COLLECTIVE IMPACT FORUM

FSG

Welcomes you to the

Collective Insights on Collective Impact Webinar Series

Our second webinar

“Too Much Collective, Too Little Impact: Aligning Multiple Initiatives in One Community”

will begin shortly.

Welcome from the Collective Impact Forum

- Join the Collective Impact Forum: collectiveimpactforum.org
- Submit questions at the bottom of your screen on the “General Chat” tab.
- Download today’s deck at the Collective Impact Forum.
- Technical assistance: KRM Support at 800-775-7654 or custserv@krm.com.

John Kania
Managing Director, FSG

Panelists

Polly Lusk Page
Executive Director,
NKYEC

Mark Stewart
President,
United Way of
Bartholomew County

Marianne Schmidt Hurtt
SVP & Regional Manager,
PNC Bank

Karen Pittman
Co-Founder, CEO

the forum
FOR YOUTH INVESTMENT

Merita Irby
Co-Founder, COO

The Ready by 21 Theory of Change

READY BY 21®
All youth ready for college, work & life.

© Forum for Youth Investment

Agenda

1

Northern Kentucky Education Council

- Aligning Multiple Partnerships within a Complex Geographic Footprint
- Increasing Investments & Tackling Shared Measurement

2

Bartholomew County, Indiana

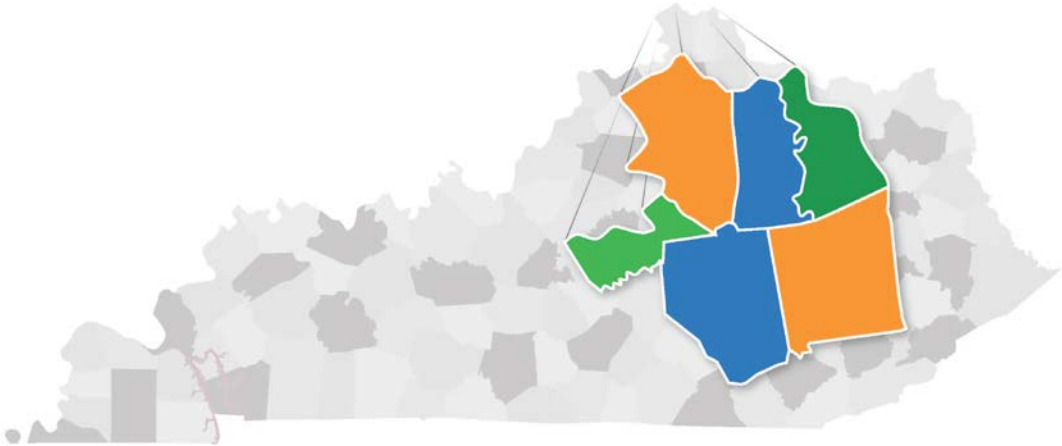
- Facilitation Techniques that Helped 3 Partnerships Align Goals & Indicators and Identify Areas for Joint Work

3

Q&A

NORTHERN KENTUCKY Education Council

- The Council serves as a catalyst for **collaboration**, **change** and **progress** toward regional education goals in Boone, Campbell, Gallatin, Grant, Kenton and Pendleton counties.



- 18 public school districts
- 3 postsecondary institutions
- **85,504** students enrolled in the Talent Continuum

2008: An Emerging Constellation of Partners

Vision 2015
Transforming Northern Kentucky Through Talent, Innovation and Contribution

Northern Kentucky Chamber of Commerce

Northern Kentucky Association of School Superintendents

StriveTogether
Every child. Cradle to career.

