

TRANSFORMING LIVES FROM CRADLE TO CAREER

Our cross-sector collective impact is creating region-wide economic and educational success in the North State.



Economics and education are intertwined.
We believe the problems in both can
be solved when the community comes
together.

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NORTH STATE TOGETHER

A HUB FOR COLLECTIVE IMPACT

We're on a mission to improve the economic and educational outcomes for students in far northern California.

North State Together is the centerpiece of our region's collective impact network. We are the hub linking five county networks to each other. Through these strategic partnerships, we help our region transform systems and expand access so that all students have equitable opportunities.

North State Together operates outside the traditional education system with an approach referred to as a cross-sector collective impact. By recruiting diverse organizations and collectively focusing their energy, resources, and expertise, we can eliminate significant systemic problems that hinder our students' success. Our vision is a future where every North State resident is supported from birth to a successful career.

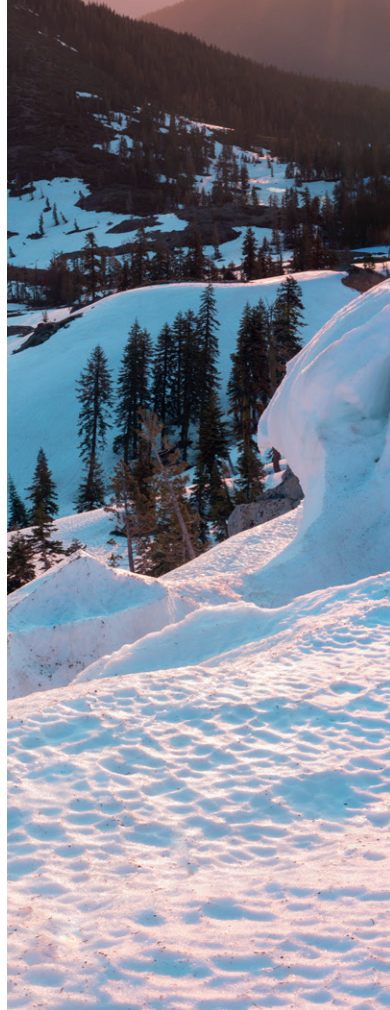
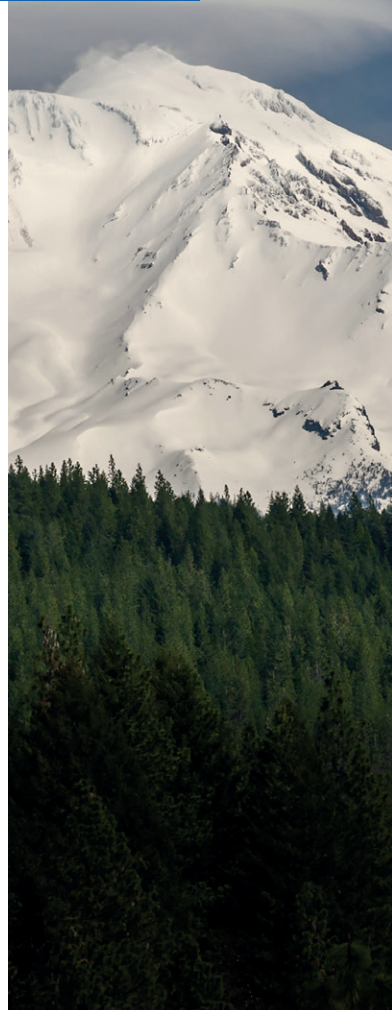
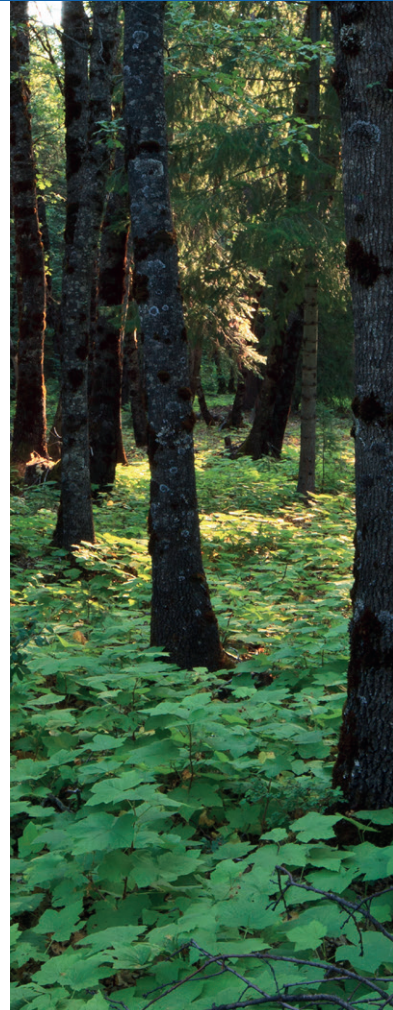
Our methodology follows two fundamental tracks:

- 1 Promoting communication and cooperation across communities**

Without intentional and sustained effort, our communities become siloed. An organization's influence in isolation is minimal compared to the power that can be harnessed through collective impact. Our team disrupts community silos by connecting local leaders from education, business, philanthropic, nonprofit, civic, and faith and channeling their efforts toward a shared vision.
- 2 Performing the "backbone" support role for our cradle-to-career county networks**

North State Together supports five cradle-to-career county networks. In turn, each network supports their local community and organizations. Keeping everyone united toward a common goal requires leadership and region-wide planning. North State Together provides both. As the collective impact "backbone," we balance the roles of leadership and administration. We provide a vision for the networks to follow while encouraging and celebrating their individual successes.

