LESSONS FROM
COLLECTIVE IMPACT IN EARLY CARE AND EDUCATION
#IL60by25
EARLY CHILDHOOD COLLABORATIONS

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GOALS

◼ Gain insights and lessons learned from Early Childhood collective impact efforts

◼ View Early Childhood structures that lend themselves to systems change chaos

◼ Apply knowledge learned to inform your use of collective impact to improve outcomes, cradle to career

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Early Childhood System of Chaos
The 5 Conditions of Collective Impact

1. Common Agenda
   - Common understanding of the problem
   - Shared vision for change

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

3. Mutually Reinforcing Activities
   - Differentiated approaches
   - Coordination through joint plan of action

4. Continuous Communication
   - Consistent and open communication
   - Focus on building trust

5. Backbone Support
   - Separate organization(s) with staff
   - Resources and skills to convene and coordinate participating organizations
Common Agenda

- Common understanding of the problem
- Shared vision for change

- Access
- Quality
- Affordability
- Capacity Building
- Sustainability

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2. **Shared Measurement**

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

- Theory of Change – Strategic Plan
- Baseline Data of community conditions
- Concrete benchmarks to measure
- Use the data to inform the work, progress and adaptations
- Impact K-3\(^{rd}\) grade

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Mutually Reinforcing Activities

- Differentiated approaches
- Coordination through joint plan of action

- What’s In It For Me
- Community-wide focused approach
- Solution focused – strength based
- Alignment across cradle to career or systems

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Image borrowed from Strive Together
Continuous Communication

- Consistent and open communication
- Focus on building trust

roles

- Focus on building and maintaining trust, relationships, across stakeholders and sectors – value added
- Family-Resident voice – lived experiences are powerful, consider barriers to their participation
- Communicate often in bite size pieces, share struggles AND successes
- Help stakeholders understand systems building-systems change
- Be patient

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Structure your Collaboration for Systems Change

- Neutrality and a trusted source is critical
- Project management skills, many moving parts
- Ability to facilitate through strong personalities, “turf”, hidden agenda’s, etc. and move to action
- Capacity to be responsive
- Plan for backbone support succession

Separate organization(s) with staff
Resources and skills to *convene* and *coordinate* participating organizations
QUESTIONS