

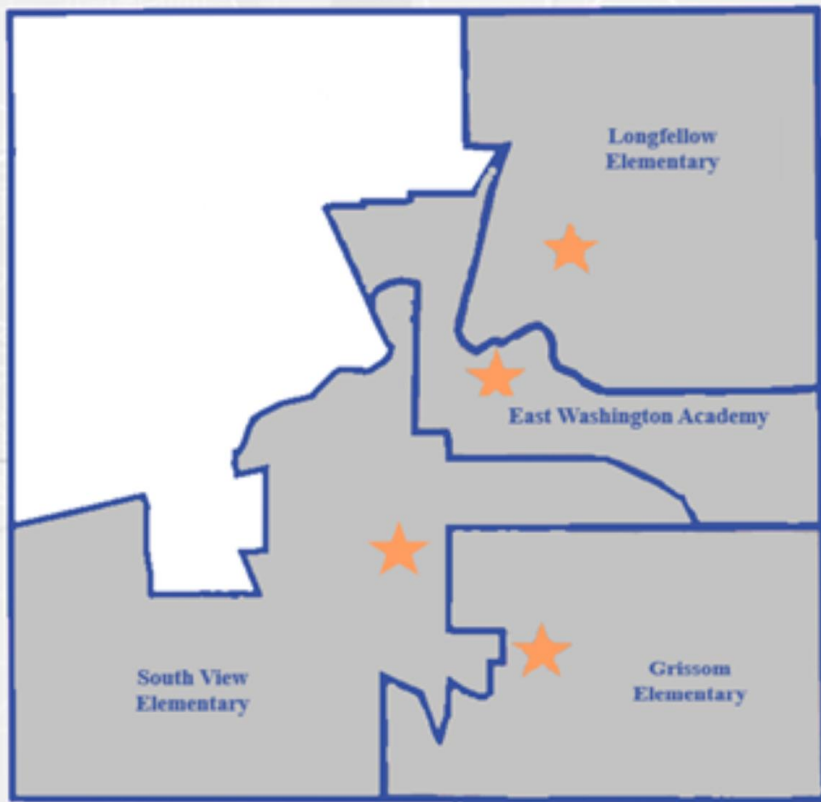
# CRADLE TO CAREER

Muncie



*The Future of Our Children and Their Community*

***Investing in the Prosperity  
of Individuals & Families***



# About the Presenters



**Kelsey  
Harrington**

PROGRAM IMPACT OFFICER  
George and Frances  
Ball Foundation



**Kortney  
Zimmerman**

SENIOR PROGRAM OFFICER  
George and Frances  
Ball Foundation

# Cradle to Career Muncie Backbone Team



**Tom  
Kinghorn**

President and CEO  
George and Frances  
Ball Foundation



**Linda  
Faughnder**

Executive Assistant  
Cradle to Career Muncie



**Maggie  
Manor**

Photography Intern  
Cradle to Career Muncie



**Jane  
Wiechel**

Research  
Cradle to Career  
Muncie

*How was*

**CRADLE TO CAREER**

Muncie



*The Future of Our Children and Their Community*

*born?*

# CRADLE TO CAREER

Muncie



**2018**

George and Frances Ball Foundation adopts a proactive grantmaking strategy centered on Cradle to Career.

**2019**

George and Frances Ball Foundation staff begin cradle to career research of StriveTogether Network communities and Lumina Foundation Talent Hubs; begin to analyze local data.

**2020**

George and Frances Ball Foundation staff begin community leadership campaign to recruit CAN Leaders and other key stakeholders into the work.

**2021**

As a result of the Promise Neighborhood grant program approach, Cradle to Career Muncie was born as a result of hyper-local, disaggregated data.

CANs were launched.

**2022**

Created a second Promise Neighborhood plan (and application) building upon the work of prior years. Began site learning experiences to other communities across the country. Strategies implemented in some CANs.

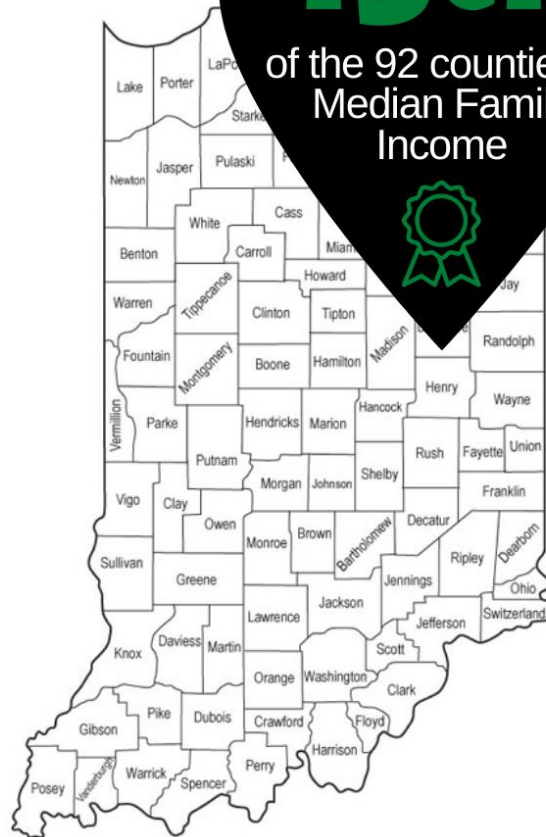
**2023**

Additional CANs began implementing strategies. Data team was established. Continued site learning experiences including Harlem Children's Zone Practitioners Institute.

A brief history of a quirky design

**A BRIEF HISTORY**

**In  
1960...**



Delaware  
County ranked

**13th**

of the 92 counties in  
Median Family  
Income



**Today...**



Delaware  
County ranks

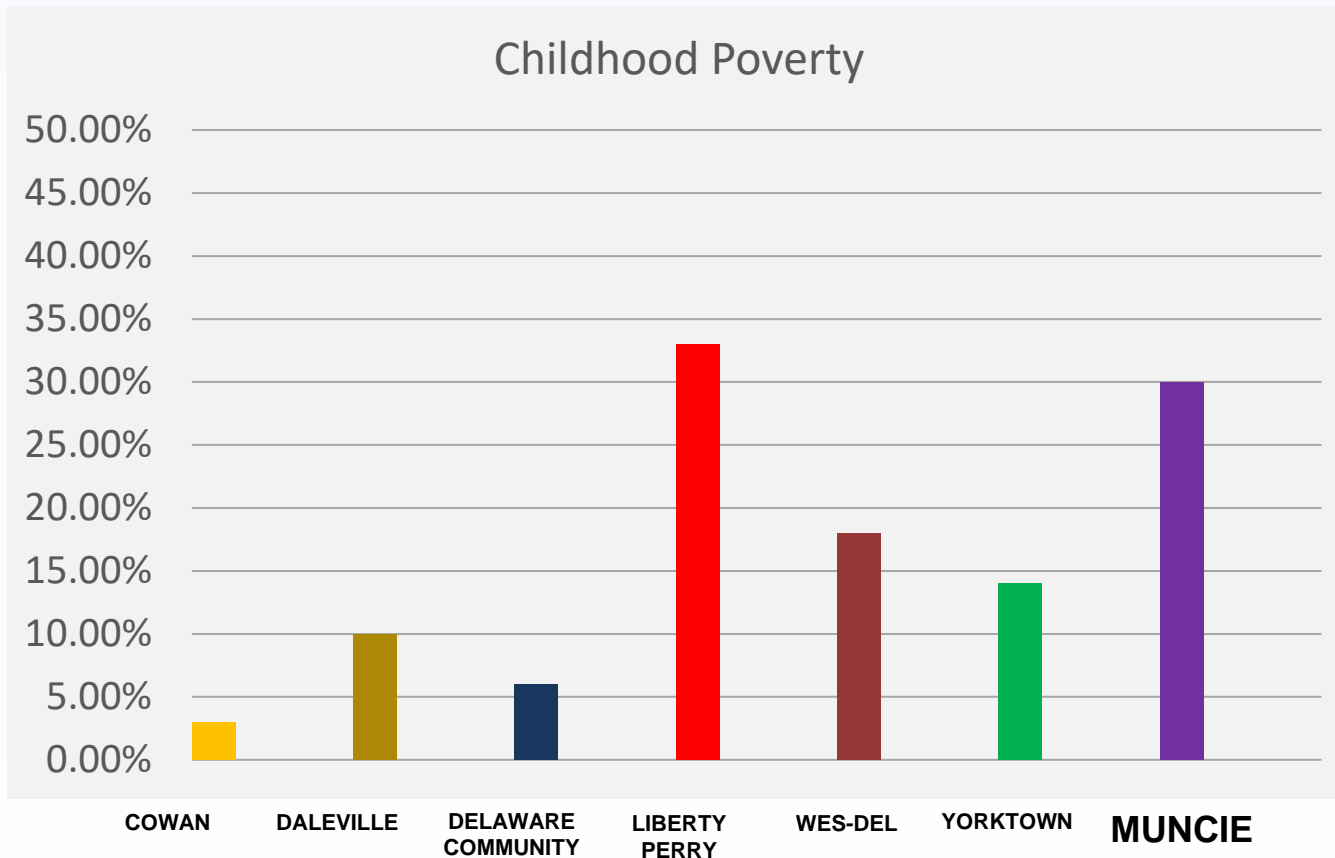
**89th**

of the 92 counties in  
Median Family  
Income

SOURCE: *Per capita income and median family income in 1959, for counties, by states.* US Census.

SOURCE: *Median Income in the Past 12 Months (In 2019 inflation-adjusted dollars), for Families, by County, Indiana.* American Community Survey 5-Year Estimates, US Census.

