



Achieve Escambia *Cradle to Career*

2017 | Baseline Report
Escambia County, Florida

Every Generation Achieves Success – Cradle to Career



Letter from Leadership Council Chair



Over the past two years, diverse, cross-sector leaders have committed to work together to help improve educational and workforce outcomes in our community. As we begin to understand our community's challenges, we now also begin to establish the infrastructure and processes which will launch our collective impact work. Using this baseline report as a starting point, Achieve Escambia will release annual reports to track our community's progress. This is a major milestone in our community's effort to align resources so everyone is empowered to achieve success.

Our goal is to align our collective focus and resources to achieve improvements across the entire cradle to career spectrum. The education of our children directly impacts our community's economic development. We must improve outcomes to ensure all are positioned to grow and succeed.

Achieve Escambia is a collective impact partnership. Collective impact takes place when organizations and entities from different sectors commit to solve a specific social problem. We're working together in new and exciting ways. We've committed to aligning our efforts, using shared goals and data to track our progress. Achieve Escambia is not a program. We are not here to tell teachers, nonprofits, parents or churches how to do their jobs. We aim to create a shared vision and process, so all of our community's work may be complementary, enhancing economic prosperity for all.

Using a proven process from other communities, Achieve Escambia has set up a structure to collectively work toward improving outcomes in several key areas, including kindergarten readiness, third grade reading, seventh grade math, high school graduation and career readiness. We are convening partners, providers and organizations working in each of those outcome areas to align our efforts and accelerate our progress. We have an active, dedicated Kindergarten Readiness "Collective Action Network" (CAN) and will be launching our Career Readiness CAN in the Fall of 2017.

Achieve Escambia also understands how closely education and health outcomes are tied to success. Our cross-sector approach holds promise to positively impact a variety of systems and outcomes throughout our community. We will also take into consideration the impact of trauma on individual and family outcomes.

There are a lot of people rowing the boat in Escambia County, but only when we row together will we accelerate our progress and give all of our children and citizens the best opportunity to succeed.

Sincerely,

A stylized, handwritten signature of Debbie Calder in red ink.

Debbie Calder

EVP, Navy Federal Credit Union and
Chair, Achieve Escambia Leadership Council

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Vision: Every generation achieves success - cradle to career.

Mission: To align community resources so everyone is empowered to achieve success.

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The Breadth and Depth of Our Network

Cross-Sector Network



Business



Non-Profit



Law
Enforcement



Government



Early
Learning



Education
K-12



Higher
Education



Equity



Military



28 Leadership
Council



23 Operational
Support Team



11 Communications
Team



27 Data
Team



1 Collective Action
Network



2 Indicator Task
Forces



2 AmeriCorps
VISTAs



1 Director

Leadership Council

Debbie Calder

Executive Vice President,
Greater Pensacola
Operations, Navy Federal
Credit Union

Stan Connally

Chairman, President, and
CEO, Gulf Power

David Alexander III

Retired, Chief of Police,
Pensacola Police
Department

Lonnie D. Wesley, III

Pastor, Greater Little Rock
Baptist Church

Doug Baldwin

CEO, Baldwin Management
Group, Inc.

Doug Brown

Executive Director,
Community Action Program
Committee, Inc.

Jack Brown

Escambia County
Administrator

David Deliman

Market Vice President -
Cox Communications

Mark Faulkner

President & CEO,
Baptist Health Care

Henry Hawkins

Mayor, Town of Century

Ashton Hayward

Mayor, City of Pensacola

Donna Harper

President, Escambia
Education Association
(Local #7415)

Laura Hill

Interim CEO/President
United Way of Escambia
County

Clay Ingram

President, Greater Pensacola
Chamber of Commerce

Rodney Jones

President, NAACP-
Pensacola Branch #5142

Kimberly Krupa

Director, Achieve Escambia

Captain Christopher T. Martin

Commanding Officer,
Naval Air Station - Pensacola

Jennifer McFarren

Operational Support Team
Chair - Ex Officio

Randy Ramos

CEO, Global Business
Solutions, Inc.

Michelle Salzman

President, Escambia County
PTA Council

Dr. Ed Meadows

President, Pensacola
State College

Dr. Martha D. Saunders

President, University
of West Florida

Chip Simmons

Chief Deputy, Escambia
County Sheriff's Department

Malcolm Thomas

Superintendent of Schools,
Escambia County School
District

Walter B. Watson, Jr.

Executive Director, Early
Learning Coalition of
Escambia County

Robin M. Wright

Trial Court Administrator, First
Judicial Circuit

Brian Wyer

Executive Director, Gulf Coast
African American Chamber of
Commerce

Vacant

Executive Director,
CareerSource Escarosa





Escambia
County is often
said to be
program rich,
but system poor.

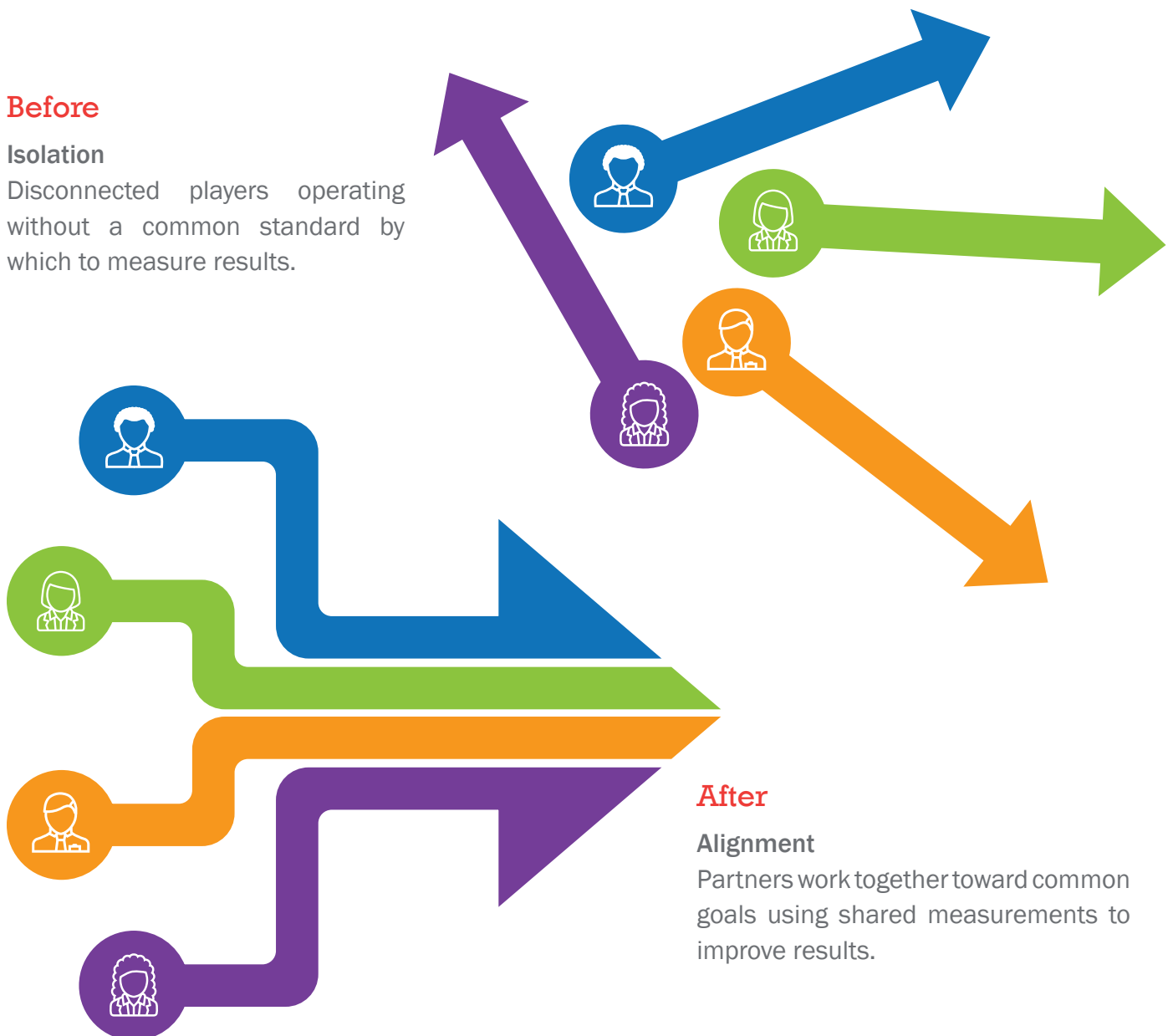
What is Collective Impact?

