



THE CIVIC CANOPY

THE MANY WORKING AS ONE FOR THE GOOD OF ALL

Community Meeting 1

Kelli Pfaff and Jack Becker



Much to celebrate!
Momentum to build from!

Breaking News: Cañon City in the top 6 for Small Business Revolution

Home > Canon City News > Story

CANON CITY NEWS

Cañon City in the top 6 for Small Business Revolution - Main Street series

By Carie Canterbury

The Daily Record

POSTED: 02/12/2019 06:43:10 AM MST





Introductions

- Round 1: What brings you here today, and what do you hope to contribute?
- Round 2: What does success look like in Canon City? What is your vision for this work?

Initiative Partners



WEND VENTURES

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.



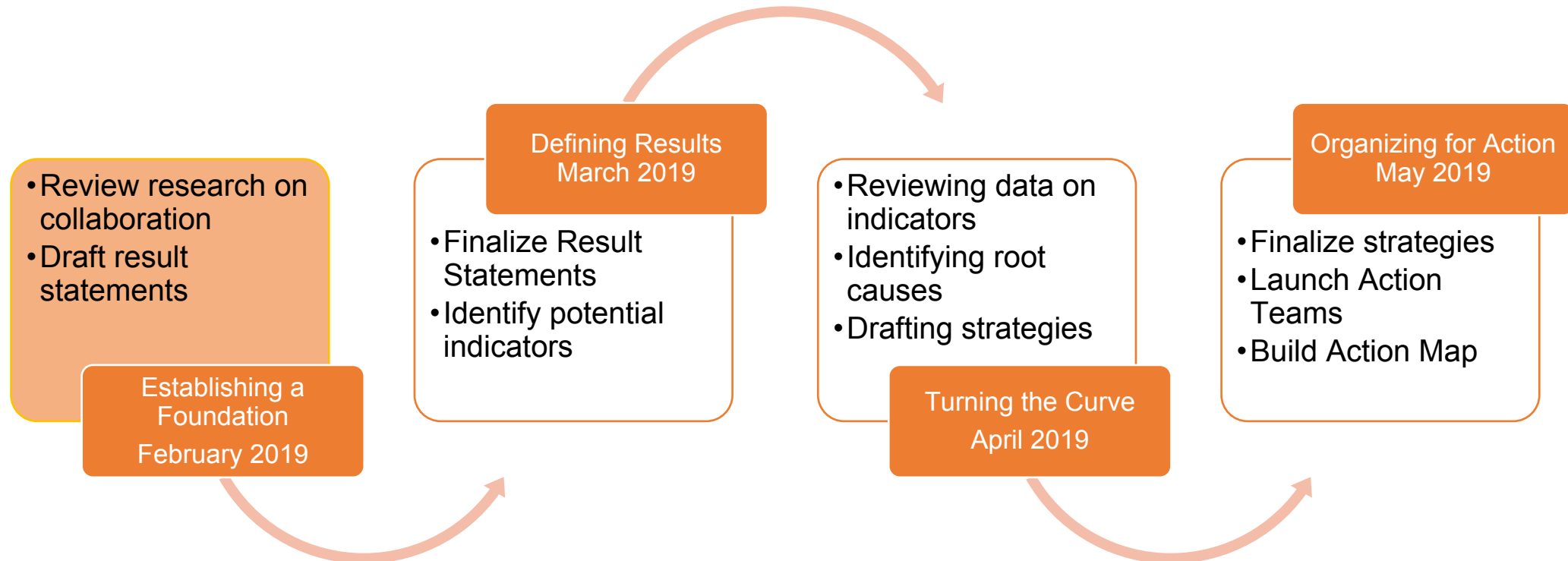
Project Overview: Canon City

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.

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.



