

“Breathing Life into Your Plans: Effective Implementation”

Jay Connor in conversation with Mark
Cabaj

jconnor@learningovations.com



www.erietogether.org



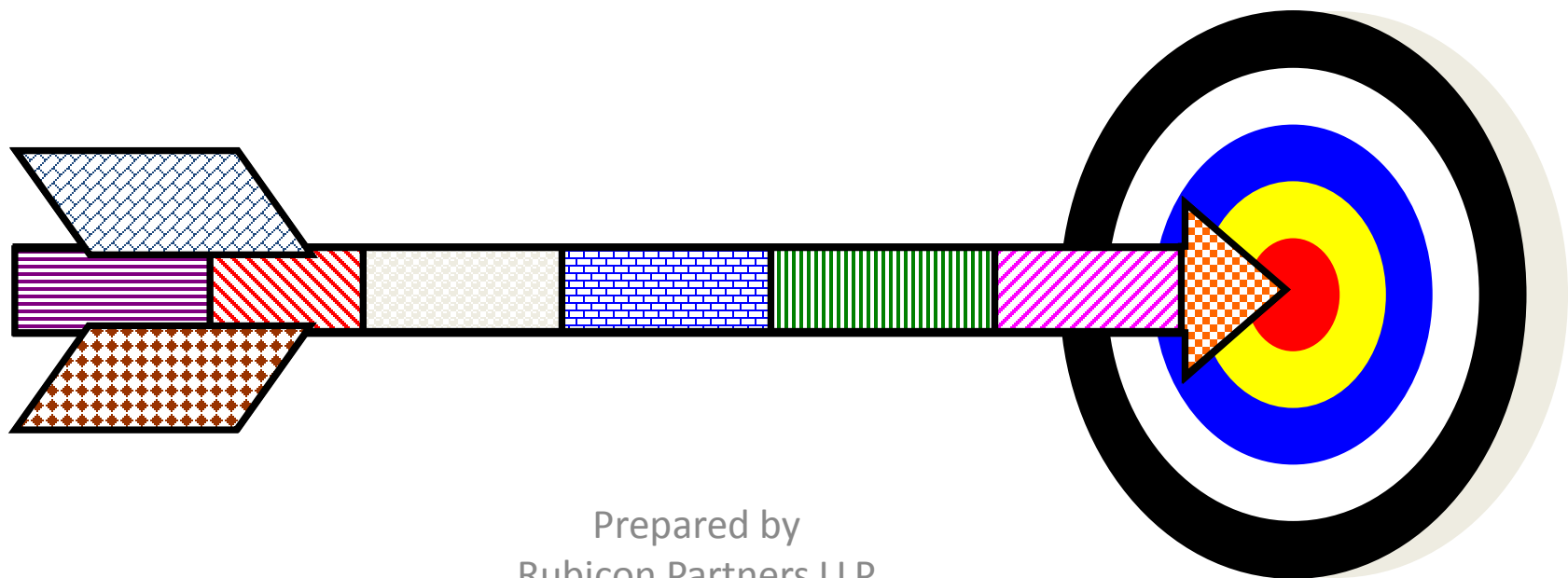
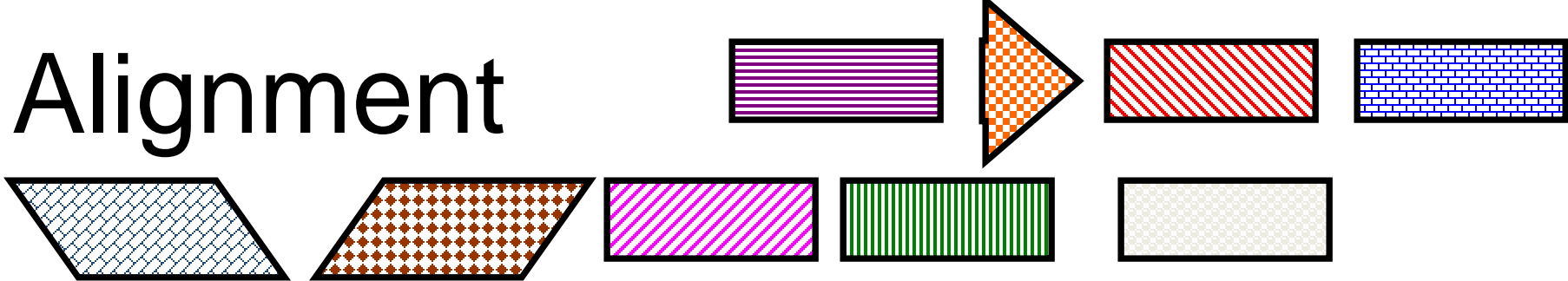
**Working together to make the Erie region a
community of opportunity where everyone
can learn, work and thrive**

ERIE TOGETHER - WHAT IS IT?

