Retain Grant Scoring Matrix

Priority	Indicators	Exceptional	Good	Fair	Insufficient	Not Applicable
Indigenous Representation & Relationships	**Indigenous Representation**	Senior leadership is Indigenous, and Indigenous people **are represented in at least 75%** of the initiative and a commitment to FNIM workforce representation is **clearly articulated and evidenced.**	Senior leadership is Indigenous, and Indigenous people **are represented in up to 60%** of the initiative and a commitment to FNIM workforce representation is well articulated and evidenced.	Senior leadership is Indigenous, and Indigenous people **are represented in up to 50%** of the initiative and a commitment to FNIM workforce representation is **somewhat clearly articulated and evidenced.**	Senior leadership is Indigenous, and Indigenous people **are represented in less than 25%** of the initiative and a commitment to FNIM workforce representation **is not clearly articulated and evidenced.**	Indigenous people **are not represented in** the senior leadership of the initiative and **there is no** commitment to FNIM workforce representation.
	Relationships	Elders, Knowledge Keepers, and/or Cultural Advisors are **central to the project** and relationships in place with FNIM communities are **well established and demonstrable (5+ years).**	Elders, Knowledge Keepers, and/or Cultural Advisors are **included in the project** and relationships in place with FNIM communities are **established and demonstrable (2+ years).**	Elders, Knowledge Keepers, and/or Cultural Advisors are **somewhat included in the project** and relationships in place with FNIM communities are **somewhat established and demonstrable (1+ years).**	Elders, Knowledge Keepers, and/or Cultural Advisors are **minimally included in the project** and relationships in place with FNIM communities are **minimally established and demonstrable (less than 1 year).**	Elders, Knowledge Keepers, and/or Cultural Advisors are **not included in the project** and relationships in place with FNIM communities are **not established or demonstrable (less than 1 year).**
Relevance & Deliverables	**Relevance**	Demonstrates an **exceptional understanding** of the systemic barriers, challenges and gaps affecting the retention of FNIM educators, and **clearly articulates** how the proposed project will address identified needs.	Demonstrates a **strong understanding** of the systemic barriers, challenges and gaps affecting the retention of FNIM educators, and **articulates** how the proposed project will address identified needs.	Demonstrates a **moderate understanding** of the systemic barriers, challenges and gaps affecting the retention of FNIM educators, and **somewhat articulates** how the proposed project will address identified needs.	Demonstrates a **limited understanding** of the systemic barriers, challenges and gaps affecting the retention of FNIM educators, and provides **minimal explanation** of how the proposed project will address identified needs.	Does **not demonstrate** an understanding of the systemic barriers, challenges and gaps affecting the retention of FNIM educators, and **does not articulate** how the proposed project will address identified needs.
	Activities	The project's scope, objectives, timeline and milestones are **exceptionally articulated** and **align well** with the granting themes.	The project's scope, objectives, timeline and milestones are **well articulated** and **generally align** with the granting themes.	The project's scope, objectives, timeline and milestones are **somewhat articulated** and **demonstrate partial alignment** with the granting themes.	The project's scope, objectives, timeline and milestones are **minimally articulated** and **demonstrate limited alignment** with the granting themes.	The project's scope, objectives, timeline and milestones are **not articulated** and **do not align** with the granting themes.
Outcomes and Impact	**Expected Outcomes**	The expected outcomes are **exceptionally clear and aligned** with project activities, demonstrating a **strong potential** to support FNIM educators' sustained retention and access to supports and resources.	The expected outcomes are **clear and aligned** with project activities, demonstrating **good potential** to support FNIM educators' sustained retention and access to supports and resources.	The expected outcomes are **somewhat clear** and **partially aligned** with project activities, demonstrating **moderate potential** to support FNIM educators' sustained retention and access to supports and resources.	The expected outcomes are **minimally defined** and **weakly aligned** with project activities, demonstrating **limited potential** to support FNIM educators' sustained retention and access to supports and resources.	The expected outcomes are **not defined** and are **not aligned** with project activities, demonstrating **no clear potential** to support FNIM educators' sustained retention and access to supports and resources.
	Project Evaluation	A **comprehensive** and **well-defined plan** with **clear measures** for project outcomes and impacts, data collection methods, and success indicators, including the number of FNIM educators impacted by the project.	A **detailed** and **defined plan** with **measures** for project outcomes and impacts, data collection methods, and success indicators, including the number of FNIM educators impacted by the project.	A **sufficiently detailed and defined plan** with **some measures** for project outcomes and impacts, data collection methods, and success indicators, including a the number of FNIM educators impacted by the project.	A **limited plan** with **minimal measures** for project outcomes and impacts, data collection methods, success indicators, including a the number of FNIM educators impacted by the project.	**No meaningful evaluation plan** is provided, and project outcomes, impacts, data collection methods, success indicators, or expected impact on FNMI educators are **not identified**.
Budget	**Budget**	An **exceptionally detailed**, **realistic, and accurate** budget, with **highly relevant justification** that **aligns well** with the project's scope, activities, timeline, and intended outcomes.	A **detailed, realistic and accurate budget**, with **clear justification** that **aligns** with the project's scope, activities, timeline and intended outcomes.	A budget is provided and is **generally realistic**, with **some justification** that demonstrates **partial alignment** with the project's scope, activities, timeline and intended outcomes.	A budget is provided but **lacks sufficient detail, realism, accuracy, or justification**, and demonstrates **limited alignment** with the project's scope, activities, timeline and intended outcomes.	A budget is **not provided, or is incomplete** and **lacks justification**, with **no clear alignment** to the project's scope, activities, timeline or intended outcomes.