

elevating

YOUTH OF COLOR VOICE & LEADERSHIP



INTRODUCTION

2022-2023 EYCVL LEARNING & ACTION CONVENINGS

This series is designed to support district initiatives that aim to elevate Youth of Color voice and leadership.

Sessions are co-designed with members of the PSESD's Youth Wisdom Council and facilitated by youth leaders, modeling the leadership we hope to inspire and honoring our students charge: *"Nothing about us without us."* We wrapped a focus on district initiatives with supportive structures of learning sessions, coaching, cross-district thought partnership and principles of liberatory design.

In the following pages, you will find reflections from both district staff participants and youth leaders about district accomplishments, the conditions that supported change, the value of these convening spaces, opportunities for session improvement, and ongoing support needs. Our design teams will continue to learn from and share these insights to ensure district racial equity initiatives are transformative for the communities we serve. Thank you to everyone who participated in this process, and who joined us on our journey this year.



LEARNINGS & RECOMMENDATIONS

DISTRICT TEAM WINS

AUBURN. INCREASING YOUTH LEADERSHIP IN KEY SPACES: Youth presented to the Superintendent Student Advisory Council on Youth Participatory Action Research; Including students as part of the interview process for our high school administrative positions/teaching positions.

HIGHLINE. YOUTH VOICE & CO-DESIGN ACROSS THE DISTRICT: Monthly gatherings for Superintendent Student Leadership Team (SSLT); Superintendent Listening Tour sessions with youth informed new District Strategic Plan; Engaged youth in 17 SEL Community Advisory Listening Sessions; Youth in 3 schools are co-designing solutions to address the discipline disproportionality issues in their schools.

TUKWILA. YOUTH PARTICIPATORY ACTION RESEARCH: 10 middle school classes from 6-8 grades created YPAR projects about bullying and teacher-student relationships; Presented findings and recommendations to peers, teachers, and district leadership.

CONDITIONS THAT SUPPORTED CHANGE

- Workshop facilitation structures that maximized opportunities for dialog, collaboration and shared learning between district staff and Youth Wisdom Council facilitators.
- Earnest invitations for candid conversation in ways that supported vulnerability, shared learning & collective action.
- Structured reflection & planning opportunities for district leaders to put their learning from each session into practice, with an embedded focus on deepening and enriching their partnerships between students: staff within their districts
- Youth-led facilitation that offered consistent opportunities for them to share their first-hand experiences, as well as their expertise.

WHAT WAS VALUABLE ABOUT EYCVL SESSIONS?

- Facilitated conversational and collaborative spaces that removed communication barriers between youth and adults.
- Building relationships between district and youth leaders.
- Facilitated opportunities for Youth Wisdom Council members to present to regional school board membership.
- Learning about Youth Participatory Action Research, Street Data methods, and liberatory co-design and design-thinking for increasing school cultures of belonging and inclusion.
- Opportunities for shared learning with youth/district partners from across our region.
- Meaningful, productive opportunities for vulnerable conversation about complicated issues/challenges.
- Learning from/being inspired by the impeccable and heartfelt facilitation delivery of Youth Wisdom Council members.

WHAT ADDITIONAL SUPPORT IS NEEDED?

- More opportunities to support district's learning and implementation around:
 - Liberatory Co-Design
 - Street Data
 - YPAR
 - Youth advisory groups
- What can be done within districts to make "homework" and meetings outside of the EYCVL space more of a priority—or even mandatory?

WHAT WOULD ADD MORE VALUE?

- Increased participation of additional Youth Wisdom Council members, as well as increased opportunities for student voice at-large from our represented districts.
- Increased participation of district superintendents.
- Continued collaboration with Youth Wisdom Council members in order to identify session topics that are pertinent/responsive to pressing issues.
- Facilitating more accessible opportunities for "catch-up" (for district staff/teams who missed session/s).
- Co-creating and co-facilitating with schools district staff.

SURVEY DATA: DISTRICT STAFF

COLLECTED IN FEBRUARY AFTER 3RD SESSION

Overall, considering the sessions you have attended, to what extent are the following statements true based on your experience?