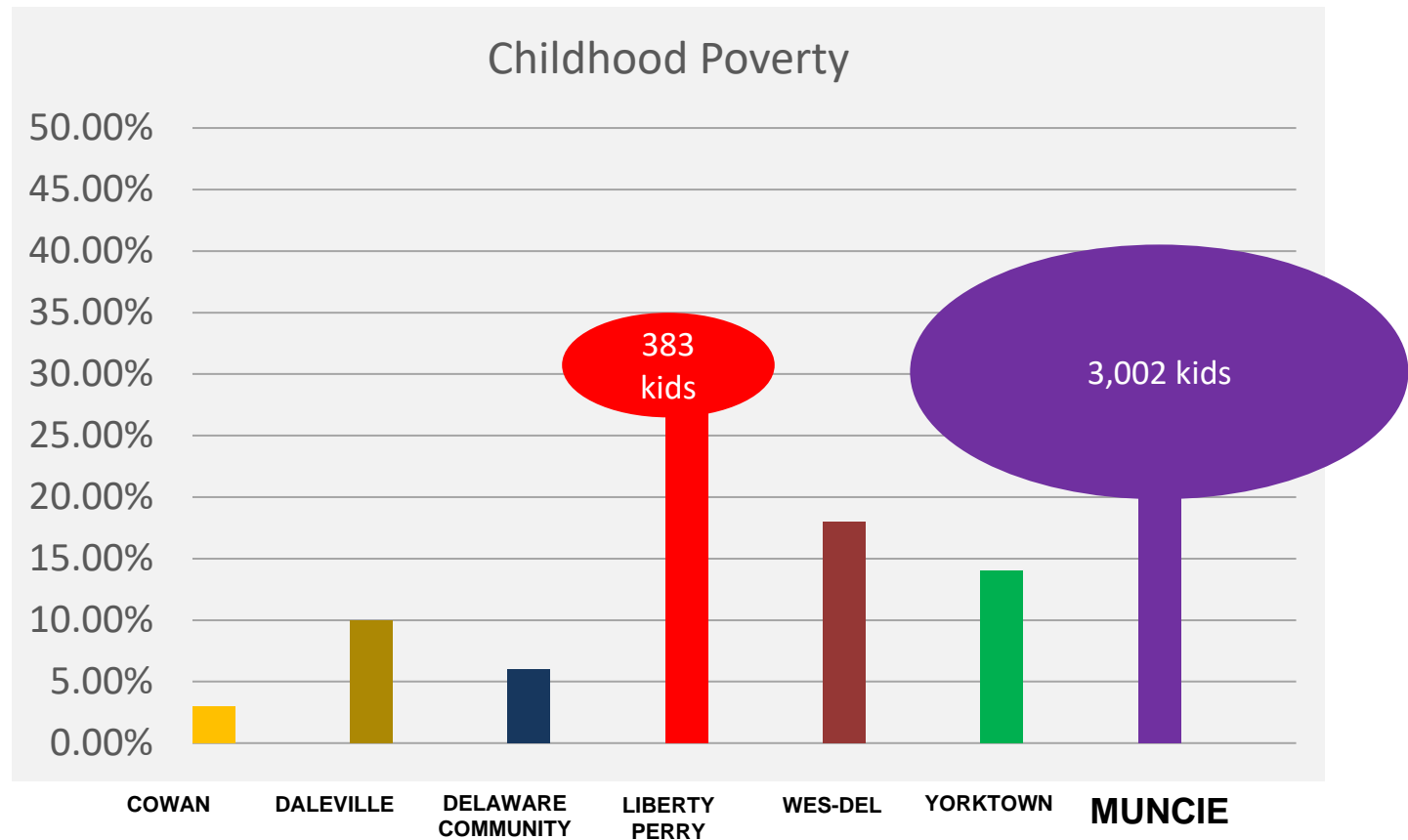
# *Where are children living in poverty?*



SOURCE: 2022 American Community Survey 5-Year Estimates. US Census. Table S1701.



# *Where are children living in poverty?*



SOURCE: 2022 American Community Survey 5-Year Estimates. US Census. Table S1701.



POP QUIZ

**90% of brain  
development  
happens by  
age \_\_\_\_?**

**90% of brain  
development  
happens by  
age 5?**

*SOURCE: Why Early Childhood Matters, Brain Development, First Things First, [firstthingsfirst.org](http://firstthingsfirst.org)*

**As of 2020, 60% of  
jobs require what  
level of educational  
attainment?**

**As of 2020, 60% of  
jobs require what  
level of educational  
attainment?**

**A high level  
certificate or above**

**What portion of the city of  
Muncie experiences, in  
higher than average volume,  
challenges such as poverty,  
low wages, high occurrence  
of single parenthood, and  
low educational attainment?**

**What portion of the city of  
Muncie experiences, in  
higher than average volume,  
challenges such as poverty,  
low wages, high occurrence  
of single parenthood, and  
low educational attainment?**

**$\frac{3}{4}$  or 75%**



**Of mothers giving  
birth in Delaware  
County, \_\_% are on  
Medicaid.**

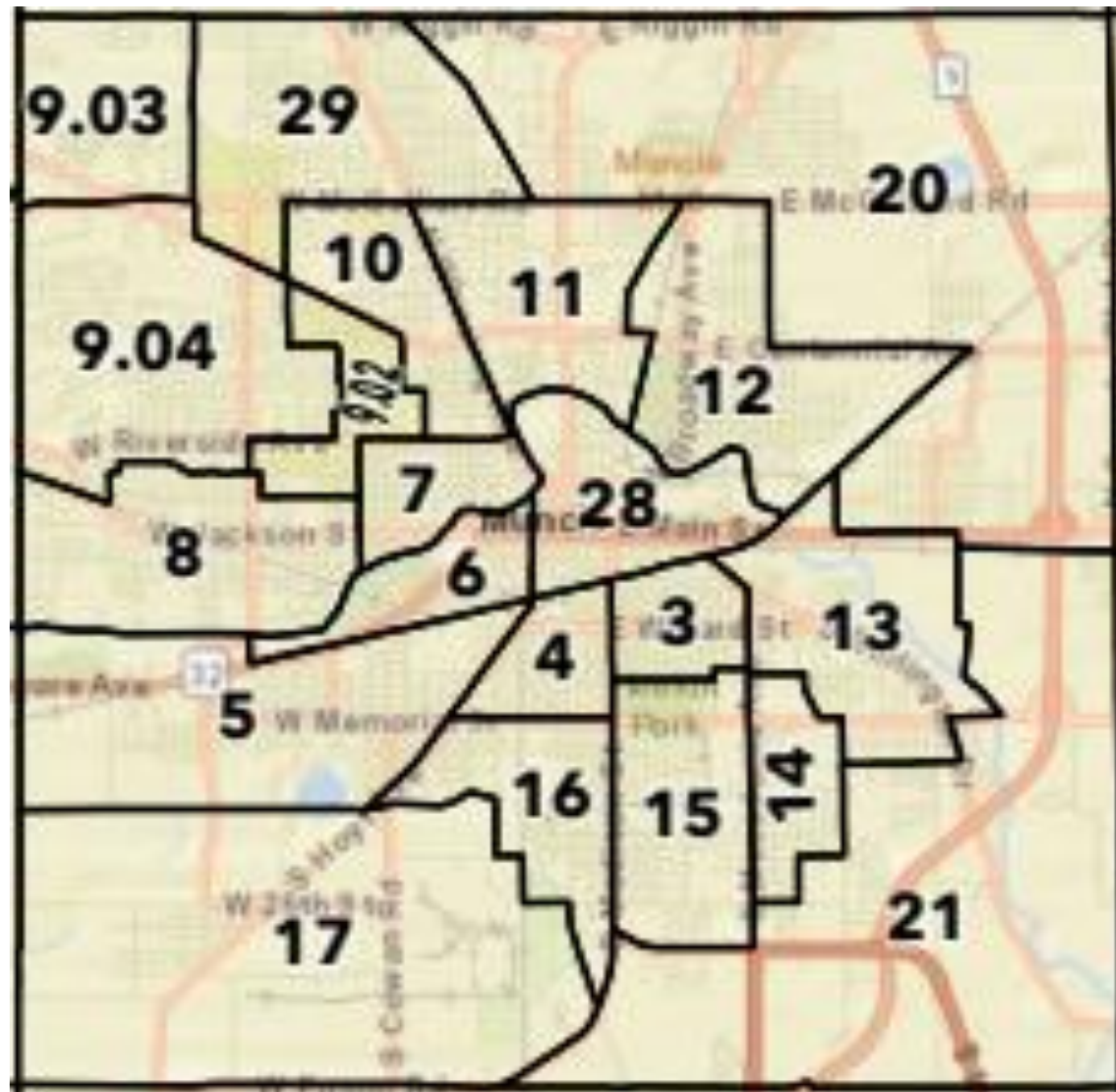
**Of mothers giving  
birth in Delaware  
County, 51% are on  
Medicaid.**

*SOURCE: Indiana State Department of Health, 2020. Division of Maternal and Child Health*

# COMMUNITY DATA

What is the current state of many  
community indicators across  
the City of Muncie?

# Muncie, IN Census Tract



SOURCE: Muncie, IN Census Tract;  
collected 2021.

