

ACT Learning Series: Align

Session 1: April 30, 2025



COLORADO
Department of Public
Health & Environment



Agenda



Share your name, organization,
& 3-word bio in the chat.



- Welcome & Introductions
- Overview of HDCGP Evaluation



- ACT Learning Series – What and Why?
- Align Phase
 - Impact Mapping + Program Model
 - Activity



- Next Steps
- Coaching Sign Up & Closing



We **bring data to life** with cutting edge, simplified, actionable tools and practices to people working for social good, giving them the Mindset, tool set, and skillset they need **to catalyze change** for those they serve.



Meet the ResultsLab Team



Kenzie Strong
VP, QUALITY +
INNOVATION



Valencia Wilson
SENIOR IMPACT CONSULTANT



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Laurelin Haas
IMPACT CONSULTANT

Meet HDCGP A35 Grant Partners



Our community. Our health.

PROJECT
PROTECT
FOOD
SYSTEMS
WORKERS



DENVER HEALTH™

est. 1860

FOR LIFE'S JOURNEY



HDCGP Evaluation Overview

ALIGN

Your Grantee-Led Evaluation

What is a Grantee-Led Evaluation?

CDPHE wants to understand how and what worked to create change through the HDCGP. The Grantee-Led Evaluation serves as an important data source for CDPHE to evaluate change.

How is this done?

- You will **identify** your focus population, core activities, and key outcomes, **create a plan** on how you will capture your insights.
- **You will capture and share** your learnings with CDPHE using a reporting framework.
- You will **engage in reporting** throughout the life of the grant, culminating in a final report at the end of your engagement.

CDPHE Evaluation Questions

WHO (Priority Populations) WE ENGAGE

Who did HDCGP reach/serve?

WHAT WE DO

What did HDCGP grantees do to promote change? What challenges did they face? What did they learn?

WHAT WE ACHIEVE

What policy and system changes related to SDoH, health equity, and health outcomes have grantees achieved?

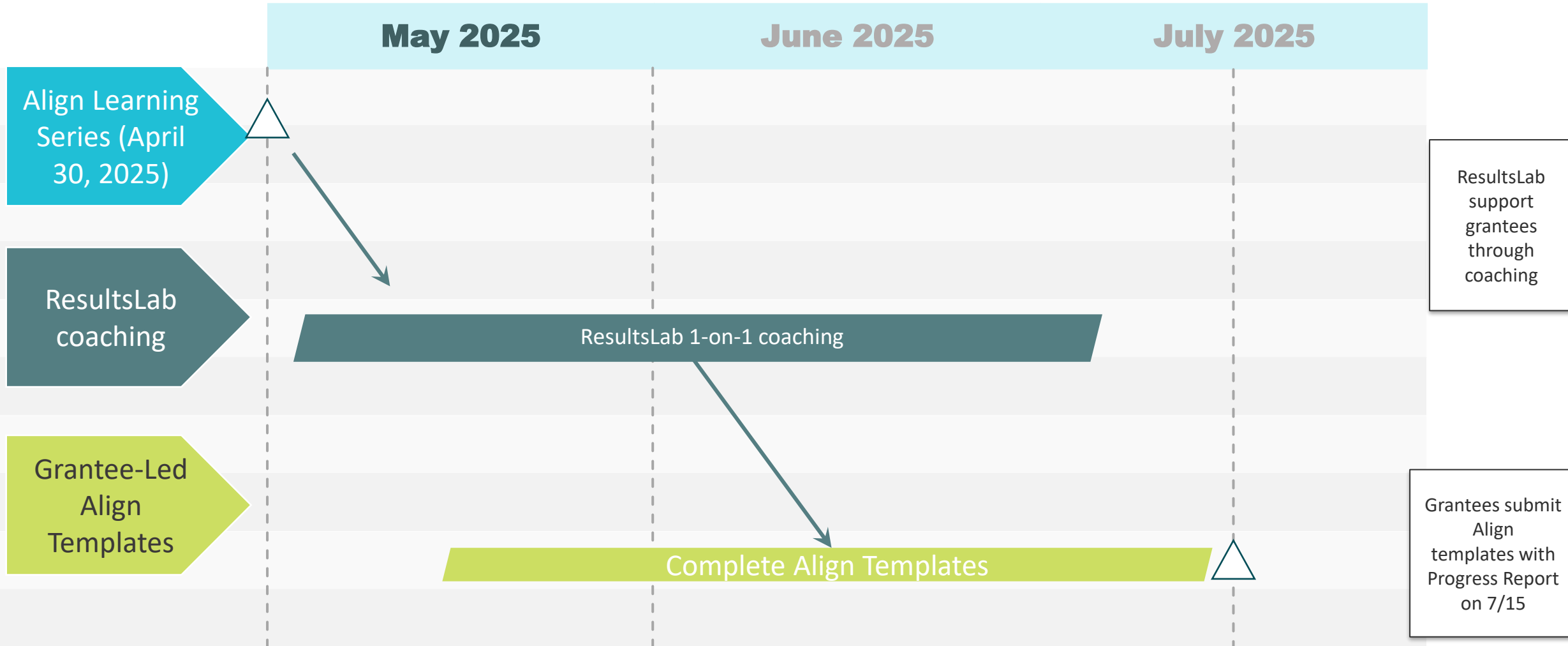
What improvements in SDoH, health equity, and health outcomes have grantees achieved?