United Way
United Way of Greater Cincinnati

Council of Partners

P-20 Council

Challenges and Opportunities

Geographic Footprints

United Way of Greater Cincinnati

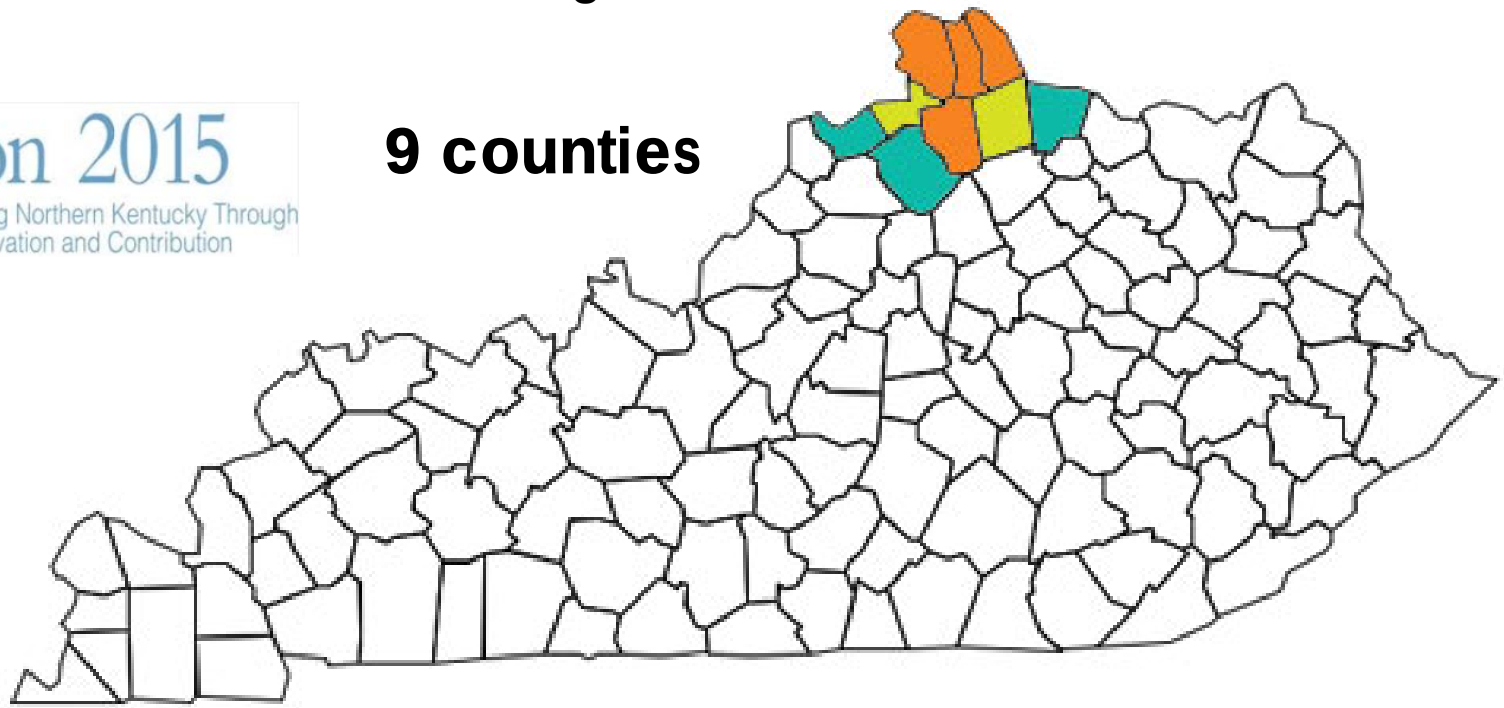
4 counties in No. Kentucky
15 counties total including Ohio and SW Indiana

Northern Kentucky Education Council

6 counties
including 18 school districts

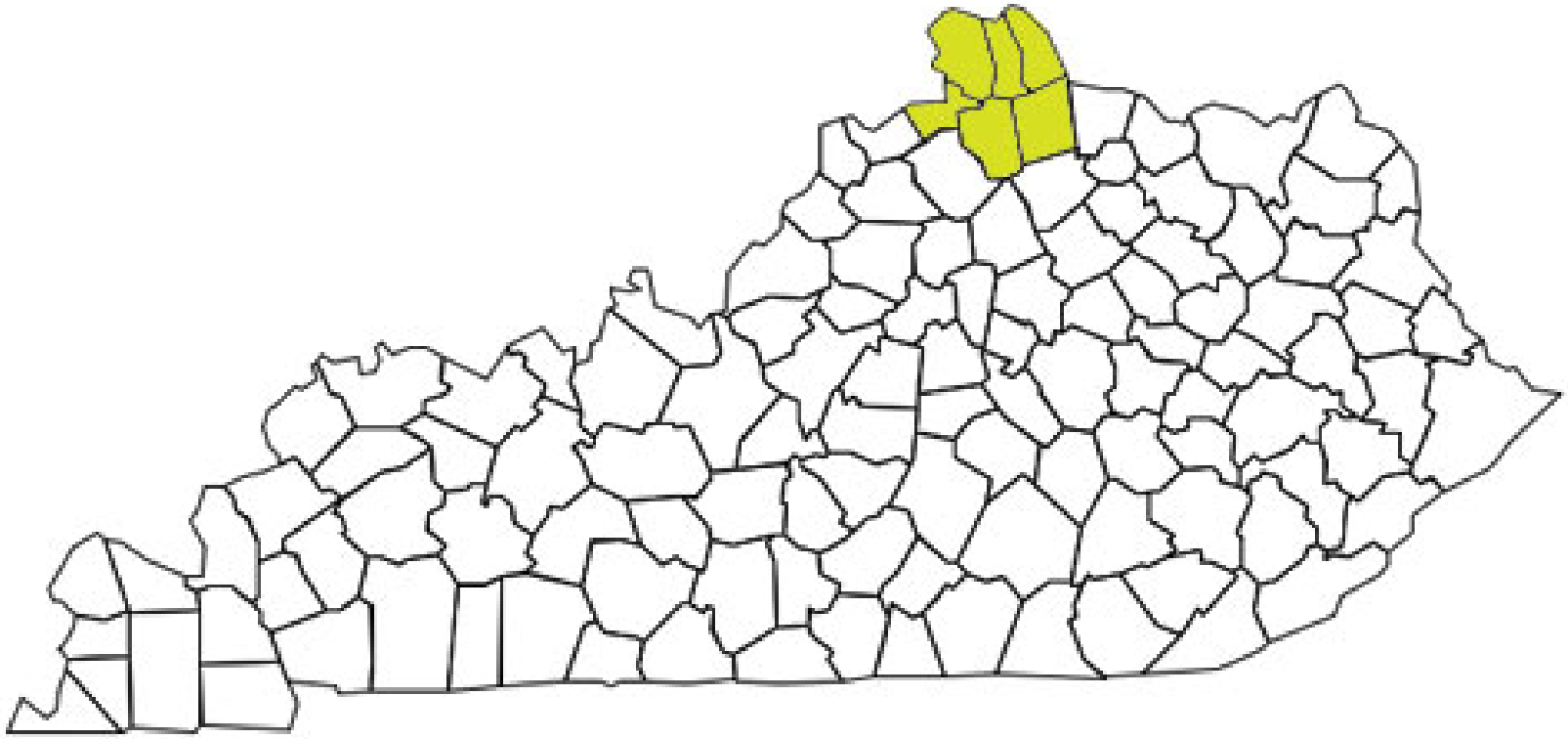
Vision 2015
Transforming Northern Kentucky Through Talent, Innovation and Contribution

