



# COMMUNITY REPORT 2025

*Bringing organizations together in East King  
County to improve outcomes for youth.*





## Dear Reader

In years past, the Eastside Pathways Partnership and its partners have had to come together, step up, and stand strong for the East King County community. Whether outwardly joining the ongoing fight for racial and social justice, addressing the devastating effects of the COVID-19 pandemic or internally navigating leadership transitions, the Partnership has remained engaged and focused on young people and broader community.

At the current writing, the greater East King County community is wrestling with the effects of political and legislative decisions made at every level of government - federal, state, and local. Once again, partners are standing to support their communities while also navigating a challenging financial landscape. During this turmoil, the Eastside Pathways Partnership continues to exercise resolve, seek hope and find light.

In this report - our tenth! - we are excited to highlight our new and continued work, and the community's continued resolve.

We are also honored to feature our partners as they shine light on the communities they serve and why partnership matters. Whether you are new to Eastside Pathways or a longtime partner, we hope you are inspired by these stories and see yourself as an important contributor to the collective work of East King County. This report uses the term "we" when describing the Eastside Pathways champions of the work, strategies, and knowledge of the collective efforts to improve outcomes from cradle to career. If you are reading this, we invite you to enter, return, or continue being a part of that "we" - you are necessary for the change we seek.

We welcome you!

**With Gratitude,**  
Eastside Pathways Staff



*Angela Kalia Rayton Julie  
Graham Shadya Payala Vicki*





## Dedication to Helena Stephens

Helena Stephens leaves a deep and impactful legacy in ways seen and unseen. During her 30-year career at the City of Bellevue, she championed youth, promoted community service, and advised city leadership on the importance of generational perspective. She is one of the original cornerstones of Eastside Pathways, and our 14-year history has been shaped by her frequent vocal support for our organization and its growth.

Perhaps lesser known was her critical and constant support of this Community Report, which Helena saw as a tangible record and benchmark of our progress. Helena's evangelizing, advocacy, insightful edits, and contributions propelled the staff to continuously improve the Eastside Pathways Community Report. Helena continues to be missed, and Eastside Pathways dedicates this 2025 Community Report to her.

## » A Note from the Executive Director

As we reflect on 14 years of collective action, we are filled with deep gratitude for each of you—our donors, partners, and community members—who have walked alongside us in pursuit of better outcomes for every child in our region. Your unwavering support has been the heartbeat of our mission, and this report is a testament to what we've accomplished together.

This year's community report offers a data-driven look at the trends shaping the lives of our children. It highlights both the progress we've made and the challenges we continue to face, reminding us that our work is far from finished—but never solitary.

Our commitment remains rooted in our five pillars of transformation:

**Belong** – We foster inclusive spaces where every voice is valued and matters.

**Innovate** – We challenge the status quo, embracing new ideas to meet evolving needs.

**Consult** – We listen deeply and act collaboratively, guided by the wisdom of our community.

**Equip** – We build capacity, ensuring individuals and organizations have the resources to lead change.

**Adopt** – We champion proven practices that embed equity and impact into everyday systems.

Together, we are not just imagining a better future—we are building it. Thank you for being part of this journey. Your belief in our mission fuels the momentum that drives us forward.

