

# From Scope to Scale:

*Driving a Culture of Results through Collective Impact*

# Flint & Genesee County

FGLN Background

<https://youtu.be/x6Mi3AjaPyl>

“No single person or organization alone can solve society’s most challenging issues”

# Collective Impact Overview

## The 5 Conditions of Collective Impact

- 1 Common Agenda**
  - Common understanding of the problem
  - Shared vision for change
- 2 Shared Measurement**
  - Collecting data and measuring results
  - Focus on performance management
  - Shared accountability
- 3 Mutually Reinforcing Activities**
  - Differentiated approaches
  - Coordination through joint plan of action
- 4 Continuous Communication**
  - Consistent and open communication
  - Focus on building trust
- 5 Backbone Support**
  - Separate organization(s) with staff
  - Resources and skills to **convene** and **coordinate** participating organizations

# Achieving “Collective Impact” with “Collective Accountability”



## Community Results and Solutions

School Readiness

School Success

Post Secondary Success

Gainful Employment





# “Shared Vision for Change”

## Original Vision

Improving Community  
Literacy

## Vision Result Redefined

FGLN Partners Improve  
Literacy through a  
Two-Generational Theory of  
Change .

Who, Where, What??



# “Collecting Data and Measuring Results”

**2015**

Population-Level Measures

**2017**

Multi-tiered System for  
Accountability

## Flint & Genesee Literacy Goals & Indicators



Results	Indicators
<b>Children are ready for kindergarten.</b>	% <del>of</del> children in high quality-rated or accredited child-care settings, including publicly funded programs, Head Start, and home-based providers
	% <del>of</del> child care programs with high quality ratings
	% <del>children</del> entering school ready to learn (Kindergarten Entry Assessment-GISD?)
	Total number of children served
	% <del>of</del> children birth to five years old who have a place where they usually go, other than an emergency room, when they are sick or in need of advice about their health
<b>Children are succeeding at school.</b>	% <del>of</del> 3rd Graders who are at or above grade-level in English/ Language Arts
	% <del>of</del> 3rd Graders who are at or above grade-level in Mathematics
	% <del>of</del> 6th Graders who are at or above grade-level in English/ Language Arts
	% <del>of</del> 6th Graders who are at or above grade-level in Mathematics
	% <del>of</del> 8th Graders who are at or above grade-level in English/ Language Arts
	% <del>of</del> 8th Graders who are at or above grade-level in Mathematics
	% <del>of</del> 11th Graders who are at or above grade-level in English/ Language Arts
	% <del>of</del> 11th Graders who are at or above grade-level in Mathematics
	% <del>of</del> students who graduate from high school or attain a GED
	% <del>of</del> young people who are chronically absent
	% <del>of</del> young people who are not in school nor working
<b>People are prepared for and are succeeding in post-secondary education.</b>	% <del>of</del> people who enroll in post-secondary education
	% <del>of</del> students who enroll in vocational training/ certification programs
	% <del>of</del> students who place into college-level English
	% <del>of</del> students who place into college-level Math
	% <del>of</del> students who graduate from a college or university (2-year or 4-year)
	% <del>of</del> students who earn a vocational certificate or credential
<b>People are gainfully employed at a living wage.</b>	Unemployment Rate
	% <del>of</del> residents living at or below the poverty line
	Median household income



# Core and Impact Indicators

## Kindergarten Readiness

#/% of children entering kindergarten ready to learn

### Quality Early Learning

- # of Genesee County Children enrolled in publicly funded and/or quality-rated FGLN partnered early learning programs.
- % of center-based publicly funded early learning programs utilizing FGLN two-generational approaches.

### Book-Rich Environments

- # of books accessed by Genesee County Residents through FGLN partner activities.
- # of books distributed to Flint Children, ages 0-5, through FGLN partner activities.

### Parent Education

- # of parents/caregivers of Genesee County Children, engaged in Parent Education through FGLN partners.
- # of parents/caregivers of Genesee County Children, engaged in Parent and Child Together (PACT) Time through FGLN partners.

## School Success

#/% of students proficient in core academic subjects

### Out-of-School Time Learning

- # of Genesee County Children enrolled in Summer/OOST or Before & After School Time Programs that address their academic and social needs.
- # of Genesee County Residents engaged in site-based activities with a literacy focus facilitated by FGLN partners.

## Post-Secondary Readiness

#/% of students who matriculate to an institute of higher education

### Tutoring & Mentoring

- # of Children K-12, Opportunity Youth, and Adults receiving academic and/or social support from a trained tutor/mentor through FGLN partners.
- # of trained tutors and mentors, supported by FGLN partners, serving Adults.
- # of Flint residents engaged in site-based activities with an Adult Literacy Focus facilitated by FGLN partners.

## Gainful Employment

#/% of people who are employed

### Workforce Training & Engagement

- # of Genesee County Adults/Opportunity Youth engaged in workforce training facilitated by FGLN partners.
- # of Genesee County Adults/Opportunity Youth receiving workforce training from FGLN partners who become employed.



