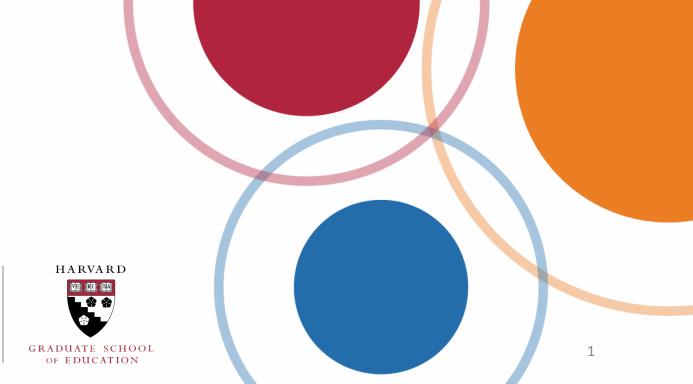
EdRedesign Lab Institute for Success Planning

Community of Practice Summer Workshop 2023

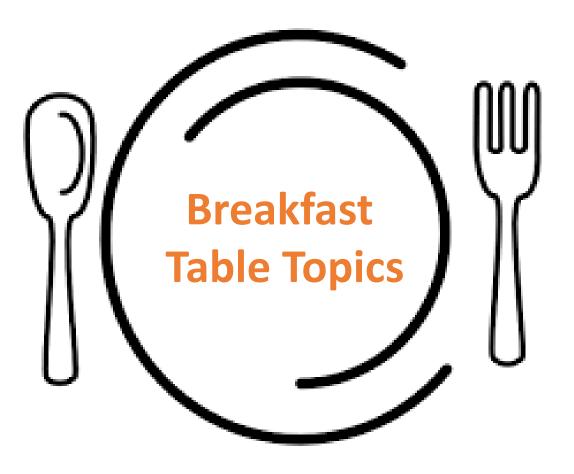
Tuesday, July 18, 2023





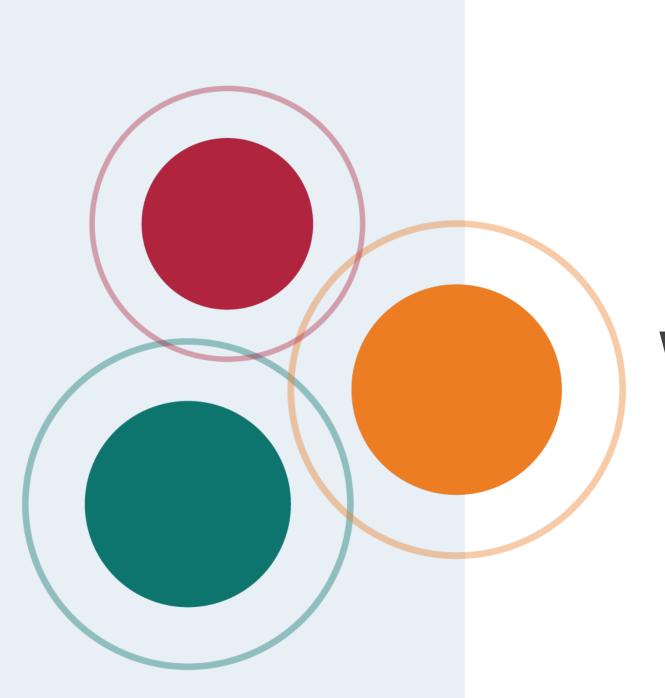






Connect and engage in casual conversations, over breakfast, with colleagues from other communities. Here are some table topics to start your discussion

- 1. What song lifts your spirits?
- 2. What was your favorite book, as a child, and why?
- 3. What is the best advice you have ever received?
- 4. Fast forward 10 years from now, what would matter the most?
- 5. Is there something you wish you would have started doing earlier in life? If so, what, and why?
- 6. What would you say is one of your biggest pet peeves?
- 7. What is your leadership superpower?



Welcome & Community Builder





Community Builder

Leadership Matters

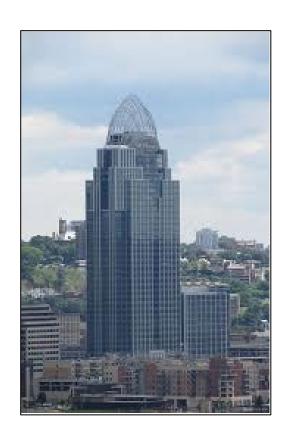
- Participants will self-reflect on their leadership mindsets and dispositions and how that may impact their work.
- Participants will examine how different situations may call for them to pivot and draw on different leadership styles and skills.



Leadership Reflection









Select the image that resonates most with you when you think of an experience you had with a leader, leadership practices, or your own leadership. In pairs, share your stories.

Leadership Matters

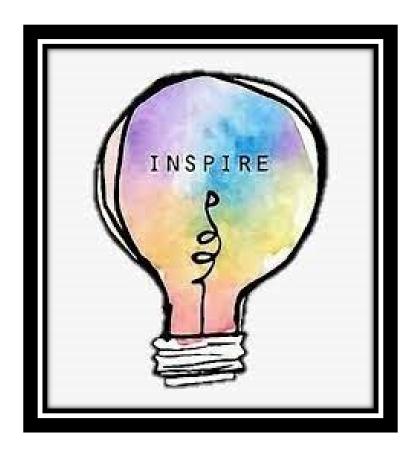


As Leaders We Must.....

- Challenge Our Assumptions
- Interrogate Our Current Practices & Polices
- Model the Way
- Act with Humility
- Be Nimble
- Commit to More Adaptive
 & Collaborative Practices
- Foster a Culture of Trust & Respect
- Commit to our Pursuit for Justice
- Have Professional Courage



Remember your why?





Identify & Leverage Your Superpower





Take Time to Pause and Celebrate

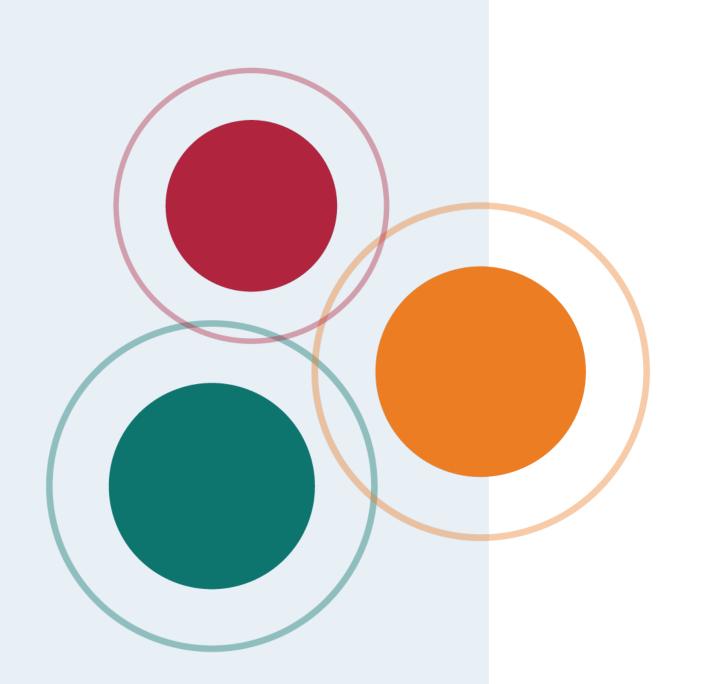




Practice
Self-Care







Success Planning Component Highlight: System of Supports

- Tauheedah Jackson
- Community Spotlight: San Francisco, CA
 - Aarón Ayala
 - o Celina Ramos-Castro
- Community Spotlight: Dayton, OH
 - Jasper Person III
 - Rachel Ward



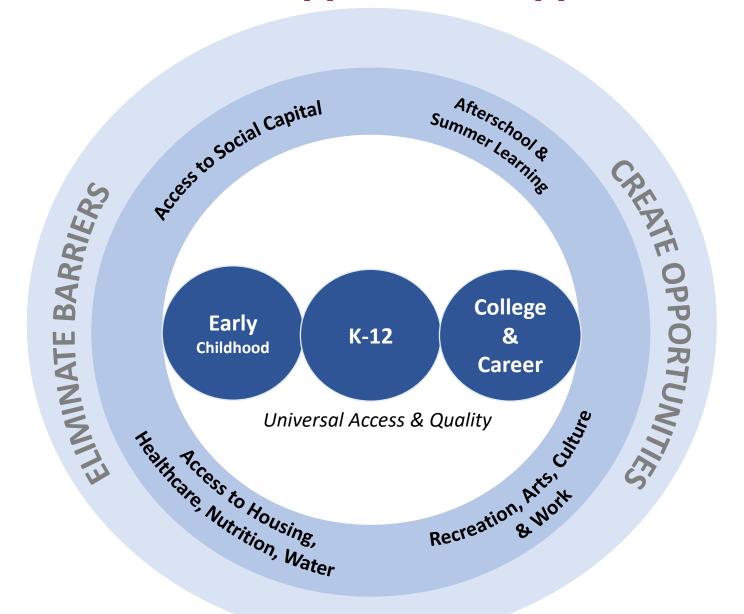
Success Planning Components



System of Supports



Cradle to Career Supports and Opportunities





System of Supports Essentials

- Partnerships across health (physical and mental), academics, social services, extracurricular, and community partners
- Cross sector coordination and collaboration
- Coherence and alignment with other efforts
- Access and opportunity
- Resource development
- Supports are aligned with the needs of youth (data-driven)











System of Support and Opportunity: Design questions







- Which organizations will provide services and opportunities?
- How are students referred?
- How do students access services?
- How are services funded?
- How will you ensure equitable access?

