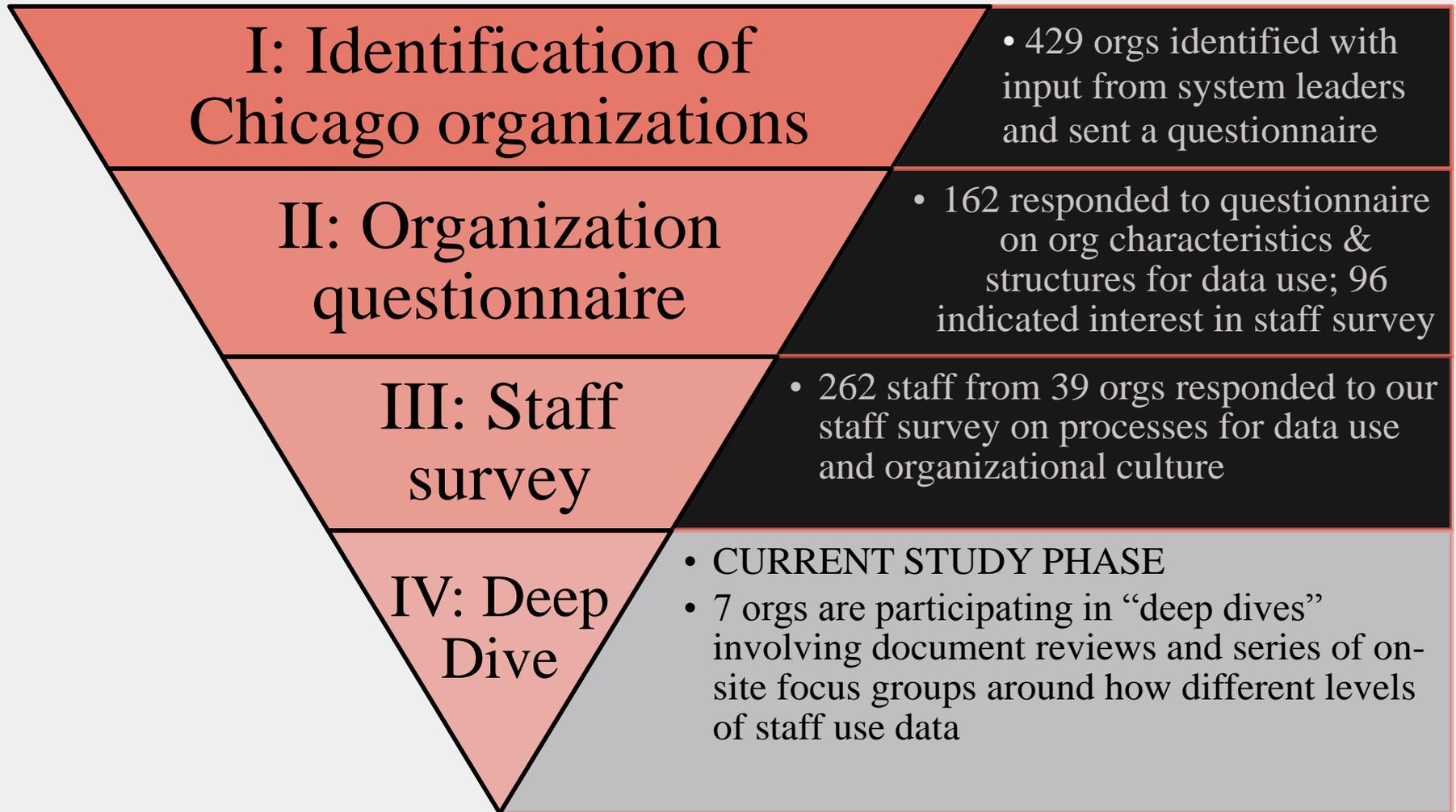
Chicago Organizational Capacity Analysis

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Project Overview: Questions

- Based on a survey of Chicago organizations that serve children, youth & families:
 1. Who are they and what do they do?
 2. How are they set up to use data and evidence?
 3. What supports, PD, or capacity building opportunities could help them use data and evidence more robustly?
- Funding provided by Thrive and Get in Chicago

Capacity Analysis Methods and Work Flow



We are now in phase IV synthesizing this information into reports and identifying opportunities for development and growth.