Collective impact occurs when organizations and entities from different sectors agree to solve a specific social problem using a common agenda, aligning their efforts, and using common measures of success. For the first time ever in our community, business, government, healthcare, faith-based, law enforcement, military, and judicial sectors are all coming together to hold themselves accountable to measuring and making improvements in a core set of outcomes. Working together toward this shared vision, we will all create a thriving community where everyone can achieve success, cradle to career.

Before

Isolation

Disconnected players operating without a common standard by which to measure results.



After

Alignment

Partners work together toward common goals using shared measurements to improve results.

A Cradle to Career Approach

Achieve Escambia is our community's first cradle to career collective impact effort focused on the complex system of education and workforce development. Our partnership shares a vision and strategy for improving outcomes through a structured, evidence-based, long-term approach. Achieve Escambia will track annual achievement data for each of several critical cradle to career key transition points.



Education follows a continuum, each step building a critical piece of the foundation for success. Achieve Escambia identified key transition points along the cradle to career spectrum and is working collectively to align resources toward improvements in these key areas. Education providers and other community partners formed a Data Team that created our cradle to career roadmap.

For each of the key transition points, the Data Team identified core indicators with a series of contributing indicators for each community-level outcome area. When improvement is seen in the contributing indicators, the core indicators are positively impacted. Additionally, the Data Team identified contextual indicators that represent the status of our families and citizens, and impact outcomes across the entire cradle to career spectrum.

A Cradle to Career Approach

Achieve Escambia's roadmap identifies 12 core indicators to measure progress in four key outcome areas along this continuum.



The Data Team used the following criteria for selecting the above core indicators:

- Data is updated on regular basis
- Data can be substantiated by research
- Data is from a reliable source
- Data can be disaggregated

As Florida continues to lead the nation in closing the achievement gap among all populations of students, we are focused on increasing our understanding of results across all demographics in our community. Coupled with comparisons to the state benchmark, this disaggregated data provides insight and foundational guidance for informed decision-making and alignment of resources toward improvement in these core outcome areas.

Escambia County Snapshot

306,327 Total Population
in Escambia County, Florida



Under 5
18,673



Ages 5-19
57,866



Ages 20-24
27,710

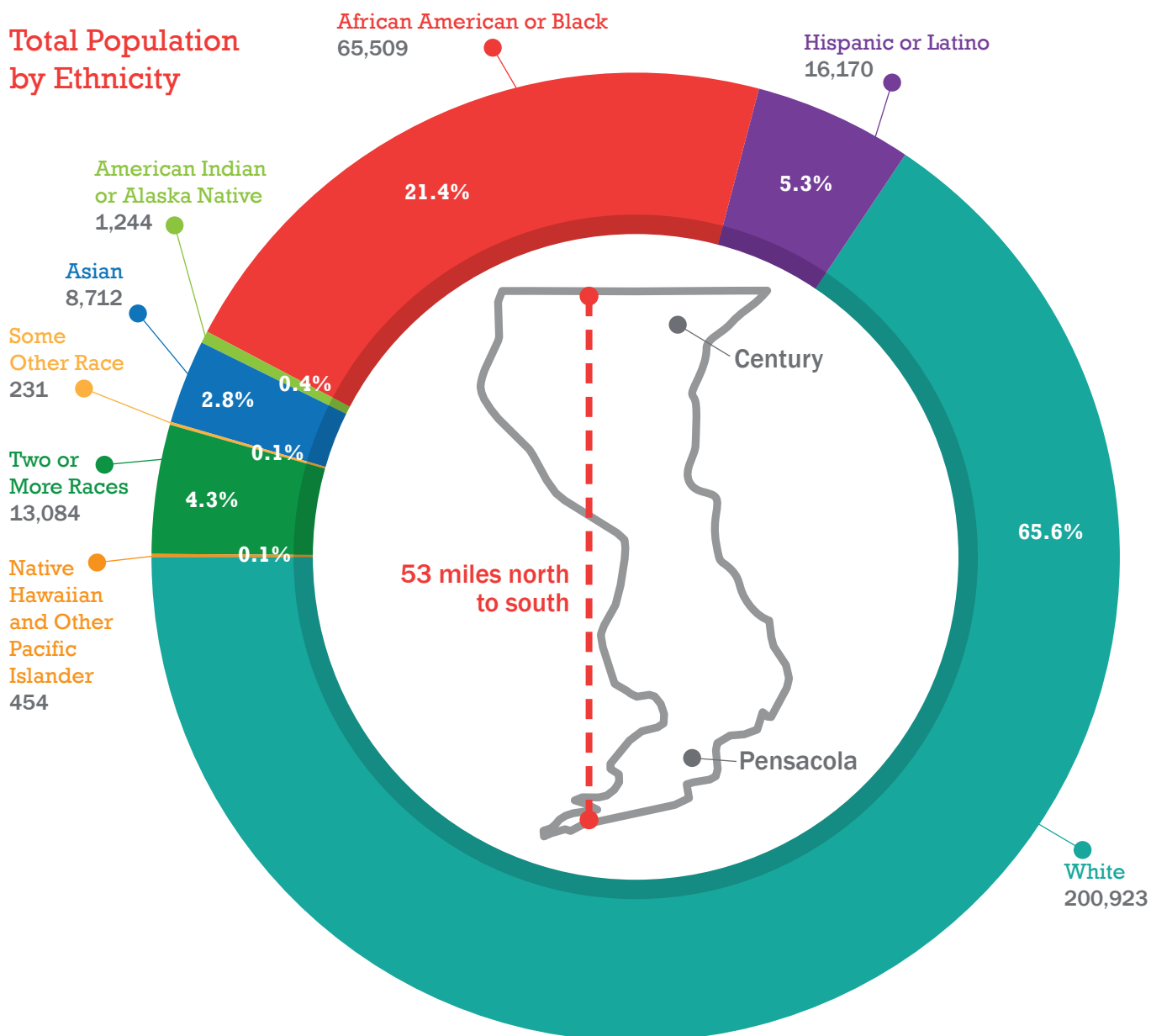


Ages 25-64
154,871



Ages 65+
47,207

Total Population by Ethnicity



Our Community

Steeped in four centuries of history, Escambia County is the 19th most populous Florida county and home to Pensacola, the largest city in Northwest Florida. Though rich in resilience, Escambia County children and families also face above-average barriers to success in school, work and beyond. The University of West Florida reported in 2015 that Escambia County ranked last in Florida and in the bottom 2% of counties nationwide in the number of low-income children who are able to escape poverty when they grow up. As the numbers below show, 38% of households in our community are barely making it, living either in poverty or only one major financial crisis away from falling into poverty. Understanding these challenges will allow our community to plan and implement strategic support – and create better life outcomes for the next generation.