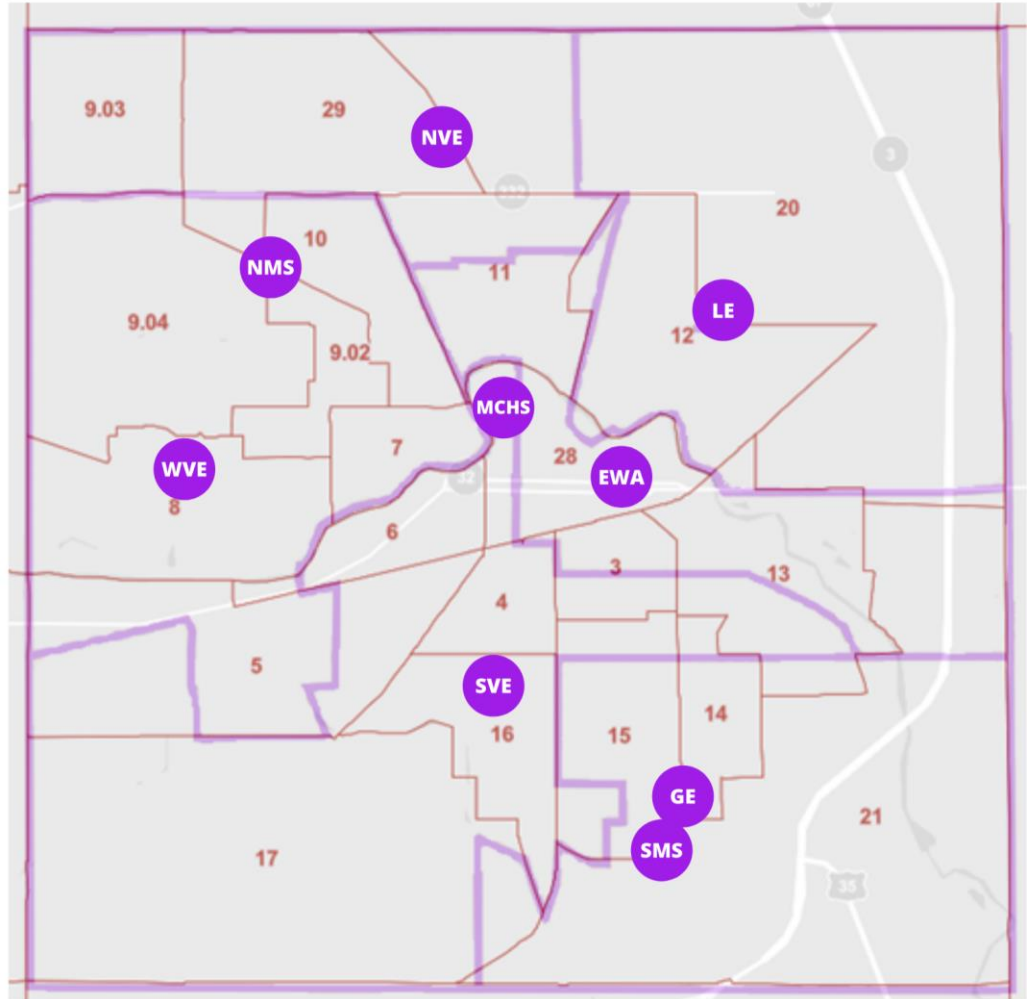
# COMMUNITY DATA

## Census Tracts & School Boundaries Overview

The map with **purple lines** shows the MCS elementary school boundaries.

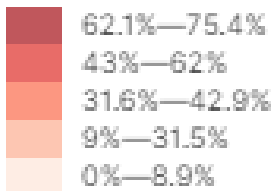
The map with the **red numbers and lines** is the Census Tract map for Muncie.

The **purple dots** represent each of the MCS school buildings.

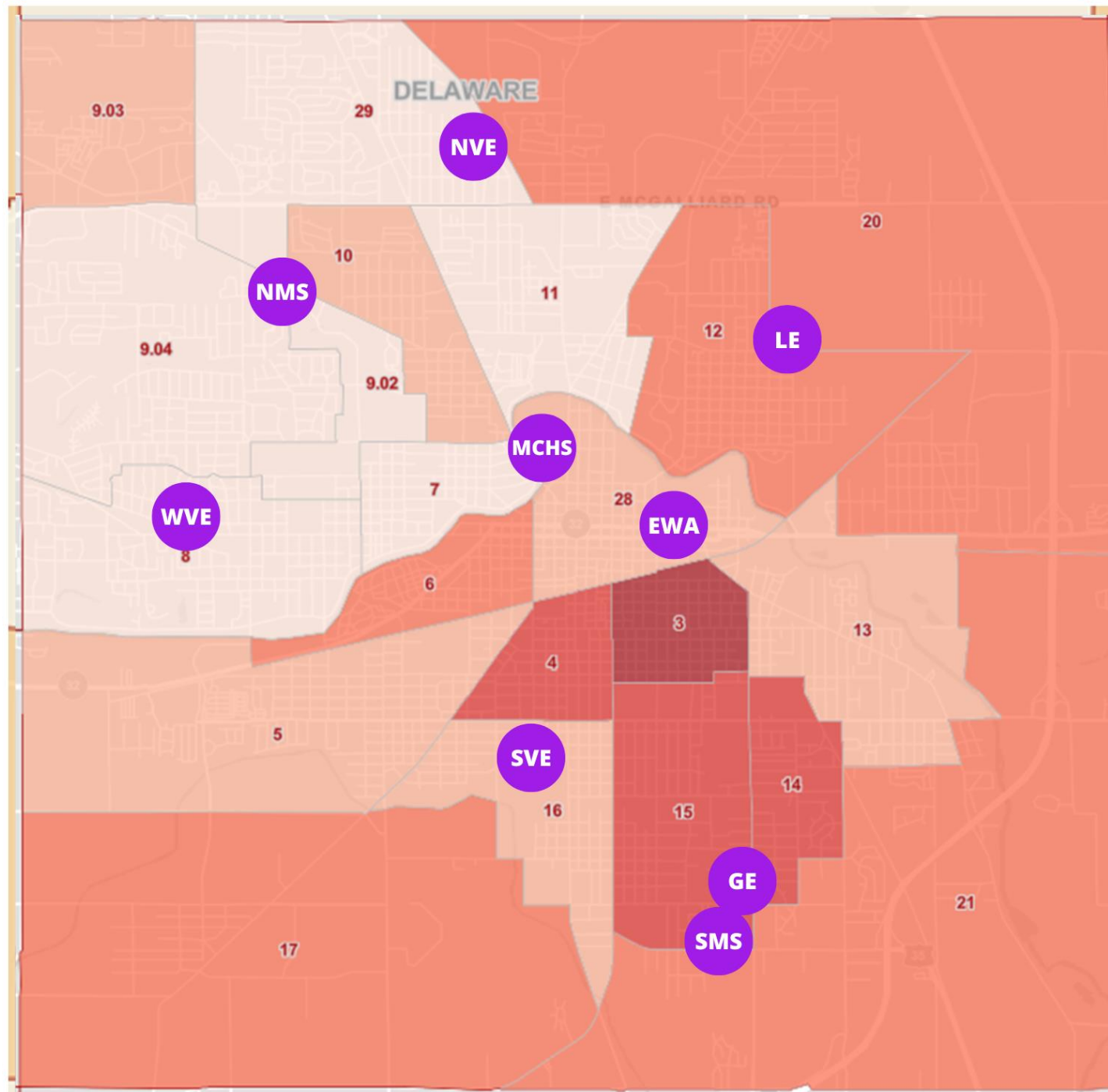


# Childhood Poverty

Percent below poverty level—Popula... in 2021

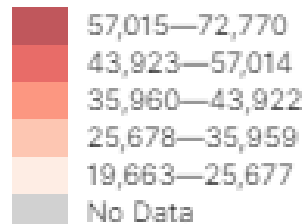


SOURCE: *Percent below poverty level, Population for whom poverty status is determined, Age, Under 18 years*; by Census tract. American Community Survey 5-Year Estimates, 2021.

