Strategic Direction
2021-2024

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I am pleased to present the Saint Paul Promise Neighborhood (SPPN) 2021-2024 Strategic Direction. For over ten years, SPPN has worked to transform the lives and educational outcomes of Black, Indigenous and families of color in Saint Paul. Today, we work with more than fifty organizations to close Saint Paul’s wide opportunity gap and spark opportunities from cradle to career.

What you see in this strategic direction is a bold determination to accelerate our progress and close the gap once and for all. Our kids can’t wait.

This plan doubles down on our unyielding commitment. The trajectory of a life should not be indicated by a child’s zip code, race, or economic status. Together with our partners, and following this plan, we will promote racial and economic justice so every single child in Saint Paul can live a great life, pursue the career of their choice and build wealth for their family. Join us.
MISSION

We exist to transform learning, improve educational outcomes and spark abundant opportunities from cradle to career – for all children and families in Saint Paul.

VISION

We imagine a community that makes a promise of opportunity to all children and families.
Whole Family & Two Generation Approach

Family conditions affect child development as much as a child’s direct experiences do. A whole family approach provides a framework for sustainable solution building in education – our solutions recognize what is good for the family is also good for the child.

We build family well-being by intentionally and simultaneously working with children and the adults in their lives together. This approach recognizes that families come in all different shapes and sizes, and that families define themselves. By supporting children and the generations that raise them, we are more successful.

Collective Impact

Transformative work cannot happen in a silo. We work alongside a variety of different partners, setting a common agenda to close the opportunity gap; together we can move much more quickly to make change.

Place-Based Strategy

When communities are healthy and thriving, children succeed from cradle to career. Strong schools are critical for young people to succeed; however, schools alone cannot address the multiple challenges facing communities. Place-based strategies address the physical, social, structural, and economic conditions of a community that affect the well-being of the children, families, and individuals who live there. The Saint Paul Promise Neighborhood commenced in three historic and vibrant neighborhoods--Frogtown, Rondo, and Summit-University.
VALUES

1. **Ujima (Collective Work + Responsibility)**
   Collaboration leads to collective wisdom and common ground.

2. **Culture**
   Education must reflect the identity of each learner.

3. **Education**
   High-quality learning is the responsibility of families, communities, and schools.

4. **Freedom**
   Social and financial liberation unlock human potential.
STRATEGIC PRIORITIES:

Creating a collective model for education with a promise to...

Nurture the Collective
We will seed connection, seek guidance, and cultivate active partnership from all of the many valuable communities represented in our neighborhood.

Build Access
We will identify what works and deliver high-quality programming that focuses on results, ensuring all children have what they need to succeed.

Promote Justice
We will organize and collaborate to transform education so that every child in our neighborhood is uniquely valued, reflected, and supported.

Be Responsive
We will create a bridge to the future with flexible funding and culturally affirming programming.
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<th>GOALS</th>
<th>STRATEGIES</th>
<th>OPERATIONAL GOALS</th>
<th>KEY INITIATIVES</th>
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<tr>
<td>Invest, build, and fight for quality education, financial stability, and wellness of students and families in the Promise Neighborhood.</td>
<td>Invest in initiatives that support family autonomy and self-determination throughout an individual’s lifespan in education, career pathways, financial literacy, and other opportunities that advance independence.</td>
<td>Create a culture of shared responsibility, impact, and results to effectively illustrate the SPPN story.</td>
<td>COLLECTIVE</td>
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<td>Build a complete continuum of cradle-to-career solutions for educational programs and family/community supports, with great schools at the center.</td>
<td>Conduct robust parent engagement and education with a promise that every child in the Promise Neighborhood receive a strong start in life.</td>
<td>Implement evaluation frameworks that track individual, school, and community-level measures and use real-time data that will direct our work to improve well-being, educational outcomes and increase our children and families’ quality of life.</td>
<td>ACCESS</td>
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<td>Ensure young people in the Promise Neighborhood have safe, culturally relevant educational opportunities that equip them with the tools they need to learn and grow.</td>
<td>Explore opportunities to build power and influence among parents and young people to take action and effectively mobilize around a shared vision.</td>
<td>Strategically build an infrastructure that creates support systems for staff and establish a robust volunteer base.</td>
<td>JUSTICE</td>
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<td>Amplify community and policy priorities that promote and protect the Promise Neighborhood.</td>
<td>Create a bold Promise Legislative Agenda that represents and reflects voices from the promise neighborhood.</td>
<td>Develop a proven and effective ecosystem of support and resources needed to galvanize sustainability, and advance the Promise Neighborhood mission for maximum impact.</td>
<td>RESPONSIVENESS</td>
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<td>Develop nimble funding mechanisms to support emergent community needs.</td>
<td>Align and connect the dots for an integrated and seamless approach so children and families can thrive in the Promise Neighborhood.</td>
<td>Design a structure that communicates, educates, and engages our stakeholders.</td>
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