



**Bridgeport Prospers**  
CRADLE TO CAREER

## Bridgeport Prospers

is a new way of working together to create exceptional results for our young people and community. We are coming together around a shared community vision.

We believe in working intentionally across the entire cradle to career continuum and using data and evidence to inform our decisions. We are engaging local stakeholders from all backgrounds to track our progress and adjust our course.

## Our Mission

To work collectively as a community of stakeholders to have a positive, measureable and sustainable impact on outcomes for all children and families from cradle to career.

## Our Vision

To realize a safe, healthy and vibrant community for all, where children and families experience wholeness, dignity and prosperity.

# Message from Core Leadership Team Tri-Chairs

Dear Community Partner,

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It is with a tremendous sense of hope and optimism that we present Bridgeport Prospers' first baseline community vision report which will guide and inform our efforts to improve outcomes for all Bridgeport children and families from cradle to career.

We are honored to serve as tri-chairs of the Core Leadership Team for this collective impact movement. The Core Leadership Team serves to champion the vision, affirm the direction, promote the initiative and encourage broad and diverse engagement. We have developed and signed a covenant to document our commitment to active listening, candid communication transparency, inclusiveness, mutual respect and fact based decision making.

To that end, since September 2013, with the backbone support of United Way of Coastal Fairfield County, we have worked to build understanding of this new way of working together to improve outcomes. We have engaged hundreds of Bridgeport stakeholders in the process of developing our shared community vision for cradle to career success. We have been building a civic infrastructure to support the intense, long-term work of figuring out what works.

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Now, we are moving to action. We want you to join us as we align our work and measure our progress. We want you to invite others into the movement as this is a community led effort that relies on engaging local stakeholders and youth as part of the solution.

We know this is not easy work. We know we will need to adjust course as we move along, but we believe that it is essential to work in new ways and with the highest level of commitment and transparency to take on the complex challenges we face.

For those who have been with us, moving this work forward, thank you! We appreciate the time you have taken to share your thoughts and aspirations, your talents and insights to this work. For those new to this work, we welcome you as an important part of our future progress. We look forward to working with everyone over this next year to bring about positive impact and prosperity for all Bridgeport children and families.

Most Sincerely,

**Rosa J. Correa**  
Director, Strategic Relations  
Career Resources, Inc.

**Dr. Fred McKinney**  
Managing Director of Minority Business Programs  
Tuck School of Business at Dartmouth

**Rabbi James Prosnit**  
Congregation B'nai Israel



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# Building a transformational movement

**2011 - 2012**

United Way of Coastal Fairfield County committed to become a leading catalyst for social change, scale system-changing platforms and align with collective impact movements to improve community conditions. It was determined the first step was to bring the Bridgeport community together to gauge interest in a collective impact movement.

**Sept 2013**

StriveTogether national was invited to Bridgeport to talk with over 125 stakeholders about the cradle to career collective impact work unfolding nationally and to test the interest in Bridgeport for such an effort. Stakeholders said “yes” but suggested that a significant period of pre-work was needed in order to take input from the community, build understanding and chart a roadmap for success.

**Oct 2013 - May 2014**

An extensive pre-work phase was conducted including over 200+ interviews with key leaders and stakeholders to gather input and recommendations, build understanding of collective impact, and elicit nominations for a Core Leadership Team. United Way was affirmed as having the experience and knowledge to serve as the backbone organization for the Bridgeport StriveTogether movement by providing staffing, technical assistance, funding and other support to enable the community to lead the work.

**June 2014**

A diverse, cross sector Core Leadership Team for the movement was seated. The group serves as champions for the movement affirming direction, promoting the initiative and encouraging broad engagement.

**July 2014**

StriveTogether national staff came to Bridgeport for a Planning Retreat. Key backbone staff and Core Leadership Team members spent the day learning more about bringing this new way of working together to create impact to Bridgeport. A roadmap was developed for broad community engagement and the development of a shared community vision for cradle to career success.

**Sept 2014 - Oct 2014**

A series of early community conversations took place providing additional insight on how the community envisioned cradle to career success. These sessions helped build engagement, understanding, and commitment to this new way of working together.

**Oct 2014**

The Mayor of Bridgeport announced his commitment to the President’s My Brother’s Keeper Community Challenge—a call to action for Mayors to implement cradle to career strategies aimed at improving outcomes for young men of color. The Mayor recognized the StriveTogether work underway and as a model of working differently and collectively, chose to align Bridgeport’s My Brother’s Keeper work with the StriveTogether cradle to career collective impact movement.

**Nov 2014**

More than 185 community stakeholders attended a Design Institute at Housatonic Community College to develop Bridgeport’s cradle to career community vision. The vision and mission were determined and nine outcome areas were selected across the cradle to career continuum for intense focus. A 180 day action plan was developed to guide the movement through the construction of Bridgeport’s civic infrastructure and its move to action.

**Jan 2015**

A Youth Summit Planning Committee was convened to plan a Bridgeport Youth Summit based on a strong community commitment to engage youth as part of the solution in closing both the achievement gap and the opportunity gap. The Bridgeport Youth Summit will be held at the Arena at Harbor Yard on April 1, 2016. Stakeholders determined that ongoing youth engagement is critical to the cradle to career collective impact movement and decided to establish the planning committee as a permanent Youth Engagement Table within the civic infrastructure.

**Feb 2015**

The Data Table, comprised of 25 data managers, researchers, and key system and program representatives was seated. The Data Table set aggressive goals to develop common measures/ indicators for each of the nine outcome areas across the cradle to career continuum, collect baseline data and issue the first baseline community vision report for the movement by October 2015.

**June 2015**

As part of a competitive bid process, a for-profit organization was selected to provide backbone data management services and support for the Data Table and broader movement for the first year.

**July 2015**

Connecticut became the second state in the country to establish a public private partnership to support the StriveTogether cradle to career collective impact work. Bridgeport played a leadership role in moving a state appropriation through Connecticut’s Legislature and was supported by the Norwalk, Stamford and Waterbury movements. Each community will receive \$50,000 per year for two years dedicated to backbone support and capacity to improve outcomes for young people birth – 25.

**August 2015**

A partnership with AmeriCorps Public Allies Connecticut was formed bringing a full time Ally to support youth and community engagement.

**August 2015**

With broad community input, Bridgeport’s StriveTogether movement selects a name and branding to represent the movement. Bridgeport Prospers Cradle to Career rolls out to the community.

**Sept 2015**

The Data Table completed work to identify the indicators and common measures needed to improve outcomes along the cradle to career continuum. Essential community level baseline data was collected and a data narrative was developed to inform stakeholders as to where Bridgeport was starting from across each of the nine outcome areas selected for intense focus.