- **NOT** a social service agency
- **NOT** a social service program
- **IT IS** a county-wide **civic movement**
 - Prevent and reduce poverty
 - Elevate prosperity

Make the Erie region a community where everyone can learn, work and thrive

Alignment



Prepared by
Rubicon Partners LLP

DESIRED OUTCOMES

LEARN

More children become successful adults

WORK

More Erie residents have family-sustaining employment

THRIVE

More Erie County families able to meet their basic needs

COUNTY-WIDE ACTION TEAMS

LEARN

- Early Childhood Readiness & Success
- Aligning Education to Careers

WORK

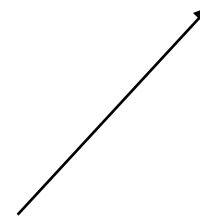
- Balancing Workforce & Economic Development

THRIVE

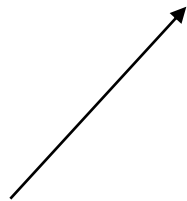
- Individual & Family Stability

Transformational Change Model

Desired State



Structures
Processes
Measures



Present State

**More children become
successful adults**



**High School graduates ready
for next step**

•

**Youth with quality career
exploration by 8th grade**

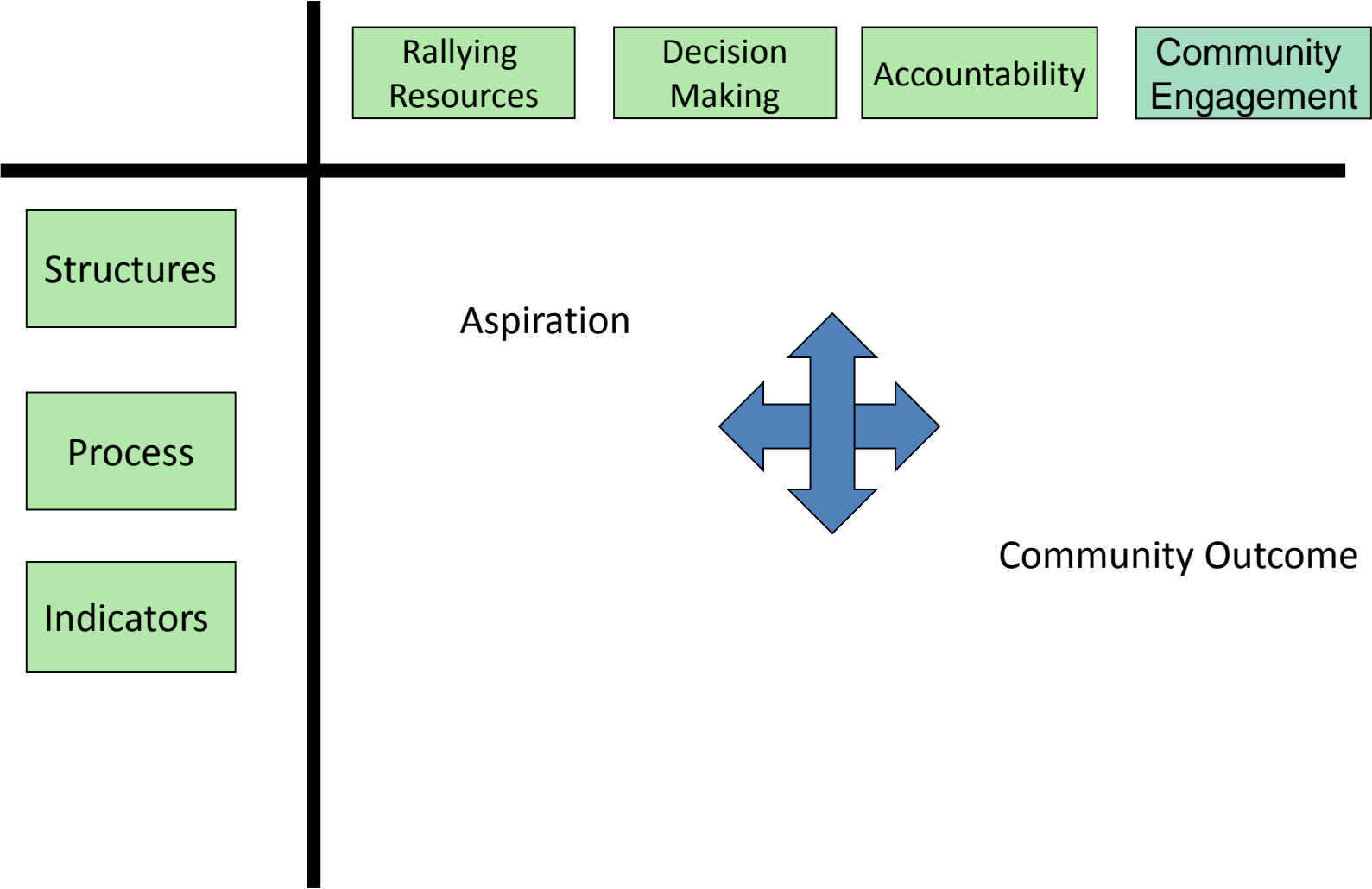
•

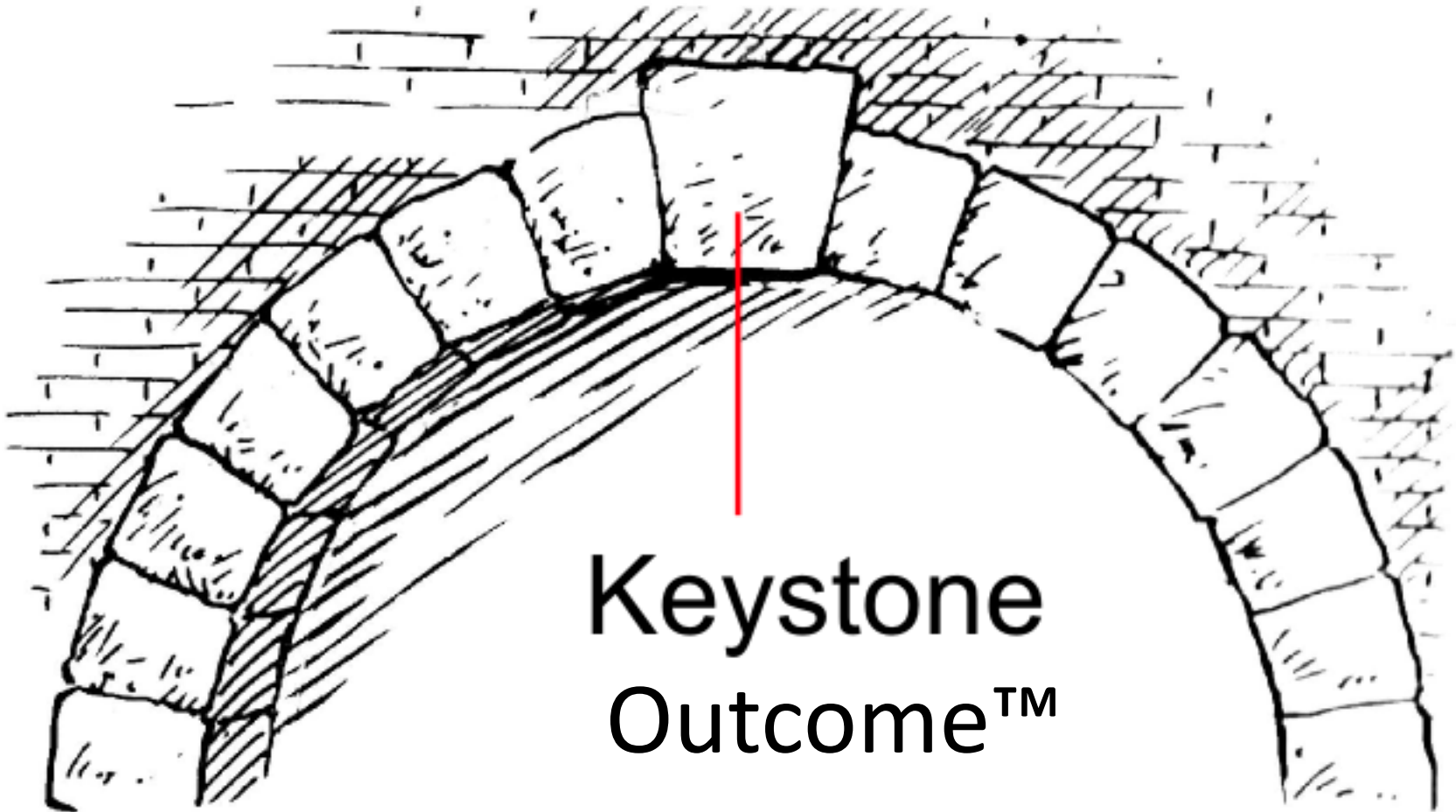
**Children reading at grade level
in 3rd grade**

