

SYSTEM PERFORMANCE COMMITTEE

Rating What the Work Needs

An objective applicant rating tool for SPC membership



Seattle King County Continuum of Care, WA-500
Discussion draft, September 2026

This year showed us where the gaps are

1

Unclear process

In earlier meetings we were not sure what our review process was, and we did not have one written answer.

2

Charter unfinished

The CoC charter workgroup has not yet finalized how committees select members.

3

Recruitment continues

Applications arrive while that work finishes, so we need a tool we can use now.

**Recruit for the bench
we need, rated on
evidence we can all
see.**

The Moneyball lesson

The Oakland A's competed by valuing skills that actually produced results, not the traits scouts were used to liking.

Our version

We are not hunting for one expert. We score the overlapping skills system performance work uses, so the full bench covers what comes to the table.

Built from strengths we already named

Our SPC Skills and Knowledge Self Assessment lists 29 distinct skills, too many to score reliably.

Six criteria fold in every one. Nothing is dropped.

Same 1 to 5 scale, Novice to Expert, so applicant scores and member self scores read on one instrument.

Data and Performance Literacy



Response System Knowledge



Policy, Governance, Stewardship



Equity and Lived Expertise



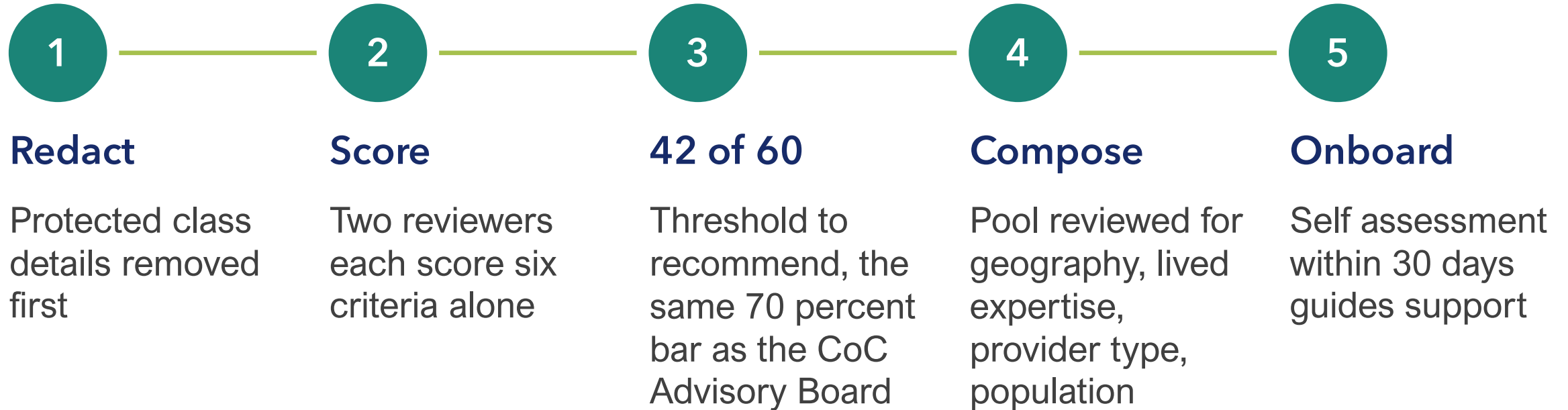
Leadership and Communication



Capacity and Committee Fit



How a review works



Recusal. Any professional, contractual, or personal tie means a third reviewer steps in.

Written notes. Every score of 1 or 5 needs a short reason.

What this changes about how we work

FROM

Reviews that depend on who is in the room



TO

Reviews anyone can repeat and explain

Representation weighed informally



Representation reviewed openly, after scoring

Lived expertise treated as a seat to fill



Lived expertise scored as expertise

Onboarding based on assumptions



Onboarding based on measured gaps

A process rebuilt each cycle



Adopted, filed, and reaffirmed each year

Two ways forward



Use it in the interim

Apply the tool to current recruitment, then hand results and lessons to the CoC charter workgroup.



Adopt with amendments

SPC amends the anchors, adopts by vote, files it with the bylaws, and reaffirms it each year.



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