**Oct 2015**

StriveTogether national returns to Bridgeport’s Annual Cradle to Career Community Convening on October 16th to share successes from across the country and help celebrate Bridgeport’s move to action. Bridgeport’s first baseline community vision report and progress scorecard is released. The first four Community Action Network Tables are mobilized to start the intense work of figuring out what is working and how to make significant impact.

# Conditions for Collective Impact

Achieving large-scale change involves working in new ways. Bridgeport Prospers has adopted the following six conditions for collective impact in Bridgeport.

## Common Agenda

**1** All partners have a shared vision for change including a common understanding of the problem and vision for solving it. The community of stakeholders shares the accountability for developing an approach and moving to action to create positive impact.

## 2 Fact-based decision making

The partners make a commitment to using, in a constant and disciplined manner, common measures and evidence to evaluate progress and determine what is working.

## 3 Mutually reinforcing activities

Activities and strategies are differentiated while still being coordinated through a mutually reinforcing plan of action.

## 4 Collaborative action and open engagement

A commitment to engage diverse, cross-sector stakeholders as part of the solution at all levels of work.

## 5 Investing in what works

As critical partners, funders are engaged to support the community vision and what works vs. a pre-set funding agenda.

## 6 Backbone organization

Creating and managing collective impact requires dedicated and sufficient backbone support. The organization helps facilitate and drive the process, but the community leads the decision making. Backbone support includes providing staff to facilitate, communicate, manage data support and engage the community. United Way of Coastal Fairfield County serves in this role for Bridgeport Prospers. In addition to staff and operational resources, United Way of Coastal Fairfield County is providing a significant financial commitment to support the work and the infrastructure.

## Old Behavior

### Disorder/confusion

Inconsistent quality and sporadic accountability perpetuate poor results with some pockets of excellence.



### Isolation

Individual pockets of excellence appear disconnected from one another with little ability to scale results. "Everyone for Everything."



## New Behavior

### Alignment

Shared ideas and goals begin to galvanize partners and shared aspirations inspire re-proposed budgets and "random acts of partnership."



### Collective Impact

Collaborative action rooted in shared responsibility and accountability using aligned budgets; work plans and measurements are understood by all partners and the community.



## Together we can achieve more.

There are hundreds of organizations helping to support children in Bridgeport, but we know more can be done when we work collectively, focused on a common vision aligning our work and measuring our progress together.

"As Mayor, it's my job to make Bridgeport an even better city – a place where our kids and grandkids will choose to live, work, and raise their families, and I'm proud to say that in Bridgeport, we're on a path toward winning the future through programs like My Brother's Keeper. We're doing this by creating jobs, growing businesses, increasing access to high-quality pre-k programs for kids, and cracking down on crime. And, through the My Brother's Keeper Program, we're proud to be aligning with groups like Bridgeport Prospers and others. Because by working together, we're truly building a future in our state's largest city that works for everyone."

# Our Approach

Data and Process

## Driven by Data

Bridgeport Prospers uses relevant data to inform decision making and make continuous improvements so that all young people have the ability to be successful.

We are moving away from the old way of making decisions and we are using data as a flashlight to guide decisions, resources and investments.

We measure what matters, identify and share best practices and align resources to achieve transformational impact.

The nine outcome areas of intense focus are outlined in these pages and will provide us the measures we will look at every year for progress.

“In order to create lasting, transformative change, we are building on what we have learned works. We are committed to and investing in our role as a leading catalyst for social change. As the “backbone” organization for Bridgeport Prospers Cradle to Career, we are supporting, facilitating, and organizing the basic functions that make such an undertaking possible.”

~ Merle Berke-Schlessel, President & CEO, United Way of Coastal Fairfield County, Backbone Support to Bridgeport Prospers

## Guided by Process

The four goals and nine outcome areas for intense focus provide the roadmap for us to follow and measure.

We are guided by our new collective impact way of doing business to achieve transformational change.

Our guiding principles and the civic infrastructure we have built will guide our process and movement forward.

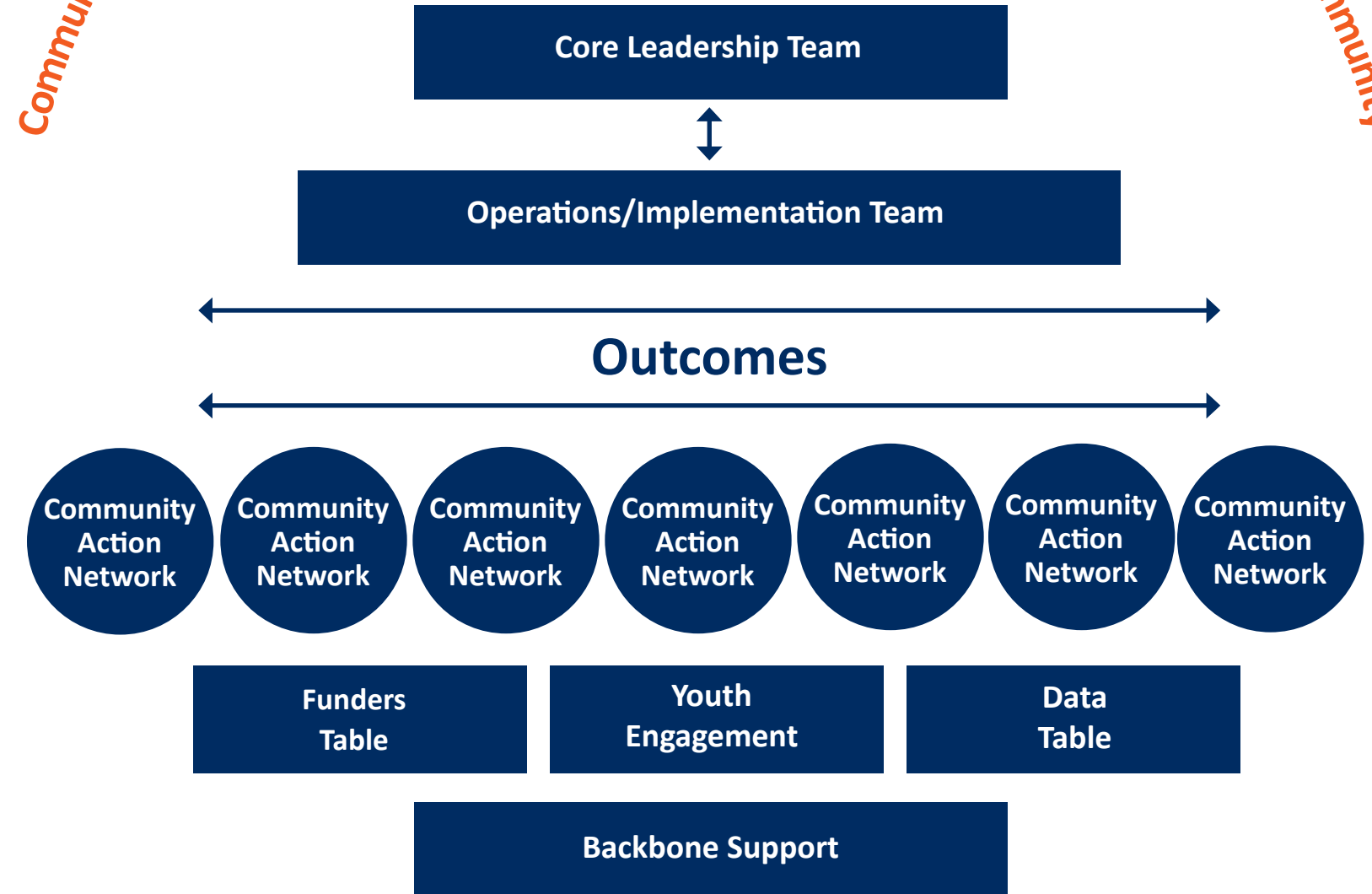
Our accountability structure brings diverse cross sector stakeholders together around what is needed for our young people to succeed in life so that the community advocates for what works.

