

A young girl with a backpack is smiling in front of a chalkboard filled with math formulas. The formulas include  $A = b \times h$ ,  $A = \frac{(B+b) \times h}{2}$ , and  $P = MW + MP + PR + R$ .

# Bay Ed Fund

SSFUSD School Board Introductory Meeting  
September 22, 2022



# Meeting Objectives

- 1 | Personal Introductions
- 2 | Introduction to Bay Ed Fund's Approach
- 3 | Share Excitement About Partnership

# Who is the Bay Ed Fund?

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**Paul Keys**

Managing Partner



**Ash Solar**

Partner



**Crystal Arrizon**

Associate Partner



**Rachel Heredia**

Associate Partner

Learn more about us at <https://www.bayedfund.org/our-team>

We exist to support districts and communities to make the most of this moment to realize inclusive, equity-centered, school system transformation.

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**We believe transformation begins with deep listening and the co-creation of a shared vision.**

“From students and principals and partners, **each of us has power, responsibility, and valuable contributions** to bring a new shared vision of schooling to life.” - *Building Equitable Learning Environments*

“Coherence, engendered over time through broad stakeholder engagement, offers an antidote to program-itis, that **phenomenon whereby layer upon layer of underfunded mandates are piled** on teachers as demands to personalize learning.” - *Shane Safir, Street Data*



**We believe the pandemic has created a profound need and opportunity to more deeply connect and empower students, families, and teachers.**

“I feel like we are free-falling, unsupported as a mom with children with special needs. I need **the village**; I had an entourage, and I could parcel out services. Now I am doing all of those things by myself.” - *Parent, EdSource*

“Historically, pandemics have forced humans to **break with the past and imagine their world anew**. This one is no different.” - *community activist Arudhati Roy*

## Our Vision

Every student receives a public education that **prepares them to thrive** at 25 and beyond in the Bay Area.

## Our Mission

Build a community investment fund...

...that catalyzes local movements and transforms district capacity...

...by bringing together families, communities, teachers, district leaders, and philanthropy to **co-design a vision for students and implement proven solutions for change.**



## Our theory of change is organized around five foundational pillars of work:



**Leading Collaboratively:** A diverse group of people and organizations in the community collaboratively center the experiences of our most marginalized students and families while working to realize more equitable outcomes.



**Shared Community Visioning:** A responsive, co-designed vision anchors and aligns work across stakeholders to produce and sustain more equitable and transformative outcomes.



**Local Capacity Building:** To realize a shared community vision, deep and sustained investment must be made in building the capacity of students, families, educators, community orgs, and coalitions, as well as the district.



**Evidence-Based Decision-Making:** Beginning with youth, family, and educator perspectives, the community coalition rigorously analyzes data and researches relevant best practices to produce more equitable and transformative outcomes.



**Empowering Investment:** Local philanthropy must play a responsive, empowering role to build capacity and sustain impact towards a community's vision over 10+ years.

Our theory of change relies on bringing communities together to co-design and realize a transformational vision.

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**Empowered Families and Students**

advocate as equal partners to create and realize a shared vision for better experiences and outcomes.

**Committed Community Coalition**

of nonprofits and government agencies use their resources and expertise to co-create a shared vision and accountability structure and then work to realize that vision.

**Co-Designed Vision  
that Transforms  
Student  
Experiences &  
Outcomes**

**Aligned System Leaders & Educators**

work collaboratively with community to implement strategies to dramatically improve school performance.

**Empowering Philanthropy**

enables collaboration and capacity building in pursuit of the community's co-designed vision over 10+ years.

We envision deepening partnerships with districts and communities over four phases. Our proposed MOU marks the beginning of the co-designing phase.

	Phase 1	Phase 2	Phase 3	Phase 4
	Exploring	Co-Designing	Implementing	Cont. Improving + Sustaining
Key Objectives	<ul style="list-style-type: none"> <li>• Deepen relationships and trust while learning more about each other’s work, including through recurring meetings</li> <li>• Begin deep listening campaign to understand the experiences, narratives, aspirations, and needs of a diverse set of stakeholders, particularly the most marginalized students, their families, and those who support them</li> <li>• Draft MOU and data sharing agreements for next phase of partnership</li> <li>• Identify 10-12 community members to form core planning team for the co-design process</li> </ul>	<ul style="list-style-type: none"> <li>• Invest in capacity to facilitate a successful co-design process</li> <li>• Convene a broad and diverse community coalition for co-design process</li> <li>• Complete the deep listening campaign</li> <li>• Complete a set of organizational diagnostics to understand current capacity</li> <li>• Finalize a vision and aligned strategy that bridges current reality to the community’s vision for kids</li> </ul>	<ul style="list-style-type: none"> <li>• District aligns critical resources—people, time, and money—to the co-designed vision and strategy</li> <li>• District builds internal infrastructure &amp; capacity—and works with external partners as needed—to implement strategy</li> <li>• Community coalition continues to empower community to monitor progress and inform adjustments as the work unfolds</li> <li>• Bay Ed Fund commits to 3-4 year implementation grants for district and community work</li> </ul>	<ul style="list-style-type: none"> <li>• District and community coalition assess progress to date and re-engage the broader community to refresh vision and strategy as appropriate</li> <li>• Complete organizational diagnostics to understand progress building capacity and to inform priorities for capacity-building work ahead</li> <li>• Revamp strategies to continue bridging current reality to the community vision for kids</li> <li>• Begin institutionalizing approach through policy, aligning planning and budgeting cycles, job descriptions, etc.</li> </ul>
Duration and Illustrative Timing	~3-12 months	~1-1.5 years By end of June 2023	~3-4 Years Jul. 2023 - Jun 2027	~3-4 Years Jul. 2027 - June 2031
Annual District Grant Range		up to \$750,000- \$1,000,000	up to \$750,000 - \$1,000,000	up to \$500,000 - \$1,000,000

Over the course of the 2022-23 school year, we will work together to accomplish the following objectives:

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1

**Build and deepen working relationships** with each other and with the greater SSFUSD community, with the goal of agreeing to a multi-year partnership and an on-going funding relationship focused on closing student proficiency and opportunity gaps

2

**Facilitate a deeply inclusive and empowering strategic planning process** that begins with deep listening and culminates in a vision and strategy co-designed with students, families, educators, and community partners

3

**Address urgent and immediate needs** in the service of students, families, and educators

4

Ensure that the District has the internal capacity and access to necessary external partners to **assess current capacity across key functions** (e.g. instruction, financial health, and data-driven decision making)

## Discussion

We're excited to answer any questions you have about our approach or work to date, and to share why we're so excited about this partnership.