A region dotted with rural communities





Covering 5 counties in northern California

Far northern California is known for diverse and beautiful landscapes. Our five-county region covers 12.56% of the state's geography and nearly 20% of the region is living in poverty. Apart from one small city, our region is dotted with rural communities making collective impact essential to our success.



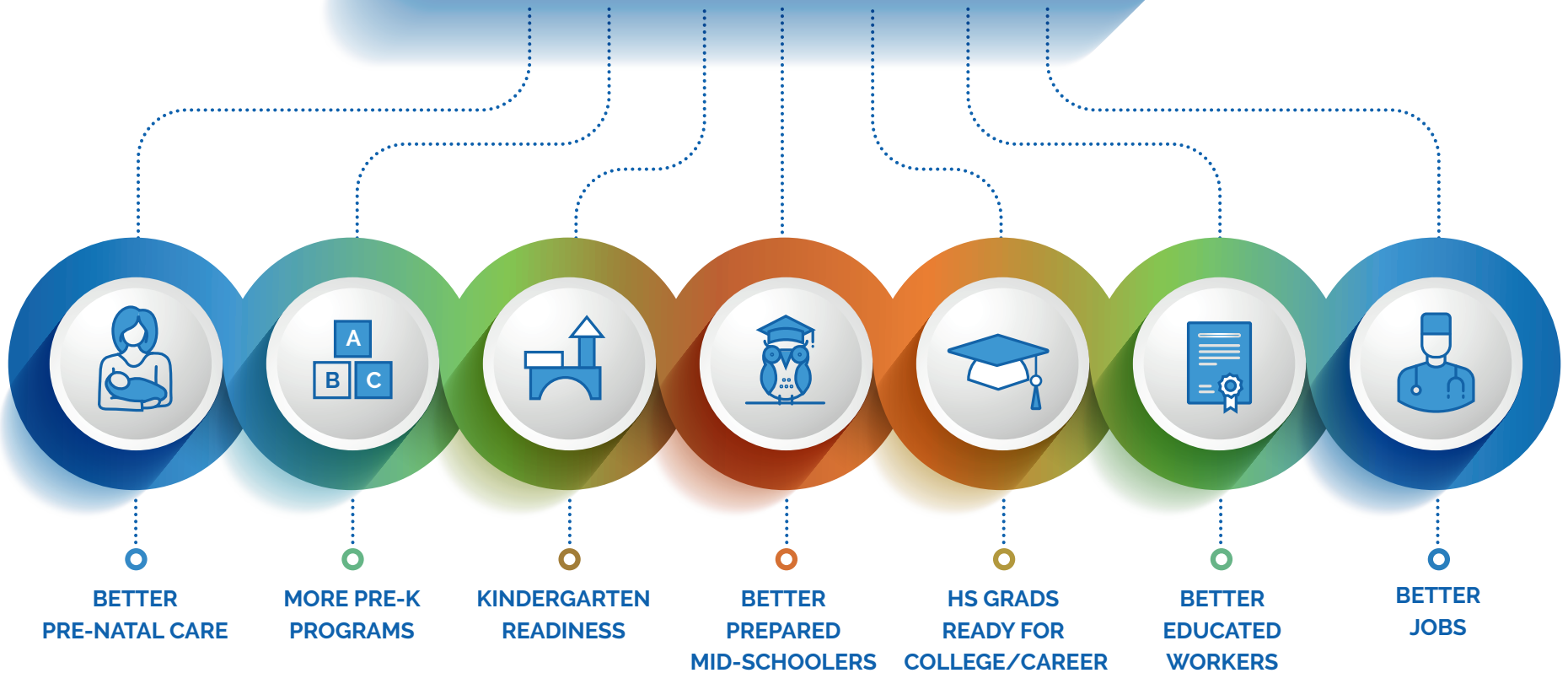
These five counties cover 20,000 square miles — the same amount of land as New Jersey, Hawaii, Connecticut, Delaware, and Rhode Island combined.

COLLECTIVE IMPACT DEFINED

"Collective impact" is a form of collaboration. It's defined by the intentional and cooperative approach to solving complex social problems. Collective impact can occur when: there's a common understanding of the problem, a shared vision to solve it, a standard system for measuring progress, activities that maximize results, the encouragement of continuous communication, and an administration team (the "backbone") that is dedicated to orchestrating the work of the entire group.



COLLECTIVE IMPACT PROVIDES



We're proud of the collective impact happening under the North State Together framework. Our partners understand that transforming children into educated, independent adults is the job of the entire region, and we're all working together to reach this goal.

OUR ROLE AS THE COLLECTIVE IMPACT “BACKBONE”

1. We provide the regional vision and strategy for all of our participants
2. We arrange activities that create peer-to-peer learning opportunities
3. We establish and monitor shared measurements
4. We cultivate community engagement and program ownership
5. We manage and mobilize the key resources for financial, analytical, and developmental success
6. We advance policy at the local, state, and federal levels



As the backbone, our most important role is to support our cradle-to-career county networks.