This is a transformational movement that will grow and take form over time. We are moving to action together to identify, build and support strategies at each point in the cradle to career continuum that demonstrates positive impact.

# Our Civic Infrastructure

Community

Community



Community

For details on roles and responsibilities for each worktable in the accountability structure, please visit [bridgeportprospers.org/accountability](https://bridgeportprospers.org/accountability).



## Core Values

- 1 Stewardship**

We will lead and follow as stewards of Bridgeport, caring responsibly for our community assets. We will work together in new ways to achieve the greatest, long-term benefit for the community as a whole.
- 2 Open Engagement and Partnership**

We will welcome all stakeholders seeking to make a positive contribution to our collective goals. We will empower local stakeholders to bring others into the movement. We recognize the importance of engaging youth as part of the solution and pledge our commitment to bringing young people into the fold of the movement. We are willing to cross political, social ethnic and economic boundaries to achieve community outcomes. We will lead beyond the walls to create an inclusive, cohesive community through partnership and collaboration.
- 3 Commitment to Outcomes**

We understand this work is long-term and we are committed to staying involved. We are willing to take the responsibility for tasks and achieving specific outcomes and commit to measuring our progress and adjusting course as necessary.
- 4 “Art of the Possible” Thinking**

We believe that anything is possible for Bridgeport children and families. We will envision success without limitations and map a specific, attainable strategy for achieving that vision.
- 5 Fact-Based Decision Making**

To the greatest extent possible, we will base decisions and action plans on objective data, thereby avoiding distortion of issues by personal feelings or agendas. At the same time, we seek to get to the heart of the matter and recognize that facts without context can be misleading. We commit to advocating for what works.
- 6 Truth Telling**

We value the empowerment of all community stakeholders to honestly and forthrightly share all knowledge, experiences and insights relative to our work. We take responsibility for ensuring our truth is current and not historical. We all share the responsibility for maintaining the truth telling standard.
- 7 Power Parity**

We respect all stakeholders and recognize there are diverse viewpoints. Positional power will not determine a strategy or preferred outcome, merit will. Viewpoints from diverse constituencies will be proactively sought to ensure the best possible outcomes for Bridgeport children and families—cradle to career.
- 8 Commitment to Resolving Conflict**

We understand that conflict is inevitable and is sometime required in order to achieve the best outcomes. Healthy conflict involves valuing every individual regardless of his or her stance on a specific issue. We pledge an unwavering commitment to working through conflict in a positive manner despite its severity.
- 9 Asset-Based Approach**

We are focused on using a strength-based, asset-oriented approach to improving outcomes for Bridgeport children and families cradle to career. We believe positive change occurs when we appreciate, value and invest in what is best for our families and community.
- 10 Transparency and Objectivity**

We agree to promote open and frequent communication and access to information regarding our work. We empower stakeholders to share information openly. We commit to constantly improving communication to all audiences. We agree to disclose any personal or professional conflict of interest that may affect our objectivity before engaging in work that will impact our efforts to improve outcomes cradle to career. We seek to avoid even the appearance of impropriety.

# Bridgeport Landscape

The community prospers when its rich diversity of people, resources, and knowledge are mutually engaged in overcoming challenges. The collective impact movement offers a method for developing a shared community vision and practical initiatives to ensure a safe, healthy, and vibrant community in which children and families can thrive from cradle to career.

There are daunting obstacles to overcome. A few hard facts about Bridgeport, displayed on this page, illustrate the environment we strive together to improve. They are linked. There is no doubt about the relationship between poverty, food insecurity, and obesity, or between instability in school and educational attainment. These connections map the context for our collective impact work.

- 1/3** One-third of 2 - 5 year olds and one-half of 6-18 year olds are overweight or obese.<sup>1</sup>
- 7.7%** 7.7% of births are to mothers aged 19 or younger.<sup>2</sup>
- 74%** 74% of residents have a high-school diploma (or equivalent) or higher.<sup>3</sup>
- 23%** 23% of residents (27% of parents) are food insecure.<sup>4</sup>
- 23%** 23% of residents (33% under 18 years of age) are living in poverty.<sup>5</sup>
- 18** 18 public schools have a mobility rate higher than 30%.<sup>6</sup>
- 55%** 55% of Bridgeport households are earning less than the basic cost of living in Fairfield County.<sup>7</sup>

We have already seen a collective impact approach bring meaningful progress to Bridgeport.

- 55%** Chronic homelessness in Bridgeport has been reduced by 55% in the past year, and total homelessness has fallen by 5%.<sup>8</sup>
- 36%** The number of Bridgeport children substantiated as Abused/Neglected or Uncared For has fallen 36% since 2005.<sup>9</sup>
- 71%** The number of Bridgeport School Readiness spaces for pre-school children has increased by 71% over the past 10 years.<sup>10</sup>

Together we can improve the circumstances in which Bridgeport's residents grow, learn and work. When we share data, set common goals, and unite the community around effective policies and programs,

## Bridgeport Prospers!



1. Bridgeport Department of Health and Social Services and Get Healthy CT, 2015.
2. Connecticut Department of Public Health, HSS Section, September, 2015. Data presented is for 2013-2014 births.
3. American Community Survey Five-Year Estimates, 2008-2013.
4. Bridgeport Community Allied to Reach Health Equity (CARES), Results of a Community Health Assessment, April 2011, p. 28. Bridgeport needs a reliable measure of food insecurity that can be updated regularly.
5. American Community Survey Five-Year Estimates, 2008-2013.

6. Bridgeport Public Schools, September 2015. Data provided for 2014-2015 school year.
7. ALICE (Asset Limited, Income Constrained, Employed) Connecticut, United Way of Northern New Jersey, 2009-2014, p. 98.
8. Connecticut Counts 2015-Bridgeport Stratford Fairfield, accessed from <http://cceh.org/wp-content/uploads/2015/09/Connecticut-Counts-2015-Bridgeport.pdf>.
9. Connecticut Department of Children and Families. Data provided for 2005-2014.
10. School Readiness Council, 2015.