WHO (Partnerships) WE ENGAGE

Whose capacities did HDCGP build? What new partnerships emerged?

How have grantees used foundational strategies and activities to drive policy and system changes?

Align Technical Assistance & Evaluation Timeline



ACT Learning Series

ACT Cycle: Align Phase



Key Components

- Impact Mapping
- Program Model

Your Impact Mapping + Program Model will answer 5 key questions



With whom/what are we trying to make a change?

Who are your priority populations? Who are your partners?



What will we do to bring about change?

What are the core activities that clients receive / experience?



How do you do it?

What is consistent across your work?



How often and how much will you do it?

What is the frequency and dosage of your work?



What changes are we striving to create?

In what ways do your priority populations benefit?

Building Your Impact Mapping Template



IMPACT MAPPING					
Who: Partners Select all the partner categories you will engage with during your project.	Organizational Level <input type="checkbox"/> Academic Organizations: _____ <input type="checkbox"/> Faith-based organizations: _____ <input type="checkbox"/> Foundations: _____ <input type="checkbox"/> Governmental organizations: _____ <input type="checkbox"/> Non-profit organizations: _____ <input type="checkbox"/> Private organizations: _____		Who: Priority Populations Select all the priority population categories you will reach during your project.	<input type="checkbox"/> African American/Black: _____ <input type="checkbox"/> Asian: _____ <input type="checkbox"/> Native Hawaiian or Other Pacific Islander: _____ <input type="checkbox"/> American Indian or Alaska Native: _____ <input type="checkbox"/> Hispanic or Latin(o)(a)(x)(e): _____ <input type="checkbox"/> Older adults: _____ <input type="checkbox"/> Lesbian, gay, bisexual, transgender, queer or questioning: _____ <input type="checkbox"/> People with disabilities: _____ <input type="checkbox"/> People with low socioeconomic status: _____ <input type="checkbox"/> People who live in rural and/or geographically isolated communities: _____	
	Individual Level <input type="checkbox"/> Elected Officials, City Council Members, Local Policy Makers: _____ <input type="checkbox"/> Community Members and Leaders: _____ <input type="checkbox"/> Non-Elected Local or State Government Employees: _____ <input type="checkbox"/> Public service providers: _____ <input type="checkbox"/> Other: _____				
Activities What activities will we perform to produce services, products, or resources to promote change? Use the Activity categories in the Definitions Table to group like activities in a single row.	Change What changes will we achieve? Will they be short-term (ST), medium-term (MT) or long-term (LT)? How will those changes impact a specific SDoH domain?				
	Community Engagement	Capacity Building	Policy & Systems Change Refer to the Definitions Table for categories	Social Determinants of Health Refer to the Definitions Table for domains	Health Outcomes and Health Equity Refer to the Definitions Table for categories

Impact Mapping: Who

The Align templates have a Definitions Table that will help you get clarity on terms!

