



# ECRC Working Group Meeting

November 6, 2020



# Welcome from the Mayor's Office





# Agenda



## Introducing Miro

### Overview of Every Child Ready Chicago

What is the Strategic Planning Process?

Who is Involved?

How is the Work Happening?

## Envisioning the Future

## Identifying Initial Priorities

## Closing and Next Steps

# Community Agreements

- Speak your truth without blame or judgment.
- Listen attentively, with your eyes, ears, and heart.
- Notice moments of discomfort, and stay curious.
- Be open to the experience of this time/space together and to each other.
- Create space so everyone can share.
- Keep information shared confidential.
- Hold one another accountable to using the parking lot to capture important non-agenda items that arise for later discussion.



# What is the Strategic Planning Process?





# What is Every Child Ready Chicago?



- Every Child Ready Chicago (ECRC), a public-private partnership led by the Mayor's Office in partnership with the Ounce of Prevention Fund, will work to ensure all children in Chicago enter kindergarten ready to succeed in school and life.
- This new initiative will build a coherent prenatal-to-five system that provides equitable access to the supports and services.



# What is the goal of this phase of ECRC?

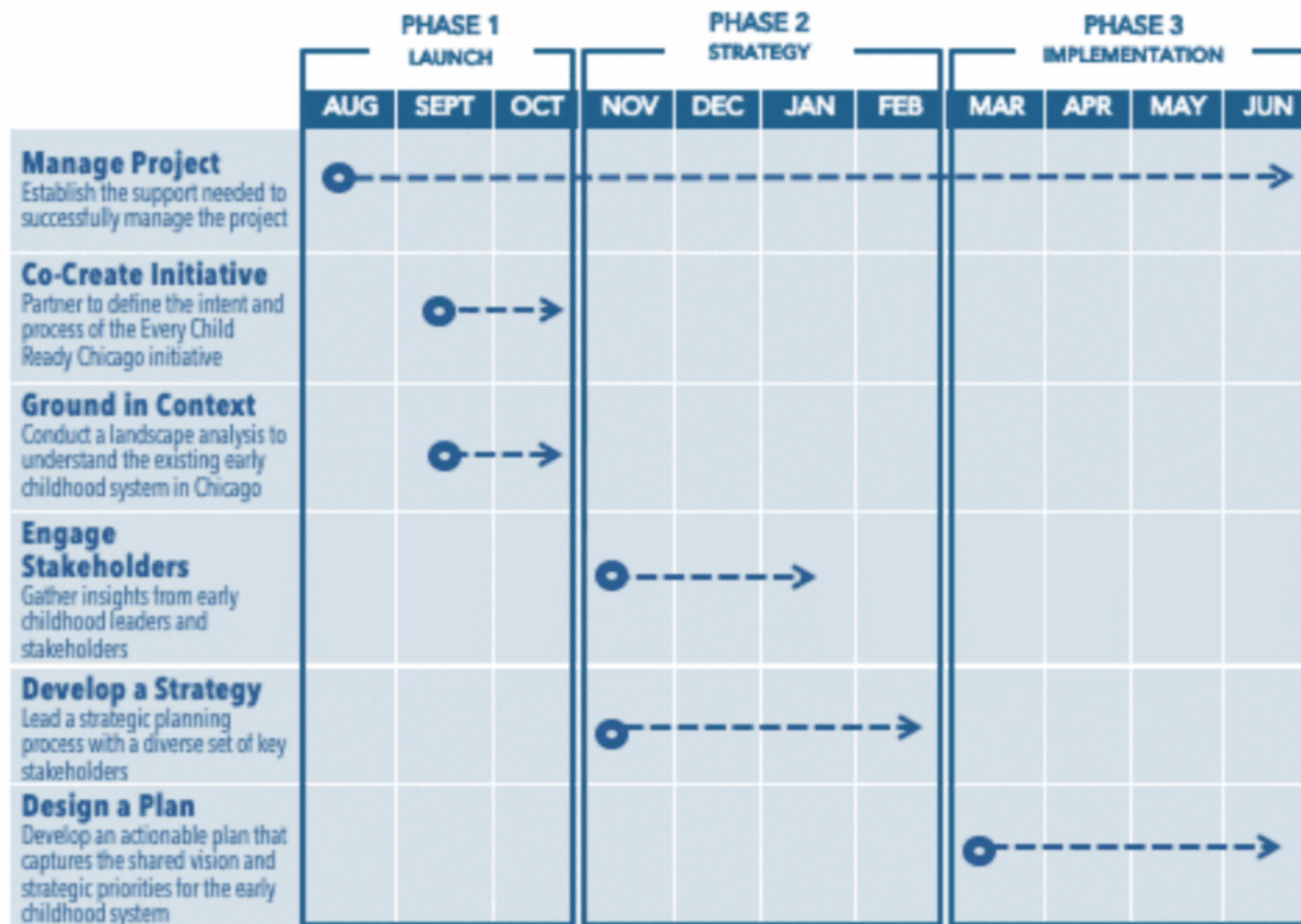


The goal of this part of the effort will be to design a **strategic plan for implementation** of a strong system that ensures equitable access to quality services and positive outcomes for all children.

- Build upon the vision, priorities and progress made to strengthen the existing early childhood system
- Develop a clear and practical approach to effectively center existing efforts, articulate a clear theory of change, and advance an actionable strategic plan for Chicago's 0-5 work in the coming years.



# When Will the Work Happen?



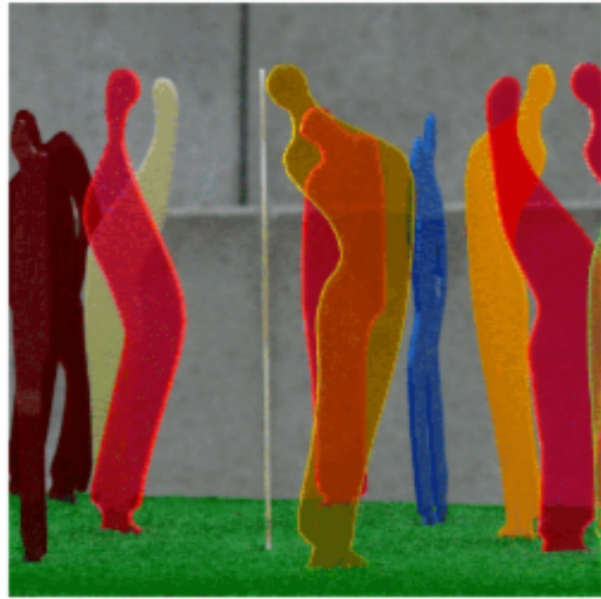


# Who is Involved?





# What are the Roles & Responsibilities?



## Executive Steering Committee

Provides strategic oversight and makes final project-related decisions



## Working Group

Provides contextual feedback and supports development of key strategies and metrics for strategic plan