## Key Outcomes

Bridgeport Prospers has identified nine outcome areas for intense focus. They are points along the cradle to career continuum that are proven to be key levers that need to be moved in order to achieve the cradle to career vision and goals.

Within each outcome area, specific measures will be used to track progress and hold the community accountable for its success. In some cases, at this time in our process, the ideal data needed to measure what matters is not available or complete. We have selected available measures that have relevance and help illuminate the challenge. As part of the work of each Community Action Network, additional data sources will be identified to support the measurement in each outcome area.



### Infant Health

All Bridgeport infants will be healthy



### Kindergarten Readiness

All Bridgeport children will be ready for kindergarten



### Early Grade Reading

All Bridgeport children will be reading on grade level



### Middle Grade Math

All Bridgeport students will master middle grade math



### High School Graduation

All Bridgeport youth will graduate from high school, college and career ready



### Youth Safe from Violent Crime

All Bridgeport youth are safe from violent crime and other at risk activities



### Post-secondary Enrollment

All Bridgeport young adults will enroll in college, apprenticeship or career training



### Post-secondary Completion

All Bridgeport young adults will achieve post-secondary degrees or credentials



### Youth Employment / Jobs

All Bridgeport young adults will be prepared to enter the labor market

# Infant Health

All Bridgeport infants will be healthy

The first years of life are a time of tremendous brain growth. Early experiences profoundly impact the child's development. Good health is the cornerstone of a child's wellbeing. It starts before birth and is influenced by every part of the environment – the home, school, neighborhood, and city.

## Core Indicators

- **52.2%** 52.2% of babies are born full-term (Between 39 weeks 0 days and 40 weeks 6 days).
- **87.4%** 87.4% are born at a gestational age between 37 weeks, 0 days and 41 weeks, 6 days.

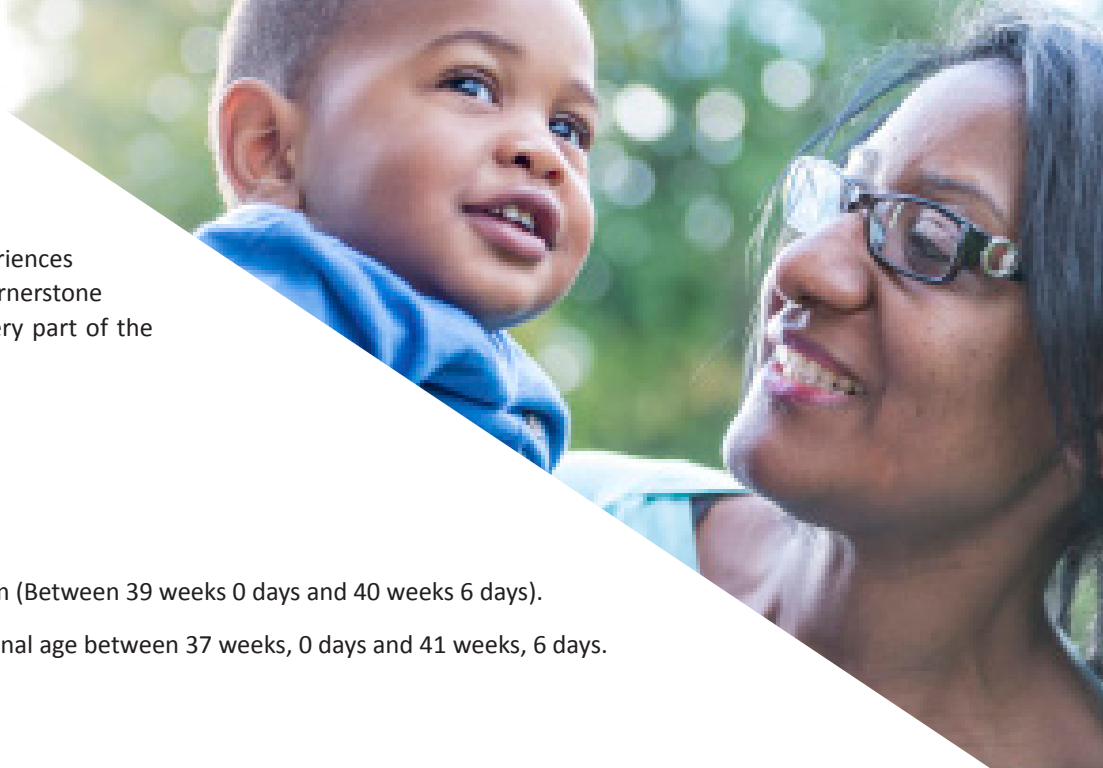
## Contributing Indicators

- **84.7%** 84.7% of mothers receive prenatal care beginning in the first trimester. Over 99% received some prenatal care.
- **1 in 5** 1 in 5 new mothers has attained less than a 12th-grade education.
- **63%** Medicaid pays for 63% of deliveries.

“Having a healthy pregnancy is one of the best ways to ensure a healthy birth. High quality pre-natal care makes healthy moms, and healthy moms make healthy babies.”

~Leticia Colon,  
Outreach and Public Relations Coordinator,  
Optimus Healthcare

1 Bridgeport Hospital, September 2015. Data for July 1, 2014-June 30, 2015.  
2 Connecticut Department of Public Health, HSS Section, September, 2015.  
3 Ibid.  
4 Ibid.



# Kindergarten Readiness

All Bridgeport children will be ready for kindergarten

For children to thrive and succeed in school and beyond, they must be ready to learn when they enter kindergarten. When children come to school without the skills they need in language arts, literacy, numeracy, and social-emotional functioning they are at a disadvantage. Some children are affected by toxic stress and neglect. Neglect is often due to unexpected changes in life circumstances or unstable living conditions but can have serious long-term effects on a child's development. Aligning this work with the MBK initiative will ensure we understand and address any specific issues in school readiness experienced by young boys of color.

## Core Indicators

- **7 in 10** 7 in 10 students require additional instructional support to succeed in kindergarten.

“Pre-school prepared my daughter with the essentials she needed to be ready for kindergarten. She entered kindergarten full of enthusiasm, confidence, and an enjoyment for learning.”