Partnership Development: Tips for Real-Time Implementation



Focus on tactical, technical, and adaptive aspects simultaneously



Create and commit to a shared definition of partnership



Build, cultivate, and sustain a cross-sector system of supports.



Consider a tiered approach to effective and strategic partnership development



Cultivate authentic and trusting relationships, across sectors



Foster innovation



Assess readiness and support growth



Commit to quality assurance and continuous improvement





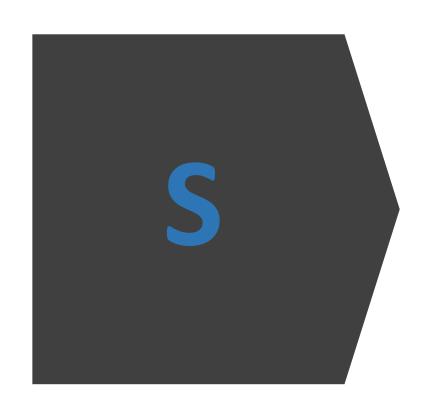


S.O.A.R. Analysis





STRENGTHS

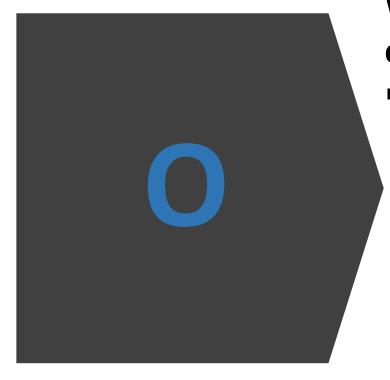


What community assets, partnerships, models/programs, and initiatives can you build on?

- Conduct a partnership mapping exercise.
 - Consider stakeholders and partners across sectors and at different levels of the ecosystem.
 - Innovate- Consider unlikely partners



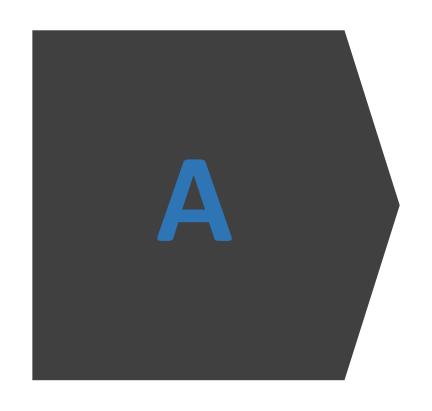
OPPORTUNITIES



What are the challenges, gaps, and needs in your community?

- Conduct a Needs/Opportunity Assessment
 - Consider existing cross-sector data, reports, dashboards, etc. to understand the challenges, gaps, and needs in your community.
 - What partnerships are aligned and in service to your overall goals?
- What collective action can you take to move the needle?





ASPIRATIONS

- What impact do you care deeply about?
 - Equitable access and opportunity
 - Consider your community's Success
 Planning theory of change and goals.





RESULTS

- How do you know you are succeeding?
 - Consider your Success
 Planning metrics.
 - How are you using data for continuous improvement?
 - Ensuring equitable access and opportunity is personalization.





Aáron Ayala and Celina Castro-Saelao

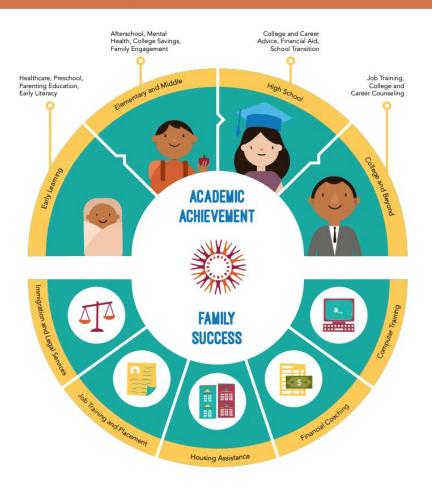
A Collective Impact Initiative

Serving San Francisco's Mission District

EDUCATION IS ABOUT MORE THAN WHAT HAPPENS IN THE CLASSROOM.



By connecting families with the community resources they need to succeed in life, we give students their best shot at academic achievement.



IT TAKES A COMMUNITY TO EDUCATE A CHILD.

We link families to all the ways our community supports them.

Get involved at missionpromise.org.

Collective Response

Prenatal to Career CBOs

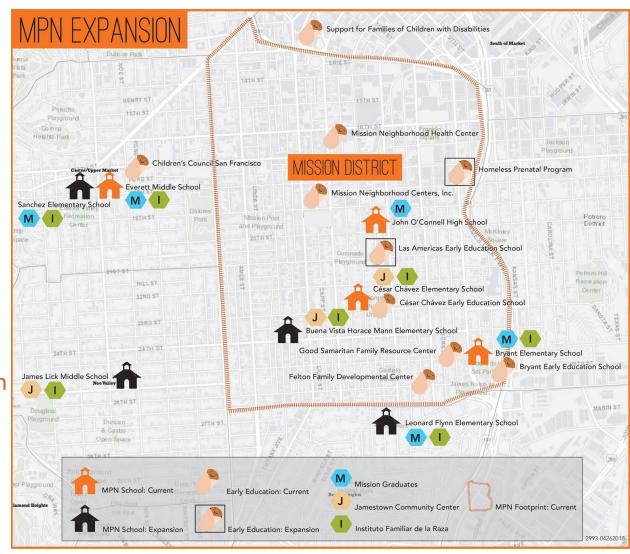
Schools/City

Common Agenda

Shared Measurement

Continuous Communication

Backbone Agency



MPN Community Partners



MPN Beacon Alignment

Beacon Initiative Programmatic Area	MPN Grant K-12 Solution	MPN Partners
Behavioral health and wellness	Mental Health Support	Instituto Familiar de la Raza
Expanded Learning	After School Programs	Mission Graduates Jamestown Community Center
	Academic Acceleration Program	Mission Graduates
	Student Success Coaches	Mission Graduates, Urban Services YMCA
	College Access and Career Services	Mission Graduates, Seven Tepees
School Transitions	Move Up Summer Program, Family Portfolio	Urban Services YMCA, Early Learning Partners
Family Partnerships	Parent Leadership	Parents for Public Schools
	Parent Partner Program	Mission Graduates
	Family Success Coaches	MIssion Promise Neighborhood



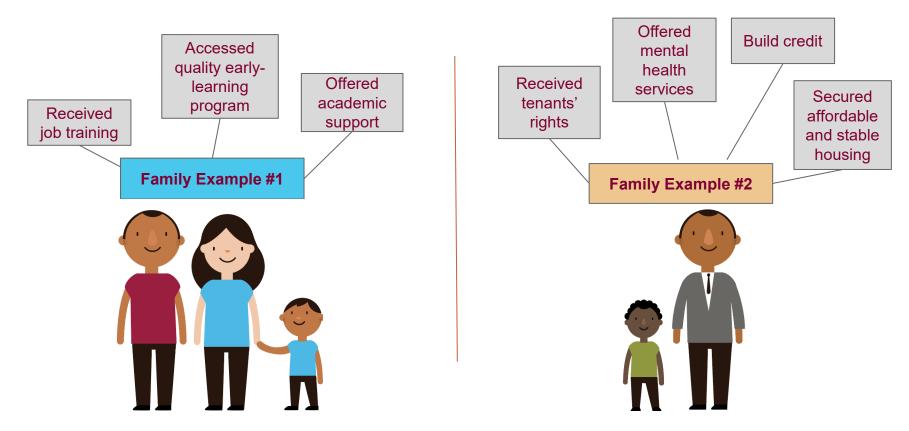
The Family Success Coach (FSC)



- Trained and have knowledge of programs and services in the MPN partners and city wide.
- Embedded at early earning sites and school sites.
- Collaborate with staff and on site partners to support the success of students and families.
- Hosting MPN partners to address topics which are important to families and youth.



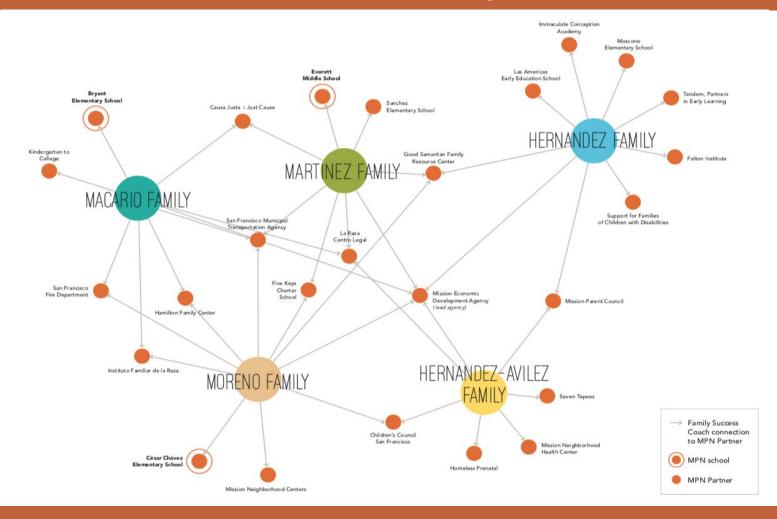
What We Do – Personalized Support



Our Family Success Coaches **implement a two-generation approach**, integrating family economic success strategies and support services with schools.