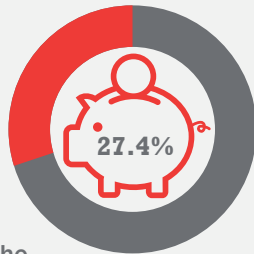
Poverty

11% of our households in Escambia County live in poverty

- This is 3.5% lower than the state average of 14.5%. *
- 27.4% of children under 18 in Escambia County live in poverty, which is 4% higher than the state average of 23.4%. **

**United Way of Florida, 2015*

***U.S Census Bureau, Small Area Income and Poverty Estimates (SAIPE) Program, 2015*



ALICE Rate

27%



Asset Limited, Income Constrained, Employed

- Households that earn more than the federal poverty level, but less than the basic cost of living for the county.
- Escambia County's ALICE rate is 2.5% lower than the state average of 29.5%.

United Way of Florida, 2015

The good news is that in Escambia County, we have a high commitment to our youth, a strong framework for addressing their needs, and evidence that kids respond to support. If we build on these strengths, Escambia County can provide a national model for ensuring that young people flourish in the 21st century.

Health and Safety Concerns

Health Behaviors: Overall Ranking

43rd out of 67 counties.

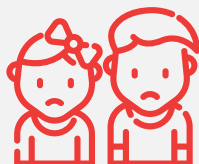
County Health Rankings and Roadmaps, 2017



Children Removed From the Home Because of Abuse and Neglect

**464 Cases - 2016
650 Cases - 2015**

FamiliesFirst Network, Florida Safe Families Network Database



Families

Birth Mothers 20 and Under

**8.7% Escambia County
12.0% Florida**

Florida Department of Health 2015



Free and Reduced Lunches

**70.6% Escambia County
65.6% Florida**

Florida Department of Education Survey 3, 2017



Every Child Achieves Kindergarten Readiness

Core Indicator

Percent of children kindergarten ready

The last time a valid Kindergarten Readiness Screener was administered was school year 2013/2014, and at that time, only 66.2% of our kindergartners were determined “ready” to be in kindergarten (as reported by Studer Community Institute in Pensacola Metro Dashboard 2017).



Florida Department of Education will implement the Star Early Literacy test as the state’s Kindergarten Readiness Screener in the Fall of 2017. This screener will again assess students’ development levels and provide feedback to teachers so they can make appropriate instructional decisions.

“Readiness to begin kindergarten is essential to a student’s ability to thrive in school. Our community’s long-term prosperity is linked to making sure every student reaches age 5 with basic skills to enter kindergarten.”

Malcolm Thomas

Superintendent of Escambia County School District



Malcolm Thomas



Every Child Achieves Kindergarten Readiness

Core Indicator

Percent of students proficient in each of the four measures of the VPK assessment

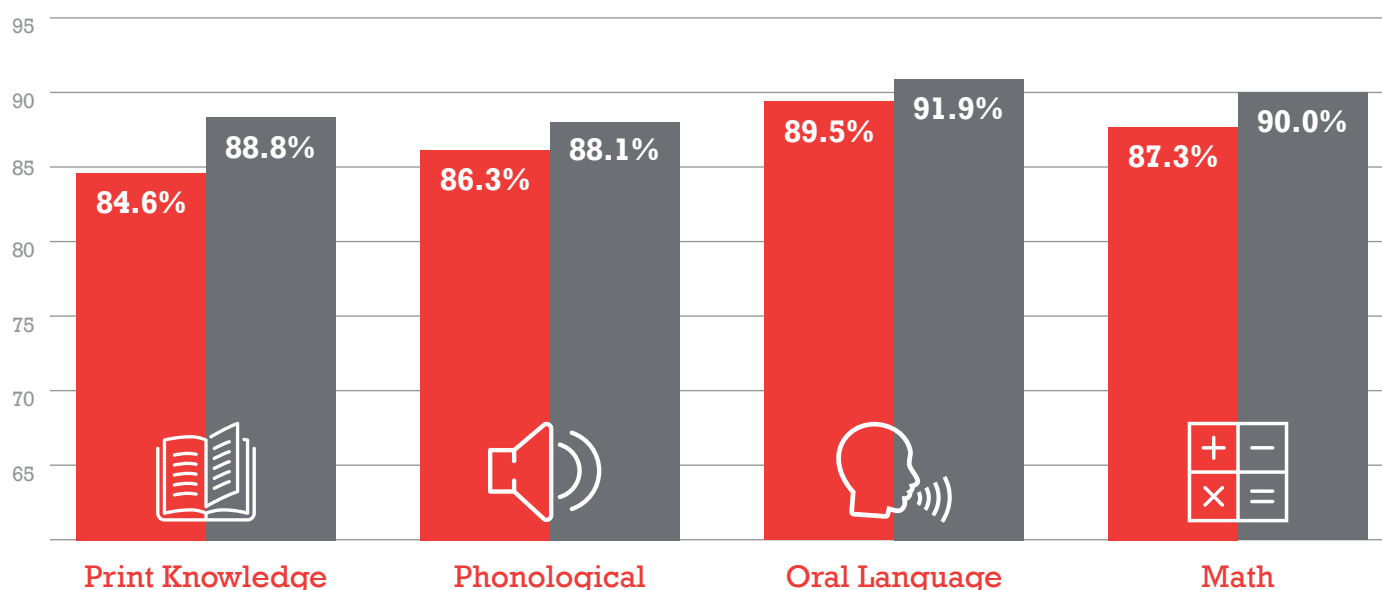
Voluntary Prekindergarten, or VPK, is a free academic environment for 4-year-olds that increases school readiness and establishes a foundation for future success. These classrooms are language-rich with developmentally appropriate instructional curriculum intended to provide students with positive and engaging experiences.

Three times a year, VPK students are evaluated in the skill areas that are foundational to educational success. Teachers use this assessment data to address potential academic deficiencies and guide their instructional decisions to promote appropriate skill development. Students who score in the “Meeting Expectations” and “Exceeding Expectations” ranges are more likely to score “ready” on the Florida Kindergarten Readiness Screener.



VPK Assessment 2016–2017 End of Year Scores

■ Escambia County
■ Florida



Florida and Escambia County score are calculated by combining the “Meeting Expectations” and Exceeding Expectations” measures. These scores are comparable to the percentage of students “ready for kindergarten.” Florida Voluntary Prekindergarten Assessment, Office of Early Learning. For more information on the Voluntary Prekindergarten programs, please visit <http://www.floridaeearlylearning.com/vpk.aspx>.

