

Implementation / Strategy Sessions

Guiding Students Forward: Tacoma Professional Development Center

Strategy Area: Building Accessible Supports through Partnerships	
<p>Obstacles</p> <ul style="list-style-type: none"> • Burnout • Bureaucracy • Time for assessment • Staff turnover • Need for student focused data • Staff resistance to time requirement • Money/funding • Eligibility & access specifically for tribal/Native youth • Lack of family / community support • No buy-in from admin and staff • Need more staff to do work • Not being included in plans, visions, goals, processes that affect my position • Parents are not interested • More direct and intentional collaborations for partnerships 	<p>Strengths</p> <ul style="list-style-type: none"> • Pilot programs mean room for change • Diverse backgrounds • Additional funding • New CRM to help with assessment of goals • Alumni • Supportive bosses / organization = common values • Knowledge • Strong connections to CBOs • Flexibility <ul style="list-style-type: none"> ○ Constant changing and modifying best supports for current students • Many community members are willing to support schools • Business partners • Parents volunteers at events • Our students / young people

Strategy Area: Connecting Learning to Life	
<p>Obstacles</p> <ul style="list-style-type: none"> • Time: Already a lot on my plate and my staff's plate. New things take time and energy • Funding (x2) • Buy-in from admin (2x) • Staff Development – takes them away from their students • Identifying the students that need help on a daily basis • Family hesitation due to cultural differences 	<p>Strengths</p> <ul style="list-style-type: none"> • Funding • Experience • Student Centered Planning • Families • Policy Change • Strengthening Community Partnership

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<ul style="list-style-type: none"> • Lack of participation • More time/help • Language barrier • Expectation v.s. Reality 	<ul style="list-style-type: none"> • Former students mentor and share their educational/career journey • Connections to partners in the community • Develop relationships • Industry partners and volunteers • Provide opportunities to see how others in same situation have realized their goals • Access to students to ASK for their input/focus groups- what careers do they want to see more of?
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Strategy Area: Implementing Meaningful Systemic HSBP	
<p>Obstacles</p> <ul style="list-style-type: none"> • Time • District Staff not available • Barriers for student engagement • Resistance from students for the mandatory nature of HSBP • Not enough hours in the day (day-to-day minutia) • Resources for professional development on CCR 	<p>Strengths</p> <ul style="list-style-type: none"> • Admin and district support • Community support • Relationships • Partnerships • Recruit district services to monthly meetings to share service information

Strategy Area: Ignite Post-secondary exploration with students and families early	
<p>Obstacles</p> <ul style="list-style-type: none"> • District and State Policy • State testing • Starting at K-12 curriculum goals • SAT/ACT 	<p>Strengths</p> <ul style="list-style-type: none"> • Better teacher training • Starting parent workshops • Resilience • Partner with businesses to create curriculum (top down) • Some district support for K-12 alignment

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Strategy Area: Increasing culturally responsive resources to empower staff and students	
<p>Obstacles</p> <ul style="list-style-type: none"> • Funding • Reach (in schools) • Getting everyone on the same page • Some people and org policies • No funding/policy/law to support systemic change as seen from grassroots • Some people • “We’ve always done it this way.” • Bureaucracy • Need more culturally responsive data • Overcoming the disconnect between digital college access resources and the need for trust to be built in-person 	<p>Strengths</p> <ul style="list-style-type: none"> • Ease of use / access • The resources are out there • Community based organizations and partnerships • My team • Listen to people and learn from them • Elevating student + practitioner voice • Partnerships with cultural orgs and key folks • Keep learning and examining own bias • College access tools <ul style="list-style-type: none"> ○ Texting ○ Free college essay revising ○ State grant funding • Breath of college access resources <ul style="list-style-type: none"> ○ SAT/ACT prep ○ Success in/out of class ○ How to apply to college ○ Navigating financial aid/loans

Strategy Area: Cultural based strategies for success	
<p>Obstacles</p> <ul style="list-style-type: none"> • Language barriers with parents • Organization structure (time with mentors/mentees) • Higher ups wanting things a certain way • Non-supportive administration • Funding, time, teacher support • Accountability • Factors outside of our control in the schools as a CBO • Lack of funding to support time to develop resources, unable to dedicate time to this practice 	<p>Strengths</p> <ul style="list-style-type: none"> • Having been in an underrepresented student group myself growing up • Connections to families community members and other education staff to provide multi-tiered system of supports • Research and data to back-up claims and ideas • Being a good listener and being compassionate • Excitement to provide more effective resources • Money, admin support, community resources • Lots of learning opportunities available at the university

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<ul style="list-style-type: none"> • Not enough resources for staff to be able to provide more time, activities, or experiences • No buy-in from fellow colleagues • Not knowing a student’s cultural beliefs related to education and careers • Staff capacity / resources 	<ul style="list-style-type: none"> • Paid interns = increase accountability and quality of work • Many school districts in my surrounding • Innovative colleagues with ingenious ideas • Partnership with sister schools, organizations, or agencies that create momentum • Resources • Engaging families • Engaged and excited parents that are willing to be involved
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Strategy Area: Breaking down data to improve/revise systems

<p>Obstacles</p> <ul style="list-style-type: none"> • Access to tools/data (x2) • Accurate data • Funding • Time • Funding to collect meaningful data • Ability to use/share data (DSAs) • Accessibility of data • Data integrity • Do our current staff have the capacity to spend time looking at data? If no, do we have funds to hire someone? • Difficult to get comprehensive information about CB and FAFSA strategies • Schools who opt out of engagement, don’t get included in data sets • How to share data in ways people will read and use • Do we collect enough data to be able to track which participants are interested in their college/career plans? 	<p>Strengths</p> <ul style="list-style-type: none"> • Partnerships • Talk more with participant’s support team to track their interest • Data visualization skills of team • Knowledge of data and data systems • Continue feedback on our data system to be able to get more useful information • Open data resources • Grants • Access to data (as a state agency) • Partnerships (x2) • Committed partners • I like data • Already have relationships in all districts in region • Already capture lots of informal data • Awesome admin
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Strategy Area: Supporting schools, students, and families through thoughtful policies and funding models	
<p>Obstacles</p> <ul style="list-style-type: none"> • System that prefers (perpetuates) the status-quo • Policy that garners bi-partisan support • Current funding model (prototypical school not enough) • Values are not always shared between partners 	<p>Strengths</p> <ul style="list-style-type: none"> • Increased acknowledgement of need for “multiple pathways” to serve all kids • Recognition of need to education the “whole child” • Increased partnerships with variety of stakeholders • Mindsets are changing to appreciate individual students