



Ready by 21[®] all youth ready for college, work & life

PARTNERING FOR COLLECTIVE IMPACT: TEEN PREGNANCY And BEYOND

Presented by Karen Pittman
CEO, The Forum for Youth Investment

*Expanding our Experience and Expertise: Implementing Effective Teenage
Pregnancy Prevention Programs Conference*

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Baltimore, MD

THE BIG QUESTIONS

- **Are all young people in your community ready for college, work and life?**
- **Are your neighborhoods offering enough high quality supports year-round?**
- **Do leaders in your community work collectively and effectively towards big goals for children and youth?**

**If not,
Ready by 21 Can Help**



Collective impact (Kania and Kramer)

- *“Organizations have attempted to solve social problems by collaboration for decades without producing many results. The vast majority of these efforts lack the elements of success that enable collective impact initiatives to achieve a sustained alignment of efforts...”*
- *“Our research shows that successful collective impact initiatives typically have five conditions that together produce true alignment and lead to powerful results:*
 - **a common agenda**
 - **shared measurement systems**
 - **mutually reinforcing activities**
 - **continuous communication**
 - **backbone support organizations**



Common Purpose

We need coalitions not only to be stronger individually, but stronger together. We need:

- *a common agenda* that speaks to improving academic, health and social outcomes of children from birth to young adulthood
- *shared measurement systems* that not only track children's progress, but link that progress to performance improvements of the systems and settings where children spend their time
- *mutually reinforcing activities* not only among providers on the front lines, but among coalitions and decision makers working on everything from prenatal care to college success
- *continuous communication* within and across all levels of the infrastructure and out to the public
- *backbone supports* organized in a way that ensures the success of the whole even when the support functions are spread across several entities.



The Need: Well-Prepared Youth

*“The continued ability of states to compete in the global economy hinges on how well they enable their younger citizens to **attain the competencies and social attributes necessary** to ultimately fuel economic growth and contribute to the well-being of their families and communities.”*

— National Governors Association’s Center for Best Practices
October 2003



The Challenge: Too Few Young People Are Ready

Researchers Gambone, Connell and Klem (2002) estimate that only 4 out of 10 young people are doing well in their early 20s.

22% are having difficulty

Definition: Doing poorly in two life areas and not well in any

- **Productivity:** Have high school diploma or less, be unemployed, on welfare
- **Health:** Have poor health, health habits, unsupportive relationships
- **Connectedness:** Commit an illegal activity about once a month



43% are doing well

Definition: Doing well in two life areas and okay in one

- **Productivity:** Attending college or working steadily
- **Health:** Have good health, health habits, healthy relationships
- **Connectedness:** Volunteer, be politically active, be active in religious institutions, community



The Reality: We Know What It Takes to Support Development

The National Research Council reports that teens need:

- Physical and psychological safety
- Appropriate structure
- Supportive relationships
- Opportunities to belong
- Positive social norms
- Support for efficacy and mattering
- Opportunities for skill-building
- Integration of family, school and community efforts

Do these supports really matter?

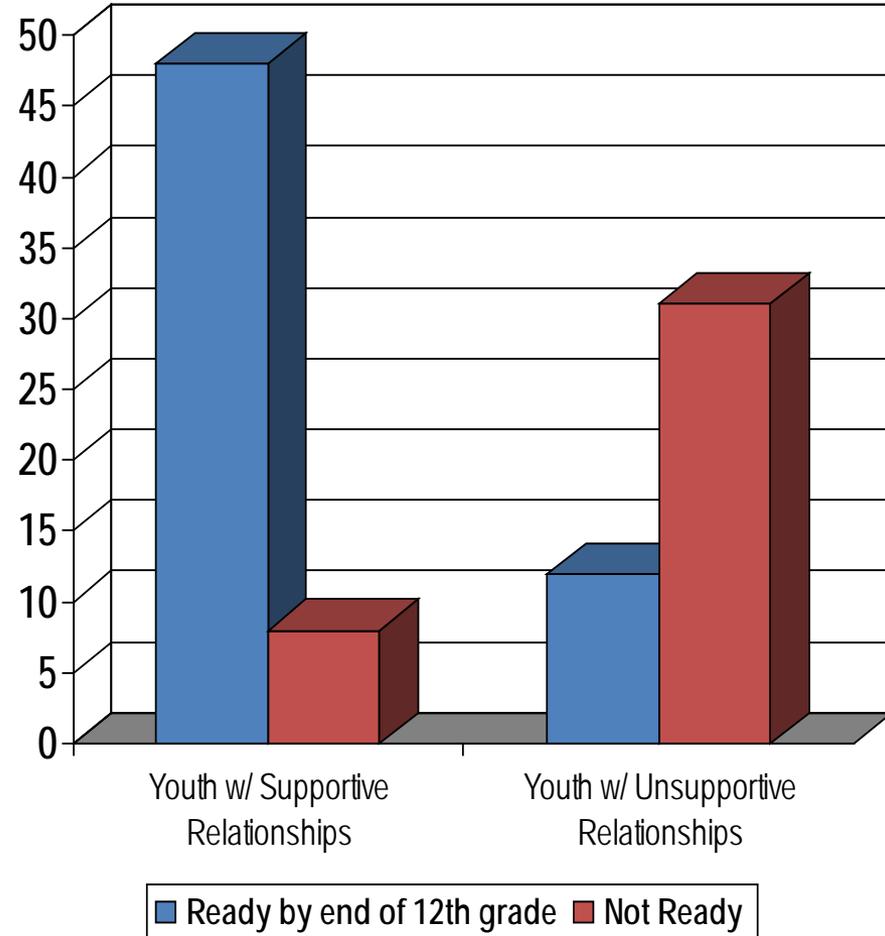
YES



Do these Supports Really make a Difference? Even in Adolescence?

ABSOLUTELY

Gambone and colleagues show that youth with supportive relationships as they enter high school are 5 times more likely to leave high school "ready" than those with weak relationships.