In solidarity,  
Kalika Curry | Executive Director

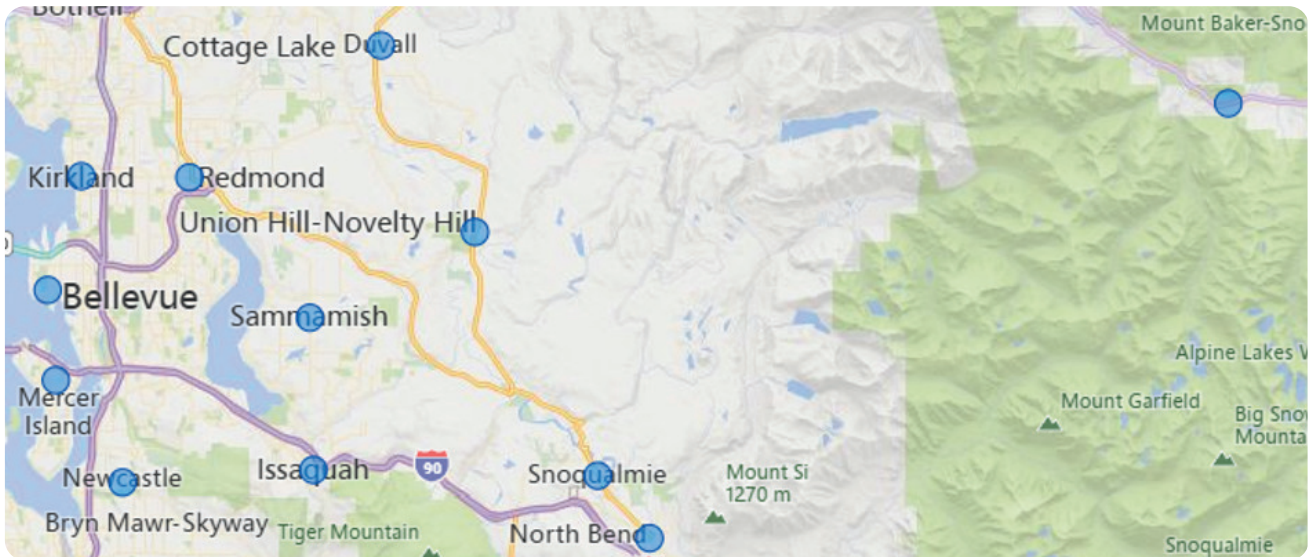




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# WHO ARE WE?



**East King County Cities:** Bellevue, Carnation, Kirkland, Issaquah, Medina, Newcastle, Redmond, Mercer Island, Duvall City, North Bend City, Sammamish, Snoqualmie, Skykomish

**East King County School Districts:** Bellevue, Issaquah, Lake Washington, Mercer Island, Riverview, Skykomish, Snoqualmie Valley

**85,134**  
K-12 Students

**779,304**  
East King  
County  
Residents

**76 Eastside  
Pathways Partners  
across 9 sectors\***

*\*Business, Civic/Government, Community, Early Childhood/K-12 Education, Faith-Based, Health, Higher Education, Parent and Teacher Groups, Philanthropic*

## StriveTogether

Eastside Pathways is a part of StriveTogether, a national collective impact organization that guides place-based organizations along the necessary milestones to seed, lead, and sustain cross-sectoral organizational change. By working with StriveTogether, we annually track the quantitative and qualitative impacts of our collective work toward equitable systems change.







## Mission

To empower community leaders, foster connections, and support East King County by collaborating, convening, researching, and providing training and resources to partners dedicated to improving systems intergenerationally.

## Vision

To create lasting, equitable improvements intergenerationally.

## Values

### Communal

We foster a sense of belonging and togetherness.

### Equitable

We promote fairness and justice in all our efforts.

### Connected

We believe in the power of strong relationships and community bonds.

### Adaptive

We are flexible and responsive to changing needs.

### Empowered

We equip partners with the tools and support they need to succeed.

# 1. BELONG

At Eastside Pathways, we have committed to placing the community at the center of our work and decision-making. A core component of that ongoing process is ensuring Eastside Pathways spaces are welcoming to the community. We recognize the importance of productivity – the challenges we face demand it – and we embody the belief that productivity often requires the efforts of people who are rested and well. Eastside Pathways creates places for partners of all types (organizational, community, philanthropic, and youth) to convene and build community through meaningful relationships. We provide coaching and resources for our partners to convene with these same values in their areas of influence. All the events within the “Belong” category carry a singular focus of creating an environment of welcome and inclusion.

## Included Bodies of Work

Affinity Spaces  
All Partner Meetings  
Community Convening  
Community Mixers  
Wisdom Series

### » Affinity Spaces

Alongside the deep work of the East King County community and the Eastside Pathways Partnership lies the need for togetherness and connection and for the past five years the Partnership has convened affinity groups to ensure all those within East King County have an opportunity to experience belonging. The LGBTQIA+, People Of Color, and White affinity spaces are extremely important particularly in this current political and social climate.





## » All Partner Meetings

Each year, we host two All Partner Meetings (APMs) to bring partners together in fellowship and update them on our collective impact. The APM in late 2024 was held in the wake of the 2024 presidential election and provided space for attendees to honestly express concern and appreciation for fellow community members and organizations. At the first APM of 2025, a panel of esteemed practitioners, elected officials, and leaders provided attendees with perspectives, insights, and strategic steps to “meet the moment.”

"The work Eastside Pathways does to uplift and connect our community is invaluable, and I'm grateful for the opportunity to contribute in any way I can. I appreciate the thoughtful intention behind the gathering and the collaborative spirit that filled the room. It's always energizing to engage in discussions that move us closer to meaningful impact in East King County, and more so restorative for our spirits to just simply be together. Looking forward to continuing our work together!"

