



**ALL
IN**

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19 | Community Report

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Kindergarten
Readiness



Third Grade
Reading



Seventh
Grade Math

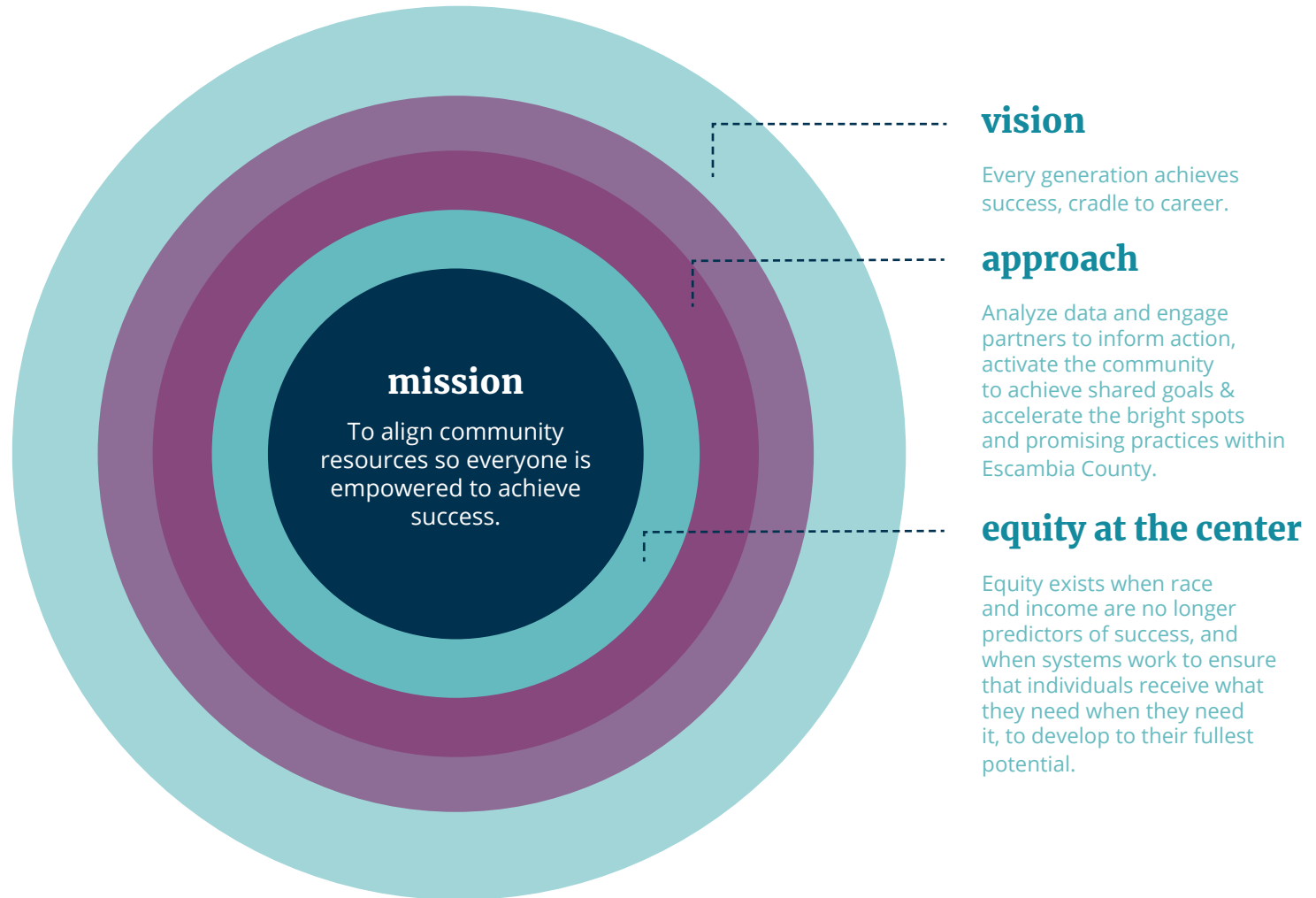


High School
Graduation



Career
Readiness

Achieve Escambia is a collective impact partnership that brings together parents, educators, business owners, health providers, faith-based leaders, community organizers, residents, philanthropists, government employees, first responders (both civilian and military) and elected officials to significantly improve cradle to career outcomes.



Dear Friends,

All-in for students. All-in for families. All-in for Escambia County.

Three years ago, Achieve Escambia launched as a way to accelerate change through partnership and collaboration. Back then, we knew how important it would be to collect and analyze data, to break down data by race and gender, and to help volunteers mine this data for fresh insights into the root causes of persistent problems.

This work to collect and analyze data can sound—let’s face it—boring. But what we choose to measure is a reflection of what we value. When it comes to understanding the complex issues facing children, students, adults and families, Escambia County can’t accept “I don’t know” as an answer.

Behind every data point is a person and a community. Our 2019 community report card is a temperature-check on how far we’ve come. Because in addition to the data, this year we are highlighting stories: about real people, about difficult issues and what we’re doing to solve them, and about our shared future.

Collectively the stories contained in this report show how Achieve Escambia partners are going all-in to ensure every generation achieves success, cradle to career. Some of these stories concern us. Others inspire us. All of them compel us to act. We hope they do the same for you, because that’s how our community gets better.

Changing a life lasts a lifetime. Over the past year, Achieve Escambia has:

- ✓ Grown our partnership to include 210 volunteers, who collectively contributed 4,962 hours, the equivalent of \$122,513.
- ✓ Improved kindergarten readiness by 10% at C. A. Weis Community School, where we are making a long-term investment in the 3-year-old preschool program.
- ✓ Won two most-improved awards as a result of our first-ever Escambia County FAFSA Challenge.
- ✓ Recruited five education teams to improve student outcomes through Achieve University, a yearlong continuous improvement training series that is a first for our community.

- ✓ Finally, over the past year our partners have gone all-in to put equity at the center of our work.

For Achieve Escambia teams, embracing equity means embracing the idea that a person’s life chances aren’t determined by race, ethnicity, gender, nativity, religion, sexual orientation, disability status, zip code or family income. It is as simple as it is critical. As we continue seeing improvements countywide, we must acknowledge that outcomes for young people of color and adults facing disadvantage must accelerate at an even faster rate.

We rise together when we go all-in together. Join me in going all-in for Achieve Escambia.



David Deliman

Leadership Council Chair
Market Vice President, Cox Communications

“What are we doing right? What needs to stop? What are the disparities? Where do we focus? Achieve Escambia forces us to look critically at ourselves, answer the toughest questions, and create a blueprint for what we want our future to be.”

Why does Achieve Escambia matter?

When we talk about Achieve Escambia, we’re talking about me and we’re talking about my organization, because we are Achieve Escambia.

Achieve Escambia is a partnership. It is all of us working together. It is all of us refusing to settle for a world where a child’s potential is dictated by the conditions into which they are born.

Through Achieve Escambia, we are working to dismantle obstacles to opportunity and partner with other sectors to support every child in achieving their full academic, social and economic potential.

This work - improving economic mobility for all - requires an unwavering focus on data and improvement. It requires shared accountability. It requires complete and total transparency.

And, ultimately, it requires behavior change for the greater good of the community.

You can’t start in 12th grade. You have to start at the beginning. And you have to go all-in.

It’s the job of every community leader to make sure our systems accommodate every child, no matter his or her race or economic status.