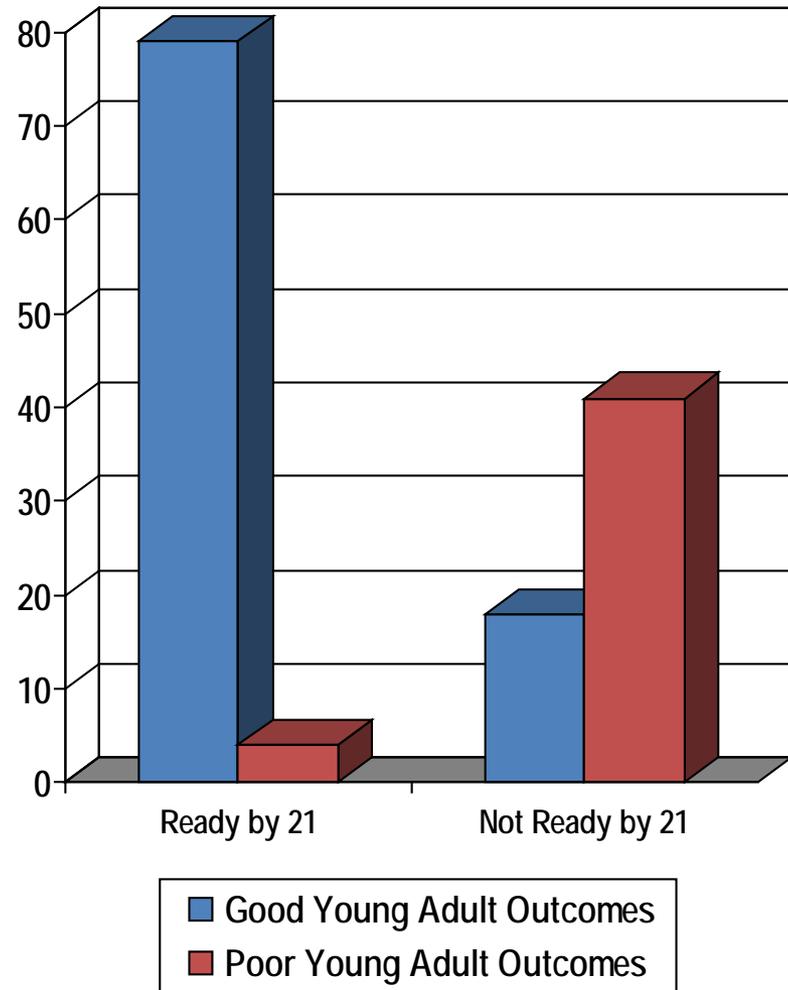


SOURCE: *Finding Out What Matters for Youth: Testing Key Links in a Community Action Framework for Youth Development*



Do these Supports Make a Difference in Adulthood?

... and those seniors who were “ready” at the end of high school were more than 4 times as likely to be doing well as young adults.



SOURCE: *Finding Out What Matters for Youth: Testing Key Links in a Community Action Framework for Youth Development*



Providing these Supports *Can* Change the Odds

Gambone/Connell's research suggests that if all young people got the supports they needed in early adolescence, the picture could change...