•

**Children ready to learn when
they enter kindergarten**

Looking Across Erie over Time





Keystone
Outcome™

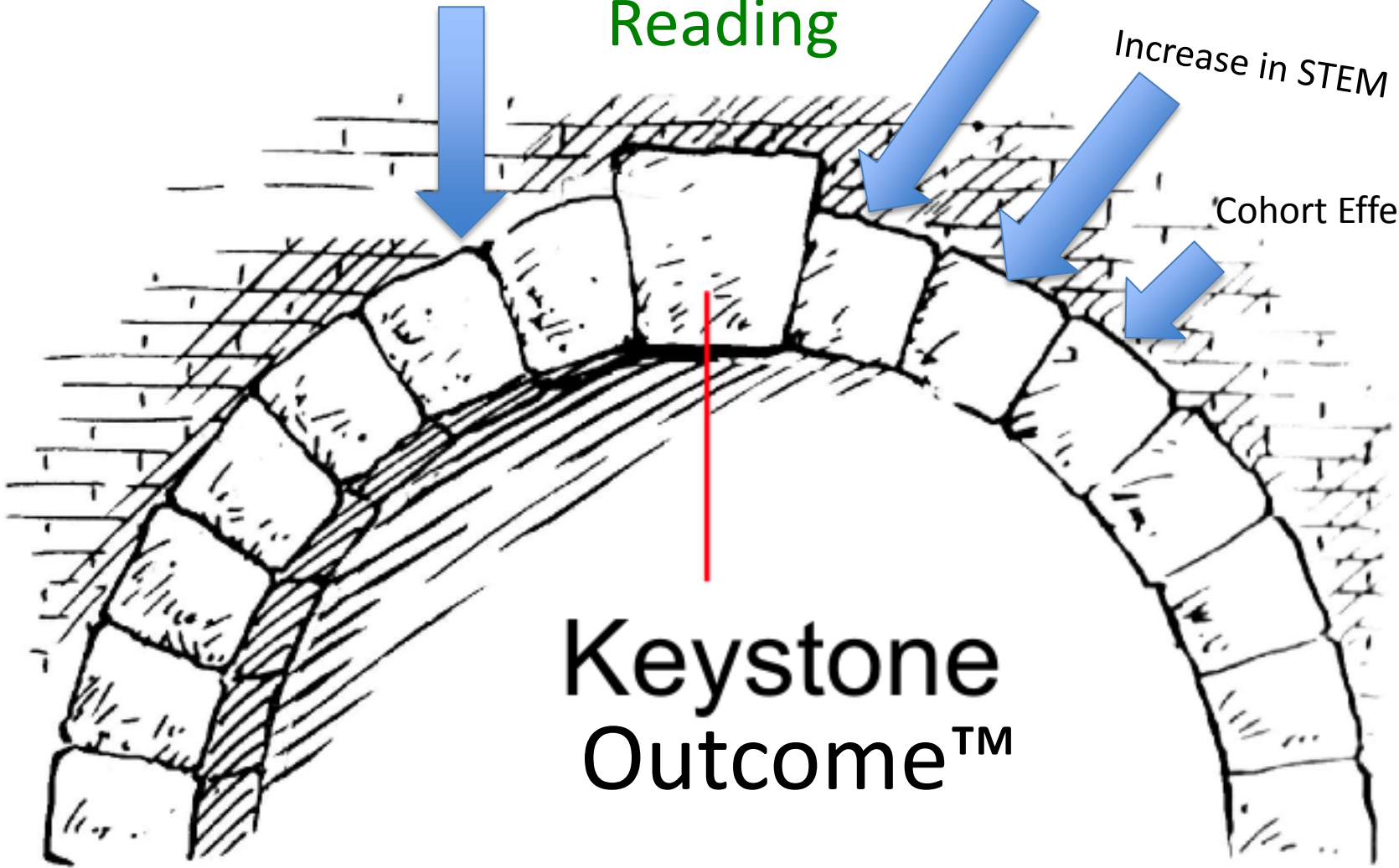
6X Less Likely CJ involvement

3rd Grade
Reading

Significantly lower costs

Increase in STEM