-Redmond Councilmember Angie Nuevacamina,  
MC of the 2025 All Partner Meeting



## » Wisdom Series

The Wisdom Series was born as a way to “encourage inquiry and action, create community discussion, and help bring people together,” using media as a tool to open hearts and minds. The 2025 launch of the Wisdom Series brings the theme of: “We’re going to talk about it.” We’re leaning into conversations that explore the layered intersections of race, identity, and belonging—asking how we can build a space rooted in learning, empathy, and truth-telling. This is not a space where anyone must be the expert. You can take that hat off - in fact, we encourage you to.

### WISDOM SERIES

BLACK BOYS SCREENING & COMMUNITY CONVERSATION

Join us for a bi-monthly gathering on race, identity, and belonging.

This month, we'll screen *Black Boys*, a documentary on Black identity in sports, education, and justice, and follow with a community discussion.

Special Guest MC: Faraji Blakeney

**28 FEB, 2025**  
5:00 PM - 8:00 PM



### WISDOM SERIES

DISCLOSURE SCREENING & COMMUNITY CONVERSATION

Join us for a bi-monthly gathering on race, identity, and belonging.

This month, we'll screen *Disclosure*, a documentary that explores how transgender people are portrayed in film and television—and the profound impact those portrayals have had on society and trans lives.

**30 MAY, 2025**  
5:00 PM - 7:30 PM



# Interview with Devon Love

## Equity and Community Engagement Manager | King County Public Health



### **What organization or community do you represent?**

I represent Public Health Seattle - King County in our community health services division. I focus on the Black community, a specific role that was just created during the pandemic.

### **In what ways have you engaged with Eastside Pathways in the past year?**

I've been really working with the Racial Equity CAN. I feel strongly about the need to continue to uphold and promote racial equity.

### **How has your partnership with Eastside Pathways influenced your work, leadership, or ability to create change?**

My partnership [with Eastside Pathways] really did influence my work significantly. I did not want to centralize my efforts just in areas that I'm used to. I took it upon myself to think outside of the box and interact with people who weren't always connected with those centrally focused resources and ideas. Because of that, I'm still drawn to work with the community. A friend of mine told me years ago about his experience growing up in Bellevue - he's a Black man - and how he just really had no connection with others in the Seattle area. His experience actually catapulted me to make sure that type [of disconnection] doesn't continue to happen. So, I continue to include Eastside Pathways and the work done over there [in East King County] in my efforts to spread what we're doing [at the Community Health Services Division].

### **How, if at all, has Eastside Pathways helped you build new relationships or collaborations?**

I went to the Gratitude Gathering in December, and I just felt so welcomed in that space, as I have in every little bit of interactions that I've had with Eastside Pathways over the years. And working with Ali [Aliyanda Harris-Cobbinah], I feel like we've created a strong connection... that has just really spurred a desire to continue to engage. I'm always checking my calendar to see if I'm available to participate and continue to build relationships and do the cross-collaborative work I like to do.



# Interview with Devon Love | Equity and Community Engagement Manager | King County Public Health

## Why do you choose to come back/remain engaged with Eastside Pathways?

What brings me back is that the Black community is very spread out. And because my focus is on that community, I cannot neglect areas where we may be. I think every individual has to find a way to continue to do their work in the best way possible. For me, it's to build connections and to maintain the relationships that I have...the Eastside Pathways link is one that I truly value!

## What are three words that represent Eastside Pathways to you?

Resilient - because I think there have been a lot of changes: how you've shifted from a primarily White volunteer-led organization to an all POC staff. I think that's really fabulous. Being able to continue moving on exudes resilience to me.

Connection - I see it as a place for people to connect. Throughout my nearly ten years at the county, I've been engaged with Eastside Pathways in some form and it's remained an important connection for me.

Different - I feel like the way things are done at Eastside Pathways is really new and unique. It's a different way of learning and seeing things, though sometimes challenging. It's just a bright light! I might not always understand it, but it's always in my mind about how this is a space that's not like other spaces that I sit in. I appreciate and value that.



# Interview with Liliana Medina

## Founder | Sistema Escolar USA



### **What organization or community do you represent?**

I am the founder and director of Sistema Escolar USA. We have a long history of serving the Hispanic community, especially in the Eastside. For Eastside Pathways, I am part of the Equity in Communications Group. I've been involved with EP since 2019.