~Rosa Hernandez,  
Bridgeport Parent and Director of  
Parent Training Leadership Institute

	Literacy	Numeracy	Language	Creative/Aesthetic	Social/Personal	Physical/Motor
Kindergarten Entrance Inventory Levels, 2013-2014 <sup>1</sup>						
Level 1 (Substantial support needed)	33.6%	29.4%	31.1%	15.8%	22.2%	17.1%
Level 2 (Some support needed)	36.7%	40.5%	40.5%	42.3%	41.5%	41.6%
Level 3 (Minimal support needed)	29.7%	30.1%	28.4%	41.9%	36.3%	41.3%

## Contributing Indicators

- **6.1%** 6.1% of kindergarten students are English Language Learners.<sup>2</sup>
- **73.9%** 73.9% of kindergarten students attended pre-school.<sup>3</sup>
- **821** Of 821 allegations substantiated by the Connecticut Department of Children and Families, 90% were for child neglect and 10% for child abuse.<sup>4</sup>

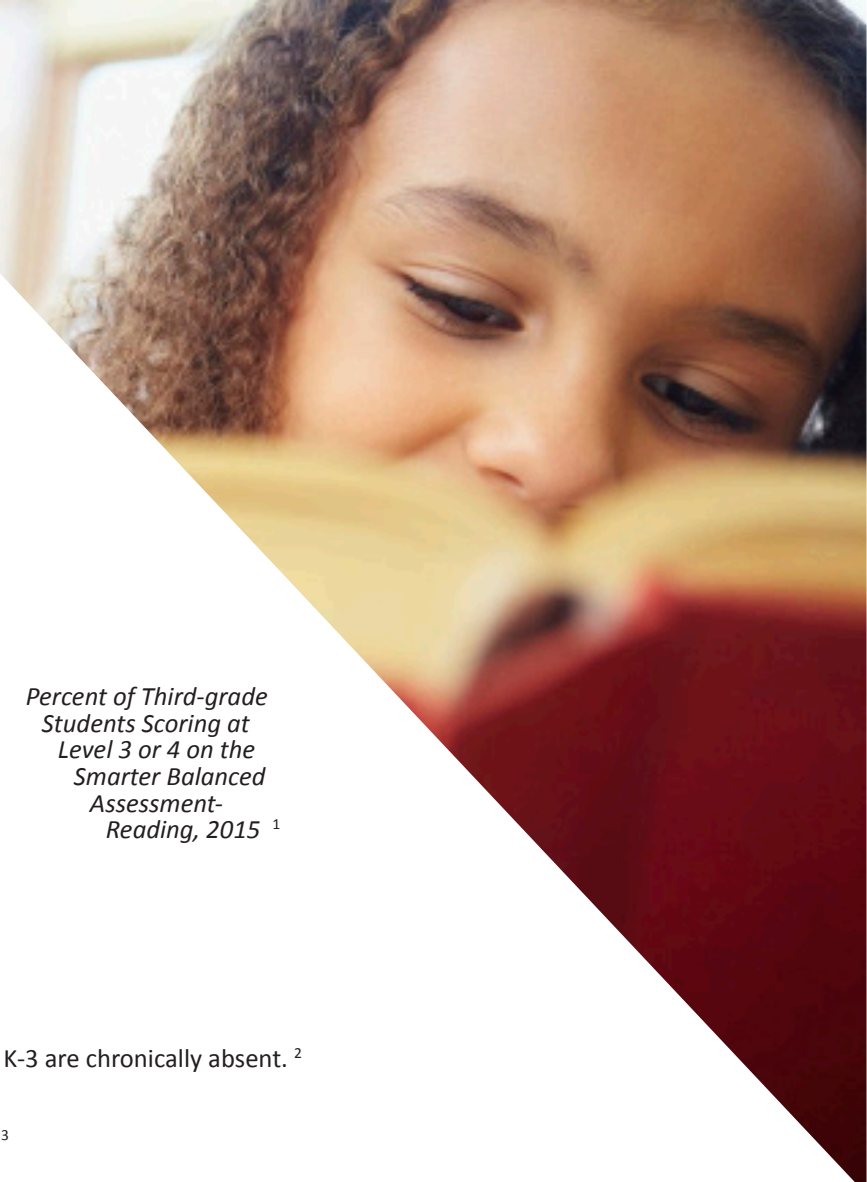
1 Connecticut State Department of Education via Connecticut Data Collaborative.  
2 Bridgeport Public Schools, September 2015. Data for 2015-2016. The percentage of ELL students increases significantly in later grades.  
3 Ibid. This data may be incomplete, but is currently the best district-wide data available.  
4 Connecticut Department of Children and Families. Data provided for FY 2014.



# Early Grade Reading

All Bridgeport children will be reading on grade level

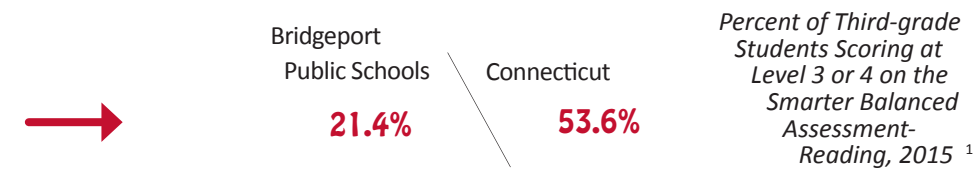
Children in kindergarten through third grade are learning how to read. After third grade, children use reading to learn. If they can't read they will not be able to understand and interpret what they read. When children fall behind as early as first grade, the odds of ever catching up are stacked heavily against them.



“Seeing Bridgeport students every day, I know their great potential. I look forward to working with every member of the community to make sure all of our children read on grade level and have a strong start.”

~Frances Rabinowitz,  
Interim Superintendent of Schools,  
Bridgeport Public Schools

## Core Indicators



## Contributing Indicators

- **16.3%** 16.3% of students in grades K-3 are chronically absent. <sup>2</sup>
- Student Behavioral Indicator—TBD <sup>3</sup>

<sup>1</sup> Connecticut State Department of Education.  
<sup>2</sup> Bridgeport Public Schools, September 2015. Data provided for 2014-2015 school year.  
<sup>3</sup> Bridgeport Public Schools expects to provide data on SRBI Tiers in 2016.

# Middle Grade Math

All Bridgeport students will master middle grade math

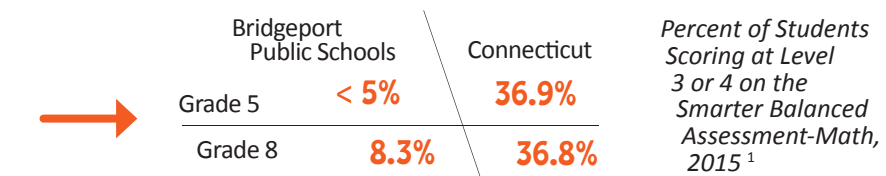
Mastering basic math is critical to academic success in high school and beyond. Of even greater consequence is advanced math skills as a key predictor of school completion and post-secondary achievement. Without these skills, many students enter college needing remedial classes and have challenges accessing even entry level employment.



“It’s so inspiring to provide exposure to science, technology, engineering, and mathematics to students. It opens up a new whole world of possibilities and builds creative ideas about what they see for their future.”