# “Consistent and Open Communication; Trust Building”

**2015**

Meetings for the sake of  
Connection

**2017**

Results-based convenings  
using Turn the Curve  
Thinking



# “Coordination through Joint Plan of Action”

## FGLN Original

Family Literacy and Youth  
Tutoring & Mentoring --

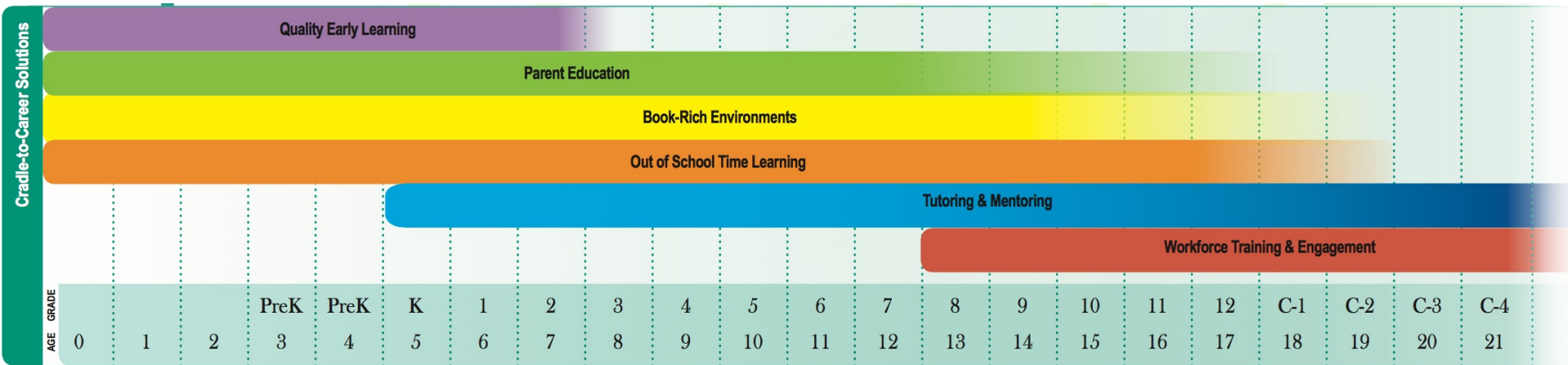
*working towards same issues*

## FGLN 2.0

Leader focused collaborations  
aligning actions to maximize  
client impact --

*working toward same  
outcomes*

# Two-Generational Solutions

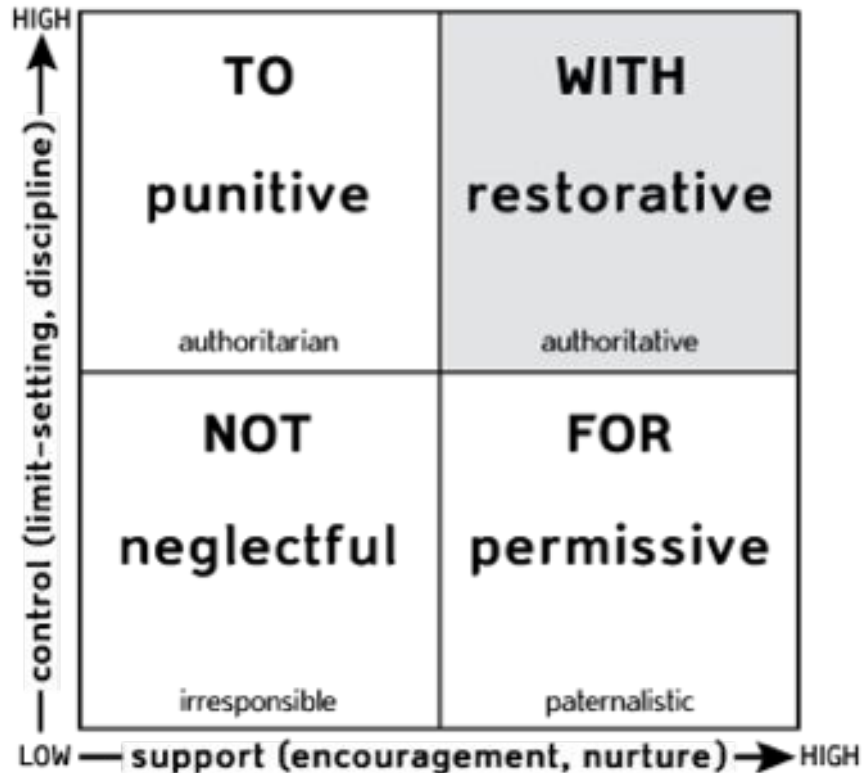


# Backbone Support Organizations

“Resources and Skills to Convene and  
Coordinate participating organizations”



# Continuum of Control and Support



Power Rest in the Relationship!

# Lessons Learned

1. Fall in Love with the Problem: “Lead with Data, Love with Data”
2. “Communities can only grow at the speed of Trust”
3. Collaboration Works!

# Q&A