

S T A N I S L A U S

# CRADLE to CAREER

P A R T N E R S H I P



**2019**  
**Baseline**  
**Report**

# What if...



we create more equitable outcomes so that all residents are employed in sustainable careers?

our community organizations, public sector, and educational systems align to provide whole family supports?

our educational systems and employers work together strategically to equip learners for the jobs of the future?

**A successful, equitable, and healthy community fosters education and career success. It aligns institutions and resources to advance a bold vision that every child has a path, a plan, and a purpose.**

The Stanislaus Cradle to Career Partnership believes that all children can reach their full educational potential regardless of race, ethnicity, or family income. Every student deserves a chance to earn a postsecondary certificate, credential, or college degree with the opportunity to enter a meaningful, self-sustaining job in early adulthood.

Since its official launch in Spring 2018, the Partnership has worked hard behind the scenes to develop the necessary infrastructure to sustain collective impact efforts over time. We now have a diverse leadership body that represents multiple sectors from education, business, government, faith, and community. We have five Action Teams driving an intentional process to move the needle on critical milestones along the cradle to career spectrum. We have a blended backbone team between Stanislaus Community Foundation and Stanislaus County Office of Education that provides ongoing coordination, resource development, and data support. Our Partnership joined the national StriveTogether Network connecting Stanislaus County to cradle to career resources and best practices from communities across the country.

We believe in building a sturdy foundation today so that we can sustain a long-term movement lifting all Stanislaus County learners to their highest aspirations.

## Vision

Align sectors and systems in Stanislaus County to ensure successful outcomes for learners from cradle to career.

## Mission

A healthy and thriving community built on educational success and economic well-being for all.

## Values

Data-driven results  
Systems alignment  
Compassion  
Trusted relationships  
Long-term commitment



# Key Milestones

2020

Partnership launches *Partnership Promise* and hosts inaugural Community Summit

2019

Action Teams expand membership, Steering Committee steps into ownership of the movement, and data work group takes steps to form a Data Trust

2018

Partnership launches with five Action Teams and joins the StriveTogether national network

2016

Stanislaus Futures post-secondary initiative launches in partnership with eight pilot high schools, Modesto Junior College, and Stanislaus State

2015

Stanislaus READS! third-grade reading initiative launches in partnership with five pilot elementary schools



# How We Work Together

Systems change doesn't happen overnight. We know that in order to see meaningful, community-level results, our systems and institutions have to adapt. This requires a cultural shift among the people who manage our systems – a shift in how we collectively approach complex problems, how we engage with each other across institutions, how we approach data to make better policy decisions, and how we show up.

## CONTINUOUS IMPROVEMENT

Our Partnership commits to using quality data to drive results. Action Teams utilize data reports that are vetted by the Cradle to Career Partnership Data Committee to ensure that data is accurate, current, and responsibly shared with the community.

## EQUITY

We seek to shift mental models, change power dynamics, establish more equitable policies in our institutions and community, and advance more equitable opportunities across systems. We use qualitative and quantitative data to highlight inequities in achievement.

## ACCOUNTABILITY STRUCTURE

Leadership and Partner Network

Action Teams

StanREADY | StanREADS | StanMATH | StanFUTURES | StanCAREERS

Communications and Data Work Groups

Steering Committee

Backbone Staff

Stanislaus Community Foundation & Stanislaus County Office of Education

## StriveTogether

Stanislaus Cradle to Career Partnership is a member of The StriveTogether Cradle to Career Network, a national, nonprofit network of nearly 70 partnerships working to improve outcomes for kids by bringing together cross-sector partners around a shared community vision. Together, the Network impacts 13.7 million students nationwide.



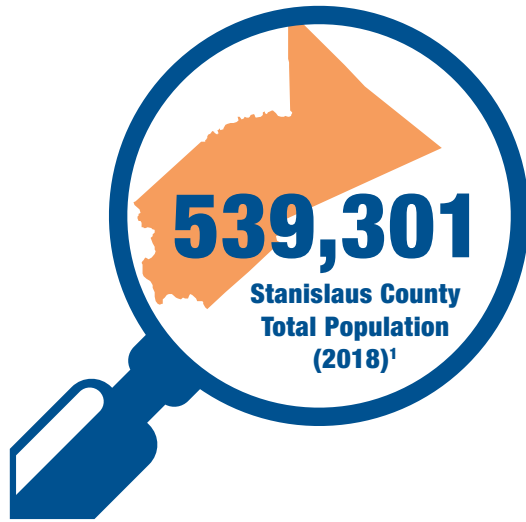
Stanislaus County C2C members and Congressman Josh Harder talking Cradle to Career and touring the United States Capitol

## ONGOING SUPPORT

The backbone team provides facilitation, coaching, and data support for Steering Committee and Action Team meetings. Investing in leadership development helps partners develop authentic ownership of the collective work.



# Stanislaus County at a Glance



Stanislaus County is located in the heart of the San Joaquin Valley, the geographical center of California. The county, with an economy and heritage deeply rooted in agriculture, is quickly becoming one of the fastest growing regions in the state.

