

Appendix 2
Capacity-Building: Strengthening Organizational Resilience
Scoring Rubric

Criteria	Description	Max Points	Scoring Guide
Alignment with FHSP Mission	Explain how your organization aligns with FHSP's mission of promoting health equity, particularly in priority zip codes. Include how lived experience shapes your work.	20	<p>16-20 Points: The organization provides a clear, compelling, and specific connection to FHSP's mission, with strong emphasis on how lived experience informs their approach to equity. Demonstrates deep knowledge of the priority zip codes and the community's needs.</p> <p>11-15 Points: The organization provides an adequate connection to FHSP's mission but may lack specific examples or a clear connection to lived experience or priority zip codes.</p> <p>0-10 Points: The organization fails to clearly articulate alignment with FHSP's mission or does not mention lived experience or the priority zip codes.</p>
Cohort Participation	Describe current capacity-building challenges and how participation in the cohort will help address them.	20	<p>16-20 Points: The organization clearly outlines specific capacity-building challenges and presents a thoughtful, strategic approach to how the cohort will address them. Clear understanding of the potential impact of the cohort experience.</p> <p>11-15 Points: The organization mentions relevant challenges, but the connection to how the cohort will address them is underdeveloped or specific.</p> <p>0-10 Points: The response is vague or lacks clear capacity-building challenges or connection to the cohort experience.</p>
Collaboration and Engagement	Explain how staff and board members will be engaged throughout the administration of the CCAT.	20	<p>16-20 Points: A detailed plan is provided for engaging all staff and board members, and local residents, when relevant, including roles and strategies for integration into the CCAT process. Emphasizes transparency and inclusion.</p> <p>11-15 Points: The plan mentions most staff and board involvement but lacks depth in how it will be carried out or doesn't include specific roles.</p> <p>0-10 Points: The response minimally or does not address how staff and board will be involved or lacks a clear plan for engagement.</p>

Readiness to Act on CCAT Findings	Describe how you will engage staff, board, and community to implement CCAT results.	20	<p>16-20 Points: The organization presents a robust plan for engaging staff and board members, and local residents, when relevant, to implement CCAT findings, including accountability, resource allocation, and change management strategies.</p> <p>11-15 Points: The organization mentions engaging staff and board, but lacks a clear, actionable plan to activate CCAT findings and organizational change.</p> <p>0-10 Points: The response is unclear or does not demonstrate readiness or a plan for implementation of CCAT results.</p>
Capacity for Sustainability	Describe how the organization will ensure the long-term success of capacity-building efforts.	20	<p>16-20 Points: The organization presents a well-thought-out strategy for sustainability, such as securing funding, integrating learnings into operations, or building partnerships. Clear vision for long-term impact.</p> <p>11-15 Points: The organization mentions sustainability but does not present a detailed or comprehensive plan.</p> <p>0-10 Points: The organization fails to address sustainability or lacks a clear, actionable plan.</p>
Confirm Organization's Commitment	Affirm your organization's commitment to complete the CCAT and integrate its findings.	5	<p>Yes (5 Points): Clear, unequivocal affirmation of the organization's commitment to complete the CCAT and integrate its findings and participate in the peer-to-peer learning convening.</p> <p>No (0 Points): Lack of commitment or any indication that the organization will follow through with the CCAT.</p>
Leadership Commitment	Upload a signed letter from the Board Chair affirming support for CCAT participation and commitment to resource allocation.	15	<p>15 Points: The signed letter clearly affirms the leadership's commitment to the CCAT process, highlighting resource allocation and long-term support and participation in the peer-to-peer learning convening.</p> <p>5-10 Points: The signed letter affirms participation but does not assert a full commitment to the CCAT process.</p> <p>0 Points: No letter submitted, or the letter does not clearly demonstrate leadership commitment.</p>