9 counties



Geographic Footprints

Alignment of Initiatives



Partnering Toward Common Goals

Vision 2015
Transforming Northern Kentucky Through Talent, Innovation and Contribution

Education Implementation Team

Northern Kentucky Association of School Superintendents

Northern Kentucky Chamber of Commerce

Education Alliance

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NORTHERN KENTUCKY Education Council

Regional Education Goals

Northern Kentucky Association of School Superintendents

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NORTHERN KENTUCKY Education Council

The Northern Kentucky Education Council promotes communication among public and private school systems, post-secondary institutions, the business community, and government agencies about educational issues. The Council serves as a catalyst for collaboration, change, and progress toward regional educational goals.

CEO Leadership Board

Community Advocacy and Funding

Board of Directors

Policy Development, Oversight and Guidance
Equal Representation of Education, Business and Community

Executive Director

Organizational Leadership, Direction and Daily Operation

Regional Education Goals

Reducing Barriers to Student Learning	College and Career Ready	Educator Excellence	Education Accessibility and Lifelong Learning	Business Involvement and Service Learning	Advocacy
NKY will ensure successful transition for every child and student along the continuum from birth through career.	*Academic rigor and relevance of the curricula in NKY P-20 schools will meet student educational career goals and employment needs in the community.*	*Educators in NKY meet or exceed national standards for educator excellence.*	*NKY has system and outreach programs to make educational opportunities available, accessible and affordable to every community member, no matter what age.*	*NKY is recognized for culture of contribution, through service learning in schools and full engagement of business community in schools.*	*All education institutions in NKY have the financial resources and program alignment necessary to support the needs of the region.*
Team Co-Chairs Leshia Lyman Shelli Wilson	Team Co-Chairs Karen Cheser Christy Petroze	Kathy Burkhardt Susan Cook Jen Koenig	Team Co-Chairs Angie Taylor Dave Schroeder	Team Co-Chairs Jean Loftus Ray Hebert	Team Co-Chairs Mike Hammons Anthony Strong

NORTHERN KENTUCKY Education Council

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Early Grade-Level READING CAMPAIGN Cincinnati | Northern Kentucky

Kentucky STEM

National Career Readiness Certificate

READY BY 21 All youth ready for college, work & life.

One to One Practicing Reading with Students

GALLUP Student Poll

NaviGo

Alignment Results

Increased Investments

Our funders and funding increased over time

plus 18 school districts in No. Kentucky

Literacy Coaching
(example)

Grew from **4 to 42** schools

88% of students coached made continuous progress in reading achievement

High School Students

92.5% graduating on time – up from 81% in 2010-11

64.1% are college and career ready – up from 51% in 2010-11

19% of graduates require college remediation – down from 30% in 2009

Major Takeaways

1. Start with a focus on the outcomes you want to achieve
2. Draw a picture big enough so that existing efforts see how they can connect and why
3. Identify where there is more efficiency and power in working together than alone
4. Clarify the lines of communication and accountability

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Aligning Multiple Partnerships within a Complex Geographic Footprint
Increasing Investments & Tackling Shared Measurement

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Bartholomew County, Indiana

Facilitation Techniques that Helped 3 Partnerships
Align Goals & Indicators and Identify Areas for Joint Work

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Bartholomew County: Partnerships in Search of Impact