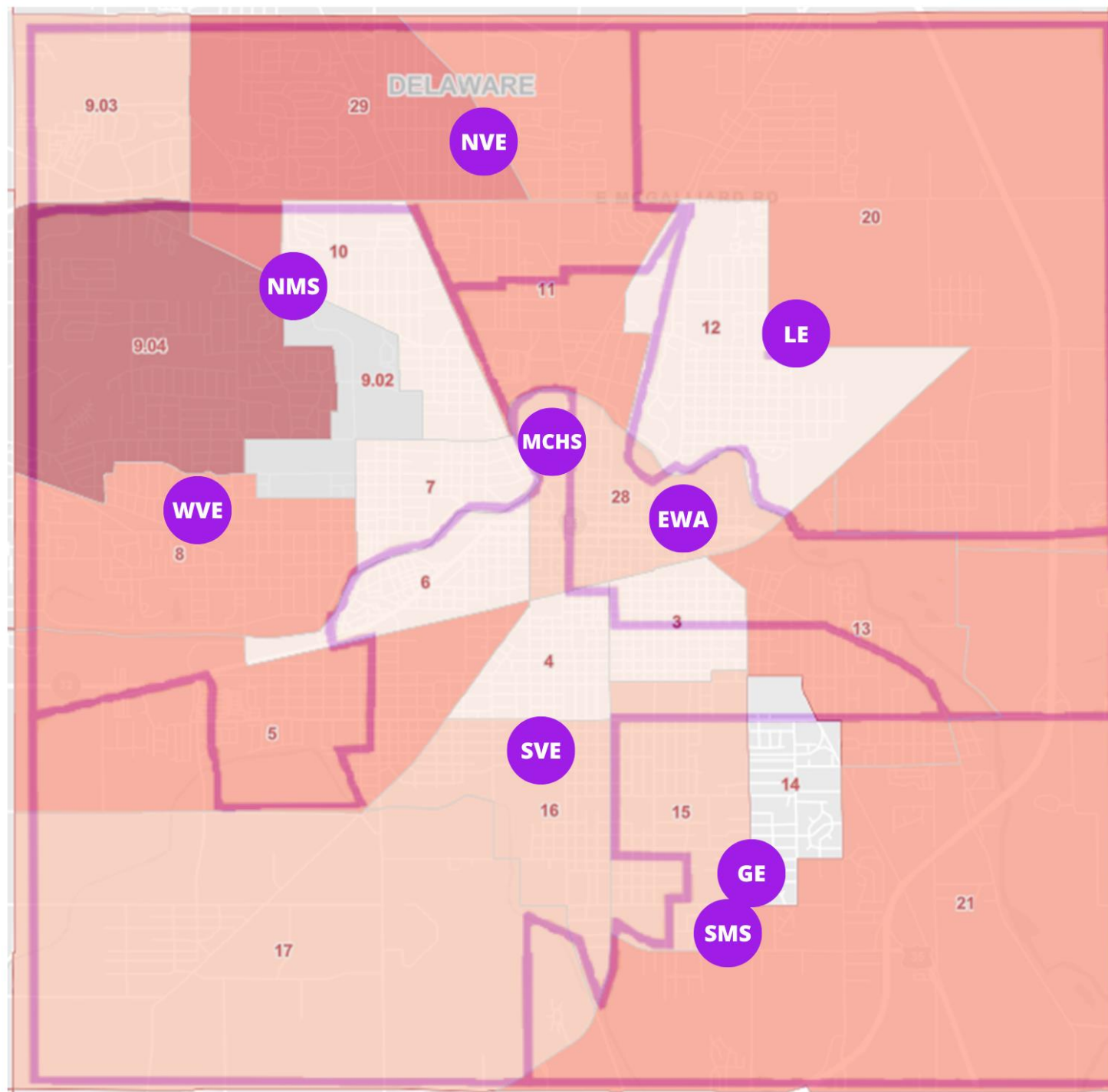


# Median Household Income

Median income  
(dollars)—HO... in 2021



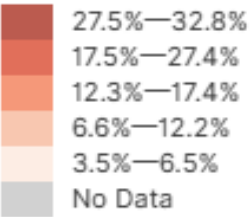
SOURCE: *Median income (dollars), Household Income by Race and Hispanic or Latino Origin of Householder, Households; by Census tract. American Community Survey 5-Year Estimates, 2021. Table S1903.*



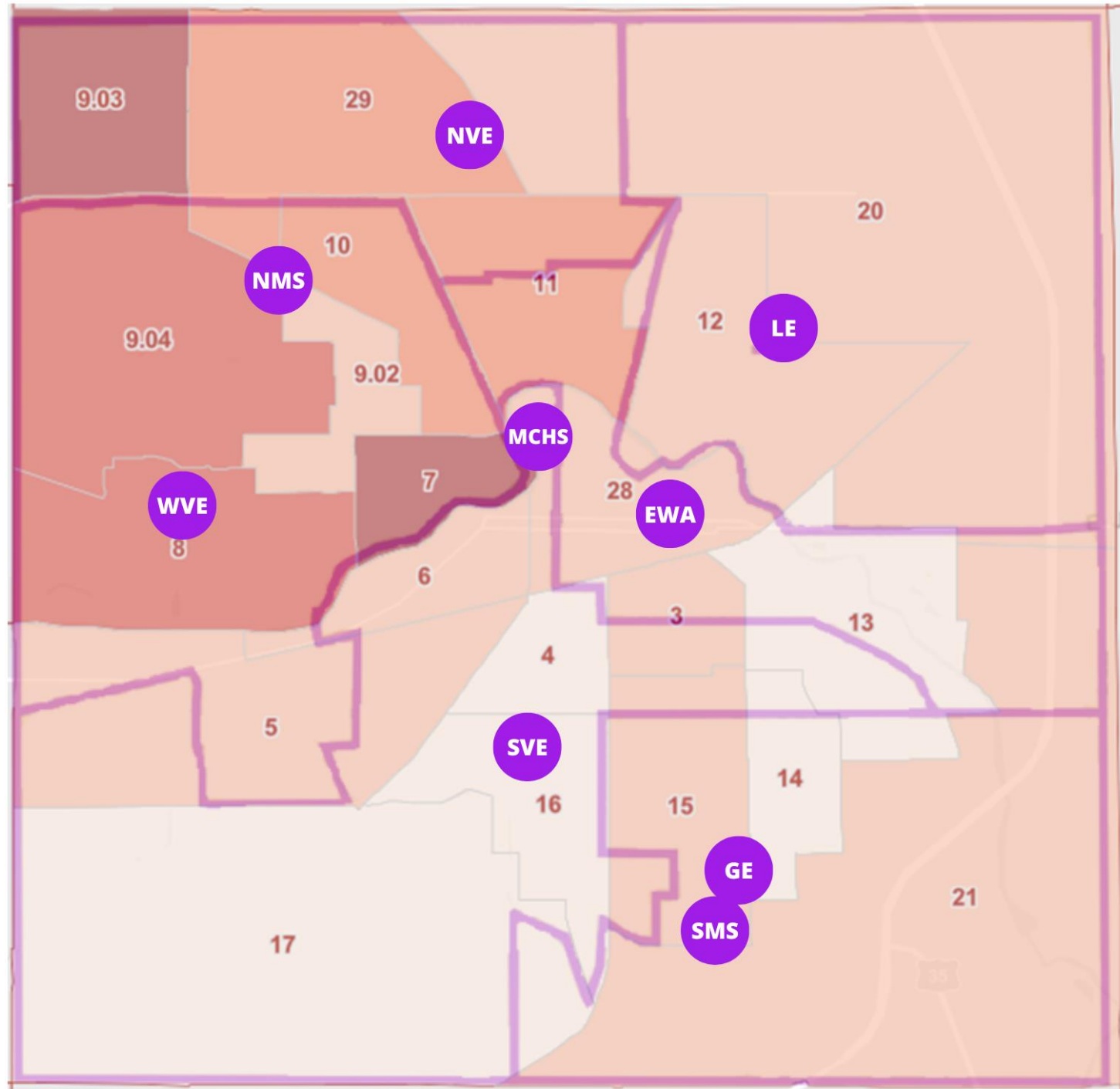


# Educational Attainment

Percent—AGE BY EDUCATIONA... in 2021



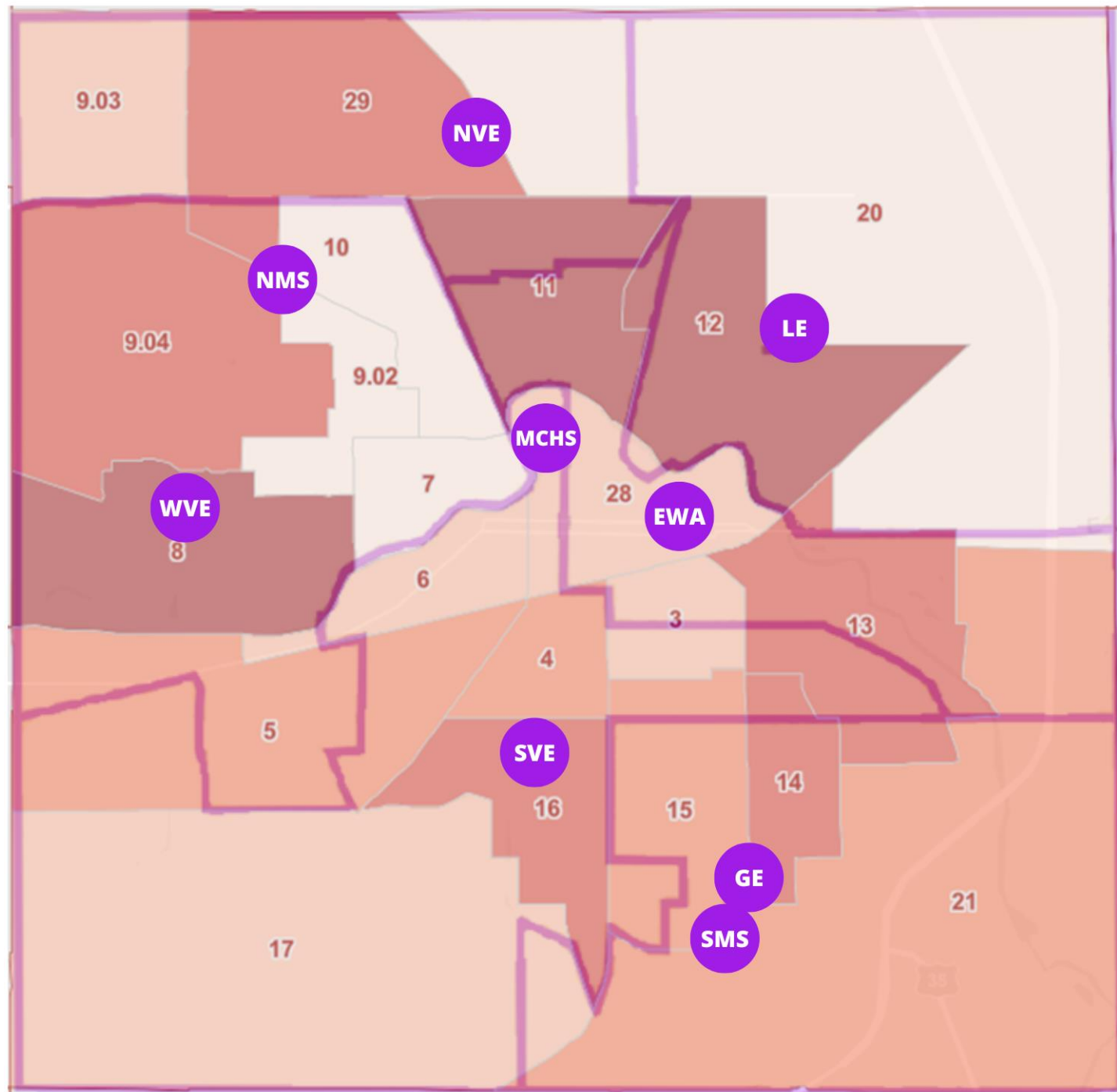
SOURCE: *Percent, Age by Educational Attainment, Population 25 years and over, Bachelor's degree or higher*; by Census tract. American Community Survey 5-Year Estimates, 2019.