Cohort Effect



Keystone
Outcome™

6X Less Likely CJ involvement

3rd Grade Reading

Significantly lower costs

Lower Teen Pregnancy

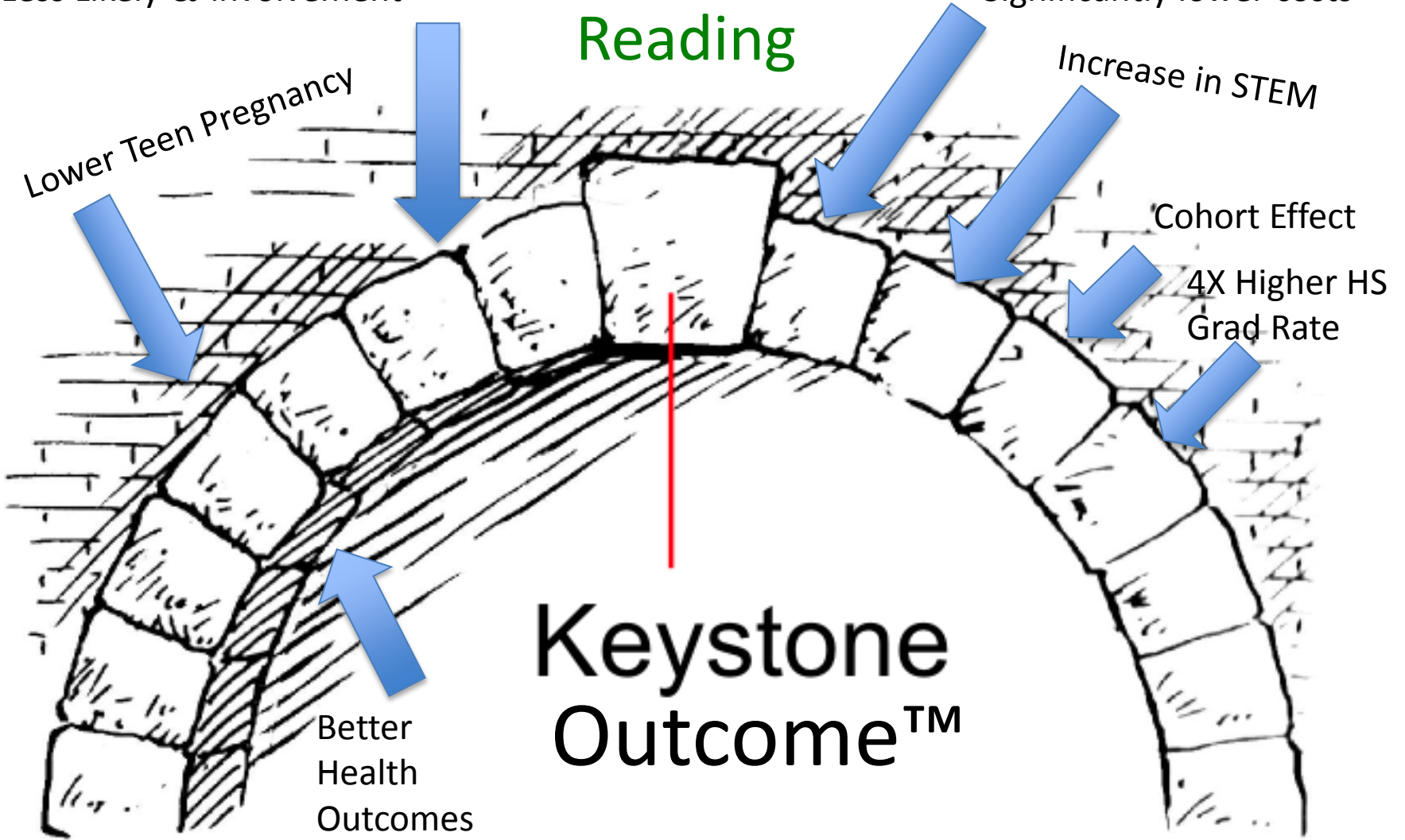
Increase in STEM

Cohort Effect

4X Higher HS Grad Rate

Better Health Outcomes

