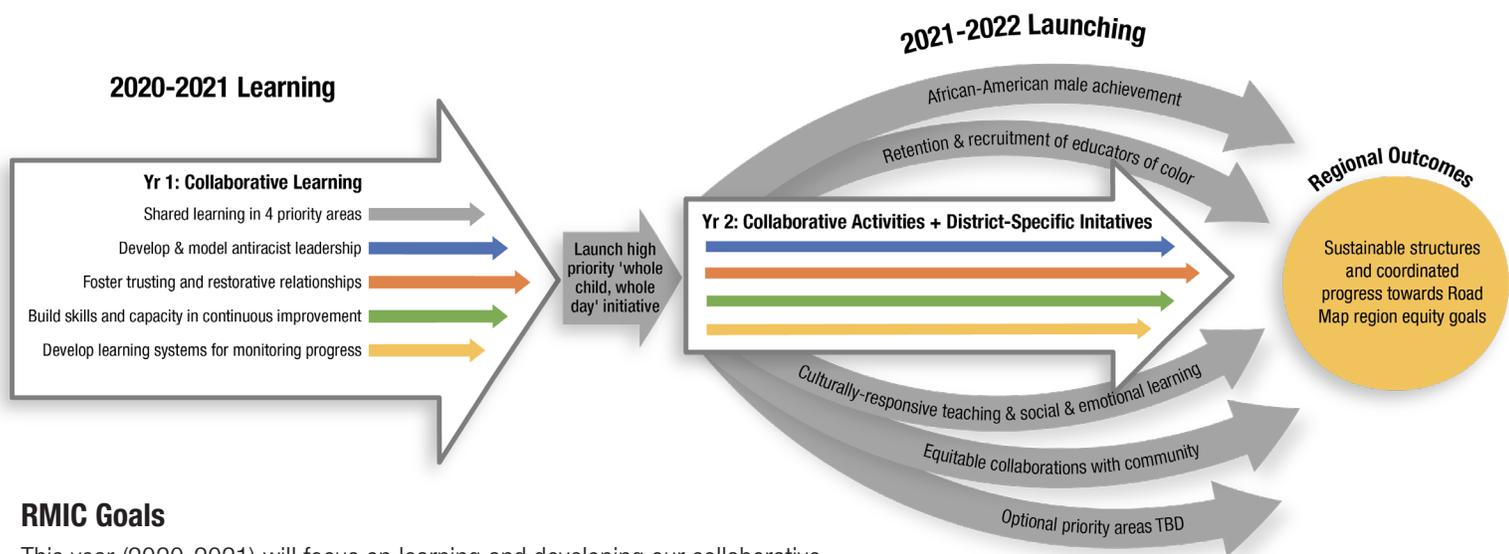


The launch of the **2020 Road Map Improvement Collaborative (RMIC)** occurs during an unprecedented opportunity for transformation. The collision of pivotal events - the 2020 police killings of African Americans, recognizing racism as a public health crisis in King County, and a pandemic that's magnified long-standing inequities and mandated the redesign of teaching and learning as we know it - offer an opportunity for Road Map districts to further galvanize emotion and action to reimagine systems for students and families furthest from educational justice.

Leveraging this collective energy, the 2020 RMIC seeks to expand and advance the 2018 Superintendent's Collaborative by applying rapid cycles of improvement that accelerate the progression from learning to adaptive actions that create the conditions for Black and brown students to thrive. The next two-year phase will convene district teams of superintendents, middle and frontline leaders, and Black and brown families to develop 'whole child, whole day' initiatives that aim to create racially just and humanizing schools.



## RMIC Goals

This year (2020-2021) will focus on learning and developing our collaborative.

Specifically, we will aim to:

- Develop capacity for antiracist, transformational leadership.
- Increase trust, connection, community among district leaders and between districts, schools, and communities in the Road Map region
- Build continuous improvement capacity across districts and among district leaders.
- Establish progress measures and systems of accountability to ensure work is moving forward.
- Increase visibility into regional bright spots and resources for supporting learning in each of **4 'whole child, whole day priority' areas**:
  - \* Develop effective African-American male achievement initiatives.
  - \* Increase recruitment & retention of educator/leaders of color through 'grow your own' models.
  - \* Build capacity, teacher training & support systems for antiracist SEL, healing-centered engagement, & culturally responsive teaching & learning.
  - \* Build trusting, restorative partnerships between districts, schools, & Black & brown students, families, & communities.

Next year (2021-2022) we will transition to support districts with launching (or building on) collaborative initiatives in partnership with other Road Map districts. PSESD has over **\$300,000** to fund technical assistance & support collaborative initiatives that might include, but are not limited to, the priority areas listed above.

### FOUR PRIORITY AREAS:

**Develop effective African-American male achievement initiatives**



**Increase recruitment & retention of educator/leaders of color through 'grow your own' models.**



**Build capacity, teacher training & support systems for antiracist SEL, healing-centered engagement, & culturally responsive teaching & learning.**



**Build trusting, restorative partnerships between districts, schools, & Black & brown students, families, & communities.**



### RMIC Collaborative Structure

**Each Road Map District will convene a 7-person team that includes:**

- Superintendent; District design team representative; Frontline expert in 1 or 2 priority areas (e.g., racial equity, community engagement, professional learning, SEL); Continuous improvement coach (could be design team member)
- 3 from: student leaders, parent advisors or community partners

#### Convenings:

- First convening is currently scheduled for **October 30, 9am to 12pm.**
- 4 more 3-hour convenings will be scheduled in 2020-2021 for **roughly December, February, April, and June.** A similar calendar will be developed for 2021-2022.
- Each 3-hour convening includes a 30-minute superintendent's check-in + a 2.5 hour collaborative team session
- Convenings will begin virtually
- If conditions allow, 1 convening will be replaced by a 'learning trip', grant-funded for 2-3 representatives of team (1-2 days).

#### Between Convenings:

- Support for within-district convenings/meetings to keep the work going in between the formal 3-hour convenings.
- PSESD will provide stipends and childcare services for all students, parents, or community members who join district teams **in Year 1.** We expect districts to absorb these costs in year 2 as we move towards sustainable structures.
- In addition, PSESD will offer a meeting space for district teams' community members to connect monthly for additional coaching or support as well as a debrief space as needed. PSESD will offer childcare and stipends to support this participation.

### Sample Collaborative Activities:

#### 2020-2021 - Learning

- Build collaborative community & shared racial equity foundation.
- Examine regional & national bright spots in priority areas, through case studies and other methods.
- Assess district systems in terms of regional priorities.
- Access lived experience and expertise of students and parents to identify and codesign district initiatives.
- Test small change ideas to build CI capacity.
- Apply for technical assistance & collaborative support funding.

#### 2021-2022 - Launching

- Launch collaborative improvement initiatives with actionable goals and tracking indicators.
- Collect and share-out learnings from collaborative improvement projects with all partners.
- Create case studies on regional achievements for scaling and spreading.
- This second year is the 'launch year'. We intend to continue the collaborative well beyond two years. Activities in year 2 will also focus on developing conditions for sustaining, scaling, and spreading the collaborative, the partnerships, and district initiatives.