With low educational attainment and high poverty, Stanislaus County's regional economy is not strong enough to create the volume and type of opportunities needed to break the cycle of economic distress.

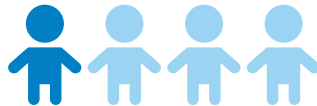


Number of  
School Districts<sup>2</sup>

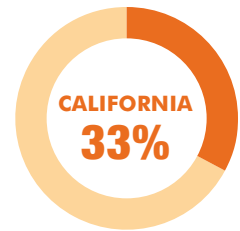
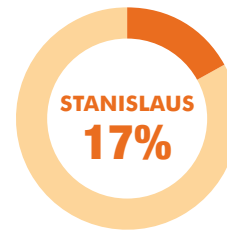
**26**

Percent of Children  
Living in Poverty<sup>1</sup>

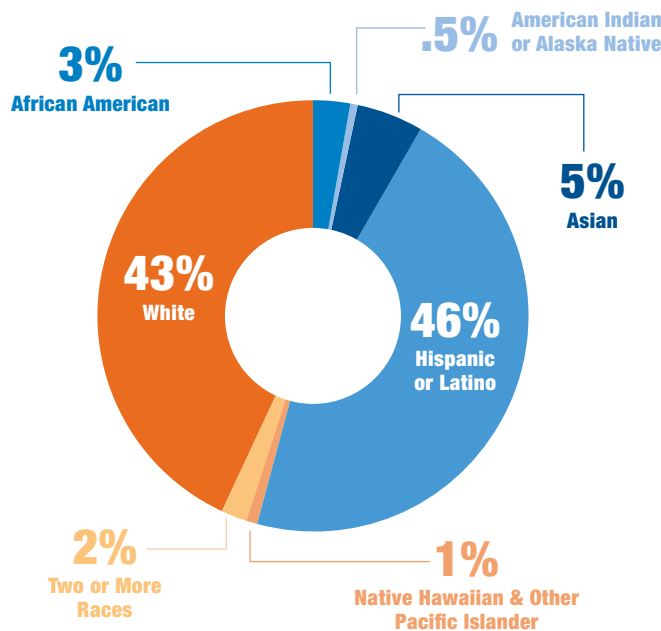
**1 in 4**



Population with a  
4-Year Degree<sup>1</sup>



General Population<sup>1</sup>



Child Population

Children Age 0-5 <sup>1</sup>	<b>39,410</b>
K-12 Population <sup>2</sup>	<b>110,405</b>
Students Receiving Free and Reduced Lunch <sup>2</sup>	<b>76,502</b>
Students Who Are English Language Learners <sup>2</sup>	<b>26,476</b>
Students with Disabilities <sup>2</sup>	<b>12,828</b>

SOURCES: (1) U.S. Census, American Community Survey 2018 five year estimate. (2) California Department of Education Data Quest.

S T A N I S L A U S

# CRADLE to CAREER

S T A N R E A D Y

## Outcome

Stanislaus County children enter kindergarten ready to succeed.

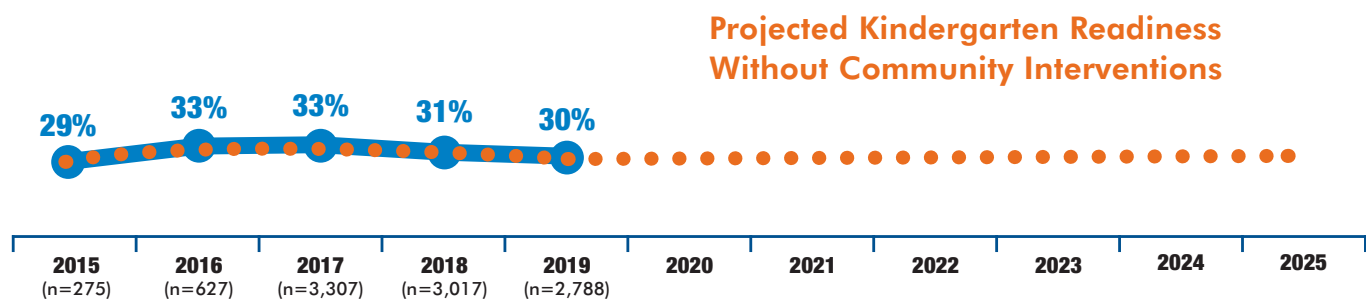
### WHY THIS MATTERS

Children need to have certain prerequisite skills to do well in kindergarten. Kindergarten readiness affects future academic achievement and life success. Children develop fundamental skills in early childhood that build strong foundations for reading, math, and social interactions. Studies show that as a child's kindergarten readiness scores improve, third-grade reading and math scores rise accordingly.

### PRIORITY FOCUS

StanREADY is exploring available education and health data that illustrate the current reality for children ages 0-5 and their parents and families. Initial data show the need to build alignment around early developmental screenings such as the use of the Ages and Stages Questionnaire (ASQ) at health centers and other service providers, and for county-wide adoption of a school readiness assessment such as the Kindergarten Student Entrance Profile (KSEP). We also recognize the value of parent engagement and its impact on the success of the child and family.