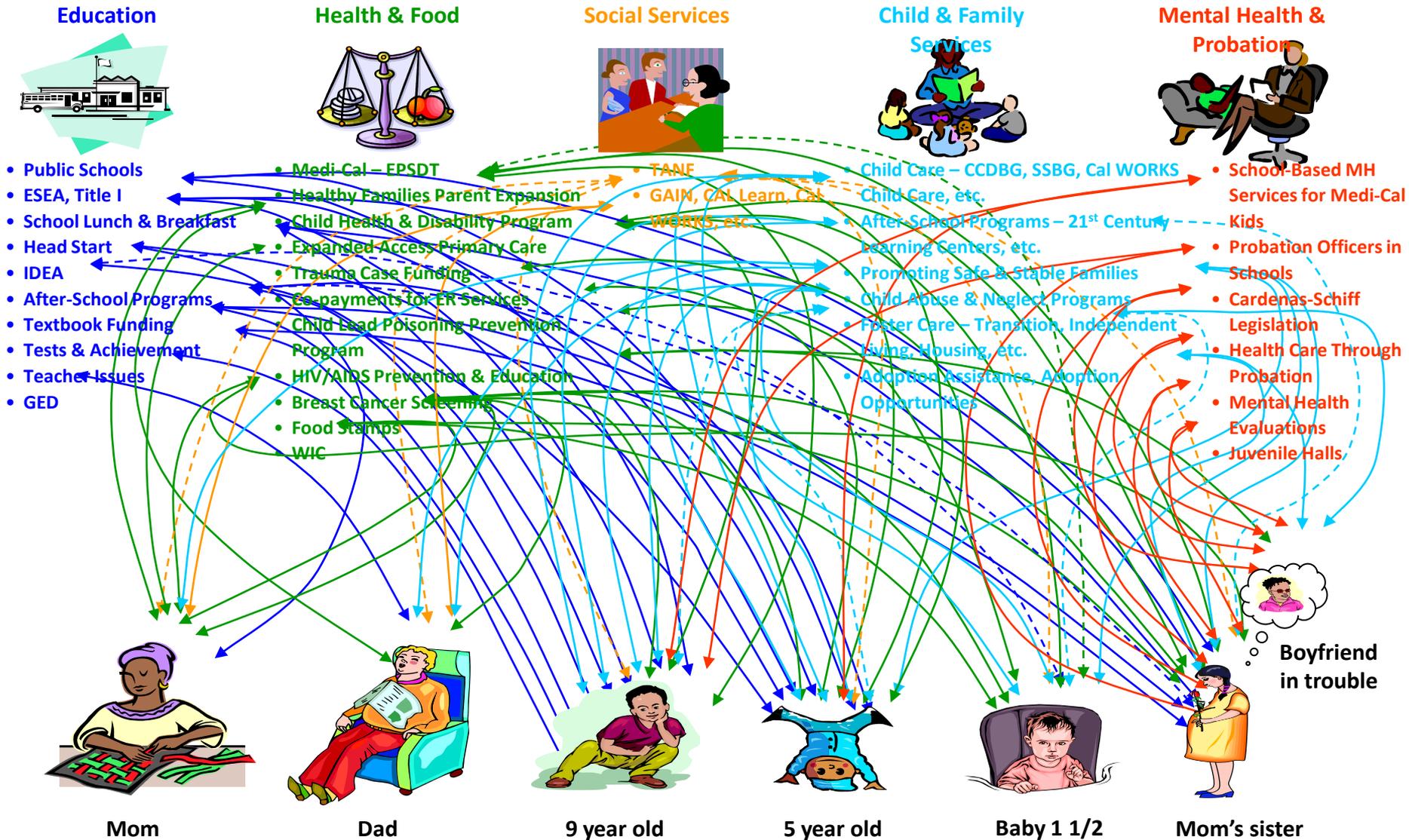
from 4 in 10 doing well



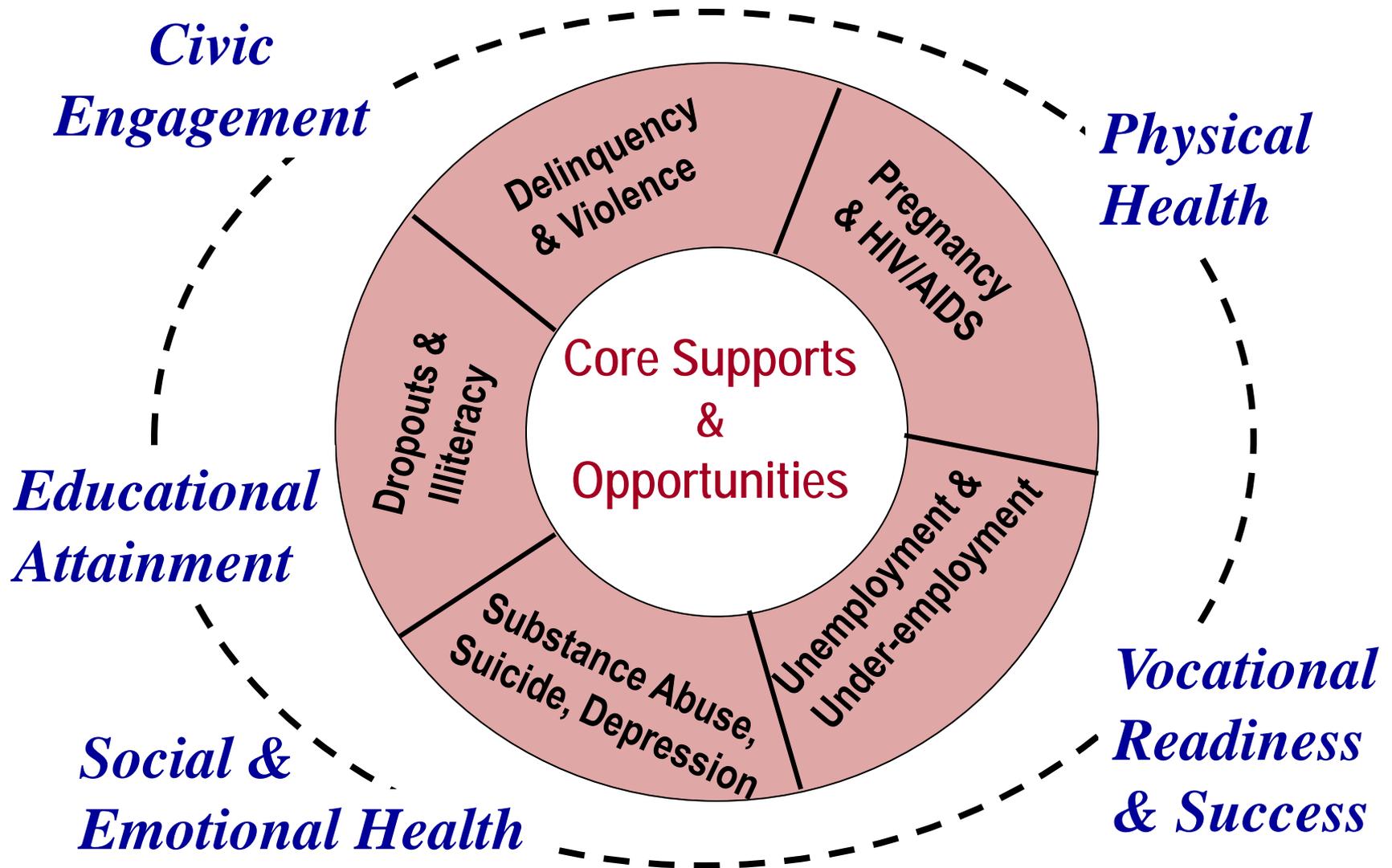
to 7 in 10 doing well*



Fragmented Services



Fragmented Goals



Early Literacy Campaign

Leadership

Safe Streets Coalition

Groups

Neighborhood Councils

Youth Network

Workforce Investment Board

P-20 Council

College Access Network

Substance Abuse Coalition

Mayor's Office on Children, Youth, Families

Afterschool Alliance

Health and Wellness Coalition

Family, School & Community

Improve teacher quality

Supports

Increase after-school participation

Improve OST program quality

Expand learning opportunities

Reform juvenile justice programs

Increase mentoring

Increase child health coverage

Reduce child welfare caseloads

Expand early childhood education

Child and Youth Outcomes

Increase School Readiness

Increase School Readiness

Reduce Youth Violence

Improve Third Grade Reading

Reduce Abuse & Neglect

Reduce Obesity

Reduce Bullying

Increase On-Time Graduation

Improve Job Skills

Increase Civic Engagement

Reduce Substance Use

Decrease Youth Idleness

FRAGMENTED LEADERSHIP



Changing the Way we do Business

Single coalitions are learning to define and document their contribution by:

- Doing a problem analysis
- Developing a logic model
- Deciding on specific interventions
- Documenting implementation
- Analyzing contribution



Example: Metro City Safe Streets

Partners

- Mayor's Office
- Juvenile/Family Courts
- Police Department
- Interfaith Coalition
- Metro United Way
- Metro Schools
- Metro PTA
- Neighborhood Councils
- Tenants Association
- Realtors Association
- Chamber of Commerce
- YouthNet Works
- Seniors Together

Neighborhood Level Indicators

- # thefts per 100 housing units
- # arrests per 1000 residents
- # arrests per 1000 youth <24
- # gang related incidents per month