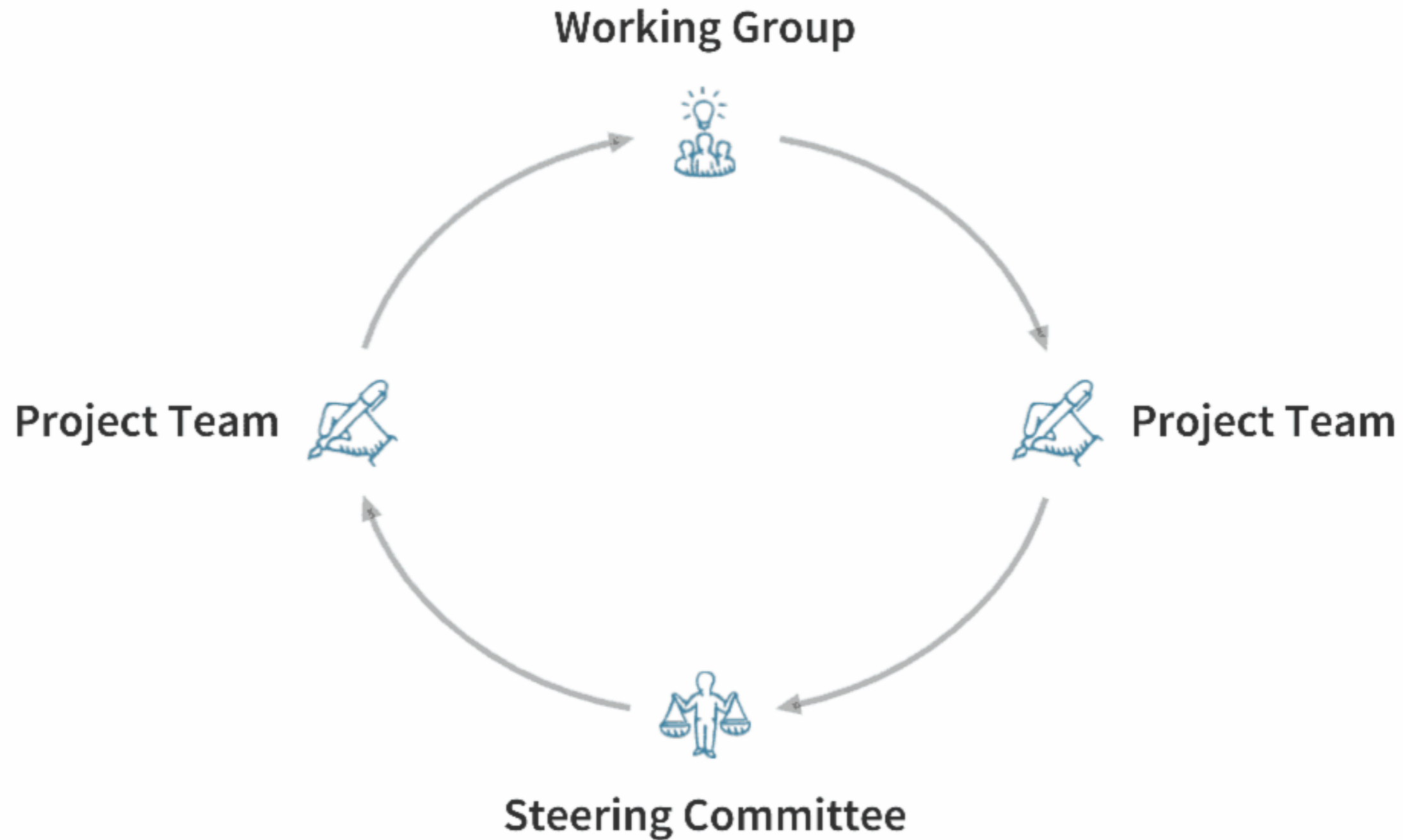


## Project Team

Provides logistical support; prepares meeting agendas and materials



# How is Information Shared?





# How is the Work Happening?





# CYCLE #1: Visioning and Setting Priorities

	TOPICS	KEY DECISIONS
<b>Working Group</b> <i>November 6, 2020</i>	Vision Setting Brainstorm Priority Areas	What are the potential strategic directions that will lead to the shared vision for the 0-5 system?
<b>Executive Steering Committee</b> <i>November 20, 2020</i>	Feedback on Initial Strategy Map	In what ways does the strategy map represent the stated vision, values and initial priorities for strengthening the 0-5 system?



# CYCLE #2: Develop Strategies

	TOPICS	KEY DECISIONS
<b>Working Group</b> <i>December 11, 2020</i>	Share Initial Strategy Map Reflect on Stakeholder Insights Develop Strategies	How will the strengths, needs and opportunities expressed by stakeholders (via interviews) drive strategy development?  What are the key components of work in each priority area?
<b>Executive Steering Committee</b> <i>January 2021</i>	Hone Strategies	What elements are rising to the top as priorities for strategic planning?



# CYCLE #3: Measuring Success

	TOPICS	KEY DECISIONS
<b>Working Group</b> <i>January 20, 2021</i>	Continue Strategy Development (as needed) Brainstorm Indicators for Measuring Success Implementation Considerations	What are the keys components of work in each strategic area? (continued)  How might success be measured?  What are the key considerations for implementation of the identified strategic actions?
<b>Executive Steering Committee</b> <i>February 2021</i>	Hone Strategies & Measures of Success	What elements are rising to the top as priorities for strategic planning?



# CYCLE #4: Finalize Strategy Map

	TOPICS	KEY DECISIONS
Working Group & Executive Steering Committee <i>February 2021</i>	Feedback Loop to Finalize Strategy Map (*virtual via survey)	Does the final strategy map capture the vision, values, strategic priorities and measures of success for the 0-5 system?