Process Overview





Intended Outcomes: Meeting #1

- Strengthen relationships among community members
- Establish a collaborative framework for solving community challenges
- Create and prioritize draft results statements that describe the desired future for the community
- Determine next steps



Suggested Ground Rules

- Presume positive intent
- Listen to understand
- Share, AND share the air
- Electronics during breaks

Making Collaboration Work

The Hard Science of Soft Skills

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey



PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey

AGREEMENT

FAR FROM

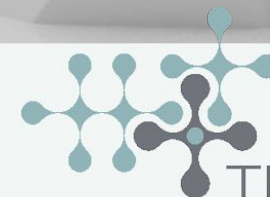
SIMPLE
Plan, Control,
Use Best Practices

CLOSE TO

CERTAINTY

FAR FROM

SIMPLE



THE CIVIC CANOPY

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AGREEMENT

FAR FROM

**SOCIALLY
COMPLICATED**
Political Process;
Create Common
Ground

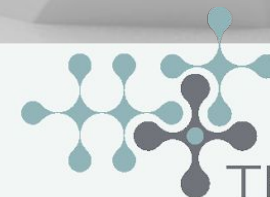
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THE CIVIC CANOPY

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AGREEMENT

FAR FROM

SOCIALLY COMPLICATED
Political Process;
Create Common
Ground

SIMPLE
Plan, Control,
Use Best Practices

CLOSE TO

CERTAINTY

TECHNICALLY COMPLICATED
Coordinate and Use Expertise

FAR FROM

ZONE OF COMPLEXITY

Zone of Complexity
Requires Learning and Collaboration



THE CIVIC CANOPY



Community Learning Model



- Synthesis of research on effective teams and collaboratives
- Link between the quality of process and quality of outcomes
- Holds true in wide range of environments and conditions



The Transfer of Commitment



From Hicks, Larson et al, *The Influence of Collaboration on Program Outcomes*, 2008



High Quality Process = Effective Flow of Energy in Group

“Team Within a Team”



Team of Equals





So What is High Quality Process?

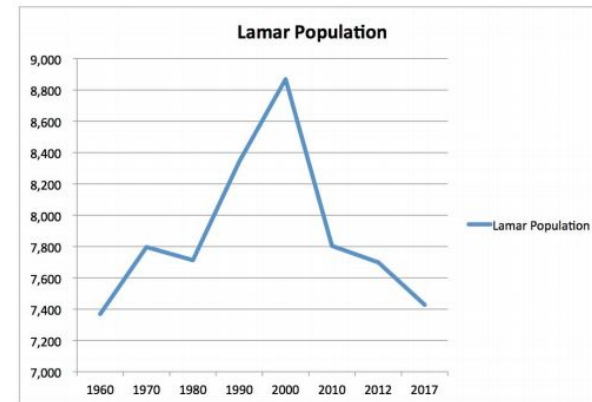
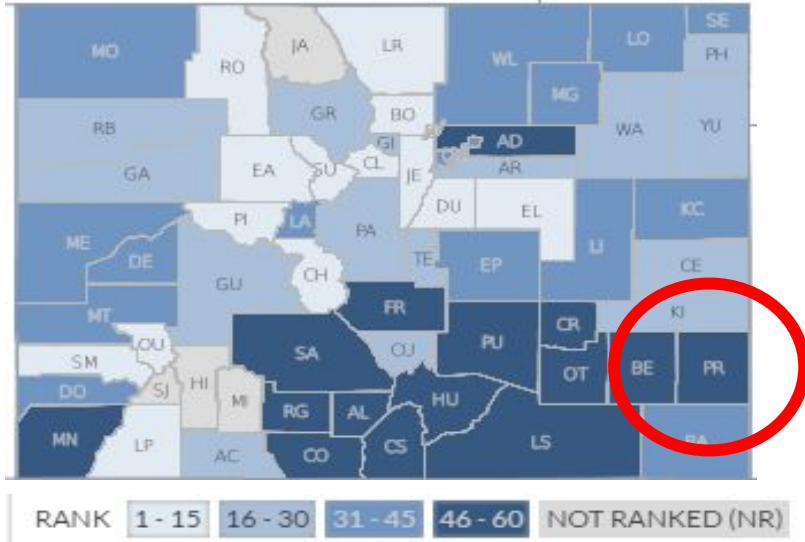
- **Fairness**—those affected by a decision have input into the decision
- **Equality**—affords all stakeholders equal opportunities to contribute and influence outcomes irrespective of role or background
- **Goal-orientation**—people's efforts are focused on the common good, not just advancing individual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