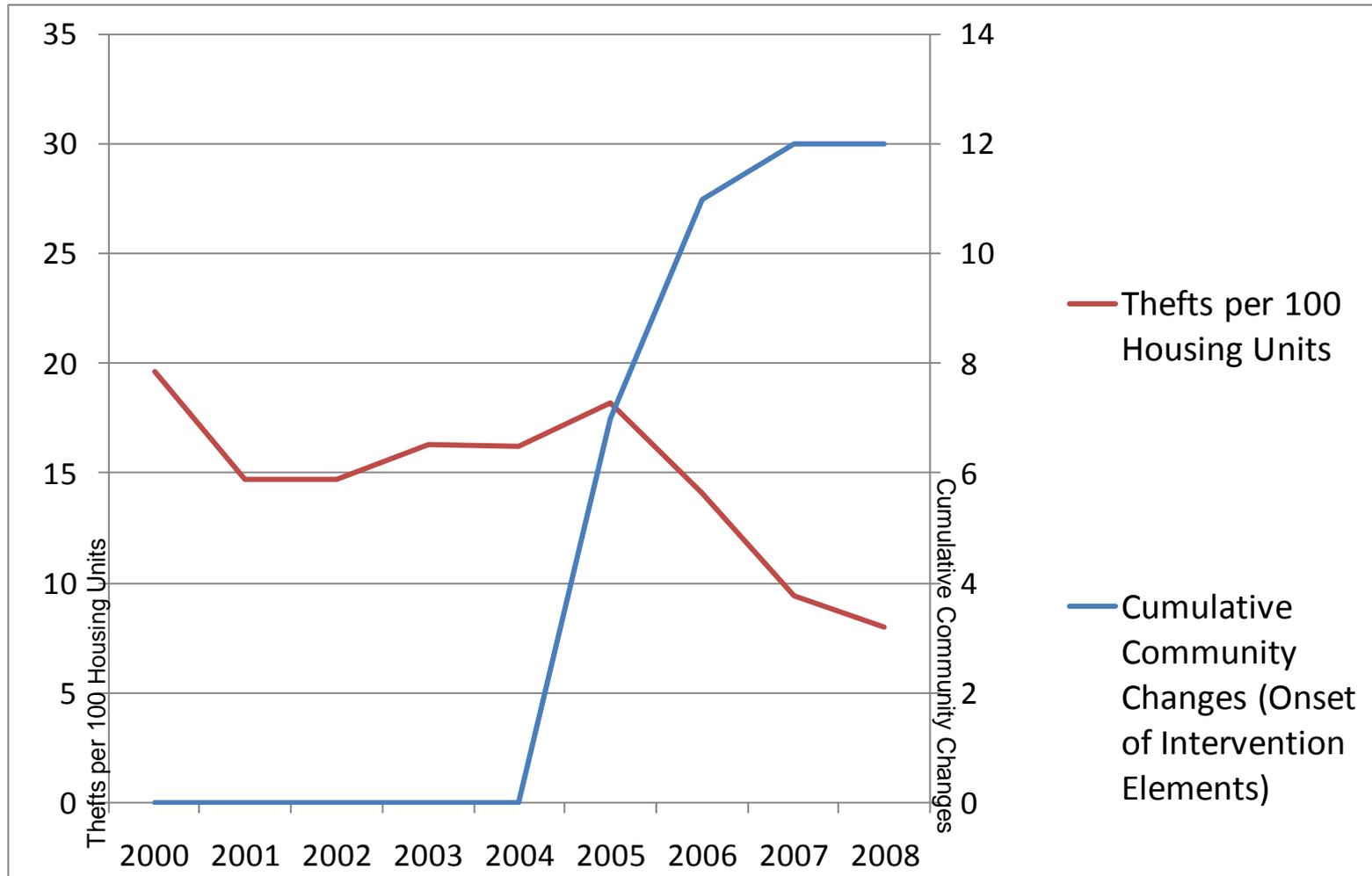
Interventions

- Adequate lighting
- Reclaimed vacant lots
- Landlord Controls
- Liquor zoning restrictions
- Community policing
- Active Tip lines
- Neighborhood Patrols
- Afterschool/Teen Clubs
- Youth Jobs Program
- Community Rec. Centers
- Senior Escort Service
- School Safety Zones
- Mentoring
- Drug Courts