### **How would you say your partnership with Eastside Pathways has influenced your work or your leadership or your ability to create change?**

What I love the most is the concept of convening different organizations and the way Eastside Pathways brought us together or can bring us together. You say, "Hey, each of you do an amazing job in the community, but let's put it together." It's how I can make the most of my own work - not trying to be the leader of this, or even the only face of this - but how we can serve our community, and be in community.

One great learning for me from Eastside Pathways is the equity lens. It's about asking how equity is important in every single aspect of what we do. Before Eastside Pathways, I had biases about serving the community and seeing things only from one perspective. But, I've seen and learned how important and how amazing it is to work with equity lenses and under equity frameworks.

### **Who or what would you say is missing within Eastside Pathway spaces that you hope to see or collaborate with?**

I would really like to be part of the post-high school graduation access and navigation efforts. I know it is hard to access certain opportunities that seem to be open only for people that can afford them. And I know that Eastside Pathways is working on Cradle to Career issues.

### **What is your greatest takeaway from being in Eastside Pathway spaces?**

Being part of making a change and being able to make a change. The reason why Noticias en Espanol is what it is today is because many organizations with great heart and a commitment to change came together. We have small wins here and there, and the biggest win for us is to be able to communicate in Spanish every week for families that didn't [previously] understand the information that they were receiving. Without context, even if [this information] was in Spanish, it was very often useless. Making change is hard, but it's harder when you try to do it alone. So my biggest takeaway is that being part of Eastside Pathways helped me to see that change that I wanted to see, and provided the opportunity to work with other organizations.

# Interview with Liliana Medina | Founder | Sistema Escolar USA

## Why do you choose to come back or remain engaged with Eastside Pathways?

I don't see another place where I can have access to other community organizations in the way that I do with Eastside Pathways. And this is the thing that I love the most: it doesn't matter who your organization serves or what your organization does - because everybody has something to offer. If you are an organization, it is because you have in your heart a mission of service. And that's why I'm here every time.

A few weeks ago, I went to an event at Bellevue College about finding great careers. One of the presenters showed a slide about things that made him proud. He was telling everyone he was part of the Eastside Pathways Youth Council and how it had shaped him. And I was cheering like crazy: "Yes! This is what Eastside Pathways is, it is a space for so many people!" It doesn't matter where you're from, your background, income level. etc. Eastside Pathways has something for everybody, not just to be part of, but to grow with.

## What are three words that represent Eastside Pathways to you?

Definitely Community. And Commitment. And Change-chasers - Eastside Pathways isn't necessarily always only looking for change, but it's also working and asking how we can make change with our work.

## ✿ Did you know?

The top languages spoken in the East King County Region are:

- Chinese (Mandarin)
- English
- Hindi
- Japanese
- Kinyarwanda
- Korean
- Lingala
- Portuguese
- Russian
- Spanish
- Tamil
- Telugu
- Vietnamese



(Source: King County Housing Authority, City of Bellevue Needs Assessment, Lake Washington School District)



## 2. INNOVATE

Eastside Pathways is uniquely positioned to be the place where the East King County community can collaboratively generate ideas and solutions for tough challenges. We welcome Eastside Pathways partners and stakeholders to gather in Collaborative Action Networks (CANs) and Task Forces to uncover and address issues and explore using new and focused strategies to positively affect these challenges.

### Included Bodies of Work

Collaborative Action Networks (CANs):

- Early Learning
- High School and Beyond
- Racial Equity
- Well-being and Mental health

Taskforces

- Policy and Advocacy Taskforce





## Collaborative Action Network Groups

Collaborative Action Networks (CANs) function like fixed-term innovation labs: CAN participants develop and refine strategies through continuous improvement cycles of testing, data analysis, and community collaboration. Participants recognize the amount of data already collected from communities furthest from justice and want to address the systems producing these outcomes. Ultimately, these evidence-proven strategies are implemented by participating organizations, and Eastside Pathways will promote as long term strategy adoption in the broader community (see our Scale and Sustain section on page 41). The following section previews each of the four CANs currently active (Early Learning, High School and Beyond, Well-being and Mental Health and Racial Equity). The report highlights some current state data the CAN is wrestling with, what the CAN is exploring, and touches on where the CAN is honing its focus on the way to developing goals and strategies.



### Early Learning Collaborative Action Network

This Collaborative Action Network (CAN) aims to enhance early learning experiences for all children, leading to positive outcomes extending well beyond early childhood. Over a two-year period, CAN participants will have identified and addressed service gaps in East King County, particularly those impacting early learners in the Black and African diaspora as they begin their educational journeys.

