



2023

Community Report

East King
County



Eastside Pathways Partnership works collectively using a proven framework and data-driven strategies to create better outcomes for children, youth, and young adults, cradle to career.

Dear Friends,

In late 2021, Eastside Pathways' previous community report noted: *...for the past 20+ months, the ideal of 'a community where every child is happy, healthy, and successful' has been more tenuous than in the past. In response to this environment, the Eastside Pathways Partnership has worked with dogged resolve to keep realizing that vision.*

Though many pandemic era regulations have ended, the work of personal and structural recovery as well as systemic change are still taking place throughout the East King County community.

In 2023, the Eastside Pathways Partnership and its Partners continue to respond to the calls for more equity and representation to meet the needs of each community they serve. In addition to the COVID-19 pandemic, East King County organizations have stated a greater desired emphasis on diversity equity and inclusion work in response to the racial reckoning of the last three years.

Within the Eastside Pathways Partnership, communities of color shared and laid out their desired path towards a new leadership structure. At the systems level, the recent change of the Backbone Board, the creation of a new Leadership Table, and new Executive Leadership has begun to reshape the Partnership as it looks to shift the landscape of its collective work towards equity.

The Leadership Table is comprised of community members with informal authority who will advocate for community level priorities, provide guidance on the Partnership's mission and vision, and hold formal authority on behalf of collective work of the Partnership. We are excited as their work will deepen the Partnership's commitment to the East King County community.

Finally, we are thrilled to share the highlights of the Partnership's work and successes of the past few years in this community report.

Warm wishes,



Kalika Curry
Executive



Cathy Habib
Board Chair



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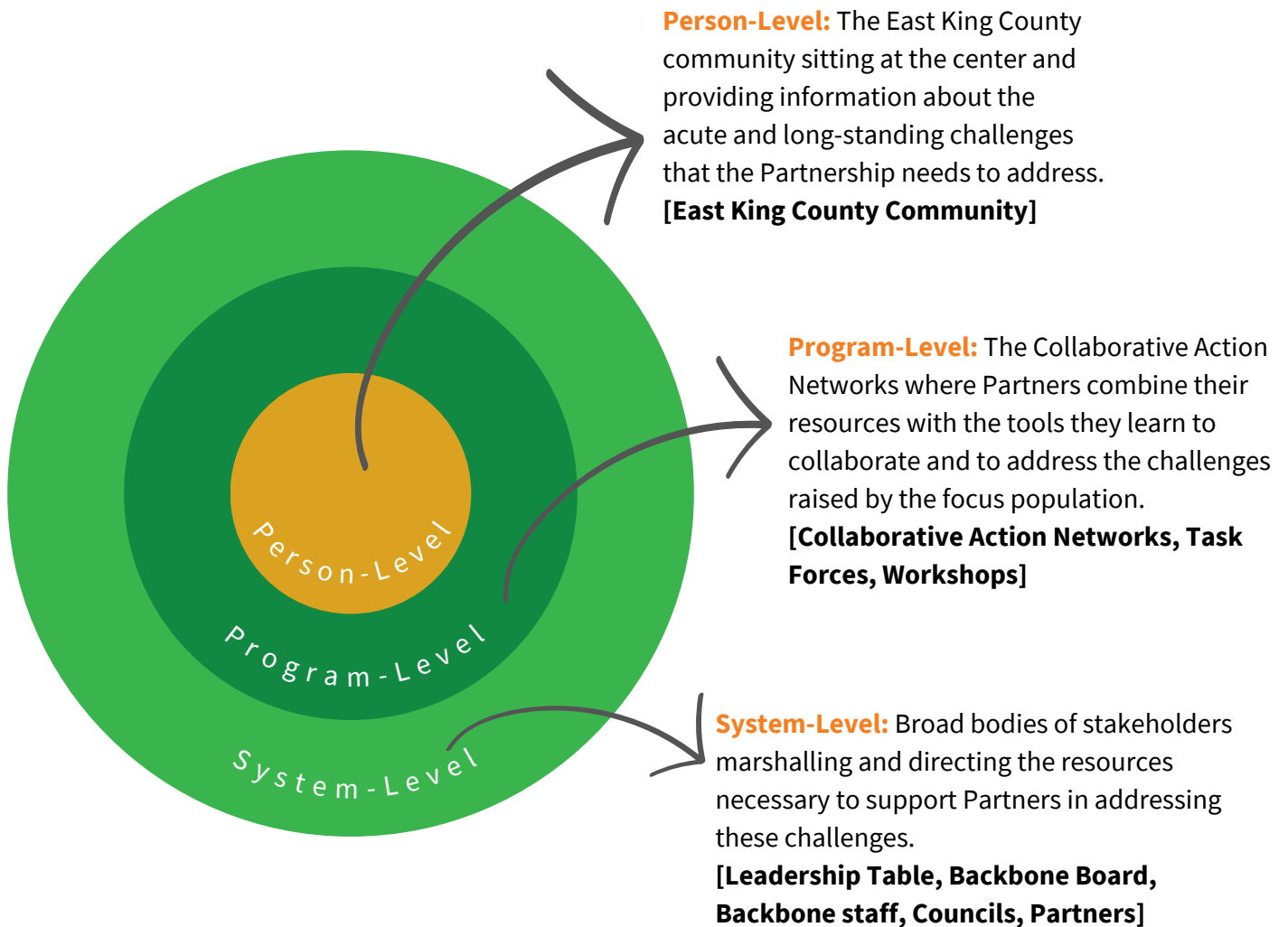
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Note: In this report, 'Partnership' refers to the Eastside Pathways Partnership and 'Backbone' refers to the Backbone of Eastside Pathways

Eastside Pathways Framework



Since 2020, the Eastside Pathways Partnership has worked to exemplify the collective impact model by adopting a framework with three areas centering the focus population.



The framework reinforces the notion that the community will provide lived experience (contextual information), along with learned experience (best practices), from their affiliated organization and/or community, to address the systemic challenges that exist in East King County. This framework also guides the resources and the actions to empower and support those most impacted.

Eastside Pathways Framework

Person-Level



Situating the community at the center is part of Eastside Pathways' strategy to improve outcomes as well as a necessary factor in carrying out collective impact work. The Partnership, especially the Backbone, is committed to providing ongoing training and support for individuals (representatives of organizations and community members) that show up in the Leadership Table, Councils, and Collaborative Action Networks.

The Partnership currently holds the following spaces to address and speak to the innermost circle of the Partnership framework:

People of Color Collaborative Action Network

The Backbone continues to address inequitable power dynamics within the Partnership and in the broader East King County community. Through this work, the Backbone also envisions healing spaces beyond this CAN that invite a broad audience better representing the diverse communities impacted by this work.

This Collaborative Action Network invites Organizational and Community Partners of color to reflect on their individual and collective lived experiences. These reflections led directly to the creation of two developments for the Partnership:

1. The creation of the Eastside Pathways Equity Pledge - a document and evolving continuum of Racial Equity measurements that Community and Organizational Partners can use to assess their progress on equity
2. Consultation on the steps for onboarding members of the Leadership Table and decentering white supremacy in order to provide the space and support for the community to lead the Partnership's work.