### Percent of Children Ready for Kindergarten



UNIVERSE: Kindergartners who took the KSEP in the fall who scored "Ready-to-Go".  
SOURCE: Stanislaus READS Data Portal as of 01/08/2020.

Key Collected Data Without Community Interventions

At CHS my job is to create programs and lead activities that strengthen families in our community, but my most important job is to make sure my children are given opportunities and experiences they need at home, at school and in their community to thrive. I want to help bring the voice of parents to the table and give them hope for a better future for their children.

**JENNIFER RANGEL**  
 Program Manager, Special Projects,  
 Center for Human Services



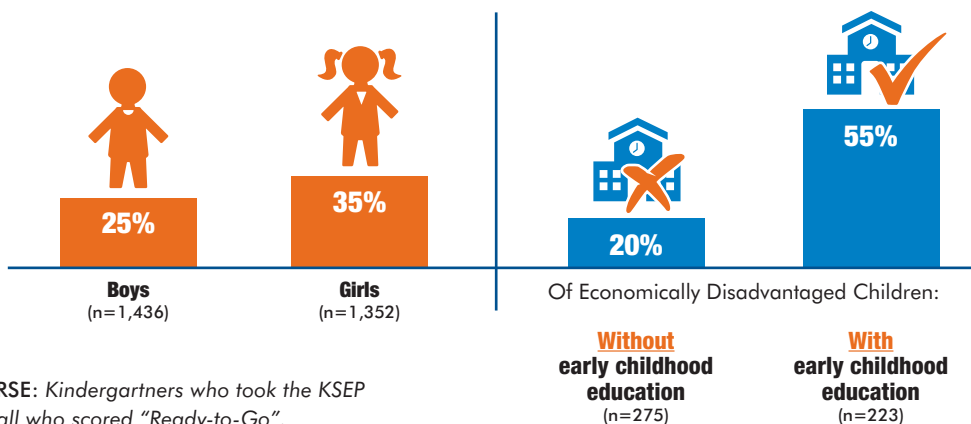
## KEY INSIGHTS AND CHALLENGES

**1** We need to align healthcare and early education outcomes with a focus on the child and the whole family.

**2** Available shared data in the 0-5 space is a challenge StanREADY is working to solve. We seek to align data systems across sectors to build better understanding of the whole child experience.

**3** With the limited data that we have, we see disparities between gender, income, and access to formal early childhood education programs. Closing these equity gaps is central to our collective action.

### Who is Ready for Kindergarten?



UNIVERSE: Kindergartners who took the KSEP in the fall who scored "Ready-to-Go".  
 SOURCE: Stanislaus READS Data Portal as of 01/08/2020.

## Partners

- \*Center for Human Services
- \*First 5 Stanislaus
- \*Golden Valley Health Centers
- \*Stanislaus County Office of Education
- Ceres Unified School District
- Chatom Union School District
- Children's Crisis Center of Stanislaus County
- Empire Union School District
- Health Net
- Health Plan of San Joaquin
- Hughson Unified School District
- Modesto City Schools
- Modesto Junior College
- Newman-Crows Landing Unified School District
- Paradise School
- Parent Resource Center
- Patterson Joint Unified School District
- Salida Union School District
- Sierra Vista Child and Family Services
- Stanislaus County Chief Executive Office
- Stanislaus Community Services Agency
- Stanislaus County Health Services Agency
- Stanislaus County Library
- Valley Children's Healthcare
- Women, Infants, & Children (WIC) Stanislaus

\*TEAM LEADERSHIP



# CRADLE to CAREER

## Outcome

Stanislaus County children read at grade level by the end of third grade.

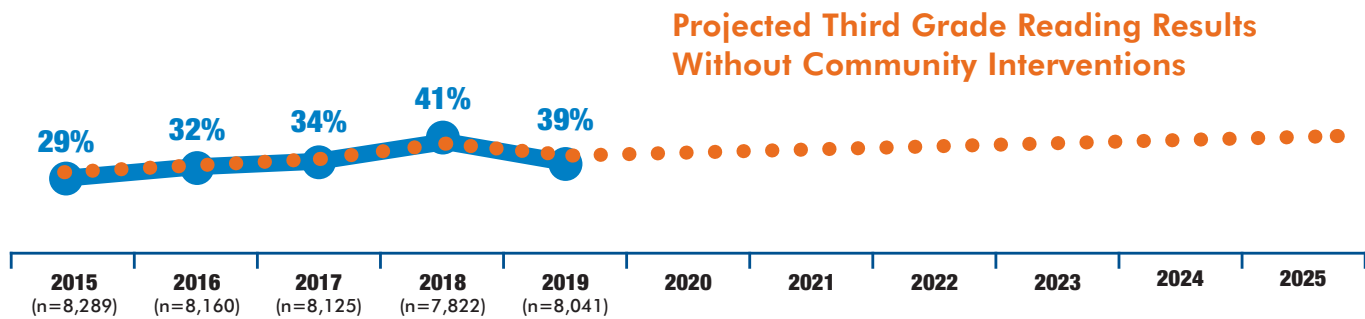
### WHY THIS MATTERS

Literacy is critical to a child’s academic success, particularly early-grade reading. Children in the early grades begin to transition from learning to read to reading to learn. Reading at grade level is one of the strongest predictors of later success in school, with data showing the link between disparities in literacy during the early grades and persistent achievement gaps.