United Way of Bartholomew County

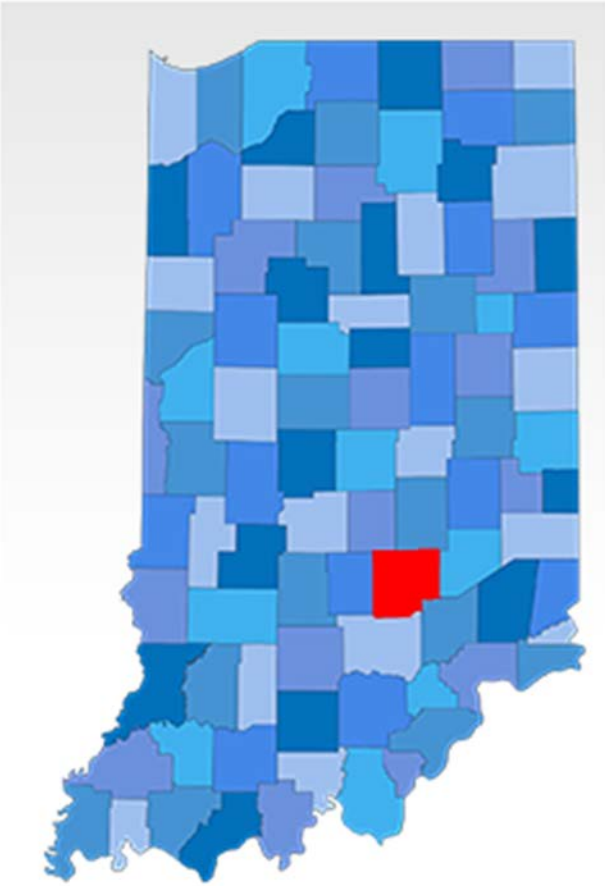
United Way

CYD

Council For Youth Development

All Youth Ready for School, Work and Life.

Community Education Coalition



Toward Common Outcomes & Indicators

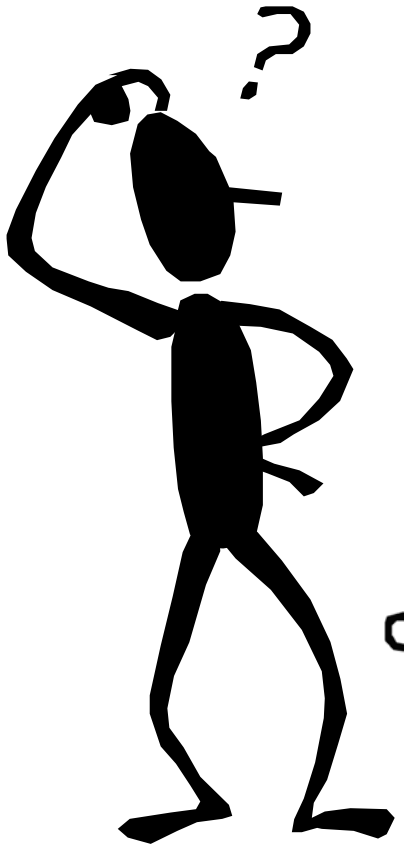
Goal statements reflect commitment to education:

Every child is supported and grows into a successful adult

Ensuring all Bartholomew County youth are Ready by 21

Advance student achievement across the entire learning system, pre-K through grade 16 and beyond

- Outcomes & indicators used to track progress toward the goals differ
- Their broad alignment in goals is lost



Is there a way to address this challenge so that all leaders can literally be working from the same page?

How We Identified Some INITIAL Areas For Common Action

1. Started with Outcomes & Indicators

   balanced out the picture (e.g., social/emotional health)
   "voted with dots" to identify high interest starting points

2. Identified Root Causes & Local Conditions for each indicator

3. Identified "Common Causes" through clustering the underlying causes/conditions

4. Grouped these "Common Causes" into action areas

5. Identified starting points for joint action

1

The Leadership Alignment Group Identified a Few Changes That Would Make This More Accessible to Leaders Who Promote Health & Social Outcomes

UWBC Education

Select a name that speaks to the community's focus on education / economic growth but acknowledges the importance of broader investments in child and youth development

Consider adding "babies born healthy" as a priority outcome

Community Goal	**Every child is supported and grows into a successful adult**				
Priority Outcomes		All children enter kindergarten ready to succeed	All children achieve at or above grade level	Every youth completes post-secondary education	Children/Youth are socially, emotionally and physically healthy
Priority Indicators		% children ready to enter kindergarten	IREAD Passing Rates for 3rd Grade High school graduation rates	% of population 25 years and over with a 2-yr Degree or Certificate	Risky behaviors
Strategic / Program Indicators		EXAMPLES: % of parents that regularly read to their children % of children at skill level	EXAMPLES: % that improve reading participation % that show increased interest in STEM		EXAMPLES: % of abused/ neglected children that will be placed in a permanent family setting % of teen volunteers reporting a sense of

Add a goal with one that speaks to gainful employment

Revisit the education and employment indicators selected

Add a new row to acknowledge the importance of these contributing outcomes to educational success

Begin with population-level indicators and then help programs identify their contribution

1

The Leadership Alignment Group Identified a Few Changes That Would Make This More Accessible to Leaders Who Promote Health & Social Outcomes

UWBC Youth & Education

Community Goal

Every child is supported and grows into a successful adult

Priority Outcomes

- **Every baby is born healthy**
- All children enter kindergarten ready to succeed
- All children achieve at or above grade level
- Every youth completes post-secondary education
- **All capable young adult gain & retain employment that provides self-sufficienc**
- Children/Youth are socially, emotionally and physically healthy

PRODUCTIVE

Education
Employment

- % children ready to enter kindergarten
- IREAD Passing Rates for 3rd
- **8th grade language/ math/science scores**
- High school graduation rates
- % of population 25 years and over with a 2-yr Degree or Certificate
- **% youth not in school or working (16-25)**
- **% starting/ not completing post-secondary**

