

Collaborative Infrastructure Indicators of Progress
from the INCLUDES Shared Measures Framework

Shared Measures Framework: Shared Vision

Objective	Indicator of Progress
Partners and other stakeholders have coalesced around a shared vision	Projects' vision and goals are developed through an inclusive process that includes contributions from partners and stakeholders
	Project's vision and goals reflect the diverse culture and perspectives of its partners
	Partners can describe the project's shared vision and goals
	Partners' work is aligned with the project's shared vision and goals
	Partners publicly support and advocate for the project's shared vision and goals
Members of the participant population help shape the project's vision	Project partners understand and can articulate the needs of the participant population
	Members of the participant population are provided opportunities to set project priorities
	Projects make accommodations to involve members of the participant population (e.g., adjusting schedules and logistics to accommodate their needs)
	Projects' vision and goals reflect the suggested guidance of the participant population
Project objectives have clear "From-To" gaps	Projects' vision and goals are informed by a formal assessment of the participant population's needs
	Projects' vision and goals are informed by a formal assessment of available community resources
	Projects' plan reflects the action steps required to address specific systemic barriers to broadening participation in STEM
The project's vision is dynamic and continues to drive partners' work	Projects' vision and goals are periodically revised to reflect new strategic opportunities and/or changing community needs
	Projects' vision and goals energize and direct the work of the partnership

Shared Measures Framework: Partnerships

Objective	Indicator of Progress
Partners are from a diverse set of sectors	Project's partners represent the range of sectors and/or institutions needed to achieve its goals
	Project's partners reflect the diversity of the communities it serves and/or its participant population
	Project has a plan to recruit or connect with new partners
	Project is adding new partners
Partners are coordinated through a mutually reinforcing plan of action	Partners understand and can articulate their role in the project
	Partners are committed to implementing the project's approach
	Partners have clear goals for their contribution to the project
	Project has a plan that clearly specifies the roles and activities that different partners have committed to implementing
	The project plan evolves in response to project-wide and partner-related successes, challenges, and opportunities
	Partners change their activities to better align with the project's approach
	Partners feel supported and recognized in their work on the project
	Partners hold each other accountable for implementing activities as planned
	The work of partners is well-coordinated

Shared Measures Framework: Goals and Metrics

Objective	Indicator of Progress
Partners are engaged in the process of developing metrics	Partners understand the value of shared data in relation to the project’s broader vision and goals
	Partners understand how they will participate in the project’s shared measurement system
	Project uses a participatory process to refine a common set of measures, indicators, metrics, and/or data collection methods
	Partners are committed to collecting data as defined in a data plan
Metrics to evaluate progress are identified	Project has identified shared measures, indicators, and/or metrics that can be used to evaluate progress toward the project’s shared vision and goals
	Project’s shared measures and data collection methods fully consider the culture of its participant population
	Results are measurable
Partners have a robust plan to collect and analyze data	Project has set aside adequate financial and staff resources to track the attainment of its common metrics
	Project has developed protocols to collect data in support of its common metrics
	Project has the capacity to collect, track, and report progress across all partners
	Project has developed a dashboard or other platform to share data across partners
	Partners regularly contribute data to the project using a common set of metrics
Data are used to inform decision-making	Project analyzes data and monitors progress towards its goals
	Partners are involved in the process of analyzing data and monitoring progress towards the project’s goals
	Partners feel a collective accountability for results
	Project makes decisions and mid-course corrections based on data
	Partners make decisions and mid-course corrections based on data
	Project regularly reassesses its goals and metrics procedures to enhance how findings are collected and shared

Shared Measures Framework: Leadership and Communication

Objective	Indicator of Progress
Project has an established leadership and partnership structure	Leadership is collaborative
	The leadership structure leverages the collective knowledge of partners and other stakeholders
	Partners' roles on the project are defined in writing
	Project leadership assures full participation by all partners
	Project establishes internal routines that guard against power imbalances among partners
	Project leadership prevents the stifling of useful debate
	Project provides opportunities for partners to build the relationships necessary for success
	Partners communicate and collaborate with each other to align their actions
	Partners regularly seek feedback and advice from one another
Project promotes accountability and shared decision-making	Project's strategic planning process is informed input from by partners
	Project's strategic planning process is informed by input from members of the participant population
	Project decision-making processes are open and transparent
	Project decisions are informed by input from partners and other stakeholders
	Projects decisions are informed by input from the participant population
	Partners feel included in major decision-making processes
Project culture is inclusive	Project has a clearly defined process for resolving issues that impede progress
	Project leaders respect partners' unique organizational cultures
	Project leaders respect partners' motivations for working in the partnership
	Partners recognize and respect one another's perspectives and diverse forms of expertise
Project has established a culture of trust, respect, and humility	Partners openly share their setbacks, challenges, and failures with one another
	Partners regularly seek advice and feedback from one another
	Partners trust each other
	People of different cultures and backgrounds feel respected and heard within the project
Project engages with the broader STEM community	Project contributes to the field's knowledge base about effective strategies for STEM broadening participation
	Project disseminates key findings to the participant populations, the STEM community, and/or the public at large
	Target audiences/community members are increasingly aware of issues affecting broadening participation in STEM
	Community members increasingly take action/advocate for systemic changes that are aligned with the project's goals
	Members of the participant population/STEM community express support for the project
	Project has influencers who champion the strategy/plan of action and bring partners to the table

Shared Measures Framework: Expansion, Sustainability and Scale

Objective	Indicator of Progress
Project shows resilience by building on or expanding existing activities	Project's lead organization builds the capacity of staff or partners
	Project partners build the capacity of staff or other partners
	Project adapts to changing environments
	Partners allocate sufficient staff, resources, and funding to support and sustain the project's goals
Project has an approach for sustaining efforts beyond the award period	Project has a strategic vision of what activities will be sustained beyond the current award period
	Project has a written plan that outlines a strategy for sustaining activities beyond the current award period
	Project has discussed the desired long-term role and structure of the partnership (<i>e.g., a permanent entity, a functional partnership that will last until goals are fulfilled</i>)
	Project has developed a multi-year revenue strategy that identifies potential sources of funding for sustaining partnership activities
New resources are being contributed to the project partnership	Fundors have redirected funds to support initiative goals
	Project has secured funding beyond the current award period