Every Child Achieves Kindergarten Readiness

Kindergarten Readiness Collective Action Network



In November of 2016, we launched our first Collective Action Network, or CAN, focused on increasing kindergarten readiness. This CAN brings together over 35 organizations and individuals who are supportive in preparing our community's children for future learning environments. The data we collect allows us to identify bright spots, and align resources and action toward increasing the number of our students prepared for the kindergarten classroom.

“It is amazing to see these partners in our community come together to better understand each other's work and our community's needs. It is even more exciting to see these partners launch work teams or ‘Indicator Task Forces,’ also known as ITFs, around the prioritized contributing indicators. This allows us to begin alignment of existing resources and implementation of new practices that will result in greater preparedness for kindergarten for all of our community's children.”



Jennifer Grove

Contributing Indicators

of children enrolled in an early education program

% of 4-year-olds enrolled in VPK program

% of children ages 0-5 screened by the appropriate developmental screener

Babies with low birth weight

Pre-term birth rate

For more information on these contributing indicators, please visit www.achievedashboard.org.

Jennifer Grove

Community Development Manager, Gulf Power
Chair, Achieve Escambia Kindergarten Readiness CAN

Evidence-based
Possibilities
Equality
Progress
Collaboration
Strategic
Alignment
Synergy
Partnership
Hope
Efficiency
Bridges
Compassion



Every Child Achieves Kindergarten Readiness

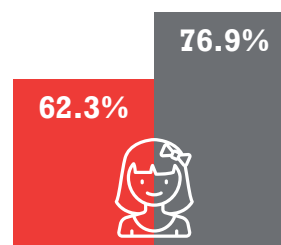
Indicator Task Force: VPK Enrollment

Co-Chairs: Deborah Nagle, CAPC, Inc. (Head Start)

Vicki Pugh, Early Learning Coalition

This ITF is seeking to increase the percent of children enrolled in VPK programs in Escambia County. There are options available through Head Start, the Early Learning Coalition, the Escambia County School District, and other private childcare facilities. These programs provide strong foundational knowledge and skills for our community's youth.

**VPK Participation
2016-2017**



Escambia County

Florida

Office of Early Learning, 2017

Developmental Screening

Co-Chairs: MaryAnn Bickerstaff, The Arc Gateway

Debbie Goldberg, Early Steps at Sacred Heart Hospital

Early childhood development experts agree that early and ongoing developmental screening is critical to our children's educational success. This ITF is coming together to develop our community's screening system. After assessing the current screening processes, the ITF will engage partners to create a developmental screening process for our community.

Early and
ongoing
screening



Identify those
in need of
services



Make referrals
and provide
services early



Increase
Kindergarten
Readiness



Every Student Achieves Academic Success

Core Indicator



Students' scores range on a scale of 1-5, and those included in these charts are students who scored a 3, 4, or 5.

There are many educational milestones throughout elementary and middle school. Research indicates that focusing on 3rd grade reading and middle grade math leads to high school persistence and general preparedness for the workforce.

“Proficient early reading lays the foundation for continued academic success and lifelong learning. Our collective efforts can support this critical academic achievement for all Escambia County students.”

Dr. Kathleen Heubach

Associate Professor, Literacy Education
University of West Florida

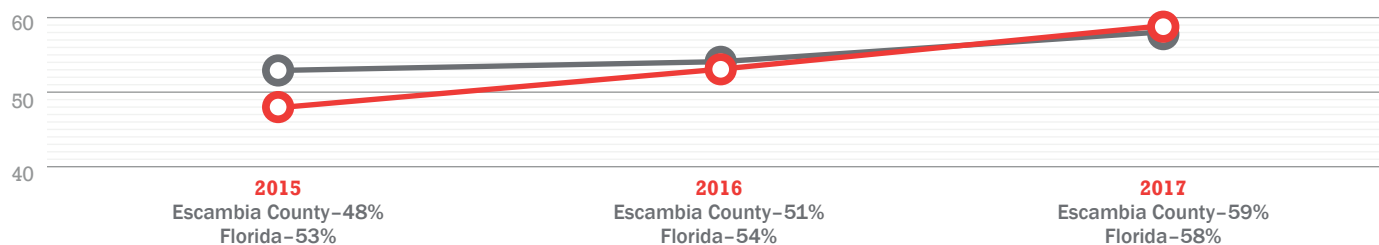


Dr. Kathleen Heubach

3rd Grade

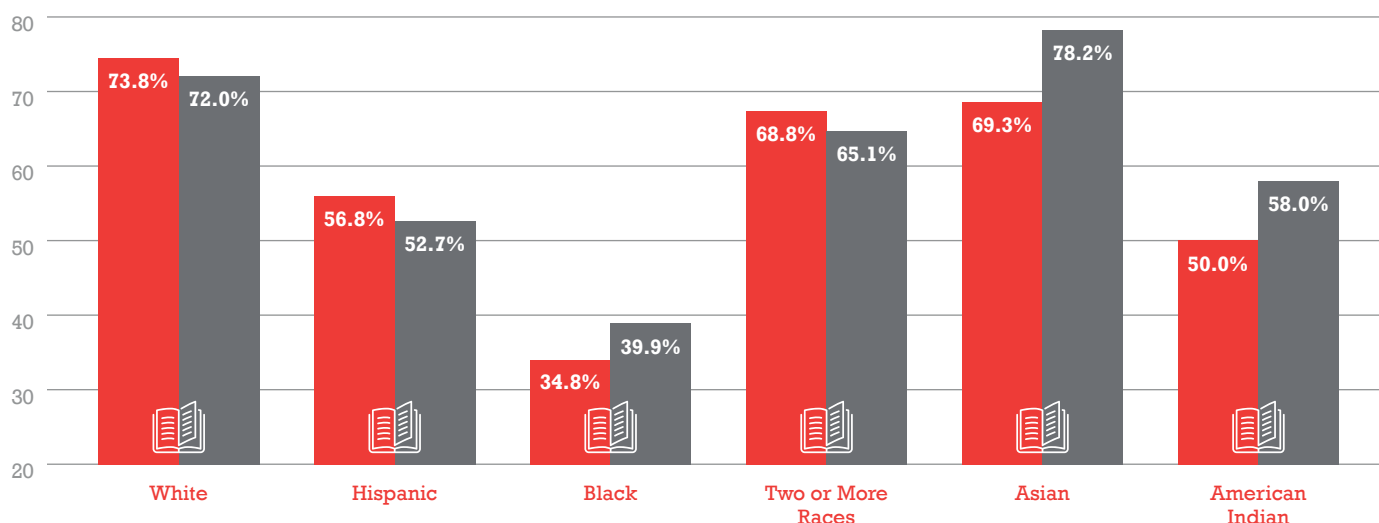
FSA Reading

■ Escambia County ■ Florida



3rd Grade FSA Reading 2016–2017 by Ethnicity

■ Escambia County ■ Florida



The Florida Standards Assessment (FSA) measures students' gains and progress based on Florida education standards, which were developed and implemented to ensure that all students graduate from high school ready for success in college, career and life. For more information about the Florida Standards Assessment, please visit <http://www.fldoe.org/accountability/assessments/k-12-student-assessment/fsa.shtml>.

