



PROPOSAL: Partnership4Success for City of Columbus

2023-2024 Youth Service Provider Equity-Centered Collective Impact Support

"EDUCATIONAL EQUITY ULTIMATELY IS WHEN EVERY CHILD HAS THE OPPORTUNITY TO SUCCEED IN EDUCATION REGARDLESS OF RACE, REGARDLESS OF ZIP CODE, REGARDLESS OF COLOR, REGARDLESS OF ETHNICITY..."

Hugh Vasquez, National Equity Project

The disproportionate impact of COVID-19, youth violence, and the weathering that accompanies systemic racism and social unrest in communities of color requires an integrated community-wide approach. In response to these rapidly changing realities, Partnership4Success (P4S) serves as a resource hub and collective impact convener for exchanging information between and among providers, funders, and school districts. We leverage existing relationships to deepen and expand partnerships by coordinating educational opportunities and youth service programming in response to the unprecedented crises exacerbated by a global pandemic. These efforts are designed to respond to the current context with an eye to creating a twenty-first century model that reimagines what is possible not only for today but for years to come. The P4S collective impact approach is designed to position all stakeholders to align around a common equity-driven agenda.

As a community of practitioners focused on strengthening the social, emotional, and academic outcomes of Franklin County youth, we embrace the movement to advance racial justice to improve outcomes for all members of our community. In these complex times, it is more important now than ever to deepen our collective understanding about the historical and contemporary context of the current crises and strengthen our relationships as we develop a collaborative response. Partnership4Success continues to convene and facilitate collective impact approaches and anti-racism initiatives.

FOUNDATIONAL P4S OFFERINGS:

Increases in positive youth outcomes require strategic partnerships between in-school educators and out-of-school youth service providers. Social, emotional, and academic gains are interconnected and built upon strong relationships. Partnership4Success serves as a collective impact backbone organization, convening community stakeholders with a focus on equity and continuous improvement. Collective impact efforts such as these magnify returns on investment in individual direct service providers by facilitating strategic collaboration, sharing of expertise, and reduction of duplicative efforts.

The alignment of Partnership4Success (P4S) with the work of Franklin County Family and Children First Council (FCFC) comes at an opportune time. The intentional integration of expertise in the areas of equity, social emotional learning, multi-system youth, and trauma-informed practices positions our collective work to be even more effective. The goal of this shift is to amplify impact throughout Franklin County.

P4S Community of Practice

P4S partners have access to a comprehensive toolbox of social emotional assessment technology and implementation resources tailored to the unique context of each provider setting. P4S staff offers equity-centered facilitation and coaching supports as providers analyze disaggregated data to make informed programming decisions. The P4S Community of Practice convenes monthly to expand collaborative networks, share best practices, and strengthen our collective capacity to normalize conversations about the ways race and other sociocultural markers impact the lived experiences of the youth and families to respond more intentionally and strategically.

P4S Work Groups & Workshops

In support of the P4S learning Community, P4S currently convenes workgroups and workshops on six different focus areas: Adult SEL, Data & Continuous Improvement, Family & Community Engagement, Middle & High School Youth, Youth & Young Adult Workforce Readiness, and Young People of Color. These groups are co-facilitated alongside P4S partners, and each group investigates and designs tailored approaches to respond to the unique needs of these communities.

These county-wide efforts serve as a catalyst to additional localized, place-based collective impact initiatives focused on convening stakeholders around a single school or community. P4S serves as a backbone entity and thought partner for school-based collective impact collaborations. The P4S Team also works alongside the United Way of Central Ohio in support of their Success by Third Grade movement.

P4S COLLECTIVE IMPACT & PROFESSIONAL DEVELOPMENT INITIATIVES:

P4S Facilitator Project

The P4S Facilitator Project initiative is designed to increase the number of skilled facilitators to lead equity-centered collective impact that increases social, emotional, and academic outcomes. Effective collective impact requires facilitators with deep understanding of the ways race, power, and privilege impact lived experiences. In addition, facilitators must possess the ability to disrupt colorblind and neutrality discourse that serve as obstacles to the implementation of anti-racism practices. Each new facilitator completes the Adaptive Schools®/Organizations (AS/O) Foundation Seminar with the option to begin the process to become certified Agency Trainers. Participants also begin their journey with the discreet skills associated with Cognitive CoachingSM (CC). In the P4S context, both AS and CC are adapted using a critical lens that prepares facilitators to coach and/or facilitate groups in the presence of difference. Working in the presence of difference requires individuals to engage in critical self-reflection, acknowledge their own biases, and understand the influence sociocultural identities have on individual and group lived experiences. In preparation to lead collective impact, P4S Facilitators are prepared to create a common agenda for change, identify shared measurement for data and results, coordinate mutually reinforcing activities, facilitate open and continuous communication, and ultimately support partners with creating equitable outcomes for youth.