Prowers County, CO

A Case Study in Collaboration

Overall Rankings in Health Factors





Home Lamar Breaking News, Sports, Weather, Traffic Story

LAMAR BREAKING NEWS, SPORTS, WEATHER, TRAFFIC

More than 200 volunteer to build new playground Work completed by mid-afternoon

By Lance Maggart The Lamar Ledger

POSTED: 09/17/2013 09:12:37 AM MDT





RESULT	INDICATORS	DATA
FAMILIES CHOOSE TO STAY, LIVE AND INVEST IN PROWERS COUNTY	1. LIVABILITY 2. NET MIGRATION RATES	
STORY BEHIND THE DATA		
PARTNERS	WHAT WORKS TO TURN THE CURVE?	ACTION PLAN
•	□ □ □ □	WHO DOES WHAT
•	□ □ □ □	
•	□ □ □ □	
•		

- ## STRATEGIES
1. NEIGHBORHOOD BLOCK PARTY, CLEAN UP, MOVIE (5)
 2. ENCOURAGE BIZ OWNERS TO INCENTIVIZE IMPROVE BIZ APPEARANCE (3)
 3. GIVE TAX INCENTIVES TO NEW BUSINESSES - TECH HUB (2)
 4. DO NEEDS ASSESSMENT OF SKILLS, WORK WITH COLLEGE TO TRAIN EMPLOYEES (9)
 5. SERVICE PROJECTS FOR BOY/GIRL SCOUTS, SERVICE CLUBS TO HELP BIZ SPRUCE UP (MAKE GRAD REQUIREMENT) (5)
 6. WAY FINDING SIGNAGE - SHOUT OUT WHAT WE DO HAVE! (10)

Lack DIFFERENTIATION



VISION: Prowers County is a community where every child grows up healthy.

Results

All Prowers County residents are physically active.

All Prowers County residents eat healthy foods.

Families choose to stay, live and invest in Prowers County

Children in Prowers County are physically active.

Children in Prowers County eat healthy food.

Powers County is a deeply connected community with strong civic health

Improve the built environment and facilities to promote healthy eating and active living

Mainstreet improvement initiatives

- Flower boxes
- Facade improvements
- Other
- Other

Create an indoor public pool

Bike-friendly Lamar:
Improve Lamar's bikeability

Wheels in Motion: create a public skate park

Promote community activities that encourage healthy, active living

Family rides

Promote family friendly activities

Volunteers for vouchers:
Encourage volunteering among youth in exchange for "active living" goods and vouchers

Promote worksite wellness initiatives

Promote economic development in Prowers County

Create a coordinated workforce development program to equip all Prowers County youth with job skills and educational opportunities

Improve communication about available resources and activities

Coordinate calendars of activities and use a central posting strategy

Post wayfinding signage in Lamar.

Promote connection between English and Spanish speakers

Promote ESL classes

Values: Collaboration • Inclusion • Sustainability • Everyone pitches in



LiveWell Prowers County Recognized as a National Health Impact Award Finalist

Partnership for Healthier America chooses Colorado organization as an Impact Award Finalist



DENVER — May 19, 2016 — LiveWell Prowers County has been named by the Partnership for a Healthier America (PHA) as one of 5 Impact Award finalists at its Annual Conference in Washington, DC.

The Partnership for a Healthier America (PHA) Impact Award is an annual recognition presented to a community group or an individual who has sparked change at the community level to help make the healthy choice the easy choice.