White Affinity Space

In addition to the People of Color CAN, the Partnership began the White Affinity Space to explore racial equity through multiple lenses.

This Affinity Space invited Backbone staff, and Organizational and Community Partners identifying as White, to learn, challenge, support, and question themselves and each other regarding issues related to their own racial equity journey, be that personally, in their role as an individual or as part of an organization, or within a broader system (i.e. neighborhood, school district, etc.).

This affinity space is currently paused as the Partnership searches for a Partner to lead this work. If you have any interest, please reach out to the Partnership at info@eastsidepathways.org

Wisdom Series

After a series of conversations with social justice thought leaders, the Backbone began hosting a video series for Partners and non-Partners including talks and presentations featuring leaders and thinkers of color. The series allows Partners to reflect on the speakers' lived and learned experiences, challenges, and successes in navigating their role.

The goal of these talks, presentations, and screenings is to encourage inquiry and action that create a community discussion to bring together different sectors of the Partnership.

After receiving feedback from participants, the Backbone enhanced the 2022 Wisdom Speaker Series by adding a book club component and accompanying TED talks to cover the following themes:

- **Eldership:** Intergenerational healing and wealth (time, knowledge, and connection)
- **Courage:** Leaning in to the hard conversations
- **Shifting from assimilation to integration:** Culture, decision-making rules and communication styles



Eastside Pathways Framework

Program-Level



Children, youth, and young adults thriving cradle to career



Adaptive Community Leadership is the practice of mobilizing individuals to address and tackle tough challenges that have no known solutions. This type of leadership is rooted in equity and in the changes made that provide individuals with the capacity to thrive.

A significant part of the Partnership’s collective work relies on an understanding of **Adaptive Community Leadership (ACL)**. This framework is part of the DNA of the Collaborative Action Networks (CANs).

When organizations join the Partnership and their representatives enter into CANs, the Backbone staff introduces these concepts theoretically and then guides their practical application to address the challenge at hand.

Individuals and their organizations experience the greatest value-add when they exercise these skills in their communities to think and act more effectively towards change, and in their organizations to change practices or policies to improve their service to their community.

CANs are spaces for Partners to identify and address community and system level challenges. Collaboratively, Partners use data-informed tactics and strategies to achieve their stated results that impact Eastside Pathways strategic goals. Adhering to the ACL framework, each CAN follows a process known as the **Equitable Results Series (ERS)**.

The Equitable Results Series is an iterative process to develop a combination of universal strategies that benefit everyone and targeted strategies that tailor support for particular demographic groups. The ERS relies on involving community throughout the process to reveal the root causes to challenges and validate the strategies presented.

Equitable Result Series Guide

RESULT	Clear statement of what this intervention/program will achieve.
UNIVERSAL POPULATION	All individuals that this intervention/program may affect.
FOCUS POPULATION	Which particular group of individuals is the aim of this intervention/program?
CORE INDICATOR	What evidence (measure/metric) is tracked to determine progress?
MEASUREMENT TOOL	How is that measure/metric tracked?
KEY FACTORS	Factors that impact (often impede) the Result Statement.
STRATEGIES	Ways to develop solutions in order to work through the impediments listed above.

In the following pages, the reader will see the Equitable Results Series tables for each CAN, the impact, and a list of the Eastside Pathways Partners participating in the work.



Early Learning Latine

RESULT	All Hispanic and Latine children in East King County are supported and prepared to enter and thrive through Kindergarten.
UNIVERSAL POPULATION	All Hispanic and Latine children from prenatal to five in East King County.
FOCUS POPULATION	Hispanic and Latine children from prenatal to five being served by Eastside Early Learning Facilitators (EELF) through family visits.
CORE INDICATOR	Percentage of Latine students entering kindergarten ready in six areas of development and learning as measured by the Washington Kindergarten Inventory of Developing Skills Assessment (WA Kids) (cognitive, language, literacy, math, physical, social emotional)
MEASUREMENT TOOL	<ul style="list-style-type: none"> • WA Kids data • 3rd grade reading level data • Parent and caregiver surveys
FACTORS THAT IMPACT THE RESULT	<ol style="list-style-type: none"> 1. Parental stress and lack of knowledge of programs and supports available 2. Inequitable services offered by Providers 3. Lack of relationships between community-based leaders and organizations, and Early Learning Providers 4. WA Kids is an inequitable measurement tool
STRATEGIES	<ol style="list-style-type: none"> 1. Contract with NISO Programs to lead the work with the Eastside Pathways Partnership 2. Convene a group of Providers on an ongoing basis to evaluate the gaps in services and commit to making system level changes in addition to sharing information with families 3. Ensure that the work can continue beyond the Eastside Pathways Partnership spaces; establish EELF as bridges between community and providers; opportunities for collaboration with NISO/EELF directly with providers 4. Work with school districts to evaluate WA Kids as a measurement tool

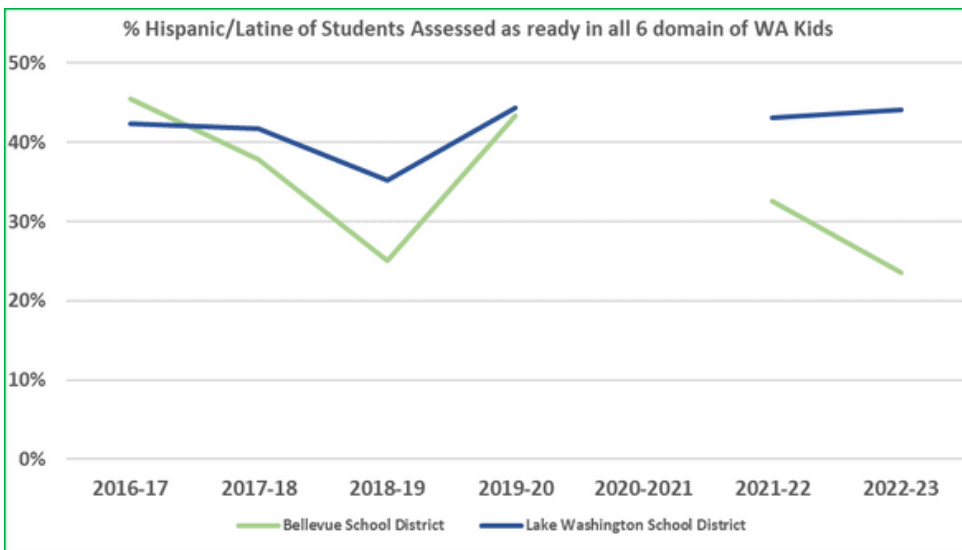
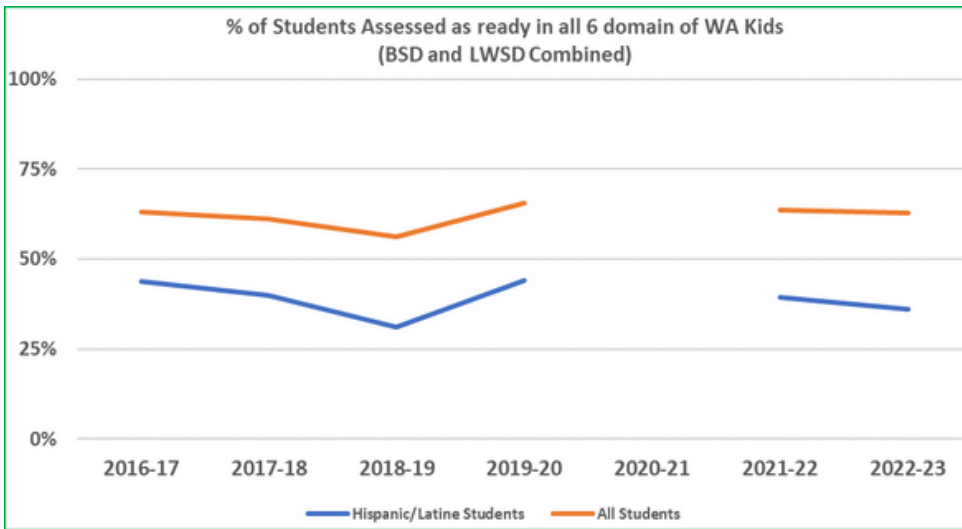
Partners engaged in the work