MPN Partners + Family Success Coaches = Collective Impact



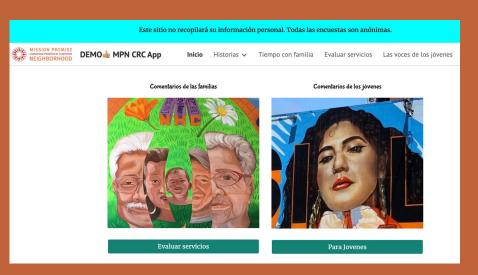
Next Steps



Community Report Card

- Eight parents and youth identified 5 key findings
- Gather families and youth from the community experience and stories through app and MPN Family and youth council
- Community members as Data Analysts & Strategists
- Inform our Advocacy and Policy work, internal to MEDA and collectively across partners





Next Steps



Promise City

Promise Neighborhood plans in three new communities

Communities of color, previously redlined

Align with Mayor's Recovery Plan

Organize parents and youth for advocacy, community report card

Develop policy platform for academic and antipoverty goals, cultural placekeeping





Thank you



MPN team with families in State Capital supporting the End Child Poverty Campaign March 2023



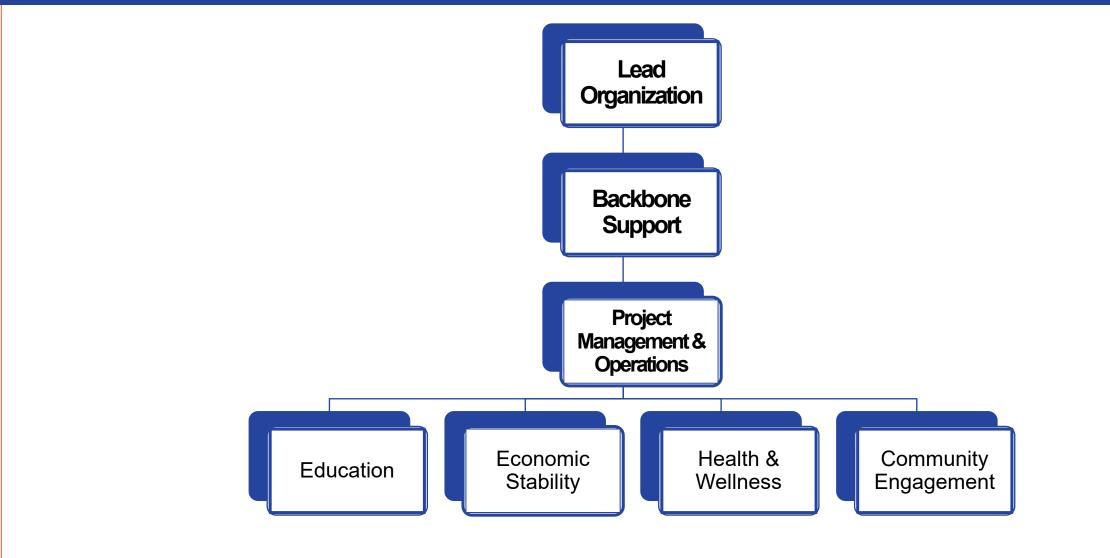


Hope Zone Promise Neighborhood

Success Planning System of Supports

Harvard EdRedesign Lab Institute for Success Planning

HOPE ZONE GOVERNANCE STRUCTURE



Underlying Assumptions: Racial Equity, Restorative Justice, Cradle-to-Career, Two-

Generation. Place-Based

HOPE ZONE 12 CORE COMPONENTS



Student Success Planning



Prenatal Education



Early Learning



K - 12 Education



Expanded Out of School Learning & Support



Post-Secondary Education Support



Social, Health, Nutrition, & Mental Health Services & Supports



School-Community Partnerships



Family & Community Engagement



Planning & Capacity
Building



Community Development



Promise Neighborhood Scale Up

Year 1



1,000 children in HZ1

500 families in HZ1

Year 2



1,250 children in HZ1

800 families in HZ1

Year 3



2,500 children in HZ2

1,500 families in HZ2

Year 4



5,000 children in HZ2

2,200 families in HZ2

Year 5

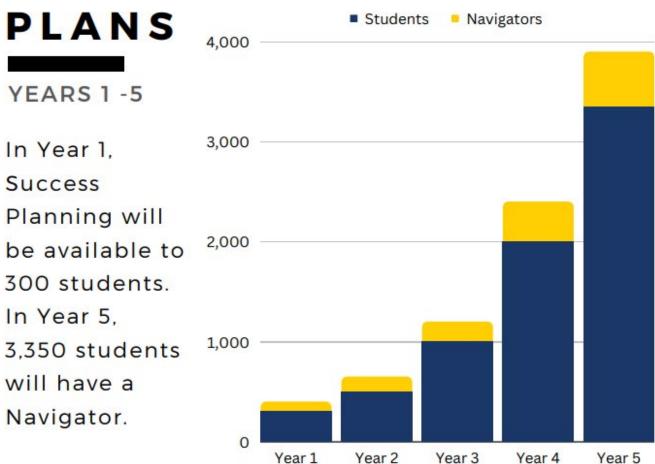


6,700 children in HZ2

3,400 families in HZ2



SUCCESS PLANNING SCALE UP



Year 1

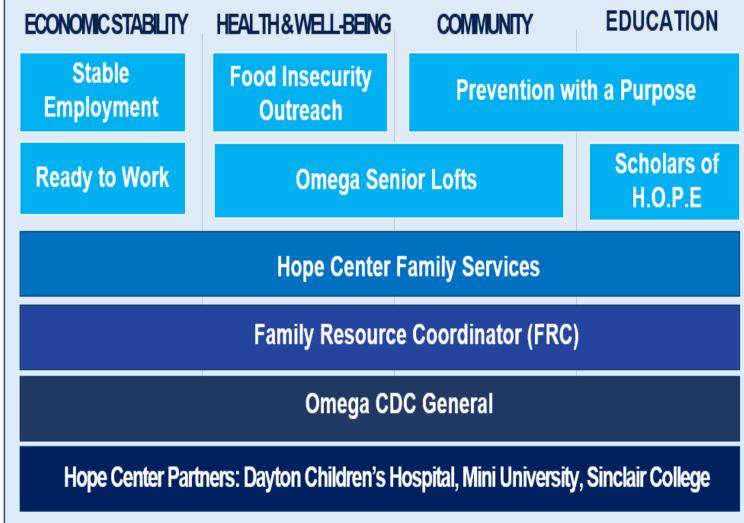
Year 3

Year 4

Year 5

HOPE ZONE INTERNAL SYSTEM OF SUPPORTS





Year 1 Student Engagement

Goal: 300 Students

- Omega Out of School Time (SOH/SU/FS): 200
- Mini University Children: 35
- Children of Family Coaching participants: 30
- Family Resource Coordinator Selected: 25
- Grandchildren of Omega Senior Lofts Resident: 5
- Food Outreach Families: 5

Proposed Age Groups:

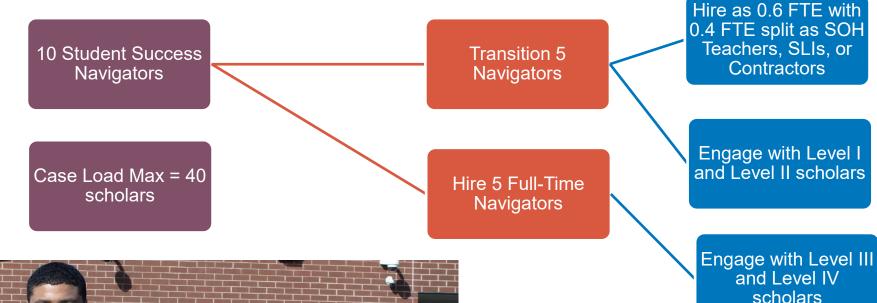
- 0-5: 40
- 5-12: 200
- 12-18: 60

Proposed
Levels/Tiers of
Need/Engagement:

- $50 \rightarrow 1$ check-in/meeting per week
- $50 \rightarrow 2$ check-ins/meetings per week
- 100 → 3-4 check-ins/meetings per week
- 100 → 4-5 check-ins/meetings per week



