



**ALIGNED**

*Investing in the **Workforce of Tomorrow***

# Annual Report 2018



# Our Mission

**Engage business leaders in education efforts that promote workforce readiness in an increasingly competitive and globalized world.**

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## Get in Touch

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Torree Pederson  
(913) 484-4202  
Torree@WeAreAligned.org

Linda Rallo  
(314) 330-8442  
Linda@WeAreAligned.org

**Website:**  
[www.WeAreAligned.org](http://www.WeAreAligned.org)

**Twitter:**  
[@TorreeAligned](https://twitter.com/TorreeAligned)

**Facebook:**  
[@WeAreAligned1](https://www.facebook.com/WeAreAligned1)

# Letter from the President

Dear Friends:

Business and education can no longer operate in silos. That's why we kicked off 2018 with a new name, fresh look and refined mission. We are Aligned and as the only business-led education advocacy coalition in Kansas and Missouri, we strive to implement a unified vision for education that's not only informed by the needs of a global economy but centered on the principles of agility and alignment.

With a daily presence in both state houses, last year Aligned operated in an environment marked by turmoil, turnover and threats to funding. However, we remained laser focused on our key policy priorities: early childhood education and workforce-education alignment. I am pleased to share our 2018 Annual Report.

Thanks to your investment our coalition championed:

- Expansion of early childhood education for at-risk 3- and 4-year-olds.
- Development of quality benchmarks for early care and education.
- Legislation that allows business professionals to teach career education courses in public high schools.

We also supported efforts to:

- Allow teacher externships (summer jobs within industry) to count as professional development.
- Provide post-secondary institutions authority to grant degrees outside of their mission to meet local workforce needs.
- Create and fund a Science, Technology, Engineering, and Math (STEM) Career Awareness Task Force.

Looking ahead to 2019, Aligned will work to build a system that provides Kansas and Missouri students with a first-class education that meets the expectations of a 21st century economy.

We are grateful to the supporters and partners who make our work possible. Please help us expand our scope by encouraging your colleagues to subscribe to our newsletter and join our advisory team.

Best,

Torree Pederson  
President, Aligned

## Board of Directors

### **Chairwoman**

Kate Ferrell Banks  
Ferrell Capital

Dr. John Vandewalle  
LumenTouch

Erin Brower  
Hallmark

### **Treasurer/Past Chairman**

Tyler Nottberg  
U.S. Engineering Company

Neal Sharma  
DEG

Todd Geiman  
MO Bank

### **Vice Chairman**

J. Michael Stradinger  
Holland 1916

### **Regional Board Members (Mid Missouri)**

Teresa Maledy  
Commerce Bank

### **Regional Board Members (St. Louis)**

Maxine Clark  
Build-A-Bear Workshop

### **Secretary**

David Oliver  
Berkowitz Oliver

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## Board of Trustees

Tyler Nottberg  
U.S. Engineering Company

Chad Hansen  
Fontg. Hansen.

Jonathan Freiden  
U.S. Toy/Constructive PlayThings

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## Board of Advisors

American Metals Supply Co.

Ferrell Capital

Magna LMV Automotive Systems

Arvest

Francis Family Foundation

MoBank

City of Caruthersville

H&R Block Foundation

Mosaic Life Care

Commerce Bank

Hallmark

Netchemia

Core First Bank & Trust

Husch Blackwell

Polsinelli

Edward Jones

JP Morgan Chase & Co

Two West

Ewing Marion Kauffman  
Foundation

KCP&L

UMB

Lathrop Gage

## Member List 2018

American Metals Supply Co.	Ferrell Capital	LumenTouch
Arvest	Fontg. Hansen.	Magna LMV Automotive Systems
Berkowitz Oliver	Francis Family Foundation	MoBank
Build-A-Bear Workshop	H&R Block Foundation	Mosaic Life Care
City of Caruthersville	Hallmark	Netchemia
Commerce Bank	Holland 1916	Polsinelli
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Edward Jones	KCP&L	U.S. Toy/Constructive PlayThings
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## Our Team



**President**  
Torree Pederson



**Vice President**  
Linda Rallo

# Our Impact in 2018

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Economic growth in Kansas and Missouri hinges on access to a skilled workforce with the aptitude to adapt and thrive as economies change and new technologies emerge. Our education systems have not kept pace with market shifts. We need schools to foster innovation. We need students to think critically. And we need business at the table to inform policies that align the resources of our education institutions with opportunities for students to succeed.

