

cities united

A project of Tides Center



Coaching & Capacity Building: Package Summary

Dear Mayor Linda Gorton,

I'm excited to submit this proposal for Cities United to support the City of Lexington in the development of the One Lexington comprehensive public safety action plan. A plan focused on preventing community violence, and keep Lexington's young Safe, Healthy & Hopeful.

Over the next twelve months, Cities United will support the City of Lexington as they partner with community members to develop a comprehensive public safety action plan and create an implementation, evaluation, and suitability plan. We will identify key recommendations from the Mayor's Commission for Racial Justice & Equality report that will support our goals as we guide the City of Lexington through our [Roadmap to Safe, Healthy & Hopeful Communities](#). Our Roadmap is a five-stage planning tool that will move the City of Lexington from planning to the development, implementation and sustainment of a comprehensive plan – a plan that will engage all corners of the City of Lexington and be grounded in racial justice and equity.

Cities United will work with representatives from the city (with our primary connection being One Lexington), community partners and the community members at large to prioritize goals and identify which recommendations from the commission's report will support our efforts. As we develop our collective goals, we will also identify goal owners and develop a timeline. This process will honor the time, commitment, and genius of the commission, while also creating space for more from the community to weigh in on the future of the City of Lexington.

Our main objectives within the first half of our relationship, will be to support the capacity building of the team, identifying our key recommendations, development of a community engagement strategy, and alignment of public and political will.

We look forward to discussing next steps and developing our detailed scope of work together.

Let us know if you have any questions.

Best,



Anthony Smith
Executive Director

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A Proposal

Custom-Lexington, KY
Mayor's Commission for Racial Justice & Equality
Moving from Recommendations to Action

Total Estimated Cost

\$100,000.00

Package Description

Cities United's (CU) Custom Coaching & Capacity Building Package provides long-term and ongoing support that aims to reach the following deliverables: **action planning, development and implementation support, resource sharing, peer to peer connection, as well as continuous improvement & evaluation support**. This custom package includes approximately 220 tracked service hours over the course of 12 months (July 2-21 to July 2022):

- Monthly One Hour Coaching Calls
- Support Developing SMART Action Items
- Capital Alignment Report (includes Funding Scan)
- Site Visits (2-4)
- Support the Development of Implementation Action Plan
- Support Developing Communications Strategy
- TTA for the Community Violence Intervention (from national partner)
- Data & Analytics Support
- Continuous Improvement & Monitoring Support
- National Platform to Showcase Activities

Package Details-Scope of Work

Core Activities	Description of Services
<p>Monthly One Hour Coaching Calls</p>	<p>CU will plan and facilitate monthly one hour coaching calls focused on the goals and activities identified by the jurisdiction. Monthly coaching calls are used to share progress, resources, provide and request feedback, pose questions, connect with experts in the field, members within the Cities United network etc. Focus: see suggested monthly break down in next section.</p>
<p>Support Developing SMART Action Items</p>	<p>CU will assist with developing robust, actionable, and timely action steps utilizing our simple coaching technique of powerful questions. Focus: development, implementation, communications, and continuous improvement action plans.</p>
<p>Site Visits</p>	<p>CU will make 4 site visits to work with core team, participate in community planning sessions, meet with key stakeholders and as part of our assessments</p>
<p>Capital Alignment Report (includes:</p>	<p>CU will utilize information gathered from jurisdiction stakeholders as well as Cities United’s network members, national databases and fundraising expertise to uplift and align multiple forms of capital with identified SMART Goals. Focus: assessing funding gap(s) & identifying funding</p>

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Funding Scan)	opportunities in region/state.
Support the Development of Comprehensive Public Safety Action Plan	CU will support the jurisdiction by assisting with the process of creating Implementation Action Plan(s) for strategies within the Mayor’s Commission for Racial Justice & Equality Focus: provide implementation plan template; review & edit implementation plan.
Support Developing Communications Planning in conjunction Comprehensive Public Safety Action Plan	In partnership with city’s communication team and other partners, CU will support the development and implementation of a strategic marketing and storytelling plan that will be grounded in asset-framing and focus on lifting up those most impacted by community violence.
Data & Analytics Support	CU will support Lexington with enhancing efforts to track, monitor and share qualitative and quantitative progress. Lexington representatives will be invited to join a cohort of cities focused on implementing and evaluating comprehensive public safety plans and/or strategies (additional info coming soon). Focus: data & evaluation planning
Continuous Improvement & Monitoring Support	CU will provide recommendations, tools and connections focused on strengthening Lexington role as convener. Focus: develop & maintain feedback mechanisms, develop & maintain organization/department/office monitoring systems.
National Platform to Showcase Activities	CU will invite Lexington representees to share activities, experience, and knowledge with other jurisdictions within the Cities United Network. We will continue to highlight the work of Lexington Focus: The comprehensive public safety plan & frequent highlights.

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Package Details- Quarterly Overview

July 2021 – July 2022

July 2021 – September 2021

- Information gathering – assessment
- First site visit
- Strategic Planning with Core Team
- Community Engagement
- Meetings with key stakeholders
- Visioning with key stakeholders
- Identify Key Milestones (Desired Outcomes)
- Finalizing TA schedule

October 2021 – December 2021

- Identify funding structures as a next step
- Identify levels of funding & strategies (city to nonprofit)
- Identify & discuss infrastructure, i.e. roles & responsibilities of convening organization, accountability mechanisms, etc
- Discuss details of the potential city with universities
- Look at different implementation plans that move toward “Strengthening Role As A Convener.”
- Begin the drafting of the comprehensive plan

January 2022 – March 2022

- Consider site visits to Minneapolis, Oakland and/or Louisville as a partner city
- Create a plan for core team to be solely a convener, not provider of service.
- Based on the discussion, create next steps around the TA ask.
- Finalize and release comprehensive plan

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April 2022 – June 2022

- Decide how to proceed with new evaluation methods
- Establish a deadline for the change to be implemented, while basing the evaluations on the strategic plan.
- Identify grants that will sustain evaluation work.
- Possibly identify a third-party evaluator
- Discuss internal/external evaluation plans
- Discuss potential new ways to enumerate success towards Violence Prevention initiatives, other than using crime data
- Consider different types of logic models
- Determine roll-off structures for lapses in evaluators
- Review “Theories of Change”

DRAFT