Since August 2024, this CAN has convened monthly to build equity-centered strategies grounded in five core values: Social Justice, Sense of Belonging, Collectivism, Equity, and Growth-Mindset. As most of the CAN participants are non-Black, it was helpful to intentionally dive into the role of systemic racism on early learning and broader inequities. The CAN continually engages with relational questions, such as: What stories, concerns, or truths have Black/African colleagues or community members shared with you that still sit with you? What did you do in response? Participants gleaned additional insights about generational impact of racism from the facts and narratives in the book *Black Fatigue: How Racism Erodes the Mind, Body, and Spirit* by Mary-Frances Winters.



### Current State

In East King County, 14.9% of children (between 9 months and 10 years old) within the Black/African diaspora were assessed for developmental, communication, and social behaviors in 2021 and 2023. The average rate in East King County is 36.3%.

*(source: Best Starts for Kids Health Survey)*





## ✱ Focusing on the Population

This Collaborative Action Network (CAN) recognized that we cannot meaningfully address early childhood outcomes without centering the experiences of parents and caregivers. Young children do not navigate systems alone—families are their first advocates, teachers, and sources of safety. To truly build equitable systems, we must interrogate how our institutions, practices, and assumptions either build or erode trust—and whether we are showing up in ways that honor families' wisdom, lived experiences, and cultural resilience. This requires moving beyond performative inclusion toward sustained, reflective, and relational equity work.

## ✱ Current Organizations Leading the Work

Bellevue School District; BrightSpark Early Learning Services; Columbia Choirs; Community Members; Community Parents; Eton School; Families of Color Seattle (FOCS); Kindering; King County -- Best Starts For Kids; King County Library Services; KidsQuest Children's Museum; King County Housing Authority; Lake Washington School District; NISO Programs; YMCA of Greater Seattle



## » High School and Beyond Collaborative Action Network

### Equitable Pathways for Every Young Person in East King County

Rooted in the Partnership's commitment to racial equity and youth-centered systems change, the High School and Beyond CAN cycle began in August of 2024 with the question "What are the barriers keeping young people—especially BIPOC, multilingual language learners, unhoused youth, and youth with disabilities—from thriving after high school?"

With that question, community partners, youth workers, and educators gathered to listen, learn, and build together. These early meetings reinforced deep insights about:

- Lack of culturally responsive support in schools.
- Barriers to accessing college and career resources.
- The need for youth voice and leadership in decision-making.
- Fragmented support systems between middle school to high school and high school to adulthood.

### ✱ Current State

Students identified as "On Track" after their 9th Grade Year in Bellevue and Lake Washington School Districts*								
	All Student	Asian	Black/ African American	Hispanic /Latine	Two or More Races	Students experiencing Homeless	Students with Disabilities	English Language Learners
Bellevue School District	83.3%	95.4%	57.8%	51.7%	79.9%	34.6%	62.4%	61.6%
Lake Washington School District	86.9%	94.8%	68.3%	67.9%	85.9%	56.4%	60.5%	65.9%

(\*OSPI considers a student on track if they passed all credits they attempted in the 9th grade.)  
(Source: Washington State Office of the Superintendent of Public Instruction (OSPI))

## ✱ Focusing on the Population

**What are the strongest factors influencing high school graduation, and where do they begin?** In the Collaborative Action Network's analysis, the opportunity to provide resources and tools to be "on track" by the end of 9<sup>th</sup> grade could actually begin earlier – in middle school, specifically 7<sup>th</sup> grade. To address this pivotal time, the CAN engaged in these activities:

- Hosted youth as consultants to discuss their experience during the middle school to high school transition.
- Began to craft a strategy around preventive measures (as opposed to intervention).
- Intentionally ensured parents and caregivers are involved in communication.

The CAN is also working to identify the system-level gaps, such as the impact of school closures, funding inequities, and the role of mental health in postsecondary success.

## ✱ Current Organizations Leading the Work

Africans on the Eastside; Bellevue College; City of Bellevue YouthLink; Community Center of Education Results; King County Library System; King County Housing Authority; Lake Washington School District; Northwest Education Access; PEPS; Rainier Athletes; The Ballmer Group; The Garage; Vitaes

