

Using a Results-Based Accountability Approach to Develop a Mobility Action Plan

The Boone Upward Mobility Project is an interagency initiative of the Boone County Community Services Department intended to boost mobility from poverty and ensure that prosperity is shared by all residents. Through this project, the Boone County Core Team will use the results-based accountability framework to center data, equity, and community engagement to address inequities in economic and social outcomes. This work focuses on the priority areas of housing, early-grade literacy, and employment and workforce development.

A VISION FOR UPWARD MOBILITY

The Boone County Core Team's vision for this work is to have the community, especially those with lived experiences in the priority areas, drive the plans and solutions. The Boone County Core Team involved community stakeholders in analyzing the data, selecting priorities, setting goals, developing strategies, and guiding the implementation of strategic actions identified by the community. By creating a racially diverse coalition of community members and stakeholders, the Mobility Action Plan will reflect a planning process that is tailored to community needs and is solutions focused.

WHO IS INVOLVED?

Boone County convened the Boone County Core Team to begin planning processes for this project. Initial members of the Boone County Core Team included the staff of the Boone County Community

BOONE COUNTY GOALS

FAIR AND INCLUSIVE HOUSING

All people in Boone County have safe, quality, and affordable housing.

EARLY-GRADE LITERACY

All children in Boone County learn to read and write and see themselves as readers and writers.

JOBS AND WORKFORCE DEVELOPMENT

Boone County is a flourishing community where everyone can live, learn, and grow.

Services Department (BCCSD) and Cradle to Career Alliance. This team evolved to include Central Missouri Community Action. The Boone County Core Team also assembled a coalition of 40 community stakeholders and members to be involved throughout the planning process and lead the priority working groups.

UPWARD MOBILITY INSIGHTS

Members of the Boone County Core Team used an intentional process that centered voices and perspectives of county residents to guide the priorities for the Upward Mobility project. The Boone County Core Team hosted a data walk during which community stakeholders reflected on the Mobility Metrics and local data to identify the project's priorities, choosing which metrics they would want to see changed in the next five years. This process led to the selection of three priority areas as most pressing for Boone County, each with its own working group.

- The **Fair and Inclusive Housing** workgroup chose to work toward a result of “all people in Boone County have safe, quality, and affordable housing.” Workgroup members selected indicators related to homeownership rates for Black Boone County residents, the cost of housing compared to the median income, and the rate of housing-cost-burdened renters and homeowners in the county. Data showed higher rates of housing cost burden among renters and disparities in median incomes, which both affect homeownership rates. Some root causes identified were historically racist housing policies, a lack of housing stock, and income not reflecting livable wages.
- The **Early-Grade Literacy** workgroup chose to work toward a result of “all children in Boone County learn to read and write and see themselves as readers and writers.” Workgroup members selected indicators related to language arts proficiency at third grade, literacy scores within each district, academic and behavioral readiness of students, and their attendance rates. Data from these indicators showed disparities in literacy and language arts proficiency and readiness across race and ethnicity. The root causes identified for the data trends were access, poverty, and equity.
- **The Jobs and Workforce Development** workgroup chose to work toward a result of “Boone County is a flourishing community where everyone can live, learn, and grow.” Workgroup members selected indicators related to family income, levels of educational attainment, high school graduation rates, and affordable child care slots. Data showed persistent disparities in income, educational attainment, and graduation rates by race and ethnicity. Racism was identified as the root cause for trends, and workgroup members chose to focus on the lack of social capital, the need for employer responsibility, and the need for entrepreneurship supports.

KEY STRATEGIC ACTIONS

FAIR AND INCLUSIVE HOUSING

- 1 Increase affordable housing stock in Boone County.
- 2 Implement an Adopt-a-Block Home Maintenance program.
- 3 Increase “second chance” leasing opportunities.

EARLY-GRADE LITERACY

- 1 Improve wraparound services for young children.
- 2 Improve early childhood experiences.

