

COLORADO
SUCCEEDS
Great Schools are Good Business

2019 Impact Report

Policy • Practice • Philanthropy



Letter from the President

If 2018 was a year focused on generating enthusiasm and alignment for Vision 2030 – a bigger, bolder look at the future of learning, then 2019 was where rubber met the road by collaboratively building out the specific strategies needed to achieve this Vision together.

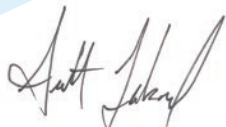
We started the year by evolving our organizational strategies beyond policy and advocacy to include support for implementation and aligned philanthropy. We know public policy is critical to create the best possible operating conditions for schools and students. But, while we previously looked at passing policy as the finish line, we now see it as our starting gate.

We are committed to supporting the implementation of the policies we pass, and we do so by working with the early adopters who are eager to innovate.

We call this work our Practice Division, and, within it, our team goes from being advocates to learners. We listen to educators, families, students, and business leaders to uncover what's working, what needs to be changed, and what additional policy barriers need to be addressed. By elevating the ideas of experts in the field as a key input to our policy and advocacy, we will close the feedback loop between policy and practice. Through it all, our policy solutions will become more nuanced and impactful and our advocacy coalition will be more diverse and powerful, as they will directly represent educators, families, and students.

The underpinning of our new strategy is collective philanthropy. We are working to support philanthropic leaders who invest millions of dollars in Colorado each year. We've brought them together as an Investors Roundtable so that they can learn about the rapidly emerging field of career-connected learning and identify aligned opportunities for them to channel their investments in a coordinated, collaborative, and highly leveraged way. Taken together, this group will bring more innovation into the sector and shorten the timeframe between innovation and scale.

This report details our new theory of action and how we are operationalizing this organizational shift into action and impact in 2020 and beyond. Thank you for making this work possible.



