Planning for Success

ONE Vision | Three Strategies | Six Measurable Milestones | Countless Collaborators

In 2021-2022, Learn to Earn Dayton’s board and staff worked with The Bridgespan Group and community partners to thoughtfully consider our region’s unique circumstances and the best approaches to reach our goal.

First, we explored our rich history and considered what had already been accomplished in partnership with valued organizations such as The Dayton Foundation, Montgomery County Educational Service Center, StriveTogether, Preschool Promise, the City of Dayton, Montgomery County, and all of our partner school districts. Then, we celebrated recent progress and examined the challenges yet to overcome. What emerged from the process was a living document that will inform annual priorities, provide accountability, and guide goal setting.

Cradle-to-career strategies remain the heart of this effort – taking thoughtful and strategic steps to advance progress on the continuum toward the goal of a more educated workforce.

But education doesn’t happen in a vacuum, and the new strategic plan challenges Learn to Earn Dayton to deepen the commitment to equitable educational outcomes in two ways.

- **Place-Based Strategies**: Learn to Earn Dayton cannot improve county-wide cradle-to-career goals without a focus on communities where the outcome disparities are the highest. In order to reach bigger goals for the region, you’ll see Learn to Earn Dayton focus in smaller, targeted areas where resources must be directed to close gaps.
- **Cross-Sector Strategies**: Educational outcomes are not the result of academic programs alone. Moving the needle on cradle-to-career goals requires coordination across adjacent sectors, as a child’s experience with health, housing, and safety all have a direct impact on attendance and readiness for learning.

While Learn to Earn Dayton has previously partnered on efforts focused on these equitable approaches, the new Strategic Plan is the first time we have defined it as a core strategy, essential toward achieving our mission.

FINANCIALS

During 2021-2022, we secured $9.87 million to improve cradle-to-career outcomes in Montgomery County.

- **During 2021-2022, we invested**
  - $5.2 million in program expenses
  - $272,000 in operating expenses

Learn to Earn Dayton helped to secure funds, manage grants, or provide technical assistance for $8.5 million in investment to our partners to grow their capacity and deliver on high-quality educational programming.

Equity at Our Core

Focusing efforts on areas of greatest disparity benefits the entire region; an equity-centered approach is not zero-sum. Targeted investments and interventions will have positive effects (e.g.: stronger regional economy, community cohesion) to help reach the goals of the wider region.

**Accountability**: Learn to Earn Dayton is ready to launch internal work to affect these external outcomes. The Strategic Plan includes tangible steps and performance benchmarks to help guide the region toward success. Some of this has already started, with our new CEO in place as we wrap up the 2021-2022 school year and look to the future. Learn to Earn Dayton will report back on our promises to the community in future annual reports, making ourselves accountable for our actions as we support equity, community, and educational outcomes.