

# 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



## Our Journey

### Phase One

#### June-October 2020:

The collaborative built foundations to be inclusive, healthy, and sustainable + collectively identified opportunity areas for supporting Black & Brown youth, families, and educators.

### Phase Two

#### November 2020 – March 2021:

The collaborative continued to strengthen relationships, identified and discussed regional bright spots in 4 opportunity areas, and created a **PSTC Playbook** of collaborative recommendations around these opportunity areas for the wellbeing of our youth, families, and educators.

### Phase Three

#### September 2021 - June 2022:

PSTC will continue to build our collaborative community and partner with district teams to achieve Playbook-related district goals.

## 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.

## PSTC Phase 3 Builds Upon Collaborative Foundations, Learning, & Feedback from Phases 1 & 2.

Phase 1 & 2 Foundation/Feedback	Action/Priority Area for Phase 3
<p>Excitement to translate <b>Playbook</b> recommendations and resources to district action.</p> <p>Ensure time and space is created in and between meetings to go deeper in learning and action opportunities.</p> <p>Support districts in implementing playbook recommendations .</p> <p>Expand district participation from individuals to teams to increase participation, continuity, learning , and impact.</p>	<p>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.</p> <p>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.</p>
<p>Further strengthen ongoing efforts to center youth, parents, and communities as models, monitors, advocates, and co-creators of educational change.</p> <p>Increase youth and parent participation that is more representative of regional diversity.</p>	<p>Recruitment and retention efforts will be made to ensure adequate representation of the diversity of our Black and Brown communities across the region.</p>
<p>Provide adequate time and space for ongoing efforts to strengthen trusting relationships.</p> <p>Continue to identify, interrogate, and disrupt White supremacy culture characteristics in personal and professional spaces.</p> <p>Ensure this work is paced appropriately, agile, asset-driven, inclusive, inquiry-driven, and communicative.</p>	<p>Time will be dedicated for ongoing efforts to strengthen trusting relationships, and for shared reflection and disruption of white supremacy cultural practices.</p>
<p>Increase visibility of district action, learning, and progress towards PSTC efforts.</p> <p>Embed progress monitoring expectations and practices.</p>	<p>Measures of progress will be developed to monitor our internal and external impacts.</p>
<p>Enhance professional development and capacity-building opportunities related to the PSTC.</p>	<p>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.</p>
<p>Create a broader, multimedia communication plan for PSTC efforts.</p>	<p>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.</p> <p>Ambassadors will share updates and opportunities from PSTC across additional PSESD networks.</p> <p>Supt John Welch will share across regional superintendent network.</p>

## Phase 3 Nuts & Bolts

### 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).

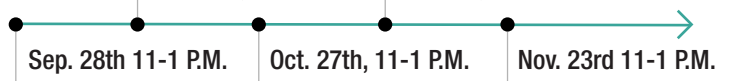
#### Monthly Meeting #2

**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:



## 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	Community Leader Expectations for Participation	ESD Leader Expectations
<ul style="list-style-type: none"> <li>• Set year-long goals inspired by and/or aligned with <a href="#">Playbook</a>.</li> <li>• Recruit 2-3 district staff who have agency and passion to achieve goals.</li> <li>• 1 year of collaborative participation, learning, and action.</li> <li>• Advocate and build capacity for youth, family, and community participation at key decision-making tables in the district.</li> <li>• Establish mirrors, markers, or measures of progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Bring expertise, lived experiences, and community relationships to act as internal consultants and thought partners, and to communicate externally as ambassadors and connectors.</li> <li>• Develop trusting relationships and contribute to a sustainable, loving community.</li> <li>• Meet new members of the community, for example new district team members, where they are to learn forward together.</li> <li>• Build collective capacity to navigate institutional and district systems and decision-making dynamics and to disrupt traditionally white-centered norms, policies, and practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Serve as host and connector to enable PSTC co-design, purpose, and experience.</li> <li>• Disseminate recommendations and leverage support opportunities inside the PSESD and across the region.</li> <li>• Identify and lift up regional experts and bright spots to support collaborative work.</li> <li>• Build capacity and resources and lead collective reflection and learning to sustain and improve collaborative and maximize impact.</li> </ul>