FOCUS AREAS GUIDING THE STRATEGIC REFRESH PROCESS

Generated from discussions in 2015 with Community Network & Project Sponsors Group

➢ Increase the focus on racial equity and operationalize that focus throughout the Road Map Project

➢ Increase parent and youth voice throughout the Road Map Project

➢ Better organize advocacy at the state and local level for greater impact

➢ Offer stronger support to key implementers

➤ Building stronger regional systems and policies to advance racial equity; AKA "System-Wide Racial Equity Essentials"

➤ Racial and ethnic specific collaborative community action research

➤ Specific result area work to close gaps across the education continuum

Road Map Project Strategic Refresh Process Timeline

Sept-Dec 2015

- Consideration of necessary changes to the Road Map Project
- Joint meetings with Project Sponsors & CNCS
- Four Focus Areas identified for process

Jan-April 2016

- Planning Group formed and first meeting
- Review of Formative Eval data and community input

May

- Planning Group meeting
- Discuss result areas
- Identify key stakeholders for engagement

June

- For initial result areas – School Readiness, Opportunity Youth, Postsecondary Enrollment --staff compiles disaggregated data, completes initial factor and strategy analysis
- Results stakeholder groups in the initial result areas refine factor and strategy analysis

July

- For the initial result areas, develop strategy/process recommendations for each result area
- System-wide equity levers identified and vetted with Community Network
- RMP Goal refinements considered by Planning Group
- Discussion about RMP governance with Planning Group

Aug

- RMP Refresh Plan key elements drafted
- Broad consultation process around plan
- Joint meeting of Planning Group, Project Sponsors and Community Network to review key elements

Road Map Project Strategic Refresh Process Timeline

Sept

- Extensive input on revised elements of the Strategic Refresh Process; parent and youth, all work groups, superintendents, etc.
- Road Map vision development and revisions to Road Map Goal
- Initial input on structuring the Project for increased support and accountability
- ERN survey to provide input on vision, goal and structures
- ERN working meeting to gather input

Oct

- Analysis of feedback and development of revised plan elements
- Road Map Project Goal refined
- Development of a preliminary support and community accountability structure recommendation based on broad input
- Communication back to ERN and other groups describing the input received and the corresponding revisions to the plan elements
- Planning Group meeting(s)

Nov

- Planning Group final meeting(s)
- Final revisions to plan elements
- Road Map Project support structures and governance plan refined
- Preparation of final plan and communication tools

Dec

- Road Map Strategic Refresh Plan highlights presented at December ERN meeting
- Further work to establish the new structures

2017

- New structures are in place and work accelerates to implement new and improved work approaches(e.g. Racial Equity Essentials)

ADDRESSING DISPARITIES AND ADVANCING DEEP CHANGE ACROSS TIME SCALES (V4)

Right Now

Highly targeted, execution focused efforts result in children, youth and families better off now

One Year

Catalytic programs and practices are being implemented at increasing scale; shifting funding formulas, system levers identified, early tests of change underway. Population-level results shifting

Two to Three Years

Widespread program and practice transformation; evidence of early system change and cross-system alignment. Population level results shifted significantly