Douglas Brown

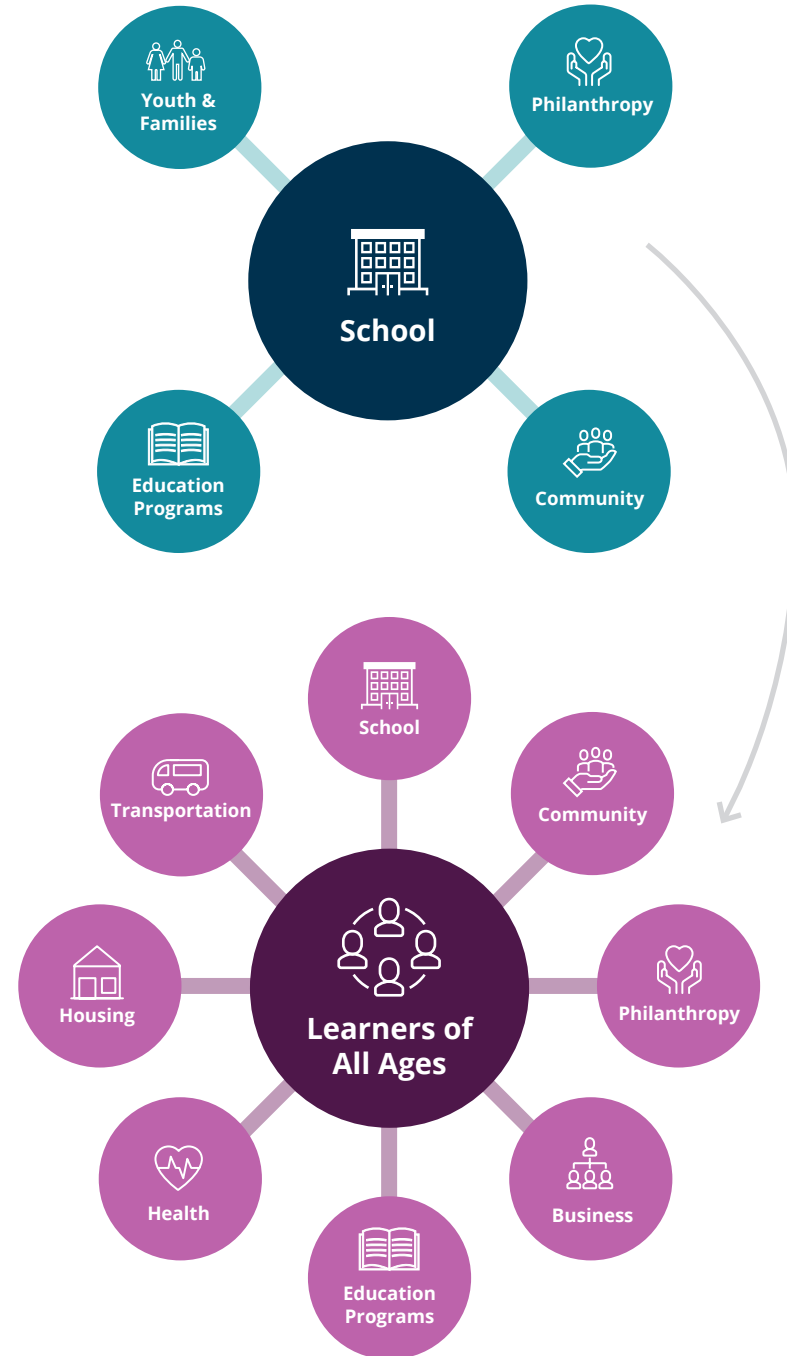
Executive Director,
Community Action Program Committee, Inc.
Achieve Escambia Leadership Council

This Is Achieve Escambia

The success of every learner, cradle to career

Achieve Escambia was founded on a simple idea: Those who care about our community's future - from parents and educators to civic leaders and local employers - can accomplish more by putting people, not institutions, at the center. From early childhood through post-secondary education and employment, we are aligning efforts to ensure that every learner - regardless of race, zip code, age, or family income - can succeed.

As this report shows, with the right information and tools, our community can make progress on achieving better outcomes for every student. No single program, no matter how effective, can solve all of our community's challenges. That's why we bring a broad range of partners together to identify what works and align time, talent, and resources behind the strategies that will provide our students with the opportunity to succeed.



Achieve University

Supporting change on the ground through continuous improvement

Achieve University is informed by best practices from:

- ✓ CIVICLAB
- ✓ FLORIDA COLLEGE ACCESS NETWORK
- ✓ LECTIO INSTITUTE
- ✓ LUMINA COMMUNITIES NETWORK
- ✓ SOUTHERN EDUCATION FOUNDATION
- ✓ STRIVETOGETHER

Testing strategies. Accelerating impact.

We know we need to build better systems to close gaps and support student success. At the same time, we know improvement depends on supporting changes happening on the ground at points of impact. Think early learning centers, classrooms, after-school programs and churches.

This year, we are thrilled to be launching Achieve University. The yearlong training series will use continuous improvement, a cyclical process of setting goals, reviewing different kinds of data, identifying root causes, testing changes, and adopting improvements. Achieve Escambia partners work with greater intention to support changemakers who work directly with children, youth, and families.

“Rather than implementing fast and learning slow, Achieve University teaches teams to learn fast and implement well. This is a fundamental shift for us. But I would argue it could not be more important. We have got to get this right. An entire generation depends on it.”

Jennifer McFarren

Executive Director,
Gulf Power Foundation

Co-Chair,
Operational Support Team,
Achieve Escambia



Escambia County Profile

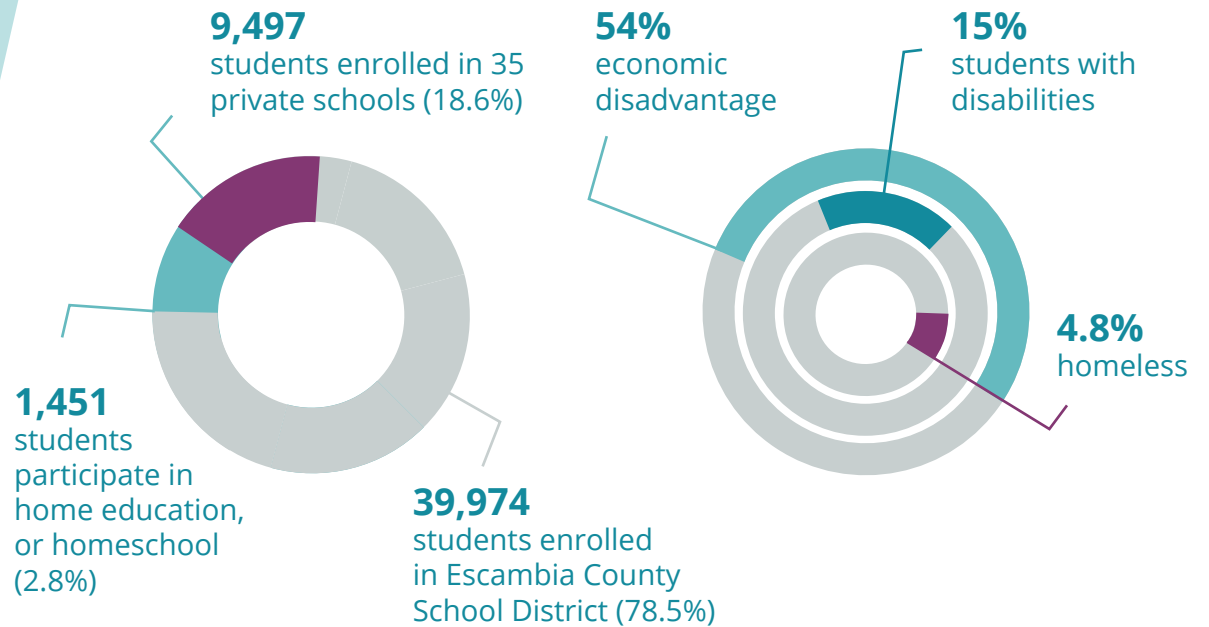
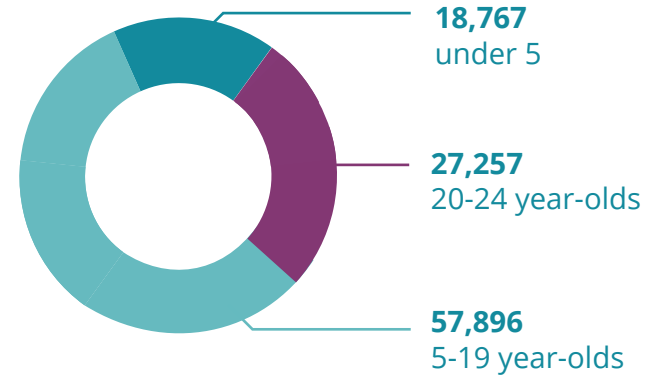


315,534 people live in Escambia County



367,700 people projected to live in Escambia County by 2045

103,920 Escambia County children, youth and young adults



i US Census ACS 5-Year, 2017 and 2018; Bureau of Economics and Business Research, Florida Population Studies, April 2019; Florida Department of Education Membership in Florida Public Schools, Final Survey 2, 2018-19, Home Education in Florida, 2019, District Homeless Record Counts, 2019



Children Removed from the Home Because of Abuse and Neglect*



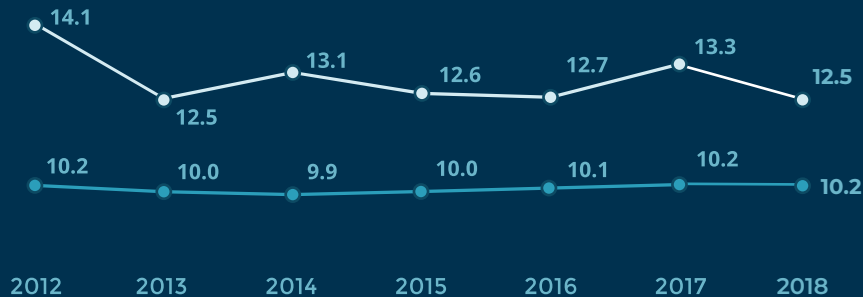
*Numbers represent unique children



Babies Born with Low Birth Weight in Escambia County from 2012-2018 (in percent)



Pre-Term Birth Rate from 2012-2018 (in percent)



