



BACKBONE ORGANIZATIONS & GOVERNANCE IN COLLECTIVE IMPACT

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Evanston; Evan Krauss, East St. Louis*

*Moderated by Jill Gottfred Sohoni, Advance
Illinois*

#IL60by25



**WHAT ARE THE FIVE
CONDITIONS OF COLLECTIVE
IMPACT?**



THE FIVE CONDITIONS OF COLLECTIVE IMPACT

Common Agenda

- Common understanding of the problem
- Shared vision for change

Shared Measurement

- Collecting data and measuring results
- Focus on performance management
- Shared accountability

Mutually Reinforcing Activities

- Differentiated approaches
- Willingness to adapt individual activities
- Coordination through joint plan of action

Continuous Communication

- Consistent and open communication
- Focus on building trust

Backbone Support

- Dedicated staff
- Resources and skills to convene and coordinate participating organizations

CORE BACKBONE FUNCTIONS

**Guide
Vision and
Strategy**

**Support
Aligned
Activities**

**Establish
Shared
Measure-
ment
Practices**

**Advance
Policy**

**Mobilize
Resources**

Cultivate Community Engagement and Ownership



MISCONCEPTIONS OF BACKBONE ORGANIZATION FUNCTIONS

- The backbone organization **sets the agenda** for the group
- The backbone organization **drives the solutions**
- The backbone organization **receives all the funding**
- The backbone **can be self appointed** rather than selected by the community
- The backbone is “**business as usual**” in terms of staffing, time, and resources.

PANEL DISCUSSION

*Dr. Darryl Hogue, MORE;
Neil Gambow, Evanston;
Evan Krauss, East St. Louis*



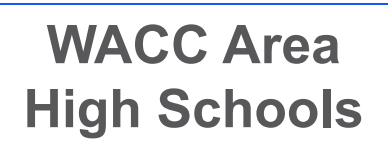
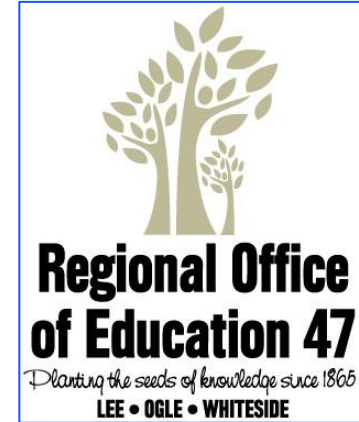
M.O.R.E.

making opportunities real for everyone

...in the IL/IA Rock and Mississippi River Region

Keeping our
resources local
through personal
work relationships

Area Partners



1. Career Cruising/Xello
2. Multi-Craft Internships-Sauk Valley CC
3. Dual Credit Engineering Technology-Morrison Tech
4. Regional Grants (transitional math, HS education, manufacturing and Ag endorsements)
5. Local and Regional Dual Credit

Core Activities



What makes it all work?

- 1. Willingness to think about the region and not individual goals. The individual benefit will be a by-product.
- 2. Be willing to share resources and staff.
- 3. Help employers see the benefit of partnering with schools.
- 4. Support/resources from Ed Systems and State initiatives that promote regional workforce development
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*Mayor's Employer
Advisory Council*

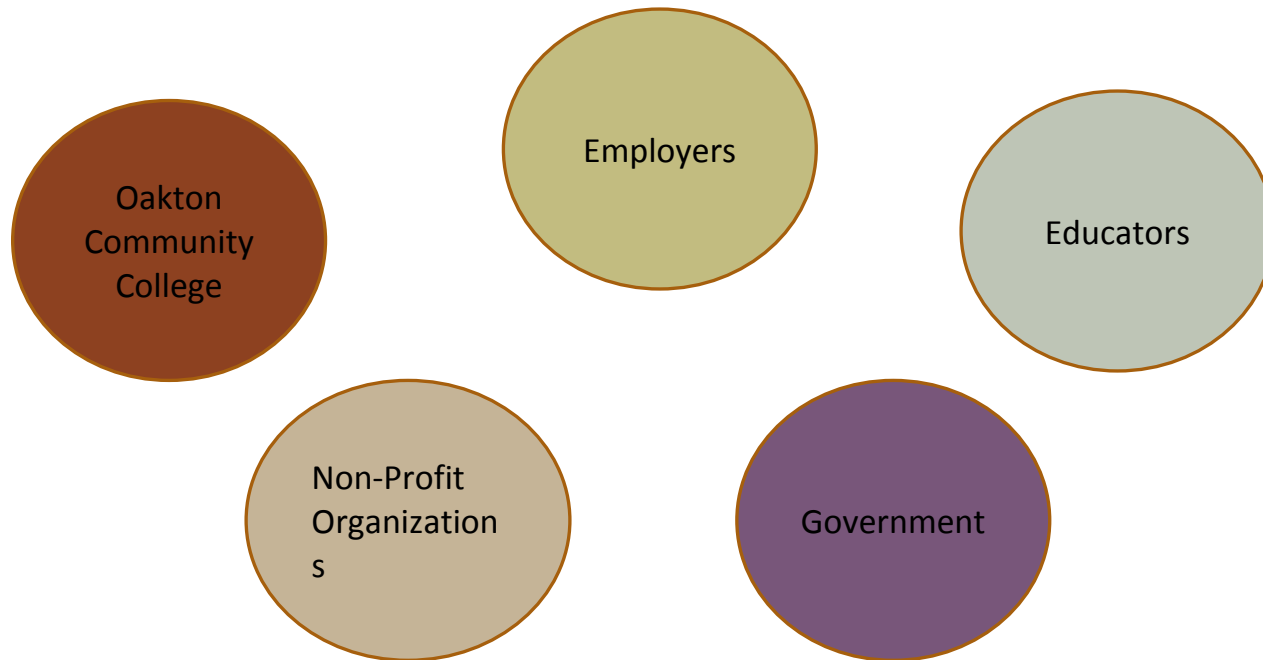
MEAC

FEBRUARY 25, 2020

PRESENTED BY NEIL GAMBOW

CHAIR – MAYOR'S EMPLOYER ADVISORY COUNCIL

MEAC Council Stakeholders



MEAC

What We Are

We are here to help all young people find their own path to a career.