Organization Characteristics

Q1: What are the characteristics of are these organizations and what do they do?

- In the organizational questionnaire, we looked at:
 - **Relevance:** organizations that serve children, youth and families in the city of Chicago
 - **Location:** neighborhoods served
 - **Size:** numbers of sites, programs/services, staff, clients (per year)
 - **Services:** ages served, service types, special populations served, interaction types, service locations

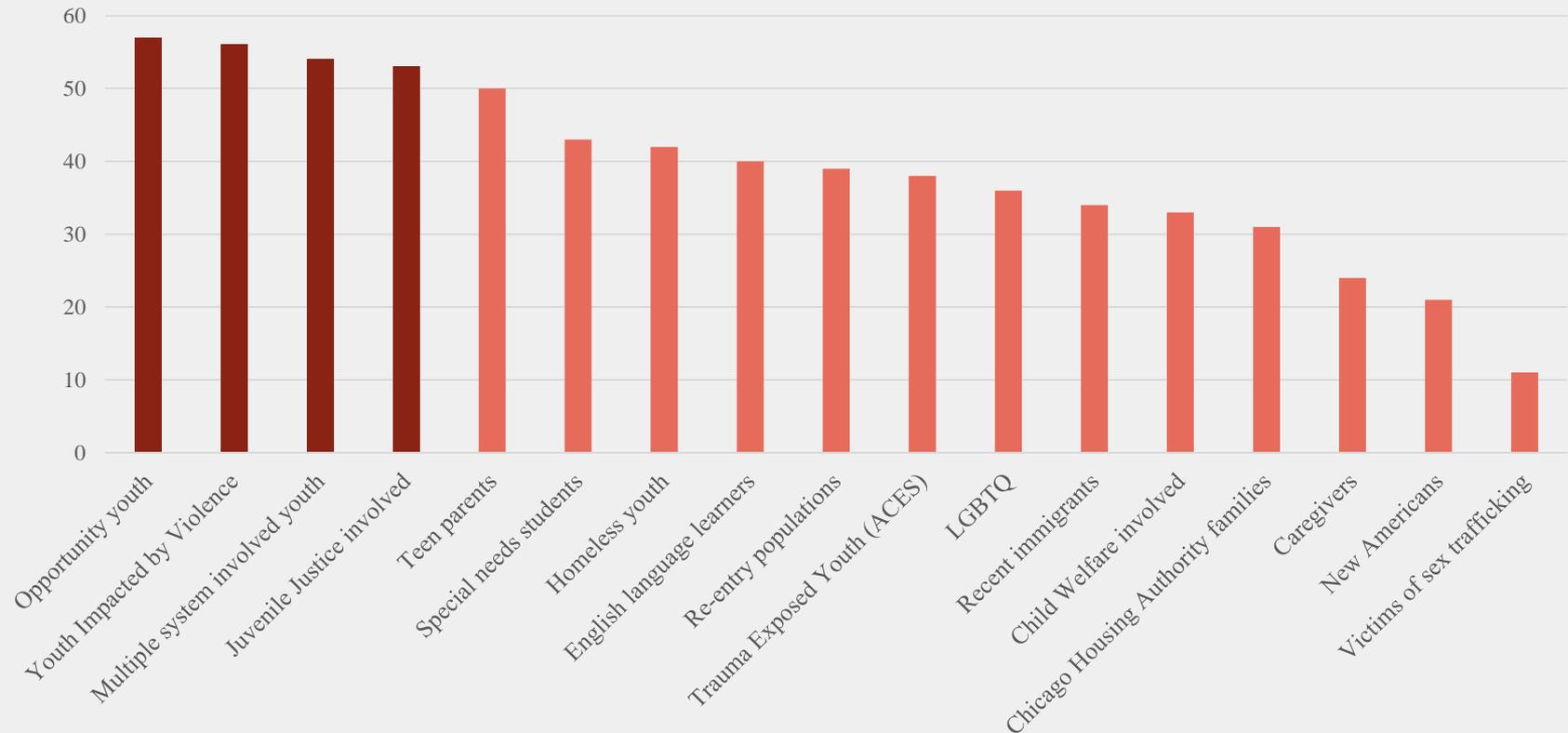
Organization Characteristics: Overview

- **Ages served:** 95% of the organizations work with youth aged 13-18, most of which work with other age groups as well.
- **Service types:** The most common service types provided (~63% of orgs) are mentoring, social skill development, and youth leadership.