### PRIORITY FOCUS

StanREADS has analyzed third grade reading data and conducted interviews with students at elementary schools across the county to learn more about their mindsets toward reading. We have identified three factors affecting literacy: access to high-interest reading material, attendance, and parent engagement. The Action Team continues to dig deeper into these findings by forming independent work groups around each factor.

### Percent of Third Graders Reading at Grade Level



UNIVERSE: Stanislaus County third graders attending public and charter schools  
SOURCE: California Department of Education Data Quest

Key Collected Data Without Community Interventions



## Partners

- \*Stanislaus County Library
- \*Stanislaus County Office of Education
- Ceres Unified School District
- Denair Unified School District
- Empire Union School District
- Golden Valley Health Centers
- Hickman Community Charter District
- Hughson Unified School District
- Kaiser Permanente
- Keyes Union School District
- Modesto City Schools
- Newman-Crows Landing Unified School District
- Patterson Joint Unified School District
- Riverbank Unified School District
- Salida Union School District
- Stanislaus Union School District
- Sylvan Union School District
- Turlock Unified School District
- Waterford Unified School District

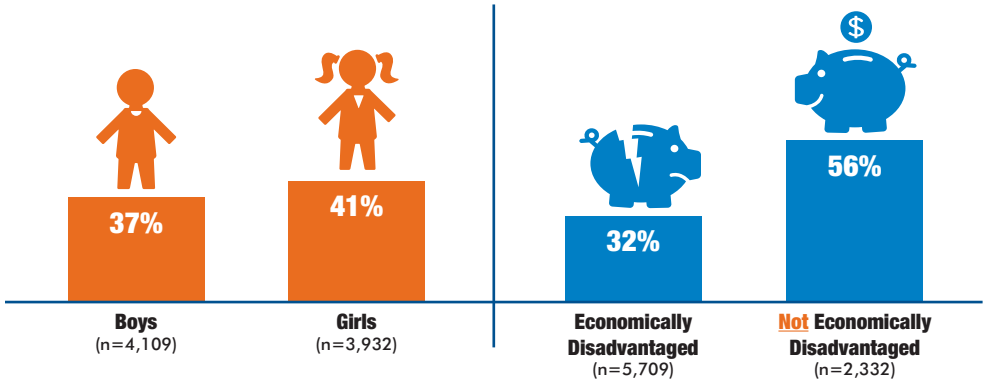
## KEY INSIGHTS AND CHALLENGES

**1** Data shows that economic status matters. Communities must work collaboratively to ensure that all children are reading proficiently by the time they complete third grade.

**2** Over the past year we formed three groups focused on parent engagement, attendance, and access to books. We are exploring best practices and designing strategies for our families that need the most support.

**3** The community can be a powerful driver in early literacy efforts, yet community partners beyond educators are largely missing in this important work. We commit to bring family voice into the solution making process.

### Who is Reading at Grade Level at the End of Third Grade?



UNIVERSE: Stanislaus County third graders attending public and charter schools  
 SOURCE: California Department of Education Data Quest

\*TEAM LEADERSHIP

S T A N I S L A U S

# CRADLE to CAREER

S T A N M A T H

## Outcome

Stanislaus County students of all ages demonstrate confidence, success, and joy in math.

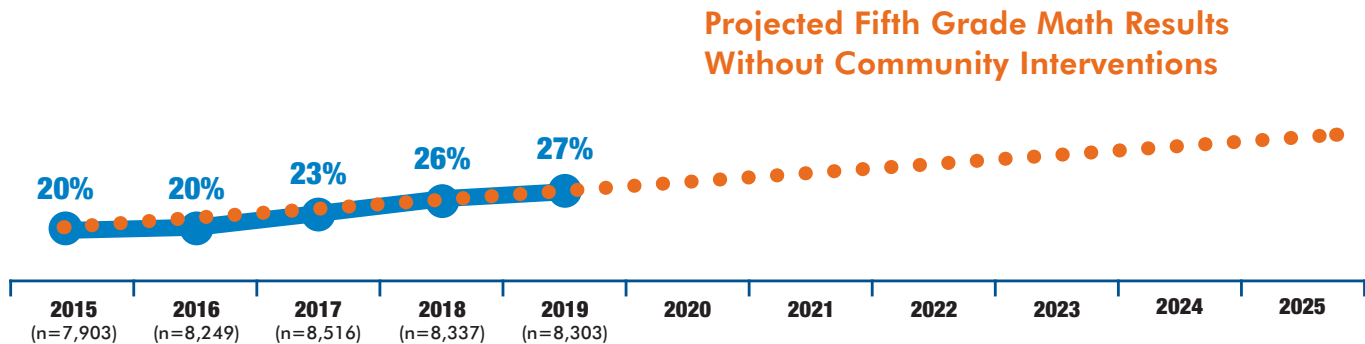
### WHY THIS MATTERS

Families understand that early reading success matters. Research also indicates that students who successfully develop elementary math skills and see themselves as competent math learners perform better in higher mathematics courses. Math proficiency at an early age opens future opportunities for careers in science, technology, engineering, and health careers.