Every Student Achieves Academic Success

Contributing Indicators

% of 1st graders retained

% of students chronically absent (elementary & middle)

% of schools with grades C & above (elementary & middle)

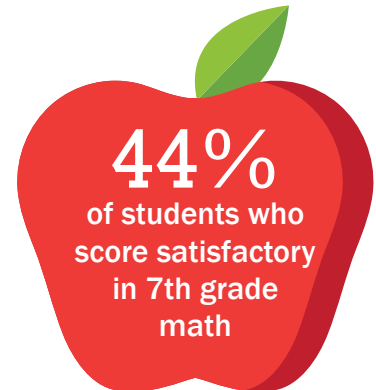


% of middle school students retained 2 or more years

Total community-wide juvenile arrests

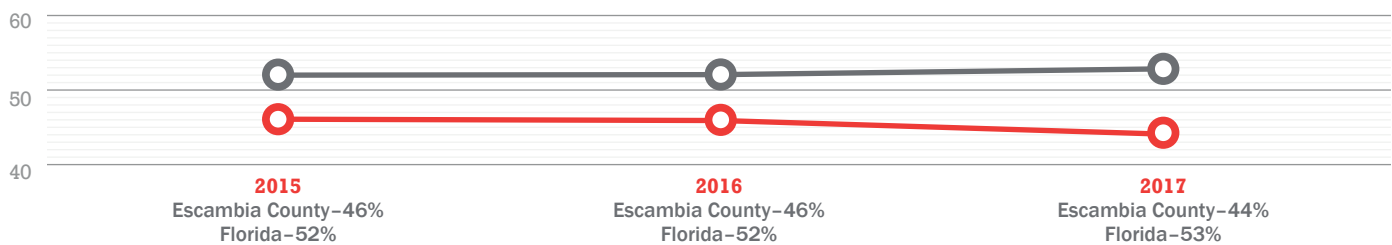
For more information on these contributing indicators, please visit www.achievedashboard.org.

Core Indicator



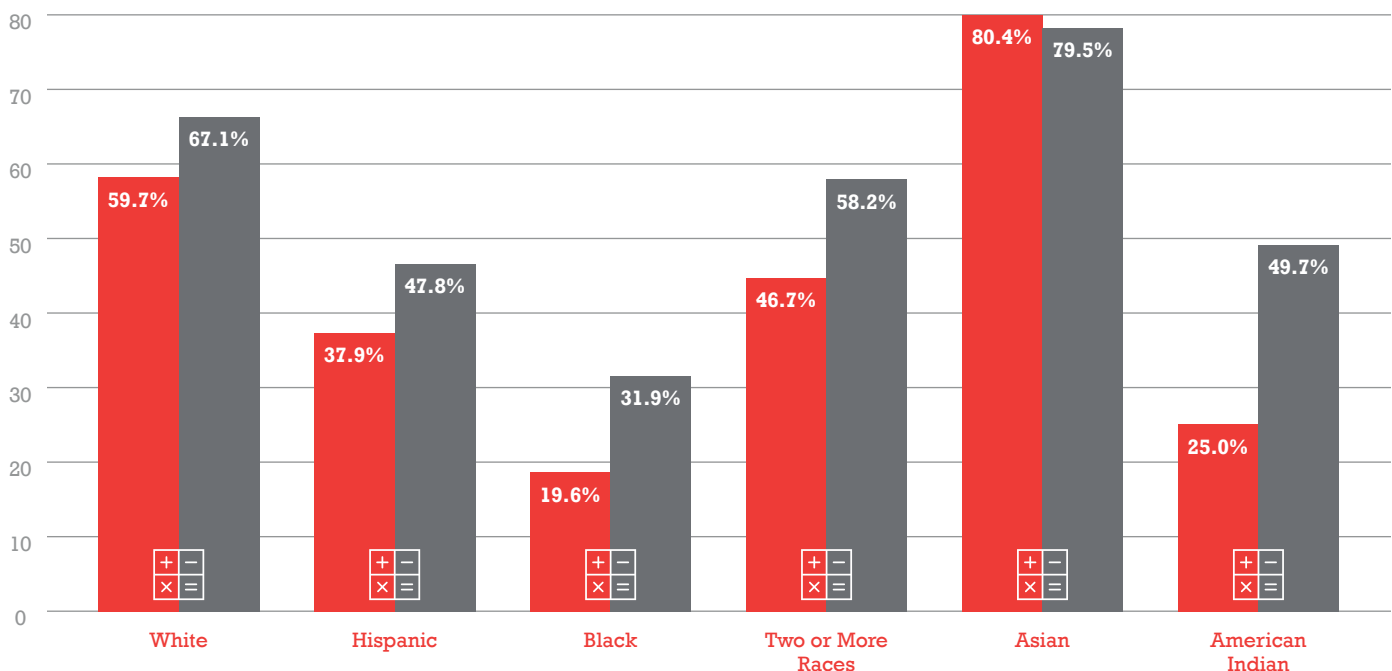
7th Grade FSA Math

■ Escambia County
■ Florida



7th Grade FSA Math 2016–2017 by Ethnicity

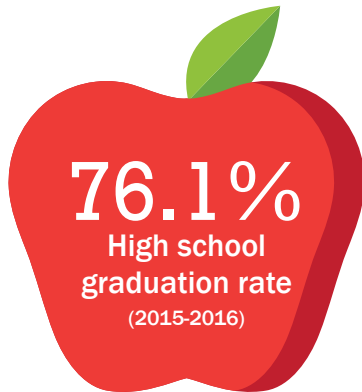
■ Escambia County
■ Florida



The Florida Standards Assessment (FSA) measures students' gains and progress based on Florida education standards, which were developed and implemented to ensure that all students graduate from high school ready for success in college, career and life. For more information about the Florida Standards Assessment, please visit <http://www.fldoe.org/accountability/assessments/k-12-student-assessment/fsa.shtml>.