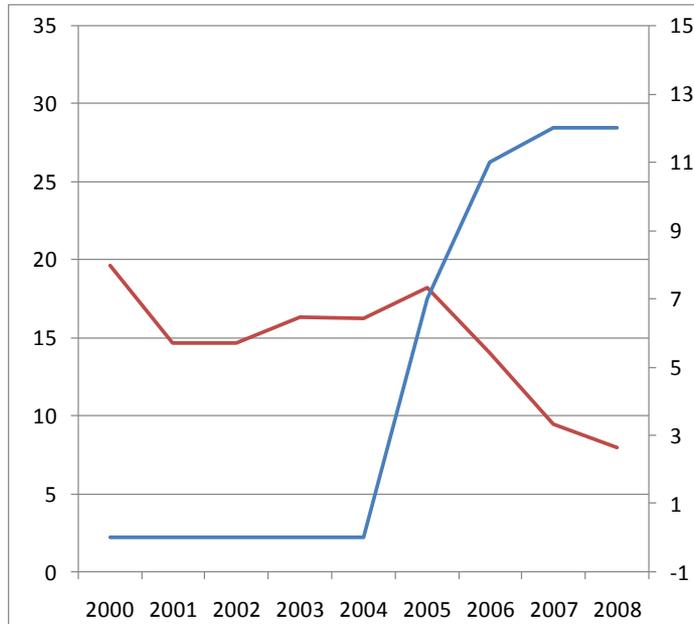
Metro City Safe Streets

Contribution to Reduced Crime: Neighborhood A

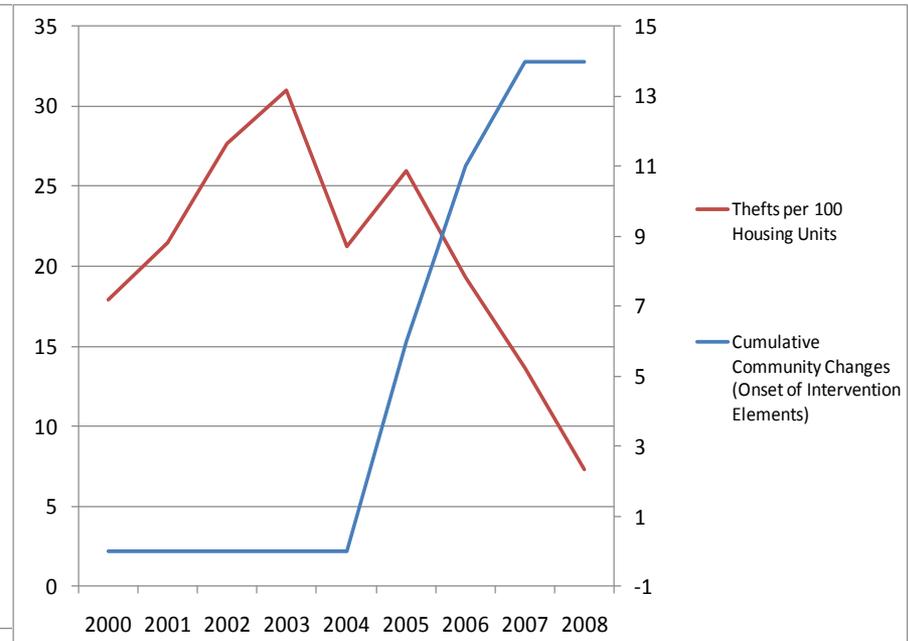


Contributions Consistent Across Neighborhoods

Safe Streets Neighborhood A

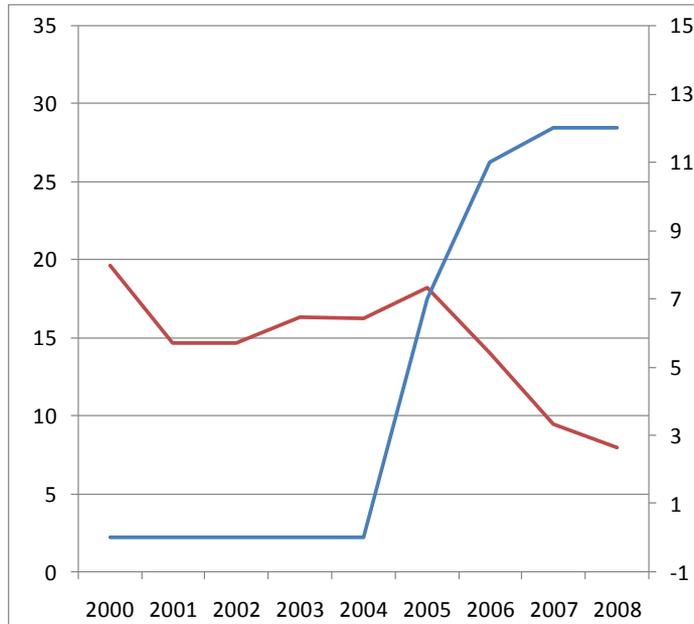


Safe Streets Neighborhood B

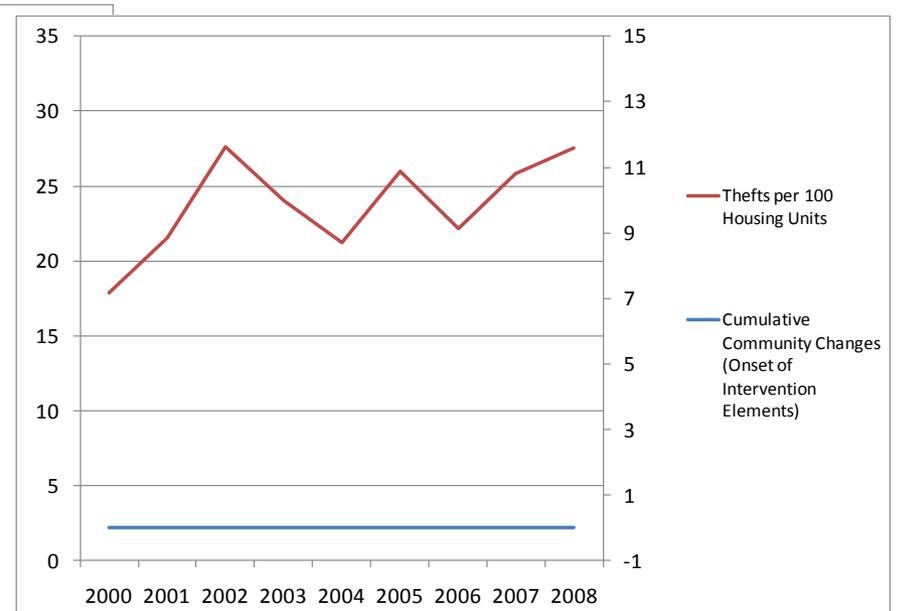


Contributions Consistent Across Neighborhoods

Safe Streets Neighborhood A



No Intervention Neighborhood G



What did success lead to?

- **Community Confidence Boosted?**

Yes. By setting clear goals and documenting its contribution in selected neighborhoods, Metro Safe Streets Coalition was able to garner support for adding additional neighborhoods.

- **Community Evaluation Model Introduced?**

Yes. Other Coalitions signed up to use this planning and evaluation approach.

- **Community Leaders Aligned?**

No. There was no incentive or opportunity to look for overlap in partners, indicators, and strategies.



Example: Partner Comparison

Metro City Safe Streets

- Mayor's Office
- Juvenile/Family Courts
- Police Department
- Interfaith Coalition
- Metro United Way
- Metro Schools
- Metro PTA
- Neighborhood Councils
- Tenants Association
- Realtors Association
- Chamber of Commerce
- YouthNetWorks
- Seniors Together

Metro Teen Pregnancy Coalition

- Mayor's Office
- Juvenile/Family Courts
- Public Health Department
- Interfaith Coalition
- Metro United Way
- Metro Schools
- Metro PTA
- Neighborhood Councils
- University Hospital & Pediatricians
- Child Care Association
- Chamber of Commerce
- YouthNetWorks
- Planned Parenthood



Example: Intervention Comparison

Metro City Safe Streets

- Adequate lighting
- Reclaimed vacant lots
- Landlord Controls
- Liquor zoning restrictions
- Community policing
- Active Tip lines
- Neighborhood Patrols
- Afterschool/Teen Clubs
- Youth Jobs Program
- Community Rec. Centers
- Senior Escort Service
- School Safety Zones
- Mentoring
- Drug Courts

Metro Teen Pregnancy Coalition

- Sexuality Education (home, school, faith)
- School Based Clinics
- Neighborhood Clinics
- School week curfews
- Peer to Peer Counseling
- 211 and Teen Hot Lines
- College and Career Awareness
- **Afterschool/Teen Clubs**
- **Youth Jobs Program**
- **Community Rec. Centers**
- Service Learning/Youth Engagement
- **School Safety Zones**
- **Mentoring**
- Family counseling