# Single Parenthood

## HOUSEHOLDS BY TYPE —Total house... in 2021

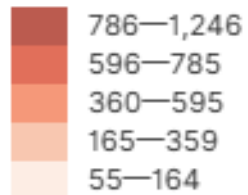
122—177  
83—121  
55—82  
25—54  
0—24



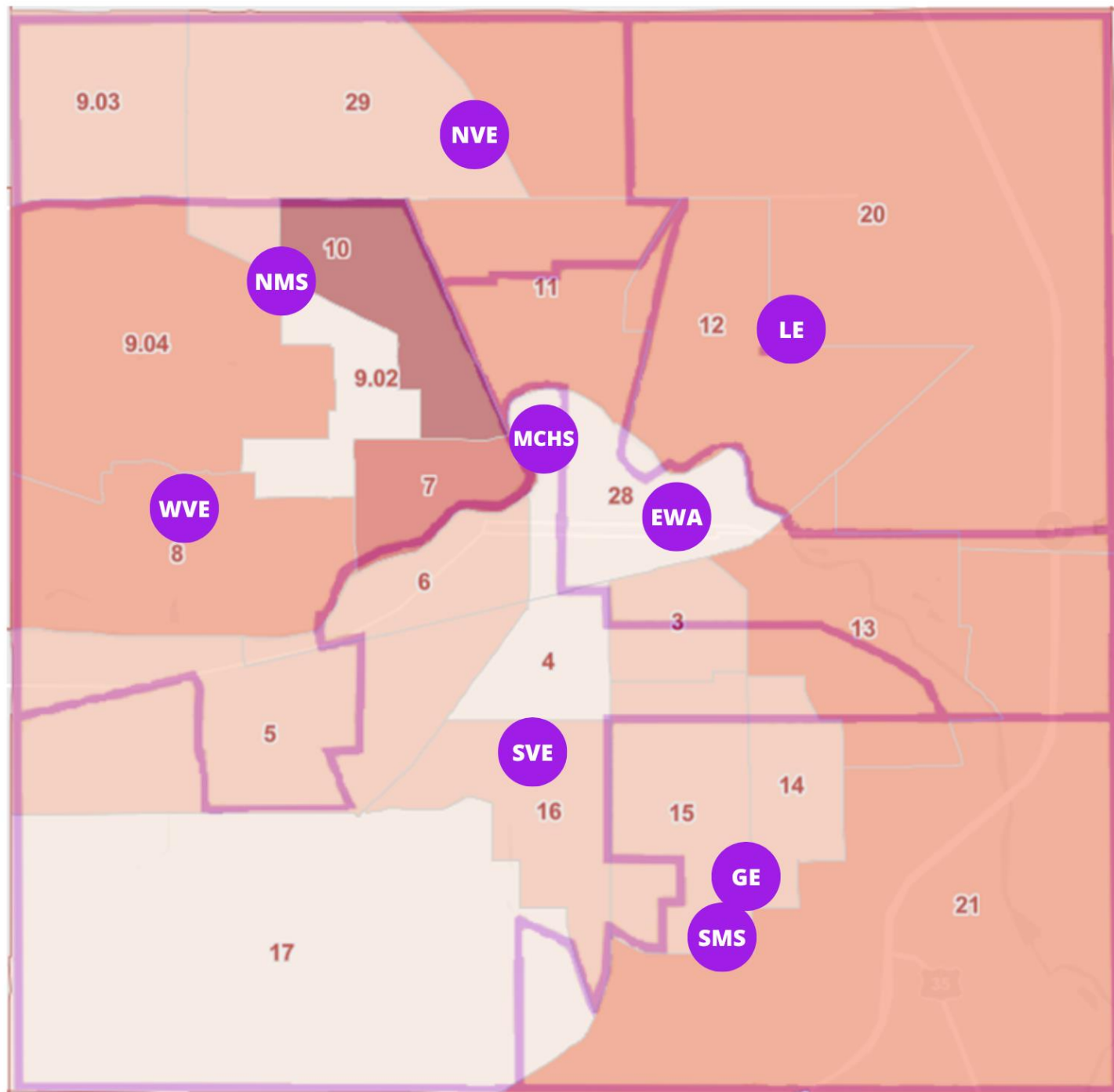
SOURCE: *Households by Type, Total households, Female householder no spouse/partner present, With own children of the householder under 18 years*; by Census tract. American Community Survey 5-Year Estimates, 2021. Table DP02.

# Renter Mobility

**Total:—Moved within same county:... in 2021**

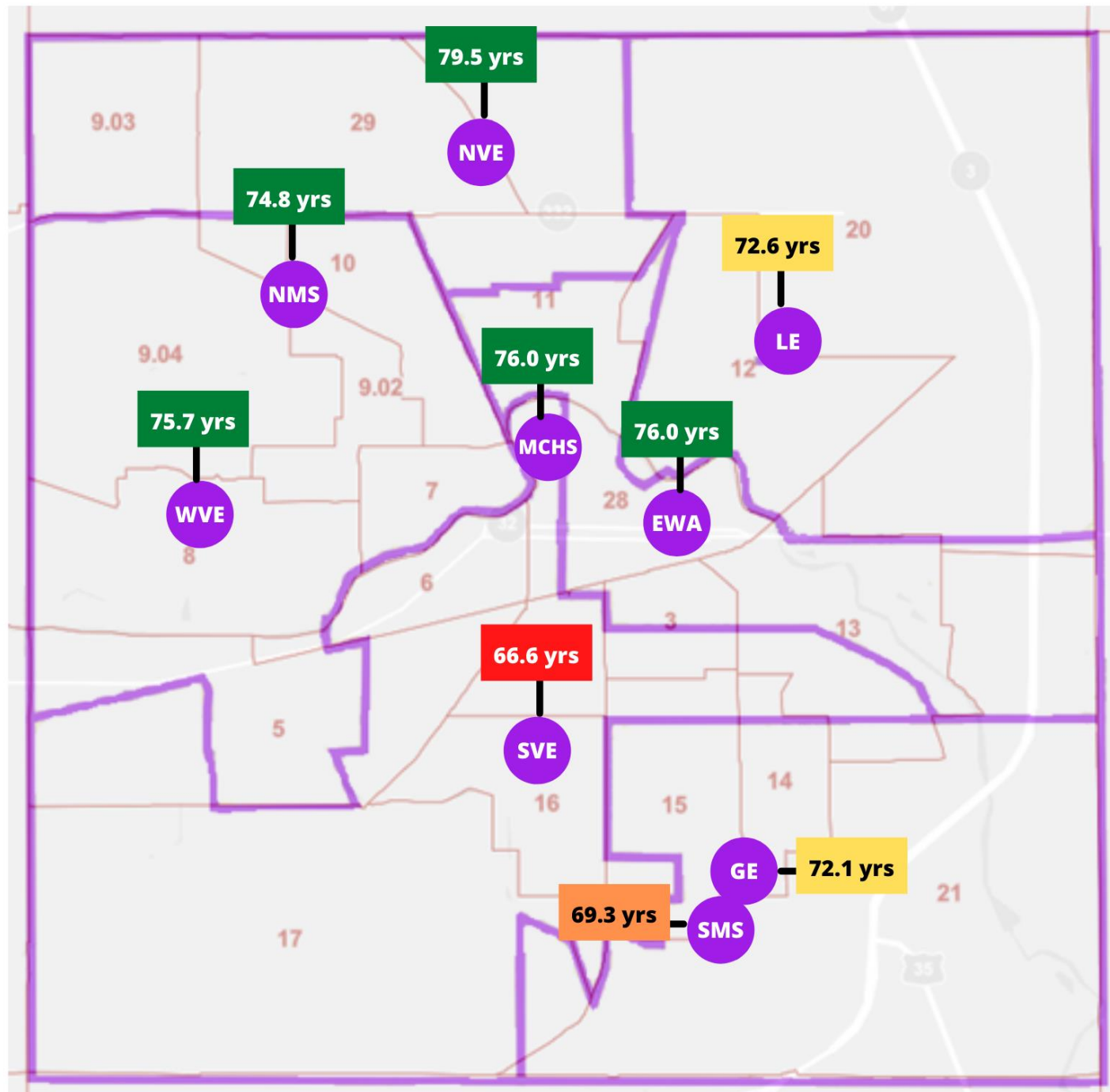


SOURCE: *Total, Moved within same county, Householder lived in renter-occupied housing units; by Census tract.* American Community Survey 5-Year Estimates, 2021. Table B07013.