THE IMPORTANCE OF COLLECTIVE IMPACT

MAKING A DIFFERENCE



Data is important, but data alone cannot lead to change. In 2021 California Governor Gavin Newsom signed bill AB 516 into law. This bill ensures that Native students across California are given excused absences for attending cultural events and ceremonies. The impetus of the bill can be traced back to Shasta County when data surfaced that revealed an alarming trend of chronic school absenteeism among Native students. Much higher than the state average.

To understand why Native students were missing school, members of the Shasta County Office of Education (SCOE) partnered with Native education leaders to form the Shasta County American Indian Advisory. This new group developed a survey and met with Native families to listen and document personal stories that could shed light on the data. Over two hundred Native families responded. Their feedback provided several reasons for high absentee rates, notably attendance at multi-day Native ceremonies.

The knowledge that Native students were absent from school because they were attending cultural events was eye opening to school administrators and led the Shasta County American Indian Advisory to petition the state government to change education policy. It worked and AB 516 is now law! Data is a powerful tool to understand the cradle-to-career journey, but it can only tell part of the story. Data can lead to progress when it is understood within the context of our community member's lives. This is how collective impact brings about lasting change.

WHAT DRIVES US



Our Vision:

A thriving North State built on the educational success of every child from cradle to career.



Our Mission:

To increase community vitality by increasing educational access and success in the North State through local solutions within a regional support framework.



Our Values:

- Community Driven: We believe in the power of local solutions within a regional support framework.
- Data Driven: We use data to make decisions.
- Equity Driven: We seek to align community resources, strategies, and interventions to ensure equity of opportunity for ALL.
- Relationship Driven: We build strong relationships between cross-sector partners and community members built on trust.



A LETTER FROM OUR CEO

North State Together is transforming the North State from Cradle to Career. We unite our communities by supporting five county networks that are designed to improve educational success for EVERY child and EVERY student of EVERY age in the North State. Using proactive problem-solving strategies, we are ultimately impacting the overall economic and community health in the North State.

North State Together and its five partner networks in Tehama, Shasta, Trinity, Modoc and Siskiyou counties are achieving what none can do alone working in the framework of collective impact. We bring together local leaders from education, business, philanthropic, nonprofit, civic and faith communities to drive the vision of a thriving North State built on the educational success of every student.

North State Together provides data and research, networking opportunities, direct funding and resources for the five county networks: Expect More Tehama, Reach Higher Shasta, Trinity Together Cradle to Career Partnership, Advancing Modoc Youth and Cradle to Careers for Siskiyou. Additionally, North State Together operates as “backbone support” by facilitating connections with people throughout our region to align efforts to advance positive outcomes in our various systems.

We know that transformation is achievable as evidenced by the advancements we have seen thus far. Working together, North State Together and the five county networks are creating a better future, where residents are supported from birth all the way through their education into a successful career.

We thank you all for your passion and dedication as we grow a thriving North State.

Dr. Kevin O'Rorke
CEO, North State Together

A handwritten signature in black ink that reads "Kevin O'Rorke". The signature is stylized and written in a cursive-like font.

OUR HISTORY

From idea to action

North State Together was established in 2016 with a grant from The McConnell Foundation. However, the ideas our organization supports can be traced back to Tehama County in 2009 and Shasta County in 2012.



2009 Tehama County – In the fall, a small group of parents, educators, and civic leaders started holding meetings. Their goal was to identify local, untapped resources that could benefit their county’s education system. It wasn’t long before the meetings led to poignant questions. The group asked, “why aren’t more of our high school graduates going to college?” “How many graduates want to attend college but can’t?” “What are they doing instead?” Over time a theme began to surface, and they learned that the graduates pursuing higher education were often motivated by the expectations of their family and friends. In the same way, graduates without expectations often didn’t continue onto college. For many, community college wasn’t even discussed as an option.

The group learned two things. First, most students will rise to the expectations set for them, and second, the expectations were set too low for too many students across the county. To respond, the group founded Expect More Tehama with a goal to encourage the community to aim higher. Their challenge was and still is complex. Aiming higher isn’t just about grades or classes – it’s also about poverty, access, safety, capacity, caring adults, community wellness, and so much more. Expect More Tehama realized that there was an incredible weight placed on their education system. A system asked to fulfill a multitude of roles without the needed resources. Today, Expect More Tehama pinpoints ways for the community to support local education. They convene people, foster relationships, and invest in programs, resources, and information county-wide.

2012 Shasta County – Working as a community college student service administrator, Dr. Kevin O’Rorke calculated that 60% of his college’s service programs existed to solve problems instead of prevent them. Kevin believed in the mission of the community college, and he knew everyone was doing their best, but he also knew that community college resources were stretched thin and weren’t reaching the people with the greatest needs. The expectations placed on the two county colleges were overwhelming at best. He wondered, “is this sustainable, can we change our approach, be proactive, and protect vulnerable people before problems occur?”

Kevin planned to go “upstream” and figure out why so many students were “falling in the river” before they got to college. He and other education leaders began hosting community gatherings with impressive turnouts! Educators from all levels, parents, business owners, faith leaders, law enforcement, and more were showing up. At the same time, the Shasta Public Health Department was investigating why the mortality rate in the area was one of the worst in the state. Educational attainment was identified as highly correlated with this significant challenge. As Kevin and his colleagues gained more traction they were able to share resources and join forces with the health department. As this new group of allies invited more community members to weigh in, the idea for a Shasta County cradle-to-career network began to take shape. In 2013 Reach Higher Shasta was created. The organization focuses on building a comprehensive, holistic support system to give ‘Every Student, Every Option.’ A motto and belief that no child in Shasta County should be left behind.