- **Special populations:** The most common target population is youth—opportunity youth, multiple systems involved, impacted by violence, and JJ involved.
- **Number of staff:** Most organizations have 40 or fewer staff—and about 1/3 of orgs have 10 or fewer staff. There is a lot of variation in staff size.
- **Number of clients:** About half of the organizations serve more than 1000 clients.
- **Neighborhoods:** The top 5 neighborhoods that the most organizations report serving: North Lawndale, Humboldt Park, Englewood, Austin, & East Garfield Park

Org Charecteristics: Target Populations Served

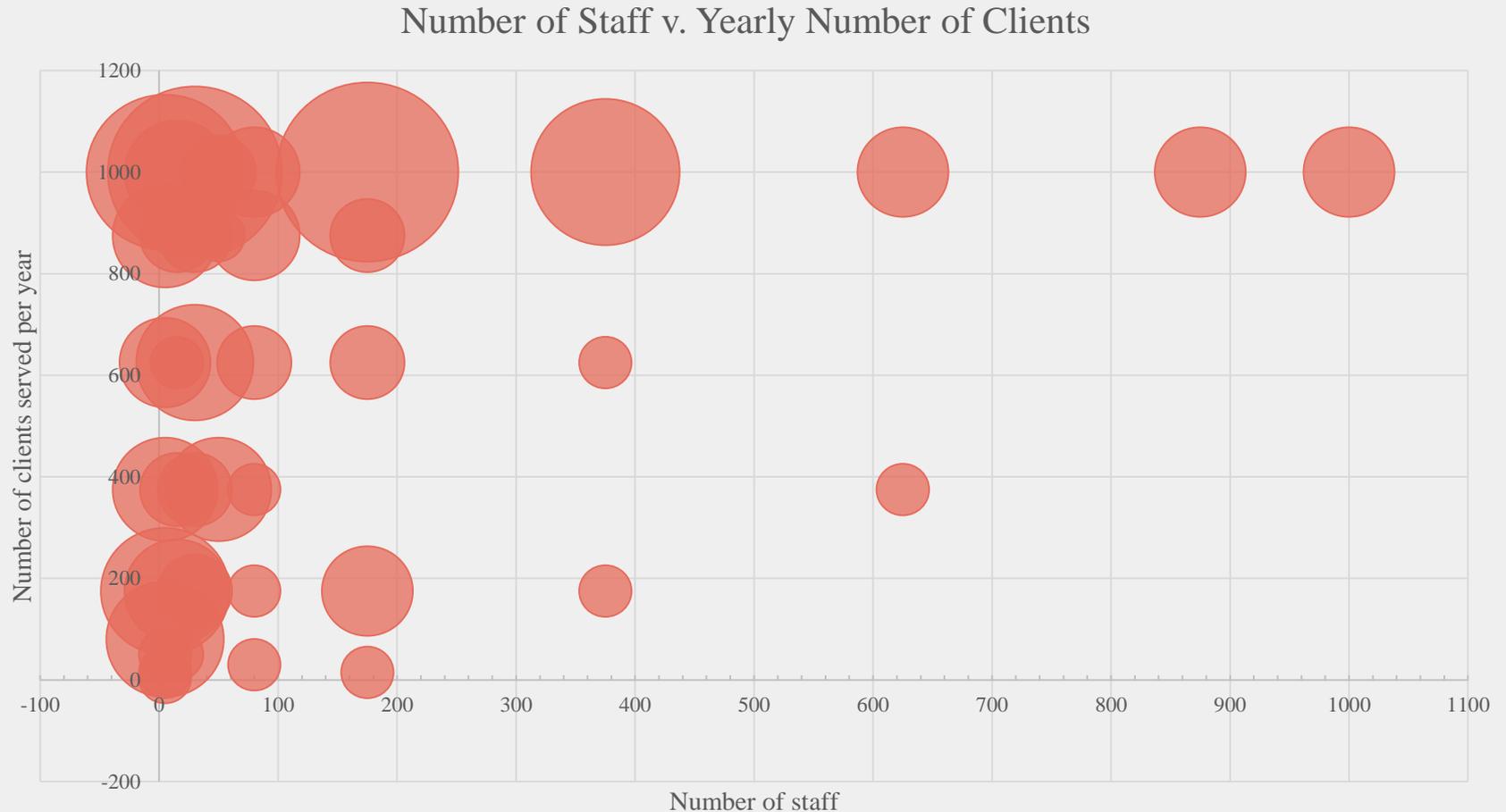
Q: Which of the following special populations does your organization currently serve or target for intervention? Select all that apply.