**What is the  
#1 factor that  
predicts how long  
someone will live?**



# Life Expectancy



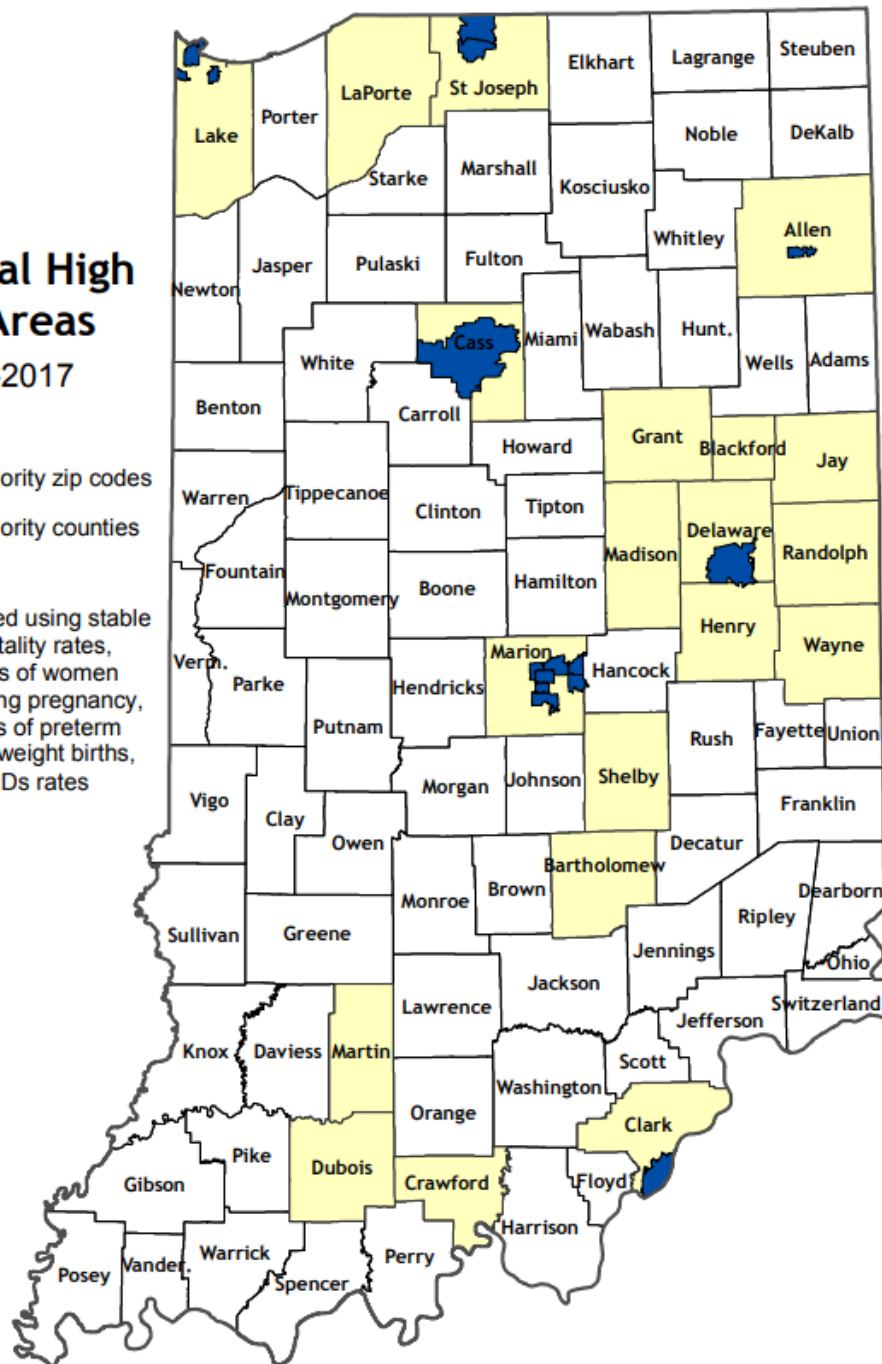
SOURCE: Robert Wood Johnson Foundation, Life Expectancy Calculator, by Census Tract; collected 2021.

## Perinatal High Risk Areas

2013-2017

-  high priority zip codes
-  high priority counties

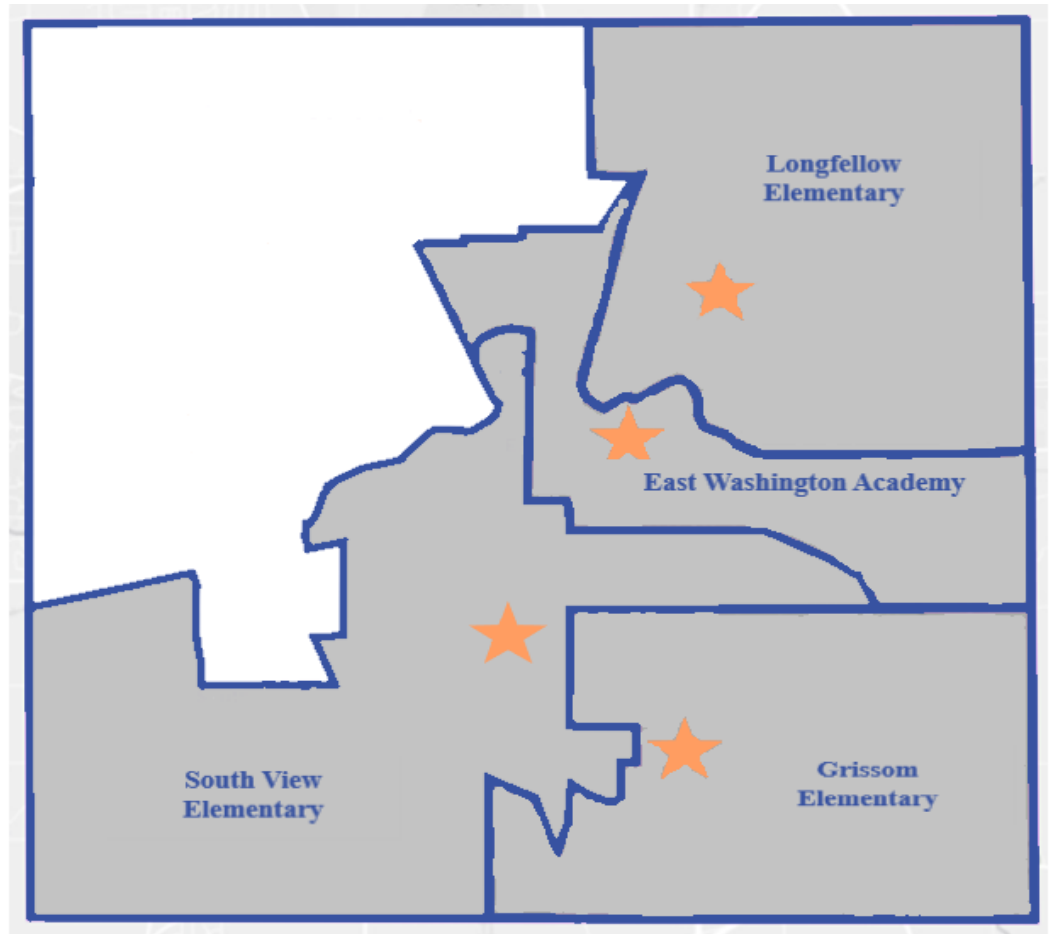
areas assessed using stable infant mortality rates, percentages of women smoking during pregnancy, percentages of preterm and low birthweight births, and SUIDs rates



**SOURCE: Indiana State  
Department of Health  
Maternal and Child Health  
Division**

How will we  
positively  
change the  
**Future** of  
Muncie?