2016 Through Today - As the success of Expect More Tehama and Reach Higher Shasta grew, they inspired an ambitious dream. Perhaps the framework for those organizations could be replicated and reproduced across other North State counties. And a regional support system could be established to connect and guide all the county networks. This became the concept for North State Together, and the model works!

Today, North State Together supports networks in five North State counties. Each network comprises hundreds of individuals, school districts, colleges, business owners, nonprofits, industry, community organizations, economic development leaders, teachers, and parents. Each network is working to create and improve cradle-to-career systems in their counties, and our team adds a layer of research, data, connection, and guidance. Collectively we're impacting students like never before, and since 2016 this framework has been extended across 20,000 square miles in far northern California, including many rural regions.

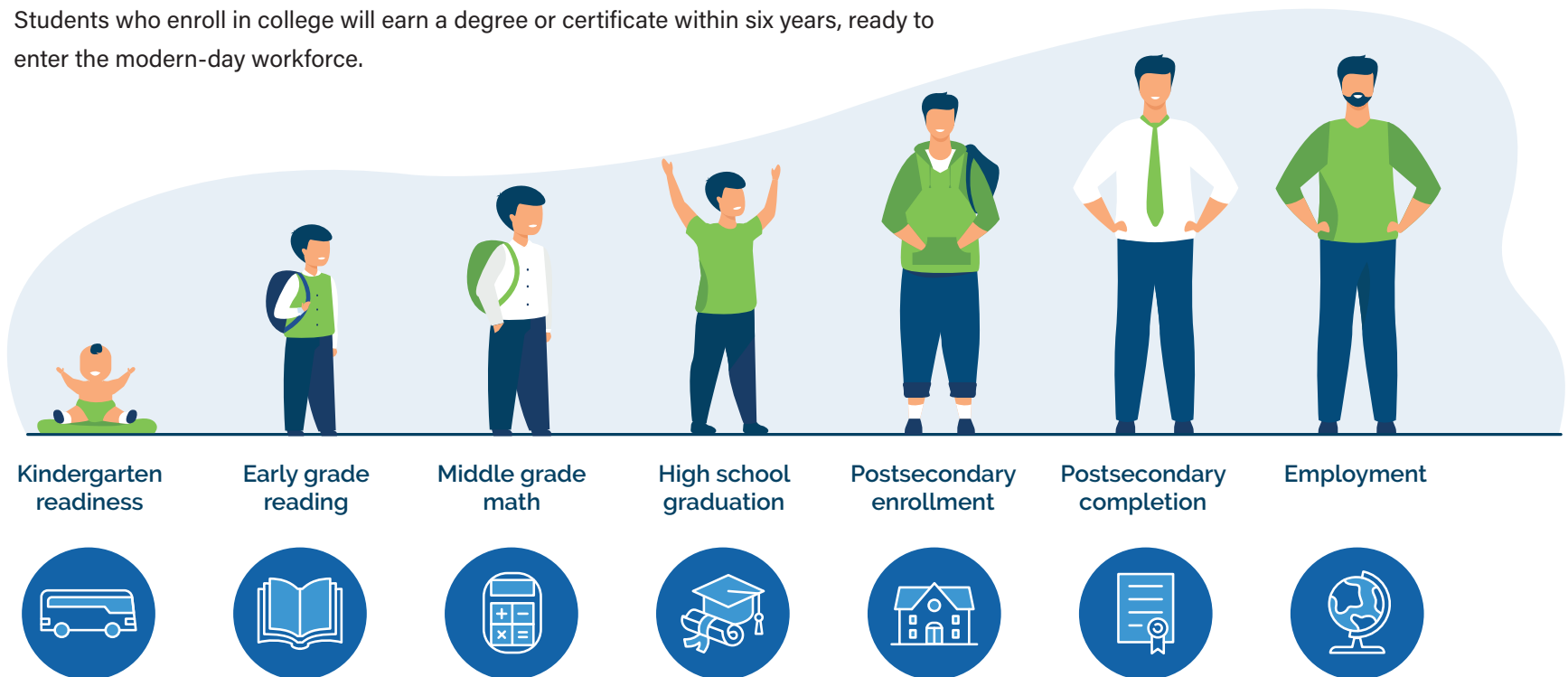
DATA DRIVEN DECISIONS

THE REGIONAL CRADLE TO CAREER ROADMAP

Success in our region is measured by our ability to reach shared, data-defined targets. In collaboration with our local county networks and within a national framework from StriveTogether, we developed a list of indicators to steer regional decision making and guide the efforts of each county network.

- Students will enter kindergarten ready to learn.
- Students will master critical math and literacy concepts in 3rd grade.
- Students will master critical math in 8th grade.
- Students will graduate high school ready to succeed in college or the modern-day workforce.
- Students who enroll in college will earn a degree or certificate within six years, ready to enter the modern-day workforce.