Keystone Outcome™



3rd Grade Reading

6X Less Likely CJ involvement

Significantly lower costs

Lower Teen Pregnancy

Increase in STEM

Cohort Effect

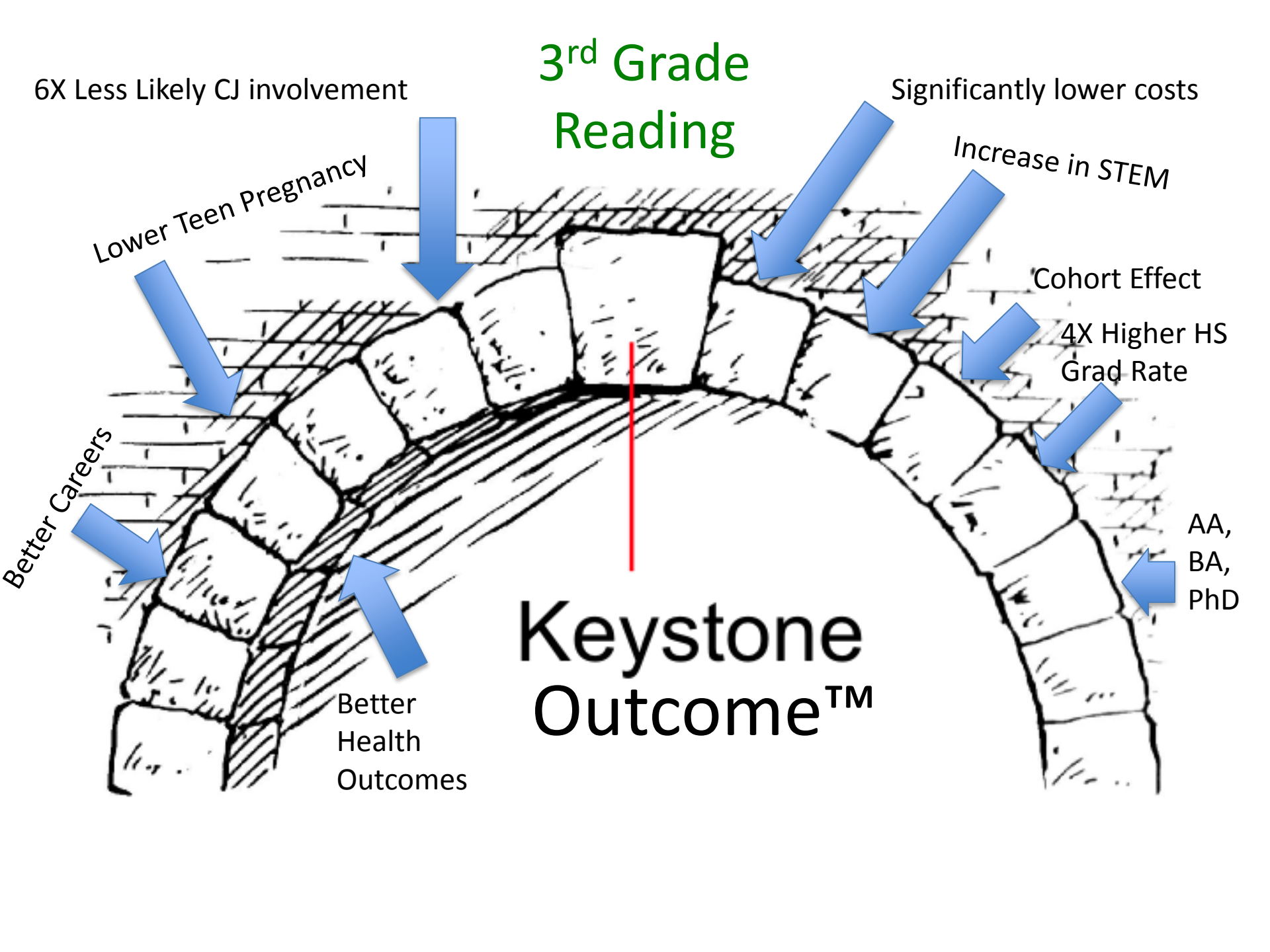
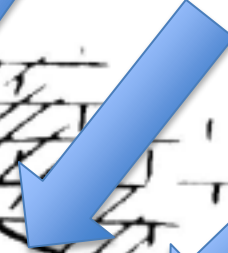
4X Higher HS Grad Rate

