

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

- 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)

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

Life skills development (Overcoming the daily struggles)

Cultivating life skills

- Self actualization
- 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 Ujamaa 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 quickly (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