“Alone we can do so little; together we can do so much.” - Helen Keller



KEY REGIONAL PROGRAM

KINDERGARTEN READINESS SNAPSHOT

Supporting residents from birth to career starts with preparing kindergarteners for school. The Kindergarten Readiness Snapshot (KRS) is an innovative tool that teachers can use to measure the readiness levels of their incoming students. The assessment screens for literacy and number skills, as well as social-emotional and physical skills. The tool helps teachers, families, and school administrators support specific students and identify regional trends. Schools can then make informed decisions about curriculum and services.

Using the Kindergarten Readiness Snapshot, our region can identify areas of inequality and design supports so that all children are successful in school. The assessment can be completed on a PC, laptop, tablet, iPad, or smartphone. Without this tool, critical data surrounding our students' success early in the education pipeline would be missing.



KINDERGARTEN
READINESS SNAPSHOT

KEY REGIONAL PROGRAM NATIONAL STUDENT CLEARINGHOUSE

We are a data-driven organization. North State Together partners with the National Student Clearinghouse to provide free data intelligence and analysis services to the 45+ high school districts in our northern California region. This partnership helps us understand how well our schools are preparing students for college. We can also see where improvement is needed. Graduation rates and postsecondary outcomes are the key indicators of a students' readiness for work, and our partnership provides valuable data crucial to recognizing enrollment trends, tracking student outcomes, and fixing equity gaps.





KEY REGIONAL PROGRAM THE ALLIANCE PROJECT

Supporting the residents of northern California takes on many forms. For us, an important step is fostering and promoting an inclusive community. The Alliance Project is a unique regional partnership between North State Together and Shasta College to rebrand and expand the college's successful Umoja Program beyond the walls of Shasta College and across our entire region.

Umoja is a Kiswahili word meaning "unity." The Shasta College Umoja Program connects our Black, African American, and other students with a community committed to enhancing their cultural and educational outcomes. Students in the college's Umoja Program focus on being intentional in their personal development in pursuit of self-actualization.

Unity can provide enormous resources for invigorating a community — but only if everyone is included in a community's social and economic life. Through The Alliance Project, we can add resources that grow the Umoja Program, expand the people it can impact, and promote the program's values across to our entire region. This partnership helps ensure access to education and alleviates disparities among underserved populations in the North State.



KEY REGIONAL PROGRAM COMMUNITY LEADERSHIP CENTER

We have partnered with Shasta College to build The Community Leadership Center in downtown Redding, CA. The CLC is a 5-story building designed to facilitate community programs in the heart of Redding's transformed downtown. This partnership will help the community work better for everyone, and we are excited to be a part of a brighter future for Redding, Shasta County, and the North State!

Our focus on collective impact will be present at The Community Leadership Center. We have secured community partnerships that will facilitate job training for low-income residents, opportunities for community education, a new space for the Shasta College Attainment and Innovation Lab for Equity (SCAILE), and more. We are excited to see this project come to life and the long term impact the CLC will have as an anchor for the community.





OUR COUNTY NETWORKS EXPECT MORE TEHAMA

Expect More Tehama was formed in 2009 to encourage and prepare local students for higher education after high school. The organization's ability to bring the community together, foster relationships, and collaborate has been the foundation of its success. Over the years, they have been instrumental in addressing local issues, promoting educational equity, and stimulating economic prosperity.

"Education is the best vehicle for helping our rural county with economic growth, personal health, financial stability and more. However, we realized early on that education was being asked to do a lot more than educate our kids. The community had an opportunity to come alongside as a partner and work together."

- Kathy Garcia, Expect More Tehama Coordinator



EXPECT MORE TEHAMA:

“WHAT’S BUZZING THIS SUMMER?” PROJECT

MAKING A **DIFFERENCE**

EXPECT MORE

Have you heard of the “summer slide?” It’s the loss of academic skills and knowledge over the course of summer vacation and it affects students from socially and economically challenged households at greater rates than those from more privileged households. According to the National Assessment of Educational Progress (NAEP), in the U.S. only 33% of fourth graders are reading proficiently and in California only 24% of fourth graders are reading proficiently. Further research revealed that 74% students who fall behind never catch up.

In Tehama County, lack of funding made it difficult for many schools to host summer programs and as expected students were experiencing the summer slide. So, Expect More Tehama decided to approach the challenge head on. The organization partnered with summer educators to maintain/increase reading levels and fight the summer slide. Getting books to the community and publishing a simple guide of no and low cost summer activities has been key to their success. “The challenge was tracking down everyone who hosted any type of summer program and getting their information published before school was out for the year,” said Coordinator Kathy Garcia. “We didn’t want to leave anyone out, so we had to track down swimming lessons, church camps, art classes, sports camps, free movies. You name it.”

Books are collected through book and cash donations and delivered to students at farmer’s markets and via a book mobile provided by the Department of Education. Expect More Tehama also set up Little Free Libraries around the county and encouraged businesses to host community bookshelves. The library works with schools to encourage students to continue earning reading points with the same tracking programs the schools use during the academic year.

“We want kids engaged, learning and having fun all summer long,” said Garcia. “More than ever, we will rely on the guide and social media to keep families aware of ways to connect, access books and projects, and ways to have fun and learn.”



OUR COUNTY NETWORKS

TRINITY TOGETHER: A CRADLE TO CAREER PARTNERSHIP

Trinity Together was founded in 2018 to establish pathways that align students with future career opportunities. The organization has created a successful partnership model between education and business, and they actively facilitate cooperation between local schools, industry, community organizations, and government agencies — a victory in a region known for its fierce independence.