AA,
BA,
PhD

Better Health Outcomes

Keystone Outcome™

Better Careers



6X Less Likely CJ involvement

3rd Grade Reading

Significantly lower costs

Lower Teen Pregnancy

Increase in STEM

Cohort Effect

4X Higher HS Grad Rate

AA,
BA,
PhD

Keystone Outcome™

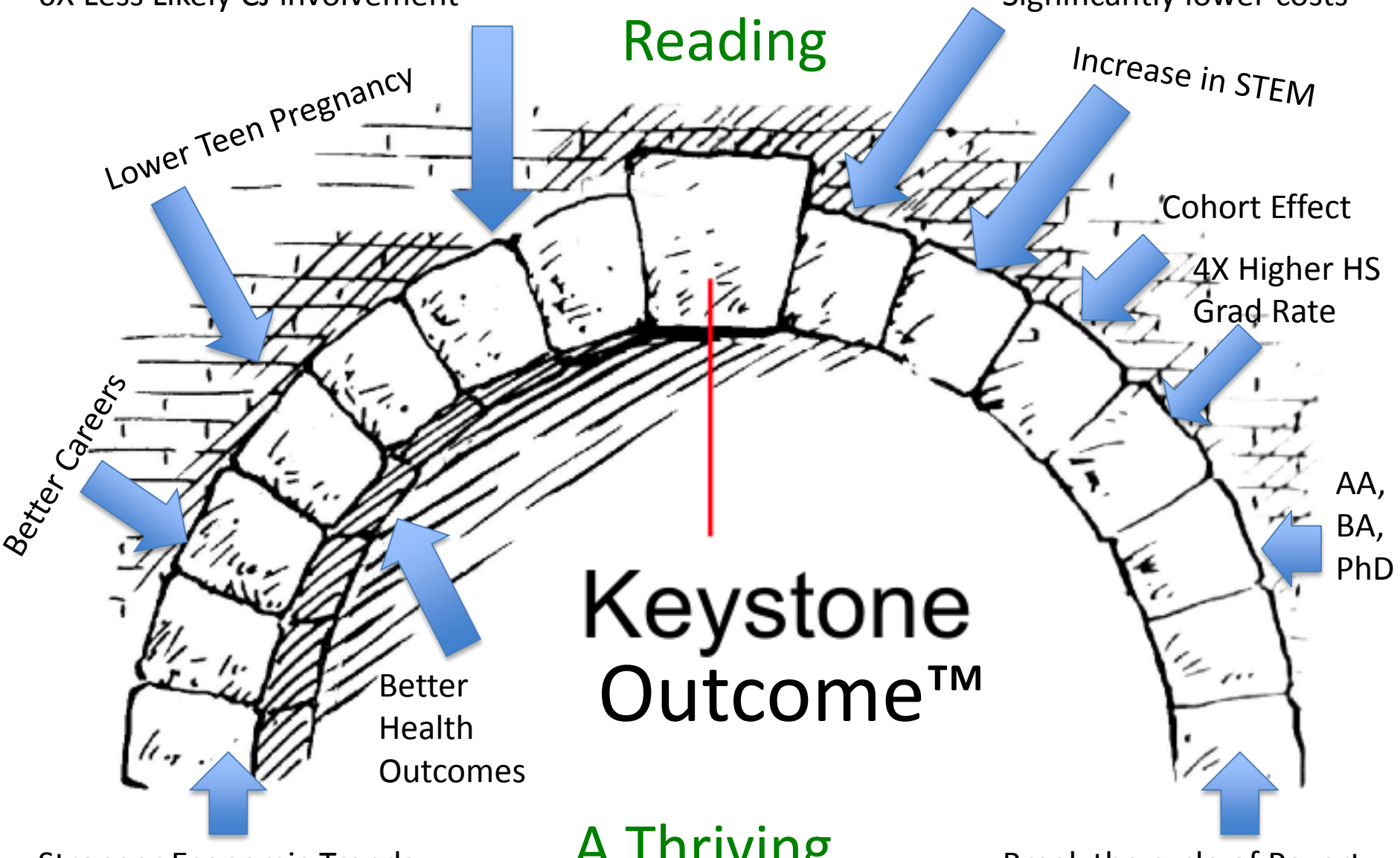
A Thriving Community

Break the cycle of Poverty

Stronger Economic Trends

Better Health Outcomes

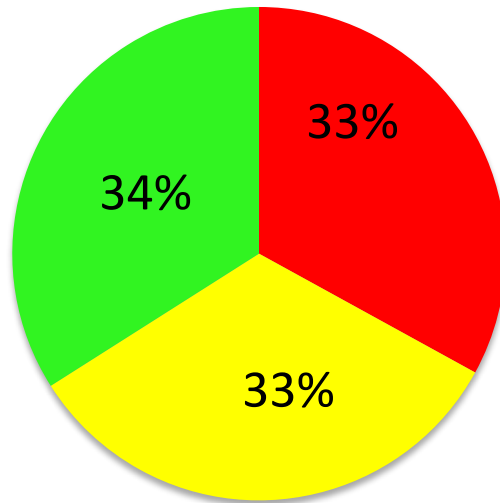
Better Careers



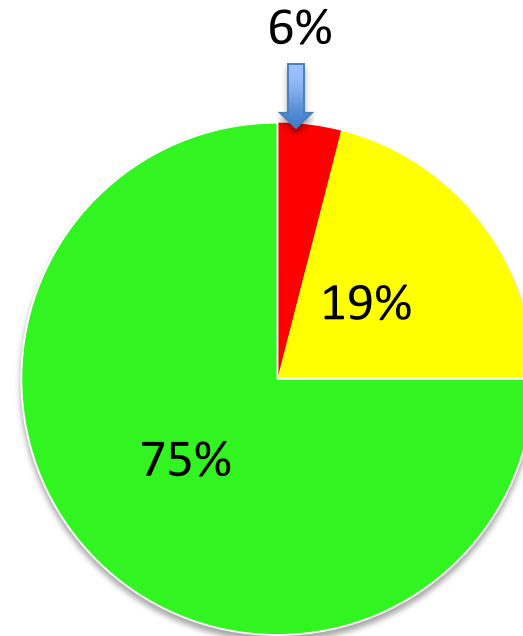


Learning Ovations Classrooms

US NAEP 2013



- Below Basic
- Basic
- Proficient & Advanced



In Three Years

COUNTY-WIDE ACTION TEAMS

LEARN

- Early Childhood Readiness & Success
- Aligning Education to Careers

WORK

- Balancing Workforce & Economic Development

THRIVE

- Individual & Family Stability

Indicators of Successful Implementation (Luke)

- Progress Toward Outcome
 - 30% (baseline) to 72% children ready for K
- Relationships Among Key Stakeholders
 - “What would ET do?”
- Policy Learning
 - Eric Holder: Erie should be a model re-entry
- Personal Goals of Members
 - 20 Self-Organizing Task Teams

Indicators of Successful Implementation (Working Differently)

- Rallying Resources
 - More than a \$1.5M in “but for” grants in 2014
- Decision Making
 - Cross-Team Meetings: Keystone Outcome
- Accountability
 - Annual Forum Report / Vital Signs Report
- Community Engagement
 - 300, 310, 350 and 420 Community Forums

“What is alive for you about the
Erie experience of
implementation?”

Three Major Impediments to Successful Implementation

- A. Owned by the Institutions
rather than the Community
- B. Works in an separate orbit
disconnected from the Institutions
- C. “All things to all people”
 - every activity (provider) is represented
 - doesn’t set priorities or sequence

ERIE TOGETHER - WHAT IS IT?

- **NOT** a social service agency
- **NOT** a social service program
- **IT IS** a county-wide **civic movement**
 - Prevent and reduce poverty
 - Elevate prosperity

Make the Erie region a community where everyone can learn, work and thrive