- First, you'll think about 'Who' your project is serving:
 - Which partners will you collaborate with?
 - Which priority populations will you reach?
- Check the box next to each relevant category and elaborate when possible

IMPACT MAPPING		
Who: Partners Select all the partner categories you will engage with during your project.	Organizational Level <ul style="list-style-type: none"><input type="checkbox"/> Academic Organizations: _____<input type="checkbox"/> Faith-based organizations: _____<input type="checkbox"/> Foundations: _____<input type="checkbox"/> Governmental organizations: _____<input type="checkbox"/> Non-profit organizations: _____<input type="checkbox"/> Private organizations: _____	Who: Priority Populations Select all the priority population categories you will reach during your project. <ul style="list-style-type: none"><input type="checkbox"/> African American/Black: _____<input type="checkbox"/> Asian: _____<input type="checkbox"/> Native Hawaiian or Other Pacific Islander: _____<input type="checkbox"/> American Indian or Alaska Native: _____<input type="checkbox"/> Hispanic or Latin(o)(a)(x)(e): _____<input type="checkbox"/> Older adults: _____<input type="checkbox"/> Lesbian, gay, bisexual, transgender, queer or questioning: _____<input type="checkbox"/> People with disabilities: _____<input type="checkbox"/> People with low socioeconomic status: _____<input type="checkbox"/> People who live in rural and/or geographically isolated communities: _____
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Impact Mapping: Activities

- Next, you'll define the activities you'll perform.
 - Use the 'Activity' categories in the definitions table to help you group like activities
 - **Examples include:** Conducting needs assessments, research or evaluation; raising awareness and informing stakeholders; providing training and professional development
- Each distinct activity should have its own row

Activities
<i>What activities will we perform to produce services, products, or resources to promote change?</i> Use the Activity categories in the Definitions Table to group like activities in a single row.

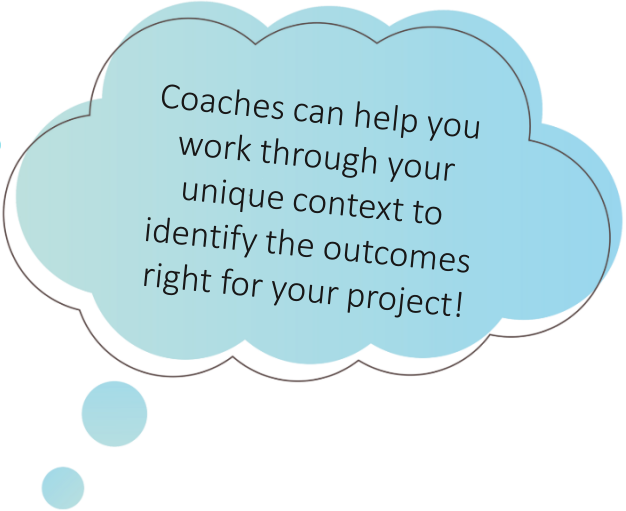
Consider: What are the 3-5 main activities that you will perform during your project?

Impact Mapping: Change

- For each activity, you will briefly describe the types of changes you want to achieve using the categories below
 - Share a brief description of the change you want to achieve
 - Indicate whether the change will be short-term (ST), medium-term (MT), or long-term (LT)

Change <i>What changes will we achieve? Will they be short-term (ST), medium-term (MT) or long-term (LT)?</i> <i>How will those changes impact a specific SDoH domain?</i>				
Community Engagement	Capacity Building	Policy & Systems Change Refer to the Definitions Table for categories	Social Determinants of Health Refer to the Definitions Table for domains	Health Outcomes and Health Equity Refer to the Definitions Table for categories

Impact Mapping: Policy and Systems



Coaches can help you work through your unique context to identify the outcomes right for your project!

- There are three levels of policy and systems changes: Transformative, Relational, and Structural

Transformative

Changes to underlying beliefs, assumptions, and mental models

- **Mental Models:** Habits of thought, deeply held beliefs, assumptions, and taken-for-granted ways of operating

Relational

Shifts in connections and power dynamics

- **Relationships and Connections:** Connections and communication between actors
- **Power Dynamics:** Distribution of decision-making power, authority, and influence