- Bellevue College
- Bellevue School District
- Child Care Resources
- HealthPoint
- Hopelink
- KidsQuest Children’s Museum
- KidVantage
- Kinderling
- King County Library System
- Lake Washington Institute of Technology
- Lake Washington School District
- NISO Programs
- Program for Early Parent Support (PEPS)
- Seattle Children’s

Impact

- 16 Early Childhood Service Providers from East King County continue to reflect on community feedback to align resources and review and modify their own practices
- The rich qualitative data has influenced major funders (King County) to expand their metrics of success to include the efficacy of the processes that lead to outcomes
- Increasing Spanish language parenting classes on Eastside led by EELF
- Bypassing the need to operate through the school district to receive basic needs

Data



Note on the Data

The data on the WaKIDS assessment shows a gap due to COVID-related assessment pause, after which the assessment figures dropped overall. This drop is partially attributable to remote learning and other stressful pandemic effects.

The work of this CAN begins prior to kindergarten to create trusting relationships and foster agency in parents to navigate the system of early childhood service providers and increase their access to support.

The Partnership sees these numbers as demonstrating the continued need for the equitable services that NISO and this CAN offer to these families.



Mindsets Essential Skills and Habits (MESH)

RESULT	100% of high school youth in East King County have the supports and skills they need to complete high-school and select and thrive in their post-secondary degree of choice.
UNIVERSAL POPULATION	All high-school aged youth in East King County.
FOCUS POPULATION	High-school aged youth served by Partners engaging in MESH.
CORE INDICATOR	<ul style="list-style-type: none"> • High school graduation rate • Panorama student survey results • Post-secondary persistence • Post-secondary completion
MEASUREMENT TOOL	<ul style="list-style-type: none"> • Panorama • Student surveys administered by Partners engaged in the MESH small test of change • National Student Clearing House
FACTORS THAT IMPACT THE RESULT	<ol style="list-style-type: none"> 1. Mental Health is a stand-alone offering in school districts 2. Data that speaks to dropouts, lack of persistence in youth, lack of equitable resources 3. Lack of throughline between systems from different sectors that impact youth: school districts, in- and out-of-school providers, families, faith-based organizations, health, city government 4. Most program evaluation tools have been built by ‘experts’ in silos (looking inward from outside)
STRATEGIES	<ol style="list-style-type: none"> 1. Collaborative process of co-developing an evaluation tool that combines research with local perspectives 2. Youth engagement and involvement in equitable ways is critical 3. Empowering adults in the system to self-evaluate their programs using systems approach 4. Building a Community of Practice (a stronger, equitable, collective system)

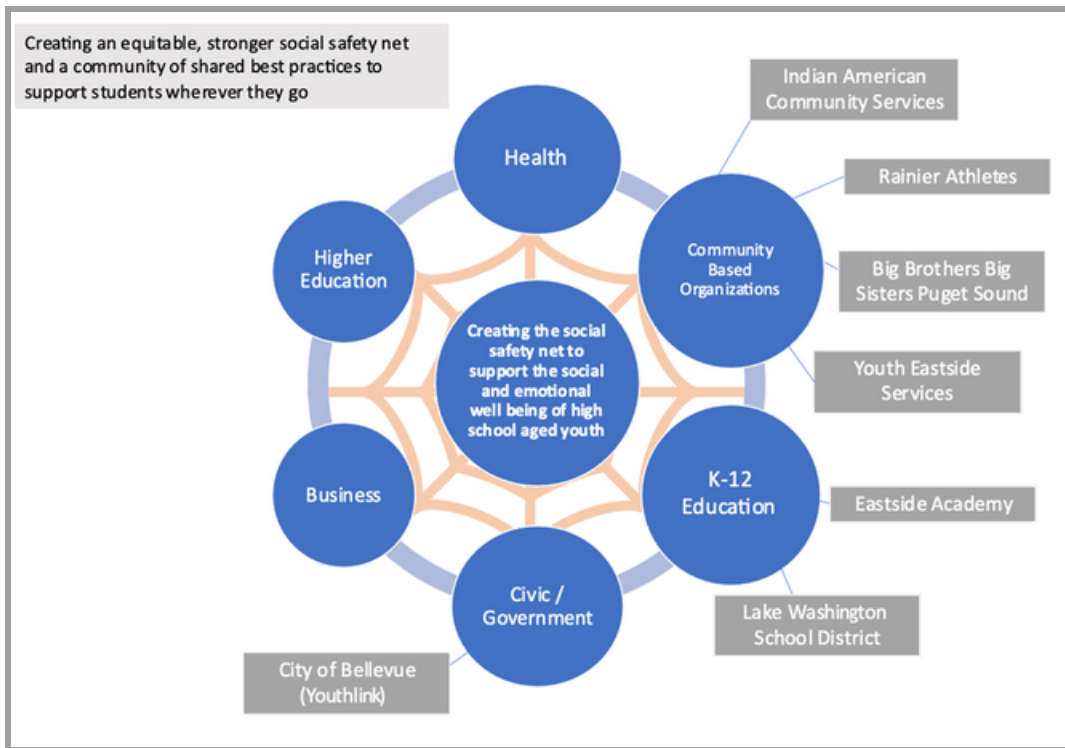
Partners engaged in the work

- Big Brothers Big Sister of Puget Sound
- City of Bellevue
- Eastside Academy
- Indian American Community Services
- Lake Washington School District
- Rainier Athletes
- Youth Eastside Services

