



# Theory of Change and Evaluation Framework

**Bridges to Brighter Futures** is a funding initiative based in Chicago.

Bridges to Brighter Futures aims to bridge the gap between Black, Latinx, and low-income postsecondary students and good jobs that offer long-term economic security, by providing grants to organizations that address the challenges students are facing.

Funded through the Searle Funds at The Chicago Community Trust, Bridges to Brighter Futures is a collaboration between Kinship Foundation and The Chicago Community Trust.

To learn more, please visit [bridgestobrighterfutures.org](https://bridgestobrighterfutures.org)

# Theory of Change

Strategies	Investments	Goals
<p><b>Institutional Equity</b></p>	<p><i>Expand institutional solutions for greater equity and access to economically valuable certifications and degrees</i></p>	<p>Increase organization capacity to create equitable outcomes for students</p>
		<p>Strengthen collaboration among stakeholders</p>
<p><b>Student Supports</b></p>	<p><i>Strengthen programs that provide academic, personal, and financial supports for students working toward valuable certifications and degrees</i></p>	<p>Increase organization capacity to create equitable outcomes for students</p>
		<p>Increase self-sufficiency, agency, and confidence of postsecondary education participants/students</p>
		<p>Strengthen collaboration among stakeholders</p>
<p><b>Cross Sector Collaboration</b></p>	<p><i>Drive innovation and collaboration to improve student access and success on valuable career pathways</i></p>	<p>Increase investment (by employers, other funders, policymakers) in education and workforce development efforts with an equity focus</p>
		<p>Increase contribution to the field of knowledge on affordable, equitable postsecondary pathways to good jobs</p>

# Reporting Framework

	Outcomes	Outcome Definitions	Measures of Progress
Institutional Equity	Increase Capacity for Equitable Outcomes	Increased organization capacity to create equitable outcomes for students	Increased faculty/staff who are knowledgeable about practices that drive equitable outcomes for students
			Increased faculty/staff applying equity practices to learning environments for students
			Increased use of student input/feedback to improve programming
	Strengthen Partnerships	Strengthened collaboration among stakeholders	Developed new priorities and/or goals with other institutions
			Increased funding received from other sources to scale or sustain effort
Strengthened partnerships between two and four-year institutions to support transfer and completion			
Strengthened partnerships between two and four-year institutions to limit student debt			
Student Supports	Increase Capacity for Equitable Outcomes	Increase organization capacity to create equitable outcomes for students	Increased completion of certifications and degrees
			Increased retention and promotion in good jobs
			Maintained or increased the # of participants securing \$25+/hr or \$50K/year jobs
			Maintained or increased the # of participants completing 9+ credit hours per semester
	Increase Access to Postsecondary Supports	Increase self-sufficiency, agency, and confidence of postsecondary education participants/students	Increased access to supports for basic needs, including mental health services
			Increased financial health for participants (changes in personal financial well being)
	Strengthen Partnerships	Strengthened collaboration among stakeholders	Increased funding received from other sources to scale or sustain effort
Strengthened shared priorities and/or goals with other institutions			
Cross Sector Collaboration	Increase Investment	Increased investment (by employers, other funders, policymakers) in education and workforce development efforts with an equity focus	Changed actions or practices as a result of grant
			Changed institutional practices, policies or procedures as a result of grant
	Build Knowledge and Narrative	Increased contribution to the field of knowledge on affordable, equitable postsecondary pathways to good jobs	Changes in events/convenings hosted/participated
Changes in content developed during grant period (reports, articles or publications)			
Changed narrative/framing of affordable postsecondary education			