We believe there are many roads to success, so we work to shine a light on the full range of career opportunities, and the many ways to get there. (If you can't see it, you can't be it!)

Whether their entry point is straight from high school or from college, we help young people make plans to choose a job with a future, to succeed and to thrive.



Manufacturing Day
Ward Manufacturing



Manufacturing Day
Comfort Lighting



ETHS Health Science Class at
Amita -St. Francis Hospital



Health Care Panel ETHS



Vi Hands-On Pastry Chef

Overview

At a Glance

East Side Aligned is a movement to improve the **readiness** and **well-being** of children and youth within Greater St. Louis*

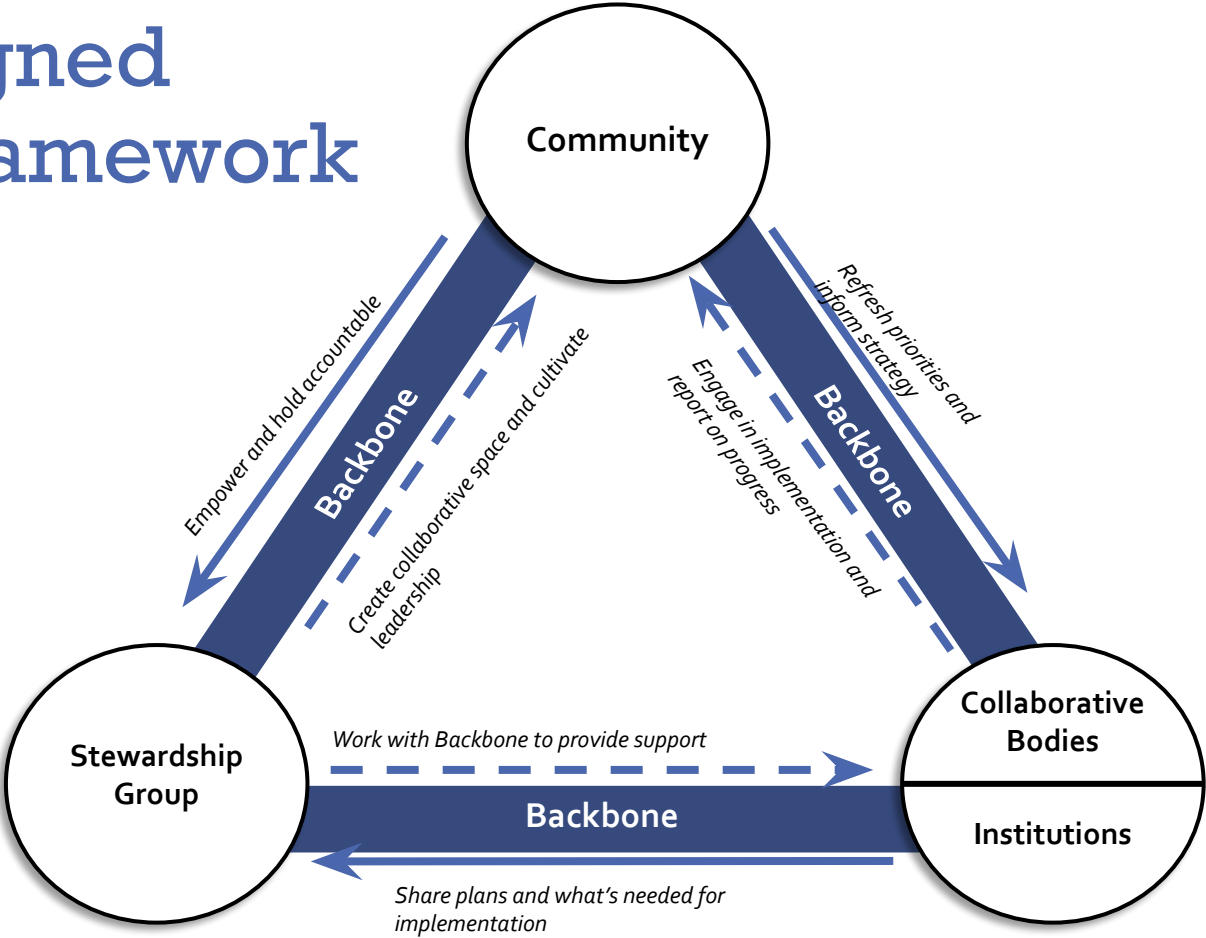
Our work is guided by a shared agenda—**The Roadmap**—comprised of 4 big goals, 14 sub-goals and over 180 strategies**

People from all walks of life **work together** to tackle the structural and systemic issues perpetuating inequity and injustice for our kids

**Our footprint is the same as the boundaries of East St. Louis School District 189*

***Over 400 community members were engaged in developing the roadmap (50% were youth)*

East Side Aligned Operating Framework



How It Works

Key Components

The Roadmap—community's voice and leadership—guides our activities

A constellation of collaborative groups implement the strategies

Backbone staff provide support *to* and *across* collaborative groups

Stewardship Group provides oversight and support to backbone staff and champions the movement

The movement is driven by the voluntary participation of individuals and organizations that commit to living out ESA principles and practices



THANK YOU