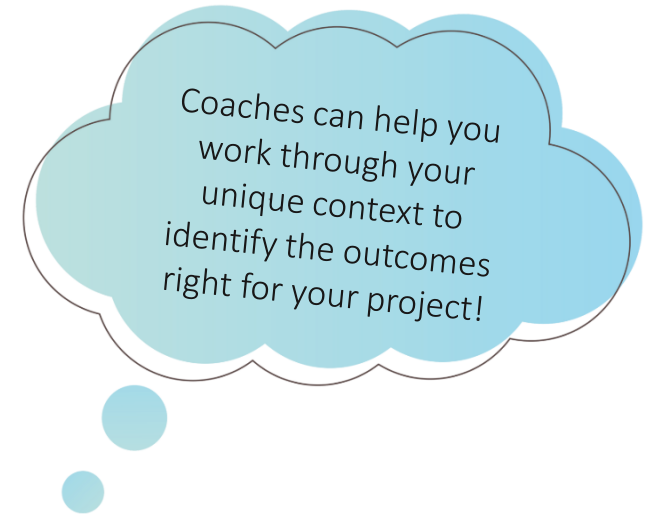
Structural

Changes to policies, practices, resource flows

- **Policies:** Rules, regulations, priorities
- **Practices:** Activities, procedures, guidelines, informal habits
- **Resource Flows:** How assets are allocated and distributed

Impact Mapping: SDoH + Health

- There are important considerations for SDoH, Health Outcomes and Health Equity Outcomes:



Social Determinants of Health Domains

- Economic Stability (ES)
- Education Access and Quality (EAQ)
- Health Care Access and Quality (HCAQ)
- Neighborhood and Built Environment (NBE)
- Social and Community Context (SCC)

Health Outcomes and Health Equity Outcomes

- Must be able to be measured by:
 - Rates or morbidity incidence or prevalence
 - Mortality rates
 - Disease-specific survival rates
 - Disease-condition specific complications rates
 - Presence of modifiable disease-condition specific biological risk factors



IMPACT MAPPING

Who: Partners

Select all the partner categories you will engage with during your project.

Organizational Level

- ☒ Academic Organizations: University of Colorado
- ☐ Faith-based organizations: _____
- ☐ Foundations: _____
- ☐ Governmental organizations: _____
- ☐ Non-profit organizations: _____
- ☐ Private organizations: _____

Individual Level

- ☐ Elected Officials, City Council Members, Local Policy Makers: _____
- ☐ Community Members and Leaders: _____
- ☐ Non-Elected Local or State Government Employees: _____
- ☐ Public service providers: _____
- ☐ Other: _____

Who: Priority Populations

Select all the priority population categories you will reach during your project.

- ☐ African American/Black: _____
- ☐ Asian: _____
- ☐ Native Hawaiian or Other Pacific Islander: _____
- ☐ American Indian or Alaska Native: _____
- ☐ Hispanic or Latin(o)(a)(x)(e): _____
- ☐ Older adults: _____
- ☐ Lesbian, gay, bisexual, transgender, queer or questioning: _____
- ☐ People with disabilities: _____
- ☒ People with low socioeconomic status: Housing insecure community members
- ☐ People who live in rural and/or geographically isolated communities: _____

Activities

What activities will we perform to produce services, products, or resources to promote change?

Use the Activity categories in the [Definitions Table](#) to group like activities in a single row.

Change

*What changes will we achieve? Will they be short-term (ST), medium-term (MT) or long-term (LT)?
How will those changes impact a specific SDoH domain?*

Community Engagement

Capacity Building

Policy & Systems Change
Refer to the [Definitions Table](#) for categories

Social Determinants of Health
Refer to the [Definitions Table](#) for domains

Health Outcomes and Health Equity
Refer to the [Definitions Table](#) for categories

Designing a New Policy Approach – Work collaboratively with a citizen advisory group to create model legislation for affordable housing

