



# SYSTEMS TRANSFORMATION LOGIC MODEL

Advancing health & racial equity by expanding educational & economic opportunity



## GOALS

Galvanize collective impact to advance equity & expand opportunities **for youth and their families who are least advantaged** and living in rural Rice County, Minnesota

## PRIORITIES

**With an unwavering commitment to anti-racism:** welcome inclusively, engage meaningfully, partner authentically, build nimbly, evaluate effectively, & improve continually

## STRATEGIES

**Facilitate** collaboration, **co-design** solutions, & **reinforce** accountability across levels & sectors, **share** knowledge, **advocate** in policy arenas, **build** capacity, **develop** systems, **collect** data, **track & communicate** progress, and **invest** in community driven programming that supports youth from cradle to career

## PARTNERS

**Work effectively alongside** community residents, volunteers, civic leaders (city, county & state), schools (early education, K-12, higher education), clinics & hospitals, social service organizations, other nonprofits, & the local business community

## CHANGES

**Empowered youth**, positioned for positive health, educational completion, career readiness, & upward economic mobility  
**Equitable communities**, with systems that collaboratively lead, engage, and connect across differences

**NEEDS:** Long-term strategic planning, nuanced data & story collection, sustainable funding, elevated data tracking & evaluation performance

# THEORY OF ACTION



## PROBLEM

**Disparities and inequities negatively affect the ability to fully thrive**

- **Disparity** is a noticeable difference in treatment and outcomes
- **Inequity** is the state of being unfair or unjust

**Current educational and economic conditions in Rice County, Minnesota**

- Free and reduced-price school lunch qualification: 43%
- Cost burdened renter households: 45%
- High school graduation on-time rate: 79%
- Adults with high school diploma or less: 40.6%

## THEORY

**Educational & economic opportunity are intertwined and fundamental to achieving health & racial equity**

- **Equity** is freedom from bias
- **Health equity** is a fair and just opportunity to attain the highest level of good health
- **Racial equity** is the systematic fair treatment of people of all races
- **Exploratory tool:** RAND Corporation's "How the effects of bias compound"

## KEY ACTIONS

- Identify ways to shift conditions for those least advantaged
- Create a shared vision through facilitated partnerships & coalitions
- Collaborate & co-design solutions across levels and sectors
- Incorporate traditionally underrepresented voices into decision-making
- Support services that create relationships, alleviate current needs, and empower youth & their families

## IF/THEN

- If we facilitate collaboration and share knowledge across levels and sectors, then we can co-design solutions that can change systems, advance equity, and expand opportunity
- If we recruit and support diverse voices in decision-making, then advocacy in policy arenas is done authentically and across varying perspectives
- If we solicit resources and secure funding, then we can build capacity and support new activities
- If we develop systems, collect data, and track & communicate progress, then we can reinforce accountability and evaluate effectively
- If youth attain higher levels of education, then their potential for economic mobility increases
- If we fiscally invest in the infrastructure of community driven solutions, then we are positioned to create and maintain relationships with community residents that reduce isolation, foster kindergarten readiness, engage parents, widen access to mental health resources, connect neighbors, mentor & guide students, and offer affordable & relevant postsecondary options

## VISIONARY COLLECTIVE IMPACT

- Every youth thriving to their fullest potential in Rice County, Minnesota, and beyond
- Total health & racial equity in Rice County, Minnesota, and beyond
- Unlimited educational opportunity & economic mobility in Rice County, Minnesota, and beyond



## PURPOSES

2

- **Galvanize** collective action across levels and sectors to advance health & racial equity and expand educational & economic opportunity. **Example:** Systems Transformation Status achieved in 2023 for Northfield Promise - the first partnership in Minnesota to be recognized as such by the national network, StriveTogether.
- **Invest** in complementary strategic programming that is community driven, responsive to current needs, and benefits those who are under resourced.

## PROGRAMS

30+

- Connecting families to transformative academic, health, and social resources
- Fostering early childhood development and kindergarten readiness
- Assisting parents in navigating school systems & being engaged
- Improving home safety & energy efficiency
- Offering free out-of-school time activities
- Elevating academic outcomes
- Mentoring students
- Improving high school graduation and postsecondary enrollment rates
- Creating purposeful career pathways and supporting local job placements
- Amplifying diverse voices
- Cultivating civic leadership & decision-making opportunities
- Championing healthy habits & lifestyles
- Nurturing positive social-emotional health

## PARTNERS

200+

### People-centered:

- Children, youth & their families
- Community residents
- Volunteers
- Individual donors

### Founders:

- Northfield Public Schools
- City of Northfield
- Northfield Hospitals and Clinic

### Critical Collaborators:

- Civic leaders (city, county, and state)
- Schools (early education, K-12, higher education)
- Clinics & hospitals
- Social service organizations
- Other nonprofits
- Local business community
- Local foundations & other funders
- Statewide and national cradle to career and collective impact partners

## PEOPLE

5K+

**Children & youth (ages 0-24) and their families** who live in rural communities and are low income, housed in older mobile homes or rental apartments, and/or people of color (mostly Latine or Somali). Parents are often new-to-country, non-English speaking, and raising kids who are potential first generation high school graduates and/or postsecondary students.