N Organizations = 139



Youth aged 13-17 are the most common population served

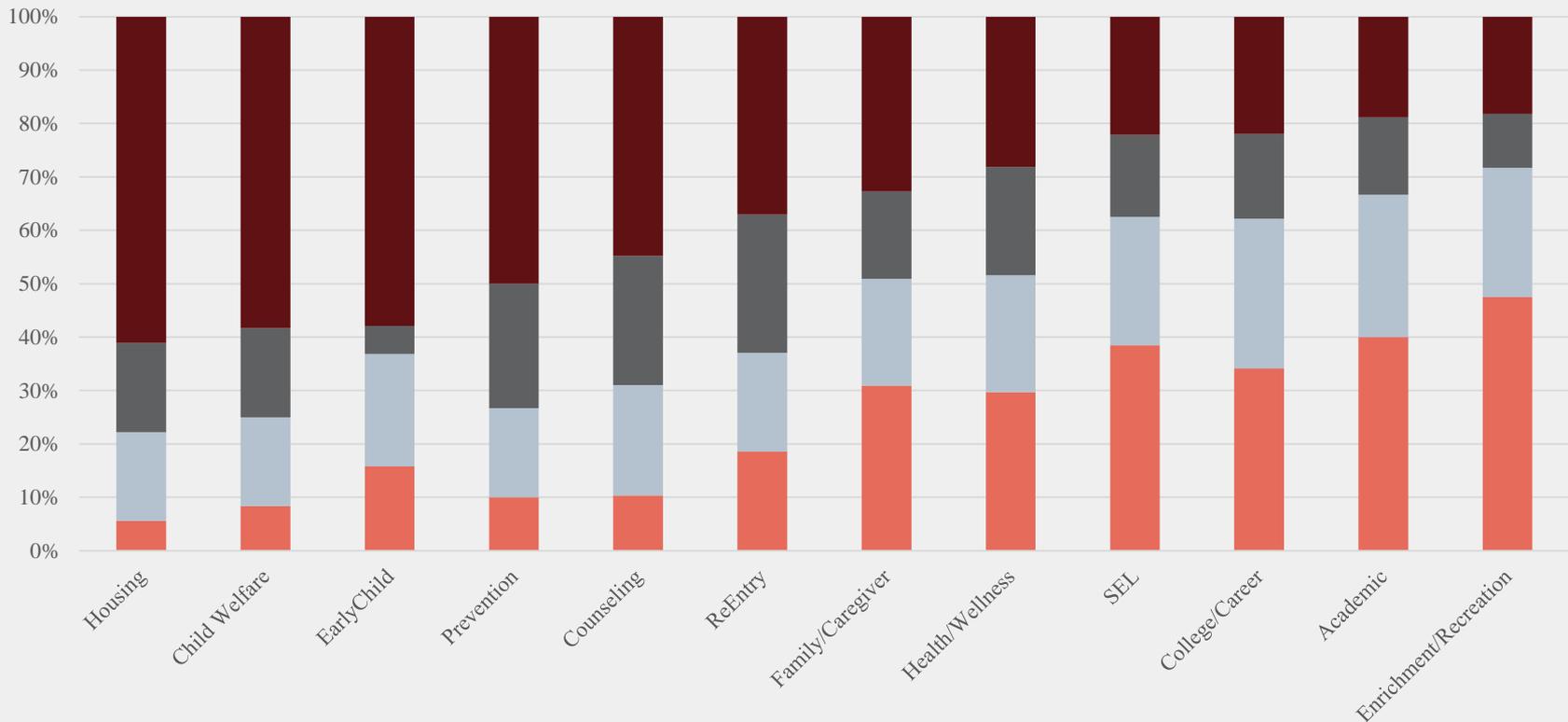
Org char: Number of Staff and Clients



N Organizations = 139. Some small organization serve many clients, usually mentoring and arts orgs that may utilize volunteers.

Org Characteristics: Service Type and EBPs

EBP Score by Service Type(s) Provided



