

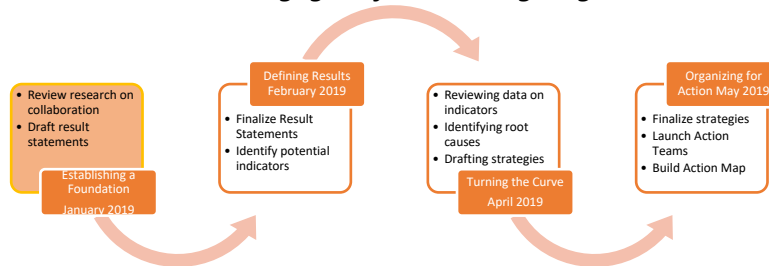
**CIVIC CANOPY: FOUR MEETING COMMUNITY EDUCATION PROCESS  
SUMMARY: MEETING #1 (CANON CITY)**

**THE BIG IDEA:**

This initiative will support three Colorado communities to **engage stakeholders to examine a public education challenge, explore its root causes, and design a locally-driven solution.**

*Support provided through this initiative includes facilitation, communication, and research/data support, as well as project meeting costs.*

***We will engage in four meetings together.***



**OUR CHALLENGE:**

*The challenge we seek to address is how Canon City might more **effectively attract and retain high-quality staff** in light of the fact it experiences floor funding from the Colorado Department of Education, and thus struggles to provide a competitive compensation and benefits package to staff, as well as the fact it is the only 5-day school week holdout left in its geographic region.*

**OUR HOPE:**

*We desire to put into place, with support from our greater community, processes by which we can more readily attract and retain high-quality educators long into the future without having to migrate to a traditional 4-day school week calendar. If we are successful, we will see an uptick in the number of qualified people who apply for open positions, be they classified or certified, in our school district.*

**MAKING COLLABORATION WORK**

Frequently they organizations feel like they are working against each other, heading in separate directions. With intention and commitment, groups can move to align their efforts toward shared goals. If they take the next big leap, often involving a more explicit shared agenda and more rigorous strategic learning and accountability, they reach even deeper, collective impact.



The Canopy Way  
The Civic Canopy takes lessons from research on effective collaboration and translates it into a practical, scalable model for community change.

Our research led us to summarize the common elements of effective collaboration into the *Community Learning Model*, which provides the theoretical grounding for our work.

<i>The Canopy Way</i>
Innovative thinking
Transformational, not transactional, engagements
Focus on upstream determinants
Customized and tailorable approaches
Provide platforms & systems, not just programs

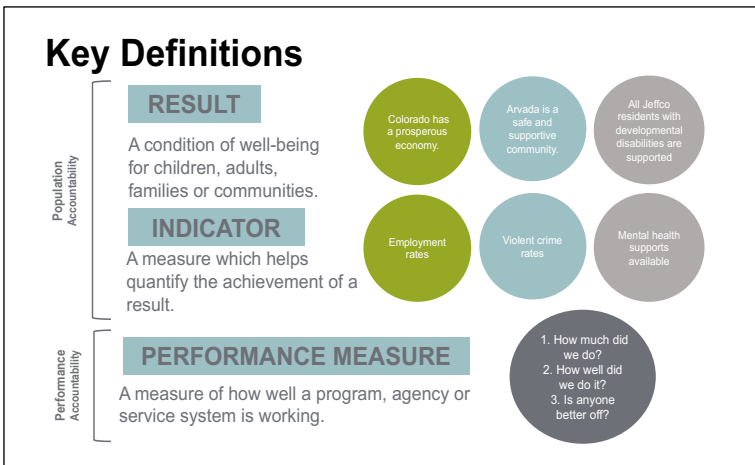


**Commitment** is a reflection of individual’s willingness to contribute their energy to a group. The level of commitment within a group is **directly correlated with the effectiveness of the group**. The quality of a group’s process—how fair people perceive it to be, how authentic, how equal its members—sets in motion people’s willingness or hesitancy to commit. The level of commitment then determines their capacity to cooperate, work effectively, etc.

**High Quality Process**

- **Fairness**—those affected by a decision have input into the decision
- **Equality**—affords all stakeholders equal opportunities to contribute and influence outcomes irrespective of role or background
- **Goal-orientation**—people’s efforts are focused on the common good, not just advancing individual interests
- **Authenticity**—stakeholders feel they can make binding commitments without those being rescinded by agents with higher levels of authority

What’s the idea?	What do you call it?
A statement about the condition of well-being that you are seeking.	<i>Result?</i>
A measure which helps to quantify the achievement of a result.	<i>Indicator?</i>
A quantifiable measure of how well a strategy/agency/system is working.	<i>Performance Measure?</i>



**WHAT ARE WE REALLY TALKING ABOUT?**

- Get clear on the results we want
- Get the right folks in the room
- Have the honest, tough, and transformational conversations we need to have
- Try stuff
- Track what works, change what doesn’t
- Stay at it, and build a culture of collaboration that truly changes the game

**DRAFT RESULTS STATEMENT:**

- Our downtown sees healthy residents enjoying cultural opportunities after a day of outdoor recreation
- Canon City residents are proud risk takers, adventurers, and celebrate intergenerational health
- Canon City is a thriving, culturally dynamic, inclusive, intergenerational and healthy community
- Canon City thrives because of its innovative schools, adventurous spirit, and small town charm
- Canon City is invested in their children, providing opportunities and a healthy lifestyle