Theme	Education
What would success look like?	- Continue support of early childhood education and providers (all children at grade-level reading by 3rd grade) - Increasing support for different programming and making it accessible - Early childhood - School - After school - Focus on life skills (courses/programs) helping build resilience. - Incentivize educators including early educators so they stay here. - Opportunities for student engagement with higher education - Graduate all students to be college, career and community ready - Literacy skills for all students - Reading, writing, mathematical, scientific, financial, civic literacy. - Remediation and Acceleration. - Eliminate the achievement/opportunity gap (x2) - Greater/expanded access to affordable, high-quality early education - Emphasis on career options other than college - Strong levels of literacy (including financial) among graduates - Rotating lecture series to enhance learning throughout lifetime - Increase access to affordable/funded high-quality early education with business support - Innovation in K-12 Public Schools - Universal Pre-K connecting to K-12 and career training - Continue programming connecting behavioral and physical health into education system - Address racial and socioeconomic disparities with evidence-based, success-driven models
Goals with greatest impact	- Prepare all kids for success by assuring they have the literacy skills they need - Caveat being that we double down on building literacy skills with kids who are already behind, and that we provide early intervention for our youngest children – particularly those in poverty. - To integrate "education" into citizens' mindset so thoroughly that it ceases to be something that is inflicted on them from 5-18. It starts at birth and continues into old age, and happens where people live – all over the county. - Education does not end at high school; high school prepares you for future education. Training and education are a continued, necessary part of life and growth. - Focus on education that includes behavioral health and life skills, also financial skills including careers starting with very young children. - Increase access to high quality, affordable early education. - Eliminating the achievement/opportunity gap in our school system through a whole child approach to education in city and county schools by 2030 (x3). - Computer literacy training for older adults and children - Inclusion of physical and behavioral health in all formal "learning"/teaching curriculum

	• Be bold in moving quickly towards universal Pre-K, empowering existing efforts by and for community. • Trauma informed, resilience-building education, health and community supports integrated into schools and community, and healthcare. • Pre-K with transition to K-12 to create career and/or college ready individuals. • Increase access to life skills/professional development programs for small business, non-profit organizations and individuals. • Increase funding for early childhood, K-12 and Community College. • Grade level reading by 3rd grade • Look at idea of "targeted universalism" (Jon Powell) regarding education.
Theme	**Transportation**
What would success look like?	• Public multi-modal transportation within Buncombe County • Public transportation available to access work, home and childcare • Affordable and expansive regional transportation network
Goals with greatest impact	• Make it feasible for people to work in Asheville but live miles away where housing is less expensive. • Provide transportation and other resources required so educational opportunities for all ages can be achieved. • Regional transit master plan with GIS and safe-routes to school, backed by dedicated funding stream. • *Accessible services and basic needs (including transportation and employment opportunities)* • More user-friendly public transportation (x2)
Theme	**Jobs/Pay**

What would success look like?	• Workforce Development
	   o Working with kids – internships/mentoring
	   o Higher paying jobs
	• Living wage $15 per hour
	• Professional development for small business/non-profit organizations in the growing economy
	• Encourage Buncombe County residents to become teachers along with compensation
	• Recruit and retain most-qualified teachers (especially people of color reflective of population) through affordability
	• Robust apprenticeship programs for trades
	• Early childhood teachers would also receive county supplements to put them on parity with public school teachers
	• Workforce development for existing and new industries

Goals with greatest impact	• Support the creation of a robust apprenticeship program that works closely with the business community. • Better pay/benefits/incentives for educators including Early Education (x2) • By decreasing poverty among minorities, the education achievement gap and recidivism rates will drastically improve. • Leverage the county's ECE fund to attract private and businesses investments needed to grow our ECE programming and improving access and affordability for families.

	• *Accessible services and basic needs (including transportation and employment opportunities)* • Prioritize number of people trained as peer support specialists for all areas and need – not just recovery/mental health • Create a program for B-CORPS or social benefit organizations/businesses. • Wages • Living wage of $15 per hour • County subsidize pay to childcare workers so they can be on par with public school teachers
Theme	**Children**

What would success look like?	• Quality pre-k childcare opportunities for all children
	• Focus on first 200 days of a child's life
	• Serve the "whole child"
	    ○ Education
	    ○ Social/emotional
	    ○ Family
	    ○ Behavioral/mental health
	• More and better childcare slots
	• Ensure that all kids have educational and life skills competencies, e.g. resilience in all educational domains (more than just literacy)
	• Dramatic increase of kids ready to learn, especially children of color
	• Parents of infants understand impact of first 2,000 days and their role