Every Student Achieves Graduation

Core Indicator



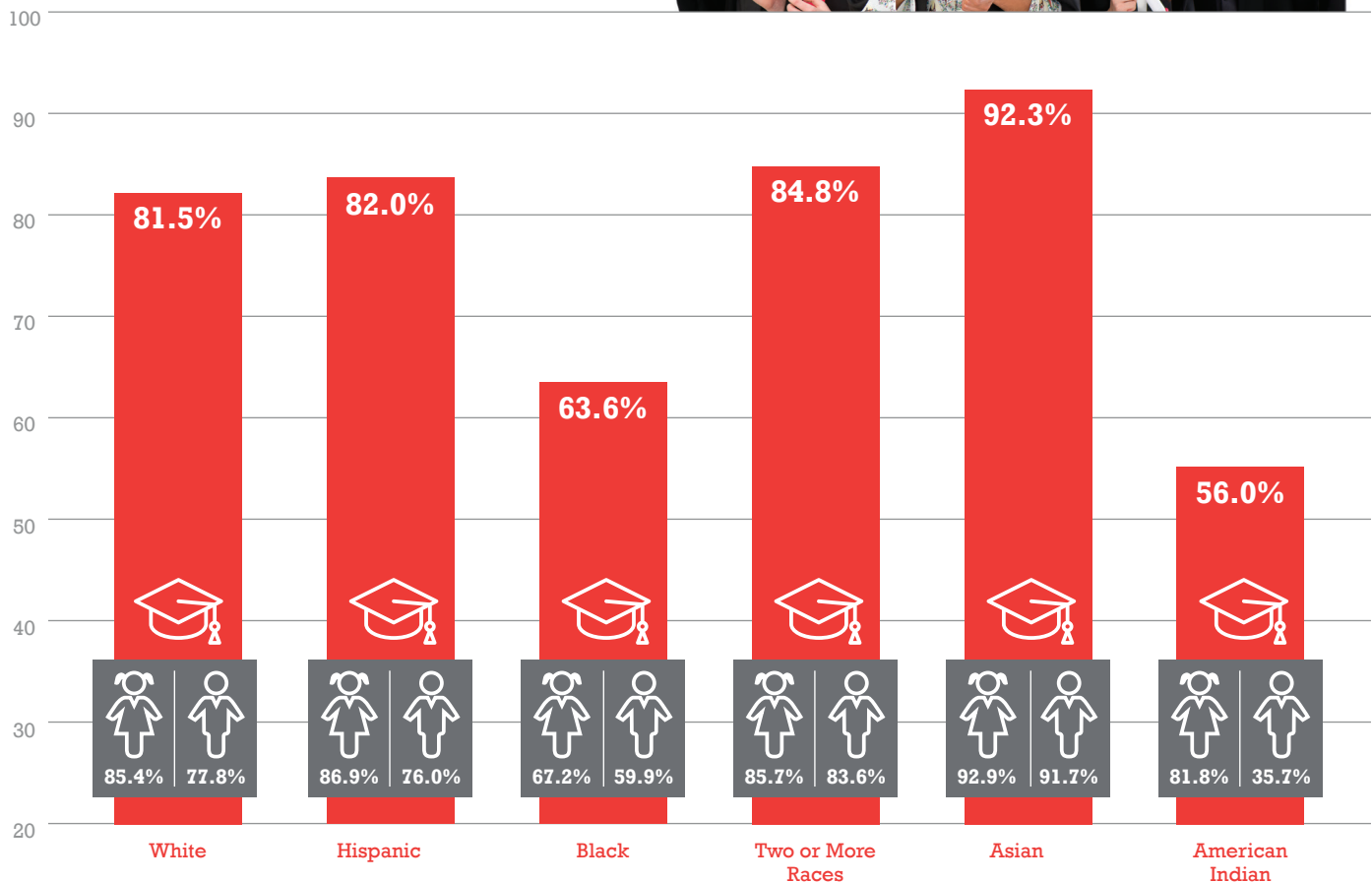
“ We want our youth to have the best of all opportunities. We want our youth not only to make it, but to be out in front of the rest. We want the youth of Escambia County, Florida, to lead the way, locally, statewide, regionally, and nationally. That all starts with graduating from high school. ”



Lonnie Wesley

Lonnie Wesley
Pastor, Greater Little
Rock Baptist Church

High School Graduation Rates by Ethnicity and Gender

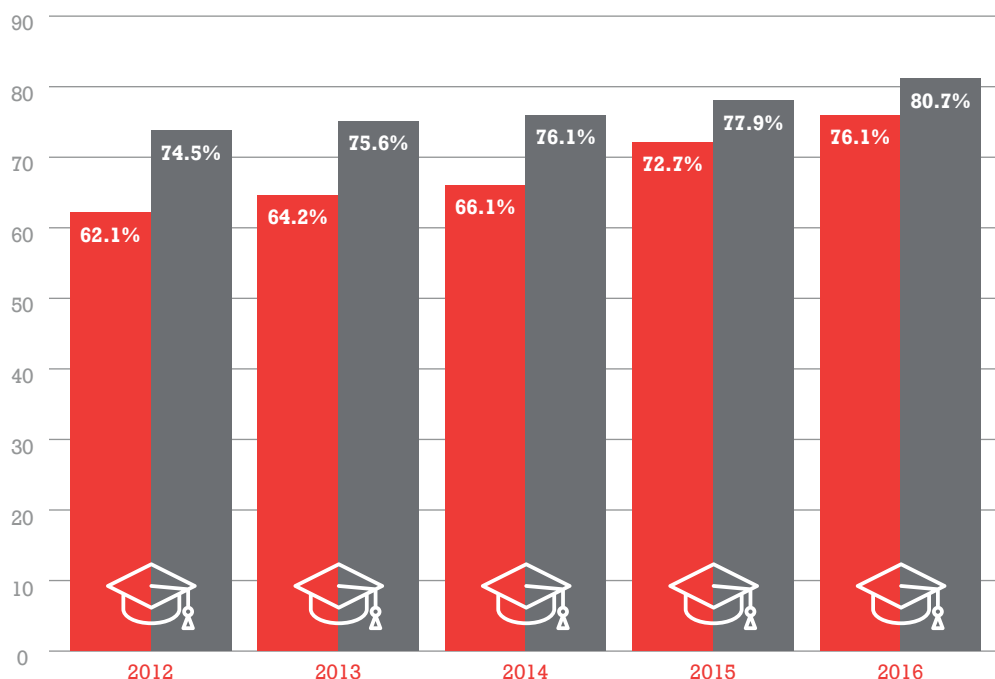


Florida Department of Education, 2015-2016

Every Student Achieves Graduation

Graduation Rates

Escambia County
Florida



Florida Department of Education

Florida uses the U.S. Department of Education graduate rate that measures the percentage of students who graduate within four years of their first enrollment in ninth grade with a standard diploma. This graduation rate does not include GED's completed within this same 4-year time frame.

Contributing Indicators

% 9th graders retained

% of high school students chronically absent

% of students participating in a career academy

% of middle school students who earn at least one high school credit

% of high schools with grade C or above

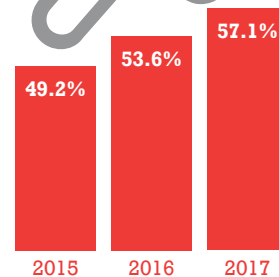
Total community-wide juvenile arrests

For more information on these contributing indicators, please visit www.achievedashboard.org.

Contributing Indicator

Percent of students participating in a career academy

Career academies continue to grow in popularity as school districts see the positive impact they have on students' academic achievement, attendance, graduation rates, and workforce skill development. Career academies are typically characterized by three basic features: a small learning community, a curriculum that combines academic and technical courses with the opportunity to earn college credit and nationally recognized industry certifications, and partnerships with local employers. Escambia County School District offers 16 academies at the middle school level and 48 academies at the high school level.



% of Middle & High School Students in a Career Academy, Escambia County School District.

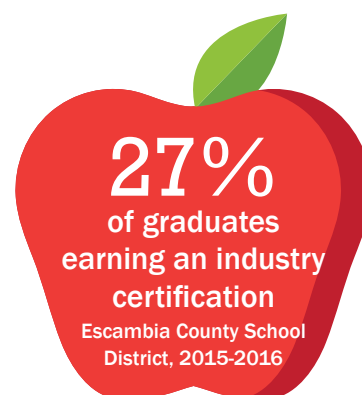
Everyone Achieves Career Readiness

In the key transition point of career readiness, we divide our metrics to focus on both the results of Escambia County School District (ECSD) graduates and the larger population of students in accredited postsecondary education institutions. All levels of postsecondary educational attainment are tracked to include degrees, certificates, and licenses. We recognize the military is a valued path as well, and we are currently working to develop a process for tracking this critical measure of career readiness.