Ready by 21 Theory of Change

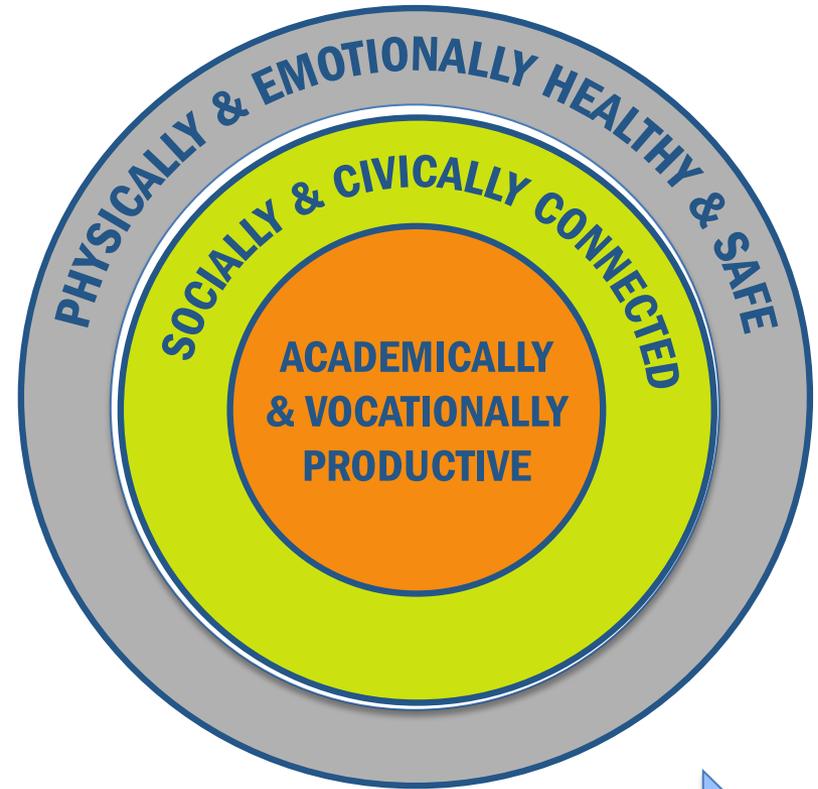
*Moving the Small gear makes a big difference...
But we have to connect the dots to move the gear.*



