The Puget Sound Transformational Collaborative: Phase 3

Vision: The Puget Sound Transformational Collaborative (PSTC) launched in June 2020 in response to the dual pandemics of COVID-19 and the magnification of institutional racism with the objective of transforming educational conditions for Black and Brown students and families.

Hosted by the Puget Sound Educational Service District, the collaborative convenes community, district, and educational leaders across King and Pierce counties to advance four opportunities for improving the wellbeing and educational experiences of Black and Brown youth, families and educators.

4 Opportunities for Action

- Racial Equity Policy & Practice Connections
- Support for Educators of Color
- Family-School Partnerships
- Youth Leadership & Community-Based Organization Partnerships

Improved educational conditions and wellbeing for Black & Brown educators and youth in our schools.

Overview of 2021-2022 PSTC (Phase 3)

The next phase of work will build on our learning and action so far. We are especially excited to support our districts in goals that align with our Playbook recommendations. We are inviting up to 4 district teams (of 2-3 members each) to join us in pursuit of district goals tied to one of the 4 opportunity areas identified above and fleshed out in more detail in the Playbook.

The collaborative will meet twice a month and include dedicated time for district teams to share progress, learning, and action planning and to engage in thought partnership, consultation, and learning with community leaders, students and families, district teams, and other educational experts. Resources, professional development, and capacity-building opportunities will be available to support participants in their goals that aim for Black and Brown youth, families, and educators in our region to thrive.

The collaborative will also dedicate time to strengthening trusting relationships and sustaining healthy partnerships. As part of this work, and to ensure we keep learning and action visible, district teams will develop measures of progress to monitor impact.

Look out for more information as part of our communication plan to share the Playbook, progress and learning, and our thoughts for how collaboratives like the PSTC can support local and regional change.
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<tr>
<th><strong>Phase 1 &amp; 2 Foundation/Feedback</strong></th>
<th><strong>Action/Priority Area for Phase 3</strong></th>
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<tr>
<td>Excitement to translate <strong>Playbook</strong> recommendations and resources to district action.</td>
<td>Phase 3 will engage up to 4 district teams (2-3 members) in shared action and learning cycles for implementing Phase 2 playbook commitments and recommendations.</td>
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<td>Ensure time and space is created in and between meetings to go deeper in learning and action opportunities.</td>
<td>Dedicated time for district teams to share progress, learning, and action planning and to engage in thought partnership, consultation, and learning within the collaborative will be provided.</td>
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<td>Support districts in implementing playbook recommendations.</td>
<td>Recruitment and retention efforts will be made to ensure adequate representation of the diversity of our Black and Brown communities across the region.</td>
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<td>Expand district participation from individuals to teams to increase participation, continuity, learning, and impact.</td>
<td>Time will be dedicated for ongoing efforts to strengthen trusting relationships, and for shared reflection and disruption of white supremacy cultural practices.</td>
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<td>Further strengthen ongoing efforts to center youth, parents, and communities as models, monitors, advocates, and co-creators of educational change.</td>
<td>Measures of progress will be developed to monitor our internal and external impacts.</td>
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<td>Increase youth and parent participation that is more representative of regional diversity.</td>
<td>An ecosystem approach will be adopted to bridge expertise and experience with district and collaborative goals by broadening access to professional development and capacity building opportunities.</td>
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<td>Provide adequate time and space for ongoing efforts to strengthen trusting relationships.</td>
<td>An amplified communication plan to distribute the Playbook, share progress and learnings from Phase 3, and highlight the regional potential of a transformational collaborative to support systems change is in progress.</td>
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<td>Continue to identify, interrogate, and disrupt White supremacy culture characteristics in personal and professional spaces.</td>
<td>Ambassadors will share updates and opportunities from PSTC across additional PSESD networks.</td>
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<td>Ensure this work is paced appropriately, agile, asset-driven, inclusive, inquiry-driven, and communicative.</td>
<td>Supt John Welch will share across regional superintendent network.</td>
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<td>Increase visibility of district action, learning, and progress towards PSTC efforts.</td>
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Purpose & Process

- Invite up to 4 district teams to participate in Phase 3.
- District teams set and pursue goals that are inspired by or aligned with a set of recommendations from the PSTC Phase 2 Playbook.
- Collaborative provides coaching, consultation, and thought partnership to support districts achieving goals.
- Districts share progress, learning, and outcomes related to the wellbeing, experience, and opportunities of Black & Brown youth, families, and educators.
- Collaborative continues to build relationships, trust, and model reflective and generative community and family partnerships.

Timeline:
Phase 3 launches on Tuesday September 28, 2021 and continues through 2021-2022 school year. PSTC meets twice a month.

Monthly Meeting #1
Length: 2 hours
Focus: District team goals, learning, consultation, and action planning (with 20 minutes for collaborative and relationship building).

Monthly Meeting #2
Length: 1 hour
Focus: Collaborative relationships and dismantling white supremacy cultural characteristics in community/school partnerships (with 10 - 15 minute pulse check on district work).

First 5 Sessions:
- Sep. 28th, 11-1 P.M.
- Oct. 12th, 12-1 P.M.
- Oct. 27th, 11-1 P.M.
- Nov. 9th, 12-1 P.M.
- Nov. 23rd, 11-1 P.M.

Participation in the PSTC Will Include the Following:

Consultation, coaching & thought partnership from:
- Parent, youth, and community leaders across the region
- Community-Based Organization leaders
- Educator / Leaders from PSESD in areas of Learning, Teaching, & Family Support, Equity in Education and Learning, and Early Learning
- District and school building leaders

Dedicated capacity-building, professional development and support in key playbook areas:
- Racially equity policy & practice connections
- Support for educators of color
- Family-school partnerships
- Youth leadership & community-based organization partnerships

District Team Expectations for Participation
- Set year-long goals inspired by and/or aligned with Playbook.
- Recruit 2-3 district staff who have agency and passion to achieve goals.
- 1 year of collaborative participation, learning, and action.
- Advocate and build capacity for youth, family, and community participation at key decision-making tables in the district.
- Establish mirrors, markers, or measures of progress.

Community Leader Expectations for Participation
- Bring expertise, lived experiences, and community relationships to act as internal consultants and thought partners, and to communicate externally as ambassadors and connectors.
- Develop trusting relationships and contribute to a sustainable, loving community.
- Meet new members of the community, for example new district team members, where they are to learn forward together.
- Build collective capacity to navigate institutional and district systems and decision-making dynamics and to disrupt traditionally white-centered norms, policies, and practices.

ESD Leader Expectations
- Serve as host and connector to enable PSTC co-design, purpose, and experience.
- Disseminate recommendations and leverage support opportunities inside the PSESD and across the region.
- Identify and lift up regional experts and bright spots to support collaborative work.
- Build capacity and resources and lead collective reflection and learning to sustain and improve collaborative and maximize impact.