Ujamaa Place Theory of Transformation™ - Evaluation Framework

Ultimate outcomes
Participant outcomes produced as a result of the Ujamaa Place experience

- Stable housing situation
  - House (not homeless)*
  - Manage payment for housing
  - Pay household bills
- Increase educational attainment
  - Acquire GED**
  - Pursue post-secondary education options**
- 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
  - Entrepreneurial track
- Connect to family and children
  - Pay child support or arrears**
  - Financially support family structure
  - Healthy engagement in the life of children and family
- Eliminate contact with penal system
  - Reduce recidivism and criminal activity**
  - Parole compliance
  - Decrease involvement in gangs

** 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)
- Life skills development (Overcoming the daily struggles)

Climbing the educational ladder
- TABE test
- Astea
- GED classes
- Individualized tutoring

Building employment skills (How to be successful in a job)
- Professionalism
- Teamwork perspective
- Quality communication
- Planning and time management

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

Establishing a home
- Transitional housing
- Renter responsibilities
- Long Term housing

Defining connection to family and children
- Managing healthy relationships
- Engaging in children's lives
- Defining black manhood and fatherhood

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

Defining American culture
- Value black ways of knowing and worldview
- Staff demographics reflect the population of men served

High-context coaching
- One-on-one, meaningful relationship with another man
- All Ujamaa Place staff, volunteers, and board as "coach"

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

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

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