### PRIORITY FOCUS

StanMATH seeks to shift the culture of math learning from dread to joy, both inside and outside the classroom. We are engaging educators across school districts in Stanislaus County to share promising practices across our systems. We look forward to engaging parents, families, and community members to help students grow into powerful problem solvers.

## Percent of Fifth Graders at Grade Level in Math



UNIVERSE: Stanislaus County fifth graders attending public and charter schools  
SOURCE: California Department of Education Data Quest

Key ■ Collected Data ● Without Community Interventions





*Math achievement is such a long-standing and pervasive problem in our county that no individual working alone is able to solve it. StanMATH is bringing us together to better understand the complexities of this problem and lead us to countywide solutions.*

**DON DAVIS**  
*Superintendent,  
 Waterford Unified  
 School District*

## Partners

- \*Salida Union School District
- \*Stanislaus County Office of Education
- \*Waterford Unified School District
- Ceres Unified School District
- CSU Stanislaus
- Empire Union School District
- Hughson Unified School District
- Modesto City Schools
- Modesto Junior College
- Oakdale Joint Unified School District
- Patterson Joint Unified School District
- Riverbank Unified School District
- Sylvan Union School District

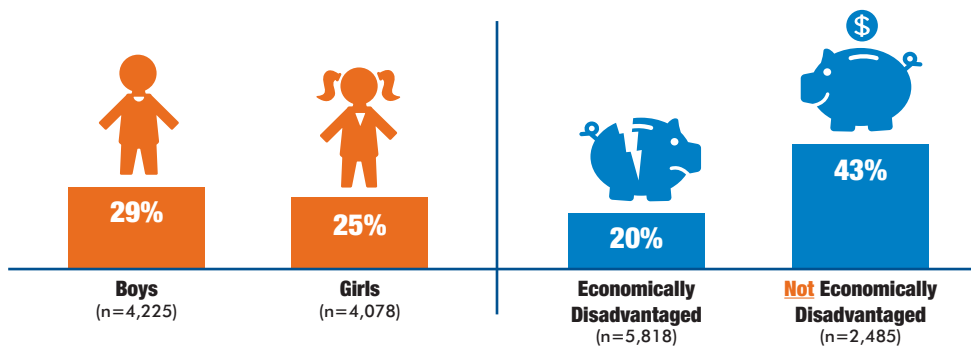
## KEY INSIGHTS AND CHALLENGES

**1** The data is clear. We need to drastically change our approach to math education in order for All students to be competent and find success and joy in math.

**2** Fifth grade math is just one indicator we are looking at, and the trend is similar at most grade levels. Math challenges exist through the entire cradle to career continuum.

**3** Mindset is an area of focus. Culturally, it is acceptable to believe some are “bad at” math, and that belief needs to change. ALL individuals are capable of doing math.

### Who is Proficient in Math at the End of the Fifth Grade?



UNIVERSE: Stanislaus County fifth graders attending public and charter schools  
 SOURCE: California Department of Education Data Quest

\*TEAM LEADERSHIP

# Outcome

Stanislaus County students graduate high school postsecondary ready. Postsecondary students successfully complete their certificate or degree.

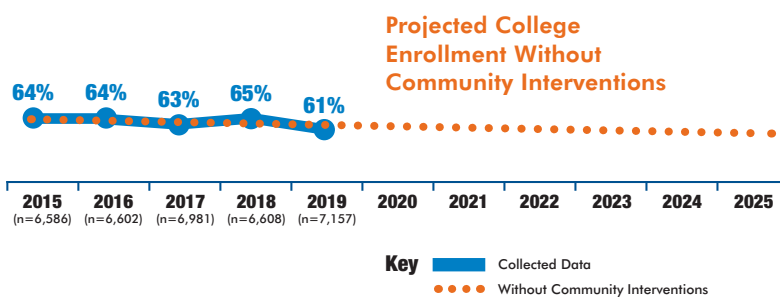
## WHY THIS MATTERS

A vibrant economy is key to building a healthy community and a better quality of life for all residents. The higher the education level of a region’s residents, the greater the impact on the regional economy. However, by 2025, as baby-boomers retire, 2.3 million California jobs will go unfilled due to a lack of college degree holders, including many teachers, nurses, doctors, and public administrators. The failure to meet the needs of the workforce could seriously limit our economic growth and future.