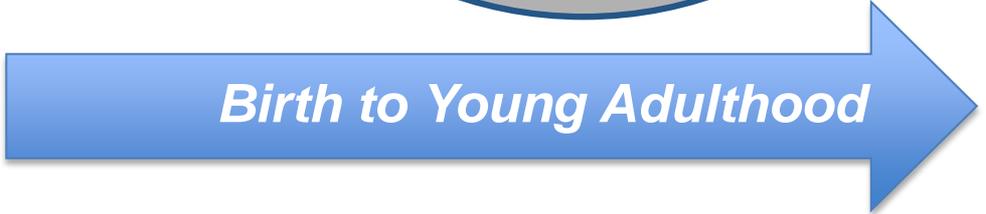


Ready Youth: Thinking Beyond Academics

Developmentally On Track
Productive
Connected
Healthy & Safe



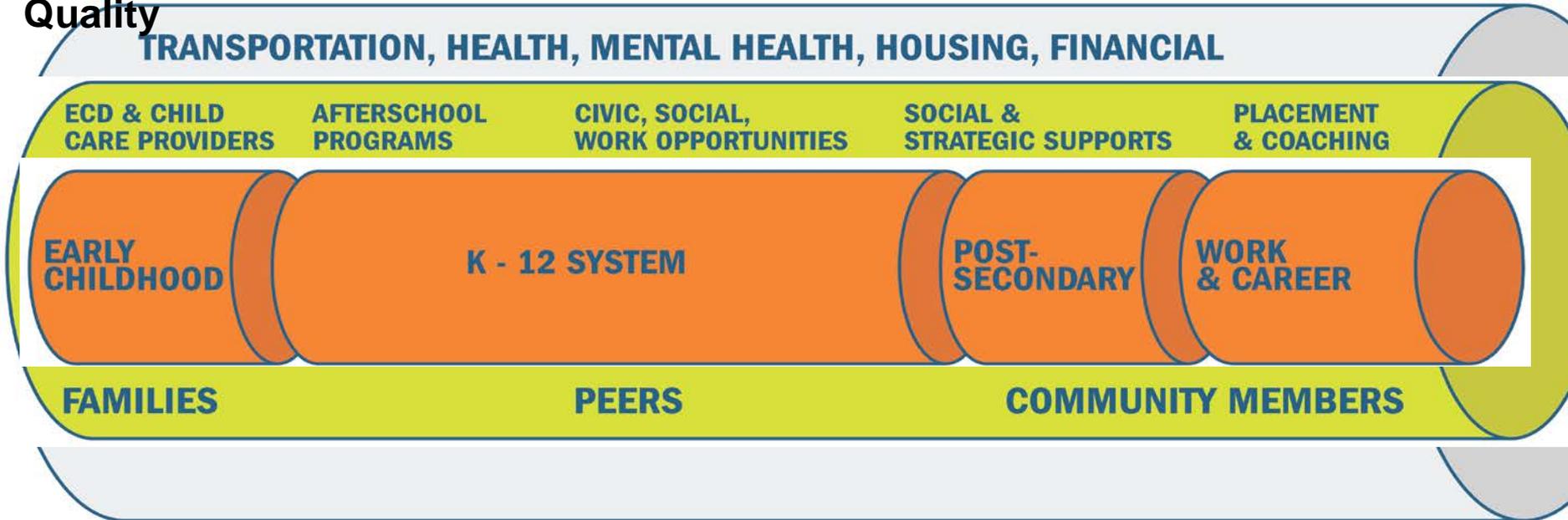
The Readiness Target





Ready Communities. Looking Beyond School to Maximize Supports

**Coordinated
Accessible
Well-Attended High
Quality**

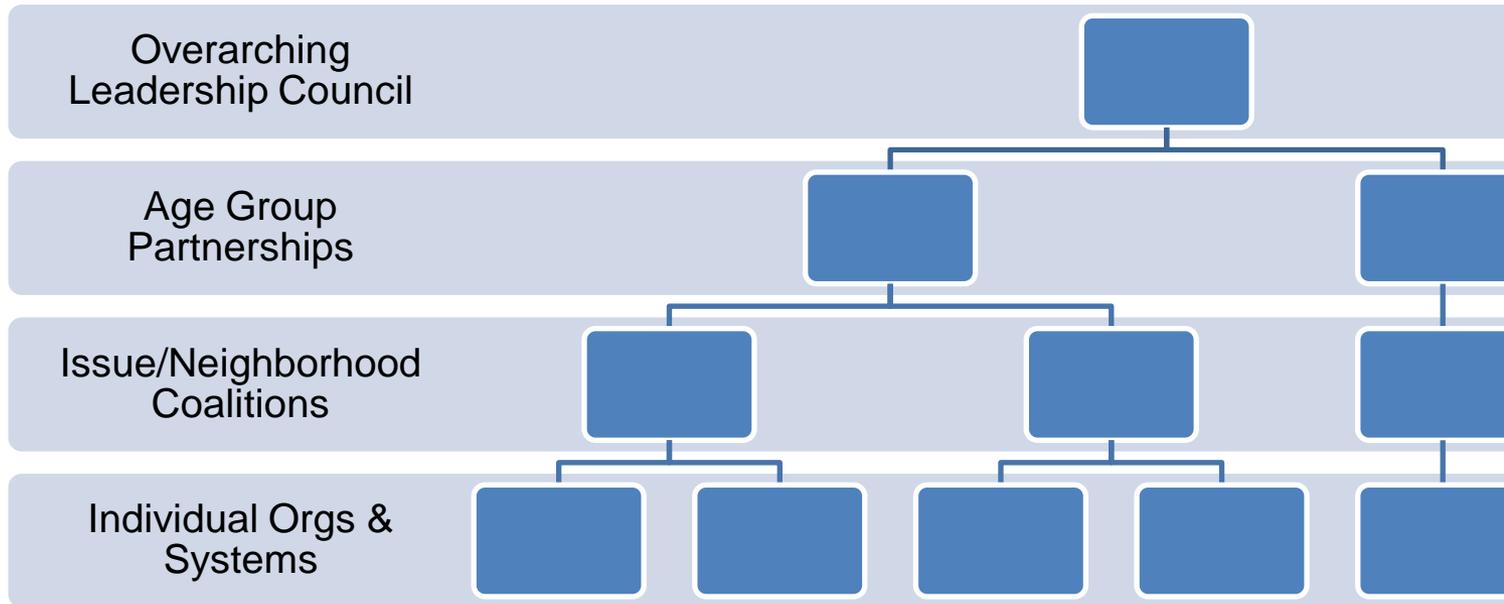




Ready Leaders:

Building the infrastructure for collective impact

Partnerships
Goals
Data
Actions



Ready by 21 Leadership Capacity Standards

Broader Partnerships

- Build an overarching leadership council
- Align and strengthen coalitions, commissions and intermediaries
- Engage key stakeholders in setting priorities and solving problems

Bigger Goals

- Establish a balanced set of goals and indicators for all children, youth and young adults
- Define supports that the full community must provide
- Create a big picture, goal-oriented action plan
- Define common terms and communicate core messages

Better Data

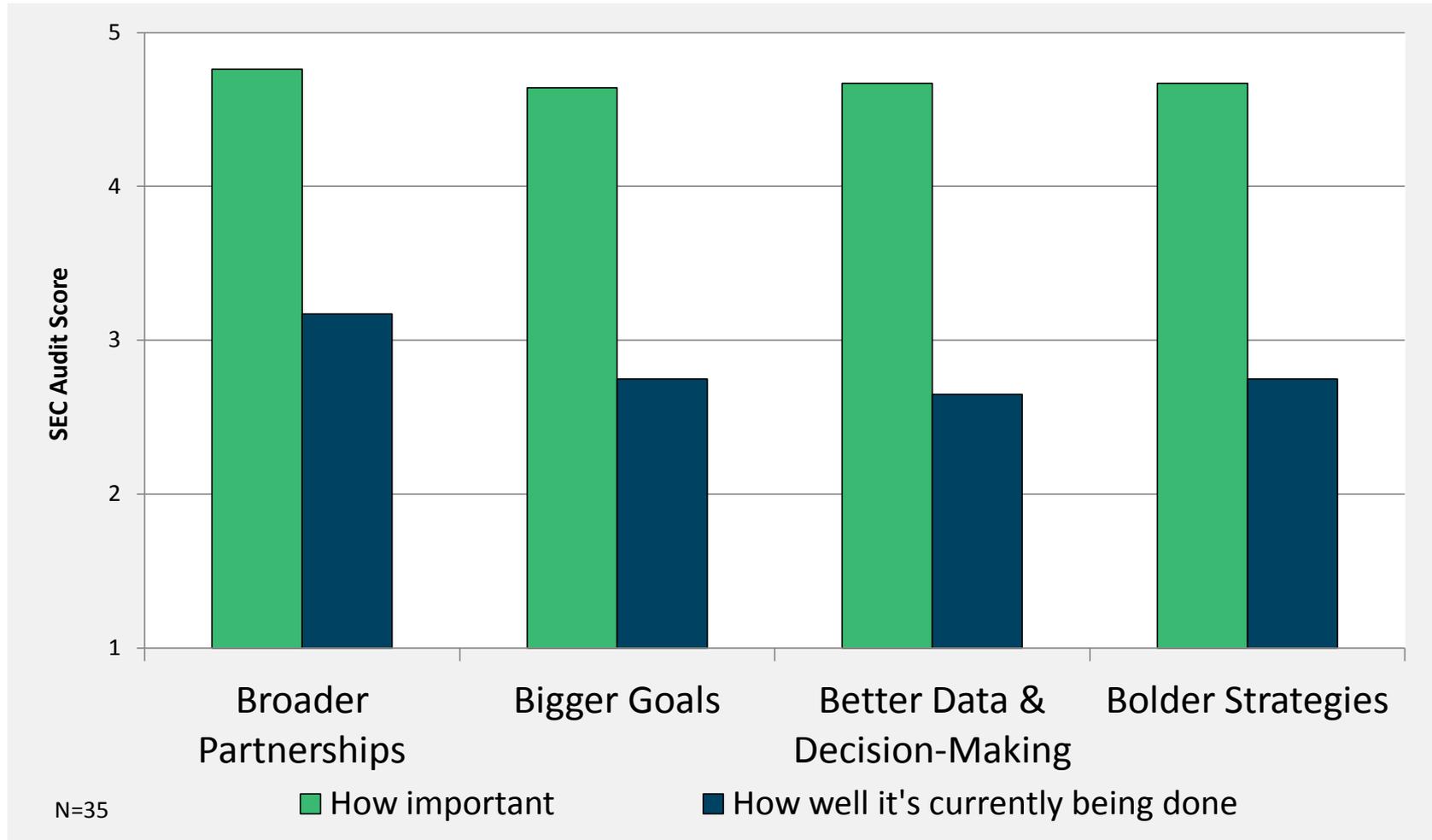
- Collect complete data about youth outcomes, community supports and leadership actions
- Align and connect data for decision making
- Use the best information about what works

