

**William Caspar Graustein Memorial Fund**  
**Knowledge Development Overview**  
June 7, 2011

**Background of the Memorial Fund**

The mission of the William Caspar Graustein Memorial Fund is to improve the effectiveness of education in fostering both personal development and leadership. We strive to be a learning organization amongst learning communities. We want to provide means for our grantees to learn from one another's experience, and we seek to include those people who will be affected by programs in their design and evaluation. A belief that education benefits both individuals and society as a whole guides our work along with the result statement, developed in 2009, through the engagement of over 300 stakeholders in a strategic planning process.

*Connecticut children of all races and income levels are ready for school  
by age five and are successful learners by age nine.*

For more information about the Memorial Fund and its signature initiative "Discovery," please visit our website at HYPERLINK "http://www.wcgmf.org" [www.wcgmf.org](http://www.wcgmf.org)

**Knowledge development at the Memorial Fund**

Knowledge development at the Memorial Fund attempts to be about: meaning making, not just information gathering; conversations about data, not just data collecting; participation and sharing in knowledge activities, not just report writing; and contributions to the fields of philanthropy, education and community change benefiting children, not just internal discussion.

The knowledge development function of the Memorial Fund includes:

**Organizational learning**, including communication across staff and with foundation trustees.

**Management support**, including design of organizational systems and connecting of various forms of knowledge across the organization.

**Support of program development and implementation**, including coordination of internal data collection to inform decisions.

**Network learning** including supporting grantee learning and prompting shared knowledge construction across partners and stakeholders.

**Research** in the fields of philanthropy, social and policy change, and education.

We do this work through partnerships with communities, grantees, stakeholders, scholars

and organizational consultants. We are developing an emerging learning agenda to help keep our learning focused on the work important to Connecticut's children.

**For more information about knowledge development, contact:**

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