What's Ahead

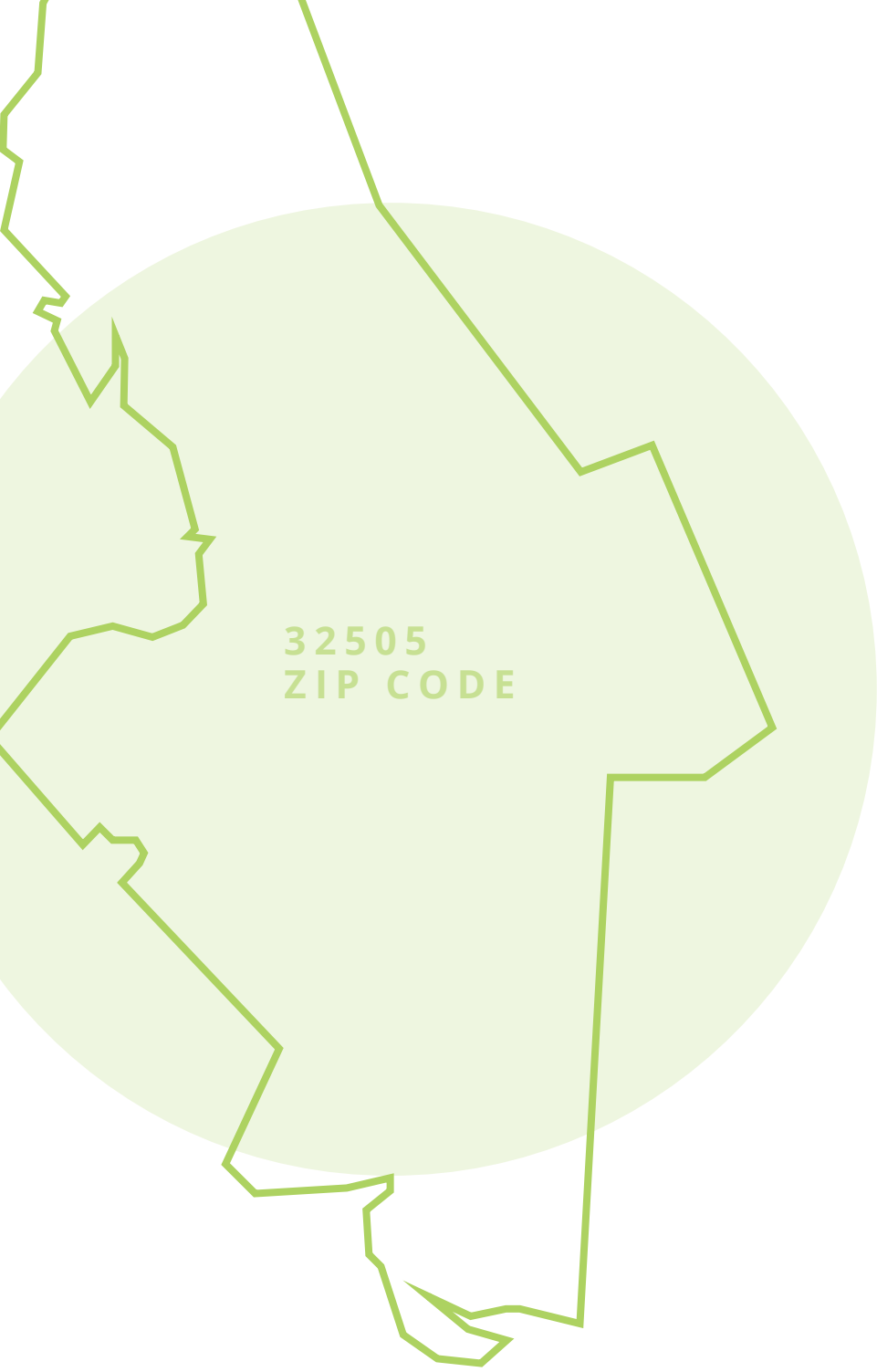
Developing Our Focus Area of Impact:

32505 ZIP CODE

At 14 square miles, the 32505 zip code extends down the spine of Escambia County. Bounded roughly by Interstate 10, Pace Boulevard, Highway 90 and Bayou Chico, the zip code contains a wide range of demographics, housing types and community characteristics.

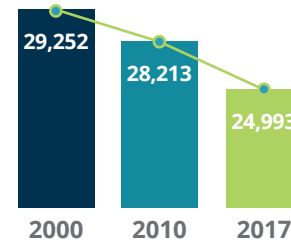
Because the area is so large and diverse, Achieve Escambia's cradle to career work groups are narrowing their place-based efforts on "lower 32505," the neighborhoods surrounding Brownsville that contain some of the most concentrated pockets of poverty in Florida. With an aging housing stock, the majority of which dates to the 1960s, shrinking population, limited economic mobility, and lower-than-average life expectancy, the lower 32505 area deserves our special care and consideration as we build systems to lift up the economic prosperity of all children, youth and families.

i US Census ACS 5-Year for 32505, 2017; Florida Charts 2019; Florida Safe Families Network Database; National Center for Health Statistics, 2019; U.S. Small-area Life Expectancy Estimates Project (USALEEP), 32505, 2018



32505
ZIP CODE

Population in Decline

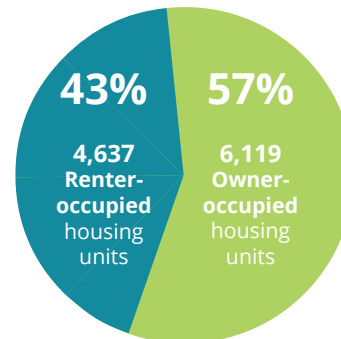
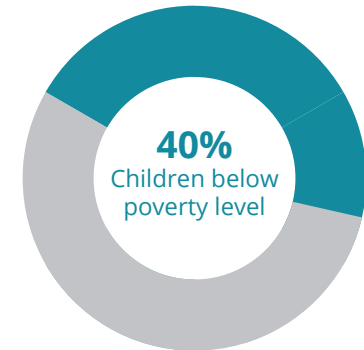
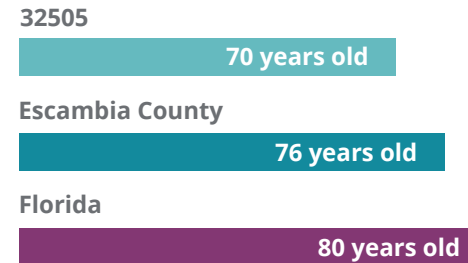


“The lower 32505 area deserves our special care and consideration as we build systems to lift up the economic prosperity of all children, youth and families.”

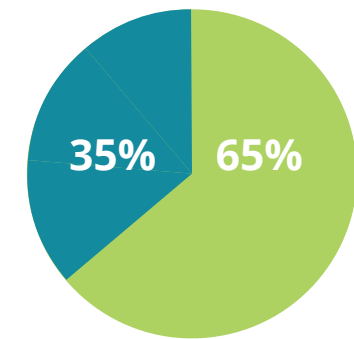
Pastor Tyler Burns

New Dimensions Christian Center
Equity Representative, Achieve Escambia

Life Expectancy



* 32505



ESCAMBIA

*Total occupied housing units, 10,756

This Is Achieve Escambia

Roadmap The Big Picture

This is Escambia County's roadmap for improving educational outcomes in our community. The outcomes and indicators listed below are intentional. They're designed to help partners answer the question: "Are we there yet?" Without indicators, it's impossible to know where progress is happening. As we strive to improve cradle to career outcomes, the following measures, combined with real-time data, help us track whether we're moving in the right direction.



goal

EVERY CHILD ACHIEVES SCHOOL READINESS

- ✓ Kindergarten Ready
- ✓ VPK Assessment
- ✓ VPK Enrollment
- ✓ Low Birth Weight
- ✓ Pre-term Birth Rate



goal

EVERY STUDENT ACHIEVES ACADEMIC SUCCESS

- ✓ 1st Grade Retention Rate
- ✓ 3rd Grade Reading
- ✓ 7th Grade Math
- ✓ Chronically Absent
- ✓ Middle School Retention Rate

3



goal

EVERY STUDENT ACHIEVES
GRADUATION

- ✓ Chronically Absent
- ✓ Career Academy Participation
- ✓ Middle School Acceleration
- ✓ High School Grades C or Above
- ✓ 9th Grade Retention Rate
- ✓ 4-year High School Graduation Rate

4



goal

EVERYONE ACHIEVES
CAREER READINESS

- ✓ Post Secondary Awards
- ✓ % With Associate's Degree or Higher
- ✓ High School Graduates with Accelerated Course
- ✓ Postsecondary Enrollment Within 16 Months
- ✓ Seniors Who Qualify for Bright Futures
- ✓ FAFSA Completion Rate



PROV'S

goal one



EVERY CHILD ACHIEVES
SCHOOL READINESS





Every Child Achieves School Readiness

Kindergarten Readiness Collective Action Network

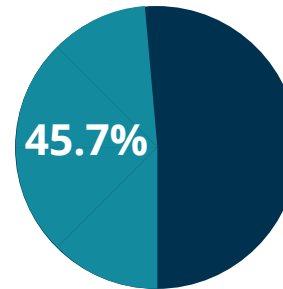
If we want to improve outcomes for generations, increase our talent resources, strengthen our schools and communities, and produce long-term, meaningful savings to taxpayers, we have to invest in making sure all children have a solid start.