Adding  
equitable and  
sufficient  
supports to the  
Promise  
Neighborhood



★ = Physical Location of Schools





**POVERTY**

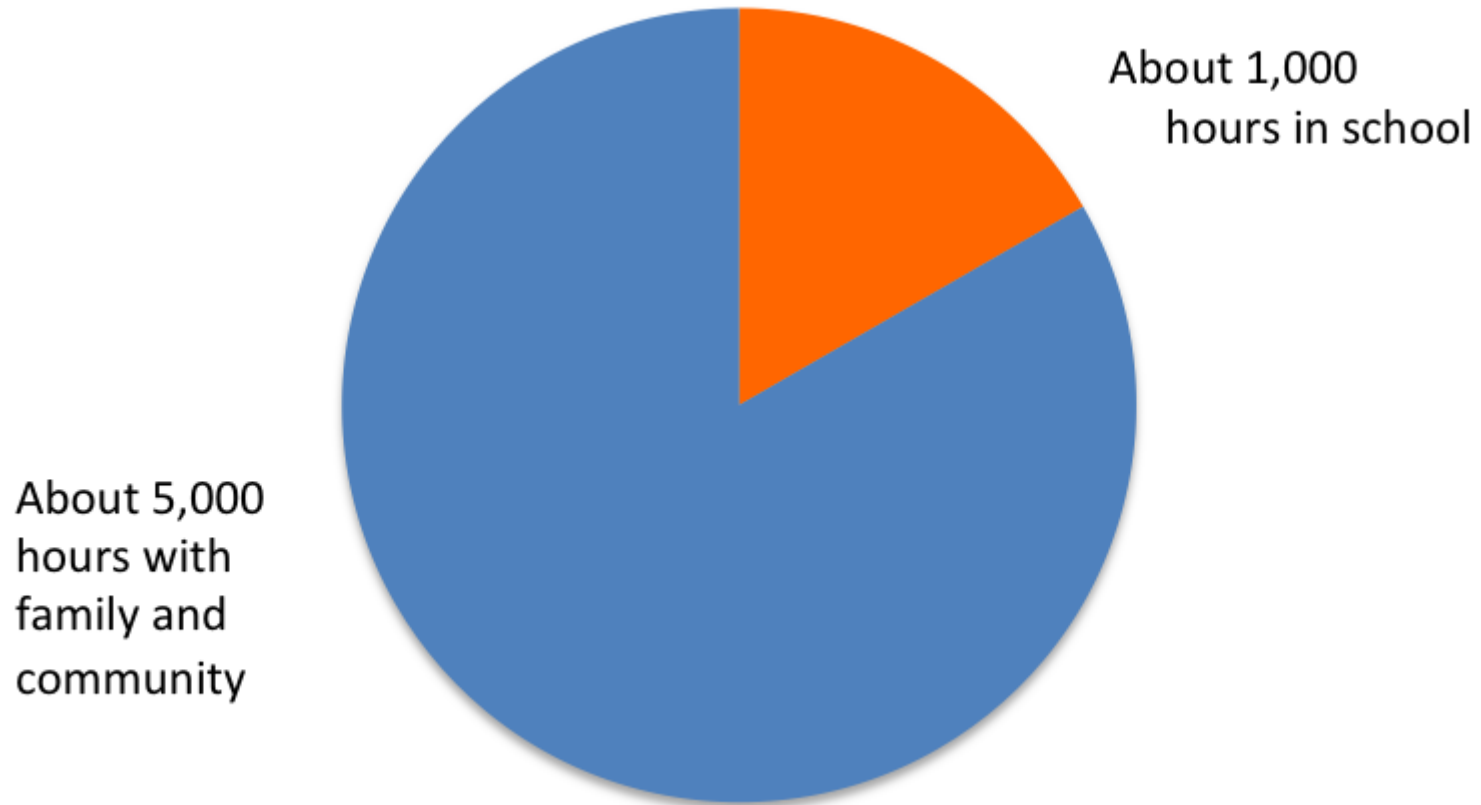


**EDUCATIONAL  
ATTAINMENT**



**COLLECTIVE  
IMPACT**

**A child is awake approximately 6,000 hours each year.**



***Schools Cannot Do It Alone***

# CRADLE TO CAREER MUNCIE



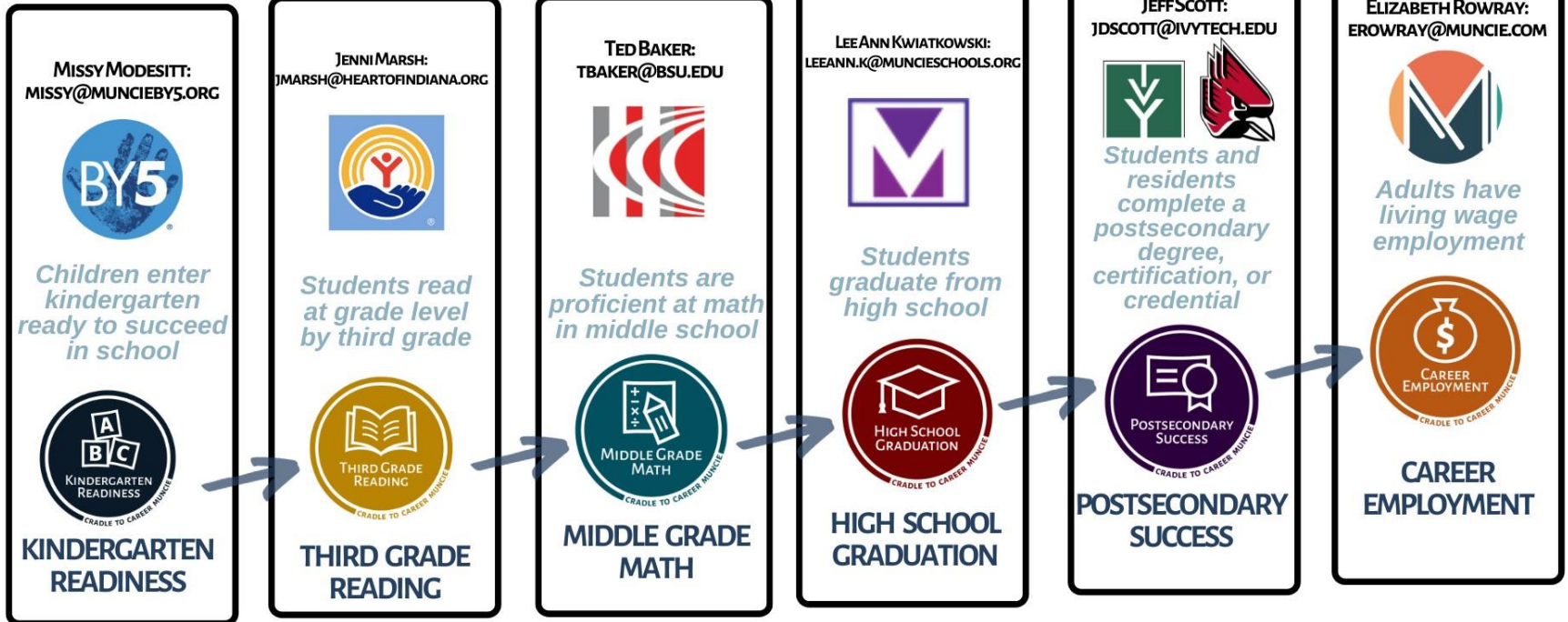
MCS INNOVATION AND STRATEGIC PLANS - CORE GUIDING DOCUMENTS



GEORGE AND FRANCES BALL FOUNDATION - BACKBONE ORGANIZATION



CRADLE TO CAREER LEADERSHIP TABLE



JENNY SMITHSON  
JENNY.SMITHSON@MUNCIESCHOOLS.ORG  
**SOCIAL EMOTIONAL LEARNING**

Students meet social emotional benchmarks in K-12



CHAD ZAUCHA:  
CZAUCHA@MUNCIEYMCA.ORG  
**FAMILY AND COMMUNITY ENGAGEMENT**

Families and community members support learning and build caring, trusting relationships with students as mentors and systems of support

EDUCATION, FAMILY, AND COMMUNITY SUPPORTS



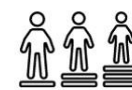
**WRAP AROUND SUPPORTS**  
Students live in safe and stable communities



**INTERNET AND DEVICES**  
Students and residents have access to and the ability to use 21st-century learning tools



**HEALTH**  
Students and residents are healthy



**EQUITY**  
Students and residents have equitable access to programs, services, and high quality education, and culturally responsive practices are utilized by all partners

# WE'RE ALL IN THIS TOGETHER

CRADLE TO CAREER  
Muncie



INNOVATION  
CONNECTOR



Greater Muncie  
Chamber of Commerce



BALL STATE  
UNIVERSITY



Muncie  
SANITARY DISTRICT



US Architects



BOYS & GIRLS CLUBS  
OF MUNCIE



U.S. ECONOMIC DEVELOPMENT ADMINISTRATION



Ball Memorial Hospital



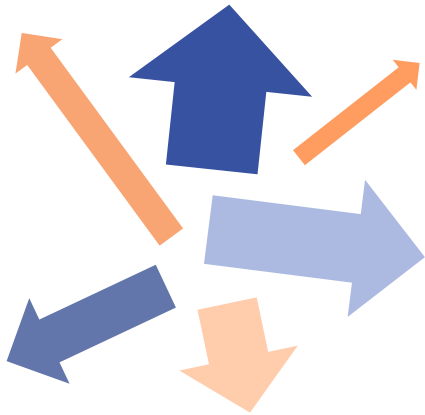
The Community Foundation  
OF MUNCIE & DELAWARE COUNTY



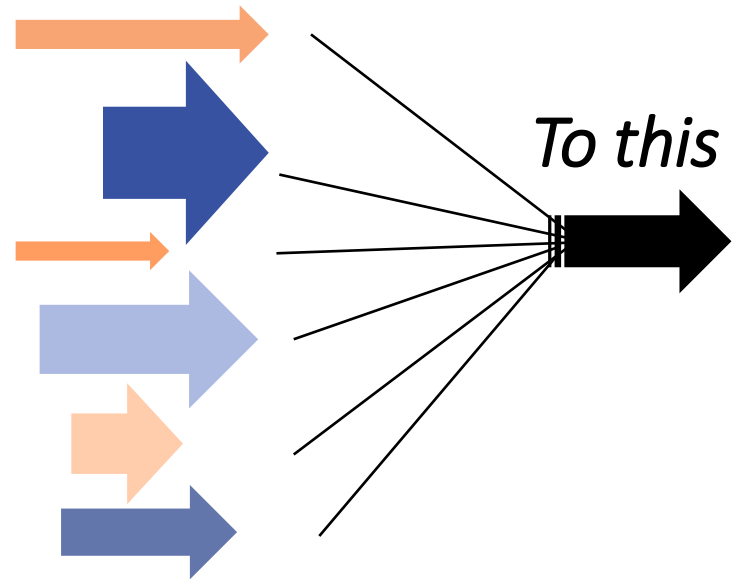
MUNCIE AREA  
CAREER CENTER  
Pursuing Learning Here