CONNECTED

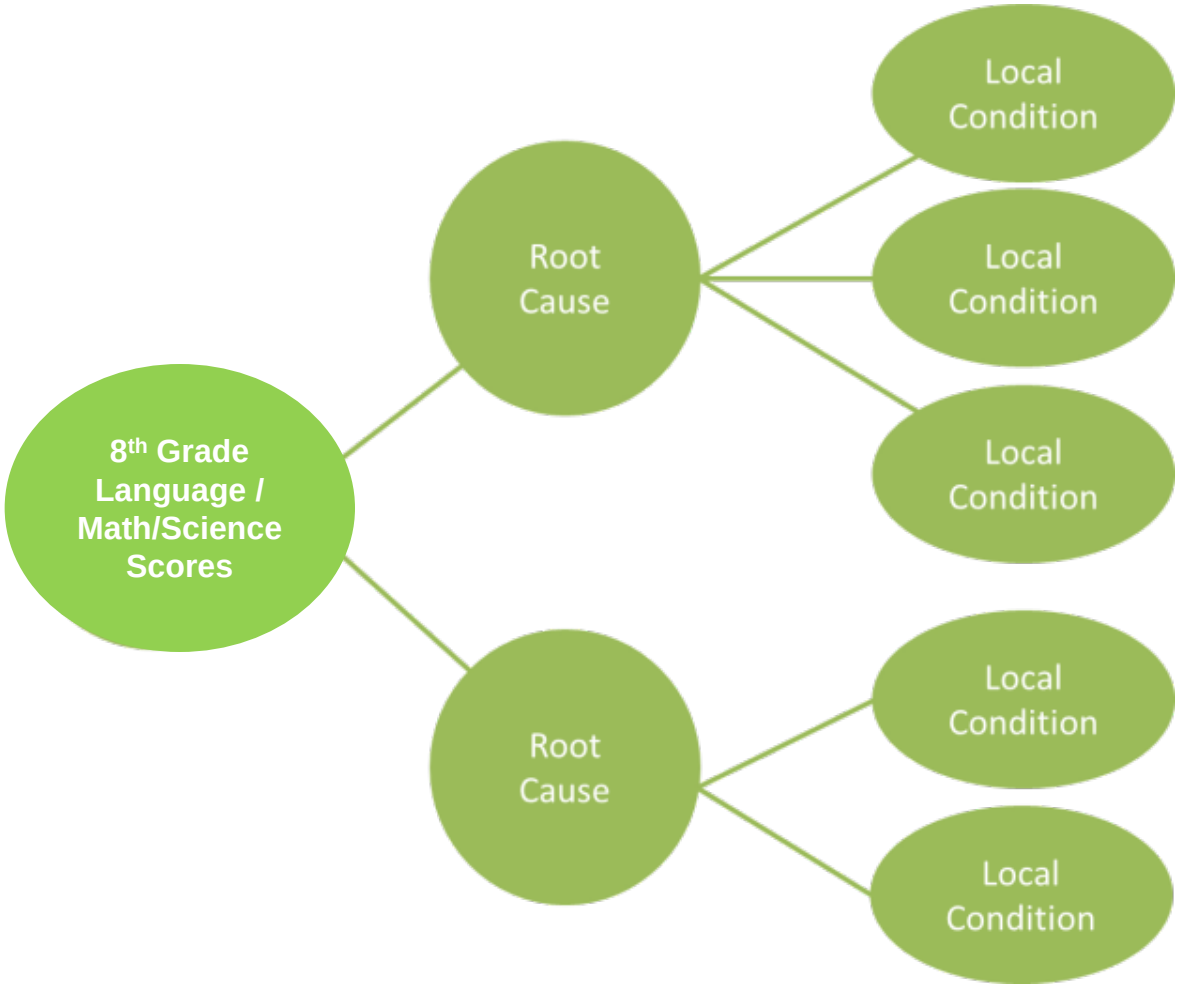
Social
Civic

- **% participating in positive activities**
- **truancy or attendance rates**

HEALTHY & SAFE

- **% babies born weighing more than 5 lbs 5 oz**
- **immunization rates**
- **6th graders consuming alcohol in past month**

2 Identified Root Causes & Local Conditions for Each Indicator



Why are we seeing these results?
. . . and why here in Bartholomew County?

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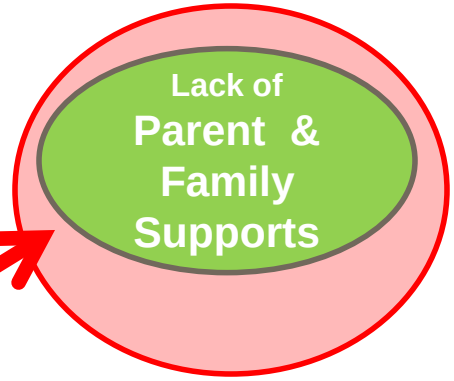

