

## Community Capacity 'Growth' Measures Self-Assessment Tool

Name of Community: \_\_\_\_\_


Group Name: \_\_\_\_\_





Date (DDMMYY): \_\_\_\_\_

This Community Capacity 'Growth' Measures encourages reflection and dialogue amongst community members on their capacity strengths. Communities can use the following 'growth scale' using the image of a growing bean, corn or flower to assess their capacity in the abilities below. For the level of 'growth' that communities assign themselves, they should provide examples of how they have demonstrated the ability to justify the rating. Additional skills and abilities can be added or adapted from the list on the last page.

- ▶ Germination = Has not demonstrated this ability.
- ▶ Growing = Has demonstrated this ability with a great amount of external assistance.
- ▶ Flowering = Has demonstrated this ability with some external assistance.
- ▶ Propagating = Has demonstrated this ability with no external assistance.

The facilitator should place on the ground plants or flowers as per the difference stages of growth shown in the picture below. These can be actual flowers, seeds and plants distributed in the order of 'growth' in order for community members to view and discuss. The facilitator can explain to participants that these represent different growth stages, with the propagation of the plant representing 'high capacity' of a group. The facilitator asks for each capacity below: **"What level of growth would you rate your own group?"** The facilitator can encourage discussion, however group members will need to come to a consensus as to their self-assessment. The tool can be used to monitor how communities in the future to see if their capacity has changed or been strengthened.

|   |  |  |                                 |   |                                   |   |   |  |
|---|--|--|---------------------------------|---|-----------------------------------|---|---|--|
| * Use an actual example of plants or flowers when in the field                                    | Core Group organized with 60% of members most affected by the issue in focus       | Explored the issue in focus & set priorities | Developed a Written Action Plan | Meets regularly without outside support                   | Manages Activities in Action Plan | Monitors Activities (Uses data For decision-making)         | Manages Finances related to collective action | Links to External Resources or Partners      |
| <p>Planting</p>  |  |  |                                 |   |                                   |   |   |  |
| * Use an actual example of plants or flowers when in the field                                    | Has organized Group(s) with involvement of those most interested/affected by issue | Involved in Exploring the Key Program issue  | Developed a Written Action Plan | Meets together to Implement Action Plan w/out NGO support | Manages Program Interventions     | Monitors Program Activities (Uses data For decision-making) | Manages Finances related to Project           | Linkages With External Resources or Partners |

|   |  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|--|
| <p>Germinating</p>         |  |  |  |  |  |  |  |  |
| <p>Growing</p>             |  |  |  |  |  |  |  |  |
| <p>Flowering/Fruiting</p>  |  |  |  |  |  |  |  |  |
| <p>Propagation</p>       |  |  |  |  |  |  |  |  |

**Organize the community for action<sup>1</sup>** - Level of demonstrated ability to:

- A spirit of cooperation among community core group members
- Community core group (NHC/CBOs) well organized, for example, does it:
  - have a Chairperson, Vice-Chair, Secretary, Treasurer
  - meet on its own regularly
  - make decisions openly and with equal vote of its members
  - have written minutes of their meetings
  - know their roles and responsibilities
  - shared vision and goal
  - know when they will re-elect their Chairs, etc.,
- Members include those most affected and interested in the issue
- Members regularly sharing experience, ideas, and lessons learned
- Good communication between the members
- Members participate equally in group activities
- Members participate in group decision-making
- Group eliciting community and sector perspectives about Core Program issues
- Group continues to represent the perspectives of diverse members of the community (e.g., gender, age, class, ethnicity, socioeconomic status)
- Group engage in strategic planning, and has a community action plan
- Group leadership facilitates coordination and action
- Group regularly evaluates its activities to determine lessons learned
- Group achieving its short-term objectives
- Group raised awareness of Core Program issue(s)?
- Group succeed in carrying out its activities in its community action plan
- Group influenced decision-makers and/or policies?
- Diverse organizations /sectors involved in promoting Core Program issue(s)
- Group successful in mobilizing resources for core program issue (inside the community or outside)
- Group recognized by others outside of the group

**Explore the Core Program Issue and Set Priorities** Level of demonstrated ability to:

- Openly discuss the issue with others in a public forum;

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<sup>1</sup> Adapted from *Igniting Change: Capacity-Building Tools for Safe Motherhood Alliances*, 2004, pp. 63-65.

- Gather information about the Core Program issue(s) using a variety of participatory methods
- Analyze information that has been gathered on the Core Program issue(s).
- Set priorities based on consensus

**Plan Together** Level of demonstrated ability to:

- Use existing and new information as a basis for decision-making and planning
- Develop desired results/objectives related to the Core Program(s) focus.
- Determine who needs to be involved in planning.
- Identify existing and needed resources.
- Identify potential barriers or challenges to achieving desired results.
- Identify various strategies to achieve desired results.
- Establish coordination mechanisms.
- Assign and accept responsibility for planned actions.
- Identify indicators of success.
- Identify areas of weakness in community capacity and strategies to strengthen

**Act Together** Level of demonstrated ability to:

- Leverage resources
- Manage resources.
- Carry out action plans.
- Implement effective technical interventions.
- Advocate for policy changes.
- Monitor progress.
- Identify when planned activities or strategies are not leading toward desired results and develop alternative strategies.
- Access relevant information on “best practices”, technical recommendations
- Coordinate, collaborate with other institutions or groups on the issue
- Share information with others.

**Evaluate Together** - Level of demonstrated ability to:

- Identify the purpose of the evaluation and key questions to address through the evaluation.
- Establish an evaluation team that is representative of stakeholders.
- Determine evaluation indicators.
- Develop an evaluation plan.
- Conduct and evaluation.
- Analyze results.
- Generate recommendations and lessons learned.

- Document and disseminate results.
- Use results for the next community action cycle.