



Career Pathways Charter

Updated September 14, 2017

VISION

Career success for every Bellevue student, especially from underserved populations

MISSION/STATEMENT OF PURPOSE

Help to facilitate opportunities for underserved Eastside families and students by collaborating and engaging with BSD staff, business, industry leaders and community based organizations in increasing the number of underserved Bellevue youth who are poised for success on a pathway of their choice

NOTE ON CONNECTION TO OTHER EASTSIDE PATHWAYS COLLABORATIVES

Transitions collaborative includes work on helping young people transition from middle to high school. Business Engagement Group works with the Eastside business community to engage them with the Bellevue youth. The Career Pathways Collaborative should be in communication with these collaboratives to share ideas and coordinate ongoing work.

COLLABORATIVE GOALS

- Reduce income, race and disability inequalities
- Increase career exploration options
- Teach soft skills
- Increase learning beyond classroom
- Professional development for youth development staff and career counselors in the area of career opportunities
- Support for college bound students
- Exchange of ideas about new trends and recent developments

WORK IN PROGRESS

- **Summer Melt** – Campaign to ensure that all high school graduates who intend to enroll in college do actually register in the fall. The pilot project will involve BSD students going to Bellevue College and will be executed between November 2016 and September 2017.
- **Equity in Career Pathways** – Campaign aimed at facilitating the access to career experiences for BSD students. The pilot project involves students from Black Student Union and Latino Student Union at Interlake School

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Collaborative will review the outcomes of the pilot projects in the Fall of 2017 to refine strategies and plan to expand to other schools/colleges in 2018.

DATA

Key Indicator: Percentage and number of BSD alumni employed 1 year after completing post-secondary education

Supporting indicators (data will be disaggregated by race and income)

- High school graduation rates
- Post-secondary enrollment, persistence and attainment
- Employment outcomes
- College bound scholarship outcomes
- 6 year after high school graduation survey

COLLABORATIVE AGREEMENTS

- Respect start and end times
- Agenda driven meetings
- Send out reminders for meetings and directions
- Stay present – close laptop and engage
- Silence phones
- Ask questions, have an open dialogue
- Be mindful of your jargon
- Participate
- Ensure that all voices are heard
- Have a purpose and next steps
- Parking lot – issues to be addressed later
- Consistent engagement
- Send out meeting notes
- Have a greater business participation
- Meetings should be beneficial to all members of the collaborative
- Assign roles to the members of the collaborative
- Recognize and seek to understand the diversity and stories of the participant of the collaborative
- Representation and input for decision making from different underserved populations

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ROLES AND RESPONSIBILITIES

Partner Lead – TBD

- Lead the collaborative in developing strategy to achieve goals, in identifying short and long term deliverables and in identifying measurements to track progress towards milestones and goals
- Ensure that the collaborative charter (including working agreements) is followed and honored
- Manage collaborative membership – identify and recruit new members
- Liaise with Partner Leadership Committee

Facilitator – Monika Steen

- Facilitate meetings
- Work to establish EP culture and best practices
- Periodically review charter
- Provide administrative assistance to the collaborative

Members

- Attend meetings or find a substitute from your organization in case of absence
- Represent your organization’s voice and values in the work of the collaborative
- Inform your organization about the work of the collaborative, especially during the decision making process
- Complete the work that has been assigned in a timely manner
- Honor and reinforce working agreements

[Names and contact information given on the last page]

DECISION MAKING

Decisions will be made by consensus using options (or types of “votes”) at the point of decision-making:

- ***Support*** the proposal – Agree this is the right thing to do and willing to implement/participate in next steps.
- ***Accept*** the proposal – Unsure or disagree this is the right thing to do, but will not stand in the way of adoption, and willing to implement/participate in next steps.
- ***Disagree*** with the proposal – Disagree this is the right thing to do and unable or unwilling to implement/participate in next steps.

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- **Refuse** the proposal – Such a high level of disagreement that adoption of the proposal puts the ongoing participation in the Collaborative and/or Eastside Pathways Partnership at risk.

Decision making will be pre-announced. People in the room can make small decisions; for big decisions everyone’s input is needed.

MEETING SCHEDULE

Third Thursday of each month; 10 a.m. – 12 p.m.

Location and any changes to dates are sent with meeting notices.

MEMBERS

Name	Organization	Email
TBD – <i>Lead Partner</i>		
<i>Seeking a second Lead Partner</i>		
Monika Steen – <i>Facilitator</i>	Eastside Pathways	monikasteen@hotmail.com
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Kim Macias-Shell	Seattle Education Access	kim@seattleeducationaccess.org
Yasmin Ali	Skillspire	yasmin@skillspire.net

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MEMBERS: SUMMER MELT CAMPAIGN

Name	Organization	Email
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