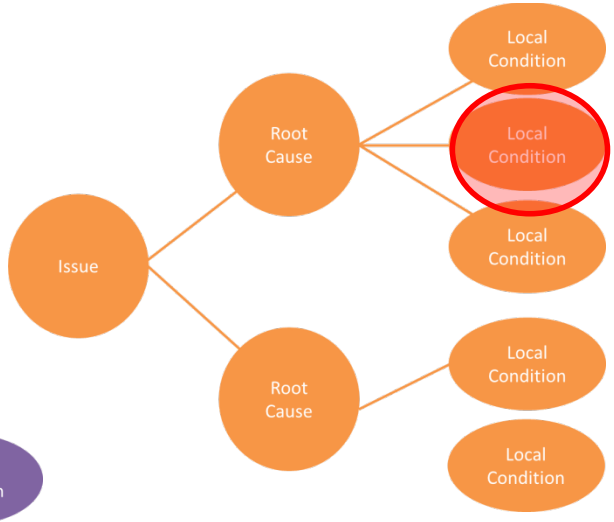

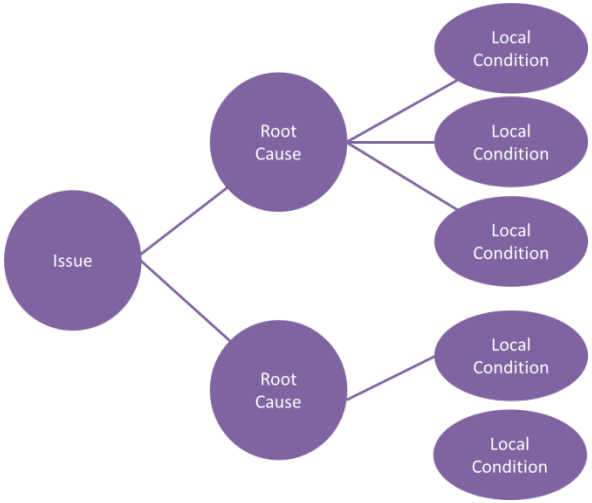

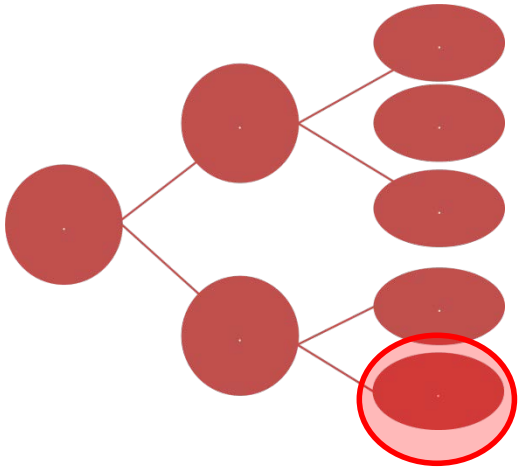

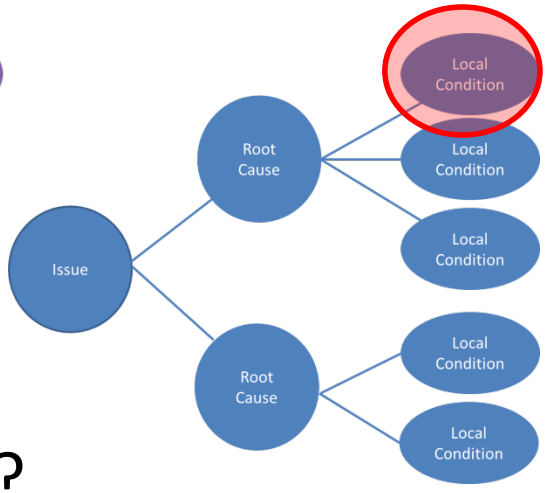

Why are we seeing these results?

