

**System Coordination
Rubric and Self
Assessment Tool**



Rating Scale

1 = Emerging: Early coordination efforts, mostly siloed.

2 = Developing: Some alignment across systems or shared activities.

3 = Aligned: Regular collaboration and shared learning structures.

4 = Transformative: Fully integrated, justice-centered coordination.

Domain	Choice Point	Decision / Action Options	Equity Lens	Indicators of Strong Coordination	Rating (1–4)	Examples / Notes	Future Actions
Funding Flows & Resource Allocation	How are funds distributed between and across systems and partners?	Maintain siloed funding allocations; Co-invest in shared services; Pool or braid funds toward integrated strategies	Do resource flows prioritize people experiencing systemic	Joint funding proposals, shared service hubs, co-located staff and shared funding			
Governance	Who holds seats at governance tables?	Maintain traditional board and leadership table composition; Expand inclusion to individuals who are experiencing homelessness, frontline workers, community reps and others	Are people most affected by part of governance structures?	Inclusive boards and leadership tables that include joint leadership from both systems, documented shared power practices, transparent decision protocols across systems			
Data & Knowledge Use	How is data used to guide decisions and support system collaboration?	Rely on compliance data; Link or seek to integrate cross-system data for learning; Integrate qualitative, lived-experience data, expand the types of data collected	Are workers' voices and experiences represented in how performance is measured?	Shared dashboards, participatory evaluation, data-sharing agreements			
Performance & Accountability Measures	What outcomes define success? Are they outcomes that both systems value?	Maintain narrow process or performance metrics;	Do metrics value long-term well-being, stability, and job quality?	Common metrics, worker feedback loops, joint evaluation plans			

		Align with expanded measures of success; Include job quality and economic mobility indicators, wellness and other metrics of success for clients					
Organizational Culture & Values Alignment	What values guide collaboration?	Operate under agency mandates; Create joint philosophy statements; Embed shared values into staff job descriptions and development and leadership	Are systems guided by dignity, inclusion, and worker voice?	Cross-agency training, trauma-informed practices, values statements in MOUs			
Workforce & Leadership Development	Who is prepared to lead cross-system change? Do they have the tools and relationships to do so?	Maintain technical focus; Build system leadership and collaborative capacity	Do leaders reflect and represent impacted communities?	Joint leadership cohorts, shared learning sessions, communications mechanisms			