~Gwen Brantley,  
Founder/Executive Officer,  
Access Educational Services

## Core Indicators



## Contributing Indicators

- **15.4%** 15.4% of students in grades 5-8 are chronically absent. <sup>2</sup>
- Student Behavioral Indicator—TBD <sup>3</sup>

<sup>1</sup> Connecticut State Department of Education.  
<sup>2</sup> Bridgeport Public Schools, September 2015. Data provided for 2014-2015 school year.  
<sup>3</sup> Bridgeport Public Schools expects to provide data on SRBI Tiers in 2016.



## High School Graduation

All Bridgeport youth will graduate from high school, college and career ready

High school graduation is a foundational requirement to begin a living wage career pathway. Without a diploma, post-secondary education opportunities cannot be earned and job prospects are extremely limited. Even with a high school degree, we must ensure young people have the reading and math skills at a sufficient level of proficiency to succeed in the next steps of their career pathway.

### Core Indicators

**71.5%** All Students  
**61.6%** ELL Students

High School Four-Year Graduation Rate, 2014 Cohort Bridgeport Public Schools <sup>1</sup>

### Contributing Indicators

**1/4+** More than one-quarter of high school students are chronically absent. <sup>2</sup>

	Bridgeport Public Schools	Connecticut
Reading	<b>25.7%</b>	<b>53.4%</b>
Math	<b>6.0%</b>	<b>30.6%</b>

Percent of 11th-Grade Students Scoring at Level 3 or 4 on the Smarter Balanced Assessment 2015 <sup>3</sup>

**12.5%** 12.5% of Bridgeport Public Schools students are English Language Learners. <sup>4</sup>

**24%** “felt sad or depressed most or all of the time in the last month”

Percent of 7-12 graders Experiencing Depression and/or Attempting Suicide <sup>5</sup>

**23%** “attempted suicide one or more times”

<sup>1</sup> Connecticut State Department of Education. ELL refers to English Language Learners. Future reports will include data on other Bridgeport schools.  
<sup>2</sup> The percentage is 27.8%. Bridgeport Public Schools. Data provided for 2014-2015 school year.  
<sup>3</sup> Connecticut State Department of Education.  
<sup>4</sup> Bridgeport Public Schools. Data provided for 2015-2016 school year.  
<sup>5</sup> Search Institute, Developmental Assets: A Profile of Your Youth (Bridgeport Schools), August 2014, p. 4-4.

“A skilled and educated workforce is an essential component of economic development and business growth. As a leader in the financial services industry, our business has often observed the ways in which a strong talent pool improves the overall economic well-being of our communities.”

~Armando Goncalves, Connecticut Market President, People’s United Bank

## Youth Safe from Violent Crime

All Bridgeport youth are safe from violent crime and other at risk activities

The toxic stress exposure associated with violence can significantly impede a young person’s growth, development and ability to succeed. By aligning this work with the MBK initiative and establishing a community commitment to reduce exposure to violence, we will contribute to positive impact at all points across the cradle to career continuum.

### Core Indicators

**1,522** In one year, 1,522 victims of violent crime and 1,127 perpetrators of violent crime were age 24 or under. <sup>1</sup>

	Victims	Perpetrators
Criminal Homicide	<b>11</b>	<b>11</b>
Forcible Rape	<b>77</b>	<b>33</b>
Robbery	<b>267</b>	<b>142</b>
Assault	<b>1,167</b>	<b>941</b>

Crimes involving residents age 24 and under <sup>2</sup>

### Contributing Indicators

**1 in 5** Nearly 1 in 5 Bridgeport Public Schools students is chronically absent. <sup>3</sup>

	Incidents	Students
Expulsions	<b>48</b>	<b>46</b>
Pending Expulsion	<b>101</b>	<b>94</b>
Out of school Suspensions	<b>4,029</b>	<b>2,121</b>
In-school Suspensions	<b>4,653</b>	<b>2,322</b>

Student Disciplinary Actions, 2014-2015 <sup>4</sup>

**36%** 36% of students in grades 7-12 feel “safe at home, school, and in the neighborhood.” <sup>5</sup>

**41%** 41% of students in grades 7-12 spend “three or more hours per week in sports, clubs, or organizations at school and/or in community organizations.” <sup>6</sup>

<sup>1</sup> Bridgeport Police Department, August 2015. Data provided for 2014. Data on victims may include more persons than the actual victim. For example, a shooting may be classified as a criminal homicide because one victim died, but other people who were shot and lived can be included in the victim data.  
<sup>2</sup> Ibid.  
<sup>3</sup> Bridgeport Public Schools, End of Year Report , September 2015. Data provided for 2014-2015 school year. Chronically absent means “ 10% or more Excused and Unexcused Absences.” We expect this data to change in future years due to changes in the State of Connecticut’s definitions.  
<sup>4</sup> Ibid.  
<sup>5</sup> Search Institute, Developmental Assets: A Profile of Your Youth (Bridgeport Schools), August 2014, p. 1-3.  
<sup>6</sup> Ibid, p. 1-3.

“We believe that the voices and reflections of survivors of violence within our community, movements of social justice, and positive alternatives and opportunities will help strengthen our youth and end the cyclical pattern of violence.”

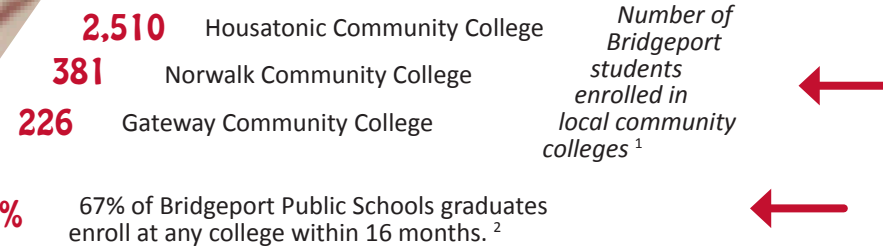
~Kingsley Osei, Executive Director, Connecticut Against Violence

## Post-secondary Enrollment

All Bridgeport young adults will enroll in college, apprenticeship or career training

Completing post-secondary degrees and credentials will put Bridgeport young people on a more even playing field to compete for jobs. Without sufficient attainment, they will earn less and struggle to maintain financial stability.

### Core Indicators



### Contributing Indicators

555 555 students completed a FAFSA through December 2014.<sup>3</sup>

	Students Taking	Critical Reading Mean	Math Mean	Writing Mean
Bassick High School	167	345	333	343
Central High School	399	391	375	388
Warren Harding High School	173	326	316	323

SAT 2015: Bridgeport Test Takers and Mean Scores<sup>4</sup>

“Youth need support navigating post-secondary options. Exposure to careers, the application process and educational institutions is vital. In essence, Bridgeport youth should not feel limited.”

~Teresa Wilson  
Executive Director,  
Village Initiative Project, Inc.

<sup>1</sup> HCC Office of Institutional Effectiveness; NCC Department of Institutional Effectiveness; GCC Institutional Research Office. Data provided for Spring 2015 semester.