N Organizations = 139

■ 0 - No EBP ■ 1 - Weak EBP ■ 2 - Moderate EBP ■ 3 - Strong EBP

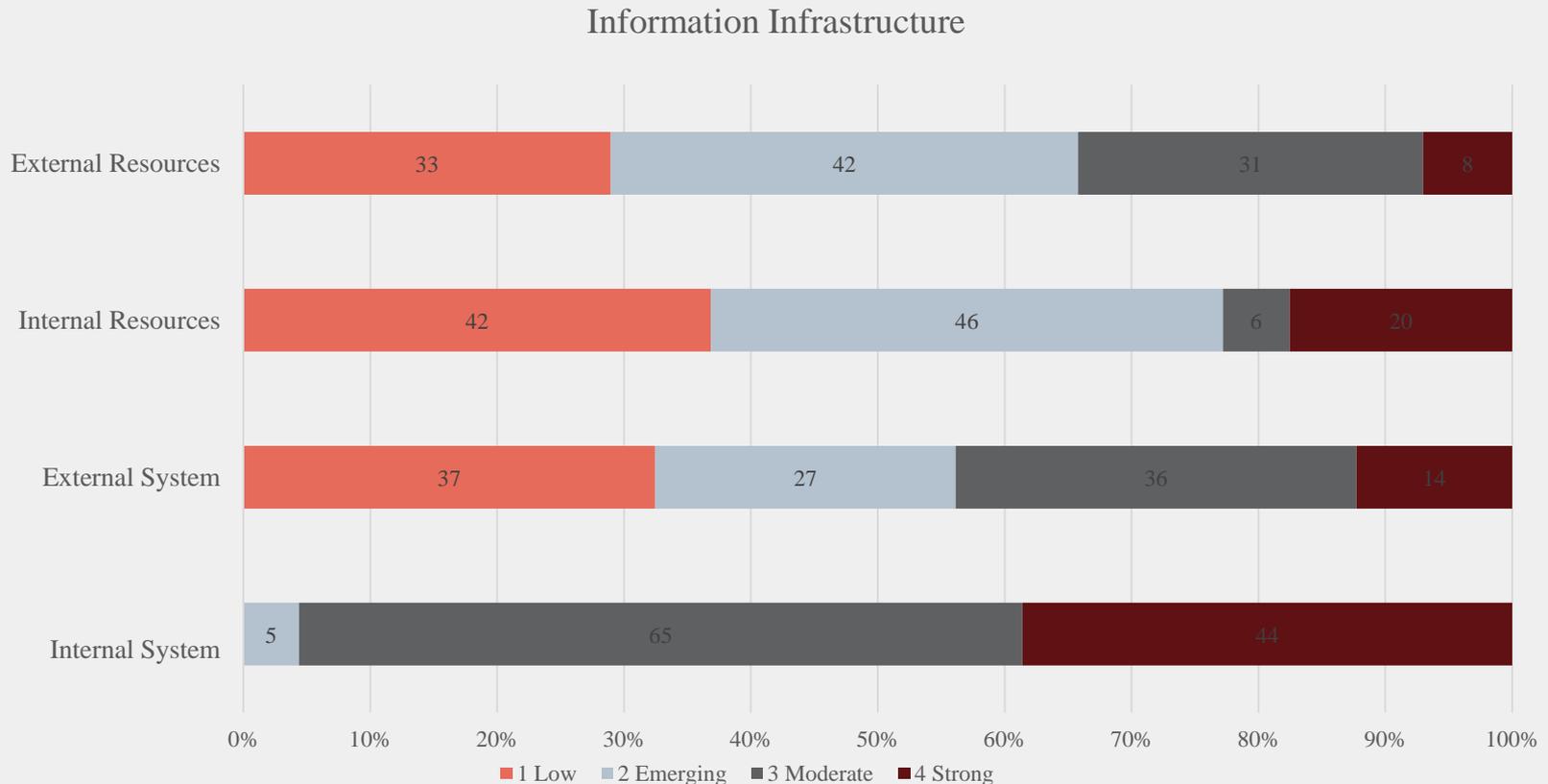
Organizations that provide early childhood, housing, and child welfare services are the most likely to have strong EBPs. Academic and enrichment/recreation programs are the least likely to have strong EBPs.

