

Summer Institute Pre-Work

Neighborhood-Based Organizations, Regional Staff, and
Related Roles



At Harlem Children's Zone

A community plan helps to define your north star and how the community will achieve that goal



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Why create a community plan?

- Creates **alignment on a shared vision / north star** across a diverse set of stakeholders
- Provides **clarity on what you will do/not do** to achieve your vision
- Provides a **timeline and roadmap** for how you will implement – including in partnership with others
- Can **help build momentum and shared ownership** across community residents and partners
- Can **define roles of partners** including in decision-making
- Can be a tool for **aligning public and private funding**

Elements of a community plan

- Overall **vision and north star** for community efforts
- Current **community context** (e.g., needs, assets, overview of cradle-to-career efforts)
- Priority **areas of focus and goals** (e.g., elements of the cradle-to-career pipeline to address and aligned outcome goals)
- Proposed **strategies and actions** to achieve such goals
- **Operating plan** (e.g., decision-making, measurement, resources required, staffing, governance structure)

A cradle-to-career pipeline is designed to provide support from prenatal through adulthood



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What is a cradle-to-career pipeline?

- "Cradle to career" is a comprehensive educational and developmental approach that focuses on **providing continuous support and opportunities for individuals from prenatal through adulthood**, ensuring successful transitions and outcomes at each stage of their life
- Cradle-to-career compasses **various phases of an individual's journey**, including early childhood education, primary and secondary education, higher education, and workforce development

Features of a strong cradle-to-career pipeline

- Programming within a neighborhood **spans the full cradle-to-career continuum** with clear links between all developmental stages
- Services provided by a single organization should be **coordinated and connected** and serve the **same children from stage to stage**
- Services delivered by multiple providers have a **singular centralized body taking responsibility across the continuum**
- The approach includes a **focus on K-12 education**, given the central role the system plays in shaping children's outcomes

Please reflect on your current strategic and/or community plan so you arrive ready to assess its relevance, strengths, and gaps



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Before summer institute

Review your existing **strategic and/or community plans** and reflect on the following questions:

- What are the **1-2 current strengths** in your plan? What are the **1-2 most critical gaps**?
- If you have a **partnership with your school district / charter school**, what is going **well**? What **barriers** have you faced?
- If you don't have a partnership, how could you **envision such a partnership supporting your work**?

At summer institute

- **Understand** the key elements of a credible and compelling community plan and **assess your current plan** to identify strengths and areas for improvement
- **Begin to strengthen a key gap** in your **cradle-to-career pipeline** and identify potential strategies to address that gap
- Take stock of the **strength of the partnership with your school district / charter school** and explore how to strengthen that partnership