Trinity Together has fostered diverse relationships that are sharpening career focus in the county. They are actively surveying businesses to determine local employment needs, teaching classes based on those needs, administering internships, providing hands-on career labs, fundraising for student scholarships, tracking the success of high school alumni, and helping to bolster engagement for a declining Chamber of Commerce. The work is big, broad and sometimes messy, but Trinity Together is committed to working with others to see the community move toward a prosperous future.



TRINITY TOGETHER: SKILL BUILDING FOR WORK READINESS

Opportunities exist wherever there is unmet demand. In Trinity County, employers in the construction trades were searching for workers and adult students were looking for new opportunities. Trinity Together jumped on the opportunity and started connecting the two. With the help of Smart Workforce Center, they offered specific skill building classes that prepared adults to enroll in a nationally recognized pre apprenticeship program for construction trades. The classes taught critical math skills and participants learned how to prepare for their future interviews. The classes were also offered to high school students. In total 30 community-based internships and job shadow opportunities were extended and the experience left an impact. Several students have now found the industry they are excited to study and a path to start a new career.



MAKING A
DIFFERENCE

OUR COUNTY NETWORKS

CRADLE TO CAREERS FOR SISKIYOU

Created in 2020, Cradle to Careers for Siskiyou (C2C4S) is a countywide initiative that promotes civic engagement and educational readiness. The organization has positively impacted community members throughout Siskiyou County, creating prosperous, equitable, and fulfilling opportunities. Leaders from higher education, K-12, early childhood, government, tribes, nonprofits, and several community groups regularly collaborate on C2C4S efforts.

The organization's efforts are celebrated. Residents have been highly supportive of the project, and many people in the community have volunteered to share their career paths as inspiration for local students. Collaboration and new career opportunities are becoming the norm in Siskiyou County.



CRADLE TO CAREERS FOR SISKIYOU: COLLEGE OF THE SISKIYOU'S GRAD PICKED FOR COMPLETE COLLEGE AMERICA'S 20 FOR 20 LIST

North State Together is an Alliance Member of Complete College America (CCA), a bold national advocate for dramatically increasing college completion rates and closing institutional performance gaps by working with states, systems, institutions, and partners to scale highly effective structural reforms and promote policies that improve student success.

CCA asked 20 new grads to describe their college experiences, from the books that left a lasting impression to the people who kept them on track, from the motivation for enrolling to the things they already miss about campus. College of the Siskiyous graduate Dori Mondon-Freeman was chosen from thousands of other students to share her story.

**COMPLETE
COLLEGE
AMERICA**



MAKING A
DIFFERENCE

Q: Why was getting a degree important to you?

A: I am raising a little girl by myself and want a better life.

Q: What was your favorite required reading?

A: The Ever-Present Origin
by Jean Gebser

Q: What's next?

A: Headed to Smith College as an Ada Comstock scholar to finish my bachelor's degree, and then it's off to grad school.

Q: What are your career aspirations?

A: Community advocacy, social change and restorative justice/peace work

Q: What would you tell an incoming freshman at College of the Siskiyous?

A: Try to find ways in which what you're learning applies directly to your life. Make use of all the free resources available to help you succeed. Ask all the questions.



Dori Mondon-Freeman

College of the Siskiyous graduate and one of twenty students chosen from across the country to answer questions about her college experience for Complete College America's *The Challenges and Triumphs of the class of 2020* article

OUR COUNTY NETWORKS REACH HIGHER SHASTA

Reach Higher Shasta was established in 2012 to provide “every student, every option.” It’s an ambitious goal that has become the organization’s motto. This cradle-to-career collaborative works with several county organizations to support residents from the day they’re born to the first day of their careers. They work with partners from early childhood organizations, all 25 school districts, local colleges, universities, and businesses to provide focused student success resources.

Reach Higher Shasta has achieved numerous accomplishments, including The Shasta Promise, an agreement between county schools and regional colleges that guarantees college enrollment and in-state tuition for students. Additionally, the organization’s High School Counseling Initiative has lifted college and career readiness scores to a nearly 30% higher “prepared rate” over the California state average.



REACH HIGHER SHASTA: ELEVATING THE STUDENT VOICE

MAKING A DIFFERENCE

Historically, student perspectives were rarely included in the discussions and decisions affecting their lives. The team at Reach Higher Shasta is seeking to change that. It's clear that students are uniquely positioned to see problems and identify solutions in education and by harnessing their voice our county networks can create young leaders while simultaneously achieving their goals. Reach Higher Shasta recently announced the addition of Carly Tawney, a student representative to their executive table. Carly is a senior at Foothill High School with experience as the Associated Student Body Secretary and Junior Class President. Carly shared this with the Shasta County Board of Education in her application:

"If I was awarded the honor of serving on the Board, I believe I would gain a better understanding of how I could serve my school, and my community, as well as valuable experience in the workings of local government. I believe that the best and most informed decisions can be made when you intentionally listen and involve those who will be affected by those decisions."

Reach Higher Shasta is excited to work with Carly and have her join their cross-sector Executive Committee that includes leaders from industry, public health, kindergarten-college education, health and human services, First 5, and workforce and economic development. She is the first of many who will bring the student's voice to the Reach Higher Shasta Executive Committee.