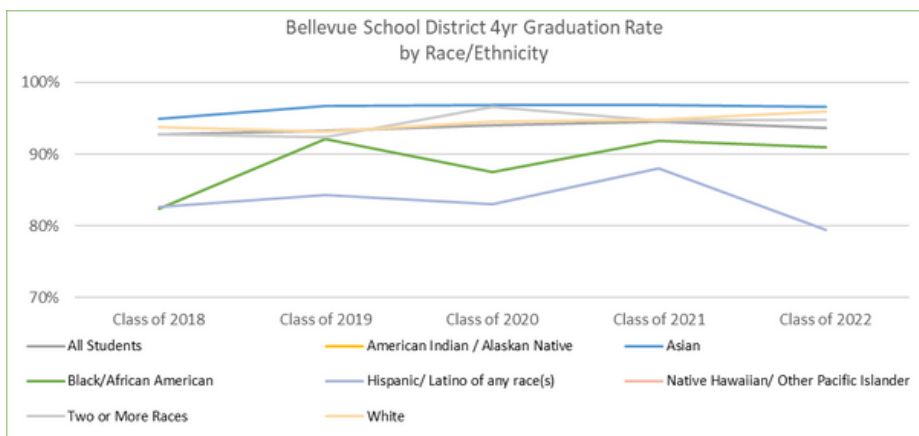
Impact

- Six organizational partners engaged in a Small Test of Change to examine how their policies and practices are situated to support the social and emotional development of their students and youth
- Organizations formulated action plans to address policies that fell short of expectations
- Youth were empowered to help determine the efficacy of a program’s culture, practices, and policies

Community of Practice Safety Net

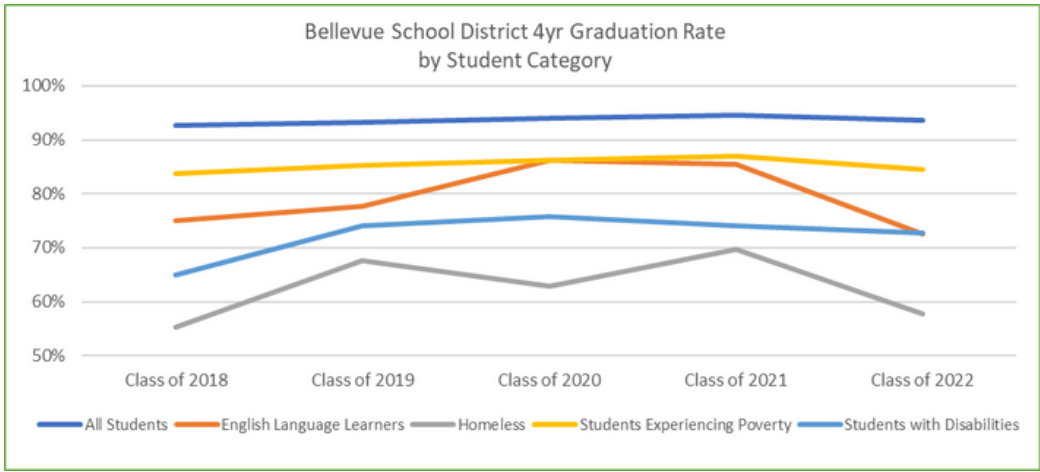


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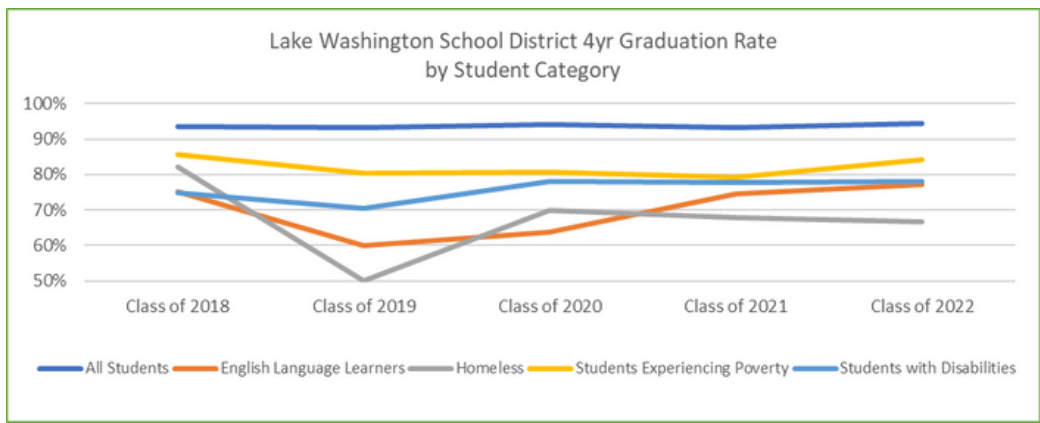
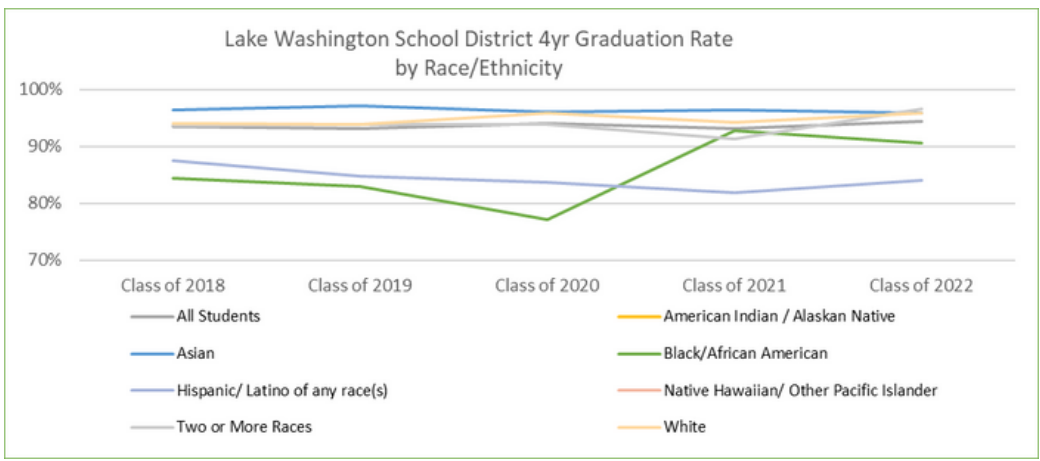


Note on the Data

High school graduation is a metric relating to the Partnership's cradle to career goals. While many Partners in this CAN are out of school time providers, the social safety net they build will affect the ability of students to have and exercise social emotional wellbeing.



The Partnership will track trends in high school graduation to see how increased social emotional support will impact this indicator.