Bolder Actions

- Improve systems and settings
- Align policies and resources
- Increase demand
- Engage youth, families and community members in solutions

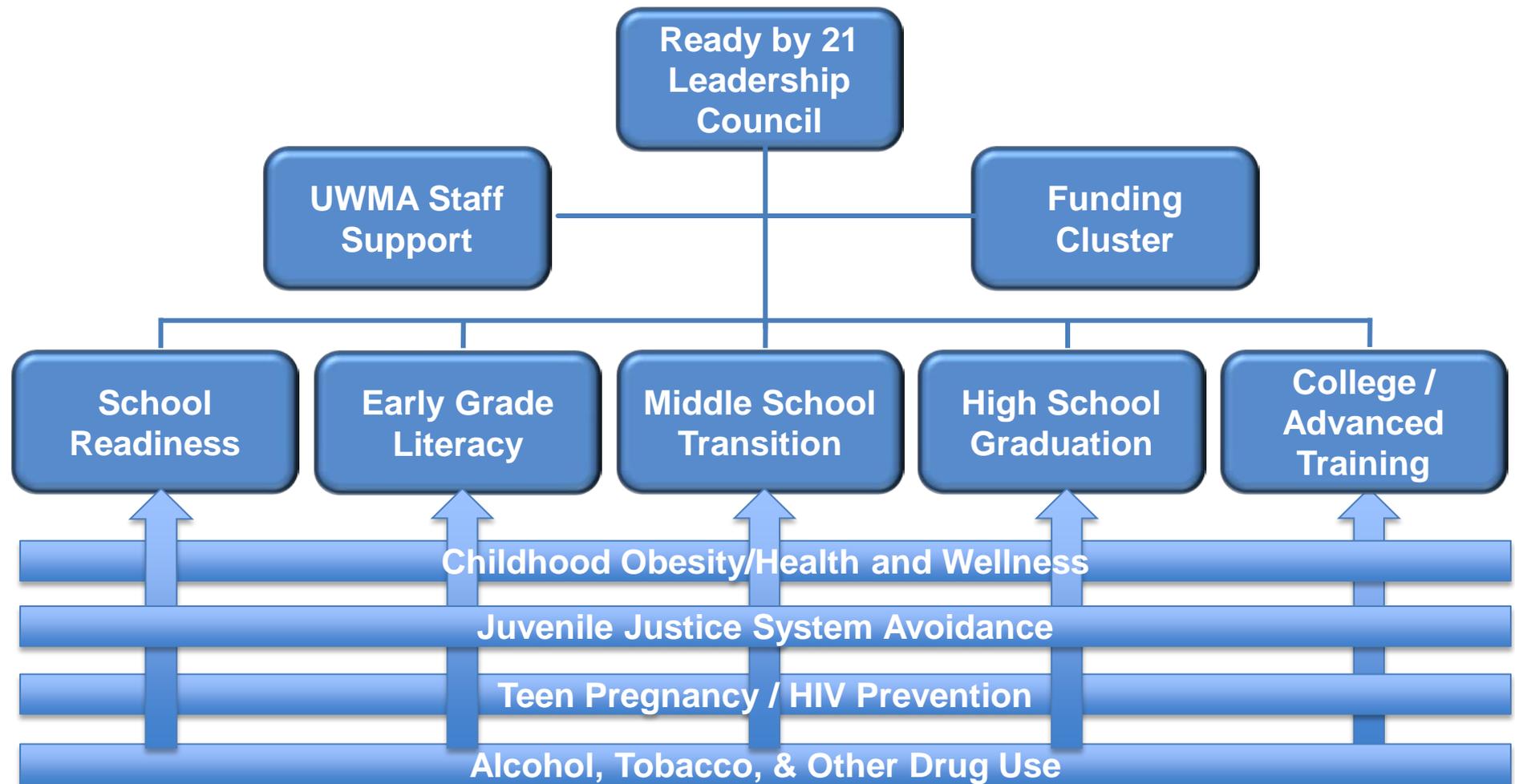


Leadership Capacity Gaps



RB21 Collaborative Network Structure

Children enter school ready to learn, avoid risky behaviors and graduate prepared for careers



Ready by 21 Theory of Change

Moving the Small gear makes a big difference



Broad Partnerships
Big Goals
Best Data
Bold Actions

Coordinated
Accessible
Well-
Attended
High Quality

Developmentally On
Track Productive
Connected
Healthy & Safe



Ready by 21 Takes the Ingredients for Collective Impact and Then Provides Standards, Solutions, and Success

Critical Components for Achieving Collective Impact:

- A common agenda
- Shared measurement systems
- Mutually reinforcing activities
- Continuous communication
- Backbone support organizations



Community Goals and Measures

Goal 1: All children born healthy

- Decrease rate of infants who die before their 1st birthday by 10%*
- Decrease rate of infants born weighing 5.5 lbs. or less by 5%*

Goal 2: Children enter school with skills necessary for success

- 5% of children enter kindergarten w/skills necessary to be successful
- 85% of children 0-5 yrs. enrolled in Imagination Library
- At least 85% of children screened annually will exhibit age appropriate skills.
- 85% of children are read to 5 or more times/week.
- Increase participation in home visitation/parent education sessions by 30%*
- 75% of early childhood programs have high quality language & literacy environment

Goal 3: Children & youth achieve academic success

- Increase % of students attending school 95% of the time
- Increase % of students reading on grade level by 3rd grade to 75%
- Increase % of students transitioning to 6th grade w/their cohort group to 90%
- 90% of students avoid risky behaviors*
- By 2020 90 % of students will graduate from high school on time.

Goal 4: Children & youth have access to high-quality learning environments & community resources during out-of-school time

- 75% of OST programs participate in the YPQA Program & achieve quality standards*
- Increase % of children & youth in Rb21 high quality afterschool programs*
- Increase % of youth with 31 or more developmental assets in Rb21 after school programs*

Goal 5: Youth are work ready

- Increase % of students entering college
- Increase % of student retention in post-secondary education

Standards.

Solutions.

Success.



Readyby21.org

Forumfyi.org



Educational or instructional materials referenced during presentations at the *Expanding our Experience and Expertise: Implementing Effective Teenage Pregnancy Prevention Programs* are for informational purposes only. Presenters' references to these materials do not constitute endorsement by the Office of Adolescent Health or U.S. Department of Health and Human Services. Any statements expressed are those of the presenters and do not necessarily reflect the views of the Department.