Year 1 Navigator Engagement





HOPE ZONE EXTERNAL SYSTEM OF SUPPORTS

Dayton Public Schools

Health Clinics & Hospitals

Montgomery County – JFS, Workforce, FCFC

Juvenile Courts

Public Safety: Police Department

Community Services: Parks & Recreation, YMCA, other afterschool programs

Early Childhood: Preschool Promise sites

Churches & Grassroots Organizations

Housing Systems

Transportation Systems











































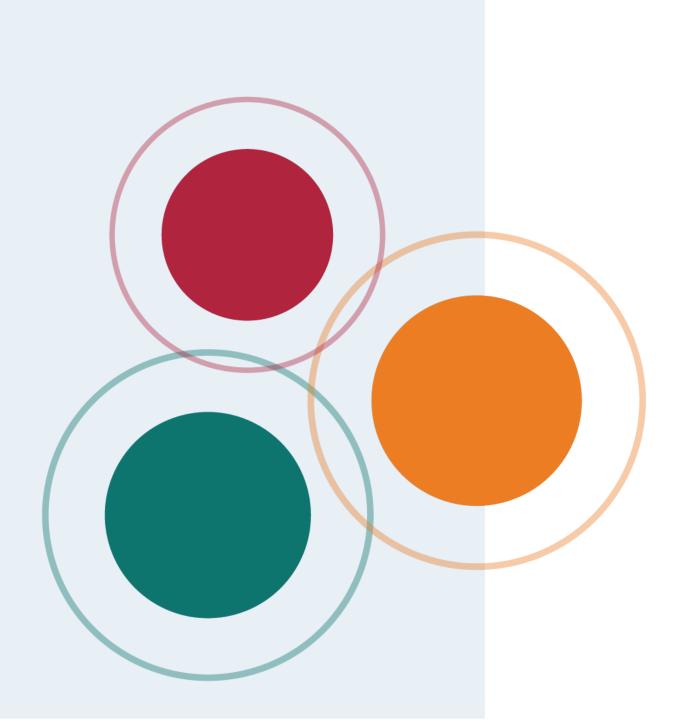












Team Connection and Collaboration: Session 3



System of Supports

Synthesize and apply the knowledge learned about **building an effective and sustainable system of supports** to begin strategizing and identifying your community's next level of work.

- Electronic action planning workbook provided.
- Breakout rooms will be available to teams.
 - Gutman Conference Center (4+5, 302, 303, 440)



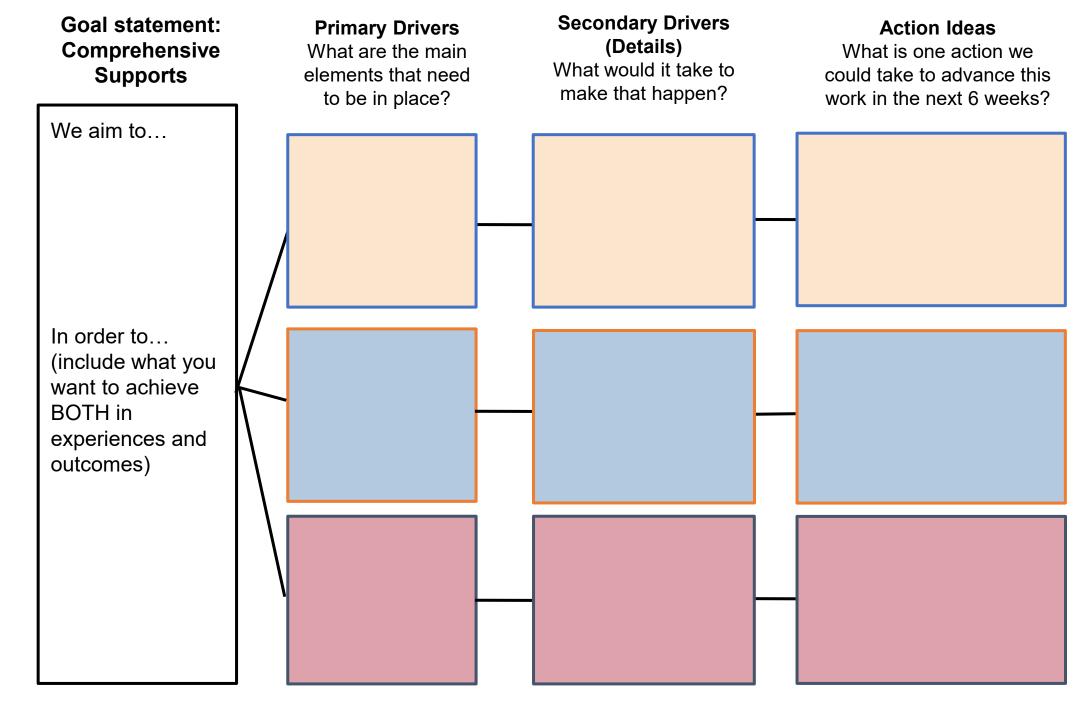
Current status

Next steps

Comprehensive Supports

Assets (champions, resources, structures)

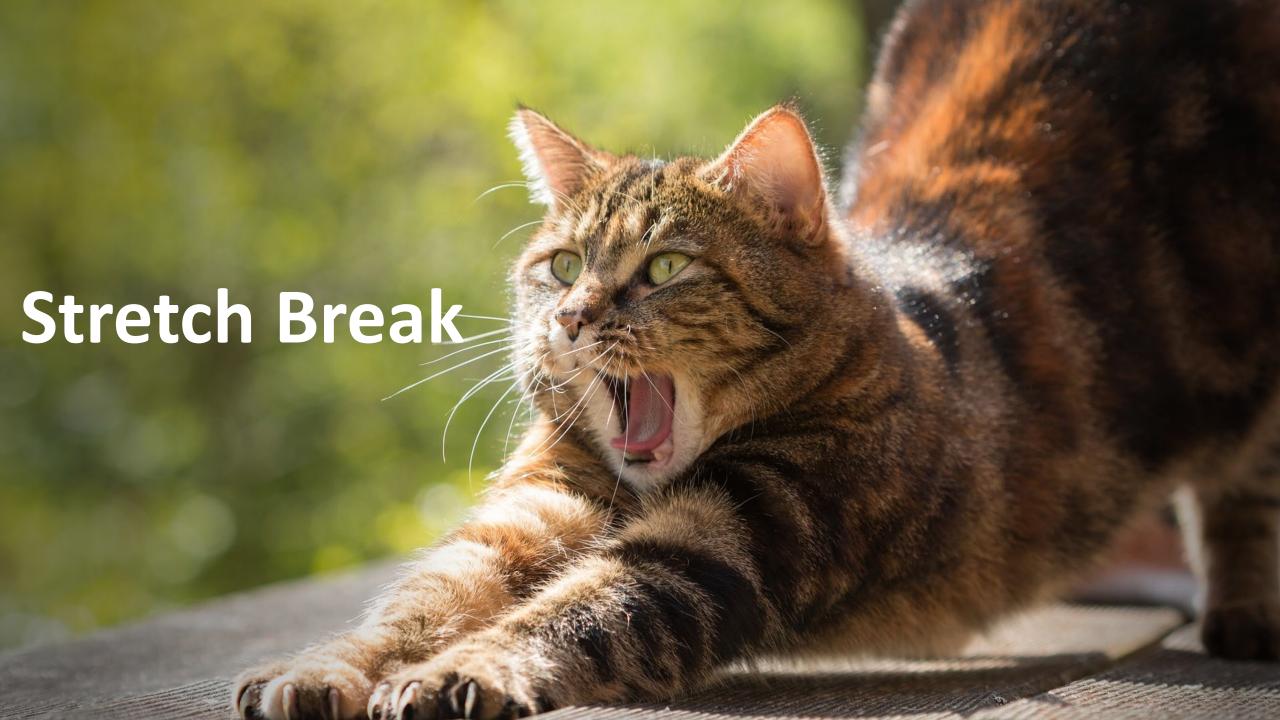
Challenges

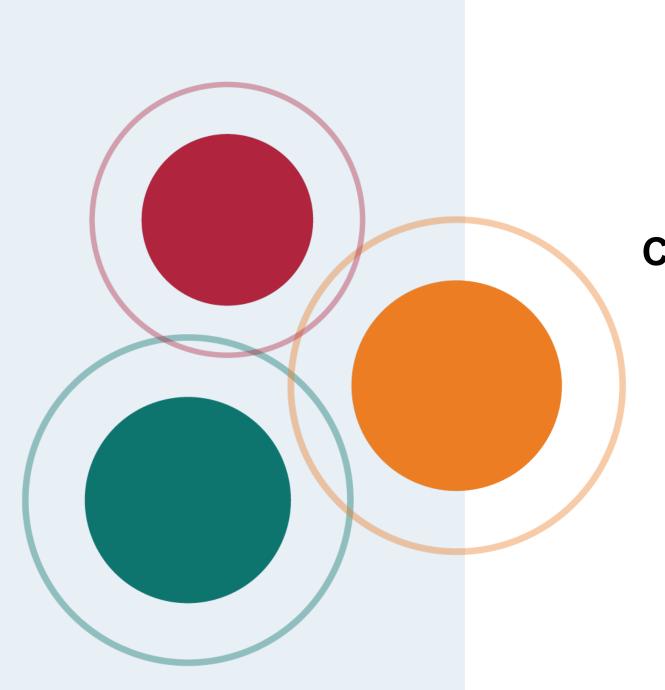


Name:

THROUGHLINE: DESCRIBE HOW SYSTEMS OF SUPPORTS ARE OR WILL BE IMPLEMENTED IN YOUR COMMUNITY.