That's why Aligned is leading conversations on education-to-employment pathways, advocating in state legislatures for funding and transformation in Pre-K to post-secondary education, and mapping the course for policies that anticipate our future.

We are Aligned. Together, we are aligning a new vision for education with the future of work in order to sharpen the competitive edge for Kansas and Missouri. We moved fast in 2018, investing in relationships, sharing success stories, and championing legislation that moves the needle.

## 2018 Highlights

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- Rebranded as Aligned to better reflect the alignment of business, education, and policy in support of a new vision for education
- Championed legislation to bring millions in new funding to education, implemented quality rating systems for early care and education, and created a teacher certificate pathway to put business leaders in the classroom
- Hosted the Age of Agility Summit in Kansas City, engaging more than 130 business, education, policy, and philanthropy leaders in frank discussion around how to ensure students are prepared for the jobs of today and agile enough for the jobs of the future
- Reached nearly 400 stakeholders and partners across Kansas and Missouri each week with legislative action summaries and critical data about our work
- Expanded our team to better serve and engage business members
- Welcomed two new business members
- Partnered with Kids Win Missouri and Parents as Teachers to shape and advance policy priorities
- Joined forces with America Succeeds, a national network of business-led organizations advocating for public education that prepares students for the future of work

## Earned Media



**U.S. News**  
& WORLD REPORT



**S41**  
TODAY



**MISSOURI**  
VIEWPOINTS

# 2018 Policy Accomplishments

## KANSAS

Aligned supported efforts to protect existing funding for the Children's Initiatives Fund (CIF) and Kansas Endowment for Youth (KEY) Fund and worked to secure future funding to protect these critical investments in early childhood programs across Kansas. CIF and KEY funds were both left in place during the budget process.

### Legislation

- » Increased At-Risk Pre-K funding in K-12 funding formula - Passed  
 Aligned supported efforts to expand funding for At-Risk Pre-K programs in the Kansas public school funding formula. The new funding formula included an increase in At-Risk Pre-K programs of \$6 million across TANF, CIF, and funding formula dollars.
- » CAEDE: Communities Aligned in Early Development and Education - Passed  
 Aligned led efforts to include funding in the Kansas budget for CAEDE (Communities Aligned in Early Development and Education), a \$1M, three-year pilot project to improve access to high-quality child care in Wyandotte County. These funds required a match from the private sector. Over the course of three years, this \$6 million investment can create 300 new, high-quality, full-day child care slots in Wyandotte County - addressing a dire need. Simultaneously, we will invest in the existing providers in the community, ensuring an increase in the quality of care provided.

## MISSOURI

### PK-12 Foundation Formula

The Missouri General Assembly approved record funding for education this year and due to a rewrite of the formula in 2014, which now goes into effect, new dollars are available for districts to deliver more early childhood education in FY18 and beyond.



FY19	State Funds	Federal Funds
Early Childhood Special Education		\$191,567,259
Parents as Teachers	\$17,500,000	
Parents as Teachers in unaccredited or provisionally accredited districts	\$500,000	
Missouri Preschool Program	\$5,797,071	
Early Learning Quality Assurance Report	\$59,713	
Parent Education	\$198,200	\$500,000
First Steps	\$37,818,953	\$23,993,757
Right from the Start		\$900,000
Child Development Associate Certificate Program		\$399,500

### Early Childhood Education Funding

Missouri utilizes a combination of federal and state funds to deliver services to children and families to ensure the strongest start possible. This table outlines how the state distributes these funds.

## Early Childhood Legislation

### » Early Childhood Quality Assurance Report

#### Sunset Extension - Passed

The Early Childhood Quality Assurance Report (QAR) sunset extension language was passed, extending the program from August 2019 to August 2022. The legislature also approved approximately \$60,000 to implement the program which will allow center-based and home-based providers to participate in a voluntary three-year pilot program to establish quality standards for early care and education.