CAN Career Pathways

(currently paused)

RESULT	100% of young adults attain a post-secondary degree, training or certification and enter a career of their choice
UNIVERSAL POPULATION	All young adults in East King County
FOCUS POPULATION	Black and Hispanic/Latine youth
CORE INDICATOR	<ul style="list-style-type: none"> • # of students receiving mentorships • # of students experiencing summer melt
MEASUREMENT TOOL	<ul style="list-style-type: none"> • High School Graduation • Post-Secondary Enrollment
FACTORS THAT IMPACT THE RESULT	<ol style="list-style-type: none"> 1. Lack of retention of student services staff 2. Lack of mutual information flow between students and administration 3. Culture of Racism 4. Summer Melt *
STRATEGIES	<ol style="list-style-type: none"> 1. Information sharing across the Career Pathways Community of Practice 2. Interfacing with adults of color (mentorship, POC led programs, parent engagement)

Partners engaged in the work

- A.L.A. Consulting
- Bellevue College
- City of Bellevue
- Eastside Youth Coalition
- King County Library Services

*** Summer Melt is defined as the phenomenon of prospective college students' motivation to attend college "melting" away during the summer between the end of high school and beginning of college.**

Impact

- Stakeholders identified their role in addressing the summer melt
- Organizations staying at the table to diagnose long time challenges around graduation pathways
- Bellevue and Lake Washington School Districts working to bring back enrichment events for students of color

Post Secondary Completion Rate: All Students

High School Graduating Class	Post Secondary Graduating Cohort	Bellevue School District Post Secondary Graduation Rate	Lake Washington School District Post Secondary Graduation Rate
2014	6 Year Graduation Rate	63%	59%
2015	6 Year Graduation Rate	64%	61%
2016	6 Year Graduation Rate	62%	60%
2016	4 Year Graduation Rate	59%	47%
2017	4 Year Graduation Rate	58%	44%
2018	4 Year Graduation Rate	49%	44%

Note on the Data

The attainment of a post-secondary degree and/or certificate is a critical step along the career pathway. These data are not a direct result of the Career Pathways CAN, but these trends have helped inform the strategies of this work.



CAN Racial Equity


RESULT	Race does not determine outcomes for children, youth and communities in East King County
UNIVERSAL POPULATION	Population aged 0-26 in East King County
FOCUS POPULATION	Population aged 0-26 in East King County
CORE INDICATOR	Development of a framework for racial equity on behalf of the Partnership
MEASUREMENT TOOL	<ul style="list-style-type: none"> • # Eastside Pathways Equity Pledge signees (Partners and non-Partners) • # of Racial Equity CAN attendees
FACTORS THAT IMPACT THE RESULT	<ol style="list-style-type: none"> 1. Types of racism: individual (internalized and interpersonal) and systemic (institutional and structural) 2. Racial, cultural, and linguistic isolation
STRATEGIES	<i>in progress</i>

Partners engaged in the work


- Bellevue LifeSpring
- Bellevue Presbyterian Church
- Bellevue School District
- Big Brothers Big Sisters of Puget Sound
- Boys & Girls Clubs of Bellevue
- Chinese Information and Service Center
- City of Bellevue
- City of Kirkland
- Eastgate Public Health
- Global Social Business Partners
- Hopelink
- Indian American Community Services
- International Community Health Services
- KidsQuest Children’s Museum
- King County Housing Authority
- Leadership Eastside
- NISO Programs
- Social Venture Partners
- YMCA of Greater Seattle

Impact

- Addressing how four types of racism (internalized, interpersonal, institutional and structural) influence the well-being of individuals, Partners and the Partnership within East King County
- Moving Eastside Pathways Partners further along in their racial equity journey
- Aligning racial equity strategies and tactics across participating partners
- Packaging findings for Partners who are late adopters and not involved in the CAN



44% of 2023 Eastside Pathways Partners have signed the Eastside Pathways Equity Pledge



73% of participants in the RacialEquity CAN have signed the Eastside Pathways Equity Pledge

Spotlight on Systems Change

NISO Programs

NISO Programs, a consistent Eastside Pathways Partner has continued a sustainable model of community-led support in response to acute and long existing challenges.

Focusing on the early factors that impact kindergarten readiness, NISO has worked with the Early Learning Latine Collaborative Action Network (CAN) to create a robust system of communication addressing inequitable policies and procedures that have hampered Hispanic and Latine families in the Bellevue and Lake Washington School District catchment areas. The CAN provides NISO with an opportunity to bring community feedback to early childhood service providers to help them direct their system-level changes.



NISO has served over 200 Spanish-speaking families by connecting them with community facilitators (Promotores) to help them navigate the critical space of early childhood service providers. These facilitators also set up meetings with early childhood service providers ensuring that families can advocate for particular changes and receive culturally relevant information on critical programs, changes, and supports. In their work with families, NISO and the Promotores aim to build parent confidence, awareness and agency while reducing the stress of navigating early childhood systems.

NISO Programs Family Cycle Cumulative Data

	FIRST FAMILY CYCLE	SECOND FAMILY CYCLE	THIRD FAMILY CYCLE	FOURTH FAMILY CYCLE	FIFTH FAMILY CYCLE	SIXTH FAMILY CYCLE	SEVENTH FAMILY CYCLE	Cumulative
TIMELINE	SEP 2019 - FEB 2020	JUN 2020 - NOV 2020	JAN 2021 - JUN 2021	AUG 2021 - DEC 2021	JAN 2022 - JUN 2022	AUG 2022 - DEC 2022	JAN 2023 - JUN 2023	
FACILITATORS	10	8	8	12	10	16	12	11 (average)
FAMILIES	33	24	22	19	39	36	29	202
CHILDREN UNDER 5	45	31	27	23	38	53	41	258

To sustain this work, the Backbone has developed relationships with Washington State policy-makers to request that funding from future Washington State budget surpluses be applied to initiatives within the Partnership’s Early Learning work.

Equity in Communications

The previous Eastside Pathways report, from 2021, highlighted the work of the Equity in Communications Group. Back in 2020, this group emerged from Eastside Pathways COVID-19 CAN as a strategy to help students and families navigate a time of remote living and learning at the beginning of the COVID-19 pandemic.

After conducting a focus group with Latine families to hear where they needed support, they decided to create a video newsletter from Bellevue and Lake Washington School Districts that would deliver information by native Spanish speakers and be featured on Facebook and YouTube in 15 minute bi-weekly segments. The video newsletters covered up-to-date information from both school districts, including how to access programs, and ways to continue to navigate the school system.

**Impact of videos
and outreach in 2023
(January to April)**

**3,464
average weekly
reach**

**106
total weekly
engagements**



Families reported they felt more deeply informed about:

- 504 and IEP Plans
- Choice Transfer
- Multi Language Learner programs
- Lunch a la carte / specifics about the free lunch program in all schools and districts
- World Language Test
- Scholarship links
- School registration

This initiative is addressing gaps within the Bellevue and Lake Washington School Districts' communication and helping create policies that eliminate these gaps systemically. A number of Eastside Pathways Partners including Sistema Escolar USA, City of Kirkland, Bellevue and Lake Washington School Districts have provided resources to create and sustain this group. Sistema Escolar has been leading the translation services and community focus groups.

Eastside Pathways Framework

System-Level



Children, youth, and young adults thriving cradle to career



The Person and Program both lie close to the center of the Partnership. The Systems Level is comprised of the Backbone, the Board, the Leadership Table, Councils, and the Partners (comprising the Partnership).

After 11 years leading the Backbone, Stephanie Cherrington, Eastside Pathways' Executive Director stepped down in December 2022. Stephanie tirelessly advocated on behalf of the Eastside Pathways Partnership and East King County overall. She removed the "cloak of wealth" obscuring some of the particular inequities in East King County, rightly believed that collective impact was the tool to solve these issues, and grew out a Backbone staff to accelerate that work.



