

# How ON Gets to Outcomes



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## A. Systems Alignment

We involve partners and stakeholders in a **COLLECTIVE IMPACT APPROACH** to change policies, processes, relationships, resources, and power structures that have led to unwanted differences in outcomes for children, youth, and families.

SYSTEMS ALIGNMENT	
Strategies	Objectives
<b>Adopt a collective impact and continuous learning culture</b>	<ul style="list-style-type: none"> <li>• Identify varied yet complementary ways for partners to work together</li> <li>• Embed learning structures in ON processes</li> <li>• Increase awareness and knowledge related to desired changes</li> <li>• Evolve norms to support ON goals</li> </ul>
<b>Target resources to address identified needs and gaps in specific communities</b>	<ul style="list-style-type: none"> <li>• Establish network(s) of wrap-around service providers</li> <li>• Increase responsiveness to community needs</li> </ul>
<b>Initiate or align activities with ongoing countywide initiatives</b>	<ul style="list-style-type: none"> <li>• Collaborate on school attendance</li> <li>• Increase focus on equity and trauma-informed lenses</li> </ul>
<b>Build stakeholder capacity in service delivery</b>	<ul style="list-style-type: none"> <li>• Increase emphasis on social-emotional learning practices</li> <li>• Increase staff competency in restorative practices</li> <li>• Provide technical assistance to stakeholders</li> </ul>
<b>Implement an agreed upon work plan using similar measures across communities</b>	<ul style="list-style-type: none"> <li>• Partners contribute to data and evaluation initiatives</li> <li>• Benchmark against core and other performance measures</li> <li>• Adopt data-informed decision-making strategies</li> <li>• Hold regular information-sharing meetings and trainings</li> </ul>
<b>Continuously recruit new partners into governance and working team activities</b>	<ul style="list-style-type: none"> <li>• Increase public participation in strategy development</li> <li>• Include community and partners in decision making</li> <li>• Increase public awareness and support</li> <li>• Participate regularly in information-sharing and strategic planning meetings</li> </ul>

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**B. Focal Areas** We apply the collective impact approach to form strategies that focus on five **FOCAL AREAS**:

1. Engagement & Outreach
2. Connected & Motivated Youth
3. School Readiness & Early Childhood Education
4. Wellness & Family Stability
5. Workforce Readiness & Student Career Preparedness

**C. Strategies** We carry out these strategies using partnership and coordination to increase the **ACCESSIBILITY, QUALITY, and UTILIZATION** of programs and services within our identified neighborhoods.

Focal Areas	Sample Initiatives	Sample Outputs (examples of how we measure "how much" we are doing)
<b>Focal Area 1: Engagement and Outreach</b>	<ul style="list-style-type: none"> <li>• Neighborhood Ambassador Program</li> <li>• Youth Councils, leadership development</li> </ul>	<ul style="list-style-type: none"> <li>• # of learning and development opportunities</li> <li>• # of residents participating in working groups/committees</li> <li>• # of residents participating on governance teams</li> <li>• # of new programs, projects, or services to meet community needs</li> <li>• # of community resource/information sharing opportunities/events</li> <li>• # of new partnerships opportunities</li> <li>• # of policy, process, or logistical changes</li> <li>• # of resident support opportunities</li> <li>• # of Neighborhood Ambassadors (NA) trained</li> <li>• % increase in service/program utilization by target population</li> <li>• % of participants from target population</li> </ul>
<b>Focal Area 2: Connected and Motivated Youth</b>	<ul style="list-style-type: none"> <li>• Check and Connect</li> <li>• After-school/out-of-school programs</li> <li>• Mentoring programs</li> </ul>	
<b>Focal Area 3: School Readiness and Early Childhood Education</b>	<ul style="list-style-type: none"> <li>• Pre-K and K registration partnerships</li> <li>• Reading Buddies</li> <li>• Neighborhood School Readiness Teams</li> </ul>	
<b>Focal Area 4: Wellness and Family Stability</b>	<ul style="list-style-type: none"> <li>• Back-to-school resource fairs</li> <li>• Restorative practices, peer mediation</li> <li>• Short-term behavioral health</li> </ul>	
<b>Focal Area 5: Workforce Readiness and Student Career Preparedness</b>	<ul style="list-style-type: none"> <li>• Summer meals, community markets</li> <li>• Housing access and stability assistance</li> <li>• EYE Internships</li> <li>• Young Scholars Program</li> </ul>	

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## D. Outcomes

Using the collective impact approach, the **IMPROVEMENTS IN HOW WE WORK TOGETHER** should, over time, result in noticeable changes in key signs of community well-being related to kindergarten readiness, health, academic success, workforce readiness, inclusion and connectedness, and family stability.

Indicator	Site Status
Chronic Absenteeism	___ % of students are chronically absent <small>(elementary school average, subset of XXXX pyramid)</small>
Reading Proficiency	___ % of third graders are reading proficient <small>(3rd graders, subset of XXXX pyramid)</small>
Resilience	___ % of students have trusted adults to talk to <small>(6th graders, XXXX Pyramid)</small>
Pre-K Enrollment	___ % of 3 & 4 year-olds enrolled in preschool <small>(Zip code XXXXX, Census table S1401)</small>
Student Behavior	___ % of students had at least one disruptive behavior incident <small>(elementary school average, subset of XXXX pyramid)</small>
Food Security	___ % of students report going hungry <small>(6th graders, XXXX Pyramid)</small>
Connectedness	Indicator in Development
Workforce Readiness	Indicator in Development

Desired Outcomes

Academically Successful Youth

Kindergarten Ready Children

Healthy Youth and Stable Families

Workforce Ready Youth

Inclusive and Connected Community