## PRIORITY FOCUS

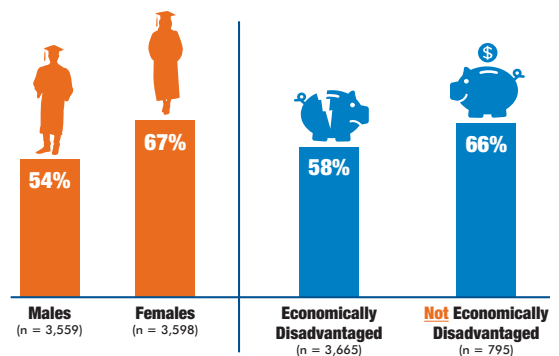
StanFUTURES has identified a need to focus on disparities in high school completion and college enrollment through an extensive review of data and collection of insights from interviews with the community. The Action Team has drafted a refined working goal focused on the success of Latino boys and low-income boys.

### Percent of High School Graduates Enrolled in College



SOURCE: National Student Clearinghouse Aggregate Report 11-18-2019

### College Enrollment, Class of 2019



SOURCE: National Student Clearinghouse Demographic Report 11-18-2019. Economic Status not reported on 2,697 students.

The StanFUTURES Action Team creates a safe space where we can look at data together with curiosity without getting caught in the defensiveness about who's to blame or not to blame. I grew up here in the Central Valley. I am a proud alumna of both MJC and Stanislaus State, and my children now go to public school in the region. I'm deeply invested in this initiative because I know it will result in positive outcomes for our kids and strengthen our community.

**ERIN LITTLEPAGE**

Student Success & Community Partnerships Specialist, CSU Stanislaus



## KEY INSIGHTS AND CHALLENGES

**1** Only 16.9% of Stanislaus County students hold a four-year degree or higher compared to 33.3% in California. A review of disaggregated Stanislaus County data in 2018 revealed a growing disparity in college enrollment and completion for boys – particularly Latino boys and low-income boys.

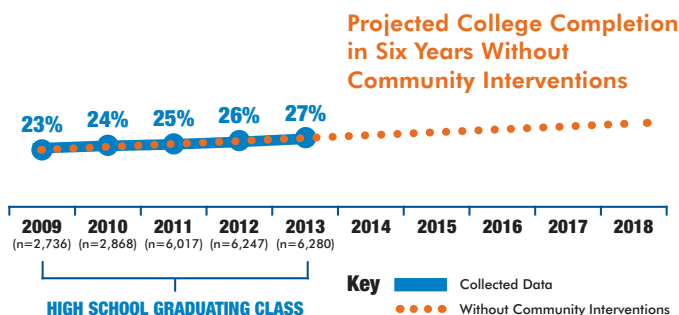
**2** We conducted over 100 interviews with system leaders, students, and parents to gain a more accurate understanding of the real needs, values, and aspirations of our target population. The research has revealed themes around mental health, the need for early exposure to careers, and the impact of role models inside and outside of the classroom.

**3** To address these themes, we drafted strategies to improve postsecondary success. We will work with students and parents to design and test these strategies through an iterative process.

## Partners

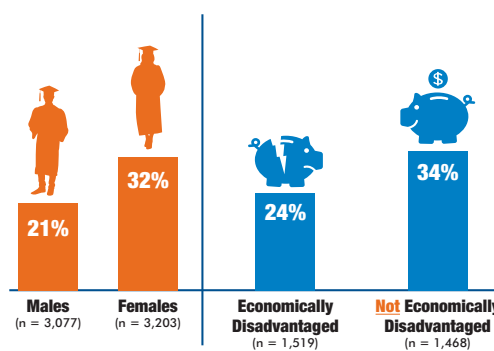
- \*California College Guidance Initiative
- \*Ceres Unified School District
- \*California State University, Stanislaus
- \*Stanislaus Community Foundation
- \*Stanislaus County Office of Education
- Aspire Vanguard College Preparatory Academy
- Denair Unified School District
- Hughson High School
- Modesto City Schools
- Modesto Junior College
- Newman Crows Landing Unified School District
- Patterson Joint Unified School District
- PIQE - Parent Institute for Quality Education
- Riverbank Unified School District
- Southeastern University
- Stanislaus County Library
- Turlock Unified School District
- UC Merced
- Waterford Unified School District
- Youth For Christ

### Percent of Students Completing College Degree in Six Years



SOURCE: National Student Clearinghouse Aggregate Report 11-18-2019

### Students Completing College Degree in Six Years, Class of 2013



SOURCE: National Student Clearinghouse Demographic Report 11-18-2019. Economic Status not reported on 3,293 students.

\*TEAM LEADERSHIP



# CRADLE to CAREER

## Outcome

Stanislaus County job seekers are ready to enter self-sustaining employment.