Core Indicator

Percent of ECSD graduates who earn an industry certification

Escambia County high school students' industry certification attainments are the result of their participation in one of the district's 64 career academies. These nationally-recognized credentials add value to the student's portfolio by demonstrating their occupational knowledge and skills. This metric describes one component of the workforce talent pipeline being generated in our community.

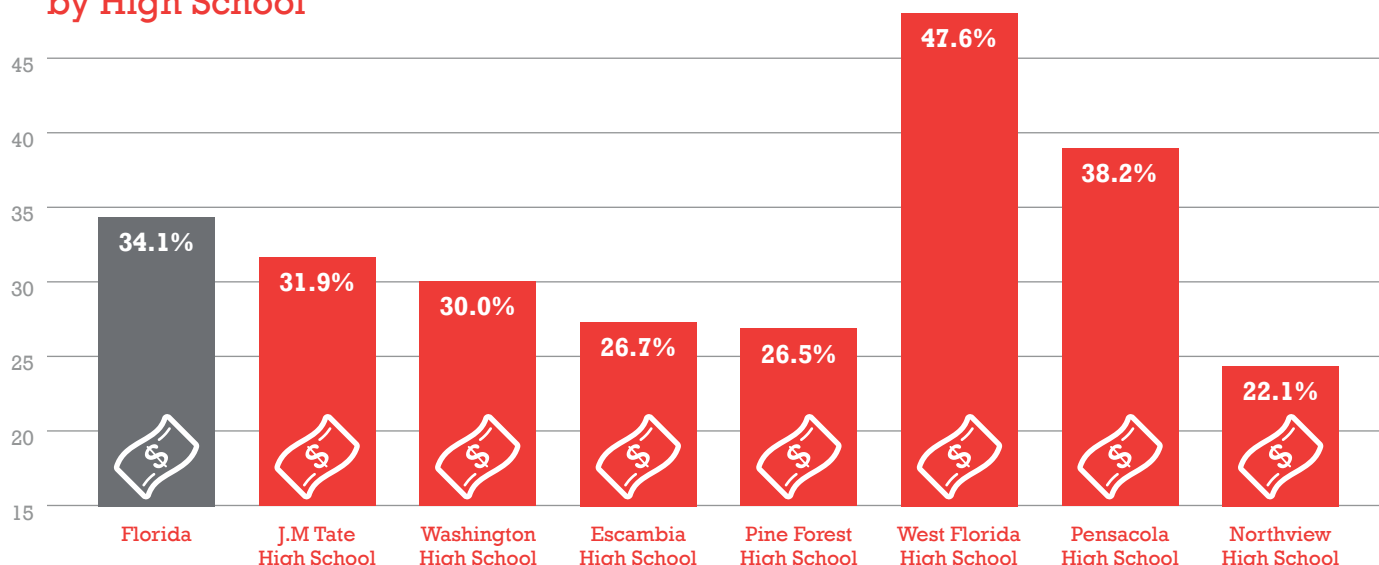


Contributing Indicator

FAFSA completion rates

The Free Application for Federal Student Aid (FAFSA) determines a student's eligibility for federal, state, and postsecondary school financial assistance based on family expected contribution. The form for the following school year becomes available each January online at <https://fafsa.ed.gov>.

FAFSA Completion Rate 2014–2015 by High School



Florida Department of Education, U.S. Department of Education with calculations made by the Florida College Action Network. For more detailed FAFSA completion data, visit www.floridacollegeaccess.org/research-and-data.

Everyone Achieves Career Readiness

Education beyond high school is becoming increasingly important in today's economy. Economists project that 65% of Florida jobs will require a postsecondary degree or credential within just a few years. Escambia County is home to three accredited postsecondary education institutions. The 2015 Census reports that individuals with postsecondary credentials earn roughly 60% more than those who have earned a high school diploma.

“Education is a key component to success in life. Increasing the number of those who hold certificates and degrees is not only good for local businesses, but helps to grow the economy and improve our community.”

Angelena Wheat

Director of Operations, Out Front Magazine

Member, Achieve Escambia Communications Team



Angelena Wheat

Core Indicator

Postsecondary degrees and certificates awarded



212

Vocational Certificates

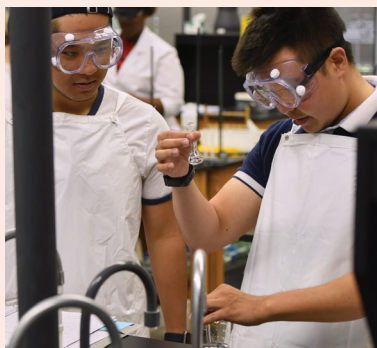


1,567

Associate's Degrees

112

Bachelor's Degrees



UNIVERSITY of
WEST FLORIDA

113*

Associate's Degrees

1,917

Bachelor's Degrees

780*

Post-Baccalaureate Degrees



U.S Department of Education, Integrated Education Data Systems (IPEDS), 2014-2015. *Data provided by the University West Florida.

Everyone Achieves Career Readiness

Contributing Indicator

Postsecondary retention rates

First-time, full-time students who return to school are more likely to persevere and complete their postsecondary programs.



87%



62.1%*

UNIVERSITY of
WEST FLORIDA

72%

U.S. Department of Education, Integrated Postsecondary Education Data System (IPEDS), 2014- 2015. Retention rates measure the percentage of first-time students who are certificate-or-degree-seeking who return to the institution the following fall. For more information, please visit www.achievedashboard.org. *Data provided by Pensacola State College.

Contributing Indicator

Postsecondary completion rates



62%



31%

UNIVERSITY of
WEST FLORIDA

47%

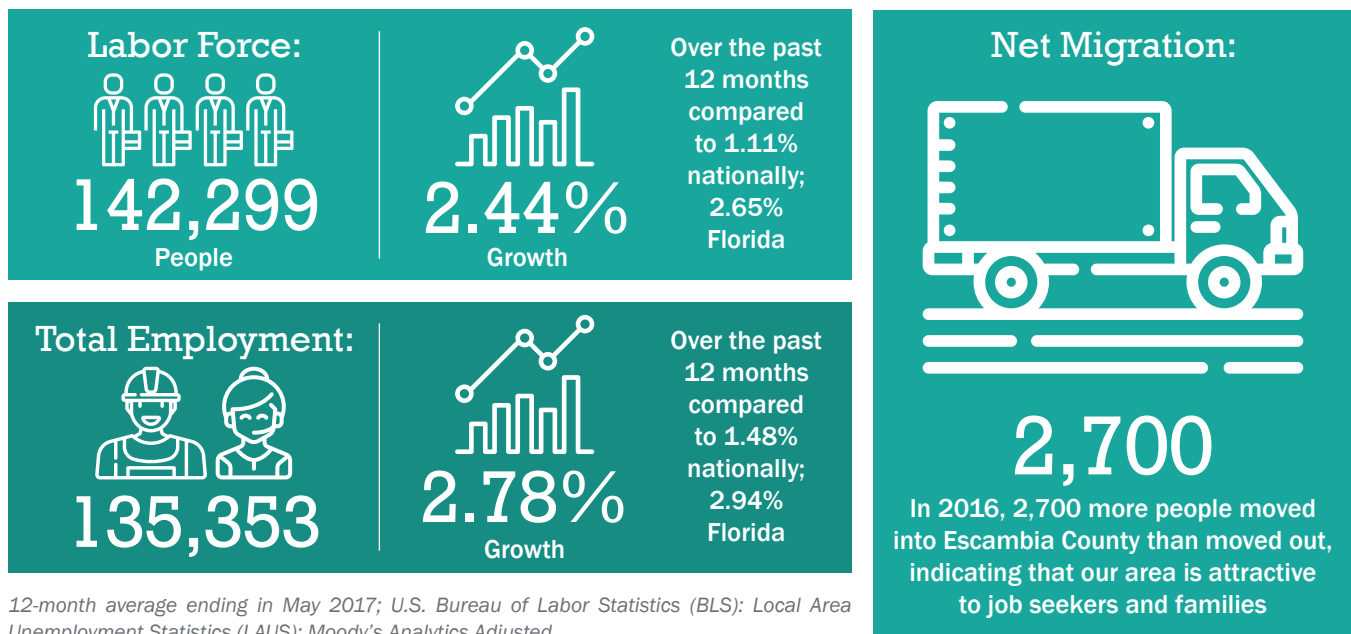
U.S. Department of Education, Integrated Postsecondary Education Data System (IPEDS), 2014-2015. Completion rates represent the percentage of full-time, first-time students who graduated within 150% of normal time to completion for their program of study. This does not include the students who gained full-time employment before completing a program. For more information, please visit www.achievedashboard.org.