## *Using the model of collective impact*

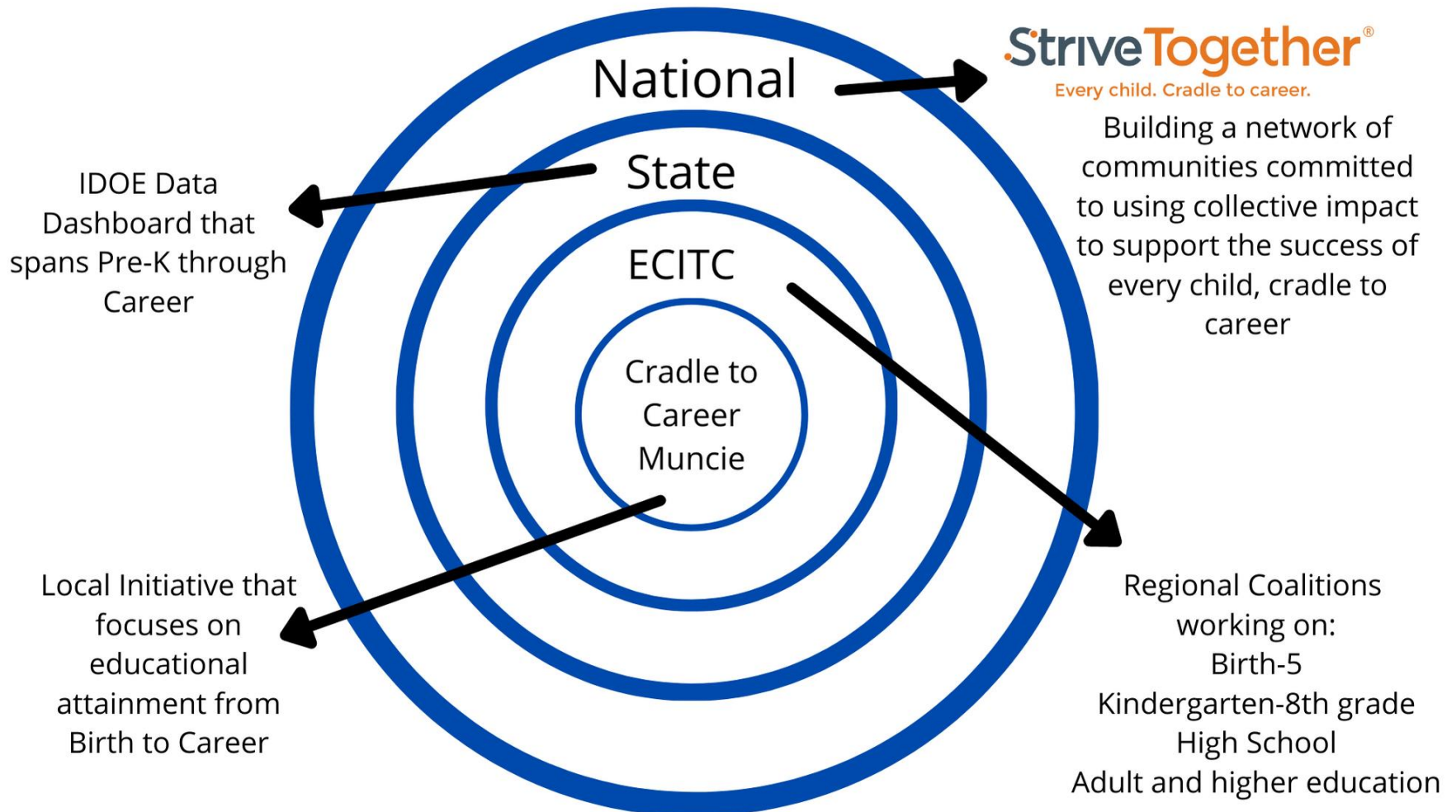


*We can move as a community from this*





# Cradle to Career Muncie



# Neighborhood to National



**Frank Scott**

**Whitely Community Council**

Experience at Harlem Children's  
Zone and the National Association  
for School and Community  
Engagement's Annual Summit



# Harlem Children's Zone





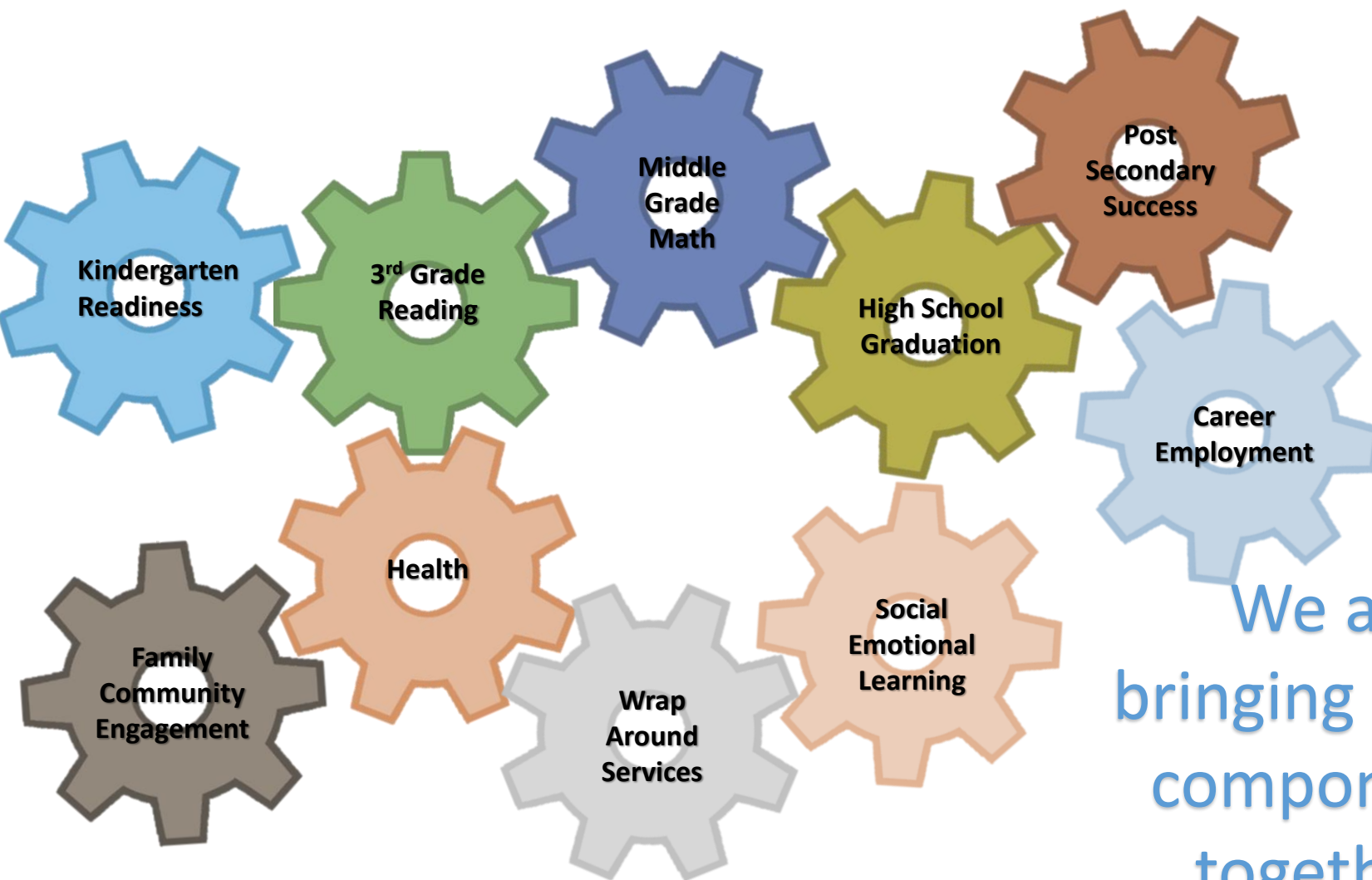
Same Message – Everyone knew and understood the Vision  
Mission and Goals and were committed

The passion and commitment of the teachers and staff, community  
and support agencies

The Preschool was an introduction to what they were entering, and the  
afterschool programs were an extension of what they were coming out of.  
They were all connected and seamless in the exchange.

Engagement, Partnership, Support and Communication to and from the  
community was intentional and essential

Support – Student Advocates, Community Advocates,  
Counselors, Data Analysis...



We are  
bringing all the  
components  
together!



## Equitable Family Engagement Includes:

- ▶ A relationship with a trusted staff person or teacher who is approachable, friendly, receptive to concerns, and a champion for the student and family.
- ▶ Perceptions that families are welcome and valued at the school.
- ▶ Receptivity, transparency, empathy, and flexibility from school staff regarding communication and collaborative efforts to support learning and success.

(Day, 2013; Ferguson, 2005; LaRocque, 2013)

Don't Be Afraid to Think Outside the Box!!



## New Family Engagement Core Competencies

- ▶ #5 – Co-construct learning opportunities with families

## The Dual Capacity-Building Framework for Family-School Partnerships (Version 2)



### RELATIONSHIPS

with teachers built on trust, ongoing communications, and shared power.



### EXPERIENCES

where educators challenge their own biases and promote racial equity.



### ACADEMIC PARTNERSHIPS

that include students' performance and social-emotional development.



### LEADERSHIP

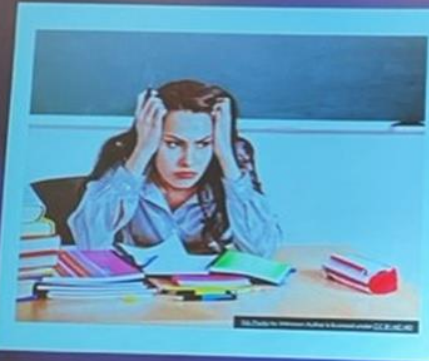
in schools, school systems, and communities who create the conditions for meaningful engagement.

## REFLECT



**2. Embrace Equity Throughout Family Engagement**  
a. Look inward to develop cultural humility, cognitive flexibility, and perspective-taking skills to practice anti-bias and equitable family and community engagement.

b. Reflect on how history and social context influence family engagement systems and practices.



Teacher Retention, Legislation, NC Parent's Bill of Rights, Negative school perceptions

# Community Engagement Training

Administrators



Teachers / Staff



City / Government



? Grandparents ? Mothers ? Community  
? Fathers ? Leaders

Community  
Volunteers



Who has a voice at tables where:  
decisions are made, policies are  
created, culture/environment is  
established?

What would it look like if our  
families were seen as assets to our  
school's desired outcomes?



How do we  
discover our  
parents' skills and  
capitalize on the  
experiences and  
expertise that they  
have?

How do we make sure  
families and Community  
members have a seat at  
the table?



Longfellow Elementary  
School



Precious Hearts  
Development Center



Hutifer Childcare  
Center



Buley/Boys & Girls  
Club



Motivate Our Minds



Connection  
Corner





# Activity

**On a sticky note...write down one word that describes how you are *feeling* right now.**

**On separate, individual sticky notes...write down activities happening or resources available in your neighborhood that support education.**

# Next Steps



**Launching May 2024!**

A comprehensive resource for families.

---

**Please Complete the Handout:**

**If you are interested in getting involved in Cradle to Career Muncie, please fill out the form and let us know what interests you the most!**

**CRADLE TO CAREER MUNCIE TAKES *EVERYONE*  
WORKING TOGETHER BECAUSE...**



**WHILE OUR CHILDREN ARE ONLY 18% OF OUR  
POPULATION, THEY ARE *100% OF OUR FUTURE.***



Each one of us can make a  
difference. Together we  
make **change.**

*Barbara Mikulski*

# Questions – Comments?

***REACH OUT ANYTIME!***

**CRADLE TO CAREER**  
Muncie



**[kzimmerman@gfballdn.org](mailto:kzimmerman@gfballdn.org)**

**[kharrington@gfballdn.org](mailto:kharrington@gfballdn.org)**

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