



Impact Measurement & Reporting Framework

2026

Impact Measurement & Reporting Framework

How we track, report, and attribute outcomes.

Designed for foundation grant reporting. This framework defines how Fresh Start Network measures, verifies, and reports the outcomes of its three core programs: the Access Fund, Direct Relief Clinics, and Implementation Partnerships.

01	02	03
Our Approach to Impact Measurement	Theory of Change	Core Indicators by Program
04	05	06
Data Collection & Verification	Reporting Cadence & Deliverables	Attribution & Funder-Specific Reporting
07		
Data Governance & Limitations		

We measure what moves people forward.

Fresh Start Network measures impact across three levels: **outputs** (what we do), **outcomes** (what changes for participants), and **systems-level indicators** (what changes for the community).

We are a pre-launch organization building our measurement infrastructure in parallel with our programs. This document reflects the framework we are developing.

Outputs

What we do — the direct activities and services delivered by each program.

Outcomes

What changes for participants — measurable shifts in employment, wages, and stability.

Systems-Level Indicators

What changes for the community — structural and jurisdictional shifts in expungement access.

 Our measurement philosophy is grounded in three principles: **attribution honesty** (we distinguish between what we caused and what we contributed to), participant-centered data collection, and transparent disclosure of limitations.

From eligibility to economic participation.

The core thesis of Fresh Start Network is that **expungement eligibility and expungement access are not the same thing**. Millions of people are legally eligible for expungement but face significant barriers to accessing the process.

BARRIER	INTERVENTION
Financial cost of filing	Access Fund covers fees
Process complexity	Clinics provide end-to-end guidance
Lack of systemic pathways	Partnerships build filing pipelines

Expected Outcomes

 Records cleared for eligible individuals who could not complete the process alone

 Measurable wage increases for participants post-expungement

 Reduced structural barriers to expungement access in partnered jurisdictions

What we measure. Why it matters.

Each program tracks a distinct set of output, outcome, and systems-level indicators. All indicators are defined before program launch to prevent post-hoc redefinition.

Access Fund

Direct financial assistance covering all costs associated with completing an expungement filing.

OUTPUT

- **Applications received** — Count of individuals who apply for fund assistance
- **Filings funded** — Count of expungement filings fully covered by the fund
- **Average cost per filing** — Total fund disbursements divided by filings completed

OUTCOME

- **Filing completion rate** — % of funded applicants who complete the expungement process
- **Record clearance rate** — % of completed filings resulting in granted expungement
- **Participant employment change** — Employment status at intake vs. 6 months post-clearance
- **Participant wage change** — Self-reported income at intake vs. 6 months post-clearance

Direct Relief Clinics

End-to-end clinics delivering expungement assistance from eligibility screening through filing.

OUTPUT

- **Clinic events held** — Count of clinic events conducted
- **Participants screened** — Individuals who received eligibility screening
- **Eligible participants identified** — % of screened individuals confirmed eligible
- **Filings completed at clinic** — Filings initiated and completed within the clinic event

OUTCOME

- **Same-day completion rate** — % of eligible participants who complete filing at the clinic
- **Follow-through rate** — % of non-same-day participants who complete within 90 days

SYSTEMS

- **Geographic reach** — Distinct zip codes and jurisdictions served

Implementation Partnerships

Partnerships with courts, agencies, and employers to build systematic expungement pathways.

OUTPUT

Partnerships established

Signed agreements with courts, agencies, or employers

OUTPUT

Filings processed via partnership

Filings completed through partner pipelines

SYSTEMS

Data integration milestones

Court or agency data systems connected to filing workflow

SYSTEMS

Employer policy changes

Employers adopting expungement-friendly hiring policies

SYSTEMS

Jurisdictional reach

States and counties with active FSN partnerships

OUTCOME

Time-to-filing reduction

Average days from eligibility to filing before and after partnership

Where the numbers come from.

Each indicator in our framework has an assigned data source, collection method, and verification protocol. We distinguish between data we collect directly from the participant, from institutional sources, or from participant self-report.



