Marin Promise Partnership

June, 2013
What is the Marin Promise Partnership?

– Focused on educational excellence and equity
– Bringing community together in different way
– Driving dramatic improvement in life outcomes through education
– From cradle to career
– For ALL children
– In Marin County
From Isolated to Collective Impact

Collaborative Action
• A group working towards the same outcome,
• Looking at student level data,
• To continuously improve practices over time

Coordinated Action
• A group working on the same issue,
• Sharing program level data
• To identify best practices and align efforts

Individual Action
• Individual practitioners working on specific issues
• Collecting qualitative and quantitative data
• To demonstrate impact with individual students

Cumulative Impact

Collective Impact

Isolated Impact
Marin Promise Partnership

Initiate Action
Nov. 2011 – June 2012
- Stanford Social Innovation Review article
- Working Group established
- Venture Funding Secured
- County leadership engaged
- Hired STRIVE
- First Convening (June 2012)

Design Phase I
- Kitchen Cabinet established
- Fiscal sponsor secured
- Stakeholder meetings (25-50 individuals)
- Draft Mission
- Draft Community Level Outcomes
- 1st Design Institute) ~ 50 attendees

Design Phase II
- Established Community Engagement Committee
- Expanded Kitchen Cabinet
- Stakeholder Meetings
- Established Data Committee – design report card
- 2nd Design Institute – 50 attendees
- Explored structural partnerships

Soft Launch
- Seat Operations Team & Partnership Council
- Finalize Community Level Outcomes / Report Card & recommend data supports for Networks
- ID Staffing Needs
- Continue community engagement
- Recommend Networks
- Fundraise
- Develop communications plan

Launch
Oct. 2013
- Public launch
- Community report card, action guide published
- Launch Networks
- Continue Community Engagement
- Support data needs of Networks
- Plan advocacy work based on Network priorities

Decision to move forward if
- Leadership validation (95%)
- Strive Partnership
- Authentic community engagement
- Non-academic indicators considered
- Understand structure & value proposition
- Enough partners commit to outcomes, structure, & mission
- Secure funding through launch
- Leadership Council on board
- Outcomes prioritized
- Networks decided
- Staffing plan & budget
- Funding for 3 years secured
- Data Manager Hired
- Leader hired
- Networks, Backbone Staff and Partnership Council engaged in the work
What is the Promise?

OUR PROMISE TO MARIN KIDS

A thriving Marin is living up to its ideals of equity and sustainability by investing our collective time, talent and treasure so that ALL children are prepared for college, career and community.

We promise that ALL children in Marin:

• Are prepared for school
• Are supported academically, socially, emotionally -- both in/out of school
• Succeed academically
• Enroll and Graduate from a post secondary education and/ or training experience
• Enter a career prepared with the skills necessary for the global workforce

HOW?

Marin County will organize leaders from all constituencies around action, alignment and accountability for educational outcomes along a Cradle to Career continuum that assures that ALL children in Marin are prepared for college, career, and community.
## Networks formed around Academic Outcomes

<table>
<thead>
<tr>
<th>OUTCOMES</th>
<th>ACADEMIC INDICATORS</th>
<th>NON-ACADEMIC INDICATORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enter kindergarten ready with skills and knowledge to succeed in school</td>
<td>% 4 year olds enrolled in Preschool</td>
<td>% families of eligible enrolled in food sufficiency programs (K-12)</td>
</tr>
<tr>
<td>Learn to read by 3rd grade</td>
<td>% 3rd Grade CST ELA Proficient &amp; Advanced levels*</td>
<td>% parent/caregivers engaged in school (K-12)</td>
</tr>
<tr>
<td>Master critical math concepts by 8th grade</td>
<td>% 8th Grade CST Algebra 1 Proficient &amp; Advanced levels*</td>
<td>% students with strong connection to parent/caregiver or another adult in their lives (K-12)</td>
</tr>
<tr>
<td>Graduate high school with A-G requirements</td>
<td>HS Graduation Rate</td>
<td>Attendance (and on time) (K-5)</td>
</tr>
<tr>
<td>Enroll in college/post-secondary</td>
<td>% enrolled in AA or BA within 2 years of HS graduation</td>
<td>% teachers with access to 21st century technology tools (K-12)</td>
</tr>
<tr>
<td>Complete a college/post-secondary degree</td>
<td>% enrolled without ELA &amp; without math remediation</td>
<td>% students with strong connection to school, teacher or other adult on campus (K-12)</td>
</tr>
<tr>
<td></td>
<td>% with meaningful work experience upon graduation</td>
<td>Critical thinking skills (3-12)</td>
</tr>
</tbody>
</table>
The Marin Promise

