Evaluation Rubric I Program Areas

The **Leaders for a New Chicago Evaluation Rubric** assesses the work and achievements of an individual nominee. It serves as a guide for the selection committee and a framework for those submitting nominations.

Nominees must be working in the following areas:

- **Arts & Culture**. Nominees are deeply rooted in community, creating art and advancing the capacity of emerging artists.

- **Journalism & Storytelling**. Nominees tell untold stories and bring diverse viewpoints to the public square. They fill information gaps with narratives, news, and investigations accurately reflecting community needs.

- **Justice & Community Power Building**. Nominees increase the visibility of critical issues affecting their communities and demonstrate impact in addressing them. They build deep community relationships and develop local leaders.

Evaluation Rubric | Criteria

Using the criteria below, evaluate the nominee based on their demonstrated leadership abilities and transformative impact. We define "transformative impact" as leaders who have made significant contributions to their communities. Scoring is 1 to 5 with 1 being lowest, 5 being highest.

❑ **Commitment**. Has deep roots and a commitment to working in community-based or nonprofits serving Chicago's South and West Sides.

❑ **Connectedness**. Possesses extensive knowledge of the community and connections to residents.

❑ **Communication**. Creates narratives that accurately reflect community and resident needs. Communicates diverse perspectives to create empathy and mutual respect. Amplifies the voices and impact of community.

❑ **Expertise**. Has profound understanding of current events and the sociopolitical climate. Understands and analyzes evolving local issues, politics, and history.

❑ **Innovation**. Pursues new and compelling ways to improve operations, build capacity, and sustain the organization through programs and other initiatives.

❑ **Advocacy**. Champions local issues and advances policy.

❑ **Engagement**. Inspires civic dialogue and participation around community-defined issues. Leads the community to action.

❑ **Adaptability**. Aligns the organization's mission and operations based on community needs.

❑ **Collaboration**. Develops partnerships and fosters growth within and across communities.

❑ **Stewardship**. Demonstrates a commitment to long-term problem solving through community-driven solutions. Helps build the capacity of others. Supports a pipeline of new leaders.

Leaders for a New Chicago