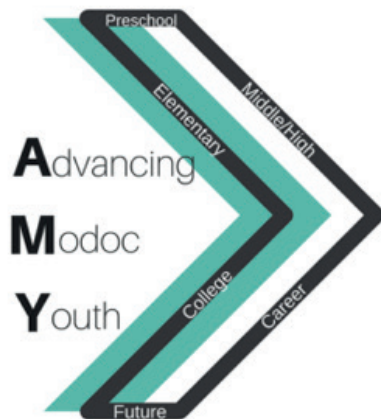


OUR COUNTY NETWORKS

ADVANCING MODOC YOUTH

Advancing Modoc Youth (AMY) was organized in 2018 to improve social mobility for county students. Modoc County faces challenges common to many rural communities — a bittersweet mix of idyllic country living juxtaposed with youth leaving the area for better career opportunities. AMY seeks to keep youth local by growing the local economy while preserving their rural identity.

The organization’s work has received overwhelming support from the county and local employers. They regularly collaborate with leaders from the county office of education, school district, non-profits, government agencies, and the business community. Advancing Modoc Youth has successfully implemented several programs focused on kindergarten readiness, 8-9th grade transition, high school internships, and career and college development. Their work teaches students valuable skills, increases their professional networks, and helps them develop careers close to home.



ADVANCING MODOC YOUTH: CHILD SAVINGS ACCOUNT PROJECT

MAKING A **DIFFERENCE**

A wise way to invest in students is to teach them to invest in themselves. The team at Advancing Modoc Youth has launched a program to teach kids about money and assist them with their financial planning for college and beyond. A grant from the state of California and a partnership with Pacific Crest Credit Union has made it possible for AMY to establish a savings account for every public school kindergartener in Modoc County. The organization imagines a future where all Modoc County families have their basic needs met, and county kids have a financial vehicle to invest in their futures. In the long term, having a savings account makes college more plausible, and once in college the opportunities to make a living wage become more feasible. The Child Savings Account Grant Program was enacted in the 2019-20 CA State Budget to support local governments and nonprofit organizations. AMY coordinator Tanja Ramming applied and was awarded \$275,000 in grant money from the state's one-time general fund. That money allows the creation and setup of their program. Today, Advancing Modoc Youth is on target to transition to 100% local funding over 5 years.



LOOKING FORWARD

Achieving our vision wouldn't be possible without financial support. We are excited to announce that North State Together was recently awarded a \$75,000 grant from the S.H. Cowell Foundation. They have seen our past accomplishments and want to be a part of supporting cradle to career success.

S.H. Cowell Foundation's commitment will support training, coaching, and capacity-building for backbone staff and our five county-leadership teams. The grant will help us fund our 18-month strategic plans to:

- Adopt and implement a common framework that guides the work of the NST backbone team, county networks, and companion projects.
- Provide our county networks with training on the StriveTogether Theory of Action Framework taught at the spring 2022 North State Together Summit.
- Send the NST team, county leaders, and regional partners to learn and collaborate with other partnerships at the National StriveTogether Convening in fall 2022.
- Convene at the summer 2023 North State Together Summit to enhance coalition building, expand our number of stakeholders, and share regional progress toward our vision.
- Continue developing and updating local strategies that address diversity, equity, and inclusion at the county and program levels.

A special thank you to Dr. Kate Mahar, Executive Director of SCAILE, for lending grant writing expertise that supports North State Together and SCAILE's work in our region.

S.H. Cowell Foundation invests in families, education and youth to collectively increase the opportunity for lasting community improvement.

**S.H. COWELL
FOUNDATION**

FORWARD

OUR PARTNERS - STRIVETOGETHER

StriveTogether is a national organization with the goal of helping every child succeed in school and life from cradle to career. In their own words, “We refuse to settle for a world where a child’s potential is dictated by the conditions into which they are born, so we work together to break down barriers, change systems and improve lives.”

StriveTogether conducted an extensive assessment of the North State’s civic infrastructure, where our organization was able to demonstrate clear evidence that our five counties are aligning resources around effective solutions. This assessment allowed North State Together to become a network member of StriveTogether and gain access to a nationally-recognized collective impact approach called the StriveTogether Theory of Action®.

As a network member, we now represent one of nearly 70 communities committed to working together for positive impact in the lives of young people. The StriveTogether Network reaches more than 13 million youth — more than half of whom are children of color — across 30 states and Washington, D.C. As a network member, we have a framework to receive and share information about our region’s problem areas, discover solutions and best practices, measure what matters, and elevate what works. StriveTogether helps us amplify the impact of our local actions and focus on reaching the best outcomes for all North State children regardless of race, ethnicity, zip code, or circumstance.

We’re proud to be a part of the StriveTogether network and engage with our peers. The data shows that communities implementing the StriveTogether Theory of Action® framework see dramatic improvements in kindergarten readiness, standardized test results, and college retention.

StriveTogether
Every child. Cradle to career.



LuminaTM
FOUNDATION



OUR PARTNERS

LUMINA TALENT HUB / THE LUMINA FOUNDATION

North State Together is honored to be named a Lumina Talent Hub. This distinction is for collaborative work that enhances educational options and boosts economic development by re-engaging adults who have left the formal education system. Through local programs like ACE, BOLD, STEP UP, and the Siskiyou County Adult Ed Diploma, North State Together can support adults that are seeking credentials and career opportunities in northern California.