Data Use...

Q2: How are these organizations set up to use data?

- Based on a review of the literature, we use three main domains to measure capacity:
 1. Structures for data/evidence (e.g. databases)
 2. Processes for data/evidence use (e.g. analysis)
 3. Culture for learning (e.g. leadership)
- Organizations are scored 1-4 where 1 is limited capacity and 4 is strong capacity

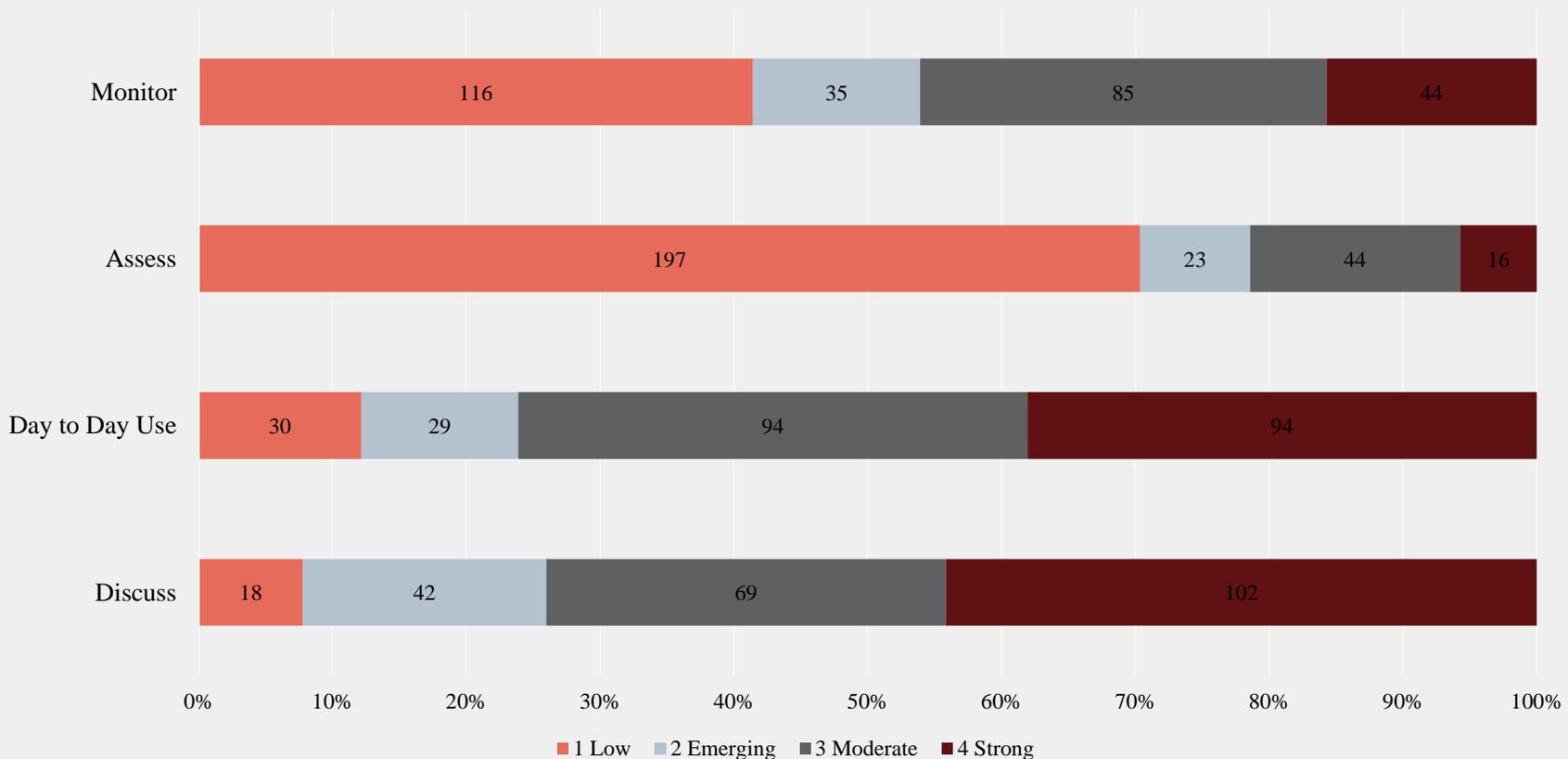
Selected Survey Results: Structures



All of the organizations surveyed have a way to collect internal data, but fewer than half have a way to analyze it. Internal data systems for collecting evidence on paper correspond to a score of 2, while having an analytic database (e.g. ETO) corresponds with a score of 4.