### » Pre-K Contracting - not Passed

HB 1664 (Swan) and SB 728 (Wallingford), which would have codified language giving school districts the authority to contract with private providers for Pre-K, did not pass. The goal behind the Pre-K contracting was to make it clear that school districts had the authority to use foundation formula dollars to contract with private providers for Pre-K. Districts currently use federal funds for contracting, but there was some ambiguity over whether this would be allowed with formula funds.

## Workforce Education Alignment Legislation

### » HB 1665 (Swan) Visiting Scholars - Passed

This bill allows the State Board of Education to grant an initial visiting scholar certificate as a license to teach in public schools. The applicant must be employed in a content area in which the individual has an academic degree or professional experience. He or she may only teach classes for ninth grade or higher and the hiring school district must verify that the applicant will be employed as part of a business-education partnership initiative designed to build career pathways systems for students. The certificate will last for one year and the applicant can renew it a maximum of two times if certain requirements, as described within the bill, are met.



### » HB 1415 (Lauer) Teacher Externships & Business Centric Curriculum - Passed

This bill allows teachers to count hours spent in externships with local businesses as professional development hours and authorizes schools to rely on technical coursework and skills assessments development for industry-recognized certificates and credentials when developing career and technical education pathways.

### » HB 1465 (Cookson) Degree Offerings for Higher Education - Passed

This bill was the work product of a coalition of public two- and four-year institutions that sought to craft a policy that would allow higher education institutions to grant degrees outside their mission if it met a local workforce need.

## Workforce Education Alignment Legislation - Special Session

### » SB 894 (Libla) STEM Career Awareness & Computer Science – Passed

This omnibus career education bill includes the following provisions:

- Establishes a "STEM Career Awareness Program" for students in grades six through eight.
- Creates "STEM Career Awareness Program Fund" to administer the program.
- Forms "Career Readiness Course Task Force" to explore the possibility of a course to explore career and education opportunities for students.
- Creates "Computer Science Education Fund" to provide professional development opportunities to teachers.
- Authorizes a tax credit to incentivize internships and employment for STEM students.

## Engaging Business & Building Coalitions

### LEGISLATIVE OUTREACH

Aligned hosted a dinner featuring Mission: Readiness entertaining members of the Senate and House to raise awareness on key legislative priorities at the start of the 2018 session. In addition, Aligned attends all education and budget hearings in both the House and Senate, ensuring that our organization maintains a strong presence in the state house.



### EXECUTIVE BRANCH OUTREACH

Aligned invests in building relationships within each branch of government through sit-down meetings and attending conferences. This year we partnered with Mission: Readiness in Washington D.C. to explain the connection between early childhood education and career readiness and military preparedness with Governor Parson.



General Frank J. Grass attended as a representative of Mission: Readiness, which is a coalition of 750 retired admirals, generals and other top military leaders who value quality investments in early childhood education and Senator Wayne Wallingford shared his business experiences working in both human resources senior management for McDonalds, Pepsi and Taco Bell. Aligned hosted an event featuring Mission: Readiness to raise awareness on key legislative priorities at the start of the 2018 session.

## AGE OF AGILITY

More than 150 Business leaders and education advocates convened in Kansas City in early June for the Age of Agility Summit presented by America Succeeds. As one of the largest gatherings of the Age of Agility national tour, the event brought together business, education, and policy leaders from across both Kansas and Missouri.

The Age of Agility Summit Kansas City was also supported by the Office of Kansas Governor Jeff Colyer. Diane DeBacker, Executive Director of Business and Education Innovation for the Kansas Department of Commerce, gave a special address on the Governor's behalf. Diane DeBacker helped to drive home the urgency of addressing the misalignment of education-to-employment pathways by focusing her comments on the critical ways technology is shaping the economy of Kansas today.

Following the special address, Aaron North of the Ewing Marion Kauffman Foundation spoke to the crowd. Building upon the momentum of the Kauffman Foundation's RethinkEd Conference in April, North challenged the audience to re-imagine the high school experience so that graduates are better prepared for the jobs of today and agile enough for the jobs of the future.