In April of 2023, Kalika Curry, formerly the Community Impact Manager, stepped into the role of Executive. Kalika brings strong social capital, deep knowledge of adaptive work and an unerring focus on racial equity to shepherd this work forward. Looking at the current state of the Partnership, Kalika sees one of her main tasks as shifting and disseminating power amongst and between Eastside Pathways Partners and the East King County community.

A group of 26 individual Partners formed the Reimagining Leadership Group charged with rethinking the leadership structure and creating an onboarding process for members of the newly formed Leadership Table in order to prioritize the wealth of community knowledge and experience. The East King County community has a greater say in decisions affecting their well-being, especially individuals of color whose voices had not always been elevated within the Partnership's space.

The Leadership Table is comprised of community members who hold informal authority as advocates for their communities. The Leadership Table will advocate for community level priorities, provide guidance on the Partnership's mission and vision, and hold formal authority on behalf of collective work of the Partnership – CANs, Councils, and programs such as All Partner Meetings (APMs) and/or leadership development opportunities.

As the Partnership nears the end of the 2020-2023 Strategic Plan, there is an opportunity to reflect on the progress made and see the emerging or consistent challenges that exist within the East King County community.

The Backbone administered a Partnership-wide survey to understand four main areas:

- The current state of the Partners and the Partnership
- The value-add of the Partnership
- Partners' commitment and alignment to Partnership Level Goals
- The future state of the Partnership

80% of Eastside Pathways Partners responded to the survey, providing the Backbone and the Partnership with valuable information heading into the creation of the next success plan.

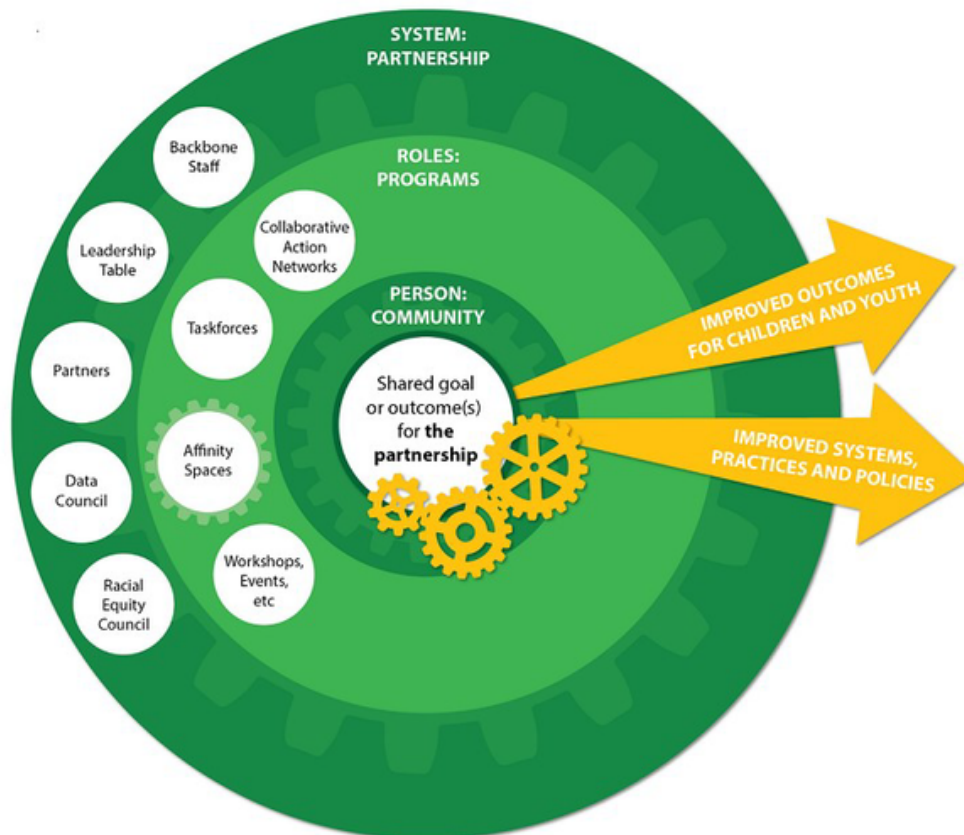
Partners found high value in:

- relationships
- the power of the Partnership
- the concept of collective impact to address larger systemic issues.

The data also illuminated a focus for the Backbone, the Leadership Table, and the Backbone Board around the slight drop between Partners' stated commitment and their stated action among the Partnership level goals.

Other growth areas that emerged were:

- building capacity amongst partners to engage in their own strategic planning
- creating tangible alignment between Partners' specific goals and the goals of the Partnership.



Demographic Data & Resources



K-12 DEMOGRAPHICS

2022-2023 School Year	Bellevue School District	Lake Washington School District	Total (both districts)
Enrollment (K-12)	19,354	31,061	50,415
American Indian / Alaskan	0.1%	0.1%	0.1%
Asian	44.0%	38.1%	40.2%
Black / African American	3.8%	2.3%	2.9%
Hispanic / Latine	14.6%	10.8%	12.3%
Native Hawaiian / Pacific Islander	0.2%	0.1%	0.2%
Two or More Races	10.3%	8.2%	9.0%
White	27.1%	40.0%	35.0%
Students identified at Low-Income	22.6%	12.9%	16.6%
Students enrolled in Special Education	9.9%	9.6%	9.7%
Students experiencing Homelessness	2.1%	1.1%	1.4%
Students identified as English Language Learners	16.4%	11.5%	13.4%

2021-2022 School Year	Bellevue School District	Lake Washington School District	Total (both districts)
Total Classroom Teachers	1,316	2,036	3,352
American Indian / Alaskan	0.5%	0.5%	0.5%
Asian	13.4%	6.3%	9.1%
Black / African American	1.8%	0.8%	1.2%
Hispanic / Latine	8.3%	3.9%	5.6%
Native Hawaiian / Pacific Islander	0.3%	0.0%	0.1%
Two or More Races	0.2%	3.2%	2.1%
White	73.5%	84.8%	80.4%
Not Provided	2.1%	0.3%	1.0%

GEOGRAPHIC DEMOGRAPHICS

(Demographics based on census counts from July 2021)	East King County*	King County**	Washington State**
Total Population	577,525	2,266,789	7,785,786
American Indian / Alaskan Native	0.3%	1.0%	2.0%
Asian	27.6%	20.9%	10.0%
Black / African American	1.9%	7.2%	4.5%
Hispanic / Latine	7.2%	10.3%	13.7%
Pacific Islander	0.1%	0.8%	0.8%
Two or More Races	6.3%	5.6%	5.2%
White	57.8%	56.1%	77.5%
Individuals identified at Low-Income	5.7%	7.6%	9.9%
Individuals with Disabilities***	4.8%	6.5%	8.9%

*East King County cities included: Bellevue, Bothell, Duvall City, Issaquah, Kenmore, Kirkland, Mercer Island City, Newcastle City, North Bend City, Sammamish, Snoqualmie, Redmond, Woodinville