Develop community consensus on the approach for affordable housing - ST

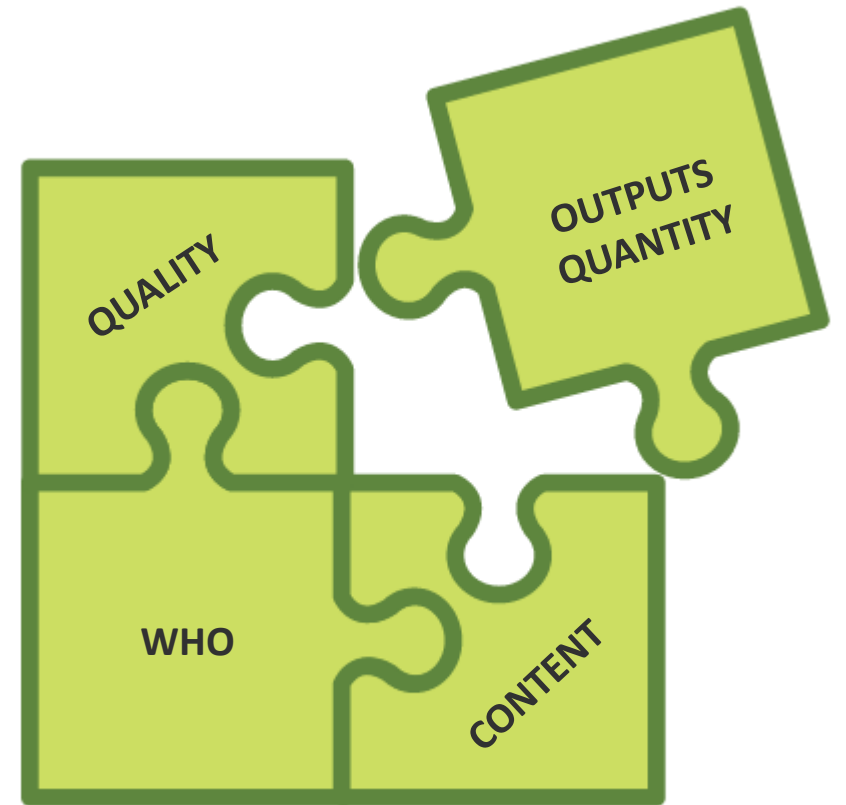
Structural Changes: A new model legislation for affordable housing is adopted by local government - MT

The housing support system in our county is accessible to those who need it most (NBE) - LT

Building your Program Model

Program Models

- Define what your services or interventions should look like and what makes them high quality
- Articulate core activities/services/components with detailed descriptions of:
 - **Who** – who will be directly reached
 - **Content** – how you'll perform these activities
 - **Quality** – what is the intended quality of these activities
 - **Outputs Quantity** – what will be the outputs of your activities (dosage & duration)
 - **Changes** – what are your short- and mid-term outcomes?





Activities

(From Impact Mapping)

What activities will you perform to produce outputs (services, products, or resources) to promote change?

Who

Who will be directly reached in these activities?

Content

How will you perform these activities?

Quality

What is the intended quality of your activities?

Outputs Quantity

What will be the outputs of your activities (dosage & duration)?

Refer to the [Definitions Table](#)
for categories

Changes

(From Impact Mapping)
What are your short and medium-term outcomes for your activities?

Detailing Your Components: Who

Who will be directly reached in these activities?

Who details the specifics of who will be directly reached (i.e., through *participation* or *inclusion*) for an activity.

Who <i>Who will be directly reached in these activities?</i>

Example: Community Education Event for Youth

- Who:** Students aged 15-18 from Aurora Public Schools enrolled in Health Edu, max of 100 students

Detailing Your Components: Content

How will you perform these activities?

Content includes the *information, service, infrastructure, support, or knowledge* your program offers or delivers.

Content
How will you perform these activities?

Activities:

- Implementing a new program, service, or policy initiative: **Mobile Health Clinic**

Detail:

- **Mobile Health Clinic:**
 - Comprehensive health screenings and consultations
 - Prescription assistance, immunizations, and referrals
 - Fully equipped mobile van with on-board medical supplies
 - Bilingual medical staff and transportation support
 - Evidence-based health education and care coordination

Detailing Your Components: Quality

What's the intended quality of your activities?

Quality refers to characteristics about your activity, such as being culturally responsive, trauma-informed, evidence-based, or other similar descriptors.

Quality
*What is the intended
quality of your
activities?*

Example: **Case Management (CM) Services**

- **Quality of service:** Trauma-informed; culturally relevant, radical acceptance
- **Quality of teams:** lived experience; trained in XYZ model

Detailing Your Components: Outputs Quantity

What will be the outputs of your activities (dosage & duration)?

The Align templates have a Definitions Table that will help you identify output categories!

Dosage – how much and how often the activity will be delivered.