Goals with greatest impact	• Children can articulate their future and have caring adults help them achieve their future goals: career, housing and education. • Insure all ages have the literacy and other life skills they need through quality childcare, public education and community outreach (x3) • Ensure all children and their families have limited barriers to success, including affordable housing, safe neighborhoods, transportation, food, health care and mental health supports. • Create a county that puts young children and their first 2,000 days as a top priority by providing resources, a top-notch early childhood education workforce, a whole child teaching approach, greatly improved compensation for the workforce, availability of space for families who need them. • All children who want attend high-quality early child care programs • All children become contributing community members as adults • Prepare all kids, starting with early childhood, for success by assuring they have the literacy skills they need (reading, writing, thinking, speaking, mathematical, financial, civic, scientific) so they graduate career or college and community ready. • Access to high-quality Pre-K programs to ensure students are ready for their first day of school. • Provide social, emotional, behavioral and mental health supports so students are ready and able to learn. • Prepare all kids for success by assuring they have access to quality early learning, quality teaching and learning and resources to meet individual needs.

	• Prepare all kids for success by providing a plan and funds that ensures all kids are prepared for their future. • Help all kids get the skills they need. • No one spends more than 10% of their household income on childcare. • Increase number of children reading on grade level at 3rd grade with no disparity for children living in lower economic situations through strong early childhood education and Pre-K. • Universal high quality early childhood, including social, emotional health as well as literacy
Theme	**Housing**
What would success look like?	• Affordable Housing o Preserving historical importance • Safe and affordable housing options for all • Homeless student numbers drop below 50 because County helped increase the supply of affordable housing.
Goals with greatest impact	• Increase opportunities for people living in poverty to receive benefits (affordable and accessible programming and resources) that increase their ability to have a successful future. • Affordable housing available through county funds. • Implement a plan to help individuals that cannot afford affordable housing increase their household income. • Focus on homelessness and the drug crisis by mental health evaluation first and treatment. • Possibly provide housing in concentrated areas and treatment there also. • By addressing the needs of our poor students and families by providing more affordable housing, • No one spends more than 30% of their household income on housing. • Established "housing first" and "ECE first" models for families. • Actually do something about workforce/affordable housing. • Increase affordable housing opportunities mixed with affluent housing to build community.
Theme	**Health**
What would success look like?	• Opioid crisis solved
Goals with greatest impact	• greater use/access to high-quality healthcare • Focus on the whole person and community (health, mental health, education) to raise grounded/resilient and ready to succeed and work citizens/community members.
Theme	**Equity**
What would success look like?	

Goals with greatest impact	• Build a community where all have equitable access to resources (housing, transportation, health and mental health, food, education) upon which to base their best and most successful life. • Ask the marginalized communities for their opinions/suggestions and LISTEN! You must go to them – they will not come here.
Theme	**Community**

What would success look like?	• Resource Centers
	    o Education – all levels (ECE)
	    o Employment/workforce development/mentoring
	    o Counselling – career dev – life skills
	    o Health
	• Family Support
	    o By people with lived experience
	    o Addressing resilience and trauma
	• Integrate neighborhoods socially and economically
	• High-speed internet for all education and health
	• Celebrate our successes
	• Understand economics, education and poverty go hand-in-hand with crime rate.
	• Must address trauma
	• Be willing to repair the damages caused by biased policies
	• Individualized case management/navigation to help heal and connect to needed resources.
	• Basic needs of all met to enable focus on personal and professional growth
	• Strong cultural identity and understanding such as through public art
	• Higher utilization of Community Centers for multi-generational learning opportunities and programs

Goals with greatest impact	• Provide support systems and programs that will enable increased education opportunities in neighborhoods, community centers, early childhood centers, schools and after-school programs. • Funds used for skills/education in community centers or at schools for summer • Community centers that support learning and resiliency at all life stages: prenatal, early ed, after-school, adult and parent education. • Increase County managed community centers/other public facility utilization for free programming targeting families, children and older adults. • Create intergenerational programs to increase reciprocal social support for socially isolated older adults and at risk youth • Provide social, emotional, physical, behavioral/mental health supports for children, families and community. • Enhance our cultural and public art offerings that embrace and celebrate our diversity. • Help the elderly in communities know the services that can help them. • Eliminate areas of concentrated poverty where more than 30% of the community is low wealth.

	• Value people's lived experience • Ensure families have access to essential services in their communities, including affordable housing, career development/mentoring, health and quality education (including early childhood education). • High speed internet in all of Buncombe County • Utilize Community Centers better for resource centers/hot spots/food distribution/health • Use the wisdom of elders. • Community centers throughout the county available by public transportation, offering job skills, after-school, childcare, career training, medical and dental check-ups, shots, small business training, mental health counseling, financial literacy, etc. Along with shared resources such as a community meeting space, community commercial kitchen, community internet labs, community mentoring program. • Socioeconomic integration