Dr. Greg Washington from the University of California at Irvine explained how we can embrace technology to propel learning, our workforce panelists discussed job transformation and our education leaders shared how business partnerships bring innovation to the classroom.

The willingness of stakeholders to speak candidly about the problems of today's education system and their ability to think creatively about potential solutions helped to elevate conversations about the Age of Agility happening across both states.



## LUNCH & LEARNS

Aligned was thrilled to kick off a series of Lunch & Learn events catered towards business leaders in Kansas City and St. Louis. We covered a variety of topics, ranging from a deep dive into school finance, surveying the legislative landscape, and understanding the difference between charter schools and traditional districts. As we ramp up this program, we will expand into other cities throughout Kansas and Missouri.



## STAKEHOLDER OUTREACH

Linda Rallo helped coordinate a women's networking event at the Missouri Governor's Mansion to kick off the start of session.



Aligned participated in a professional women's networking event at the Parents as Teachers (PAT) National Center with mothers who are enrolled in the PAT home visitation program. Parents as Teachers was founded in Missouri by Senator Kit Bond. Aligned advocates each session for an increase in home visitation funding.

## CHILD ADVOCACY DAY

Child Advocacy Day held each April in the Missouri State Capitol convenes organizations and individuals who support the state's children. Aligned participates each year by serving on the steering committee, presenting at the break-out sessions, and providing help where needed. This year, Erin Brower from Hallmark, who also serves on our board, was the event's emcee and was honored to introduce both the First Lady of Missouri and the Child Advocate of the Year.



## KANSAS HEALTH FOUNDATION SYMPOSIUM

Aligned participated in the Kansas Health Foundation's annual symposium in Wichita this summer, with President Torree Pederson moderating the Education panel. During the 2018 Kansas Health Foundation Symposium, nationally-known keynote speakers and Kansas-based panelists shared their thoughts on some of the leading health issues impacting Kansas communities. Nearly 200 participants, including nonprofit leaders, educators, elected officials, government staff and business leaders attended the Symposium, held June 7-8, 2018, in Wichita. Dr. Tiffany Anderson, Superintendent of Topeka Public Schools, Dr. Randy Watson, KS Commissioner of Education, Terrell Davis, Wichita Public Schools, Brian Black, Spirit Aerospace all participated as panelists.

Key take-aways from this panel discussion included the need for more collaboration between business and education.

Dr. Randy Watson commented, "We need every kid to have *another* piece of paper other than their high school diploma. Associates, bachelor's, *something*." He went on to say, "We need internships, we need job shadowing, we need Boy Scouts, Girl Scouts, Junior Achievement, we need them all to coordinate and extend the learning."



# Looking Ahead

**Aligned was founded on the premise that the business community has the obligation, opportunity and capacity to increase the college and workforce readiness of all students through an ambitious, aggressive and comprehensive reform agenda.**

## Our Vision

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### EARLY CHILDHOOD EDUCATION

#### **Our vision**

To see more children enrolled in quality early care and education programs that will lead to smoother transitions into the elementary curriculum, higher rates of school readiness and greater opportunities for social-emotional learning.

#### **How we plan to get there**

Aligned will work to support a mixed-delivery early childhood infrastructure for Kansas and Missouri to ensure the strategic investment of blended funding into high-quality programs that utilize evidence-based practices.

### QUALITY SCHOOLS

#### **Our vision**

To transform K-12 education to a student-centered model that provides choice to children and a return-on-investment through higher rates of college and career readiness.

#### **How we plan to get there**

Champion policies that increase access to quality programs which engage and enhance each student's education experience.

### WORK-BASED LEARNING

#### **Our vision**

All Missouri and Kansas students leave high-school with at least one work-based learning experience. Aligned is a business network advocating for policies and programs that support innovative school models, high-quality STEM education, and workforce development experiences for ALL students.

