

Impact Measurement Framework

The indicators we track, and our commitment to reporting misses as well as gains.

DOCUMENT ID	LS-IMP-002
DELIVERABLE	I-02
VERSION	1.0
EFFECTIVE DATE	July 23, 2026
OWNER	PM
REVIEW CYCLE	Annual
STATUS	Adopted

1 Purpose and Relationship to Other Documents

This framework defines how LinkScape measures whether it is achieving the change described in I-01 Theory of Change. It names our impact indicators, how we collect data for each, how we establish baselines, and the templates used to report. It is the measurement engine that feeds G-09 Annual Reporting and I-07 Annual Impact Report; program-specific measurement details live in I-04 Program Evaluation and roll up into this framework.

The framework is owned by the PM and reviewed each cycle before reporting. Because LinkScape is a small, youth-led, volunteer team, our measurement discipline favors a few well-collected indicators over many poorly-tracked ones. We would rather report five honest numbers than twenty guessed ones.

Targets in this document are intentionally left as blank template fields. Owners set them at the start of each measurement cycle; inventing targets here would undermine the honesty this framework is meant to enforce.

2 Measurement Principles

1. Tie every indicator to an I-01 outcome — if a metric does not map to an outcome, we do not track it.
2. Prefer evidence we already generate — GitHub activity, event rosters, submission records — over surveys that add participant burden.

3. Protect participants — measurement complies with E-02 Data Privacy; data from minors is minimized and handled per our youth-safety obligations.
4. Report honestly, including misses — a missed target is information, not something to hide; I-07 states shortfalls plainly.
5. Attribute carefully — we distinguish contribution from sole causation, consistent with I-01 Section 7.

3 Key Impact Indicators

Indicators are grouped by the three G-01 pillars. Each has an ID, a definition, a data source, a cadence, and a target field left blank for the owner to set per cycle. 'Baseline' is filled the first cycle an indicator is tracked (see Section 5).

3.1 Building Impact indicators

ID	Indicator	Definition	Data source	Cadence	Baseline	Target
BI-1	Open artifacts released	Public repos, models, datasets, or tools released in the period	GitHub	Quarterly		
BI-2	External adoption signal	Forks, stars, downstream use, or citations of our releases	GitHub / citation lookup	Quarterly		
BI-3	Peer-reviewed outputs	Papers accepted at reviewed venues in the period	Program records	Annual		
BI-4	Documentation completeness	Share of released artifacts with a usable README and license	GitHub audit	Quarterly		

3.2 Developing Talent indicators

ID	Indicator	Definition	Data source	Cadence	Baseline	Target
DT-1	Participants trained	Distinct people completing a workshop or program in the period	Event rosters (Notion)	Per event		
DT-2	Skill gain	Self-reported capability change, pre vs post, on a fixed scale	Pre/post survey	Per program		
DT-3	Competition participation	Members entering Kaggle/AI competitions and their best standing	Competition records	Per competition		
DT-4	Progression	Members/alumni advancing to further AI study, research, or work	Alumni check-in	Annual		

3.3 Fostering Community indicators

ID	Indicator	Definition	Data source	Cadence	Baseline	Target
FC-1	Events held	Hackathons, workshops, and community sessions run	Event calendar (Notion)	Quarterly		
FC-2	Active contributors	Distinct people contributing to any LinkScope repo or event in the period	GitHub / Slack	Quarterly		
FC-3	Member retention	Share of members active across consecutive quarters	Membership records	Quarterly		
FC-4	Collaboration reach	New external partners or communities engaged (cross-ref I-06)	Partnership log	Annual		

4 Data Collection Methods

Each indicator draws from a defined source so collection is repeatable and low-burden. The methods below use tools already in our O-05 stack.

Method	What it captures	Tool	Owner	Notes
Platform analytics	Releases, forks, stars, contributors, commits	GitHub	PM / CTO	Primary source; passive, no participant burden
Event rosters	Attendance, distinct participants, repeat attendance	Notion	PM	Captured at each event
Pre/post surveys	Self-reported skill and confidence change	Zoom/Notion forms	Program lead	Fixed scale; anonymized; minor-safe per E-02
Competition records	Entries and standings	Kaggle / organizer	Program lead	Public results where available
Alumni check-in	Progression and trajectory	Email / Slack / WeChat	PM	Annual, voluntary, consent-based
Partnership log	External collaborations	Notion	Communications Lead	Feeds FC-4 and I-06

Survey data involving minors is collected with the safeguards in E-02 Data Privacy: minimize what is collected, avoid identifying detail, and store under the access controls in S-01. When in doubt, the CFO owns the safety/security escalation path.

5 Baseline Approach

LinkScape has operated since December 2022 but has not previously run a formal measurement framework, so most indicators start without a historical baseline. We use a first-cycle baseline model rather than fabricating past figures.

1. First cycle: record the observed value for each indicator and mark it as the baseline in the tables above — no target is judged against a miss in cycle one.
2. Backfill where clean data exists: for platform-derived indicators (BI-1, BI-2, FC-2), reconstruct prior-period values from GitHub history where reliable, and label them as reconstructed.
3. Set targets from cycle two onward: owners set targets relative to the established baseline at the start of each cycle.
4. Re-baseline on definition change: if an indicator's definition changes, reset its baseline and note the break in continuity in I-07.

6 Reporting Templates

Three standard templates keep reporting consistent from cycle to cycle and let G-09 aggregate without rework.

6.1 Quarterly indicator snapshot

Indicator ID	Baseline	Target	Actual	Variance	Commentary

6.2 Program impact summary (per program, feeds I-04)

Field	Entry
Program	
Pillar(s) served	
Indicators moved	
Participants / outputs	
What worked / what to change	

6.3 Annual roll-up (feeds G-09 and I-07)

- One line per indicator: baseline, target, year-end actual, and a plain-language note on why.
- A short narrative per pillar connecting the numbers back to I-01 outcomes.
- An explicit list of misses and what will change next cycle.
- A data-quality note flagging any indicator with incomplete or reconstructed data.

7 Roles and Cadence

Cadence	Activity	Owner
Per event/program	Collect rosters and pre/post surveys; fill 6.2	Program lead
Quarterly	Pull platform analytics; update 6.1 snapshot	PM
Quarterly	Review variances; flag failing assumptions to leadership	PM
Annual	Compile 6.3 roll-up; hand to G-09 and I-07	PM
Annual	Review framework itself for indicator fitness	PM + Founder/Co-founders

8 Data Quality and Ethics

- Every reported figure must trace to a named source in Section 4 — no untraceable numbers reach I-07.
- Participation data is stored under S-01 access controls; only the PM and leadership access raw survey data.
- Self-reported measures (DT-2) are labeled as such and never presented as objective assessment.

- Where an indicator cannot be reliably collected in a cycle, we report 'not collected' rather than estimate.
- Any measurement activity touching minors' data is reviewed against E-02 before it begins.

Approval and Adoption

Adopted upon signature by the officers below. Pending ratification at Sprint 0 (see LS-REG-001).

Document Maintenance Log

Version	Date	Author	Changes
1.0	July 23, 2026	LinkScape Leadership	Initial release

LinkScape operates as a fiscally sponsored project of The Hack Foundation dba Hack Club, a 501(c)(3) nonprofit. Hack Club holds the charitable status and every dollar moves through Hack Club Bank.

I-02 · LS-IMP-002 · version 1.0 · effective July 23, 2026 · linkscope.app/governance/i-02