

## 2020 Initiative Goals



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**Prosper Waco Mission:** To build an environment in which all members of our Waco community are able to measurably improve their education, health and financial security.

### EDUCATION

**OVERARCHING:** The Greater Waco community will build an environment that promotes lifelong educational success for all residents beginning at birth. The successful outcome of our work will be a 15 percent increase in the number of area residents who complete a post-secondary degree or certificate that prepares them for a successful career and productive citizenship by 2020\*.

#### GOAL 1: School Readiness

- Increase the percentage of Kindergarten-ready students by 50 percent.

#### GOAL 2: College & Career Success

- Double the percentage of economically-disadvantaged students who complete a workforce certificate or college degree.

### HEALTH

**OVERARCHING:** McLennan County will reach the top quartile (60th or better) of Texas counties in Quality of Life, currently 187th, and Health Behaviors, currently 116th, in Robert Wood Johnson Foundation County Health Rankings by 2020.

#### GOAL 1: Access to Care

- Increase percentage of people covered by health insurance by 1 percent per year.
- Decrease percentage of people utilizing the ER as a source of primary care by 10 percent.

#### GOAL 2: Obesity

- Decrease the percentage of Waco-area adults and children considered overweight or obese by 5 percent.

#### GOAL 3: Women's Health

- Reduce disparities of poor birth outcomes+ by 50 percent.
- Increase percentage of women receiving annual preventative care by 10 percent.
- Reduce rate of teen pregnancy across all racial groups by 10 percent.

#### GOAL 4: Mental Health

- Decrease use of ER for mental health treatment by 25 percent.
- Improve "poor mental health days" component of RWJF rankings to Texas average.

### FINANCIAL SECURITY

**OVERARCHING:** At least 55 percent of Waco residents will live with income above 200 percent of the federal poverty level^ by 2020.

#### GOAL 1: Employment

- Increase employment of Waco residents ages 16-24 by 900 individuals.

#### GOAL 2: Income

- Increase median income of full-time workers by 10 percent.
- Increase median household income by 10 percent.
- Decrease the number of residents with incomes below 50 percent of the federal poverty level by 10 percent.

#### GOAL 3: Wealth

- Reduce the percentage of households living without three months worth of savings if the individual for some reason was no longer working.
- More than 50 percent of households will have a net worth above \$15,000.

\*: Measured by assessment adopted by local ISDs

+: Pre-term deliveries and low birth weight

^: \$48,600 for a family of four

# Theory of Action: Creating Cradle to Career Proof Points

## Implementing the Theory of Action

The Theory of Action is based on StriveTogether's Framework for Building Cradle to Career Civic Infrastructure. The Theory of Action consists of five **Gateways**: Exploring, Emerging, Sustaining, Systems Change and Proof Point. Within each of the five Gateways, there are a series of **quality benchmarks** that are key steps in developing and sustaining a partnership. Meeting the quality benchmarks in the Exploring, Emerging and Sustaining Gateways leads to System Change and ultimately Proof Point.

Partnerships implementing the Theory of Action effectively demonstrate four **principles** as they move from building a partnership to impacting outcomes:

### 1. Engage the Community

The work of the partnership must be grounded in the context of the community. Partnerships engage a broad array of community voices through building awareness and information sharing; involving and mobilizing the community towards improvement; and co-developing solutions and strategies with community members.

### 2. Focus on Eliminating Locally Defined Disparities

Inequalities in student achievement are defined by each partnership using local data and context. Partnerships make intentional efforts to eliminate disparities in achievement.

### 3. Develop a Culture of Continuous Improvement

The work of the partnership focuses on the use of local data, community expertise and national research to identify areas for improvement in a constant and disciplined manner that ensure Partners invest in practices that work.

### 4. Leverage Existing Assets

The partnership builds on existing resources in the community and aligns resources to maximize impact.

## GATEWAYS:

### Exploring



#### Pillar 1: Shared Community Vision

A cross-sector **partnership** with a defined **geographic scope** organizes around a cradle to career vision.

### Emerging



#### Pillar 2: Evidence Based Decision Making

The partnership selects **community level outcomes** to be held accountable for improving.

### Sustaining



#### Pillar 3: Collaborative Action

The partnership commits to using **continuous improvement** to guide the work.



#### Pillar 4: Investment & Sustainability

An **anchor entity** is established and capacity to support the daily management of the partnership is in place.

The partnership engages funders to support the operations and collaborative work of partners to improve outcomes.

### Systems Change

### Proof Point

**PROOF POINT:** A Partnership is in the Systems Change Gateway and sees indicators improving.

Leads to Systems Change

The partnership operates with roles and responsibilities as defined in the accountability structure.

The partnership consistently informs the community of progress, including the release of an annual **report card**.

The partnership communicates a common, consistent message across internal partners.

The partnership continually refines indicators to improve accuracy and validity.

The partnership enables the collection and connection of student-level academic and non-academic data across the cradle to career pipeline and among partners to enable continuous improvement.

Collaborative Action Networks collectively take action to improve the community level outcomes using continuous improvement.

Opportunities and barriers are identified by the Networks and lifted up for partners to take action to improve community level outcomes.

The partnership mobilizes the community to improve community level outcomes.

Partners allocate and align resources to improve community level outcomes.

The partnership develops a **collective advocacy agenda** to change local, state, or national policy to improve community level outcomes.

Partners continue to actively engage in the partnership despite changes in leadership.

Partners demonstrate shared accountability for improving community level outcomes.

Partners effectively communicate attribution of success and recognition of challenges.

The partnership enables student-level academic and non-academic data to be shared appropriately across partners in a **timely manner** to enable continuous improvement to improve outcomes.

Partners use continuous improvement to identify activities/practices that are improving community level outcomes and spread these to impact outcomes.

Financial and community resources are aligned to what works to improve community level outcomes.

The partnership has sustainable funding for multiple years.

Necessary policies change to enable and sustain improvement.

## BUILDING

## IMPACT