



## **The Upstream Initiative: A Focus on the First 1,000 Days Readiness Criteria**

To ensure that The Collaborative selects representative community applicants that demonstrate indicators of readiness for participation as Design Pilots, the following detailed criteria and scoring rubric has been established to guide the application review and selection process. These criteria and rubric are also intended for use by applicants as they craft their Letter of Interest submissions.

Readiness Criteria are organized into four areas:

- (1) Established Staff, Infrastructure, and Governance;
- (2) Commitment to Equity, Diversity, Inclusion and Belonging;
- (3) Character, Competence, and Communication; and
- (4) Alignment with Established Community Momentum.

Each of these criteria areas includes several subcategories that help to further define the desired qualifications and readiness of applicants. The Scoring Rubric describes content quality with a score from 0 to 4, with 0 indicating that the applicant is not yet prepared and 4 indicating that the applicant is extremely well-prepared.

After the initial review of the LOI submission, the Application Review Committee will select a group of applicants to move forward to a round of Appreciative Site Visits. During these visits, Committee members will meet in-person, virtually, or through a hybrid format to learn more about each applicant's proposal. Applicants will be encouraged to include key partners, community members, and project leaders during their interview. The learnings from these Appreciative Site Visits will inform scoring adjustments before the final selection of Design Pilots.

The goal of this multi-part review process is to ensure that every community has a fair and equal opportunity to participate in the Upstream Initiative. Additionally, the site visits will be an opportunity to begin building relationships between the Oregon Health and Education Collaborative team and help them form a deeper understanding of the prospective community's visions, hopes, and dreams for an improved primary prevention system that better supports families and children within the first 1,000 days of life.

## **CRITERIA 1: ESTABLISHED STAFF, INFRASTRUCTURE, AND GOVERNANCE**

*1.1: The applicant has an established Mission and Vision that aligns with the current opportunity to be part of the preventative and systemic work of the Upstream Initiative. (LOI 1)*

*1.2: The applicant has an established team of staff members with relevant experience and expertise in perinatal services, early learning and care, public health, or related fields, and a clear plan for staffing the project. (LOI 4)*

*1.3: The applicant has established governance structures, such as a board of directors or steering committee, to provide oversight and guidance for the project, and a clear plan for engaging with and reporting to these structures. (LOI 5)*

*1.4: The applicant has a demonstrated ability to convene and engage with diverse stakeholders, and a clear plan for building partnerships and engaging with stakeholders throughout the project. (LOI 3, 5, 7)*

*1.5: The applicant has sufficient time and dedicated staff to effectively lead the project and ensure that all deliverables are met on time and within budget. (LOI 5)*

## **CRITERIA 2: COMMITMENT TO EQUITY, DIVERSITY, INCLUSION AND BELONGING**

*2.1: The applicant has a statement outlining their commitment to Equity, Diversity, Inclusion, and Belonging in their work, and how they plan to promote these values in the development and implementation of the proposed model. (LOI 2)*

*2.2: The applicant has a description of how the proposed model will address the needs and challenges faced by children and families from diverse backgrounds and communities, and how it will promote equity and inclusion. (LOI 2)*

*2.3: The applicant has a plan for engaging with and seeking input from a diverse range of stakeholders, including families, caregivers, community members, and organizations that serve underrepresented populations. (LOI 3)*

*2.4: The applicant has a willingness to collaborate with other organizations and stakeholders that share a commitment to equity, diversity, inclusion, and belonging, and to participate in relevant training and professional development opportunities. (LOI 3, 6)*

### **CRITERIA 3: CHARACTER, COMPETENCE AND COMMUNICATION**

*3.1: The applicant is a formally recognized organization, network, partnership, or coalition with a demonstrated track record of success in the field of early learning and care or a related area, such as public health, social services, or community development. (LOI 1)*

*3.2: The applicant has established relationships with key stakeholders and organizations in the field, including families, caregivers, educators, policymakers, and community leaders. (LOI 6, 8)*

*3.3: The applicant has a clear plan for convening and engaging with these stakeholders to design the blueprint and coordinate other deliverables, including a timeline and milestones for achieving key objectives. (LOI 4, 5)*

### **CRITERIA 4: ALIGNMENT WITH ESTABLISHED COMMUNITY MOMENTUM**

*4.1: The applicant has a statement describing their experience in aligning across multiple strategic frameworks and change initiatives, including examples of successful collaboration and integration. (LOI 8)*

*4.2: The applicant has a statement describing how the proposed model will align with existing strategic frameworks and change initiatives in the field of early childhood education, and how it will contribute to the overall goals of these frameworks and initiatives. (LOI 8)*

*4.3: The applicant has an overview of previous work in collaborating with multiple stakeholders and organizations to achieve common goals, and a demonstration of their ability to navigate complex and diverse systems. (LOI 1, 6)*

*4.4: The applicant has a plan for engaging with and building partnerships with other organizations and stakeholders that share a commitment to improving outcomes for children during the first 1,000 days of life. (LOI 7)*