

Ujamaa Place

Theory of Transformation – Evaluation Framework

Ultimate outcomes

Participant outcomes produced as a result of the Ujamaa Place experience

Stable housing situation

- · Housed (not homeless)**
- Manage payment for housing

Increase educational attainment

- Acquire GED**
- Acquire post-secondary degree**
- Acquire vocational training certification**

Secure and retain a job

- Placed at a job, earning at least minimum wage**
- Prepared to pursue training needed to secure a living wage job

Connect to family and children

- Healthy engagement in the lives of family and children
- · Financially support family and children
- · Maintain healthy boundaries and interpersonal relationships

Eliminate contact with penal system

- Reduce recidivism and criminal activity**
- Parole compliance
- Decrease involvement in gangs
- Practice and apply healthy coping methods in place of "survival" methods

** Indicates a return-on-investment (ROI) outcome measure.

Program elements that lead to participant success

Interacting determinants of self-transformation

Academic and employment skill development

(Getting ahead of the daily struggles)

daily struggles)

Climbing the educational ladder

- TABE test
- Aztec
- GED classes
- Individualized tutoring

Building employment skills (How to be successful in a job)

- Professionalism
- Teamwork perspective
- Quality communication
- Planning and time management
- Accepts supervision
- Problem solving and critical thinking
- Financial and computer literacy
- Internship experience

Volunteering in the community

- Connect and contribute to community life
- Utilize interpersonal skills
- Sense of responsibility

Cultivating life skills Life skills Self actualization development (Overcoming the

- Mainstream systems
- navigation
- Etiquette and manners
- Health consciousness
- · Financial management

Building emotion management and relationship skills

- Individual talk therapy using a cognitive behavioral therapy (CBT) approach
- · Coping skills and emotional intelligence classes
- · Group music therapy
- Club Dad a group for fathers defining black manhood and fatherhood
- · Chemical and mental health assessment and treatment plans

Fulfilling basic needs

- Transportation
- Daily meals on-site
- Clothing
- Access to needed health care services
- Partnerships with other agencies
- A comfortable, safe place to socialize

Establishing a home

- Transitional housing
- Renter responsibilities
- · Long-term housing

Foundational elements

Thematic threads integrated throughout every aspect of the Ujamaa Place experience

Empowerment and spirituality

- Cognitive restructuring
- · Getting men to think differently about themselves
- Believing in the capabilities of oneself
- Spiritual development

African American culture

- Value black ways of knowing and worldviews
- Staff demographics reflect the population of men served

High-context coaching

- · One-on-one, meaningful relationship with another man
- · All Uiamaa Place staff. volunteers, and board as "coach"
- Individualized development plan with success defined by participant

Community of men

- · Environment of grace and inclusion
- Support system
- Offers a sense of belonging and
- Relate to men who have comparable life experiences
- Peer guides and elders

Person-centered approach

- Moving as guickly (or slowly) as men want to toward accomplishing their goals
- Assessment and self-reflection about men's strengths and
- Ongoing support in times of progress and regression

The table below lists each Ujamaa Place ultimate outcome, how those ultimate outcomes are assessed (outcome measures) and additional data that provide context regarding the "Ujamaa experience" that Ujamaa men have while at Ujamaa Place (context measures). For instance, when measuring to what degree an Ujamaa man achieved a stable housing situation, in addition to assessing his housing status, it will be informative to learn how long he has been at Ujamaa Place, which housing-related services he received, and a number of other "context measures." Doing this type of analysis at the aggregate level (i.e., for groups of guys that share meaningful characteristics) will give insight into the ways in which programming is most useful for achieving Ujamaa men's goals.

Ultimate outcome	Outcome measures • Housing status (pre/post; from housing status assessment) • Manage payment for housing (pre/post; from housing status assessment)	Context measures	
Stable housing situation		 Duration in Ujamaa Place Program enrollments Duration in housing program Total number of housing services received Total number of services received (across all programs) 	 Type of housing services received Bed Bridging services Completed financial management class Financial literacy class attendance Completed Rentwise curriculum Move-in assistance Tenant training U-haul rental
Increase educational attainment	 Education status (pre/post; from education status assessment) Education track (pre/post; from education program track assessment) 	 Duration in Ujamaa Place Program enrollments Duration in education program Education track Total number of education services received Total number of services received (across all programs) 	 Type of education services received Academics Aztec modules Pre-GED test Tutoring

Ultimate outcome	Outcome measures	Context measures	
Secure and retain a job	 Employment status (pre/post; from employment status assessment) Hourly wage (pre/post; from work history/employer form) 	 Duration in Ujamaa Place Program enrollments Duration in employment program Total number of employment services received Total number of services received (across all programs) 	 Type of employment services received Career development Completed customer service training Cover letter Interview Job application Mock interview(s) completed Reference letter Resume Transportation Work clothing
Connect to family and children	 Readiness to pursue goals related to family and children (pre/post; from family connections assessment) Financially support children and family (pre/post; from family connections assessment) Frequency of engagement with children and family (pre/post; from family connections assessment) Qualitative assessment of engagement with children and family (pre/post; from family connection individual development plan) 	 Duration in Ujamaa Place Program enrollments Total number of family connections services received Total number of services received (across all programs) 	 Type of family connections services received Life skills class attendance Child support established Club Dad attendance Community of men group Mediation with child's mother Individual therapy attendance Music therapy group attendance Coping skills and emotional intelligence class attendance
Eliminate contact with the penal system	 Violations or new charges (pre: criminal history form/post: violations and new charges form) 	 Duration in Ujamaa Place Program enrollments Total number of criminal justice services received Total number of services received (across all programs) 	 Type of criminal justice services received Completed probation/parole Connected to legal advocacy services Court hearing Driver's license renewal Expungement services Meeting with PO Motion filed