# Envisioning the Future





## Vision

*Guiding image of success formed in terms of a contribution to those we represent or serve.*

### Priority Areas

*Broad statements that describe the intended result or direction for efforts.*

### Strategies

*Specific activities that must take place to achieve set priorities.*

### Measures of Success

*Key indicators that can be used to measure, drive decision making and communicate impact of effort.*

## Values

*Moral compass that drives our efforts and decision-making toward the vision --"What you stand for."*

*Transparency*

*Diversity & Inclusion*

*Equity*

*Accountability*

*Transformation*

# A good vision...

### Is understood and shared

Anyone can understand what it means, and everyone that interacts with the organization owns it. It is jargon-free, and uses plain language.

### Inspires and uplifts, evoking emotion

Uses affirmative instead of negative language to describe what we aspire to. Uses language that connects with people on an emotional level.

### Says who WE are

It is specific to who the org is or what the work entails. It isn't interchangeable with another organization or effort.

### Clearly identifies who is being served

It is clear who the beneficiary is and who will be impacted by the vision.

### Is easy to communicate - includes a powerful and repeatable phrase

All (or a key part) of the statement is impactful and concise enough to easily commit to memory.

# Examples of vision-type language...

"Illinois is committed to becoming the best place in the nation for families raising young children"

-Illinois

"To ensure all children in Chicago enter kindergarten ready to succeed in school and life."

-ECRC initial summary

Executive Steering Committee initial brainstorm:

- "Seamless"
- "De-siloed"
- "Shared vision and outcomes"
- "Shared practices and common knowledge"

Working Group survey:

- "High-level, high-quality facilities"
- "Pipeline of qualified linguistically and culturally diverse staff"
- "Ensuring a whole family approach to ECE"
- "High-quality, well-funded program options"
- "Strong and truly collaborative partnerships...coherent vision and sufficient funding"
- "Integrated, high-quality, accessible to families in every sense"

Other cities:

- Detroit - "By 2027, Detroit will be a city that puts its children and families first."
- Atlanta - "Families in the City of Atlanta have what they need to ensure that all children starting at birth are healthy, learning, and developing so that they enter school ready for success, thrive once in school, and are prepared to reach their full potential as citizens of our city."
- San Francisco - "Every San Francisco child has equal opportunity from birth"
- Washington DC - "To improve outcomes for children beginning at birth and throughout their childhood by addressing racial and social inequities in the District of Columbia"

"We envision Illinois as a place where every young child – regardless of race, ethnicity, income, language, geography, ability, immigration status, or other circumstance – receives the strongest possible start to life so they grow up safe, healthy, happy, ready to succeed, and eager to learn."

-Early Learning Council



**DIRECTIONS:**

1. On a sticky note, write one word or phrase in answer to each question. Click and drag to move a sticky note. Double click on the sticky note to write in it. (10 min)
2. In small groups, use the responses to collaboratively draft a vision statement. (20 min)
3. Write your group's draft on one of the big pink sticky notes.



**What is one word or phrase that captures how it would feel if Chicago's aspirations for young children and families were realized?**

Flourishing families  
smooth transitions  
Equity achieved  
Easy for families  
empowered  
equity achieved  
engagement  
family and equity centered  
Equitable access  
It would be just!

Families would feel secure, safe and fulfilled  
Inspirational Motivating  
Catalytic  
loved  
Prepared  
Thriving  
Thrive  
Whole  
Empowering!

Sense of community care  
for families, it will feel like a connected system  
Families embraced  
Equitable (as a pillar - weaved through all work)  
Inspired and motivating  
Hopeful  
Safe  
inclusive  
Families would feel safe and supported = equity

supports and opportunities for all children to ...  
Poverty being defeated  
For a parent, it will feel like I have what I need (to help my child be successful)  
Like everyone had an equal and fair shot in the world.  
Successful/productive future adults.  
Families would feel secure, safe and fulfilled  
Inclusive  
Strength's based  
equitable  
Thriving  
Thriving

**Who should the vision serve?**

Children and families  
The whole community  
Children 0-5  
Everyone  
Staff  
Communities

ECE providers and teachers  
Pregnant/expecting mothers/parents  
Expectant families, families with children B-5  
Families, communities and early childhood workforce  
ECE Teachers/Staff  
ECE Workforce  
prenatal to age 5 population, families, and communities  
poorest as priority  
Black and Latinx children; the poorest of the poor; those who aren't K ready  
the childcare workforce  
all children, knowing that their needs are not all the same  
Communities

Commitment to communities and city as a whole  
children, families, ECE workforce  
children families communities  
birth to 5 children and their families  
families!  
Supported