The general, concise, statement outlining the purpose guiding the practices of our partnership

A thriving Marin is living up to its ideals of equity and excellence through the Marin Partnership for collaborative action, alignment and accountability. The Partnership works in a new way to collectively invest our time, talent and treasure to improve results for all children, cradle to career, every step of the way.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Outcomes</th>
<th>Core Indicators</th>
<th>Contributing Indicators</th>
<th>Annual Benchmarks of Core Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>The broad, general statements of what our partnership intends to accomplish</td>
<td>Brief, clear statements that describe what students will achieve</td>
<td>A durable and robust set of measures to track the county’s progress towards our outcomes</td>
<td>A set of measures that provide additional information but do not have specific targets</td>
<td>Yearly targets our partnership will set</td>
</tr>
</tbody>
</table>

**ALL children in Marin:**

- Are prepared for school
- Are supported both in/out of school
- Succeed academically
- Enroll and Graduate from a post secondary education and/or training experience
- Enter a career prepared with the skills necessary for the global workforce

- Enter Kindergarten ready to succeed
  - Learn to read by 3rd grade
  - Master critical math concepts by 8th grade
  - Graduate high school prepared and inspired for post-secondary education *
  - Enroll in college/post secondary
  - Complete a college/post secondary degree

1. 4 year olds enrolled in preschool
2. Preschool attendance
3. KOF assessment
4. California Standards Test English Language Arts 3rd grade
5. California Standards Test Algebra I 8th grade
6. Students enrolled in Algebra before high school
7. High School Graduation Rate
8. Students graduating with A-G requirements
9. Students enrolling in post secondary within 2 years
10. Students enrolled in AA or BA without ELA/Math remediation
11. Students completing AA in 4 years, BA in 6 years

1. Families eligible for free/reduced lunch
2. K-12 caregivers engaged in school
3. K-12 students with strong connection to parent/caregiver or another adult in their lives
4. K-12 students with strong connection to school, teacher or other adult on campus
5. K-5 attendance (and on time)
6. Teachers with access to 21st century technology tools
7. 3-12 critical thinking skills

To Be Determined
Marin Partnership for Collaborative Action, Alignment and Accountability

Operations Team
Sets priorities; drives the partnership’s shared community vision; provides strategic direction and accountability structure to the partnership and its support staff.

Backbone Team
Recruit, organize and support networks, Operations Team, and Partnership Council. Provides Data and Facilitation for Collaborative Action Networks

Collaborative Action Networks
- Convene to focus on a specific partnership community-level outcome
- Review local and national data, along with experience to identify action to work on collectively
- Identify shared action using data that network can take to move the needle on a community-level outcome (i.e. – policy, practice, training)
- Develop a plan to implement identified action

Partnership Council
- Promote collaborative action
- use their social and political capital or positional authority to align resources behind the adopted outcomes, and
- represent essential perspectives in the community,
- provide access to data or students, and
- ensure that each collaborative plan is:
  - Aligned to the goals and outcomes;
  - Implemented based on the collaborative action plan
  - Utilizing resources (human and capital) to make the initiative successful.
Partnership Role

- **Champion the Marin Promise mission in the community and within their organization**
  - Use social, and political capital and positional authority to promote a focus of overcoming current barriers and differences to aligning resources (time, talent, treasure) behind the outcomes and successful strategies to obtain them

- **Unite behind a Shared vision and Common Agenda with the goals of:**
  - 100% of Marin County students will graduate from high school prepared and inspired to succeed in their choice of college or career
  - The number of students who chose and graduate from college will double (from 30% to 60%) for all population groups (regardless of race or economic status)

- **Participate in Collaborate Action networks to align organizational efforts and activities to ensure collective action, advocacy and funding to ensure that all children:**
  - Enter Kindergarten ready
  - Master reading by 3rd grade
  - Master critical math skills by 8th grade
  - Graduate High School eligible and prepared for secondary education
  - Graduate from higher education programs (college and career prep) ready to enter into the workforce