**Both King County and Washington State estimates represent the July 2022 Population Estimate

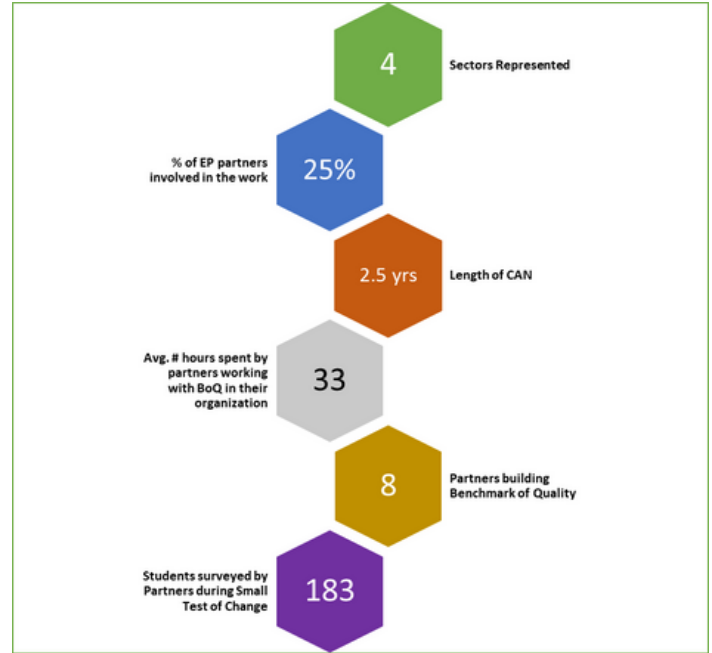
***The United States Census categorizes this as "with a disability, under age 65 years"

WHO & WHAT IT TAKES TO DO THIS WORK

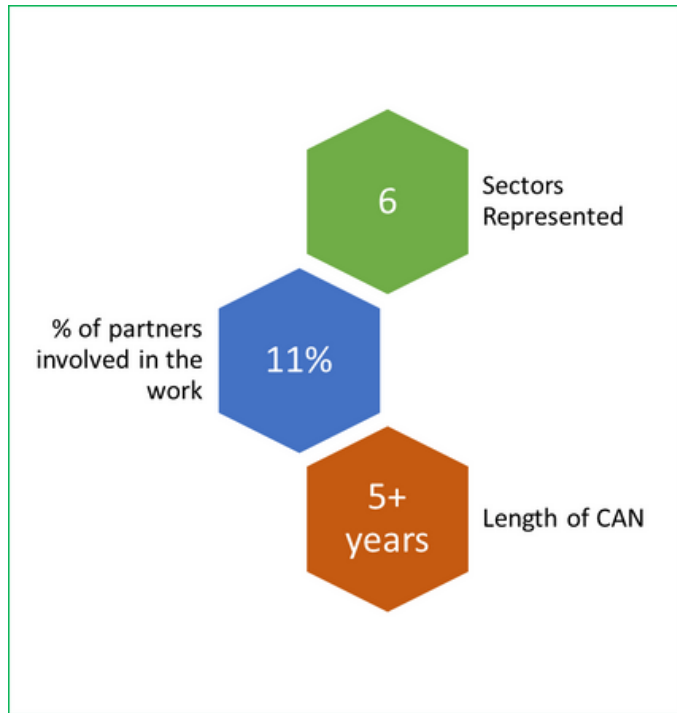
Early Learning Latine CAN



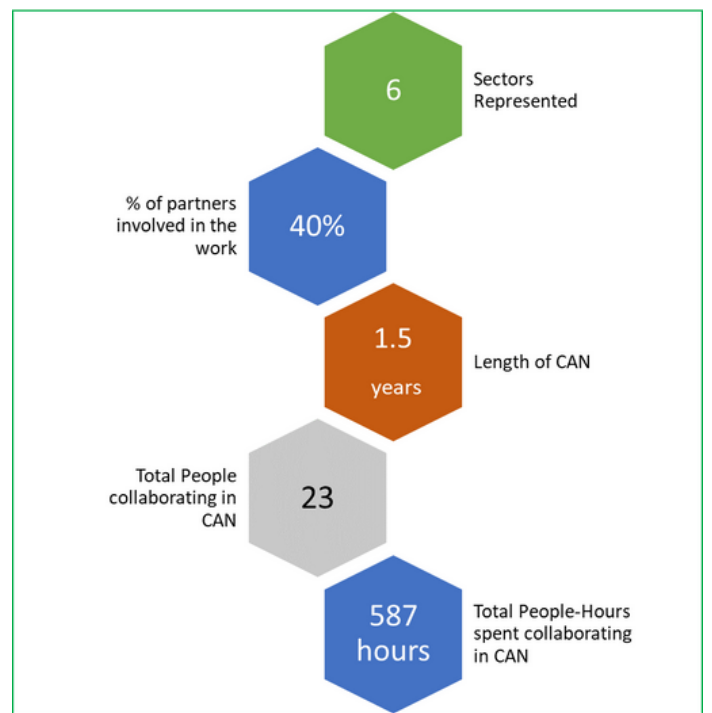
Mindsets, Essential Skills and Habits CAN



Career Pathways CAN (currently paused)



Racial Equity CAN



| Capacity Building



Children, youth, and young adults thriving cradle to career



At the Person, Program, and System level , the Partnership builds capacity tailored to help each level grow and sustain the collective work occurring in East King County.

The Backbone offers coaching in the following areas to enhance the capability of the Partners to engage in this collective work by carrying out strategies in an equitable way that reduces harm.

- Racial Equity
- Collective Impact
- Equitable Results Series
- Results Count
- Data Collection
- Data Capacity

This coaching happens in Collaborative Action Networks, Councils, and other Eastside Pathways spaces. Additionally, the Backbone maintains 1:1 relationships to support and advocate for Partners.

In the most recent Partnership Survey, Partners listed Racial Equity, Collective Impact, and Policy & Advocacy as areas in which they would like to receive further professional development for their staff.

Finally, at the Systems Level, the Partnership offers the All Partner Meeting, EP Institute, and the Ages & Stages Convening to provide professional development, peer to peer learning, and connect Partners and the community on strategic succession planning. These sessions allow both the facilitators and the audience to explore the nuances of how the collective and adaptive work takes place.



Backbone
Convening. Facilitating. Training.

|The Way Forward



Children, youth, and young adults thriving cradle to career



This year will continue to bring changes to the Partnership as it charts its future.

Leadership changes will be accompanied by a growing Backbone staff and a more diverse array of Organizational, Community and Philanthropic Partners representing the East King County community.

Additionally, the Partnership is exploring a Youth Partner Pathway. The Partnership aims to hone its focus around a few areas: Accessibility and Racial Equity at all levels of the Partnership, mapping the deep ongoing work of the community and CANs to the systems level outcomes the Partnership is tracking, and expanding how the Partnership sees diversity, equity, inclusion and belonging (DEIB)–beyond simply racial and ethnic lines.

As the primary convener for East King County organizations, the Backbone will rely on qualitative and quantitative data from the Partnership survey, the Leadership Table, East King County community and youth to amend its offerings where necessary to serve the needs of the Partnership and community.

Come, Join Us!