Our Economy

The health of our economy and our communities increasingly depends on a well-educated, skilled and tech-savvy workforce. Some groups continue to lag considerably and persistently behind in kindergarten readiness, academic success, high school graduation, and career readiness. Achieve Escambia believes this is a tragedy, both for young people and for our future.

For example, high school dropouts are more likely to be unemployed, arrested or incarcerated, and also use public assistance subsidies and the public health system at a higher rates than high school graduates. Young adults with bachelor's degrees earn more than twice as much as those without a high school diploma and nearly 59% more than those with high school diplomas. Education is vital to a thriving economy.



Education and workforce outcomes will improve only when we unite on behalf of Escambia County children and families. Our efforts across the cradle to career spectrum will positively impact our entire economy, including these broader measures of progress.

“ Here at NAS Pensacola, known as the ‘Cradle of Naval Aviation,’ we have more than 17,000 military personnel, not including family members. Our military community is proud to be a part of Escambia County’s history, and will continue to play a role in developing and shaping the area’s future. Military enrollment emphasizes character, commitment, leadership and structure, propelling our young people toward a path of self-sufficiency and career success. ”

Captain Christopher T. Martin
Commanding Officer - NAS Pensacola



StriveTogether Network

Using what works to improve outcomes for every child, from cradle to career.

Achieve Escambia is a member of StriveTogether's national cradle to career network. Through meeting a rigorous set of benchmarks to earn our membership as an emerging partnership in this national network, we are deeply connected to 75 community partnerships throughout the nation. The StriveTogether framework provides us with strategic assistance that helps build on opportunities, solve issues and overcome challenges.



33 STATES
+ DISTRICT OF COLUMBIA

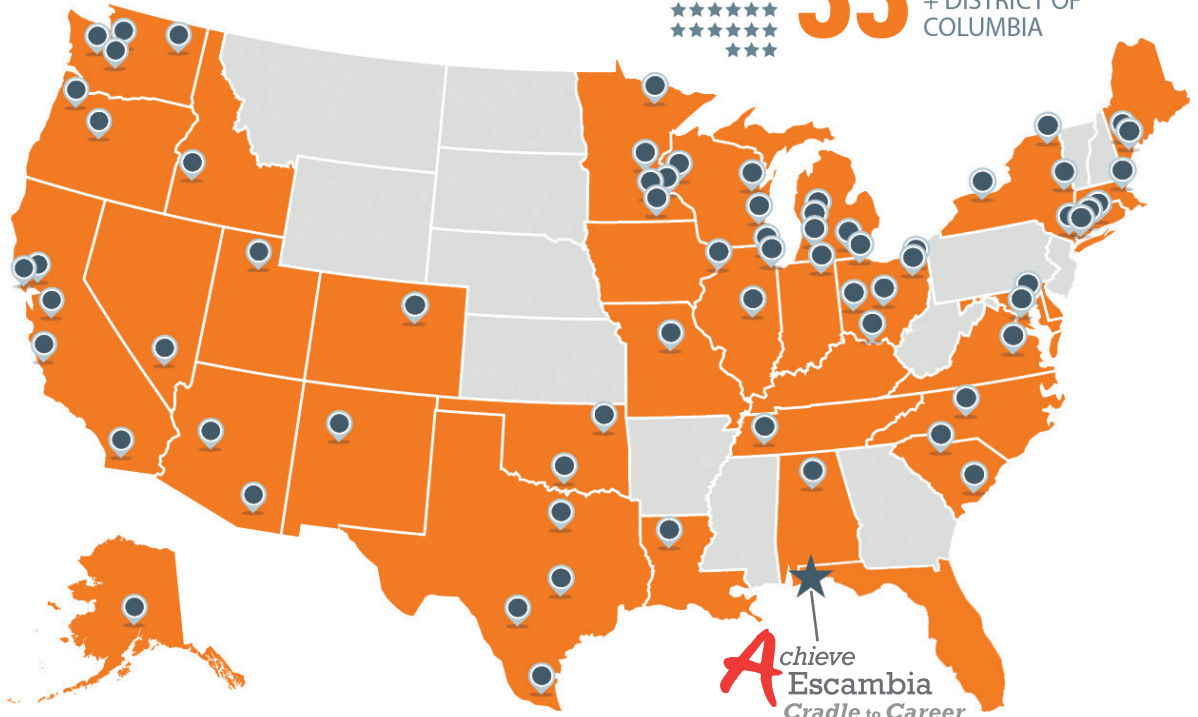


COMMUNITY PARTNERSHIPS

building local infrastructure to improve education outcomes for every child



11,000+
ORGANIZATIONS
ENGAGED



Achieve Escambia
Cradle to Career

StriveTogether

Every child. Cradle to career.

4 Principles of StriveTogether's Theory of Action

1. Engage the community
2. Focus on eliminating locally defined disparities
3. Develop a culture of continuous improvement
4. Leverage existing assets

Continuous Improvement

To be most effective, data must be used to influence decision-making that ultimately improves cradle to career outcomes. One way that data translates into action is through continuous improvement processes. This requires partners to use local data in a disciplined manner to improve efficiencies and effectiveness of projects and efforts, leading to "learning fast to implement well."

Join the Movement



A Forward Shift

We are asking ourselves as Escambia County citizens to rethink our approach to academic and workforce achievement. Imagine a prosperous economy that uses knowledge to generate value for all citizens.

What are we currently doing that works? Where do we need help? How can we connect with our neighbors to streamline our efforts, so that our community may move forward together?

We're All In. Are You?

Visit our website, achieveescambia.org, to fill out our Partnership Agreement. Community Partners act as “champions” of the cause, working together to improve educational and workforce outcomes in Escambia County.

Together, through shared and coordinated efforts, we will create a thriving community where every generation achieves success- cradle to career!

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Our Funding Partners



Supporting Partners



Backbone Convener