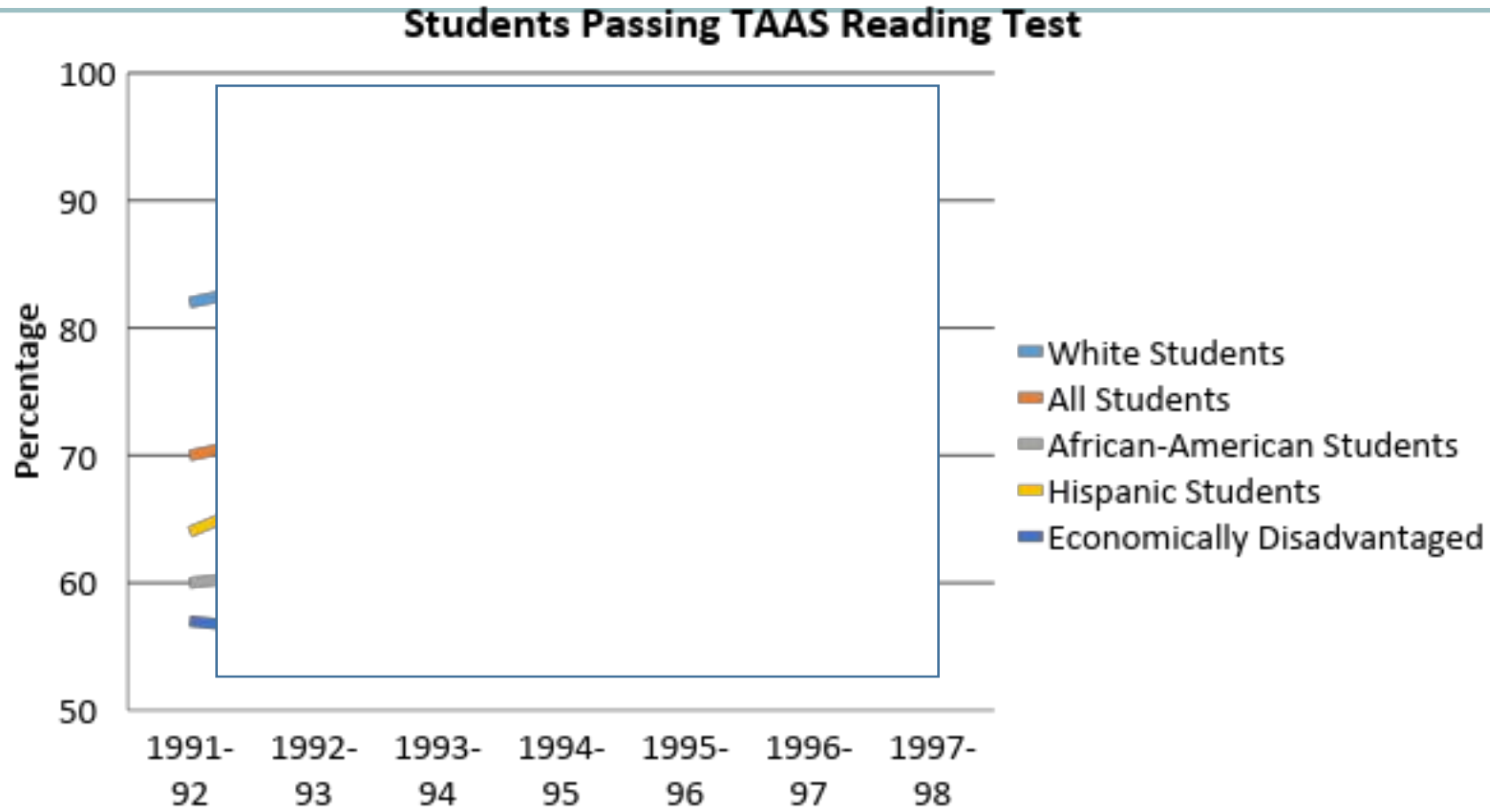
“Being recognized as a finalist for the Partnership for Healthier America Impact Award helps us celebrate our past success and energizes our continued work to ensure every child in Prowers County grows up healthy,” said Emily Nieschburg, community coordinator for LiveWell Prowers County. “This sends yet another affirming signal that partnerships are powerful and community-led changes have lasting impact,” added Nieschburg.

Founded in 2010, the Partnership for a Healthier America (PHA) is devoted to working with the private sector to ensure the health of our nation’s youth by solving the childhood obesity crisis. PHA was created in conjunction with—but independent from—First Lady Michelle Obama’s Let’s Move! effort. PHA is a nonpartisan, nonprofit organization that is led by some of the nation’s most respected health and childhood obesity experts. PHA brings together public, private and nonprofit leaders to broker meaningful commitments and develop strategies to end childhood obesity.