<sup>2</sup> Preschool through Grade Twenty and Workforce Information Network (P20WIN), College Entrance, Remediation, and Credit Earning: P20WIN Results for the Graduation Cohort of 2010.

<sup>3</sup> <https://studentaid.ed.gov/sa/about/data-center/student/application-volume/fafsa-completion-high-school>. Data provided for Bassick, Central, Central Magnet, and Harding High Schools. Bridgeport Public Schools had 793 students enrolled in 12th grade in 2014-2015.

<sup>4</sup> College Board via Connecticut State Department of Education.

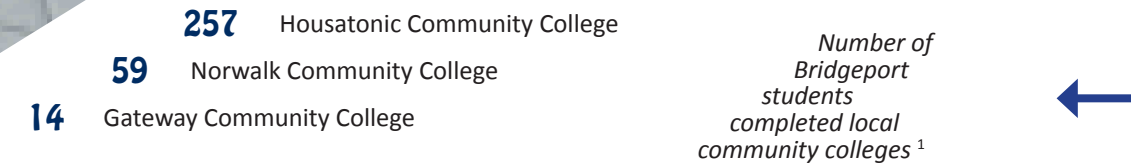
## Post-secondary Completion

All Bridgeport young adults will achieve post-secondary degrees or credentials

As a community, we must not only focus on transitioning graduating high school seniors into post-secondary schools, but also on ensuring that those students complete post-secondary education. The tie between wages, job growth and overall economic prosperity emphasizes the need to ensure post-secondary degree completion.

Completing 2 – 4 year college, apprenticeship or certificate program is key to accessing middle skill or higher skill jobs. If a young person delays their skills and credential building their lifetime earning potential may be significantly diminished.

### Core Indicators



### Contributing Indicators

79% Bridgeport Public Schools

48% Connecticut

Percent of students enrolled in remedial courses at Connecticut Community Colleges or the Connecticut State University System<sup>2</sup>

<sup>1</sup> HCC Office of Institutional Effectiveness; NCC Department of Institutional Effectiveness; GCC Institutional Research Office. Data provided for Spring 2015 semester.

<sup>2</sup> Preschool through Grade Twenty and Workforce Information Network (P20WIN), College Entrance, Remediation, and Credit Earning: P20WIN Results for the Graduation Cohort of 2010

“Completion of a post-secondary degree or certificate provides a pathway for dreams to become reality. Education is a powerful tool that can change a life, positively impact a family, and influence a community. Placing a focus on post-secondary degree completion is essential. From the cradle to the career education is a proven pathway to success.”

~Dr. Paul Broadie, President,  
Housatonic Community College



## Youth Employment/Jobs

All Bridgeport young adults will be prepared to enter the labor market

When young people are delayed in accessing their first work experience into their twenties, the impact can be catastrophic to the readiness of our future workforce. It is essential to help close the opportunity gap by connecting young people to early work experience, internships and good careers.

### Core Indicators

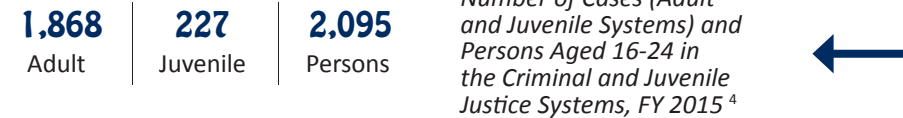


1,200

Almost 1,200 youth aged 16-19 are “Disconnected,” meaning they are neither in school nor working. <sup>2</sup>

### Contributing Indicators

1 in 5 1 in 5 youth aged 18-24 lacks a high school diploma or equivalent. <sup>3</sup>



“As a member of the Core Leadership Team for Bridgeport Prospers, I am excited to help close the opportunity gap. Recent graduates face many challenges finding jobs in their fields, even with college degrees.”

~Victor Tran  
Recent UCONN Graduate 2014

<sup>1</sup> American Community Survey, 2013 Three-Year Estimates.  
<sup>2</sup> Calculation based on American Community Survey, 2013 Five-Year Estimates. Actual estimate is 1,189.  
<sup>3</sup> American Community Survey, 2013 Five-Year Estimates.  
<sup>4</sup> State of Connecticut Judicial Branch, September 2015.



## Get involved

We value your involvement. The community needs you as part of this cradle to career movement.

Here are some ways you can join us:

Join one of our Community Action Networks and become a part of the solution.

Be a champion for working together by bringing other voices into the fold of our work.

Share your feedback about the Bridgeport Prospers Cradle to Career collective impact movement.

Follow us on Facebook @BridgeportProspers and help spread the word.

Invest in Bridgeport Prospers and align your community investments with the nine outcomes.

We want to hear from you.

Visit us at [bridgeportprospers.org](http://bridgeportprospers.org)  
or contact us at [info@bridgeportprospers.org](mailto:info@bridgeportprospers.org).

## What's next?

If you want to go fast...

*go alone.*

If you want to go far...

*go together.*

*~African proverb*

This report marks the beginning of our move to action. We have built the foundation for this movement. We have committed stakeholders with the courage to continue this work long term. We have gathered the initial data points we need to understand where we are and where we want to go, knowing that it is a flashlight, not a hammer. Over time, we will be, together, figuring out what's working and what's not working and why, and we will advocate together for those strategies.

Critical to our move to action is the establishment of our first Community Action Networks (CANs) that will be the strategic work tables. These CANs will be informed by data and empowered to develop effective strategies to create positive impact across each of the nine outcome areas identified for intense focus across the cradle to career continuum.

We will also be hard at work with our Youth Engagement Committee planning Bridgeport's Youth Summit scheduled for April 1, 2016 at the Arena at Harbor Yard. This event is being designed by a broad community planning team that includes Bridgeport youth so that it is clear the community recognizes their talent and is committed to working with them to close the opportunity gap and support their success; developing new leaders for Bridgeport's future.

Key strategies like Universal Pre-K and My Brother's Keeper, already underway, will be aligned with and supported by our strategic efforts to maximize resources and impact.

This is  
your  
movement.  
Our  
community.  
Join the  
journey.