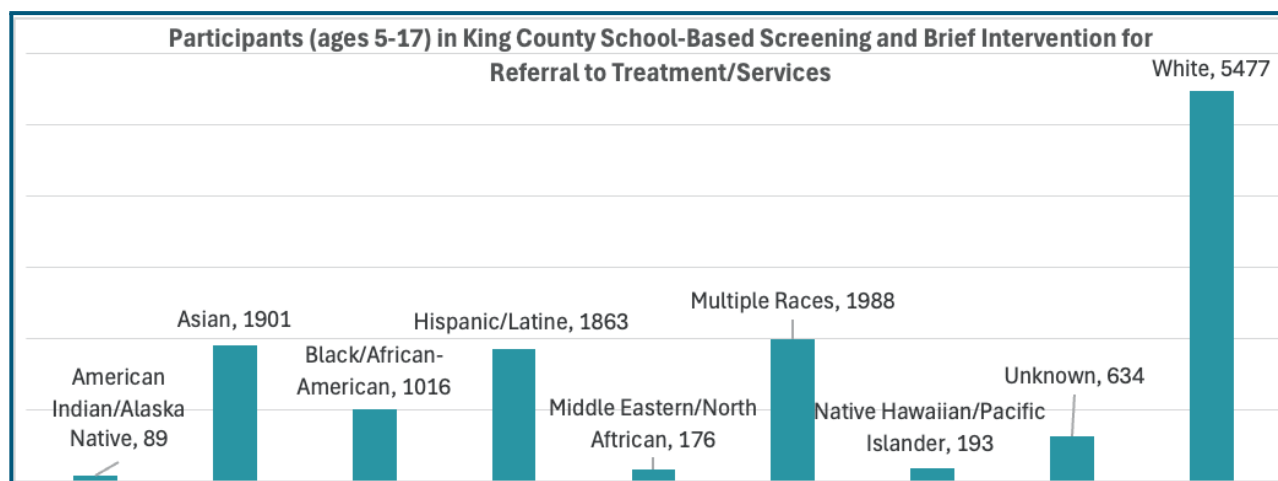


## » Well-being and Mental Health Collaborative Action Network

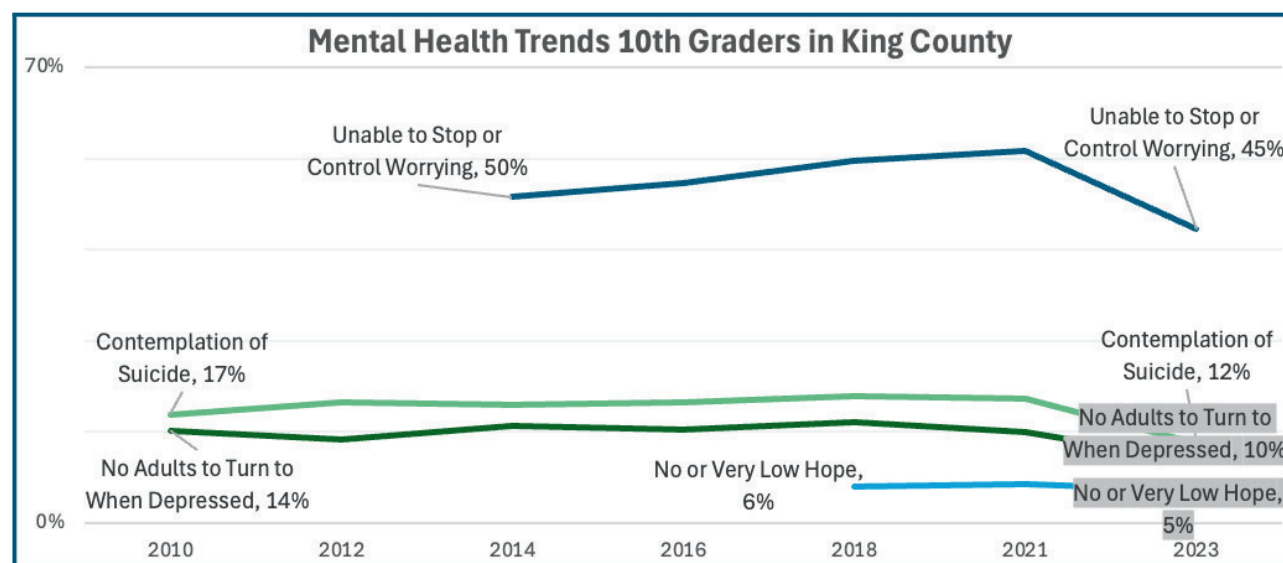
The Well-being and Mental Health Collaborative Action Network (CAN) began in August 2024 and immediately continued the conversation addressing rising youth mental health needs. The major components of this process are: connecting systems, lifting-up community voice, and reimagining wellness from a whole-child, whole-community perspective. Early conversations highlighted:

- Systemic gaps between school-based services and community support.
- A need for culturally responsive, trauma-informed care.
- Youth burnout and adult fatigue within service systems.
- Barriers related to language access, stigma, and lack of coordination.