COMPLETE COLLEGE AMERICA

OUR PARTNERS COMPLETE COLLEGE AMERICA

North State Together is an Alliance Member of Complete College America (CCA), an organization devoted to closing college equity gaps and dramatically increasing college completion rates.

CCA is restoring the promise of higher education by advocating for forward-thinking policies, identifying effective strategies, and advancing proven tactics that guarantee more students earn college diplomas or credentials that prepare them for success.

As an Alliance member, North State Together has supported Shasta College and College of the Siskiyous in becoming early adopters of the Postsecondary Data Partnership (PDP). This partnership provides our region with key performance indicators that can be filtered by age, gender, Pell, first-generation, and more. The PDP is a nationwide effort from the National Student Clearinghouse to provide easier access to better data that enhances knowledge and facilitates more informed decision making.

OUR PARTNERS

RURAL SCHOOLS COLLABORATIVE

Rural Schools Collaborative (RSC) is a national nonprofit with a mission to revitalize rural communities through education. The organization focuses on recruiting and preparing rural teachers to serve as catalysts for positive change in the communities where they teach.

North State Together has partnered with the North California Hub of the Rural Schools Collaborative, a partnership essential to 'growing our own' teachers according to RSC advocate Ann Schulte. Intentionally preparing teachers to lead in rural communities is important because education is a linchpin issue in rural economic development. Public school systems are why many small towns still exist, new families will not relocate to small communities unless they believe the public school systems are strong, and education has always been a starting point for meaningful change. Teachers that work with the Rural Schools Collaborative are able to increase student engagement, improve academic outcomes, and work toward implementing a scalable, rural K-12 model.



**RURAL SCHOOL
COLLABORATIVE**

OUR PARTNERS

ESSENTIAL SKILLS PROGRAM

North State Together has partnered with the Essential Skills Program (ESP) to launch the pilot phase of their new soft skills training curriculum. ESP is designed for adult learners, job seekers, and employees that want to strengthen skills in areas like communication, collaboration, problem solving, and digital literacy. Students in the Essential Skills Program start with baseline lessons to test their soft skills and then study to reach employer-defined benchmarks and earn digital credentials to highlight what they've learned.

Partnering with the Essential Skills Program is an opportunity to have our rural community's voice heard in the development of a new skill-based curriculum. This collaborative approach will help ensure we build an empowered, educated workforce in the North State and make economic mobility possible for those that need it most. Global talent trends show that 92% of professionals and hiring managers believe soft skills are just as important—or more important—than technical skills.



essentialskills
program



SCAILE

Shasta College Attainment and
Innovation Lab for Equity

OUR PARTNERS SCAILE

North State Together is proud to partner with the Shasta College Attainment and Innovation Lab for Equity (SCAILE), as a joint collaborator in the mission to increase postsecondary attainment across our five-county region.

SCAILE is a project that evolved from collaborative work between North State Together, the Lumina Talent Hub and the Innovation Awards at Shasta College. Our goal is to create a space for policy and applied research professionals to study and implement tactics that energize and promote postsecondary education in the North State. We believe that by expanding the learning systems that align with county priorities and are most relevant to local stakeholders, we can provide better economic outcomes for individuals and our communities. Key areas of interest for SCAILE are the reduction of equity gaps and understanding how college credentials should respond to the changing dynamics of our rural communities.

SCAILE will tailor their work to the unique feedback from each of our counties. Broad county representation will allow the team to identify the credentials and degrees that are most relevant to our local economies and determine how to engage residents in those postsecondary pathways. This could mean expanding education options for adult learners with credit for prior learning, launching new partnerships with local employers, or figuring out ways to increase four year options for students that want to stay in the North State region.

OUR PARTNERS

NORTH STATE PLANNING & DEVELOPMENT COLLECTIVE

North State Planning and Development Collective is the Lead Agency responsible for planning, research, and development tasks spearheaded by California State University, Chico and the university's 12-county service region.

"The Collective" and North State Together are a perfect match. Together we can leverage our resources to plan large-scale efforts across a range of economic and education topics. A recent win for the partnership includes passage of the historic Community Economic Resilience Fund (CERF). The \$600-million, one-time federal American Rescue Plan Act is crucial to ensuring that the North State will recover from the COVID-19 pandemic in an equitable and sustainable manner. By working in tandem, North State Together and North State Planning and Development Collective can ensure that far northern California counties receive the support needed to build a better future for all.



FOUNDING SUPPORTER



THE MCCONNELL FOUNDATION
REDDING, CALIFORNIA

The McConnell Foundation is a private, nonprofit organization on a mission to build better communities through philanthropy. Part of building a better community is supporting the children and youth in our region, and The McConnell Foundation is committed to increasing opportunities in Modoc, Shasta, Siskiyou, Tehama, and Trinity counties.

In 2016, The McConnell Foundation awarded a \$2.5 million grant to establish North State Together as a regional collective partnership. As a result of the progress made, North State Together was awarded an additional 8-year multi-million dollar grant renewal.

Our team and our county collaborative network partners would like to thank The McConnell Foundation for making long-term investments in our region. Our cradle-to-career collective impact model has shown a significant improvement in educational outcomes across the North State, and we are excited to continue this work.

WE WOULD ALSO LIKE TO RECOGNIZE THE ONGOING SUPPORT FROM THESE PARTNERS