“LiveWell Colorado believes all Coloradans, regardless of zip code, deserve the opportunity to live healthy lives. Our work is focused on empowering underserved communities to define what a vibrant, healthy community means to them, and then advocate for the policy and



Brazosport Independent School District: Closing the Achievement Gap

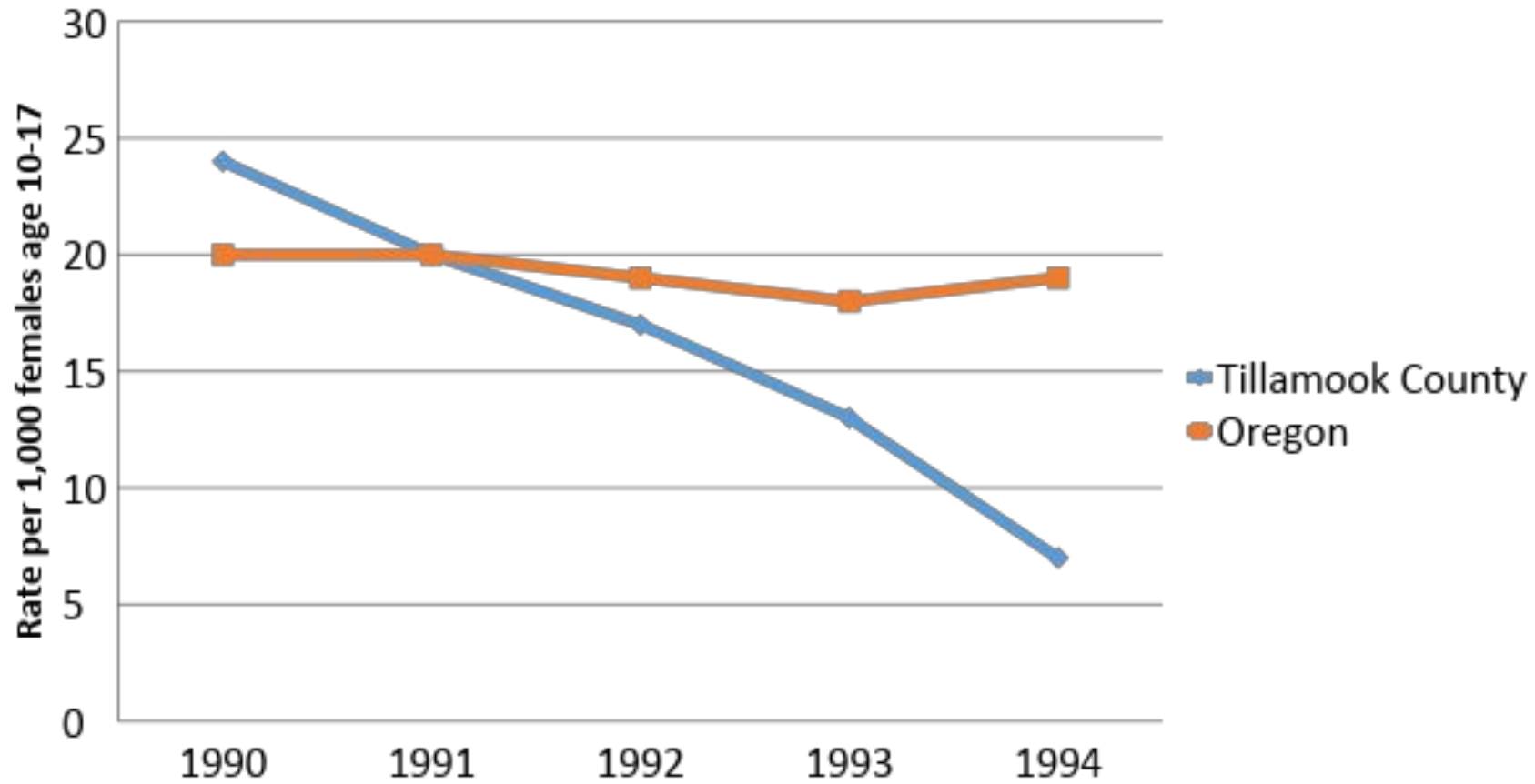


From *The Results Fieldbook* by Mike Schmoker, 2001, ASCD Publications



An RBA Case Study: Tillamook County, Oregon and Reducing Teen Pregnancy

Teen Pregnancy Rates in Oregon, 1990-1994





So, 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



Results

Strategic Learning and Shared Measurement



Key Definitions

Population
Accountability

RESULT

A condition of well-being for children, adults, families or communities.