HOW WILL THESE ELEMENTS ALIGN WITH YOUR OVERALL VISION?



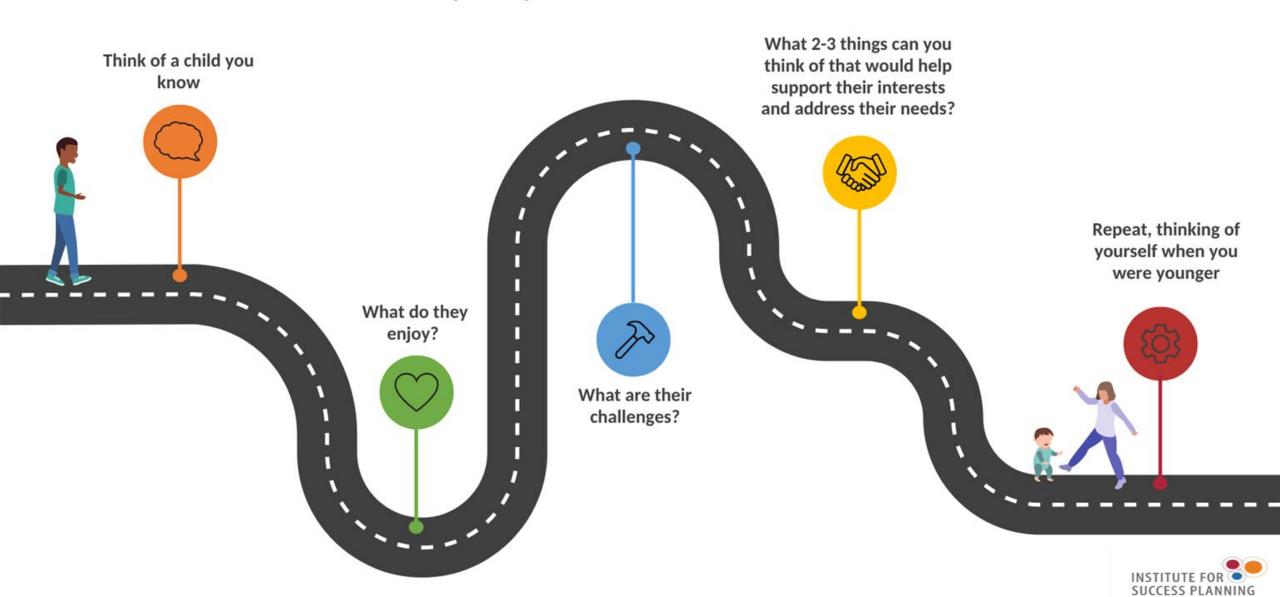


Success Planning Component Highlight: Data

- Anna Holt
- Lynne Sacks



Empathy Walk





What is one goal you've accomplished as a community?

Table discussion



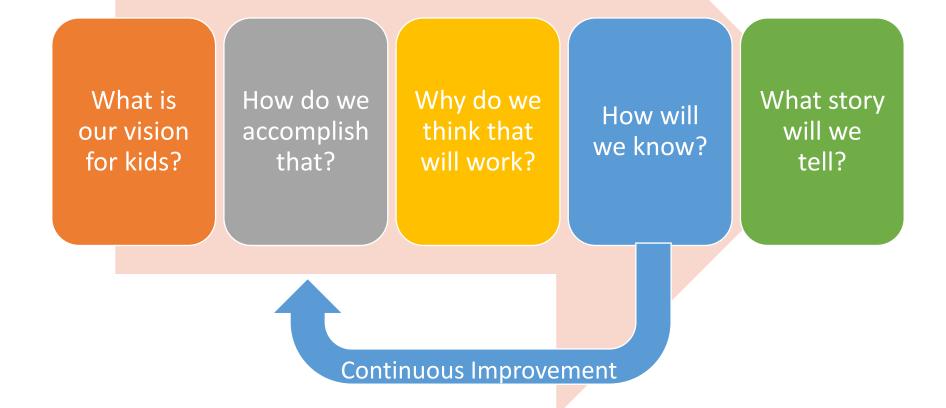
What did it take to get there?



How did you know you succeeded?



Theory of change





Throughline





Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and approximate through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and connected to one-on-one personalized supports. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and connected to one-on-one personalized supports. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and open process of the connected to one-on-one personalized support and	Goals	Actions	Specific Strategies	Target Date for Implementation	Theory of Change	Equitable Access and Participation	Social Emotional Outcomes	Academic Outcomes
Community Zone will be connected to none-on-one personalized supports and experiment in ITSS and April 2023 Navigations med to have adequated aspects and imaging the Properties of the personalized supports and experiment in ITSS and April 2023 Navigations med to have adequated aspects and applied and the personalized supports and experiment in ITSS and April 2023 Navigations med to have adequated aspects and applied and the personalized supports and experiment in ITSS and April 2023 Navigations med to have adequated precised applied and experiment in ITSS and April 2023 Navigations med to have adequated precised applied and experiment in ITSS and Applications with private applied and experiment in ITSS and applied and experiment in ITSS and applied and	participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within	navigators within Stage 1 identified		January 2023	to ensure navigators aren't overburdened in case loads and they have the resources and capacity to form	placements		
Ravigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participatin			trained in MTSS practices and Alpha Public Schools district	April 2023	Navigators need to have adequate supports and training to match students to personalized opportunities and	focused PD session within three months of employment in partnership with Alpha Public		
Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support sand opportunities through navigators methoded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support plans completed Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support plans completed within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support plans completed within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support plans completed within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support plans completed within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized support and program in Stage and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Complete fidelity monitoring and adjustment of navigators of referrals and opportunities through navigators embedded within Caring Systems clinics. Caring Systems clinics. Singularity Cozing Alexandro Program in Stage of the progr			regular access to students with private	May 2023	barriers to building trust-based relationships in the often more public, noisier and challenging spaces of shelters than others who work directly in schools may need to		are the last thing to	
Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Complete fidelity monitoring and adjustment of parsonalized supports and opportunities through navigators embedded within Caring Systems clinics. Complete fidelity monitoring and adjustment of program in Stage 1 clinics Electronic data review of Success Plan logs Subgroups (YN): Electronic data review of Success Plan logs Subgroups (YN): Electronic data review of Success Plan logs Subgroups (YN): Electronic data review of Success Plan logs Subgroups (YN): Subgroups (YN): Electronic data review of Success Plan logs Subgroups (YN): Electronic data review of Success Plan logs Subgroups (YN): Subgroups (YN): We will conduct preliminary analyses looking a						Subgroups (Y/N): N		
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Saseline Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Solicit feedback from focus groups of families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Complete fidelity and voice to families involved in the navigator of navigator program in Stage of Caring Systems clinics. Solicit feedback from focus groups of families involved in the navigator of navigator program in Stage of Caring Systems clinics. Complete fidelity and voice to families involved in the navigator of navigator program in Stage of Caring Systems clinics. Complete fidelity and voice to families involved in the navigator of navi			piano			Subgroups (Y/N): N		
Plants for All Students In Stage 1 Rollout identified clinics Subgroups (Y/N): N			electronic storing and sharing of personalized		access data on all the students they are supporting without information getting lost or confused, which might decrease trust in the navigators and compromise	Checklist: Completed or Not		
Stage 1 Rollout identified clinics Waterwest evolution is happening amount to identify what is working and what is not in a depre way. They also provide equity and voice to families. Subgroups (Y/N): Electronic data review of Success Plan logs Subgroups (Y/N): Subgroups (Y/N):						Subgroups (Y/N): N		
Solicit feedback from focus groups of families involved in the navigator program Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Caring Systems clinics. Solicit feedback from focus groups of families involved in the navigator program way and what is not in a deeper way. They also provide equity and voice to families. Focus groups will allow us to identify what is working and what is not in a deeper way. They also provide equity and voice to families. Subgroups (Y/N): Subgroups (Y/N): Electronic data review of Success Plan logs Will review demographic subgroups to mainly identified access. We will conduct preliminary analyses looking at key climate data metrics (e.g. presence of a trusted aduit) compared between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified on the program later.			numbers of personalized	May 2023	We cannot meet our targets if we do not ensure implementation is happening smoothly and account for potential	Will review demographic		
Children and families participating in the Alpha Community Zone will be connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Caring Systems clinics. Complete fidelity monitoring and adjustment of navigator program in Stage 1 clinics This final review of our pilot project will ensure the supports and opportunities through navigators embedded within Caring Systems clinics. Caring Systems clinics. Tomplete fidelity monitoring and adjustment of navigator program in Stage 1 clinics This final review of our pilot project will ensure we are better equipped to expand the program later. Subgroups (Y/N): Electronic data review of Success Plan logs Will review demographic subgroups to ensure equitable access. We will conduct preliminary analyses looking at key climate data metrics (e.g. presence of a trusted adult) compared between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students in a deeper way. They also provide equity and voice to families. Subgroups (Y/N): Subgroups (Y/N): Subgroups (Y/N): We will conduct preliminary analyses looking at key climate data metrics (e.g. presence of a trusted adult) compared between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schools between clinic-connected students identified by data sharing agreement with Alpha Public Schoo			•			subgroups to ensure equitable Subgroups (Y/N): Y		
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connected to one-on-one personalized supports and opportunities through navigators embedded within Caring Systems clinics. Caring Systems clinics			numbers of referrals made by navigators for fit to family identified	June 2023	of what the biggest need areas are for our families, and ensure the supports			
Caring Systems clinics. Review implementation data to improve process before rollout of Phase 2 clinics. Review implementation data to improve process before rollout of Phase 2 clinics. Review implementation data to improve process before rollout of Phase 2 clinics. This final review of our pilot project will ensure we are better equipped to expand the program later. This final review of our pilot project will ensure we are better equipped to expand the program later.						demographic subgroups to Subgroups (Y/N): ensure equitable		
as a reading indicator. Identified by data sharing			1-1-1-1	Summer 2023	ensure we are better equipped to		at key climate data metrics (e.g. presence of a trusted adult) compared between clinic-connected students identified by data sharing agreement with Alpha Public Schools as a leading indicator.	analyses looking at one key academic leading indicator (e.g. chronic absenteeism) compared between clinic-connected stude is identified by data sharing
Subgroups (Y/N): Subgroups (Y/N): N Subgroups (Y/N): N Subgroups (Y/N):						Subgroups (Y/N):	VVIII review demographic Subgroups (Y/N): N Subgroups (Y/N): Subgroups (Y/N):	Subgroups (Y/N):