The path to career success starts not in preschool but in the womb, boosting prospects for happy, healthy children who will be ready to learn in preschool and advance in kindergarten.

The community has made strides in kindergarten readiness, but we're not nearly where we want to be. We need our children to show up ready for kindergarten.

Kindergarten readiness is a gateway to the future. Students who show up ready for kindergarten are more likely to read on grade level and continue on a successful academic journey.

BASELINE: WHERE WE WERE 2017



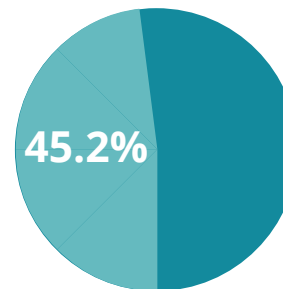
2,908 students

45.7% kindergarten-ready

Florida average: 54%

44 of 79 VPK contractual sites met 60% kindergarten readiness quality standard

WHERE WE ARE 2018



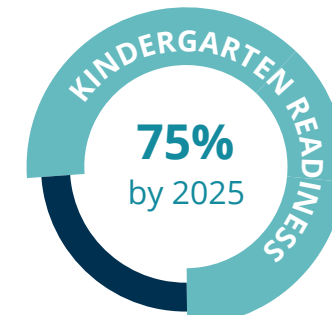
2,737 students

45.2% kindergarten-ready

Florida average: 53%

Bright Spot: The majority of our county's 82 VPK contractual sites met or exceeded the 60% kindergarten readiness quality standard in 2018.

WHERE WE NEED TO BE





Every Child Achieves School Readiness

Early Learning

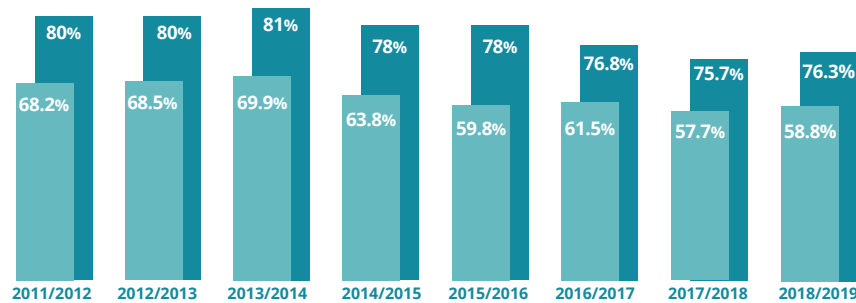


VPK enrollment in Escambia County remains stubbornly low. Launched in June 2019, Enroll Escambia is a cooperative effort to enroll more children in preschool, a critical factor in preparing children for kindergarten.

Using local Head Start enrollment data, the Enroll Escambia team adjusts its outreach strategy continuously. We target families where the need is greatest, concentrating our efforts in housing complexes and community centers in the 32505 zip code. Door-to-door engagement with parents, grandparents and families has been a huge success strategy in helping people experiencing barriers access the enrollment process to get their child or grandchild in preschool.

Preschool Makes a Difference

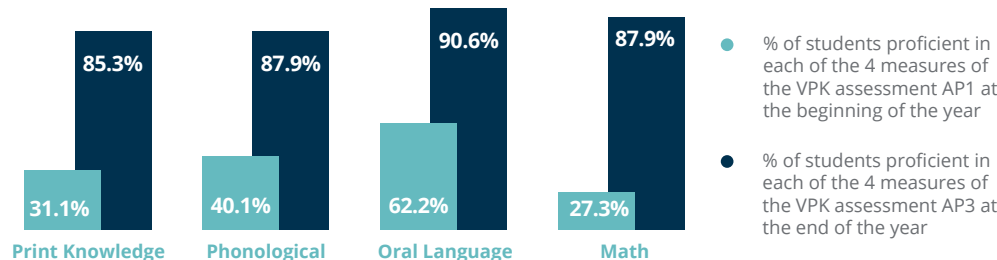
NOTE: Florida is one of a handful of states to offer publicly funded, free preschool to all 4-year-olds. It's called Voluntary Pre Kindergarten (VPK), and it's available at participating Title 1 public elementary schools and private preschools and childcare centers.



• Escambia • Florida

✓ SITUATION IMPROVED ↗

During the VPK year, children experience tremendous learning gains in 4 preschool measures



“We’re meeting the people where they are, meaning going into different housing complexes, neighborhoods, and trying to educate folks about the importance of early education, Head Start, VPK, and kindergarten and how it can impact their lives and improve the lives of their children.”

Valery Hollinger

AmeriCorps VISTA,
Achieve Escambia





STRATEGIES Implementing quality improvement in VPK classrooms

Every Child Achieves School Readiness

We're lucky to live in a state where all 4-year-olds can attend preschool, regardless of income or other factors. Florida adopted Voluntary Pre-Kindergarten (VPK) through a constitutional amendment in 2002, and today is one of just nine states with universal preschool.

Access, however, isn't enough. The past decades have shown that quality counts. For Escambia to truly improve kindergarten readiness, we must take steps to improve the quality of our preschool programs.

The Early Learning Coalition of Escambia County is taking this mission to heart. Over the past few years, the Coalition has overseen a sea change among VPK providers, who collectively are performing better than ever in a system whose primary state funding source remains flat.

The Coalition's quality improvement movement is working because it's focused on spreading widely accepted quality benchmarks: free professional development for teachers; intense coaching, expertise and resources; curriculum support; and innovative classroom design.

It's also working because it's based on data. The Coalition is looking at the VPK landscape with a more equitable lens, then moving swiftly to plug gaps in child care deserts and introduce novel ways for teachers to individualize instruction.



“It takes more than passion to make quality improvement happen. It takes money and our Early Learning Coalition board has invested in the people who care for our children with support for national certifications, incentives for education and stipends for improvement. They’ve committed to our community’s future because they’re in it for the long haul, and so is the Coalition. We’re planting seeds for trees that we may never sit under.”

Vicki Pugh

Program Improvement Director,
Early Learning Coalition of Escambia County

Chair,
32505 Early Learning Network, Achieve Escambia



STRATEGIES Early Screening Matters

Beginning at birth, we need to identify more children with unidentified needs such as speech and language impairments before they enter kindergarten.

How will we do this? Our Early Screening Matters work group has a four-part strategy to make sure no child starts kindergarten unable to reach their full potential. All children should have access to the supports they need to succeed, beginning on day one.

● Event Pop-ups

Four Books, Balls and Blocks event pop-ups this year will directly reach more children and families, raising the profile of our work.

● Early Intervention Training

By training more stakeholders, we can make early screening a routine part of all pediatric checkups.

● Advocacy

The early signs of learning and attention issues often go unnoticed. We aim to make clear that evaluations should never be delayed.

● Improve Communications

Improve communications through awareness and marketing of why early screening matters to kindergarten readiness, third grade reading, and success in life.

“Too often we aren’t doing enough early enough. We must identify at-risk students as early as possible if we’re going to really make a difference on this issue.”



MaryAnn Bickerstaff

Director,
The Arc Gateway, Inc., Pearl Nelson Center

Co-Chair,
Early Screening Matters, Achieve Escambia

Embed early screening, awareness & promotion in existing early childhood events

Build relationships with systems leaders to advocate for meaningful change

Train partners to use developmental screening best practices

Pursue Help Me Grow funding to bring this innovative, national best practice to Escambia County in 2020





goal two



EVERY STUDENT ACHIEVES
ACADEMIC SUCCESS



Third Grade Reading

Every Child Achieves Academic Success

What happens to third-graders who can't read at grade level?