Colorado has a prosperous economy.

Arvada is a safe and supportive community.

All Jeffco residents with developmental disabilities are supported

INDICATOR

A measure which helps quantify the achievement of a result.

Employment rates

Violent crime rates

Mental health supports available

Performance
Accountability

PERFORMANCE MEASURE

A measure of how well a program, agency or service system is working.

- 1. How much did we do?
- 2. How well did we do it?
- 3. Is anyone better off?



Language Discussion

Always go back to the original idea:

Ideas	Group 1	Group 2	Group 3
1. A condition of well-being for children, adults, families and the community.	RESULT	OUTCOME	GOAL



Language Discussion

What's important is going back to the idea and having the same language to talk about that idea.

What do you call these ideas in your organization?

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>

Population Level Accountability





Population & Performance Accountability

POPULATION Accountability
is about the well-being of
WHOLE Populations

For Communities – Cities – Counties – States -
Nations

PERFORMANCE Accountability
is about the well-being of
CLIENT Populations

For Programs – Agencies – and Service
Systems

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Key Distinction

Results & Indicators

are about the **ends** you want to see.

Performance Measures

are about the **means** to get there.



Establishing Population Level Accountability

RESULT

The first question to ask is
“what is the end result you seek?”

INDICATOR

The second question to ask is
“how would you know if you got there?”



Population Accountability

Results	Indicators
Families choose to stay, live and invest in the county	Net migration rate (the rate of people moving into a county subtracted by the number of people moving out of the county)
Children reach their developmental potential and are ready to succeed in school and in life	% of children, Kindergarten – 3 rd grade who have significant reading deficiency
Colorado youth are connected to their community	% of 9 th -12 th grade students who report participating in any extracurricular activities in school



Getting to RESULTS



Is a complete outcome statement.

Example: “All _____ (population) in _____ (geographic area) are _____
(statement of well-being)”



Uses simple and plain language.

Environments impacting Colorado children are safe, stable, and supportive.



Avoids referencing data or improvement needs.

Example to avoid: More families can access affordable housing in Jeffco.



Avoids referencing services (services are a means to your end).

Example to avoid: Elder care centers in Lakewood serve clients effectively.



Population Level Accountability

Examples of Results

Early Childhood Colorado Partnership	Larimer County Early Childhood Council	Big Timbers Community Alliance
<ul style="list-style-type: none">• Young children reach their developmental potential and are ready to succeed in school and in life• Adults are knowledgeable, responsible, and interact effectively on behalf of young children• Environments that impact children are safe, stable, and supportive• Localities and the state attain economic and social benefits by prioritizing children and families	<p>All children are valued, healthy and thriving</p>	<ul style="list-style-type: none">• All Prowers County residents are physically active• All Prowers County residents eat healthy foods• Families choose to stay, live and invest in Prowers County