#### **How we plan to get there**

In an effort to support greater access to work-based learning experiences statewide, we plan to champion a bill that will create a pilot program that would provide Missouri and Kansas schools with up to \$1,000 in bonus funding for each student that either:

- Earns an industry-recognized credential tied to an in-demand job,
- Finishes a qualified internship or apprenticeship program tied to industry needs, or
- Completes and passes an AP computer science course

# Policy Priorities 2019

## **KANSAS**

### **Dual Credit**

- Lead the legislation to allow all Kansas students access to free college level courses taken prior to high school graduation including early access to local/state and/or Federal Pell Grant funding.
- Lead efforts to improve access to dual credit courses by removing geographic restrictions and reducing daily transportation to post-secondary institutions for instruction.
- Lead policy changes that would simplify the current process for certifying teachers to teach dual credit courses.

### **Building-Level Financial Transparency**

Support implementation of Federal requirements of Every Student Succeeds Act (ESSA) by providing parents and teachers with building-level school performance data to help provide greater building-level autonomy and accountability. Improved and universally utilized state data systems are the foundation for this long-term success.

### **Early Learning**

Support efforts to protect existing funding for the CIF and KEY funds and work to secure future funding increases to protect these critical investments in early childhood programs across Kansas.

### **Increased funding for Home Visitation**

Support efforts to expand funding for quality home visitation programs and increase access for all Kansas families.

### **Child Care Subsidy Reimbursement Rates**

Support efforts to increase the income eligibility rate for families who qualify for child care subsidies up to 185% of the Federal Poverty Level on a sliding scale AND increase the child care reimbursement rate for child care subsidies up to 75% of the current market rate by directing a portion of the increase in Child Care Development Block Grant (CCDBG) to these subsidies, which can be used to raise wages for early childhood education teachers and staff.

### **Funding Formula**

Support inclusion of industry driven CTE incentive credits within Funding Formula to reward schools per pupil for graduates with Industry Recognized Credentials (IRC).

## **MISSOURI**

### **Building-Level Financial Transparency**

Support implementation of Federal requirements of Every Student Succeeds Act (ESSA) by providing parents and teachers with building-level school financial performance data to help provide greater building-level autonomy and accountability. Improved and universally utilized state data systems are the foundation for this long-term success.

### **Dual Credit**

- Lead the legislation to allow all Missouri students access to free college level courses taken prior to high school graduation including early access to A+ and/or Federal Pell Grant funding.
- Lead efforts to improve access to dual credit courses by removing geographic restrictions and reducing daily transportation to post-secondary institutions for instruction.
- Lead policy changes that would simplify the current process for certifying teachers to teach dual credit courses.

### **Funding Formula**

- Support fully funding the Foundation Formula and prioritize the closure of the current transportation shortfall.
- Support inclusion of industry driven CTE incentive credits within Funding Formula to reward schools for students graduating with Industry Recognized Credentials (IRC).

### **Voluntary Pre-K Expansion**

Lead the push for increased funding in the state foundation formula to include a five-year phase-in that will provide access to all 3- and 4-year old children in the state.

### **Pre-K Contracting**

Lead the implementation of legislation that will allow for Pre-K contracting/collaboration between public schools and community providers.

### **Quality Assurance Report (QAR)**

Support the planning, implementation and increased funding of the QAR pilot.

### **Increased funding for Home Visitation**

Support efforts to expand funding for quality home visiting programs to increase access for all Missouri families, which includes added funding for Parents as Teachers in the FY20 budget.

### **Coordinating Board on Early Childhood (CBEC) Reformation**

Support the reformation of the Coordinating Board on Early Childhood (CBEC) by filling vacancies, eliminating members with clear conflicts of interests and charging CBEC with the task of recommending a plan to build a better infrastructure for implementing early childhood services.

### **Child Care Subsidy Reimbursement Rates**

Support efforts to increase the income eligibility rate for families who qualify for child care subsidies up to 185% of the Federal Poverty Level on a sliding scale AND increase the child care reimbursement rate for child care subsidies up to 75% of the current market rate by directing a portion of the increase in Child Care Development Block Grant (CCDBG) to these subsidies, which can be used to raise wages for early childhood education teachers and staff.

Aligned is a non-profit, non-partisan coalition of **BUSINESS LEADERS** committed to improving education in Kansas and Missouri.



6811 Shawnee Mission Parkway  
Suite 316  
Overland Park, KS 66202

More information available at  
[www.WeAreAligned.org](http://www.WeAreAligned.org).