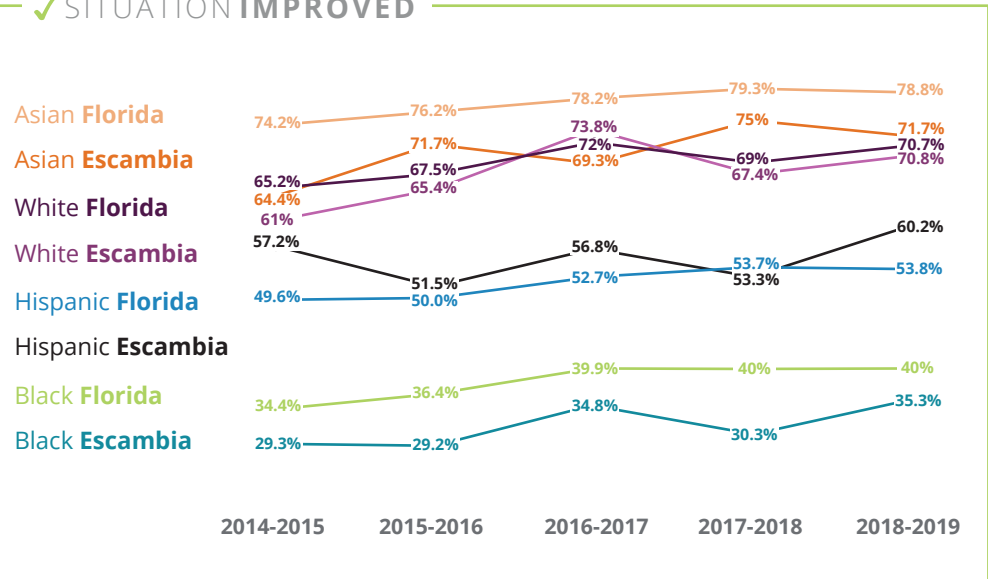
Through our latest initiative - Escambia Reads! - we hope to never have to answer that question.

How well a student reads in third grade is a good indicator of whether he or she will succeed in the years leading up to graduation.

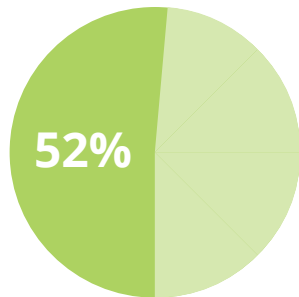
We're celebrating the fact that Escambia County students - particularly those of color - are improving on this measure. But we still have a long way to go.

In fact, the issue is so urgent that Achieve Escambia launched Escambia Reads! this spring. This is a new cross-sector initiative based in the 32505 zip code that is designed to improve third-grade reading by focusing on three interconnected strategies: **kindergarten readiness, preschool and school attendance and summer learning loss.**

✓ SITUATION IMPROVED



BASELINE: WHERE WE WERE 2018

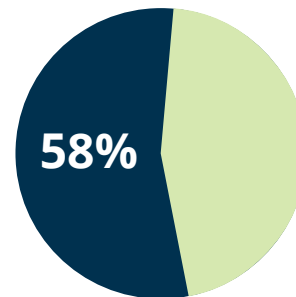


3,351 students

52% met outcome

Florida average: 57%

WHERE WE ARE 2019



3,290 students

58% met outcome

Florida average: 58%

✓ SITUATION IMPROVED

i In the Florida Standards Assessment results shown on pages 22 and 23, students' scores range from 1-5, and those included on this chart reflect students with 3, 4 or 5 score. Source: Florida Department of Education, Florida Standards Assessment



Seventh Grade Math

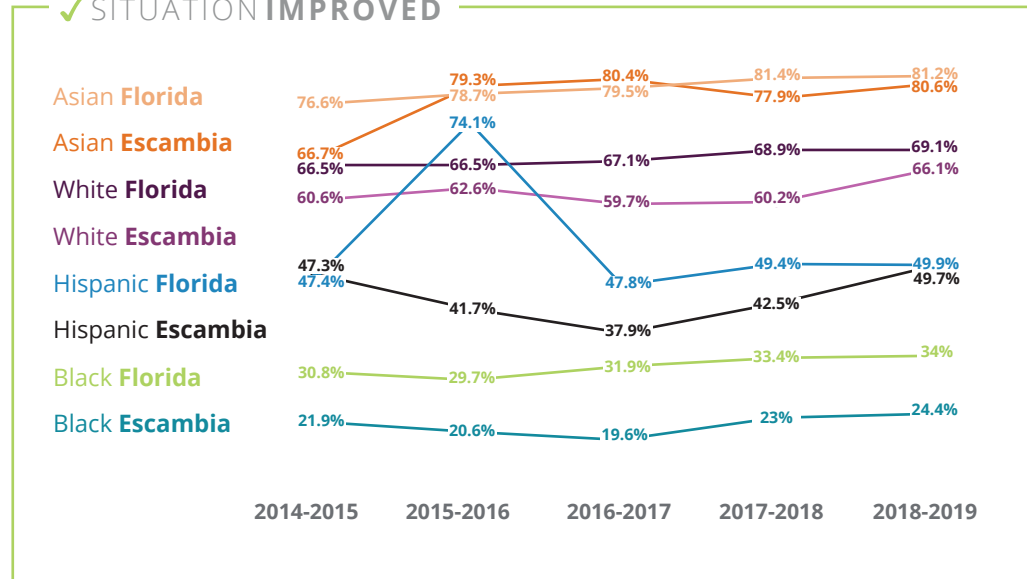
Every Child Achieves Academic Success

Math is a lever to college and career

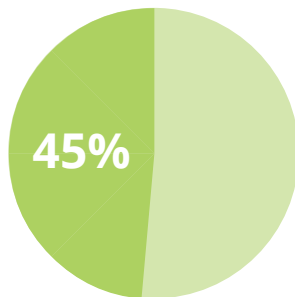
We know math matters to create the engineers, scientists, mathematicians, and other critical STEM workers of tomorrow. But we measure middle-grade math because EVERY career has mathematics applications. Quite simply, math is everywhere.

The latest seventh-grade math data shows impressive, long-term gains on this critical measure of college and career success. While half of students are scoring at a Level 3 or higher on the Florida Standards Assessment, an all-time-high, what's even better is that black and Hispanic students are achieving record highs.

✓ SITUATION IMPROVED



BASELINE: WHERE WE WERE 2018

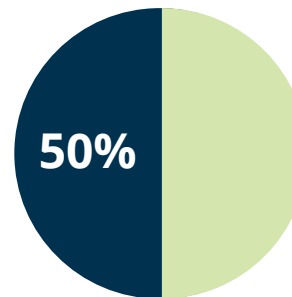


2,737 students

45% met outcome

Florida average: 54%

WHERE WE ARE 2019



2,926 students

50% met outcome

Florida average: 54%

✓ SITUATION IMPROVED





goal three



EVERY STUDENT
ACHIEVES GRADUATION



High School Graduation

EVERY STUDENT ACHIEVES GRADUATION

Increasing high school graduation increases economic opportunity

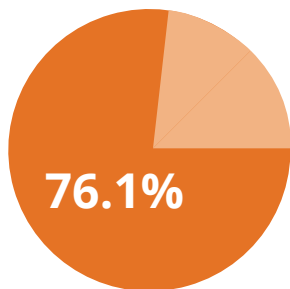
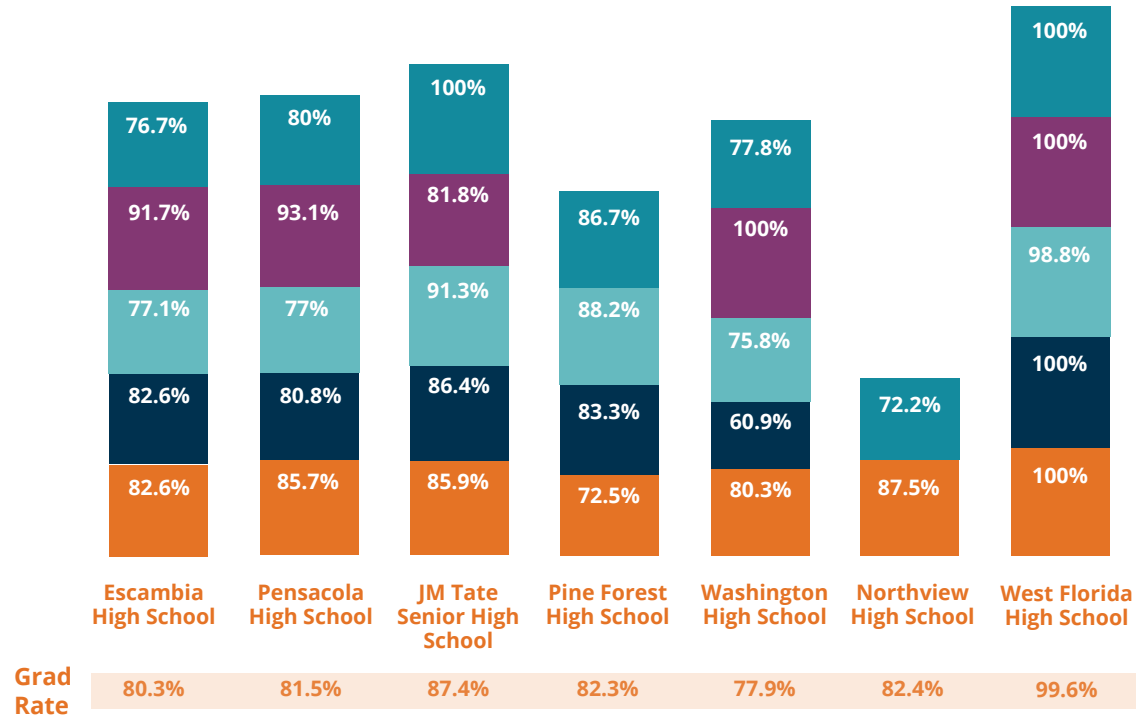
We've seen major increases in high school graduation rates in recent years, particularly for students of color. Continuing to increase these rates, while also boosting access to postsecondary opportunities, will elevate the economic prosperity of the entire region.