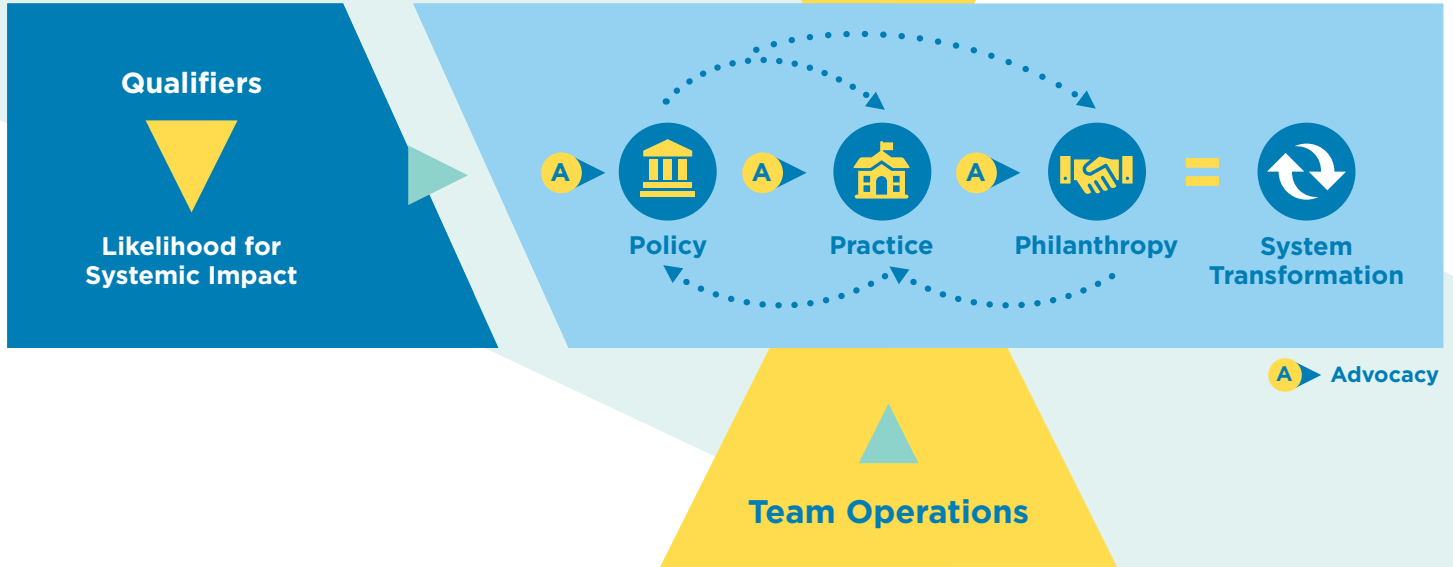
Scott Laband, President



Theory of Change

Choose Impactful Initiatives

Implement in the Most Effective Way



By the Numbers

\$16M secured in state legislature for Vision 2030 aligned priorities

42 school districts offering industry credentials to their students

\$5M secured by the Investors Roundtable to support agile learners, educators, and systems

3 major awards and accolades from state and national organizations

7 P-TECH high schools operating or approved

18 schools recognized and funded through The Succeeds Prize

6,764 more students earned industry credentials aligned to high-skill, high-wage jobs

12 out of 13 supported bills passed and signed into law

8 communities selected for the Homegrown Talent Initiative

8 presentations at state and national education conferences

30,000 children supported by full-day kindergarten legislation

50 media hits including CNBC, 9NEWS, and the Denver Business Journal



Policy & Advocacy

“Vision 2030 aligns well with the Department of Education’s mission that our school system needs to be nimble and effective and able to change with the workforce’s needs.”

Commissioner Katy Anthes, Colorado Department of Education

In 2019, we worked with courageous policymakers and bold coalition advocates to achieve key legislative victories.

1. Changed outdated funding practices that links the amount of money a school receives to the amount of time a student spends inside the classroom, allowing more students to participate in out-of-school learning opportunities.
2. Secured \$5M in financial incentives for school districts that offer work-based learning opportunities.
3. Created flexibility for school districts to experiment with local accountability and test new, innovative workforce and college readiness measures.
4. Ensured *all* students can earn college credit while in high school through concurrent enrollment.
5. Expanded the number of educators who can teach postsecondary-level courses in high school by increasing funding and loan forgiveness for educators earning master’s degrees in key content areas.



“The new innovative learning pilot from Colorado is one of the best new statutory initiatives in the country that could help address obstacles to expanding experiential learning.”

Karla Phillips-Krivickas, KnowledgeWorks



BUSINESS & EDUCATION DELEGATION TRIP TO SAN DIEGO

Members and stakeholders joined our team in San Diego to learn from innovative models aligned to Vision 2030. We met with schools like High Tech High, Design39Campus, and the San Diego Workforce Partnership. We are using their inspiration and ideas to continuously improve our approach in Colorado.



“The delegation trip is a valuable opportunity to connect with other business leaders driving this work back home in Colorado. This year’s trip to San Diego demonstrated that creative and innovative education practices can successfully happen in public schools on standard public funding.” Ashley Ruiz, McKinstry

AGILITY EXPLAINED: ACHIEVING VISION 2030 THROUGH POLICY



We published this paper to chart the future needs of public policy and will propel our policy agenda in 2020 and beyond. Many of our current efforts that require government appropriations have already been included in Governor Polis’ budget.

“Testifying at the Capitol and speaking to policymakers is one of the most rewarding things I do, civically. Succeeds prepares and places me in roles to both improve outcomes for learners and support talent development for our growing industry.” Tom Brinegar, PEAK Resources



Practice

“The role of Colorado Succeeds has never been more clear or exciting. We are business leaders representing industry in all 64 counties of Colorado. Together, we are Colorado Succeeds and we are building a movement to make sure all kids have a chance to achieve their greatest potential.” Alice Jackson, Xcel Energy

COLORADO STEM

We worked with STEM stakeholders from state agencies like the Colorado Workforce Development Council and Colorado Department of Education, advocacy organizations, and non-profit technical assistance providers to achieve greater adoption and scale of previously passed priorities like the STEM Endorsed Diploma, computer science standards, and the Career Success Development Fund.

