

Hub Incentive Metrics Guiding Document

Goal:

Incentive metrics should demonstrate that the Hub and its community partners are taking actions that show collective ownership of a shared vision and shared outcomes for a commonly defined population of children and families.

Principles:

- 1) Incentive metrics should reflect the impact of Hubs across goals in a way that is focused, transformative, and clear about where the Hubs have true impact.
- 2) Incentive metrics must reflect the necessity of collective action, fostering engagement from parents and Community Based Organizations, as well as the health, human services, K12, early education and the private sectors.
- 3) Incentive metrics should reflect the stages of development of the Hubs and the Hub system.
- 4) Incentive metrics must have a data source that is readily accessible, reliable and valid.
- 5) Incentive metrics should be able to be measured/assessed objectively.
- 6) Incentive metrics should be able to be measured/assessed consistently across Hubs.
- 7) Incentive metrics should not send an inappropriate message about the priority of one Hub strategy or area of focus over another (i.e., tell Hubs that a particular strategy/activity is where they should put their energy, when that is not the intended message).

Approach:

Composite metric that is parsimonious across types of metrics and areas of Hub focus.

Additional considerations (suggested by ELD Staff):

- Should be equitable to Hubs with limited staff
- Simple
- Minimal extra work for the Hubs
- Not suggest a new set of activities for the Hubs to take on
- Be “retrospective” rather than “prospective”