Duration – the **length of time** for which the activity occurs or is delivered

Outputs Quantity
What will be the outputs of your activities (dosage & duration)? Refer to the Definitions Table for categories

Example: Community and Peer Healthcare Supports

- **Dosage:** # monthly group sessions with participants (direct client services)
- **Duration:** Offered from Jan. to Dec., year-round for a total of # sessions (direct client services)

Detailing Your Components: Changes

What are your short and medium-term outcomes for your activities?

Outcomes are the immediate and intermediate measurable results of a nonprofit's programs or services. They are the direct consequences of the organization's activities.

Changes (From Impact Mapping) <i>What are your short and medium-term outcomes for your activities?</i>

Activity: Mobile Health Clinic

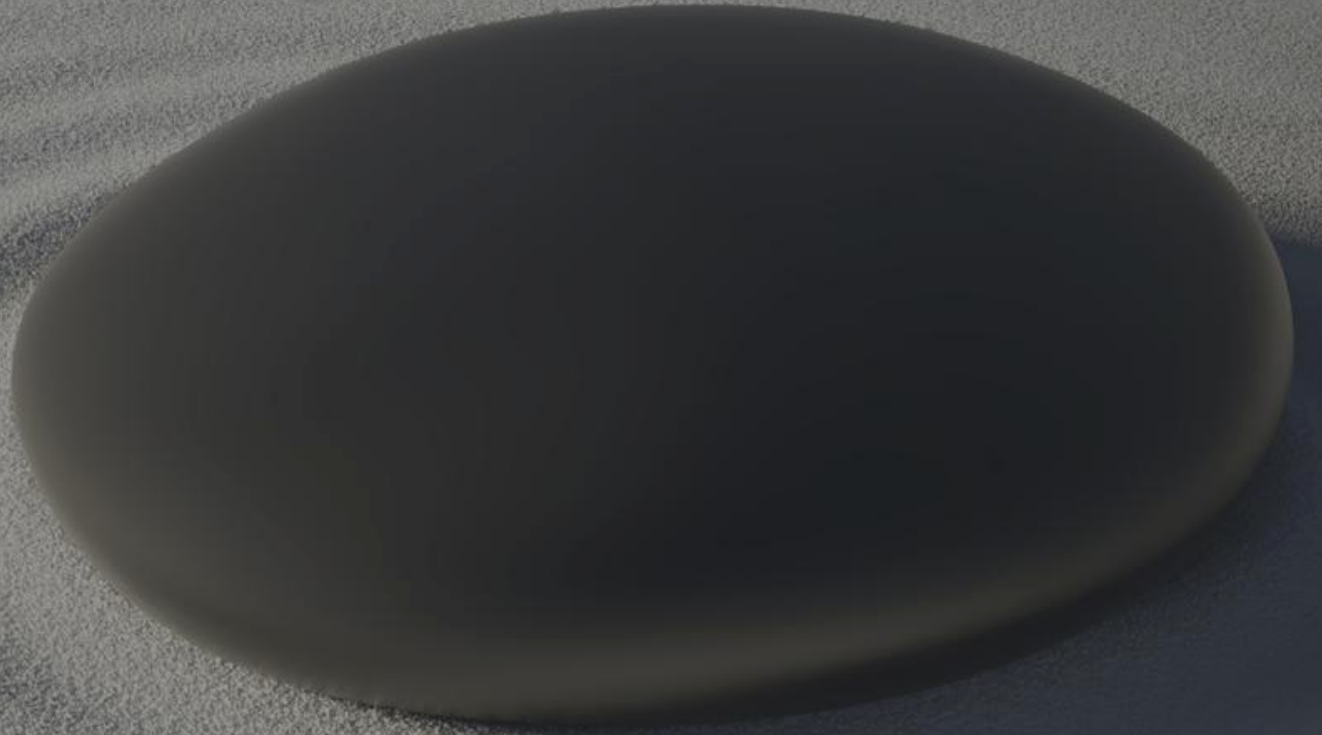
Outcomes:

- Impact Mapping Template:
 - SDoH: Improve access to vaccinations in rural areas (HCAQ) – MT
- Program Model Template:
 - SDoH: Improve access to flu and COVID-19 vaccinations in Huerfano and Pueblo counties within 5 years (HCAQ) – MT