Three to Ten Years

System transformation to produce equitable results for all children. Priorities, definitions and standards of success, accountability transformed
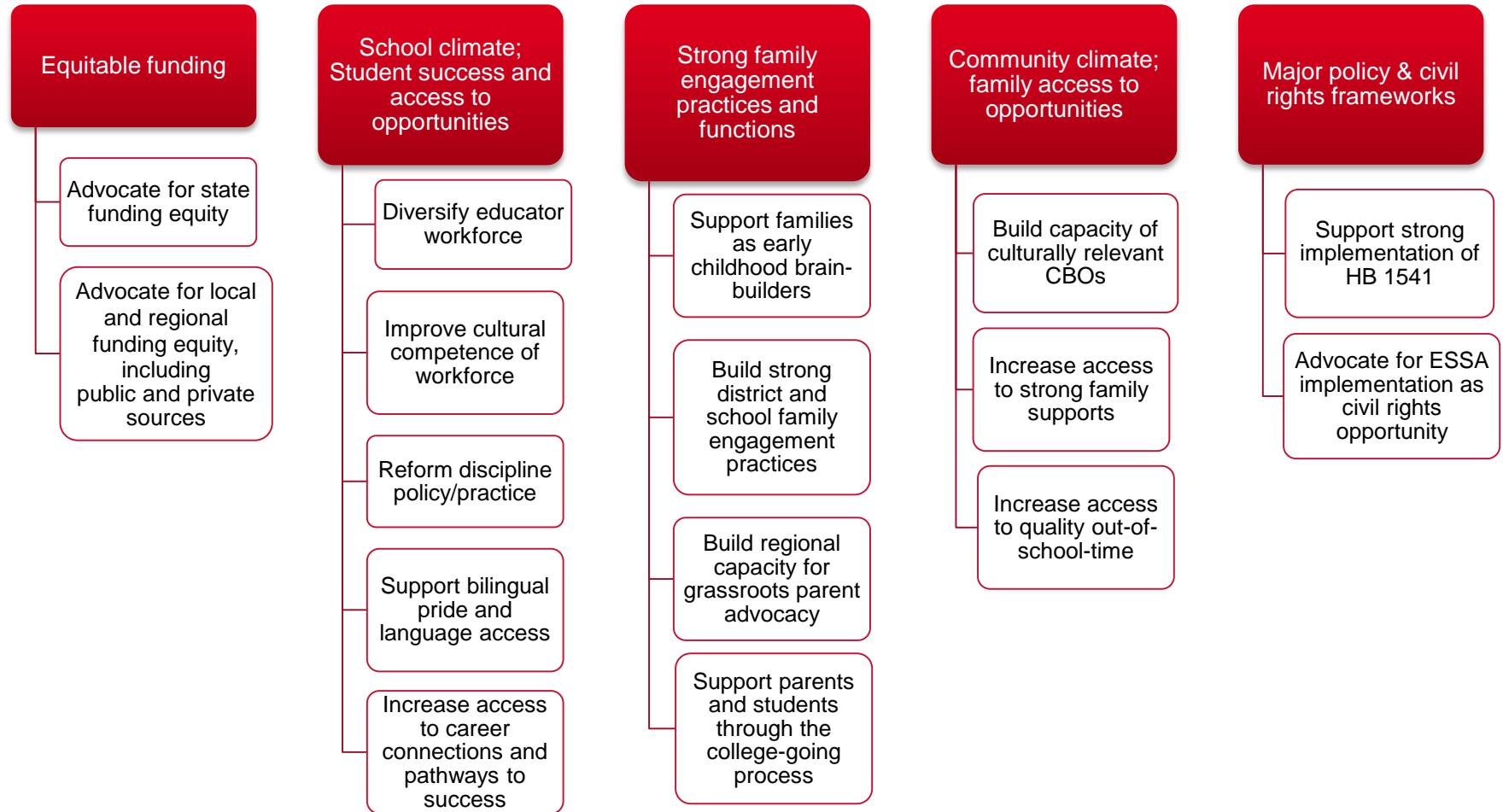
Five to Twenty Years

Culture change: beliefs and behaviors shift broadly sustaining equitable results sustained for all children as political and environmental conditions change.

Strategies across multiple time scales worked _concurrently_

ALIGNED LEADERS NAVIGATE POLITICAL & ENVIRONMENTAL SHIFTS TO DRIVE EQUITABLE RESULTS TO SUSTAINABLE SCALE

Urquilla 2016

DRAFT Road Map Project System-Wide Racial Equity Essentials

This list of "essentials" are foundational, cradle-through-college system-level efforts that, if strengthened, will help our region advance racial equity and support student success. This draft list was developed and has been refined by members of the Planning Group and Community Network based on evaluation findings and feedback provided to CCER staff over time. In the next phase of the Road Map Project, our collective work will put a heightened focus on impacting these system conditions so that our students of color are well supported and able to reach their full potential. Progress, both in the short- and long-term, on these major system changes will take time but making system change is necessary if we are to attain and sustain regional improvement.