## Core Leadership Team

### Tri-Chairs

**Rosa J. Correa** Director, *Strategic Relations, Career Resources, Inc.*  
**Rabbi James Prosnit** Congregation B'nai Israel  
**Dr. Fred McKinney** Managing Director of Minority Business Programs  
*Tuck School of Business at Dartmouth*

### Committee Members

**Frank Borres** CEO, *American View Productions, Chairman, Citywide NRZ*  
**Ramon Bulerin** BDI—*Stratford Options Cleaning Services, LLC*  
**Most Reverend Frank J. Caggiano** Bishop, *Diocese of Bridgeport*  
**Joseph Carbone** President and CEO, *The Workplace, Inc.*  
**Carmen Colon** Executive Director, *Alpha Community Services, YMCA*  
**Pablo Colon III** Vice President, *Radio Cumbre Broadcasting Inc.*  
**George Estrada** Vice President for Facilities, *University of Bridgeport*  
**Armando Goncalves** Market President, *Southern CT, Peoples' United Bank*  
**Adrienne Farrar Houel** President and CEO, *Greater Bridgeport Community Enterprises, Inc.*  
**Bill Jennings** President and CEO, *Bridgeport Hospital*  
**Danette Jones** Copious Realty Group  
**Reverend Eleanora Mosely** East End Baptist Tabernacle Church  
**Janet Ortiz** Director, *Nehemiah Commission*  
**Frances Rabinowitz** Interim Superintendent of Schools, *Bridgeport Public Schools*  
**Reverend Cass Shaw** President and CEO, *Council of Churches of Greater Bridgeport*  
**James Stephenson** Special Projects Manager, *Bridgeport Parks and Recreation*  
**Donna Thompson-Bennett** Curriculum Manager/Consultant, *National Parent Leadership Training Institute*  
**Victor Tran** Recent UCONN Graduate 2014

### Backbone Support

**Merle Berke-Schlessel, Esq.** President & CEO, *United Way of Coastal Fairfield County*  
**Rina Bakalar** Lead Consultant  
**Donna L. Pfrommer** EVP, *Brand Management & Community Engagement, United Way of Coastal Fairfield County*  
**Cathy DeCesare** Chief Strategic Officer, *United Way of Coastal Fairfield County*  
**David Kennedy** Chief Operating Officer, *United Way of Coastal Fairfield County*  
**Petrina Lewis** Executive Assistant, *United Way of Coastal Fairfield County*  
**June Malone** Director, *Birth to 8, BAYC Coordinator, United Way of Coastal Fairfield County*  
**Karen Sportini** Director, *Resource Development, United Way of Coastal Fairfield County*  
**Hilda Johnson** Chief Financial Officer, *United Way of Coastal Fairfield County*  
**Deborah Cooper** Information and Data Manager, *United Way of Coastal Fairfield County*  
**Kevin Klemme, PhD** Grant Development & Research Specialist, *The bluegreen Research Institute (a Division of The Workplace, Inc.)*  
**Michael McCarthy** V.P. National Initiatives, *The Workplace, Inc.*  
**Marleine Marcelin** Public Ally AmeriCorps Member

### Data Team

**Mike Strambler** Yale School of Medicine  
**Joanna Meyer** Yale School of Medicine  
**Carolyn Salsgiver** Bridgeport Hospital  
**Cathy Decesare** United Way  
**June Malone** United Way  
**Nestor Leon** The Workplace, Inc.  
**Robert Francis** RYASAP  
**Kristin Dubay Horton** City of Bridgeport Health Department  
**Christina Smith** City of Bridgeport Grants Office  
**William Haas** LifeBridge Community Services  
**January Reissman** Fairfield Community Foundation  
**Lamond Daniels** City of Bridgeport  
**Marjorie Bernard** University of Bridgeport  
**Jocelyn Ault** CommPACT  
**PJ Karaffa** Bridgeport Board of Education  
**Jessica Gencarelli** Bridgeport Board of Education  
**Mark Abraham** Data Haven  
**Liz Mackenzie** CES  
**Charlie Grady** Project Longevity  
**Mary Pat Healy** BCAC  
**Dr. Mary Yakimowski** Sacred Heart University  
**Michelle McCabe** Council of Churches  
**Deloris Curtis** HCC-retired  
**Denique W. Lewis** RYASAP  
**Jonathan James** City of Bridgeport  
**Alexander Pagan** Bridgeport Board of Education

### My Brother's Keeper

**Gwen Brantley**  
**Ernest Brown**  
**Mayra Cabanas**  
**Lamond Daniels**  
**Marie Desances**  
**Harold Dimbo**  
**Kristin duBay-Horton**  
**Bob Francis**  
**Dana Forry**  
**Charlie Grady**  
**Genevieve Halloran**  
**Mary Pat Healy**  
**Mory Hernandez**  
**Nancy Kingswood**  
**Kenny Jackson**  
**Jonathan James**  
**Nestor Leon**  
**Judy Marella**  
**June Malone**  
**William Marshall**  
**Barbara Mosocva**  
**Kingsley Osei**  
**Tina Peloso-Ulreich**  
**Feliciano Perez**  
**Marlon Ramnanan**  
**Shanika Rucker**  
**Indra Sen**  
**Christine Smith**  
**Carolyn Vermont**  
**Teresa Wilson**  
**Dementred Young**

### Youth Engagement Table

**Eldorado Anderson**  
**Jocelyn Ault**  
**Rayon Bernard**  
**Marjorie Bernard**  
**Michael Bielawa**  
**Alexis Bivins**  
**Gwen Brantley**  
**Edwin Colon**  
**Rosa Correa**  
**Lamond Daniels**  
**Cassandra Edmonds**  
**George Estrada**  
**Duanecia Evans**  
**Meridith Ferraro**  
**Robert Francis**  
**Lorraine Gibbons**  
**Steven Gonzalez**  
**Carolyn Graves**  
**Sal Hanaif**  
**Roland Harmon**  
**William Hass**  
**Scott Hughes**  
**Kenny Jackson**  
**Ebony Jarrett**  
**Greg Johnson**  
**Lyle Jones**  
**Kari Kaplan**  
**Stefan Keller**  
**Jeri Kollock**  
**Joan Lane**  
**Nestor Leon**  
**Jean Lightfoot**  
**Phyllis Lingard**  
**Kelly Luxenberg**  
**Andrea Macnow**  
**Kathy Maher**  
**Marleine Marcelin**  
**Kathleen Marini**

**Alma Maya**  
**Bethany McCluster**  
**Lisa McKenna**  
**Dr. Fred McKinney**  
**Nakida McKnight**  
**Omari McPherson**  
**Kathryn Meyer**  
**Cleopatra Middleton**  
**George Mintz**  
**Eleanora Mosely**  
**Diana Napier**  
**Carmen Nieves**  
**Janette Ortiz**  
**Kingsley Osei**  
**Tammy Papa**  
**Feliciano Perez**  
**Julio Reinosa**  
**Richetta Joyner**  
**Yaniel Rodriguez**  
**Christine Santos**  
**Valarie Shultz-Wilson**  
**Rachel Smith**  
**Leon Smith**  
**James Stephenson**  
**Nancy Sweeney**  
**Diane Thomas**  
**Donna Thompson-Bennett**  
**John Torres**  
**Victor Tran**  
**Faith Villegas**  
**Terry Walden**  
**Kirk Wesley**  
**Tony Wheeler**  
**Teresa Wilson**  
**Kevin Wingo**  
**Andrew Woods**  
**Doran Wright**

We apologize for any inadvertent omissions or misspellings.





Backbone support  
provided by