SESSIONS HAVE...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
centered youth & community wisdom and experience.	67%	33%			
developed conditions that support self-transformation in understanding how to lift up youth of color voice and leadership.	17%	83%			
helped develop conditions that support organizational change that will lead to responsiveness to and investment in youth of color in our schools.	33%	67%			
provided ways and means for participants to see and feel the progress that we are making to creating humanizing and just places for youth of color in our communities.	33%	67%			
MY DISTRICT TEAM...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
is informed by a clear district initiative focus that helps drive and organize our work.	17%	66%	17%		
includes a point person who ensures ongoing team member engagement, action, and support.	67%	33%			
is composed of members that can support cross-district strategy & implementation.	50%	33%	17%		
is committed to consistent participation in learning and action convenings.	67%	33%			
holds team meetings and action routines outside of the PSESd convenings to achieve consistent progress.	50%	50%			
will be prepared to share an end-of-year summary of work accomplished, of learnings, and of our action plan for 2023-24 by June 2023.	33%	67%			

To date, how would you rate supports received?

PSESd COACHING & THOUGHT PARTNERSHIP SUPPORT FOR EYCVL...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
have been timely/relevant.	80%	23%			
have been consistently useful.	60%	31%			
have been helpful in moving our district's strategic priorities forward.	60%	36%			
PSESd-FACILITATED CROSS-DISTRICT THOUGHT PARTNERSHIP TO MAKE PROGRESS IN EYCVL...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
have been timely/relevant.	66%	17%			17%
have been consistently and immediately useful.	33%	50%			17%
have been helpful in moving our district's strategic priorities forward.	50%	33%			17%

SURVEY DATA: YOUTH

COLLECTED IN FEBRUARY AFTER 3RD SESSION

Overall, considering the sessions you have attended, to what extent are the following statements true based on your experience?

SESSIONS HAVE...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
centered youth & community wisdom and experience.	100%				
developed conditions that support self-transformation in understanding how to lift up youth of color voice and leadership.	50%	50%			
helped develop conditions that support organizational change that will lead to responsiveness to and investment in youth of color in our schools.	40%	60%			
provided ways and means for participants to see and feel the progress that we are making to creating humanizing and just places for youth of color in our communities.	70%	30%			
MY DISTRICT TEAM...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
is informed by a clear district initiative focus that helps drive and organize our work.	70%	10%			20%
includes a point person who ensures ongoing team member engagement, action, and support.	60%	20%			20%
is composed of members that can support cross-district strategy & implementation.	60%	20%			20%
is committed to consistent participation in learning and action convenings.	60%	20%			20%
holds team meetings and action routines outside of the PSES D convenings to achieve consistent progress.	30%	50%			20%
will be prepared to share an end-of-year summary of work accomplished, of learnings, and of our action plan for 2023-24 by June 2023.	50%	10%	10%		30%

To date, how would you rate supports received?

PSES D COACHING & THOUGHT PARTNERSHIP SUPPORT FOR EYCVL...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
have been timely/relevant.	50%	50%			
have been consistently useful.	75%	25%			
have been helpful in moving our district's strategic priorities forward.	50%	50%			
PSES D-FACILITATED CROSS-DISTRICT THOUGHT PARTNERSHIP TO MAKE PROGRESS IN EYCVL...	TO A GREAT EXTENT	TO SOME EXTENT	VERY LITTLE	NOT AT ALL	DON'T KNOW
have been timely/relevant.	75%	25%			
have been consistently and immediately useful.	100%				
have been helpful in moving our district's strategic priorities forward.	75%	25%			

GLOWS

"It is such a strength to have students facilitate the meeting. Their energy and voice make such an impact and show what student leadership in action looks like!"

"I think the desire to elevate the voices of youth of color on the part of our district gives me so much hope. Seeing what is possible with our youth as I want youth from other districts be so engaged is also really exciting."

"We have really engaged students who have a capacity for leadership well beyond their years."

"The students are amazing and how it aligns so well to our strategic plan. It validates we are doing the right work for students."