“There are many organizations at the Capitol; few are both helping to pass policy then stick around to ensure adoption and growth. The Career Success Development Fund is a proof point of this. I appreciate working with Colorado Succeeds and other stakeholders to build a coalition of support through a network of employers and chambers from across the state.” State Representative Daneya Esgar

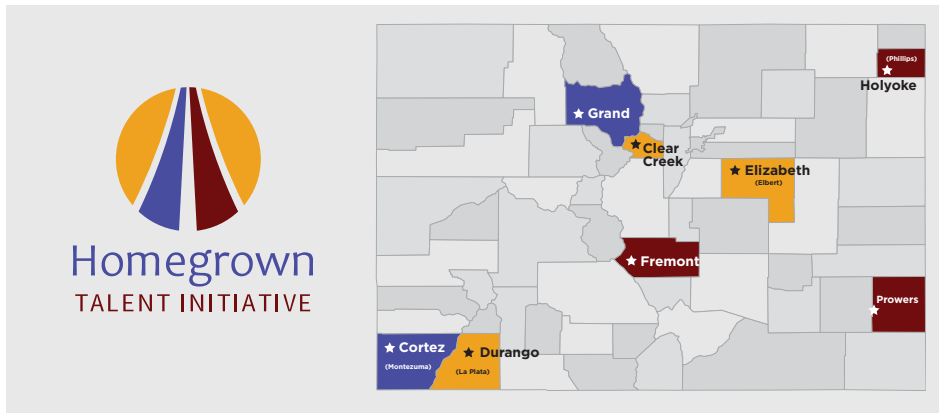
“IBM has gone all in on promoting the P-TECH school model nationwide. Colorado was one of the first states to adopt and promote P-TECH because we had the buy-in and leadership of business with Colorado Succeeds at the helm.” Ray Johnson, IBM





HOMEGROWN TALENT INITIATIVE

We launched the *Homegrown Talent Initiative* with the Colorado Education Initiative, Daniels Fund, Walton Family Foundation, and Gill Foundation to support 8 communities in bringing together their K-12 school district, higher education institution, industry partners, and students and families. Together, these cohorts are designing a profile of a high school graduate and the experiences needed for students to gain the skills and competencies reflected in their profile. Over the next three years, we will support these communities in their planning process, prototype their innovations, and scale the most successful aspects.



“We’re working to create a place where businesses have the talent they need, families have confidence in the education system, and children are showing up every day excited to learn and get ready to go out into the world with hope that there’s a place for them.”

Wendy Brors, Maher & Maher and HTI Industry Partnership Coach



“When we see education and business leaders, parents, and students coming together to set their young people up for success and rejuvenate their local economy, we know that we are funding a project that will jumpstart change.” Linda Childears, Daniels Fund

ROADMAP TO WORK-BASED LEARNING

We published the *Colorado Roadmap to Work-Based Learning* to share effective work-based learning programs statewide and convey best practices in a step-by-step approach. This tool helps employers and educators connect with subject-matter experts and with one another to create new career-connected learning experiences for students.





Philanthropy

THE SUCCEEDS PRIZE

The Succeeds Prize invests in what's working and shares stories of innovation and impact with education leaders and stakeholders statewide. This year's event was broadcasted live and uninterrupted by 9NEWS. Together, we invested \$150,000 in educators at places like:

- **Warren Tech in Jefferson County & STRIVE Prep's EXCEL High School** where they are rethinking STEM education and exposing learners to a vast array of exploration opportunities and careers in computer science and program engineering.
- **Cañon City** to bring a first-of-its-kind aerospace education program to rural Colorado.
- **Douglas County & St. Vrain Valley Schools** who are expanding new models of teaching and learning, centered around experiential learning and rooted in complex problem-solving.
- **Pueblo** where a partnership between the school district and Parkview Medical Center is both sparking passions in learners and building high-quality talent for the future.
- **Longfellow Elementary in Salida** who put social-emotional learning at the center of the daily practice and have the academic results to show for it.
- **Aurora & the Roaring Fork Valley** which go beyond core-content standards to formally recognize the skills, competencies, and aptitudes of their students through digital badging and capstone programs.
- **Academy of Advance Learning in Aurora** that meets the need of their community with an extended school day and radical focus on retaining top educators centered on school culture.



