Minnesota FOOD CHARTER Network

Team Health Scorecard

Purpose

The Minnesota Food Charter Network is a meta-network that includes many local, regional, and statewide networks and groups (sometimes called Food Networks, Food Coalitions, Food Policy Councils, or Collaborative Food Organizations, etc.).

> Minnesota Food Charter Network teams are charged with creating conditions to strengthen the ecosystem that supports implementation of Food Charter strategies by these networks and groups.

This self-assessment tool is designed for each Minnesota Food Charter Network team to reflect on its health and performance. As a first step, the team should review the items and delete those that are not applicable to their work and/or add other assessment items.

How to use this scorecard:

- Ask each team member to fill out an individual team scorecard (1 to 2 times a year, depending upon how often the team meets). This step may be done before the scheduled meeting, so the responses can be tabulated in a collective table. Or, if the team is meeting face-to-face, the form can be completed as an agenda item with someone tabulating the responses for discussion.

- Enter individual ratings into a collective table, indicating the number of members selecting particular scores to tabulate team results.

- Together, consider the results by discussing and answering these questions:

    1. **What:** What do these findings tell us? What don't these findings tell us that we need to know?
    2. **So what:** What about our team should we celebrate? What about our team might be strengthened and how?
    3. **Now what:** What aspects of our team are priorities to strengthen? What changes might we anticipate as we focus on improving specific aspects of our team?

- Document agreed upon next steps in the team's meeting minutes (who will do what by when?).

Adapted from the Network Health Scorecard in *Connecting to Change the World* (2014) by Peter Plastrik, Madeleine Taylor, and John Cleveland. Washington, DC: Island Press.

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Assessment Areas & Items	1 (not so much)	2	3	4	5 (totally)
Team Purpose					
1 This team has a clearly stated purpose that is shared by all members					
2 Together, members have identified the team's strategic priorities and activities that support the implementation of Minnesota Food Charter strategies					
3 The team has an agreed upon definition of its success and a way to reflect on the degree to which it is being achieved					
Team Performance					
4 Members are actively participating on the team					
5 Members are adding value to each other's work					
6 Members are creating new knowledge or insights together					
7 The team uses or participates in strategies to learn what it can do to support the work of Minnesota Food Charter Network members and groups					
8 The team uses or participates in communication strategies to keep Minnesota Food Charter Network members and groups up to date on its priorities, activities, and accomplishments					
9 The team is adding value to the work of Minnesota Food Charter Network members and groups					
10 The team is able to attract additional funds and resources, as needed					
11 Members honor their commitments to the team					
12 The team is meeting its strategic goals and objectives					
13 Members are achieving more together than they could alone					
Team Operations					
14 Decision making processes encourage members to contribute and collaborate					
15 The team anticipates, surfaces, and addresses issues or conflicts when they arise					
16 The team's internal communications systems are serving it well					
17 All members are contributing time and resources to the team					
18 The work of the team is attuned to the comfort and energy levels of members					
19 Members reflect on the team's performance and adjust practices accordingly					
Team Capacity					
20 The team has mechanisms in place to promote accountability among members (e.g., agreements, understandings)					
21 As a team, members have the material resources needed to advance team priorities and activities					
22 As a team, members have the skills they need to advance team priorities and activities					
23 As a team, members have the connections they need to advance team priorities and activities					