"Help us develop replicable frameworks for including and incorporating student voice into our systems."

"The main strength I notice in the sessions is the connection and communication between youth and adults. Both groups of people are heard and understand each other better."

"Everyone is very engaged and thoughtful during the sessions."

"My district team cares about youth and are very determined to make change."

"PSED support is amazing! Everyone is so thoughtful, helpful, and understanding."

"I love how included I feel regarding school district concerns."

"Having adults in the educational system take their time to hear us out, our experiences, and much more also brings me an immense amount of hope."

"Hearing youth communicate their worries in meetings and others showing genuine interest and support."

GROWS

"I think we need to move toward a during the school day/field trip model like Auburn to get more youth at the table."

"Our biggest challenge has been getting youth from [school district] to join us. I did some direct invitations recently to youth I have a relationship with rather than relying on a particular group we have been trying to engage. Many said they were interested and going to apply but it doesn't seem like any have. Planning without them feels counter to the spirit of this work."

"It has been challenging for [school district] to have students participating due to their schedules and time commitments. Maybe sharing more flexibility on the time needed to participate for students?"

"I think the improvement for these sessions is possibly having it at a different time so students don't have to leave school early."

"A weakness is that we need to have more room for youth voices to be heard and have more discussion sessions to hear our perspectives rather than creating activities on how to do it. First hand experiences should be considered when it comes to discussions so that everyone in the session can understand better."

"I do think there could be a stronger emphasis on collaboration between district teams when it comes to the developments of each district."

"I'd love to have Renton more presentable in these sessions by making a difference in the youth of color community and having representatives that are more POCs from the Renton district team to join us in our meetings! I would love to be an ambassador for that and get connections thru networking and reaching out to them :)"

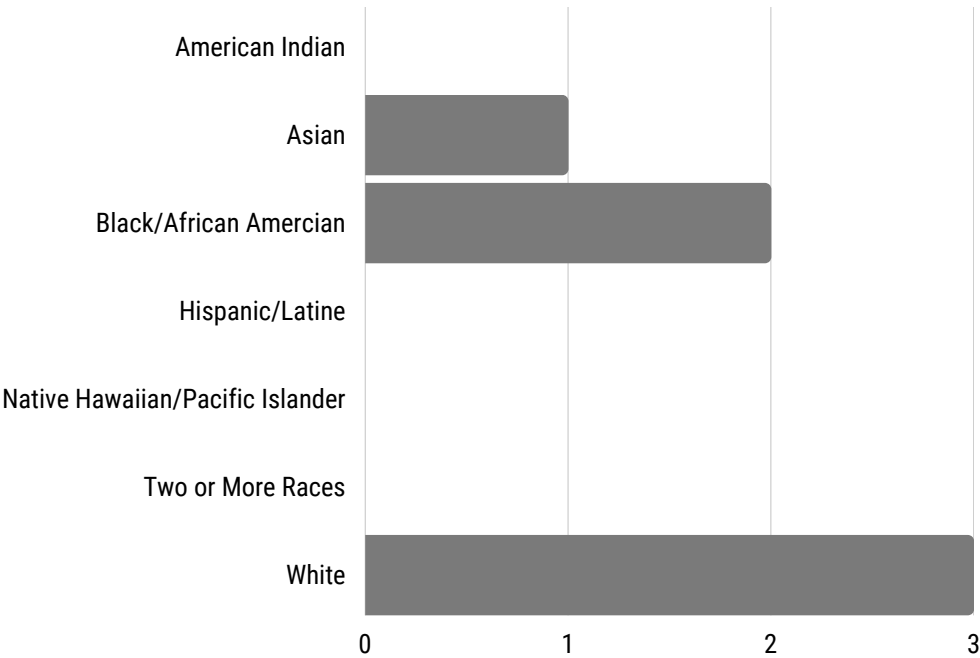
"Perhaps it should be made more clear that each district team must share their end-of-year summary of accomplished by 2023."

"We need to get the districts to participate more often and connect outside of these meetings."

