A close up of a sign

Description automatically generated

Systems Change Internal Assessment Tool

The Systems Change Internal Assessment Tool provides a rating scale to assess your city’s efforts to implement effective systems change practices and the appropriate action steps.

The tool can be used by a cross-department city team, a team focused on a specific strategy, or an individual department. First, assess the status by adding a check mark to not yet started, limited or solid for each practice. Include a short rationale for the rating. Then review the practices that are limited or not yet started and identify priorities for action. Identify specific next steps and the individuals responsible. Be careful not to take on too much.

Date Completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Time Period Covered: \_\_\_\_\_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_\_\_\_

**POLICY: New and revised policies and regulations that support equitable access to nature.**

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| **Good Practices**  ◆ *= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Policy scan to identify existing or emerging city or department policies or plans that can be leveraged or are needed to advance the goal of equitable access to nature. |  |  |  |  |  |
| ◆ Policy scan to identify existing or emerging organization-level policies or plans that can be leveraged or are needed to advance the goal of equitable access to nature. |  |  |  |  |
| ◆ Policy scan to identify existing or emerging state- or national-level policies or initiatives (e.g., 10 Minute Walk, Every Kid in a Park) that can be leveraged to advance the goal of equitable access to nature. |  |  |  |  |
| Relationships with stakeholders/advocates who can promote policy change. |  |  |  |  |
| Ongoing follow-up/monitoring of policy implementation. |  |  |  |  |

**PRACTICES: New practices and expanded programs that support equitable access to nature.**

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| **Good Practices**  ◆*= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Assessment of community assets, desires, and needs that includes voices from the community. |  |  |  |  |  |
| ◆ Clearly identified goals and activities for each strategy that prioritize youth of color. |  |  |  |  |
| ◆ Data collection strategy in place to track progress and outcomes including those related to equity. |  |  |  |  |
| ◆ Well-developed, effective, diverse teams to lead the work in each strategy. |  |  |  |  |
| ◆ Key city/department leaders engaged to lead or host strategy work. |  |  |  |  |
| Clear workplans that align activities in each strategy and guide the work. |  |  |  |  |
| Data regularly used to inform decision-making and improvement. |  |  |  |  |

**RELATIONSHIPS & CONNECTIONS: Enhanced connections among partners.**

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| **Good Practices**  ◆*= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Engagement of city leaders, key departments, and community agencies. |  |  |  |  |  |
| ◆ Engagement of partners with an equity orientation (i.e., city equity office or equivalent, organizations representing targeted populations). |  |  |  |  |
| ◆ Strong partnerships in place for each strategy. |  |  |  |  |
| ◆ Effective and regular communication between city team and partners. |  |  |  |  |
| Regular review of partnerships to ensure diversity of perspectives and sectors. |  |  |  |  |
| Clear definitions of partner roles (i.e., MOUs, letters of commitment). |  |  |  |  |
| Ongoing outreach to ensure partners are connected with one another to further expand capacity and impact. |  |  |  |  |

**RESOURCE FLOWS: Reallocated and new resources to support equitable access to nature.**

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| **Good Practices**  ◆*= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Cost estimates and projections that prioritize nature access in under-resourced communities. |  |  |  |  |  |
| ◆ Assessment of existing city resources (financial, staff, space, knowledge, etc.) that could be realigned or repurposed to support children’s equitable access to nature. |  |  |  |  |
| ◆ Plan to pursue public and private resources from local, regional, and national funders. |  |  |  |  |
| ◆ Capacity within the city team or among partners to pursue additional resources. |  |  |  |  |

**POWER DYNAMICS: Meaningful engagement of and leadership by city leaders, youth, and community members.**

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| **Good Practices**  ◆*= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Outreach plan for engaging city leadership. |  |  |  |  |  |
| ◆ Regular meetings/ communication between the team and city leadership (mayor or mayor’s aide, city council, city manager). |  |  |  |  |
| ◆ Assessment of opportunities to align nature connection with mayor’s and other city priorities and plans. |  |  |  |  |
| ◆ Youth and resident engagement plan in place that enables co-production of each strategy. |  |  |  |  |
| ◆ Ongoing opportunities for youth and community residents to be fully engaged, including serving in advisory and leadership roles. |  |  |  |  |
| Regular meetings/ communication between the team and other city leaders (i.e., city councilors, school superintendent, school board, state senators and representatives). |  |  |  |  |

**ATTITUDES & BELIEFS: Expanded commitment to children’s equitable access to nature and changes in preconceived notions and long-held assumptions.**

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| **Good Practices**  ◆*= first priority* | **Not Yet Started** | **Limited** | **Solid** | **Description of Progress** | **Next Steps** |
| ◆ Shared understanding/ vision of equity and steps to improving nature access for under-resourced communities. |  |  |  |  |  |
| ◆ Regular communications to ensure decision makers are aware of benefits of nature and opportunities for equitable access. |  |  |  |  |
| ◆ Regular communications to ensure the public is aware of benefits of nature and opportunities for equitable access. |  |  |  |  |
| Communications plan that outlines intended audiences and best methods to reach them and engages city leaders as champions. |  |  |  |  |
| CCCN presence at important city and regional “tables.” |  |  |  |  |

Informed by the following guides and tools: FSG[, *Guide to Evaluating Collective Impact, 3: Sample Questions, Outcomes, and Indicators*](https://www.collectiveimpactforum.org/sites/default/files/Guide%20to%20Evaluating%20CI%2003.pdf)*,* ND. CCCN[. *CCCN Implementation Competencies Framework*, March 2019. CCCN. *CCCN Project Sustainability Framework*, May 2017](https://www.childrenandnature.org/wp-content/uploads/2017/10/CCCNProjectSustainabilityFramework.pdf). Build Health Challenge*,* [*Community Approaches to Systems Change: A Compendium of Practices, Reflections, and Findings*](https://buildhealthchallenge.app.box.com/s/v7jlx61fyu0v5bnb2kj8ue86bh6qf6p6), November 2019.