If the Pensacola metro region were to increase high school graduation rates for all students of color to 90%, we would see multimillion-dollar increases in economic growth, earnings and additional spending.

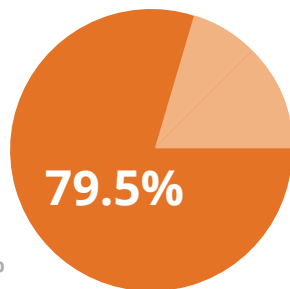
i Florida's PK-20 Education Information Portal (EDStats). Note that data are displayed only when the total number of students in a group is at least 10.

Graduation Rates by School

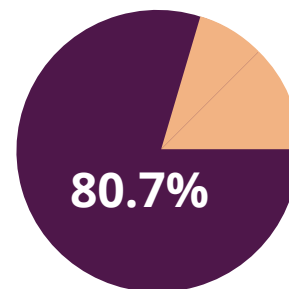
● White ● Hispanic ● Black ● Asian ● Two or More Races



2016



2017



WHERE WE ARE 2018

✓ SITUATION IMPROVED



EVERY STUDENT ACHIEVES GRADUATION

STRATEGIES

CAREER PATHWAYS



Building on-ramps to meaningful careers right here at home

Many well-paying careers are in-demand across Northwest Florida. How can more people pursue them?

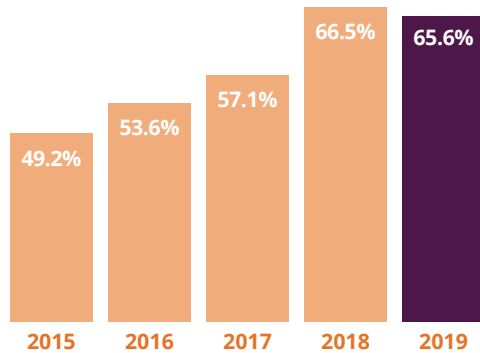
Launched in spring 2019, Northwest Florida Career Pathways allows the public to explore potential careers, income ranges and available educational programs from aviation and engineering to manufacturing, health science, hospitality and tourism. The Career Pathways initiative uses local industry data to help students and adults understand their post-high school journey, visualize career opportunities and build career ladder maps.

An added bonus is Career Academy University, an annual business conference presented by Escambia County School District's Workforce Education Department and their business partners for high school career academy seniors. With a national keynote speaker and several breakout sessions led by community business leaders, students are treated like tomorrow's up-and-coming all-star employees. They hear about career fields and employability skills from the same people they hope will soon employ them, while employers get to interact with members of our future workforce.

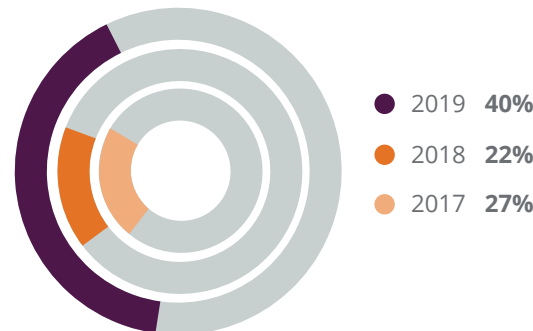
Connecting employers to local talent and building the "soft skills" of the future workforce are the twin goals of Northwest Florida Career Pathways. Achieve Escambia is sharing these career ladders to inform our career-readiness work groups and create shared accountability for Escambia County's career pipeline.

Find out more at escambiacaerpathways.com

The number of middle and high school students participating in a career academy is holding steady across our seven high schools



More graduating seniors are leaving high school with a diploma and an industry certification



“Career Academy University is a difference-maker for our career academy seniors. Business partners present topics related to life after high school including how to get a job and how to keep a job. Soft skills are hard work. But they’re an essential part of the equation that will contribute to an individual’s success in the workplace.”

Dr. Michelle Taylor

Director, Workforce Development
Escambia County School District





goal four



EVERYONE ACHIEVES
CAREER READINESS



EVERYONE ACHIEVES CAREER READINESS

Career Readiness Collective Action Network

Through our local college access network (LCAN) initiatives, teams of community leaders are coming together to create solutions and form partnerships that support local talent development. Currently, 78% of Floridians are supported by LCANs like Achieve Escambia. The following pages show where we're at and how we're improving our ability to connect more students and adults to meaningful careers across northwest Florida.

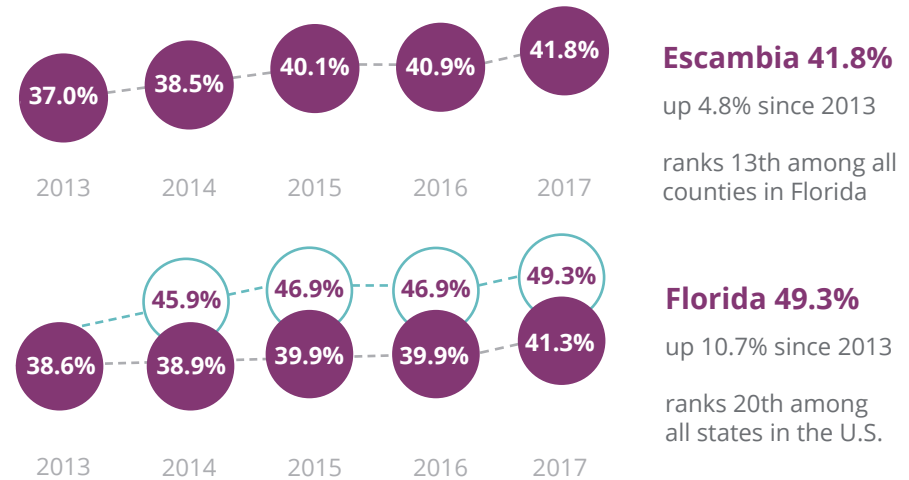
WHERE WE NEED TO BE



By 2025, 60% of working-age adults will have at least a two-year college degree or a high-quality postsecondary credential.

✓ SITUATION IMPROVED

Degree Attainment Profile: Escambia County residents ages 25-65 with a high-quality degree or credential



○ 2-year degree or higher ● Includes workforce-relevant certifications

Note: An estimated 8% of Florida residents and 5.2% of U.S. residents hold a workforce relevant certificate, according to Lumina Foundation. Certificate data are not yet available at the county level.

i Sources: Florida College Access Network; U.S. Department of Education, Integrated Data Systems (IPEDS), 2016-2017; and data provided by institution. Retention rates measure the percentage of first-time students who are certificate- or degree-seeking who return to the institution the following fall. 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

We pay attention to retention and completion rates because they're important indicators of student success.



Retention Rate

66%

66%*

77%

Completion Rate

85%*

35%*

44%

Postsecondary degrees and certificates awarded, 2016 to 2017

371
Vocational Certificates

1,595
Associate's Degrees

288
Associate's Degrees

349
Vocational Certificates

137
Bachelor's Degrees

2,144
Bachelor's Degrees

328
Vocational Certificates

761
Post Baccalaureate Degrees

● 2015-2016

● 2016-2017

1,455
Associate's Degrees

833
Associate's Degrees

156
Bachelor's Degrees

2,201
Bachelor's Degrees

345
Vocational Certificates

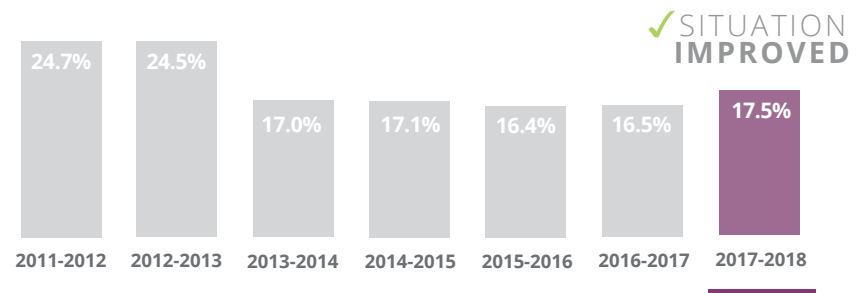
746
Post Baccalaureate Degrees

*Indicates 2018 data. If there is no asterisk present, the data is for 2017.

