



The CRADLE TO CAREER Alliance is a member of the **Strive Cradle to Career Network**. The national network was launched in 2011 and enables members like CRADLE TO CAREER Alliance to share expertise, identify and adapt programs that work and develop effective tools and resources that can be brought to bear on specific challenges.

### **What is the Cradle to Career Alliance?**

C2CA is a coalition of community leaders working to measurably improve student success and reduce disparities by helping community and county organizations and schools work more closely together.

### **Why is this effort needed?**

Although many Boone County students achieve great success, far too many leave school without the skills they need to succeed. No community can prosper for long when a growing number of its young adults lack the skills needed to make a living wage. Working separately, our community organizations have not been able to change these outcomes. To improve student success and reduce academic disparities, our entire community will have to work together in an unprecedented way. School, nonprofits, philanthropies, parents, and government agencies must collaborate as they rarely have before—aligning their goals, sharing data, and putting aside old rivalries. The Cradle to Career Alliance was created to foster that collaboration.

### **Who is leading the Cradle to Career partnership?**

The members of our Executive Leadership Council are community leaders who strongly believe that the fate of our children matters. The Council includes leaders from local government, academia, social services, and business, such as the Mayor of Columbia, Superintendent of the Columbia Public Schools, two leaders of the Minority Men's Network, The President of Moberly Area Community College, the Deputy Chancellor of the University of Missouri, the Regional President of Commerce Bank, Vice President of Boone Hospital Center, Executive Vice President of Boone County National Bank, Bishop of Urban Empowerment Ministries, and the directors of the Boone County Community Services Commission, the Youth Community Coalition, Columbia Housing Authority and the Heart of Missouri United Way.

### **How will we know if students are making progress?**

The Cradle to Career Alliance will track and annually report on student success at five key stages in the cradle to career path:

1. Kindergarten readiness
2. 3<sup>rd</sup> Grade reading proficiency
3. Successful transition into and out of middle school

4. Graduation from high school ready for college or career
5. Enrollment in college or career training and completion

We are now preparing the initial baseline report card and will publish a new report card annually tracking our progress. With the help of agencies working in the field, we will assemble a community-wide collaborative action network to work on each of our five targeted outcomes. The first of these action networks will convene in early 2015.

### **How will the networks improve student success?**

Our collaborative action networks will use the same continuous quality improvement methods that have been successful in the business sector. That means collecting, sharing, and analyzing data on student outcomes in order to identify promising opportunities to improve outcomes, barriers to success that can be removed, and strategies shown to make a difference. The networks will create action plans based on that data and then they will measure the impact of their plans on student success to determine whether those strategies should be expanded, refined or replaced. We then share practices that work. While the focus on data collection and analysis is new, the basic idea is a familiar one. Every high school debater and athlete knows how important it is to learn from past experience and get better every week.

### **What role will the Cradle to Career Alliance play in Boone County?**

C2CA will be the **catalyst** for this collaboration. Our first job is to build the bridges needed to make this level of collaboration possible. By assembling a cross-sector team of community leaders, we have built a strong foundation for that task. Our next responsibility is to convene the first action networks and to help both the networks and their participating agencies gather and analyze the data needed to identify effective practices.

### **Will it work?**

Yes, we are using an approach successfully pioneered by the Strive Partnership in Cincinnati, where students have made gains in kindergarten readiness, reading and math proficiency, and high school graduation and college retention. Other communities implementing this approach are also beginning to see positive results. As a result, 53 communities have joined the Strive Network.

### **What we are not.**

- NOT a direct service provider
- NOT a source of funding
- NOT a replacement for any existing agencies or coalition; our goal is to partner, not duplicate.
- NOT punitive: we will use data to find solutions, not scapegoat

**How can you get involved?** Contact the Executive Director, Pam Conway, at [pamelarconway@gmail.com](mailto:pamelarconway@gmail.com) or Network Facilitator, Ron Rowe at [ron@yc2.org](mailto:ron@yc2.org).

## Our Team of Community Leaders

Dr. Chris Belcher	Assistant Professor, Educational Leadership and Policy Analysis, UMC
To be named	Executive Director, Heart of Missouri United Way
Steve Calloway	President, Minority Men's Network
Melissa Carr	Director, Daniel Boone Regional Library
Karla DeSpain	DeSpain Cayce Dermatology Center & Medical Spa
Darin Ford	Superintendent, Centralia Public Schools
Steve Hollis	Human Services Manager, Columbia/Boone County Dept. of Public Health and Human Services
Dr. Jeffrey Lashley	President, Moberly Area Community College
Teresa Maledy	Regional President, Commerce Bank
Dr. Bob McDavid	Mayor, City of Columbia
Dr. Michael Middleton	Deputy Chancellor of the University of Missouri
Jean Nicklas	REDI, Director of Communications and Membership
Darin Pries	Executive Director, Central Missouri Community Action
Monica Roberts	Director of the Tiger Institute, Cerner Corporation
Dr. Tom Rose	Rolling Hills Veterinary Hospital; Columbia Board of Education
Robert Ross	Minority Men's Network
Phil Steinhaus	Chief Executive Officer, Columbia Housing Authority
Dr. Terry Smith	Professor, Columbia College
Dr. Peter Stiepleman	Superintendent, Columbia Public Schools
Karen Taylor	Executive Vice President, Boone County National Bank
Janet Thompson	Boone County Commissioner
Michelle Zvanut	Vice President, Boone Hospital Center
Bishop Lester Woods	Urban Empowerment Ministries/ MODOT
<b>Backbone Staff</b>	
Dr. Pam Conway	C2CA Executive Director; Educational Consultant
Dr. Ron Rowe	C2CA Facilitator; Coordinator, Youth Community Coalition
Jolene Watkins	C2CA Data Analyst, Columbia Public Schools