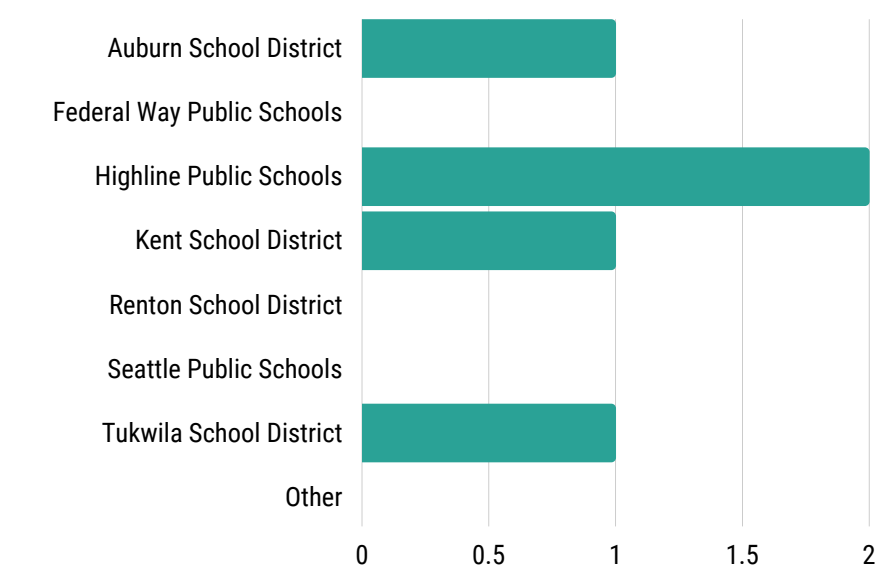
"The only suggestion I have is advertising everything we are doing a lot more so people youth and adults are aware of it and hopefully participate more."

SURVEY DATA: DISTRICT STAFF

RACE & ETHNICITY

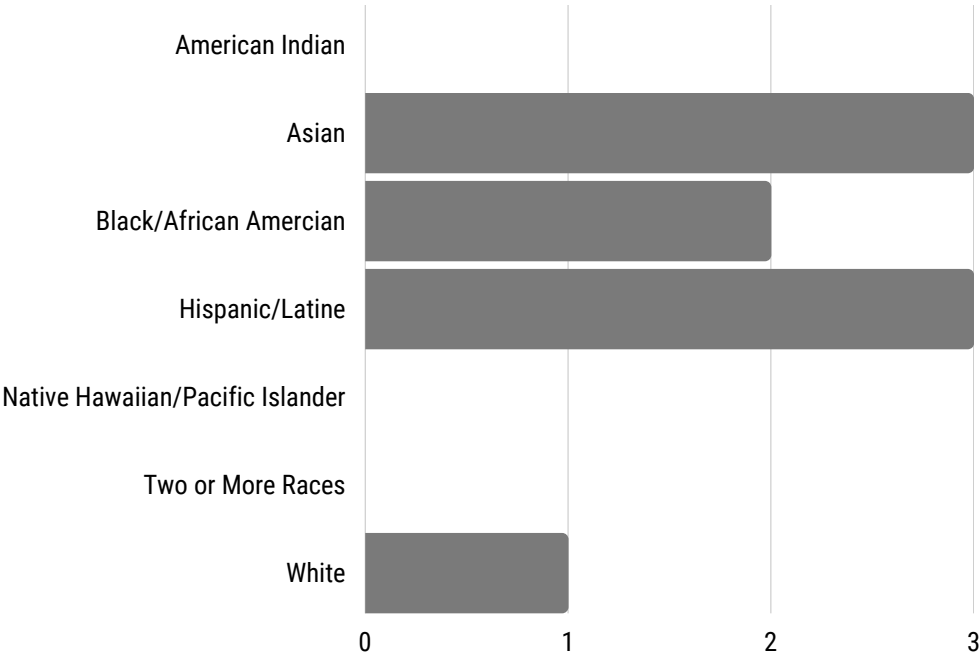


ORGANIZATION



SURVEY DATA: YOUTH

RACE & ETHNICITY



ORGANIZATION