What is the change we expect to see from Success Planning?



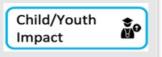


Metrics in Each of the Buckets



Equitable Access, Opportunity and Participation

- Kindergarten readiness: health and physical development
- Nutrition
- Housing
- Transportation to school
- Health care utilization
- Health outcomes
- Summer or after school enrichment
- Equitable learning environments
- After school employment
- Registered to vote
- Locally defined
- Youth defined



Social Emotional Wellbeing

- Kindergarten readiness: social emotional development
- Belonging
- Self-efficacy
- Resilience, grit, persistence
- Self-regulation: disciplinary referrals, suspended, expelled, incarcerated
- Psychological distress: mental health services or referrals, suicide attempts or ideation
- Locally defined
- Youth defined



Academic Preparedness

- Kindergarten readiness: literacy and language development
- 3rd grade reading
- Standardized test scores
- GPA
- On-track to graduate
- Dual credit attainment
- Career related learning experiences
- Post-secondary acceptance
- High school graduation
- GED attainment
- Locally defined
- · Youth defined





Implementation Data

- Navigator meetings
- Demographics
- Student goals and challenges
- Referral categories and services



Embedding data into Success Planning



IDENTIFY METRICS IN THE THREE BUCKETS



CHOOSE A DATA PLATFORM



DEVELOP PROCESSES FOR COLLECTING AND REVIEWING DATA AND USING IT TO MODIFY PRACTICE



CAPTURE IMPLEMENTATION DATA



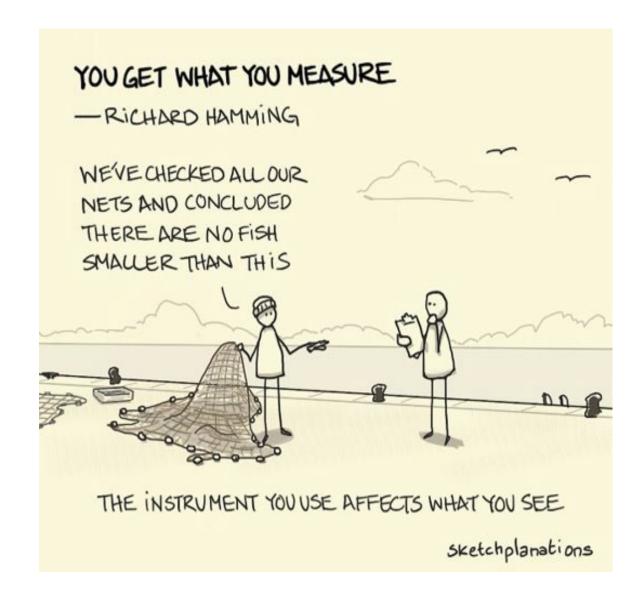
Community Highlights: Best Practices

Measuring What Matters:

- NAZ: Collecting outcome measures that capture the "how" not just the "what" of Success Planning
- Long Beach: Looking back (at baseline outcome data) to ensure outcome measures are aligned to the throughline

Data for Implementation:

- Baltimore: Tailoring metrics to the current implementation stage
- Carbondale: Setting up shared definitions amenable to data collection



NAZ: consulting the community to determine which metrics capture success



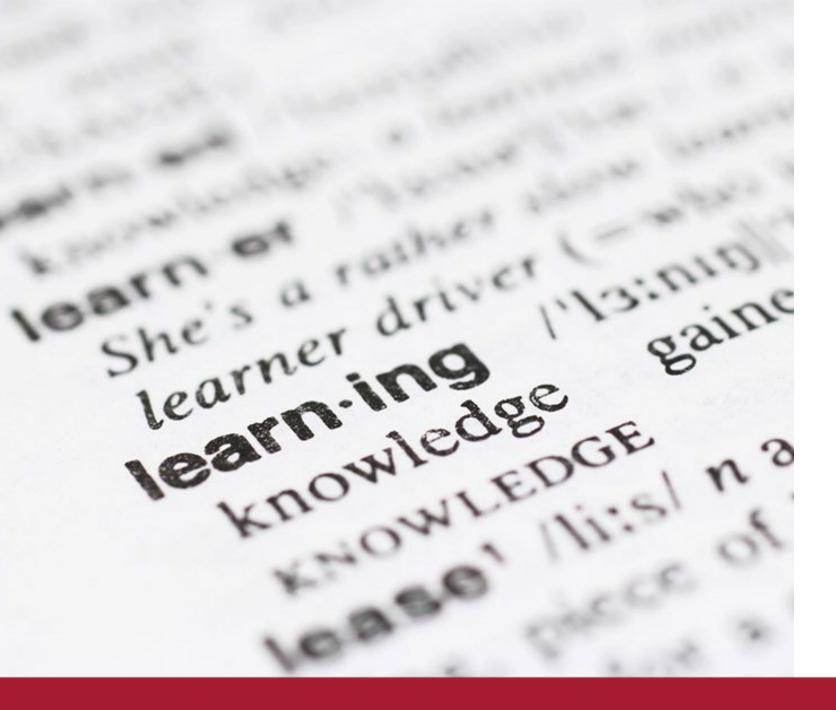


Long Beach:
Using metrics to reflect
on action planning





Baltimore: tailoring metrics to current implementation stage



Carbondale:
establishing
common definitions
of intended
implementation



Activity: Think of your vision for Success Planning from yesterday









How will you know what progress you're making towards your vision?



What bucket(s) did these measure(s) fall into?



Name:

OUTCOMES: THINK OF YOUR VISION FOR SUCCESS PLANNING. HOW WILL YOU KNOW IF YOU HAVE ACHIEVED IT?

WHICH OF THE THREE BROAD OUTCOME CATEGORIES DO THESE INDICATORS OF SUCCESS FALL INTO?





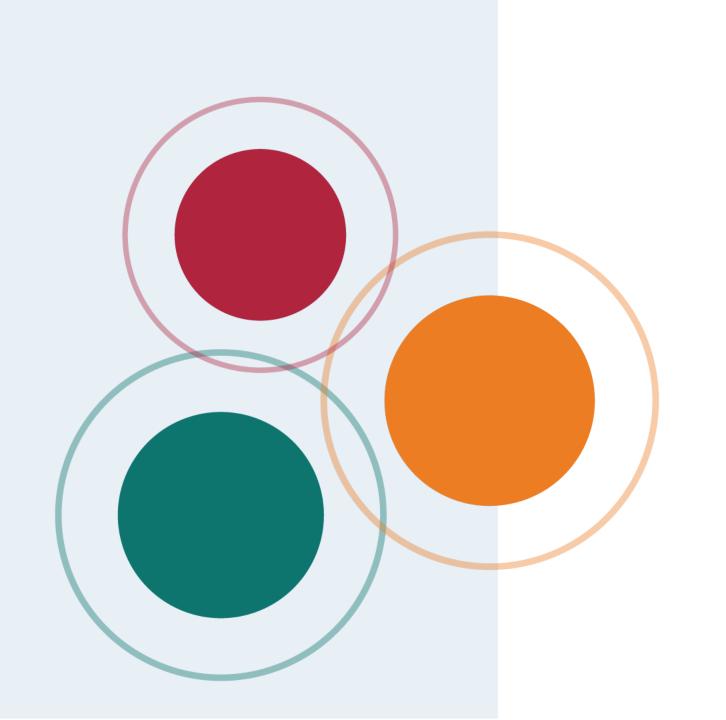
Lunch and Learn: Panel Discussion

"What We've Learned: The National Landscape, Local Context & Potential Implications for Effective Implementation"



- Tauheedah Jackson
- Paul Reville
- Bridget Rodriguez
- Rob Watson





Team Connection and Collaboration: Session #4



Data

Synthesize and apply the knowledge learned about **effective data systems**, **processes**, **and practices** to begin strategizing and identifying your community's next level of work.