Communities  
The City  
Families

**What will set you apart from other cities?**

professionalizing the workforce  
A commitment to reaching each and every child  
we also have people moving here from other cities and moving to other cities - what do other cities do well?  
eliminating the kindergarten readiness gaps that currently exist  
Outcomes  
An intentional, high-quality, mixed-delivery system that prioritizes families who are furthest from opportunity  
The best city to be a member of the EC workforce  
adequate investment in 0-5 education and development

Room and support for testing new ideas & innovations  
Systemic supports that spur program improvement and support quality  
equitable outcomes  
Comprehensive Collaboration  
agree. professional learning across ECE spaces  
Getting from being a coordinated system and advancing to being an interconnected system  
significantly reducing maternal morbidity and mortality  
A vision and system that stretches beyond one mayoral administration  
Professionalized and well-compensated workforce  
Data-informed practice and decision-making  
Collective Impact  
accessible, easy to access, appropriate language access  
Families and communities -- in need of 0-5 services  
-quality  
-universality  
-supportive of families  
-advance workforce  
A city-wide cohesive vision  
seamless transitions across programs/services  
Data-driven  
focus on resilience and asset  
Serious about data and outcomes  
Incorporating the knowledge, experiences, and strengths of every child, family, and community  
Funding  
Equitable outcomes  
Diversity  
Diverse neighborhoods  
Redefined Early childhood supports and services as a public good  
Families have access to a seamless process - particularly in most underresourced communities  
Pre-natal to 5 year old -- calling the earliest year out

- redefining "school readiness" to place the focus on the system
- expanding to include building future citizens - K readiness is not the end point
- yes strengths based - but also need to address equity) - both/and
- must address systemic inequities - b/c of all the isms
- system changes (will set us apart)
- assets and resilience (adversities are not distributed equally AND all families have assets)
- workforce -systems that create the opportunity for
- the workforce need the tools to get the work done - more expansive to include ppl like librarians and other comm. based folk- not perpetuating the status quo and being sure we do not perpetuate inequities
- system that articulates with the political/advocacy goals/aims to help dismantle the things create barriers for families
- economic strains do not determine what you become
- we cannot assume how families see themselves
- advocate to change the systems that undermine the potential of children and families (is this part of the vision or a strategy?)
- the POWER of families
- potential achievers - people getting what they need to be lifted up
- a collective commitment to address systemic inequities
- a system that celebrates the strengths of families/or celebrates and builds on
- advocate = the systems feels the responsibility to elevate the systems that undermine children and families
- another for "system" -may not resonate with communities
- Every child and families get what they need.

equitable access to high-quality early childhood experiences for prenatal to age five children, families and communities = thriving and flourishing (outcomes) diversity of Chicago

\*\*\*All Chicago's young children (prenatal to five) and their families have equitable access to high quality early childhood experiences -- where they are safe, supported, thrive and ready to learn in Kindergarten and beyond\*\*\*

- prenatal to age five children, their families, and our communities
- prepared
- cohesive vision
- equitable outcomes -collective impact
- flourishing families
- focusing on equitable outcomes
- we want children to thrive by kindergarten
- everyone
- supporting parents with tools/skills to be the teacher at home that we expect them to be
- we need to keep it simple
- acknowledge the systemic racism in
- diverse needs,
- need to show that the system needs to change

All children face no barriers to opportunity  
Children have access to the same opportunities that allow them to thrive

\*\*\*\*\*Chicago is a place that unlocks the potential of every child and family so that all children birth-five are prepared to flourish, their families thrive, and they grow up in strong communities\*\*\*\*\*

- Every child is reading by third grade
- children are mentally and physically healthy and their adults understand how to support them
- With the support of families and communities, every child has the ability to grow up safe, healthy, happy and ready to succeed
- Healthy children, nested in whole, healthy systems within the community
- Equitable educational opportunities for every child birth-5, especially those most at risk

equitable system that ensures all children and their families, regardless of where they start in life, will achieve their full potential.

- being sure in include emergent language learners
- include children with disabilities in the statement



# Closing and Next Steps





# Looking Ahead

- Meeting Materials will be uploaded to the [ECRC website](#)
- Homework: Complete the survey by COB 11/13
- ECRC Working Group Meetings
  - December 11, 2020
  - January 20, 2021