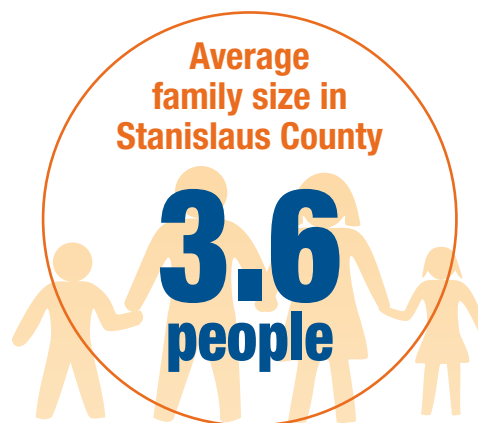
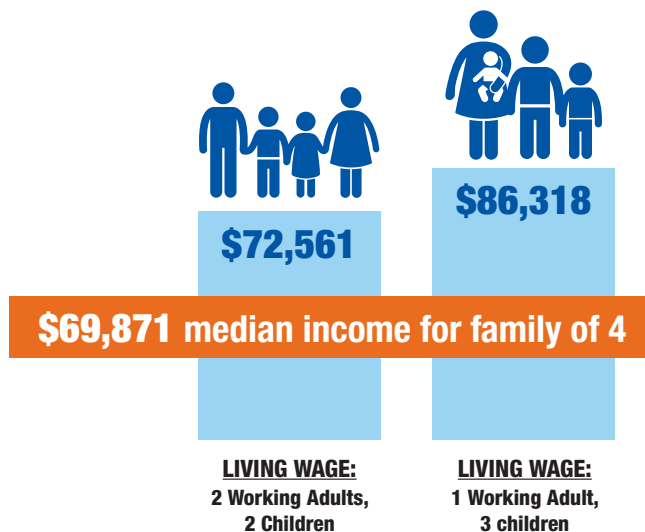
### WHY THIS MATTERS

Connecting postsecondary graduates to good jobs is the ultimate goal of the cradle to career pipeline. Students who are employed within a year of graduation are on their way to achieving self-sufficiency. When a community's workforce is fully engaged, the entire community is stronger.

### PRIORITY FOCUS

Understanding the income levels of Stanislaus County residents has been foundational to the work of StanCAREERS. The living wage in Stanislaus County for a single adult is \$12.12/hour. For one adult and one child, the living wage is \$26.14/hour. For the top 100 in-demand jobs, the median wage is \$21.84/hour.

### Median Income vs. Living Wage



SOURCES: (1) US Census, American Community Survey 2018 five-year estimate, Stanislaus County. (2) MIT Living Wage Calculator, January 2020, Stanislaus County.



StanCAREERS also prioritizes closing employment gaps that are present in some populations in the county. The review of disaggregated data will illustrate where there is disproportionate impact so we can identify ways to help all individuals who are seeking sustainable employment to succeed.

**JENNI ABBOTT**  
 Dean, Institutional Effectiveness,  
 Strong Workforce,  
 Modesto Junior College

## Partners

- \*Modesto Junior College
- \*Patterson Joint Unified School District
- \*Stanislaus County Office of Education
- Bay Valley Tech
- Boys and Girls Clubs of Stanislaus County
- Ceres Unified School District
- California State University, Stanislaus
- City of Modesto
- E. & J. Gallo
- Employment Development Department
- Friends Outside
- Hughson Unified School District
- Learning Quest
- Modesto City Schools
- Opportunity Stanislaus
- Self-Help Credit Union
- Stanislaus Community Foundation
- Stanislaus County Workforce Development
- Stanislaus Partners in Education
- Turlock Unified School District
- Waterford Unified School District

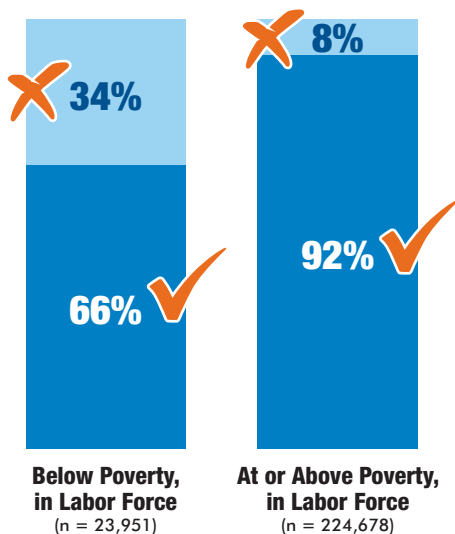
## KEY INSIGHTS AND CHALLENGES

**1** Family composition matters when it comes to earning a living wage. The median income in Stanislaus County is 19% below the estimated living wage for a single parent with three children.

**2** Two-thirds of Stanislaus County residents who live in poverty are employed, meaning many individuals are working hard in one or more jobs and yet not earning a wage that can support them or their families.

**3** Opportunities to upskill are unclear. We mapped career preparation programs in the county to build a searchable platform for job seekers to access training programs that can lead to higher wage jobs.

### Poverty and the Labor Force



■ JOB SEEKERS  
■ EMPLOYED  
**TOTAL IN LABOR FORCE**  
**248,629**

{ 2020 Federal Poverty Level is \$12,760 for individuals. Add \$4,480 for each additional person in the household. }

**6.4%** Stanislaus County Unemployment Rate<sup>1</sup>

SOURCES: (1) Bureau of Labor Statistics, 2018 Annual Average, Stanislaus County. (2) US Census, American Community Survey 2018 five-year estimate, Stanislaus County.