- Electronic action planning workbook provided.
- Breakout rooms will be available to teams
 - ➢ Gutman Conference Center (4+5, 302, 303, 440)

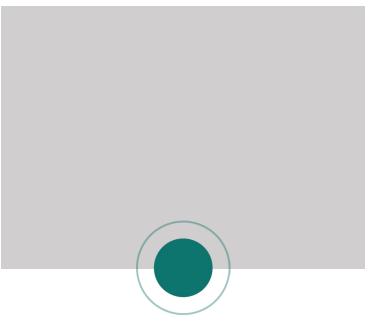


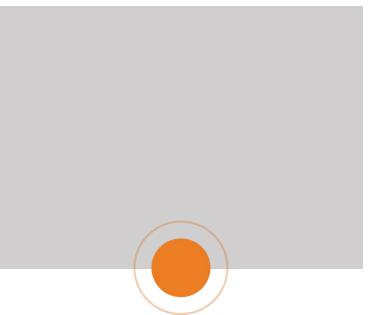
Self-Reflection on Data Practices

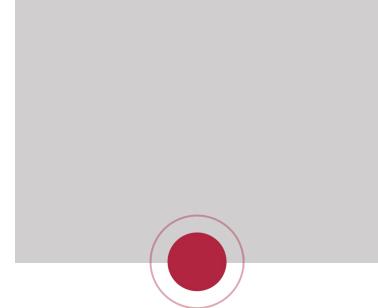
What data does your community currently capture that could inform your Success Planning implementation?

What strategies and processes do you have in place that help you to look at data?

How will you adapt or align these processes to be specific to your Success Planning initiative?





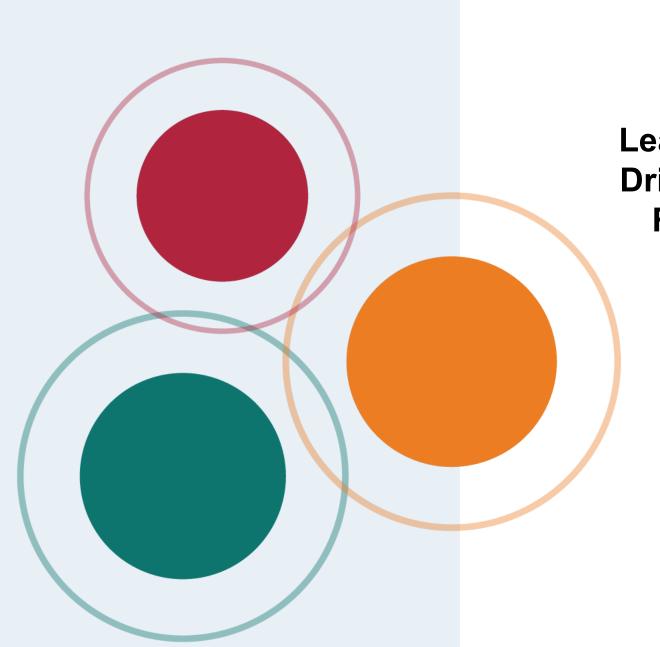


Session #4: Diving into Data

Data in Action: Next Steps

Date:

Deliverable/ Action item	Who needs to be involved?	What support , if any, do you need?	Delivery date	How will you know if you have accomplished this?



Leadership Matters: Relationship-Driven Practice and Partnerships; Rowing in the Same Direction

- Caitlin Hernandez
- Tauheedah Jackson



Understanding Relationship-Driven Leadership

- Definition and key characteristics of relationship-driven leadership
- Exploring the role of leadership in shaping organizational culture and mindset shifts
- The role of adaptive leadership in navigating complex systems
 - cross sector teams like Success Planning teams
 - informal authority/there are no formal reporting structures





Community Builder

At your table briefly brainstorm

- A list of words that come to mind when you think of effective leadership.

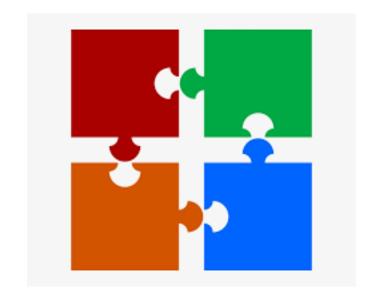
- A list words that come to mind when you think of ineffective leadership





Four Corners

What is your primary leadership style?





Leadership Styles

Leadership styles are not mutually exclusive, and effective leaders often exhibit a combination of styles depending on the situation and the needs of the community systems change effort.

Adaptability and context-awareness are key for leaders to leverage the appropriate style at the right time.



Strategies for Leading Systems Change

- Developing a shared vision and fostering collective ownership
- Building diverse and inclusive partnerships
- Mobilizing resources and creating sustainable funding models
- Leveraging technology and data for informed decisionmaking
- Advocacy and policy influencing for systemic change





A Focus on Four Leadership Styles



Transformational Leadership:

- Implication: Inspires and motivates others through a shared vision, fostering commitment and engagement.
- Potential Impact: Can rally stakeholders around a common goal, drive innovation, and create a culture of collaboration and empowerment.

Servant Leadership:

- Implication: Puts the needs of others first and prioritizes the development and well-being of team members.
- Potential Impact: Encourages collaboration, builds trust, and fosters a sense of ownership among stakeholders, facilitating sustainable systems change.

Participative Leadership:

- Implication: Involves stakeholders in decision-making and values their input and perspectives.
- Potential Impact: Enhances stakeholder engagement and ownership, leading to more comprehensive and effective solutions while building trust and buy-in.

Adaptive Leadership:

- Implication: Navigates complex and uncertain environments, promotes learning, and encourages experimentation.
- Potential Impact: Enables leaders to address adaptive challenges, mobilize stakeholders, and foster adaptive capacity within the community system to drive systemic change.

Consider Dr. Battle's Leadership in the Metro Nashville Public Schools Case

1. How did she embody these four leadership styles (transformational, servant, participative, adaptive) as she led MNPS to build, scale, and sustain their Navigator initiative?

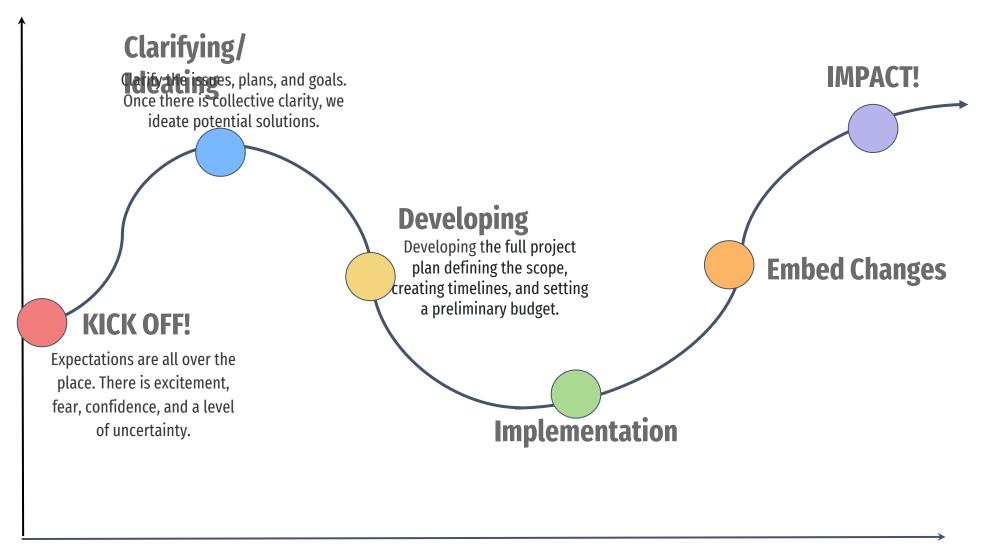
2. How did she engage leaders, at every level of the system, to collectively realize a shared vision?

Essential Skills and Competencies for Effective Relationship-Driven Leadership

- Effective communication techniques to foster meaningful relationships and partnerships
- Emotional intelligence and empathy in leadership
- Adaptive and strategic thinking
- Collaborative decision-making and shared ownership of Success Planning initiatives







Time

How to Keep Focus and Turn Rejection into

RedirectionThe role of focus in effective systems leadership

Cultivating resilience and persistence in the face of setbacks

- Learning from failures and using them as stepping stones for growth
- Humility and transparency in leading the work





The Power of Genuine Partnerships

- Recognize the significance of partnerships in Success Planning implementation
- Engaging families, educators,
 and community members as active partners is
 important and benefits the youth
- Building trust and collaboration through relationship-driven practices is key





What Trust Has to Do with Leadership?

Leading with integrity, accountability, and commitment

The lack of resources can create a chain reaction of mistrust, impacting different facets of leadership, including dependability, motives, competence, and respect.