### ✱ Current State



(Source: King County Best Starts for Kids)



Trends on mental health and well-being for 10th grade students in King County. These trends provide leading indicators on the academic and social outcome measures tracked by the Partnership (source: Healthy Youth Survey)





## ✱ Focusing on the Population

The Well-being and Mental Health Collaborative Actions Network (CAN) explored factors affecting students' sense of social and emotional belonging, and focused on the particular experience of BIPOC youth with disabilities in East King County. The CAN participants are examining the key barriers preventing these youth from thriving in elementary schools, homing in on 1st and 2nd grades as critical moments for improvement.

The Collaborative Action Network (CAN) has:

- Hosted mental health and well-being partners from National Alliance on Mental Health (NAMI) Eastside, Sound Health, Disability Empowerment Center, and Valiant Health Solutions to understand the challenges within the mental health system and what is working for our youth.
- Researched the challenges and barriers faced by black youths with autism as well as those of their caretakers and/or parents.
- Continued to advocate for further cross sector collaboration for our community based/culturally relevant organizations and health care organizations that have limited experience working with other diverse communities.

## ✱ Current Organizations Leading the Work

Africans on the Eastside; Asian Counseling and Referral Service; Bellevue School District:SOAR; City of Bellevue-Family, Youth and Teens Department; Columbia Choirs; Community Center for Education Results; Friends of Youth; Indian American Community Services (IACS); International Community Health Services (ICHS); King County Library Services; King County Behavioral Health; King County - Best Start for Kids; Lake Washington School District; PEPS; Peony Joy Coaching; Sound Health; University of Washington - Center for Child and Family Well-Being; Youth Eastside Services

## » Racial Equity Collaborative Action Network

The Racial Equity Collaborative Action Network (CAN) brings together community members, nonprofit organizations, educators, business professionals, government officials, and students to collaboratively address the four systems of racism - personal, interpersonal, institutional, and structural. This CAN aims to create sustainable, practical, data-driven solutions that focus on dismantling the systemic barriers impacting children and youth in East King County. A core requirement for participation in the Racial Equity CAN is signing the Eastside Pathways Equity Pledge, which demonstrates each partner's commitment to tackling the impacts of racism and upholding the goals outlined in the [2024-2026 Eastside Pathways Success Plan](#). (see our website for details on the Equity Pledge and Success Plan) Racial Equity CAN beliefs:

- Youth are multi-dimensional: Their experiences cannot be reduced to a single issue.
- Representation matters: Cumulatively, across East King County school districts, less than 3% of students identify as Black, emphasizing the need for intentional inclusion.
- Youth often feel voiceless: Many policies affect them, but they lack influence due to age.
- Silos limit progress: Inter-organizational fragmentation blocks holistic approaches.
- Capacity matters: Overextension can hinder progress—we must move with intention.
- This work is personal: Boundaries are essential; we are more than our job titles.
- Identity is power: We must lean into our diverse lived experiences to fuel this work.

### ✱ Current State

In all of King County, 17.9% of 8th-grade students who identify as Black felt so sad/hopeless for 2 weeks that they stopped doing activities. (2023)

In all of King County, 79.6% of 8th-grade students who identify as Black feel safe at school. (2023)

*(Source: Healthy Youth Survey)*





## ✱ Focusing on the Population

### **Mental Health for BIPOC Middle School Youth**

The Collaborative Action Network (CAN) has prioritized mental health support for BIPOC youth, particularly those in middle school. CAN participants have incorporated Racial Justice at Work: Practical Solutions for Systemic Change to inform its strategy for driving actionable change. Eastside professionals are noticing the current, systemic lack of capacity and support to engage in culturally affirming pedagogy and develop skills to cater to the needs of BIPOC middle schoolers.

Recent discussions have focused on how to create affirming spaces for healing and reflection, and how organizations can collaboratively use data to better understand youth needs, relying on data from established longitudinal sources such as the Panorama Survey (LWSD and BSD), the Healthy Youth Survey (WA), and the University of Washington Center for Child and Family Well-being.