- **Promote collaborative continuous improvement among providers around agreed upon outcomes**
  - Share and use evidence-based data to inform decisions, develop strategy and guide initiatives

- **Communicate regularly and consistently to keep all constituencies informed**
  - Measures and communicates progress to the broader community towards selected outcomes

- **Hold themselves and the community accountable to improve common agreed upon outcomes**
  - Commit organizationally to specific community level outcomes for children
  - Prioritize outcomes, based on community need and resource availability
### SAMPLE - Potential Networks Members

<table>
<thead>
<tr>
<th>NETWORK</th>
<th>POTENTIAL MEMBERS</th>
</tr>
</thead>
</table>
| Early Childhood (pre school for all 4 year olds) | • Pre-k – 3 MCF Collaboratives  
• Head Start  
• First 5  
• Pre-schools – public and private  
• Dominican  
• Child Care Council  
• MCF  
• Other Collaboratives  
• Schools Rule |
| 3rd Grade Literacy Network | • Superintendents/Principals  
• Learning Partners  
• Room to Read  
• Literacy Organizations  
• ELL Programs – COM  
• ELL Organizations |
| Math/STEM Network | • STEM Regional Networks  
• Superint., Curriculum Leaders  
• Science Museums  
• Dominican  
• Technology Companies |
| Equitable Common Core Curriculum Implementation, A-G Requirements, 21st Century Skills (4C’s) | • Superintendents/  
• Curriculum Leaders  
• School Board Members  
• Teachers  
• CTA  
• AFT  
• Parents  
• Non-profits  
• Supporting Schools  
• Marin CAN  
• MCF Program Officer  
• Schools Rule  
• School to Career Partnership  
• SPARK  
• After School Tutoring Groups  
• Summer Groups  
• 10K Degrees  
• BIE |
| College Access Network | • 10K Degrees  
• Superint., Asst. Sups  
• School Counselors  
• Marin CAN  
• Summer Programs  
• MCF – Scholarships  
• Funders  
• After School Programs |

*Will be replaced as soon as Common Core California State Standards are in place*
Collaborative Action Process

1. Scoping the Work
   - Identify Contributing Indicators & Collect Data
   - Prioritize & Narrow
   - Set Network Measures & Target
   - Determine Membership

2. Action Planning
   - Network Charter
   - Action Plan
   - Analyze Data to Identify Gaps & Bright Spots
   - Identifying Practices with Impact

3. Implement Action Plan
   - Early Wins

4. Monitor & Improve

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Leadership Council Role

• Visible Partners with access to key resources or points of view
• Meet 3 times/year – June, October, February
• Approve Marin Promise Vision, Mission and Outcomes and Measures for Accountability
• Approve Collaborative Action Networks
• Approve Long Term Backbone Organization
• Approve Governing/Operation Council (meets monthly and oversees Marin Promise staff & operations)
## Partnership Council Positional Appointees