“At Slalom we have a vision where everyone loves their work and life. A key foundation of that is a strong education. By partnering with Colorado Succeeds and strengthening our public and private partnerships we can have Colorado set an example for the nation.”

Binh Diep, Slalom

“The Succeeds Prize is an important way to promote what I call the golden triangle of public education: enthusiastic students, engaged parents, and exceptional teachers. The Prize promotes the idea that we need to have all these people engaged and honor those teachers who are exceptional.”

State Senator Paul Lundeen

“It's exciting to see that there are people that care enough and want to be part of what is happening in our schools. This award ripples down to opportunities for students all over the state and validates teachers by lifting up our profession. This coming school year - we will expand geometry and construction into seven other high schools in JeffCo.”

Colleen Owens, Green Mountain High School



INVESTORS ROUNDTABLE

Colorado Succeeds convened a group of philanthropic leaders from corporations and private foundations that we call the Investors Roundtable to learn about the emerging field of career-connected learning and identify opportunities to co-invest in efforts that create agile learners, educators, and systems. This group of investors has collaborated on two exciting opportunities so far - committing over \$5 million of philanthropic support to help get them off the ground.

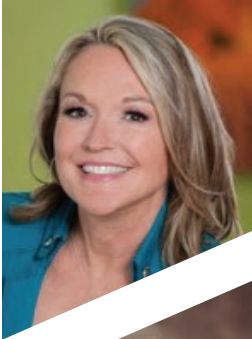
“Coming together with other corporate and foundation leaders at the Investors Roundtable meetings has helped us learn about the education-to-workforce landscape, strengthen our investment approach, and leverage our dollars alongside several new partners.”

Denise Whinnen, Gill Foundation

“Attracting talent and sustaining our workforce is critical to Ball Corporation’s success, and we’re committed to supporting the current and future STEM talent pipeline across the globe. We value the opportunities Colorado Succeeds provides to connect with other leaders in the field. We identify successful programs and work collaboratively to bring them to scale. Together, we will continue to strive to provide all students relevant learning opportunities where they can develop the skills they need to be successful in our innovation economy.”

Chris Chavez, Ball Corporation

Leaders in Action



Angela Baier

CEO of CollegenInvest

"Bolstering the long-term success of learners is core to CollegenInvest's purpose. We believe in the power of pathways and our partnership with Colorado Succeeds allows us to inform policy and practice that ultimately strengthens our own impact."



Dave Eddy

Colorado Site Director for Boeing

"Incremental change has ever been enough for me, but we can't expect anything more without taking the time to get involved. The Homegrown Talent Initiative has given me the opportunity to engage in a full district design and implementation process, centered around scale and systems change."



Demesha Hill

Community Relations Manager for Janus Henderson Investors

"We are taking a long-term view to talent development, shaping not only our company's strategy but the perception of our industry. We're intentionally investing in innovative educational programs that help students be thought leaders in the classroom. We value examples of academic work that translate into real-life experience and we count on Colorado Succeeds to help us identify places and partners we can support through our advocacy and our grant-making."



Jon Kinning

EVP & COO of RK

"RK has been involved in education and workforce development since our inception- including an accredited, in-house apprenticeship since 1995. Succeeds is able to take our learnings and address many of the challenges we simply don't have the capacity to tackle alone."



Jesus Salazar

CEO of Prosono

"I work with a lot of boards and committees on various angles of education and workforce development. I've learned that public policy is the critical underpinning to the success of all these initiatives and through Succeeds, I'm able to support programmatic work on a systemic level."

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