- Looking to learn more and get started in the work? Attend an [EP 101](#)
- Curious about [CANs](#)? Write to info@eastsidepathways.org
- Are you a ‘subject matter expert’ in data/research or racial equity? Join Eastside Pathways [Councils](#)
- Do you have strong community ties and are excited about directing change? Explore our [Leadership Table](#)



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Convening & Facilitating



Children, youth, and young adults thriving cradle to career



Eastside Pathways

Backbone Staff

as of April 2023

Kalika Curry, Executive
Payton Richardson, Data
Sandy Nathan, Community Engagement
Sujata Agrawal, Communications Content
Vicky Yu, Operations

Special thanks to Stephanie Cherrington, Executive Director 2011-2022

Backbone Board

as of January 2023

Cathy Habib, Chair [Eastside Pathways]
Tom Brewer, Secretary [Bellevue Presbyterian Church]
Hala Nuemah, Treasurer [Friends of Youth]
David Downing [Youth Eastside Services]
Putter Bert [KidsQuest Children's Museum]

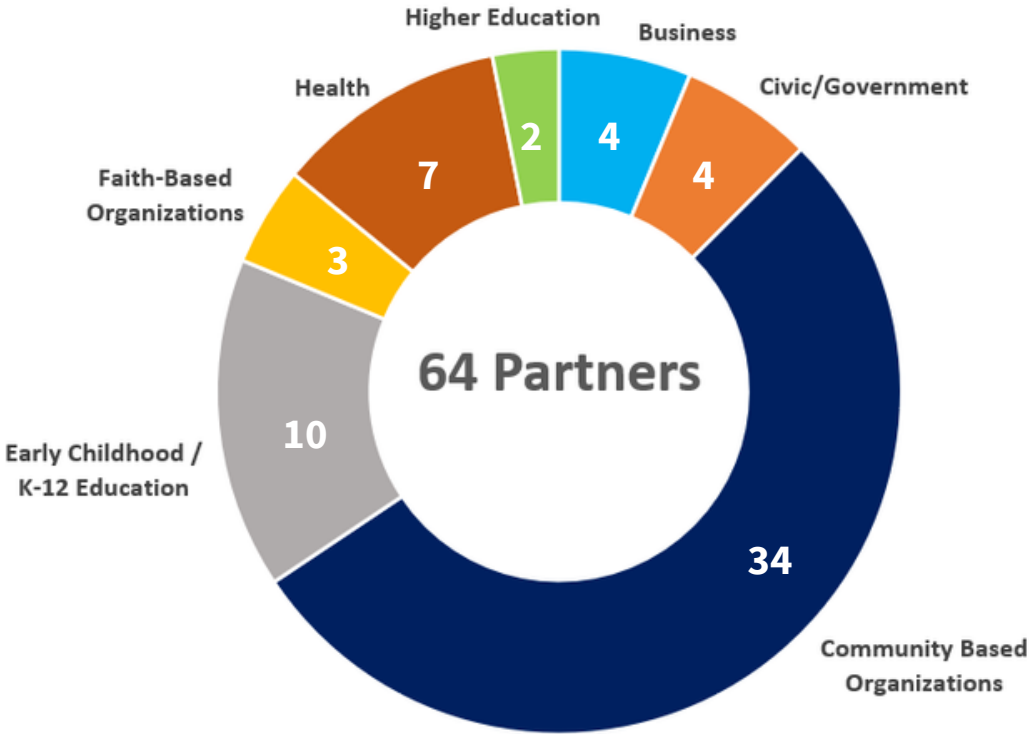
Data Council

Bellevue College
City of Bellevue
City of Kirkland
League of Education Voters

Racial Equity Council

Bellevue Presbyterian Church
Bellevue School District
City of Bellevue
City of Kirkland
Eastside Youth Coalition
Eton School
Friends of Youth
KidsQuest Museum
King County Housing Authority

Eastside Pathways Partnership



Eastside Pathways Partners

as of May 2023

Organizational Partners

Early Childhood/K-12 Education

Bellevue School District
Bellevue Schools Foundation
Brocks Academy
Child Care Resources
Eastside Academy
Eton School
Lake Washington School District
Lake Washington Schools Foundation
Mission InspirED
Tiny Trees Preschool

Higher Education

Bellevue College
Lake Washington Institute of Technology

Civic/Government

City of Bellevue
City of Kirkland
King County Housing Authority
King County Library System

Health

Backpack Meals for Kids
Eastgate Public Health
HealthPoint
International Community Health Services
Overlake Medical Center & Clinics
Seattle Children's
Youth Eastside Services

Community-Based Organizations

Africans on the Eastside
Ashoka Seattle
Asian Counseling and Referral Service
Backbone of Eastside Pathways
Bellevue LifeSpring
Big Brothers Big Sisters of Puget Sound
Boys & Girls Clubs of Bellevue
Camp Kindness Counts
Centro Cultural Mexicano
Chinese Information and Service Center
Columbia Choirs of Metro Seattle
Disability Empowerment Center
Eastside for All
Eastside Legal Assistance Program
Eastside Youth Coalition
Friends of Youth
Global Social Business Partners
Hopelink
Indian American Community Services
KidsQuest Children's Museum
Kindering
Leadership Eastside
League of Education Voters
Lifewire
MENTOR Washington
Muslim Community and Neighborhood Association & Tarteel School
NISO Programs
Northwest Education Access Program for Early Parent Support
Rainier Athletes Sound
The Emotional Abuse Discussion
The Garage
YMCA of Greater Seattle

Faith-Based Organizations

Bellevue Presbyterian Church
East Shore Unitarian Church
Westminster Chapel

Business

Bellevue Downtown Association
Mainspring Wealth Advisors
Sistema Escolar USA
Social Venture Partners

Community Partners

Yvonne Adagala
Sue Baugh
Chris Enslein
Cathy Habib
Haruka Kojima
Jim McEachran
Byron Shutz

Philanthropic Partners

Susan Sullivan
Microsoft Corporation
The Ballmer Group
United Way of King County

Citations

- Page 12 Washington State Kindergarten Inventory of Developing Skills (WaKIDS): OSPI, Fall 2022
- Pages 14-15 High School Graduation Rates (4 year) by Race/Ethnicity and by Student Program: OSPI, 2022
- Page 17 Post Secondary Completion Rate: ERDC, Bellevue School District, Lake Washington School District
- Page 19 NISO Programs Family Cycle Cumulative Data: NISO Programs, March 2023
- Page 25 District Enrollment by Race/Ethnicity: OSPI, October
- Page 25 2022 District Classroom Teacher Demographics by Race/Ethnicity: OSPI, October 2021
- Page 25 Geographic Demographics: United States Census, American Community Survey, July 2022

ERDC: Education Research and Data Center

OSPI: Washington Office of the Superintendent of Public Instruction

NOTE: In many graphs on academic outcomes there are too few students identifying as Alaskan Native, American Indian, Native Hawaiian, or Pacific Islander for these figures to be available.

Adherence with the Family Educational Rights and Privacy Act (FERPA) mandates these educational records be suppressed when the student group is less than 10

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Every Child Thriving, Cradle to Career

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