<table>
<thead>
<tr>
<th>Organization</th>
<th>Sector</th>
<th>Name</th>
<th>Confirmed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Novato Unified School District</td>
<td>Education - K-12</td>
<td>Shalee Cunningham</td>
<td>Yes</td>
</tr>
<tr>
<td>San Rafael School District</td>
<td>Education K-12</td>
<td>Michael Watenpaugh</td>
<td>Yes</td>
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<tr>
<td>Tam School District</td>
<td>Education 9-12</td>
<td>Laurie Kimbrell</td>
<td>Yes</td>
</tr>
<tr>
<td>Marin City/Sausalito</td>
<td>Education K-8</td>
<td>Valerie Pitts</td>
<td>Yes</td>
</tr>
<tr>
<td>MCF</td>
<td>Funder</td>
<td>Dr. Thomas Peters</td>
<td>Yes</td>
</tr>
<tr>
<td>United Way</td>
<td>Funder</td>
<td>Anne Wilson</td>
<td>Yes</td>
</tr>
<tr>
<td>10K Degrees</td>
<td>Non-Profit</td>
<td>Kim Mazucca</td>
<td>Yes</td>
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<tr>
<td>Marin County Office of Education</td>
<td>Civic</td>
<td>Mary Jane Burke</td>
<td>Yes</td>
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<tr>
<td>Marin Child Care Council</td>
<td>Early Childhood</td>
<td>Aideen Gaidmore</td>
<td>Yes</td>
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<tr>
<td>Shoreline Unified School District</td>
<td>Education 9-12</td>
<td>?</td>
<td>On Hold</td>
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<tr>
<td>College of Marin</td>
<td>Post-Secondary Education</td>
<td>David Wain Coon</td>
<td>Yes</td>
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<tr>
<td>Dominican College</td>
<td>Post-Secondary Education</td>
<td>Mary Marcy</td>
<td>Yes</td>
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<tr>
<td>First 5</td>
<td>Funder</td>
<td>Amy Reisch</td>
<td>Considering</td>
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<tr>
<td>Elected Official - National</td>
<td>Civic</td>
<td>Jared Huffman/ Jenny Callaway</td>
<td>Yes</td>
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<tr>
<td>Elected Official - State</td>
<td>Civic</td>
<td>Marc Levine</td>
<td>Mtg Scheduled</td>
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<tr>
<td>Marin County Health and Human Services</td>
<td>Civic</td>
<td>Larry Meredith</td>
<td>Yes</td>
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<tr>
<td>Juvenile Justice/Alternative Education</td>
<td>Civic</td>
<td>Mike Daly</td>
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<td>Marin Housing Authority</td>
<td>Civic</td>
<td>Lewis Jordan</td>
<td>Yes</td>
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<tr>
<td>Perspective</td>
<td>Recommending Organization</td>
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<tr>
<td>Teachers and Staff</td>
<td>California Teachers Association</td>
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<tr>
<td>School Board Leadership</td>
<td>Marin County School Board Association</td>
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<tr>
<td>Parents (3)</td>
<td>Parent Services Project</td>
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<td></td>
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<tr>
<td>Marin City Community</td>
<td>MLK Coalition</td>
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<tr>
<td>Canal Community</td>
<td>Canal Alliance</td>
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<tr>
<td>Novato Community</td>
<td>Novato Youth Center</td>
<td></td>
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<tr>
<td>West Marin Community</td>
<td>???</td>
<td></td>
<td></td>
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<tr>
<td>Supts. outside of 4 focus areas</td>
<td>Marin County Board of Supervisors</td>
<td></td>
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<tr>
<td>Business (2)</td>
<td>Keep Marin Working Coalition of Businesses (NB Leadership Council, Marin Economic Forum, School to Career Partnership, Workforce Housing Trust, Workforce Investment Board, Marin Association of Realtors, SR Chamber, Novato Chamber, Hispanic Chamber of Commerce, Marin Builders Association)</td>
<td></td>
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<tr>
<td>Health Providers</td>
<td>Healthy Marin Partnership</td>
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<tr>
<td>Latino/Latina Business</td>
<td>Hispanic Chamber of Commerce/Latino Council</td>
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<tr>
<td>Advocacy</td>
<td>Marin Kids?</td>
<td></td>
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<tr>
<td>Faith</td>
<td>Marin Organizing Council</td>
<td></td>
<td></td>
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<tr>
<td>Funders</td>
<td>??</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education Non-Profits</td>
<td>Center for Volunteer &amp; Non-Profit Leadership</td>
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</tbody>
</table>
Backbone Org

**Fundraising**

Committed thru October

- $85K from Individuals
- $80K from Marin Community Foundation
- $25K from United Way

Plan for Launch – Public/Private Partnership

- 1/3 Foundation Funding
- 1/3 Civic Funding
- 1/3 Individual/Business Funding

**Staffing**

Committed thru October

- Director (Ann Mathieson) – in kind
- Project Manager (Brian Gadsden)
- Data Manager (Juwen Lam)
- Administrative Support and Fiscal Sponsorship (10K Degrees, Katherine Underwood)

Plan for Launch

- Director
- Data Manager
- Facilitators
- Administrative Assistance
Next Steps

• Partnership and Leadership Council Role
• Participation of appropriate Data Expert with Marin Promise Data Manager and Committee (monthly)
• Participation/Leadership in Appropriate Collaborative Action Networks
Key Dates

• Webinar on Collective Action Networks - TBD
• June 26th – Partnership Council Meeting
• June 18th – Strategic Task Force meeting (3:00-5:00)
• September 25th-27th – National STRIVE meeting