

SUCCESS PLAN

2024-2026



Success Plan 2024-2026

Eastside Pathways disrupts hate and oppression, prioritizes marginalized communities, and fosters meaningful relationships for Equity, Diversity, Inclusion & Belonging.

Partners come together to establish equitable pathways for children, youth, and young adults in East King County.



Partnership Overview

Eastside Pathways partners with organizations across various sectors to support individuals intergenerationally in East King County. Our partners include:

- Early Childhood/K-12 Education
- Higher Education
- Civic/Government
- Health
- Community-Based Organizations
- Faith-Based Organizations
- Business
- Parent and Teacher Groups

Leadership Council

Eastside Pathways operates alongside a dedicated Leadership Council comprising representatives from all partner types. The Council wields both informal and formal authority, advocating for community priorities and shaping the partnership's mission. With a commitment to strategic decision-making, the Council co-develops pathways, protocols, and relationships. Over the next two years, it will deepen its engagement, ensuring alignment with shared goals and values.

Guiding Principle: Racial Equity

At Eastside Pathways, our commitment to equity drives our actions. We center those furthest from justice, prioritize healing, and lead with compassion, respect, and integrity. Upholding values of accountability and grace, we work to create an inclusive environment in East King County. Through programs, initiatives, and decision-making, we actively implement these principles. Moving forward, we remain dedicated to advancing racial equity, measuring progress, and striving for meaningful change in our community.

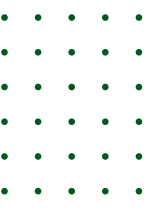


Partner Involvement Opportunities

- Collaborative Action Networks (CANs):** are groupings of Eastside Pathways partners, organizations and individuals, who are committed to working together to co-develop and see through the desired change in our community.
- Scale & Sustain Opportunities:** Previous CAN programs that have advanced towards expanding and maintaining their strategies across different sectors and within their own organizations at a systemic level.
- Councils:** are teams of subject matter experts within the Partnership who provide consultation to strengthen the vision of the Partnership and accelerate the work of the Collaborative Action Networks (CANs).
- Task forces:** are as-needed groupings of Eastside Pathways Partners created when unforeseen events arise, requiring the partnership's immediate attention and problem-solving collaboration.
- Workshops:** (e.g., Eastside Pathways Institute) are facilitated by the Eastside Pathways staff or designated speakers and professionals in the community, to teach potential frameworks and strategies that are used within Eastside Pathways spaces.

Organizational Frameworks

- Equity Adaptive Leadership:** Mobilizing members to adapt to significant change, emphasizing anti-oppression leadership and problem-solving.
- Collective Impact Model:** Consisting of a common agenda, mutually reinforcing activities, shared measurement, continuous communication, and staff support.
- Equitable Results Series:** Providing a clear sequencing of practices from reviewing data to developing and testing adaptive strategies.
- Person | Role | System Framework:** Addressing individual and collective needs and values, focusing on person-level, role-level, and system-level challenges.



Looking Forward: Eastside Pathways Partnership Goals

Growing, Guiding & Sustaining By 2026

1. Increase East King County municipal partners by 100% (from 3 to 6) by 2026.
2. Develop multi-year funding strategies for sustained and diversified support.
3. Foster stronger connections among organizational, community, philanthropic, and youth partners across sectors.
4. Learn from existing youth relationships to replicate engagement strategies for families and youth not engaged with the school district.
5. Offer actionable data, synchronize community and organizational leadership, and empower parents/caregivers to participate in policy-making and advocacy decisions
6. Meeting Attendance Expectations:
 - a. 50% attendance at 10 meetings per year.
 - b. 75% attendance at 8 meetings per year.
 - c. 100% attendance at 2 meetings per year.
7. Convene meetings three times a year with Executive and C-Suite level staff to align and collaborate on shared goals.
8. Decision-Making Protocol:
 - a. 51% of partners required to vote on Partnership-wide proposals.
 - b. Representation from at least 25% of each of the 7 partner sectors.

System-Level Goals

1. Eastside Pathways aims to progress from "Sustaining" to "Systems Change" on StriveTogether's theory of action framework, guided by the Leadership Council.
 - a. The Leadership Council will conduct annual assessments focusing on community empowering practices, data culture, and policy changes.
2. Tools will be provided to partners to enhance their work towards "Shifting Power" on the Community Engagement Spectrum, aligning with Eastside Pathways' goal to engage our focus population in decision-making processes.
3. A dedicated process will be established for partners to bring collective issues from Collaborative Action Networks back to organizational decision-makers.