Selected Survey Results: Processes

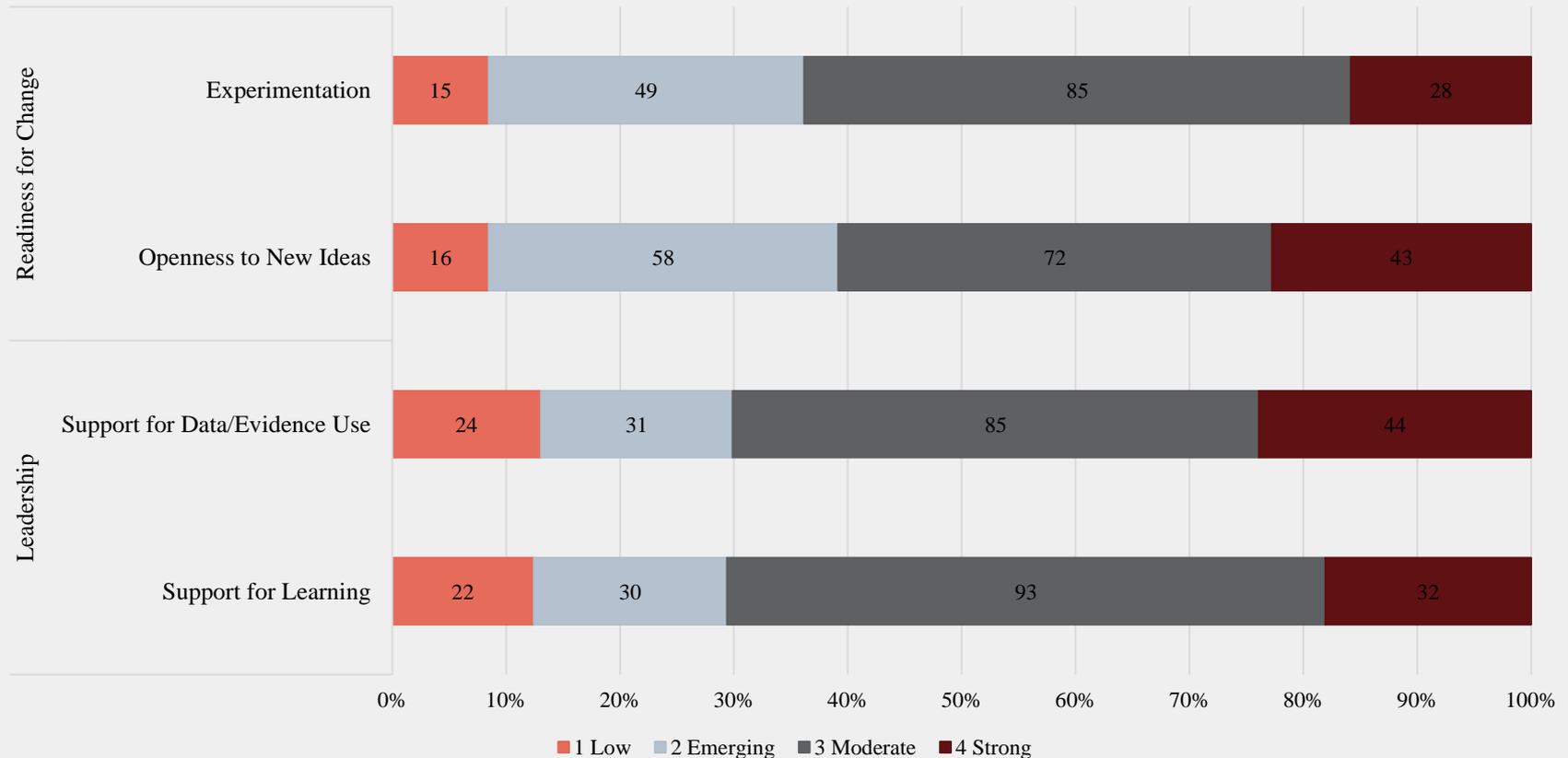
Processes for Evidence Use



Most organizations report moderate to strong capacity for discussing data (i.e. meetings) and day to day staff use of data to inform their work, yet do not have strong capacity for using data to assess or monitor their programs

Selected Survey Results: Culture for Learning

Capacity for Learning and Growth



The majority of staff report that their leadership has at least moderate support for learning and data/evidence use (~70%). Slightly fewer staff report that their organization is ready for change (~60%).

Early Findings

- While most organizations have some form of internal data collection, many do not have resources (e.g. dedicated staff) or processes to analyze and apply their data to program improvement
- Very few organizations collect external evidence or use tested EBPs
- Most organizations do not have a formal assessment tool. This may limit their ability to relate services to outcomes

Major Implications So Far...

- Having an analytic database does not equal evidence use—organizations must also have the structural resources and processes to use their data effectively—and most don't
- Organizations that work in certain fields (e.g. early childhood, child welfare) may have a better connection with evidence (e.g. EBPs)
- Organizations may benefit from improved processes for assessing and monitoring their programs
 - This could include formal assessment tools

Next Steps

- Finalize organizational directory with organization characteristics
- Send reports to organizations that responded to staff survey
- Create summary report for Get In Chicago and Thrive
- Provide training to organizations in late March