

THE COLLECTIVE IMPACT FRAMEWORK CHECKLIST

Building alignment across organizations isn't easy. This checklist helps you and your partners assess where you stand on the path from collaboration to collective impact, clarifying what's working, where alignment is needed, and how to create measurable, lasting change together.

By The OASIS Group LLC



INTRODUCTION

Many partnerships collaborate, but few achieve actual collective impact. Despite good intentions, cross-sector efforts often stall when goals aren't fully aligned, data remains siloed, and partners operate independently rather than interdependently. The result is activity without momentum or coordination, and without measurable systems change.

The Collective Impact Framework provides a structured approach to overcoming these challenges by uniting diverse organizations around a common agenda, shared measurement, mutually reinforcing activities, continuous communication, and backbone support that sustains progress over time.

What is Collective Impact?

The concept of Collective Impact was first introduced by John Kania and Mark Kramer of FSG, a global social impact consulting firm, in their 2011 article published in the Stanford Social Innovation Review, where they described it as a structured approach to solving complex social challenges through cross-sector coordination, shared measurement, and a common agenda.

Building on this framework, The OASIS Group supports organizations in applying Collective Impact with a strong emphasis on equity, community engagement, systems alignment, and backbone infrastructure to translate collaborative efforts into meaningful outcomes.

This checklist has been adapted and presented by The OASIS Group as a practical resource to help organizations assess their readiness for Collective Impact and identify the steps needed to move from collaboration to sustained systems-level impact.

Who It's For:

- Nonprofits and education leaders
- Funders, foundations, and coalitions
- Workforce and STEMM organizations
- Government and civic partners



THE FRAMEWORK AT A GLANCE

Element	Guiding Question	Are You Doing This?
1. Common Agenda	Do all partners share a unified vision for change and a joint approach to solving the problem?	<input type="checkbox"/> Yes <input type="checkbox"/> Somewhat <input type="checkbox"/> Not Yet
2. Shared Measurement Systems	Have you agreed on key metrics and data sources to track collective progress?	<input type="checkbox"/> Yes <input type="checkbox"/> Somewhat <input type="checkbox"/> Not Yet
3. Mutually Reinforcing Activities	Are partner efforts differentiated yet coordinated to avoid overlap and maximize strengths?	<input type="checkbox"/> Yes <input type="checkbox"/> Somewhat <input type="checkbox"/> Not Yet
4. Continuous Communication	Is there consistent, transparent communication that builds trust and keeps all stakeholders informed?	<input type="checkbox"/> Yes <input type="checkbox"/> Somewhat <input type="checkbox"/> Not Yet
5. Backbone Support Organization	Do you have a dedicated entity (or team) that provides strategic guidance, coordination, and administrative support?	<input type="checkbox"/> Yes <input type="checkbox"/> Somewhat <input type="checkbox"/> Not Yet



DEEPER ASSESSMENT

Use this section to reflect on where your partnership currently stands.

01 COMMON AGENDA

- We've defined the social problem clearly and collectively.
- Stakeholders understand and commit to the shared vision.
- We have documented goals and guiding principles.

02 SHARED MEASUREMENT

- We use common indicators across all partners.
- Data is shared openly for learning, not judgment.
- We meet regularly to review progress and adapt strategies.

03 MUTUALLY REINFORCING ACTIVITIES

- Each partner has a unique role that complements others.
- Activities are mapped to avoid duplication.
- Resources and efforts are intentionally aligned.

04 CONTINUOUS COMMUNICATION

- Regular meetings and updates keep everyone connected.
- Conflicts are addressed openly and constructively.
- Partners feel heard and valued.

05 BACKBONE SUPPORT

- A central team manages data, communication, and coordination
- Roles and responsibilities are clearly defined.
- The backbone maintains neutrality and focuses on shared outcomes.

YOUR SCORE & NEXT STEPS

✓ SCORING GUIDE:

- Mostly “Yes” → You’re on the right path, strengthen what’s working.
- Mostly “Somewhat” → Great foundation, refine alignment and structure.
- Mostly “Not Yet” → Start by clarifying your common agenda and building trust.

✓ WHAT TO DO NEXT:

- Review your checklist with your leadership or partnership team.
- Identify 2–3 priority areas to strengthen this quarter.
- Book a free consultation with The OASIS Group to design a roadmap toward measurable, sustainable impact.

✓ SCHEDULE YOUR 30-MINUTE CONSULTATION:

<https://theoasisgroupllc.com/contact>



BONUS RESOURCE: SIGNS OF A STRONG COLLECTIVE IMPACT INITIATIVE

- Shared language and trust among partners.
- Data-driven decision-making.
- Clear governance and communication structure.
- Documented theory of change or logic model.
- Evidence of collective outcomes, not just individual wins.

LET'S BUILD IMPACT TOGETHER

At The OASIS Group, we help organizations design and sustain Collective Impact initiatives that move from conversation to coordination, and from coordination to change.



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Schedule a Consultation:

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