Small Group Conversations on Results

3 Rounds of Discussion

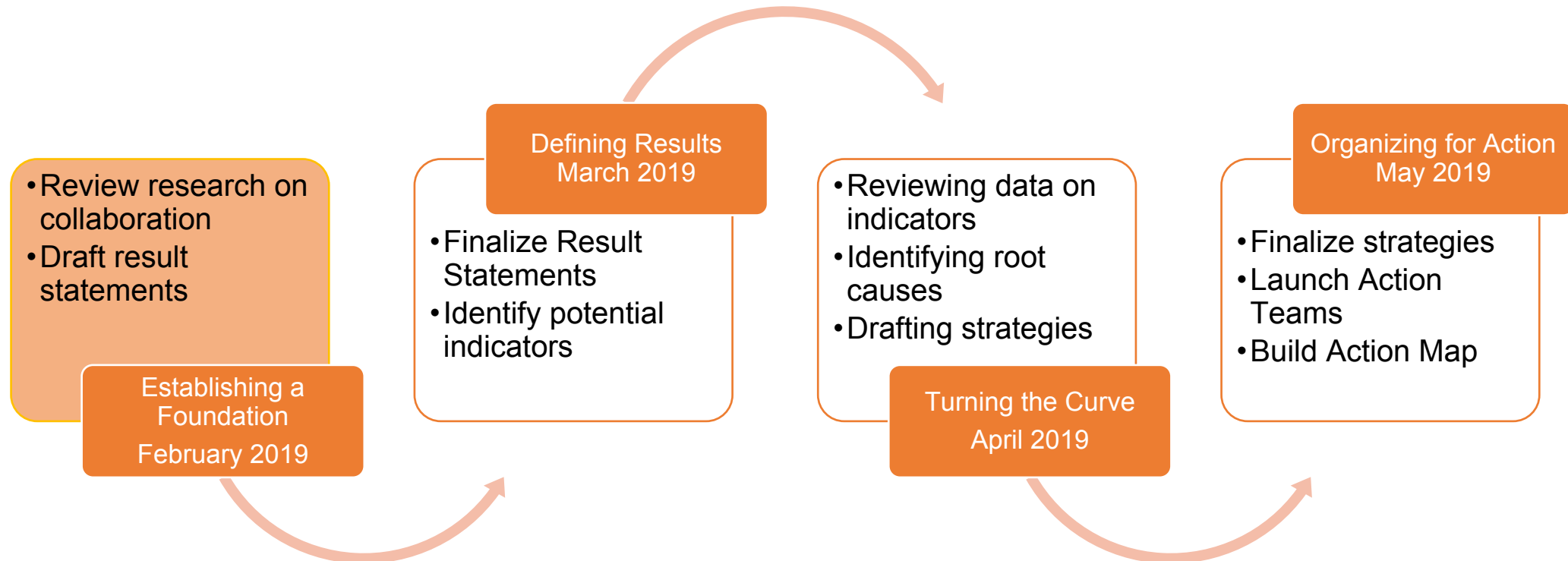
- Round 1: (15 minutes) Complete the worksheet independently at your table. Develop 3-5 results statements and be ready to share at your table in round 2.
- Round 2: (15 minutes) Discussion: Review themes and develop a group list of 5-7 that reflect common desired outcomes. At the end of the round, one person stays at the table to share results with next group, remainder go to different tables.
- Round 3: (15 minutes) Narrow to top 1-3. Write 1 result statement on a piece of paper provided

Next Steps





Process Overview





Logistics

Creating a Civic Network profile: [Civicnetwork.io](https://civicnetwork.io)

Civic Network is an open source platform created as a way to help communities achieve their goals. It provides a user-friendly place to connect, collaborate, and coordinate across efforts by sharing documents, tracking actions, and managing projects.



Collaborate with people and networks
that are doing great things in Colorado.

[GET STARTED NOW](#)



CREATE NEW ACCOUNT

LOG IN

CREATE NEW ACCOUNT

RESET YOUR PASSWORD

Instantly register with:



Facebook



Google



LinkedIn

Secured by [OneAll Social Login](#)

E-mail *

Password *

Password strength:



Confirm password *

Passwords match:

Provide a password for the new account in both fields.

First Name *



Final Steps

- Who else needs to be involved for this to be successful?
 - Please list the specific people and/or organizations you are willing to contact before the next meeting to explain this effort and invite them to join the team
- Fill out a **Working Together survey** so we can get an assessment of your baseline level of collaboration, and a meeting evaluation form to give us feedback on what worked, what needs improvement, and what to consider going forward
- Next Meeting Dates: **March 14; April 25; May 30**
- Thank you for coming!



THE CIVIC CANOPY

THE MANY WORKING AS ONE FOR THE GOOD OF ALL

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