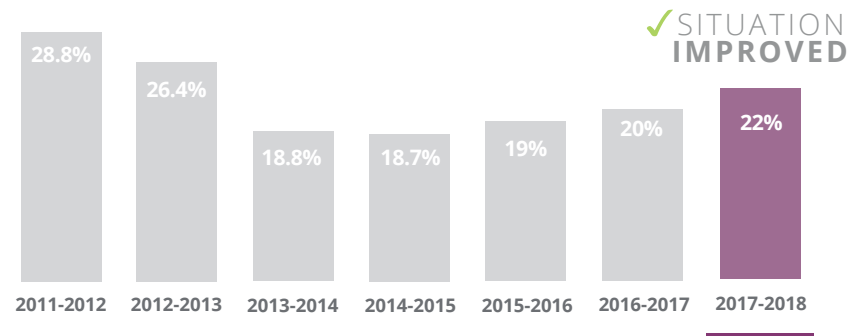
High retention rates generally indicate that a college does a good job of getting students invested in and attached to multiple aspects of its community. This includes things like academics, professors, campus and campus life, and social offerings. According to the National Student Clearinghouse Research Center, the national average retention rate in 2018 was 61.1% for all students, and 73.8% for full-time students.

Meanwhile, completion rates are a reflection of whether a college does a good job of supporting students as they seek a degree. This might mean that certain services like advising, tutoring, and mentoring are common and easy to access. Often, schools with higher completion rates are those that accommodate students' financial needs better, perhaps by providing flexible schedules for part-time jobs and guaranteeing sufficient financial aid.

Escambia seniors who qualify for Bright Futures, 2011-2018



Florida seniors who qualify for Bright Futures, 2011-2018





STRATEGIES Escambia County FAFSA Challenge

EVERYONE ACHIEVES CAREER READINESS

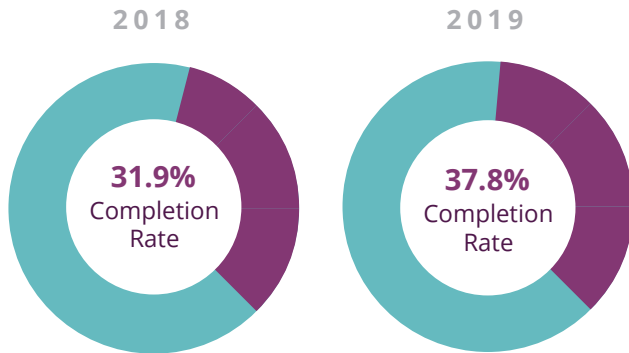
Filling out the Free Application for Federal Student Aid (FAFSA) is an essential step in preparing for life after high school, or going back to school to pursue a degree or credential. The majority of Escambia County high school seniors who complete the FAFSA qualify for a Pell Grant, one of the largest forms of federal aid available to low-income students for college or career school.

So why are so few filling out the form? And how can we remove those barriers and support students and families in reaching their postsecondary goals?

We started the Escambia County FAFSA Challenge in 2018-2019 to answer these questions. Through the challenge, our partners aimed to help students increase FAFSA completion by 5% over the previous year. **And they succeeded!**

FAFSA Challenge Results: 5.9% point improvement

Escambia County Overall Completion Rates Through March 29



12th Graders **2,324**
FAFSAs Submitted **843**
FAFSAs Completed **741**

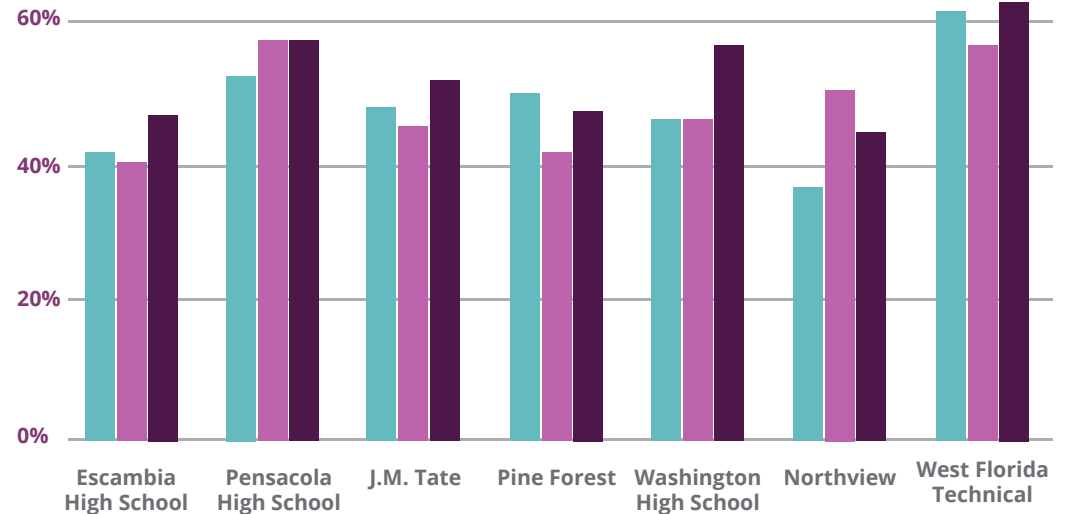
12th Graders **2,322**
FAFSAs Submitted **943**
FAFSAs Completed **878**

✓ **SITUATION IMPROVED**

FAFSA Completion Rates by High School in Escambia County

Results: Washington Senior High School and the Escambia County School District won two top FAFSA completion awards from the Florida College Access Network in April 2019

- ✓ **Most improved medium-sized school**
- ✓ **Most improved large school district from 2018 to 2019**

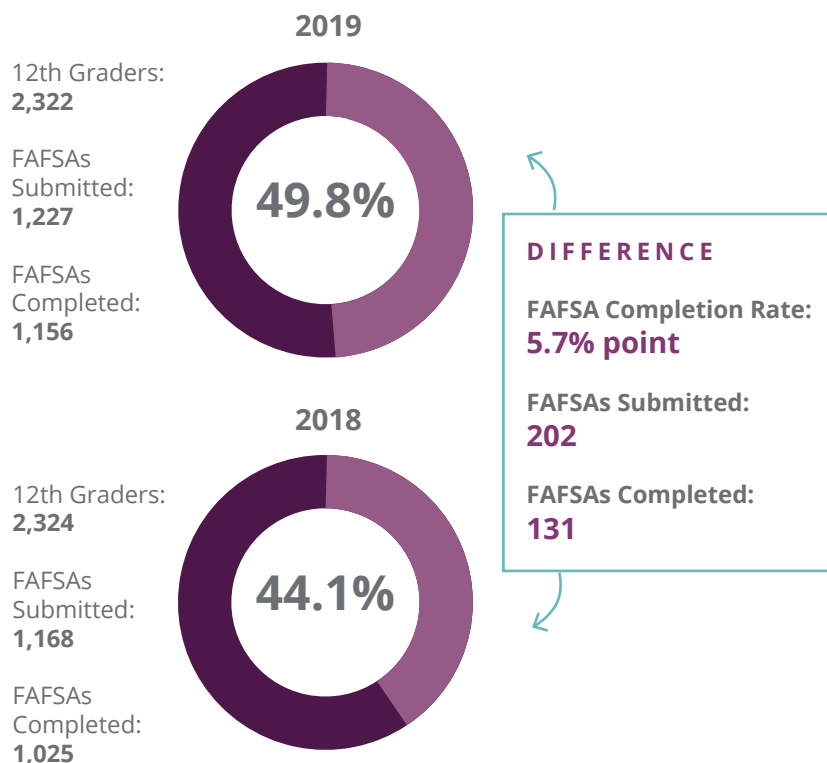


*Enrollment numbers (including Westgate & County Administrative Annex)

● 2016-2017 ● 2017-2018 ● 2018-2019


STRATEGIES
Escambia County FAFSA Challenge
Overall Results, 5.7% point improvement

EVERYONE ACHIEVES CAREER READINESS



Federal Pell Grant

Escambia County students earned an estimated \$2,111,035 in Pell Grants in 2019!

In the coming year, our FAFSA Challenge team aims to put even more free money in the pockets of local students.

Did you know?

- ✓ Pell Grants are for undergraduate students with exceptional financial need who have not earned bachelor's or professional degrees.
- ✓ Students can use their Pell Grant to cover a variety of costs: tuition and fees, books, supplies, transportation and personal expenses such as room and board.
- ✓ Students must fill out the FAFSA every year they're in school in order to stay eligible for federal student aid.
- ✓ Amounts change yearly. The maximum Pell for 2019-20 is \$6,195.

Visit studentaid.gov/pell-grant for more information.

i Source: Florida College Access Network, 2018-2019 FAFSA Challenge Dashboard. The FAFSA Challenge is part of College Ready Florida, a suite of statewide initiatives designed to build a college-going culture and help all students — especially low-income students — continue their education beyond high school.



STRATEGIES What's Ahead: Inclusive Development Network

EVERYONE ACHIEVES CAREER READINESS

What does 'inclusive workforce development' really mean?

Opportunity for all. Inclusive prosperity. More resilient people and places.