Adaptive Schools® | Organizations Foundation Seminar

Improvements in outcomes for young people accrue in organizations whose work cultures are collaborative and where cultural humility is a normalized practice. In such organizations, professionals learn to engage in conversations about the challenging details of learning, teaching, assessment, and the cumulative effects of their work. Adaptive Schools® Seminars present a productive, practical set of ideas and tools for developing



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collaborative groups in becoming effective and better equipped to resolve the complex issues associated with improving social, emotional, and academic outcomes for young people. The work of the Adaptive Schools® Seminars is to develop the resources and capacities of organizations and individuals to cohesively respond to the changing needs of young people and society. In this setting, our training is tailored to the unique opportunities and challenges of working with students in the urban context. The seminar not only explores what makes teams effective, but how to develop culturally responsive facilitators and informed group members. **Productive teams are developed, not born.**

Cognitive CoachingSM

The P4S Cognitive CoachingSM supports individuals and organizations in becoming self-directed, self-monitoring, and self-managing. Participants learn tools for building trust and rapport alongside coaching interventions that support critical self-reflection. This approach maintains thinking as the catalyst to behaviors and offers coaching as a tool to foster equitable approaches that serve all children. Participants' introduction to Cognitive CoachingSM further develops their ability to address the complex challenges associated with improving youth and family outcomes, and thus further the impact of the agencies and programs that they represent.

Social Emotional Development for Youth & Young Adults

The research linking social emotional development (SED) and workforce readiness is robust (Harvard Business Review, 2022; NAPE Education Foundation, 2020; ASPEN, 2019). Working with young adults requires intentional efforts to strengthen social emotional development in ways that lead to career pathways with family sustainable wages.

Adult and youth participants will 1) strengthen their understanding of SED; 2) understand the connection between SED and workforce readiness and career development; 3) employ a continuous improvement process to operationalize SED data; and 4) develop an increased awareness of their individual SED strengths and learning opportunities as informed by research-based developmentally appropriate assessments.

All P4S led professional development centers culturally responsive approaches, engaging all participants in ongoing and critical self-reflection, acknowledgement of personal biases, and awareness of institutionalized structures that systematize inequity toward the goal of disrupting systems of oppression.



PARTNERSHIP COSTS:

The following is a list of services as outlined above, with associated costs and capacity.

Initiative	Cost	Notes
P4S Community of Practice and Professional Learning	\$30,000	Includes the monthly convenings, focus workgroups, and workshops that meet on an ongoing basis to network and train, as well as track community SEL data and best practices for continuous improvements
Research-Based Assessment and Curriculum Bank	\$10,000	Access to robust SEL curriculum and measurement tools including DESSA, Holistic Student Assessment (HSA), CASEL Self-Reflection, and SEARCH Developmental Research Survey
P4S Data Dashboard and Reporting	\$10,000	Data dashboard with visualizations of aggregated data specific to each funder's funded agencies and initiatives, along with associated community data. Data platform is tailored to identify trends by disaggregating across multiple indicators including age, grade, race, gender, zip code, and SES. Includes an annual report specific to funded projects.
SED Development for Youth & Young Adults	\$10,000	Resources, activities, and events curated around the needs of youth and young adults (financial literacy curriculum, speakers/workshops, career pathway experiences). Curated resources resource bank including coaching materials for adults engaged with mentoring youth.
Cognitive Coaching, Part 1 [Professional Development]	FREE For P4S Partners	Cognitive Coaching, Part 1: Days 1-4. <i>Participants will complete Part 2: Days 5-8 in 2024. Completion of all 8 days (Part 1 & Part 2) earns participant certification in Cognitive Coaching Foundations</i>
Adaptative Organizations [Professional Development]	FREE For P4S Partners	Adaptive Schools and Organizations Foundations, Days 1-4. Completion of all 4 days earns participants Adaptive Schools Foundations certification
P4S Facilitator Project [Professional Development]	FREE For P4S Partners	The P4S Facilitator Project trains skilled facilitators with capabilities to mediate complex and necessary equity-centered conversations across differences in culture, perspectives, and lived experiences. This year-long professional learning series meets twice a month throughout out 2023.
Meetings [P4S Team Admin, Operations, Planning]	\$10,000	Administration costs Includes communication, office hours, site visits, and coaching with Leadership and Direct Service Team Staff
TOTAL	\$70,000	

SUBMITTED BY:

Marguerethe Jaede, PhD

Director, Partnership4Success

Email: mjaede@partnership4success.org

Website: <https://partnership4success.org>



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