Direct Collection

- Intake forms completed at first participant contact
- Clinic sign-in and screening records
- Filing receipts and court confirmation numbers
- Fee disbursement ledger (Access Fund)
- Partner agreement execution records



Institutional Sources

- Court records (filing confirmation)
- State expungement registry (where available)
- Employer partner HR data (aggregate only)
- Government agency pipeline reports
- Legal aid partner case tracking systems



Participant Self-Report

- 6-month follow-up survey (employment, wages)
- 12-month follow-up survey (housing, stability)
- Voluntary outcome attestation at clinic
- Opt-in longitudinal tracking cohort

Verification Protocols

Filing Verification

Every funded filing is verified against a court confirmation number or legal aid partner attestation and State report test filings as well as 6-month follow-up survey data.

Outcome Verification

Every funded outcome is verified against a court confirmation number or legal aid partner attestation and State report test filings as well as 6-month follow-up survey data.

Financial Verification

All Access Fund disbursements are logged against filing receipts. An annual audit is performed to ensure that all disbursements are accurately recorded.

Partnership Verification

All partnership data is verified against court confirmation numbers and State report test filings as well as 6-month follow-up survey data.

What funders receive and when.

Fresh Start Network produces four categories of reporting deliverables. The cadence and format of each can be adapted to match a funder's specific requirements.



Your investment, your outcomes.

We distinguish between total program outcomes and outcomes attributable to a specific funder's investment. All founding partners receive attribution reporting as part of their standard deliverables.

Attribution Methodology

Proportional Attribution

For pooled program funding, outcomes are attributed to funders in proportion to their share of total program funding for the relevant period.

Designated Attribution

For restricted grants tied to a specific program, geography, or cohort, outcomes are tracked separately and attributed in full to the designated fund.

Systems Attribution

For Implementation Partnership outcomes, which are inherently collaborative, we use a contribution framework rather than a causation framework.

Funder-Specific Reporting Alignment

1

Foundation Program Officers

- Logic model provided at grant initiation, updated annually
- Indicators mapped to funder outcome categories on request
- Mid-grant check-in report at 6 months for grants of 12+ months
- Final report with verified outcomes within 90 days of grant close
- Willingness to complete funder-specific reporting templates

2

Corporate ESG Teams

- Outcomes mapped to ESG framework categories (S, G, Economic)
- Workforce participation and economic mobility metrics prioritized
- Co-branded impact summaries available for internal ESG reporting
- Data formatted for GRI, SASB, or TCFD disclosure as applicable

3

Government Agency Partners

- Compliance documentation per agency grant requirements
- Participant data handling per applicable privacy regulations
- Performance period reporting aligned to government fiscal calendar
- Audit-ready financial records for all government-funded activities

What we will and will not claim.

Credibility in impact measurement depends as much on what an organization does not claim as on what it does. This section describes our data governance and measurement limitations.

Data Governance Policies

Participant Privacy

All participant data is collected under informed consent. Personally identifiable information is never shared with third parties without explicit consent.

Data Retention

Program records are retained for a minimum of seven years. Participant data is retained for the duration of the program and for a period of time necessary to complete evaluations and audits.

Conflict of Interest

Outcome data collection is managed separately from program delivery when possible to ensure independence and objectivity. We will not claim to be able to measure the full impact of our programs.

Third-Party Review

Financial records are reviewed annually by an independent reviewer. We intend to conduct annual independent evaluations of our impact data.

Known Measurement Limitations

Counterfactual

Long-Term Outcomes

Follow-Up Attrition

Court Data Gaps

 **Pre-Launch Baselines:** As a pre-launch organization, our Year 1 reports will establish baselines rather than compare to a control group.

Our Reporting Commitment

Fresh Start Network commits to publishing annual impact reports, disclosing methodology and data quality in every funder report, correcting errors in previous reports, and providing access to all data and reports upon request.

Questions about this framework:

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To learn more or request a meeting:

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