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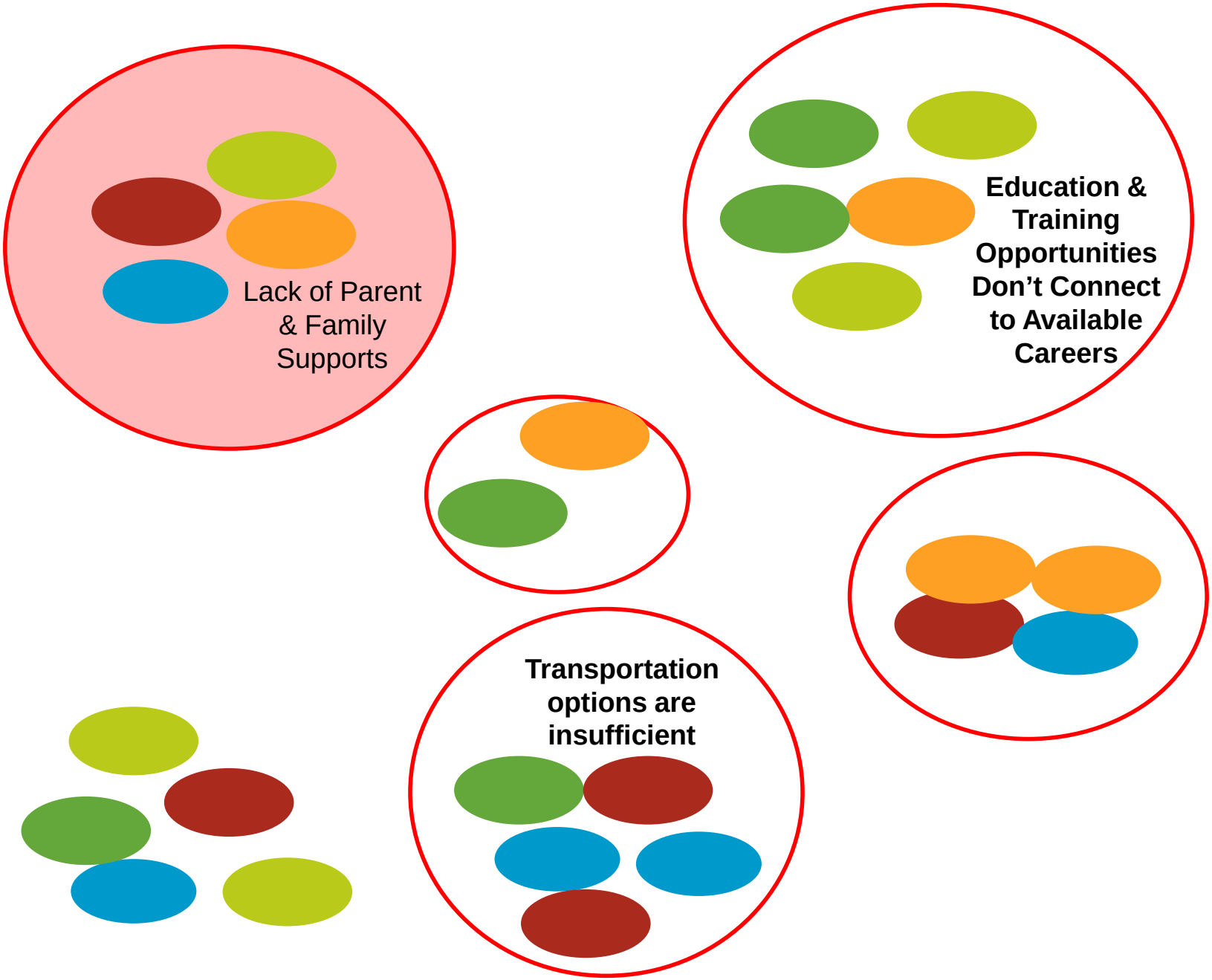
3 Identified “Common Causes” through clustering the underlying causes/conditions



Bartholomew County Common Cause Clusters

PARENT & FAMILY SUPPORTS

- Parent support/knowledge – behavior modification/management needs
- Lack of structured environment & supportive
- Educate parents on benefits
- Parental role
- Lack of parental/mentor support
- Lack of family support
- Lack of support system
- Lack of adult/parent support
- Lots of shift work
- Parental involvement difficult due to shift work employment
- Lack of individualized support
- Parent awareness & value of education
- Lack of parent experience

ACCESS AWARENESS

- Access to enrichment
  Times
  Transportation
  Knowledge of existence
- Availability/Access
- Cost
- Cost
- Awareness of financial/opportunities
- Lack of documentation
- Lack of documentation

HOUSING / MOBILITY

- Lack stable home / move parent to parent / move nightly place to place
- Student housing
- High mobility between schools
- Transient population

TRANSPORTATION

- Transportation when bus missed (no car / don't want to walk / city bus)
- Transportation
- Transportation
- Transportation
- Transportation

How We Identified Some INITIAL Areas For Common Action

1. Started with Outcomes & Indicators

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Community Goal: Every child is supported and grows into a successful adult

Priority Outcome

- Every baby is born healthy
- All children enter Kindergarten ready to succeed
- All children are physically, socially and emotionally healthy
- All children achieve at or above grade level
- Every youth completes post-secondary education
- All capable young adults gain and retain employment that provides self-sufficiency

1

Priority Indicators

- % of babies born weighing more than 5 pounds 5 ounces
- % of children ready to enter Kindergarten
- IREAD passing rates for 3rd graders
- High school graduation rates
- % of population 25 years and over with a post-secondary degree
- % of young adults above 200% poverty
- % employed 6 months in the same job

- Immunization rates
- % with quality EC experience
- % participating in positive activities
- Truancy or attendance rates
- Language/math/ science (3-6-8) (rates?%S)
- % starting/not completing post-secondary
- % Youth not in school or working (16-25)

2

Local Conditions

PARENT & FAMILY SUPPORTS	HOUSING / MOBILITY	TRANSPORTATION	LANGUAGE	ACCESS AWARENESS	BASIC NEEDS	ECONOMIC SEGREGATION	SENSE OF BELONGING	EXPANDED LEARNING that leads to EMPLOYABILITY
3 STARTING POINT: Family Supports		STARTING POINT: Transportation						STARTING POINT: Expanded Learning – in school and out

PARENT & FAMILY SUPPORTS

- Educate parents on benefits
- Parent awareness & value of education
- Lack of family support
- Lots of shift work
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TRANSPORTATION

- Transportation
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- Transportation

LANGUAGE

- Language barrier
- Cultural differences
- Language barriers

ACCESS AWARENESS

- Access to enrichment *Times Transportation Knowledge of Existence)*
- Availability/Access
- Cost
- Cost
- Awareness of financial/opportunities
- Lack of documentation
- Lack of documentation

BASIC NEEDS

- Unmet health needs impacting attendance (dental, no co-pay to go)
- Material needs / basic needs lacking
- Mental/Emotional state of parents
- Are basic needs met first?
- Insurance
- State Regulations
- Immunizations
- Prevent disease
- Poor health and nutrition