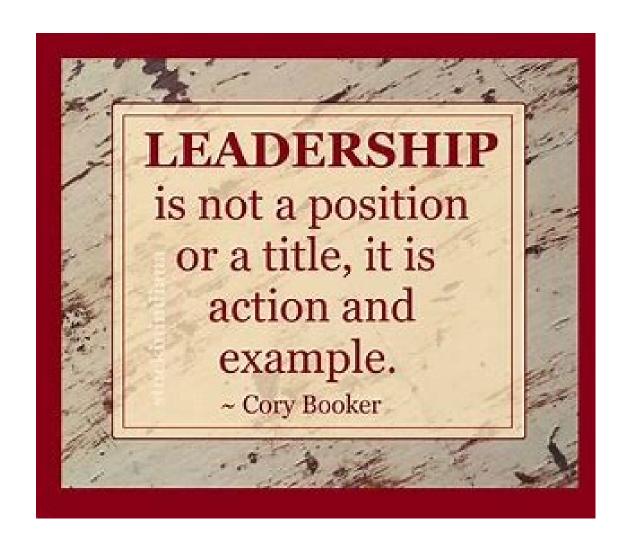
Building trust requires leaders to be transparent, proactive in addressing resource challenges, and diligent in maintaining open lines of communication with stakeholders.



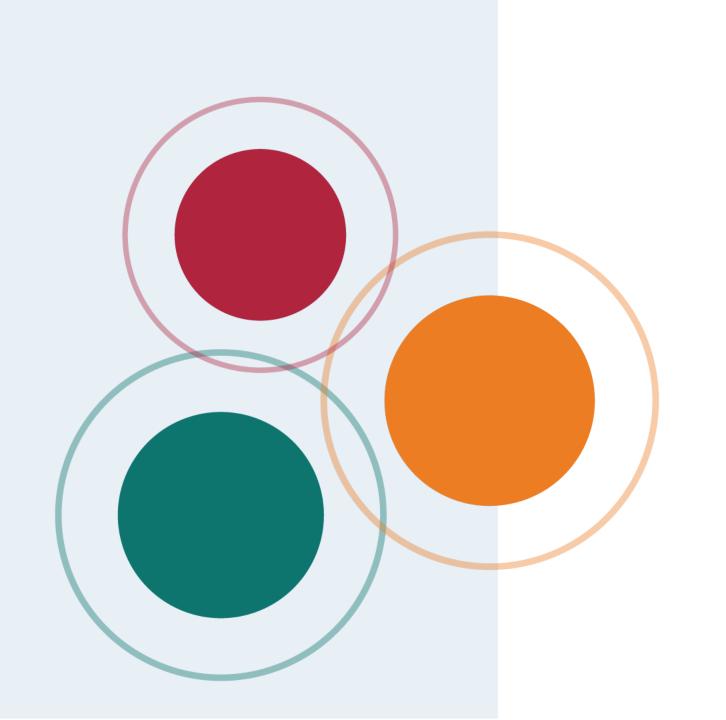
Using Empathy to Mediate the Loss of Trust

Think of some ways you can utilize empathy to mediate the loss of trust within your own community and foster more positive relationships between partners?









Team Connection and Collaboration: Session #5



Adaptive and Collaborative Leadership

Synthesize and apply the knowledge learned about adaptive and collaborative leadership to begin strategizing and identifying your community's next level of work.

- Electronic action planning workbook provided.
- Breakout rooms will be available to teams
- Gutman Conference Center (4+5, 302, 303, 440)

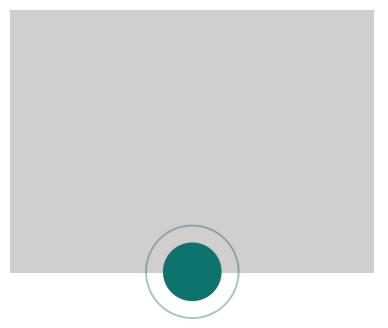


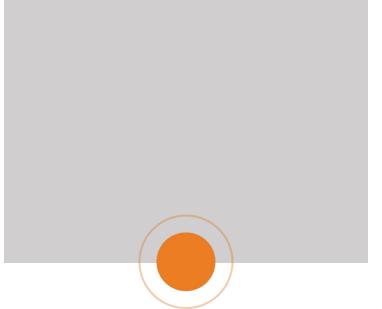
Adaptive Leadership

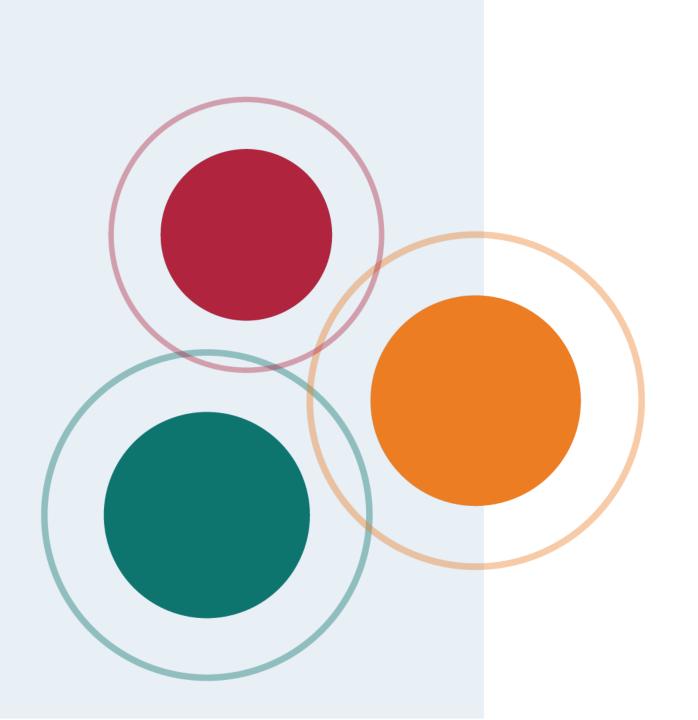
Who already is leading collaborative work in your community? Who is missing from the current team?

What are some potential challenges you might face as leaders?

How will you ensure that everyone has a voice and navigate these challenges proactively?







Finding Common Ground & Bridging Difference

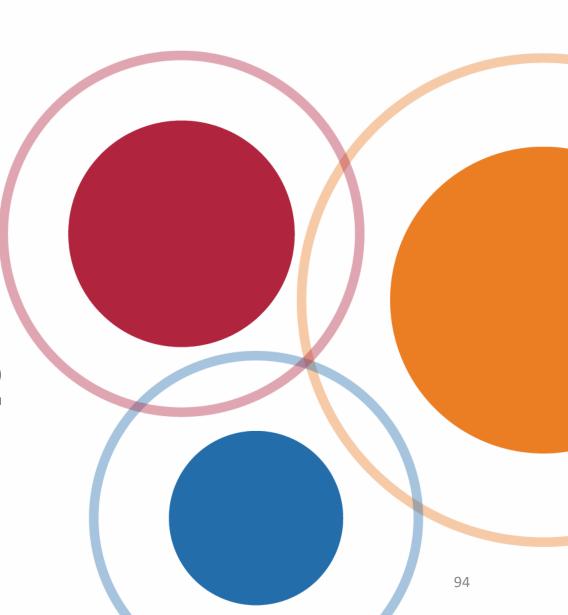


EdRedesign Lab Institute for Success Planning

Community of Practice Summer Workshop 2022

July 18, 2022 – July 20, 2022







Finding Common Ground and Bridging Differences

Differences can foster innovation and growth by providing new perspectives and unique lenses for analyzing the work.

Communities can support one another, even when their contexts and experiences differ vastly. Differences do not have to hinder collaboration. Diverse lived experiences and contexts can be a strength.



Explore the following questions in your assigned teams

- 1. Explain the context of your community
 - Bright Spots
 - Growth Opportunities
 - 2. Talk about your preliminary goals for Success Planning implementation
 - What will facilitate progress?
 - What may stand in the way of the work?
- 3. How can your communities support/learn from to each other?

Team Assignments				
Dayton, OH	Cambridge, MA			
Memphis, TN	Chelsea, MA			
San Francisco, CA	Spartanburg, SC			







Pause for Reflection: Survey #1



Debrief and Closing







On two different sticky notes:

- Write one personal commitment you want to make to continuously improve your leadership practice
- Write one commitment, as a team, on how you want to collectively lead your community's Success Planning initiative.

End of Day Reminders for Tuesday, July 18

This Evening

- Guests have a free night with dinner on your own
- Hotel Guests: Meet Claire Reid outside of Gutman Library at 4:50pm if you would like to go back to the hotel. The shuttle will depart at 5:00pm.

Tomorrow Morning

- Arrival and Networking is from 8:45am 9:15am, programming will begin promptly at 9:15am
- Hotel Guests:
 - Complimentary breakfast is available from 7:00am 8:10am in the hotel lobby area
 - o Guests gather outside and begin boarding the shuttle at 8:10am, shuttles will depart at 8:15am
 - Claire Reid will be in the hotel lobby to help with the shuttle service
 - IMPORTANT: Check-out of the hotel before boarding the shuttle and be sure to bring your luggage with you. There is a secure room onsite where guests can store their luggage.



Dinner on Your
Own
&
Choose Your Own
Adventure