What does inclusive economic development look like? For our community, it means creating equitable opportunities for employment and mobility within Pensacola and the northwest Florida region.

In spring 2019, Pensacola was selected for the inaugural cohort of the Inclusive Development Network led by FloridaWest Economic Development Alliance in partnership with a cross-sector group of community leaders such as CareerSource Escarosa and Community Action Program Committee, Inc.

Achieve Escambia partners are at the table because our Bold Goal of 60% degree attainment by 2025 means matching solutions with surgical precision to equity issues happening in our communities on the ground. These issues of access and opportunity must be addressed to truly move the needle on postsecondary attainment. We anticipate launching targeted projects in summer 2020.

Who is excluded and why? What steps can we take toward an inclusive metro Pensacola economy?

Matching the right candidate to the right job at the right time.

Employer growth often depends on finding a skilled and able workforce, but how can we start the conversation even earlier? How can we truly align workforce preparation with employer demand?

Aligning supply and demand: It's all about getting these twin forces to work together.

And it starts with engaging current members of the workforce, new workers just entering, workforce support organizations, and education institutions to understand (1) what skills and credentials are required by industries in the area and (2) how those goals can be achieved.

“Through this network, we’re taking an in-depth look at how to address underserved and underemployed individuals in the community. Over the next year, we’ll be looking at which portions of the community are failing to thrive, and then we’ll try to find tailored, business-focused approaches to helping those communities do better.”

Scott Luth

CEO, FloridaWest Economic Development Alliance





Our Partnerships

We are focused on results, improving what works and changing what doesn't. Our partners agree to be mutually accountable and responsible for constantly improving. We believe our collective voice and aligned resources are part of the solution.



28 Leadership Council



17 Operational Support Team



16 Data Team



2 Collective Action Networks



4 Work Groups



3 AmeriCorps VISTA and Interns



2 Staff

Kindergarten Readiness Collective Action Network

90Works
 Baptist Health Care
 C. A. Weis Elementary Community Partnership School
 Children's Home Society
 Community Action Program Committee, Inc.
 Community Health of Northwest Florida
 Department of Children and Family Services
 Dixon School of the Arts & Sciences
 Early Learning Coalition of Escambia County
 Early Steps at Sacred Heart
 Empowerment Parent Resource Center
 Escambia County Healthy Start Coalition
 Escambia County School District
 Escambia County Public Schools Foundation
 Every Child a Reader Escambia
 FamilesFirst Network
 First Words Project
 Gulf Coast Minority Chamber of Commerce
 Gulf Power Company
 Help Me Grow Florida
 Montclair Elementary School
 Navy Federal Credit Union
 Nemours Children's Specialty Care at West Florida
 Healthcare-Pensacola
 Pen Air Federal Credit Union
 Pensacola State College
 Sacred Heart and Studer Family Children's Hospital
 Studer Community Institute
 The Arc Gateway, Inc.
 United Way of West Florida
 University of West Florida
 West Florida Public Library System
 YMCA of NWFL

Operational Support Team

Baptist Health Care
 Early Learning Coalition of Escambia County
 Empowerment Parent Resource Center
 Escambia County School District
 FamilesFirst Network (2)
 FloridaWest Economic Development Alliance
 FS Advisors
 Gulf Power Company
 Navy Federal Credit Union (4)
 Pen Air Federal Credit Union
 Pensacola State College
 The Arc Gateway, Inc.
 WSRE-TV, PBS for the Gulf Coast

Career Readiness Collective Action Network

Baptist Health Care
 Big Brothers Big Sisters of Northwest Florida
 Boys & Girls Clubs of the Emerald Coast, Pensacola Division
 CareerSource Escarosa
 Chain Reaction
 Children's Home Society
 Community Action Program Committee, Inc.
 Complete Florida
 DrKit.org
 Escambia County Government
 Escambia County School District
 Florida Blue
 FloridaWest Economic Development Alliance
 Ford Next Generation Learning
 Fortis Institute
 George Stone Technical College
 gFinity Technology Group
 Global Connections to Employment
 Goodwill Easter Seals of the Gulf Coast
 Greater Pensacola Chamber of Commerce
 Gulf Coast Minority Chamber of Commerce
 Gulf Power Company
 Junior Achievement
 Kelly Services
 Landrum Staffing Services
 Navy Federal Credit Union, Talent Acquisition
 PACE Center for Girls
 Pathways for Change
 Pen Air Federal Credit Union
 Pensacola State College
 Perdido Key Area Chamber of Commerce
 Take Stock in Children
 United Way of West Florida
 University of West Florida
 Waterfront Rescue Mission
 YMCA of NWFL

Data Team

Baptist Health Care
 Community Action Program Committee, Inc.
 Department of Children and Families
 Department of Health
 Diocese of Pensacola-Tallahassee
 Early Learning Coalition of Escambia County
 Escambia County Healthy Start Coalition
 Escambia County School District (2)
 George Stone Technical College (2)
 Gulf Power Company
 Navy Federal Credit Union
 Pensacola State College
 Studer Community Institute
 University of West Florida Haas Center

Leadership Council

The Achieve Escambia Leadership Council aligns resources, engages in action and dialogue, and champions the work of the partnership throughout our community.

Chair

David Deliman

Chair, Leadership Council
Market Vice President, Cox Communications

Brian Wyer

Secretary, Leadership Council
President/CEO, Gulf Coast Minority Chamber of Commerce

Walter "Bruce" Watson Jr.

Treasurer, Leadership Council
Executive Director, Early Learning Coalition of Escambia County

Laura Gilliam

Member-At-Large, Leadership Council
President & CEO, United Way of West Florida

David Alexander III

Community At-Large Representative

Doug Baldwin

CEO, Baldwin Management Group, Inc.

Douglas Brown

Executive Director, Community Action Program Committee, Inc. - Pensacola

Tyler Burns

Equity Representative
Youth Pastor, New Dimensions Christian Center

Keith Hoskins

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

Will Condon

President, Studer Family Children's Hospital at Sacred Heart

Janice Gilley

Escambia County Administrator

Mark T. Faulkner

President & CEO, Baptist Health Care

Donna Harper

President, Escambia Education Association

Henry Hawkins

Mayor, Town of Century

Dr. Kimberly Krupa

Executive Director, Achieve Escambia

Captain Timothy F. Kinsella Jr.

Commanding Officer - Naval Air Station, Pensacola

Dr. Ed Meadows

President, Pensacola State College

Randy M. Ramos

CEO, Global Business Solutions, Inc.

Sheryl Rehberg

Executive Director, CareerSource Escarosa

Lloyd Reshard

CEO, Cognitive Big Data Systems

Grover C. Robinson IV

Mayor, City of Pensacola

Dr. Martha D. Saunders

President, University of West Florida

Chip W. Simmons

Chief Deputy Escambia County Sheriff

Malcolm Thomas

Superintendent of Schools, Escambia County School District

Tori Woods

President, Escambia County PTA Council

Robin M. Wright

Trial Court Administrator, First Judicial Circuit, Pensacola Florida

Marlene Santos

President, Gulf Power Company

Todd Thomson

President & CEO, Greater Pensacola Chamber of Commerce

Investors

VISION

Baptist Healthcare
Gulf Power Foundation
Navy Federal Credit Union
Pen-Air Federal Credit Union
Sacred Heart Health System
West Florida Hospital

MISSION

Innisfree Hotels
Studer Group

STRATEGIC

Baldwin Management Group
Cox Communications

TACTICAL

Private individuals

SUPPORTING

Children's Movement of Florida
Early Learning Coalition of Escambia County
Escambia County Healthy Start Coalition
Escambia Education Association
Terracon
The Arc Gateway, Inc.

FISCAL SPONSOR

United Way of West Florida

FOUNDATIONS & GRANTS

Florida Blue
Florida College Access Network
Wells Fargo

IN-KIND

Cox Communications
Dunn Media
Early Learning Coalition of Escambia County
Escambia County School District
Innisfree Hotels
University of West Florida

Join Us

✓ Reach Out

Please visit our website and get in touch with us at info@achieveescambia.org to ask questions or become a part of our communications, our work and our partnership.

✓ Share

We are asking organizations joining the partnership to sign a Memorandum of Agreement with Achieve Escambia. It is important that we align ourselves to achieve shared goals and outcomes. To get a copy, please contact us at info@achieveescambia.org.

✓ Act

Measuring what matters, identifying effective practices, aligning resources and being committed to continuous improvement are necessary actions for the achievement of better outcomes for Escambia County's children. Please email us at info@achieveescambia.org to inquire how you can implement these actions within your own organization or to become involved with a work group or initiative.

✓ Invest

Ensuring successful outcomes for all of Escambia County's children requires investments of time, talent and treasure. Please contact us to discuss how you can invest in our important work.

Staff

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Achieve Escambia is a sustaining member of the StriveTogether Cradle to Career Network, a national movement to improve outcomes in 70 communities across America.



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