\*TEAM LEADERSHIP

## STANISLAUS CRADLE TO CAREER PARTNERSHIP PROMISE

**Stanislaus Cradle to Career Partnership is about the power of relationships and how we can leverage these connections to drive a bold agenda. Over the next year, we will ask key organizations from across the county to make a commitment to each other and to our kids to close education gaps in Stanislaus County.**

### OUR GOALS

- 1** Stanislaus County students enter kindergarten ready to succeed.
- 2** Stanislaus County students read at grade level by the end of third grade.
- 3** Stanislaus County students of all ages demonstrate confidence, success and joy in math.
- 4** Stanislaus County students graduate high school postsecondary ready. Postsecondary students successfully complete their certificate or degree.
- 5** Stanislaus County job seekers are ready to enter self-sustaining employment.

### OUR COMMITMENT

- 1** We believe that we are better together as a collaborative partnership than individual organizations and pledge to share best practices, services and resources across the continuum of the Cradle to Career Partnership.
- 2** We recognize that our work is generational and requires long-term stakeholder commitment.
- 3** We pledge to work together within an environment of co-learning and collaboration, focused on equitable outcomes and economic development.
- 4** We commit to innovation and a 'growth mindset' to achieve greater outcomes for all students.
- 5** To the best of our ability, we will work toward sharing student data to set baseline measures and monitor progress toward achieving our goals.



# Join Us

## HOW CAN I ENGAGE?



### EXPLORE

Please visit our website [www.stanc2c.org](http://www.stanc2c.org) to learn more about the work of Stanislaus Cradle to Career Partnership.



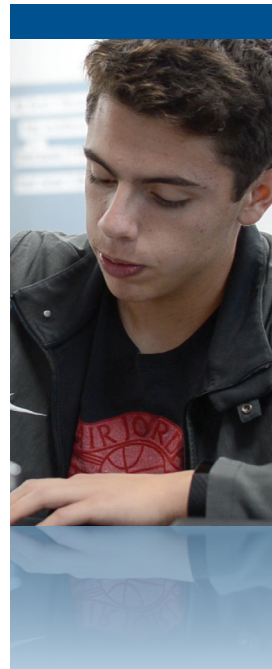
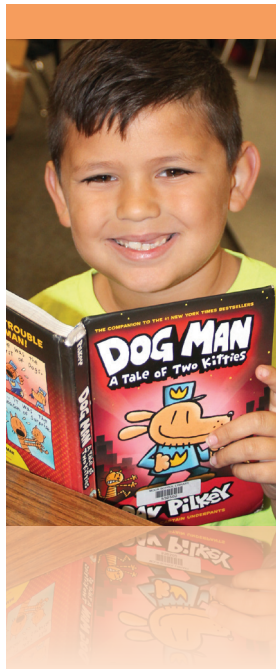
### JOIN

Organizations can join the movement by signing the Partnership Promise. To get a copy of the Partnership Promise, please contact us at [info@stanc2c.org](mailto:info@stanc2c.org).



### ACT

Please contact us at [info@stanc2c.org](mailto:info@stanc2c.org) to discuss how you can implement actions within your own organization or agency.



# Our Growing Partnership





S T A N I S L A U S

**CRADLE**to**CAREER**

P A R T N E R S H I P

## STEERING COMMITTEE

**TIM CURLEY**, Director of Community & Government Relations, Valley Children's Healthcare

**JOE DURAN**, Chief Financial Officer, City Ministry Network

**DORIS FOSTER**, Executive Director, Stanislaus County Workforce Development

**DEBRA HENDRICKS**, Superintendent, Sylvan Union School District

**JAMES HOUPIS**, President, Modesto Junior College

**RUBEN IMPERIAL**, Director (Interim), Stanislaus County Behavioral Health and Recovery Services

**ELLEN JUNN**, President, CSU Stanislaus

**MARIAN KAANON**, Chief Executive Officer, Stanislaus Community Foundation

**SCOTT KUYKENDALL**, Superintendent, Stanislaus County Office of Education

**SARA NOGUCHI**, Superintendent, Modesto City Schools District

**TWILA TOSH**, Superintendent, Salida Union School District

**YAMILET VALLADOLID**, Manager of Government Affairs, Golden Valley Health Centers

**KAREN WILLIAMS**, Executive Director, Learning Quest

## BACKBONE TEAM

**MARIAN KAANON**, Chief Executive Officer, Stanislaus Community Foundation

**SCOTT KUYKENDALL**, Superintendent, Stanislaus County Office of Education

**AMANDA HUGHES**, Chief Strategy Officer, Stanislaus Community Foundation

**MEGAN LOWERY**, Cradle to Career Director, Stanislaus County Office of Education

**MARY PEDRAZA**, Cradle to Career Project Coordinator, Stanislaus County Office of Education

[WWW.STANC2C.ORG](http://WWW.STANC2C.ORG)