Equitable funding

- Advocate for state funding equity
- Advocate for local and regional funding equity, including public and private sources

School climate; Student success and access to opportunities

- Diversify educator workforce
- Improve cultural competence of workforce
- Reform discipline policy/practice
- Support bilingual pride and language access
- Increase access to career connections and pathways to success

Strong family engagement practices and functions

- Support families as early childhood brain-builders
- Build strong district and school family engagement practices
- Build regional capacity for grassroots parent advocacy
- Support parents and students through the college-going process

Community climate; family access to opportunities

- Build capacity of culturally relevant CBOs
- Increase access to strong family supports
- Increase access to quality out-of-school-time

Major policy & civil rights frameworks

- Support strong implementation of HB 1541
- Advocate for ESSA implementation as civil rights opportunity

*Strong data, research and analytic capabilities across all bodies of work
including using different data to help support implementation, ex. federal Office of Civil Rights data

Road Map Project Goal Refinement Considerations

> The Road Map Project goal is to double the number of students in South King County and South Seattle who are on track to graduate from college or earn a career credential by 2020. We are committed to nothing less than closing the unacceptable opportunity and achievement gaps for low-income students and children of color, and increasing achievement for all students from cradle to college and career.

Background:

The original goal was established in 2010. The goal was created after months of meetings by different work groups, which had considered baseline data and had developed the original indicators of student success. The goal was discussed and refined by attendees at the early Education Results Network (ERN) meetings and was finalized by the Project Sponsors near the end of 2010.

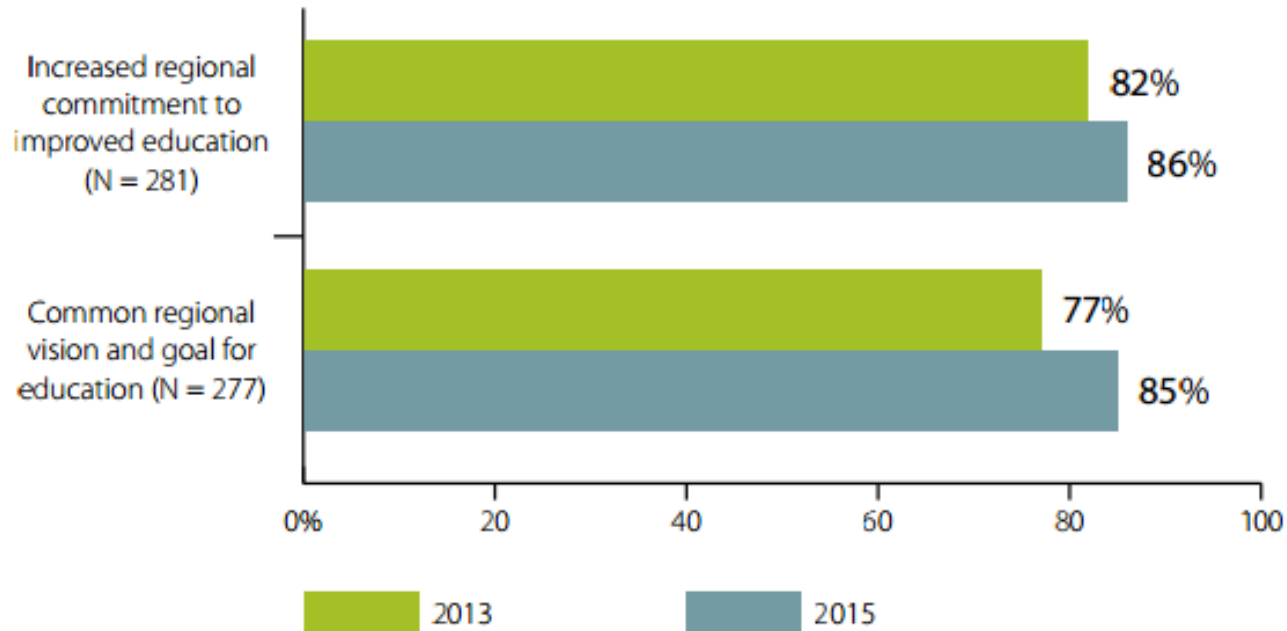The original goal has four important elements:

➢ **The commitment that our region needed to be sure that opportunity is available to all students so that by 2020 we would eliminate race and ethnic opportunity and achievement gaps.**

➢ **The commitment to a time-limited project life span, to maintain a sense of urgency.**

➢ **The commitment to significantly increase the postsecondary attainment of the students growing up in our region.**
From a baseline of approximately 24% to 48% obtaining a degree or credential within 6 years following high school graduation or when they are about 24 years old. For context, research out of Georgetown University cites that 67% of the jobs in WA State will require some form of postsecondary degree or credential by 2018.

➢ **The commitment to a full system approach to improvement from early learning through college.**
This important idea gave rise to the words " on track" in our original goal and inspired the creation of on track indicators and interim progress targets. It was important that we have a clear commitment to improving system performance all the way along the continuum and not be only focused on the end point of postsecondary attainment.

Across the Road Map Project there have been many great areas of progress, but with the rate of improvement that we now see it seems clear that we will not achieve our multi-part goal by 2020. Confronting this reality seems important and has really inspired the deep reflection we have undertaken as part of the planning process. The Strategic Refresh Planning Group discussed this and recommends that we examine the goal and revise it accordingly.

Road Map Project Goal Refinement Considerations

Figure 1. Over time, the Road Map Project cultivated a strong commitment to the goal and a common regional vision

Increased regional commitment to improved education (N = 281): 2013 82%, 2015 86%

Common regional vision and goal for education (N = 277): 2013 77%, 2015 85%

2013 / 2015

Source: Results come from the 2013 and 2015 Road Map Project formative evaluation survey of stakeholders across the region (2013 N = 417; 2015 N = 311). Percentages represent the average level of agreement, calculated by dividing the mean of the item with the number of categories in the scale (in this case four).

DRAFT Goal Refinement Options

Current RMP Goal:	The Road Map Project goal is to double the number of students in South King County and South Seattle who are on track to graduate from college or earn a career credential by 2020. We are committed to nothing less than closing the unacceptable opportunity and achievement gaps for low-income students and children of color, and increasing achievement for all students from cradle to college and career.		
Option:	**Maintain Current Goal**	**Same Goal, More Time**	**Extended Timeline, Increased Goal**
Timeline:	2020	2025	2030
What remains unchanged:	• A commitment to closing opportunity and achievement gaps for low-income children and children of color • A commitment to improving the entire education continuum, from cradle through college and career • A commitment to significantly increase the postsecondary attainment of the students growing up in our region.		
Proposed changes across all options:	• The addition of system change benchmarks and other student success leading indicators • Better disaggregation of data by race/ethnicity		
Proposed Changes for specific option:	• Maintain current goal with current timeframe	• Maintain current goal with revised timeframe • Add system-change targets; Stagger Leading Indicator Targets in 2020 and 2025.	• Increase RMP goal to 70% postsecondary attainment (by age 26) • Add system-change targets; Stagger Leading Indicator Targets in 2020, 2025 and 2030.
Considerations:	• The Road Map Project should remain a time-limited regional initiative committed to accelerating progress through the 2020-21 school year. • A lot can be accomplished by committed partners with five more years of hard work.	• Accounts for expected gains in region as a result of RMP momentum and Race to the Top implementation. • Need to define strategies to maintain the sense of urgency with extended timeline	• 70% goal is more aligned to the market labor needs. • Aligns to upcoming Washington Roundtable announcement and potentially to long-term WA State ESSA goal; Opportunity to be the first in State to achieve the goal. • See considerations from 2025 option