



See guiding questions on the reverse.

Vision

A community where every child is happy, healthy, and successful.

Mission

Eastside Pathways Partners work across organizations using our diverse strengths & skills to shape systems that support every child, step by step, from cradle to career.

Racial Equity Pathway

Identify, address and take steps to dismantle racial inequities in systems and practices that marginalize children, youth, young adults, and families.



Values

We believe it is our responsibility to serve and support all children and youth in our community in an open-minded and dignified manner. We strive to take action based on understanding, and **we value:**

- Each individual's unique qualities, strengths & potential
- Partnership with parents, families and caregivers
- Our community's diversity
- Collective accountability

Impact & Focus

Ages & Stages



Early Learning
(birth to age 8)



Primary
(age 9-12)



Secondary
(age 13-18)



Post-Secondary
(age 19-26)

Whole Population Goals

- Every child is ready to learn
- Youth graduate from high school prepared for their post-secondary plan
- Every young adult attains a post-secondary degree, training or certification and enters a career of their choice
- Every child and youth attains optimal mental, behavioral and physical health
- Race does not determine outcomes for children and youth
- Every child thrives in and out school

Across the C2C continuum: Racial Equity and Mental Health & Social Emotional Well-Being

Time-bound targets will be determined in Phase II

Eastside Pathway Partnership's focus is to close the opportunity gap for children and youth whose full potential remains untapped. Racial equity will be at the center of all of the Partnership's work. The focus for each work group, or Collaborative Action Network (CAN), will make decisions based on qualitative & quantitative data along multiple dimensions of diversity which includes race, sexual orientation, gender identity expression, children and youth with disabilities, low income, English Language Learners, and special education. Strategies created in CANs will be driven by the focus population.

The Partnership expects to see improvements in identified indicators for children and youth in East King County, specifically in the Bellevue & Lake Washington School District catchment areas. Specific performance measures (*indicators*) will be identified within four developmental ages and stages which span the **cradle to career continuum (C2C)**.



○ What We Will Do

- All collective and internal work will have racial equity at the center.
- Engage those who are impacted in diagnosing and developing solutions.
- We are working to change practices, policies and procedures within our Partner organizations in service of more equitable systems and outcomes for children. Improvements in indicators for children & youth are the evidence that the adults are working together sustainably and effectively.

○ How We Will Do It ○

- At the Ages & Stages Network and CAN levels, there will be an intentional focus on collection, connection & alignment of data within and across Partner organizations when and where available.
- Intentional consistent and continuous communication within and across Partner organizations.
- Continuous improvement (plan, do, study, act) will be part of every CAN and at the Partnership level.
- Intentional practice to include these “processes” at the Partnership and CAN levels:
 - Focus on organizational, systemic solutions guided by multiple perspectives (*Adaptive Leadership*).
 - For each indicator, time-bound targets will be identified at the universal level and for populations represented in disaggregated data. Unique and targeted strategies to improve outcomes for each population will be identified. One strategy does not work for all populations (*Targeted Universalism*).
 - Communication and data will be positioned from a positive or assets framework (what’s working and who’s succeeding) versus a deficit approach (i.e. who’s failing).
- There will be intentional efforts and practices to activate and align multiple and different community stakeholders (public, private and non-profit), sectors (faith-based, health, education, etc.) and individuals (guardians, advocates, community members, etc.) into the work of the Partnership and CANs.

	Tactical investments to pursue this work	Resources
Backbone Staff	<ul style="list-style-type: none"> • Develop, lead and offer training and professional development to the partnership on “how” we do the work on a regular and ongoing basis. • Professional neutral facilitation and reliable structure provided for all collaboratives which will allow individuals and partners to know how, where and when to connect and support mutual work. • Consistent and intentional leadership and rigor provided to support data and communication practices. • Explore advocacy. 	<ul style="list-style-type: none"> • Transition from mostly volunteer to paid-staff. • Hire and retain paid-staff. • Learning opportunities offered to and by Eastside Pathway’s Backbone staff.
Partnership	<ul style="list-style-type: none"> • Partners allocate and align resources around identified areas of work to improve community level outcomes. • Partners change or modify existing policies, procedures and practices within the scope of their current organizational mission. • Seek and participate in training and learning opportunities. • Weave Eastside Pathways into organizational strategic plan within the scope of their current organizational mission and values. 	<ul style="list-style-type: none"> • Investing human talent with authority to participate in collective work and implement the work internally. • Investing products, services, and/or space to support the collective work. • Funding to mobilize and implement the collective work.

Three Guiding Questions Eastside Pathways Strategic Plan:

1) For what impact, and for whom, do we want to hold ourselves accountable? Are there specific populations on which we want to focus, or disparities that we want to address?

2) How will we achieve that impact, based on what we as an organization are best positioned to do and what resources are needed?

3) How will we know we are making progress collectively and in your organization?