PROGRAM MODEL					
Activities (From Impact Mapping) <i>What activities will you perform to produce outputs (services, products, or resources) to promote change?</i>	Who <i>Who will be directly reached in these activities?</i>	Content <i>How will you perform these activities?</i>	Quality <i>What is the intended quality of your activities?</i>	Outputs Quantity <i>What will be the outputs of your activities (dosage & duration)?</i> Refer to the Definitions Table for categories	Changes (From Impact Mapping) <i>What are your short and medium-term outcomes for your activities?</i>
Designing a New Policy Approach – Work collaboratively with a citizen advisory group to create model legislation for affordable housing	10 members of the citizen advisory group representing diverse stakeholder groups	2-day co-design workshop facilitated by University of Colorado faculty	K.A. McKercher’s <i>Beyond Sticky Notes</i> co-design approach	1 2-day co-design workshop (8 hours per day)	Develop community consensus on the approach for affordable housing - ST

Break



Practicing Your Align Templates

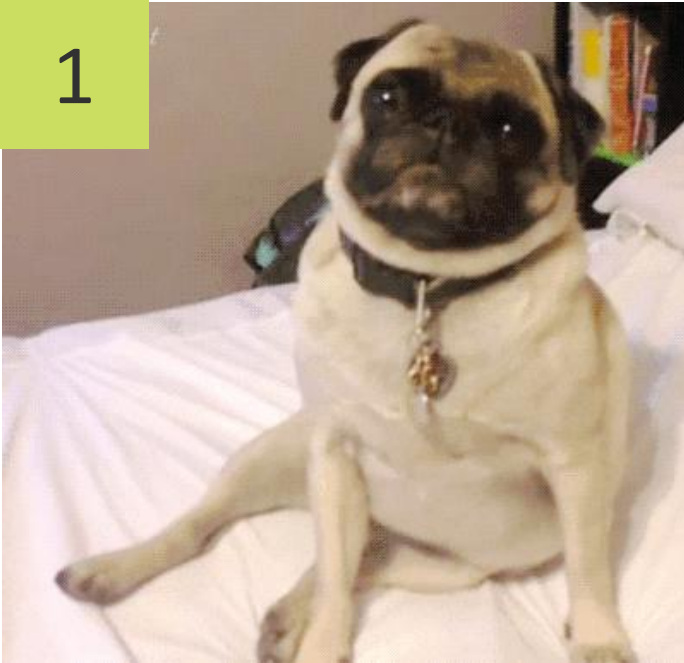
Breakout Rooms with Coaches

- In your breakout rooms with coaches, select a volunteer from the group.
 - In the **Impact Mapping template**, complete a single activity row using the volunteer's project as an example.
- Then, select a new volunteer from the group.
 - In the **Program Model template**, complete a single activity row using the volunteer's project as an example.
- Discuss any questions you have & review resources (i.e. Definitions Table).



Reflection & Closing

1



2



3



4



WHAT PICTURE BEST
REFLECTS your
understanding of....

the Impact Mapping
Template & Program
Model Template

Put your #s
into the chat.

Custom 1-on-1 Coaching

Support for your Align templates!

- You've been opted in to 1-on-1 custom coaching!
- Coaching support for the Align phase includes:
 - Collaboratively completing your Impact Mapping template & Program Model template
 - Thought partnership and guidance as you define your outcomes, particularly policy and systems changes, SDoH changes, and health/health equity changes



You'll hear from us soon! An email will be sent out by coaches to begin your coaching sessions. You will use their Calendly link to find a time that works for you.



Want to opt out of coaching? While we strongly recommend coaching, it is optional. To opt out, please respond to the follow up email you will receive indicating your preference.

Next Steps

- You will receive invites for the next two (2) ACT Learning Series sessions from Laurelin Haas.
- You will receive an email that includes:
 - Resources from today's session
 - Your Impact Collective login for access to materials and grantee-led evaluation plan templates
 - Next steps for scheduling your first coaching session
- **[May - June]:** You will create your Impact Mapping + Program Model, in collaboration with your coaches.
- You will attach your drafted Impact Mapping + Program Model in your first HDCGP progress report on **July 15, 2025**.
- At the end of the Align phase, we will ask you to submit a milestone survey to gather feedback on your experience.
- We'll see you at the conference! (May 15-16)
 - Open office hours
 - Evaluation-focused sessions
 - Learn from other grantees

Questions?



Thank you! Reach out anytime

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