

# COE Impact Pathway Theory of Change

## Our Vision

Thriving communities where all residents experience improved quality of life through sustained, systems-level change.

## The Challenge

Many communities face complex, interconnected challenges—like poverty, poor health outcomes, inequitable education, and housing instability. These issues span sectors, yet efforts to solve them are often siloed, short-term, or reactive.

## Our Approach

We help communities transform by guiding cross-sector teams through a milestone-based journey rooted in:

- Systems thinking
- Collaborative leadership
- Data alignment and shared measurement
- Resident Voice
- Process improvement
- Continuous learning

## Key Strategies

1. Build a strong team foundation
2. Develop a deep understanding of the current state
3. Create a community strategic plan
4. Act, learn, and adapt
5. Sustain, celebrate, and spread results

## Activities

- Virtual milestone-based programming with expert facilitation and peer exchange
- Use of the COE Common Community Scorecard
- Coaching support for applying frameworks and solving challenges
- Tools, templates, and examples from leading communities
- Access to a national learning network and alumni community
- Participation in national recognition and storytelling platforms

### Short Term Outcomes

- Clear team structure and governance
- Shared purpose and cross-sector buy-in
- Community-specific baseline data
- Strategic goals and coordinated action plans

### Intermediate Outcomes

- Implementation of aligned strategies
- Improved collaboration across organizations and sectors
- Equitable resident engagement
- Measurable early progress on community goals

### Long-Term Outcomes

- Sustained, systems-level improvements in quality of life aspects
- Strengthened community resilience and civic infrastructure
- A culture of continuous improvement and shared accountability
- Replication and scale of what works