JOBS AND WORKFORCE DEVELOPMENT

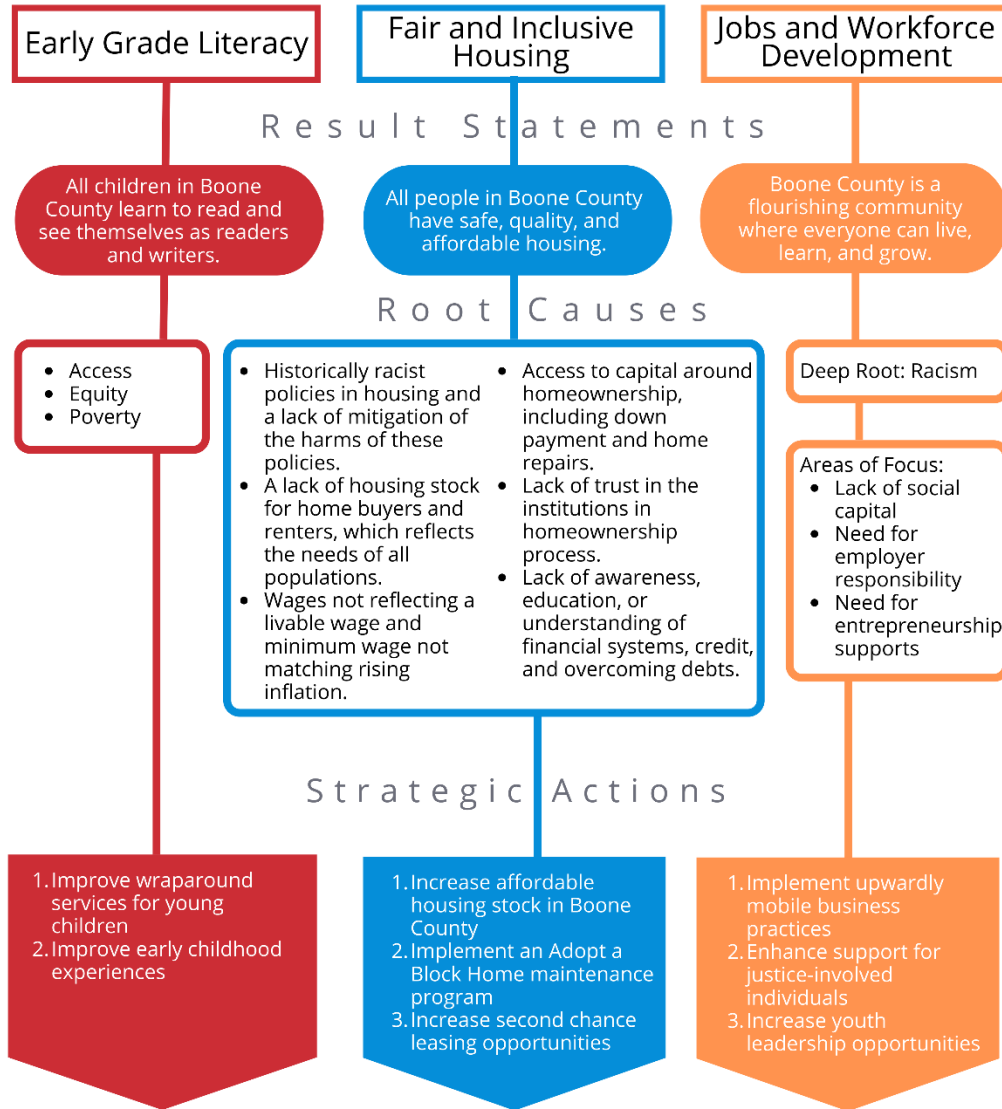
- 1 Implement upwardly mobile business practices.
- 2 Enhance employment opportunities for individuals involved in the justice system.
- 3 Increase youth leadership opportunities.

WHAT'S NEXT?

BCCSD will continue to contribute to planning, outreach, and implementation of strategic outcomes across workgroups. Additionally, the BCCSD will release community reports with annual updates to the Mobility Action Plan and share the work of all workgroups at least through 2026. Metrics related to upward mobility will be published through the Boone Indicators Dashboard, which will be facilitated by the BCCSD.

Each workgroup has identified a need for coordination at all levels of the project. Coordination is needed for individuals accessing services; for programs striving to effectively partner and serve more individuals; and within and across systems to ultimately change policies and practices to improve upward mobility from poverty. The BCCSD is working to develop this coordination with expanded capacity within the county and within community providers.

Workgroup Process



Continued Planning