ECONOMIC SEGREGATION

- Economic segregation
- Economic Disparity
- Larger than average economic gap. "Haves vs. Have not's"
- Lack of HS diploma
- Money
- Availability of entry level jobs
- Lack of course offerings
- Financially responsible for household

SENSE OF BELONGING

- Lack of connection to social g
- Feeling unwelcome
- Negative parent experience

EXPANDED LEARNING that leads to EMPLOYABILITY

- Educate parents on benefits
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- Lack of soft skills
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- Transportation
- Understanding importance of advancement
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- Feeling unwelcome
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- Parent awareness & value of education
- Lack of parent experience
- Community/increased public awareness of EC education
- Negative parent experience
- Experiences that support EC social/emotional/academic development
- Mental/Emotional state of parents
- Are basic needs met first?
- Access to enrichment
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Major Takeaways

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2. Draw a picture big enough so that existing efforts see how they can connect and why
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4. Clarify the lines of communication and accountability

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Thank You for Joining!

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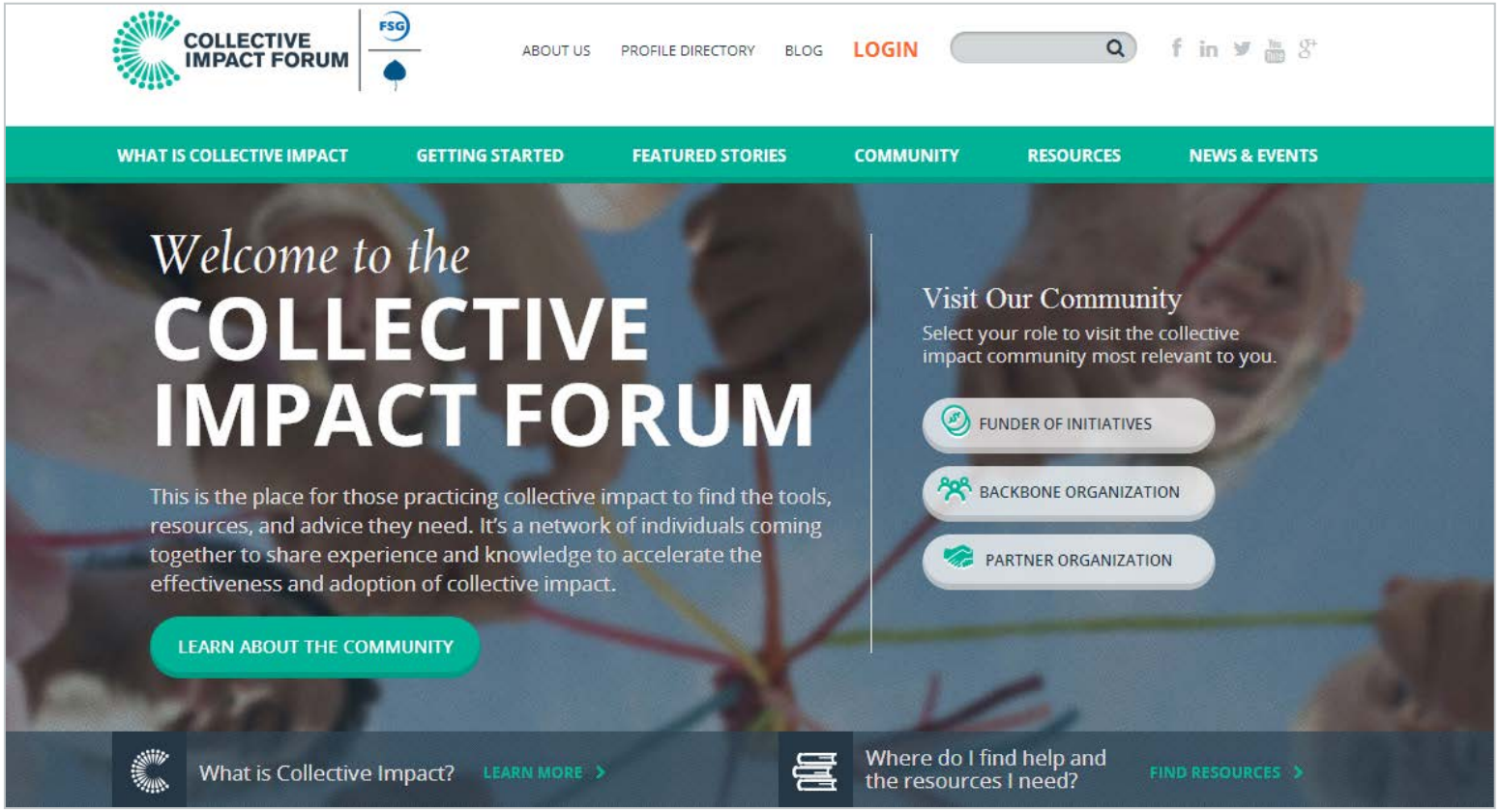
It's About the Community: Why Community Engagement and Process Matter in Collective Impact – **January 20th, 2015**

Join the Collective Impact Forum – A Free Online Community for Collective Impact Practitioners, Partners, and Funders



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