Data, Policy & Advocacy Goals

1. Eastside Pathways will establish a Policy Taskforce to enhance partner collaboration in shaping policies across organizational, municipal, county, and state levels, impacting communities and organizations.
 - a. The task force will develop a comprehensive policy agenda to support advocacy efforts for public policy changes aimed at advancing equitable outcomes.
2. The partnership will facilitate data-sharing agreements among partners and provide necessary support to enhance partners' data capabilities for informed decision-making.
3. Eastside Pathways staff will create and maintain a data dashboard accessible to all partners featuring academic indicators and adjacent sector data on the focus population.
4. The partnership will continue using data to assess trends, track progress across areas, inform Collaborative Action Networks, and guide goal-aligned strategies.

Potential Areas of Measure:

Racial Equity

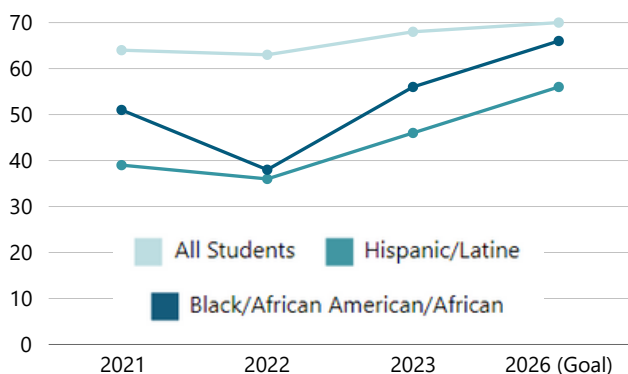
Measure: Evaluation of Partner's policies and Equity Pledge Completion
Current Body of Work: Racial Equity CAN, Racial Equity Council

**41 Organizational Partners signed
 6 Community Partners signed**

Kindergarten Readiness

Measure: Source data from Washington Kindergarten Inventory of Developing Skills
Current Body of Work: Early Learning

Kindergarten Readiness in BSD & LWSD



Middle Grade Math

Measure: Source data from the Smarter Balanced Reading Assessment.

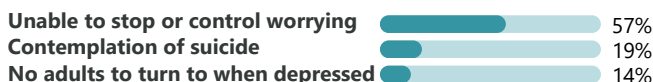
8th Grade Math at Level (BSD & LWSD) 22'-23'



Mental Health Outcomes

Measure: Mental health outcomes for those aged 0-26 in East King County.
Current Body of Work: Mindsets Essential Skills & Habits.

10th Grader Mental Health Survey 2021



Early Grade Reading

Measure: Source data from the Smarter Balanced Reading Assessment.

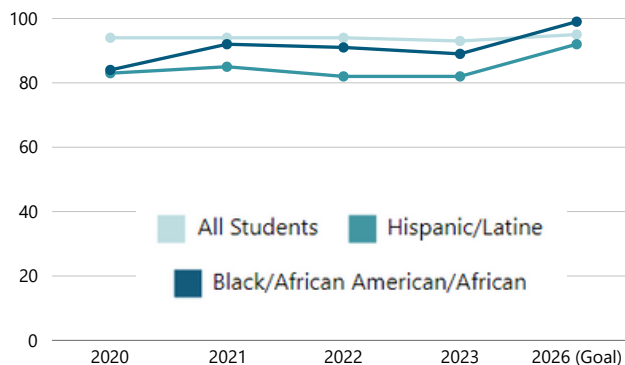
3rd Grade Reading at Level (BSD & LWSD) 22'-23'



High School Graduation

Measure: HS Graduation rates
Current Body of Work: Career Pathways | Mindsets Essential Skills & Habits.

4-Yr High School Graduation in BSD & LWSD



Potential Areas of Measure:

Post-secondary Enrollment

Current Body of Work: Mindsets Essential Skills & Habits. | Career Pathways

Enrollment w/in year of graduation class of 2021



Employment

Current Body of Work: Mindsets Essential Skills & Habits. | Career Pathways

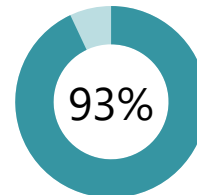
Employment rates ages 16+ in East King County



Post-secondary Completion

Current Body of Work: Mindsets Essential Skills & Habits.

Degree Completion w/in 8 years class of 2014



Caregiver, Family & Youth Engagement

Measure: Engagement in partnership, academic and out-of-school activities.

Current state: TBD by Community Partners.

Currently funded areas of measure:



Kindergarten Readiness, High School Graduation and Post-secondary Enrollment are currently funded by our community.

Progress Towards Sustainability

Join us in our collaborative mission to create lasting impact in East King County. Your financial contribution ensures the continuity of our vital work, making a significant difference for the community across generations.

Your support directly fuels essential aspects of our work, including:

- Staff-led Convening & Facilitation
- Data & Technology Support
- Collaborative Action Networks (CANs) Coordination
- Training and Capacity Building
- Professional Development for Staff & Partners
- Communications & Operations Support



Your donation drives partnership initiatives, supporting our community for years to come.

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