### ✱ Current Organizations Leading the Work

Community Members; Community Parents; Families of Color Seattle (FOCS); Friends of Youth; Kindering; King County Department of Community and Human Services (Children, Youth, and Young Adult Division); Lake Washington School District; Peony Joy Coaching; Youth Eastside Services





## » Policy and Advocacy Taskforce

The Partnership launched the Policy and Advocacy Taskforce to determine how to articulate our position on pressing issues in East King County from a policy angle, as well as the broad advocacy needs of the entire Partnership. Partners participating in this taskforce understand the effect of legislation at the district, city, county, and state levels, and are committed to leveraging the Partnership to create a regional coalition. Partners have laid out their criteria for decision-making and how they involve and empower their communities to join that process. Collectively, this Taskforce will build upon those practices to deliver a Policy Agenda for Eastside Pathways by the end of 2025.

In November of 2024, Eastside Pathways also hosted a two-day Cradle to Career Summit along with the Washington State Cradle to Career Coalition. The Summit brought together eight collective impact organizations from across Washington state to learn about Eastside Pathways adaptive approach to community centered work and how it supports collective impact. We also hosted a panel of policymakers representing various levels of government in East King County.



# Interview with Patrick Alina

## Program Coordinator City of Bellevue



### **What organization or community do you represent?**

I work for the City of Bellevue Parks and Community Services Department. I manage the YouthLink program, which is a leadership program for middle and high school students. I've been part of this Eastside Pathways circle since 2011.

### **How has your partnership with Eastside Pathways influenced your work, leadership, or ability to create change?**

Since the inception of Eastside Pathways, I've been having dialogues around the collective impact model. By having this shared experience with different partners I get to understand the bigger picture, a wider aperture of how things look in our community. Eastside Pathways has been the organization that really puts everyone together face-to-face, allows them to talk, share data...and push through really important initiatives to advance these concerns, so that we don't see just pockets of effort. Then we see our partners doing amazing work, we get revitalized and excited to think, "How can we support that?" or "How can I be part of that?" or "Someone is working on that also."

### **How, if at all, has Eastside Pathways helped you build new relationships or collaborations?**

I've been able to attend a lot of the CANs where I meet both current and new players. I appreciate having different levels of interaction with them - both inside and outside a project. It's great having real relationships! Some of these folks I've worked with for many years as I've been with the city for 24 years.

### **How do you think Eastside Pathways is supporting the community to advance equity?**

This is one area I feel that Eastside Pathways has been growing significantly... I'm thinking about the Affinity Spaces, and the Eastside Pathways Youth Council. Having youth as equal stakeholders and partners gives Eastside Pathways a really authentic stance from which to ask, "Are we really hearing our youth? Are we really putting them in positions of change as change agents?" So I think of these amazing things that Eastside Pathways is driving as we really engage communities from all different paths. I know the work can be a challenge, but I feel this is something that they are doing really well.

## **Interview with Patrick Alina | Program Coordinator | City of Bellevue**

### **How has Eastside Pathways impacted you personally?**

I get a little bit emotional about this because I've been involved since the very beginning... around early to mid 2011 when Bill and Susan Henningsgaard, Helena Stephens, and I were just having conversations around the concept of collective impact and Eastside Pathways as an organization. You believe the work, the mission, and you start to see the people that believe in it. We all get busy in our lives, jobs and organizations, but just like a family... they're really authentic connections.

### **How well do you feel Eastside Pathways incorporates diverse perspectives and voices? And what could be improved?**

Having young people take part of Eastside Pathways, having them work and be part of the academy [Eastside Pathways Youth Council]. I know our kids [City of Bellevue YouthLink] are still talking about their summer experience with Eastside Pathways! It's exciting because we know that young people are really quickly involved in a lot of issues. I love that Eastside Pathways is positioning them to lead the charge!

Also, [Eastside Pathways is] making sure that the dialogue pathways are open and finding new opportunities for partnerships. Some of the new taskforces and Affinity Spaces that've been developed provide an opportunity for people to find a little corner, a little space within this organization. So I like that.

### **What three words would represent Eastside Pathways to you?**

I think the first is Collaboration. Authenticity - especially under Kalika's leadership, I've seen a lot of emphasis on being 'authentically you' ...that's something that we need to celebrate more. The one final word I'd say is Family - though there's a lot of different people that are part of this organization, there's still a feeling of family.

### **So what is your greatest takeaway from being in Eastside Pathways spaces?**

I don't feel alone doing this work. You [can] get so myopic, you think only of what you have to do to get things done for your program. When you widen the lens, you see others involved in it. We're all doing great work and have similar struggles. I'm hoping that we keep in mind that this climate is changing rapidly and there's going to be new and very challenging barriers to overcome. It's going to take all of us to support our community.



# Interview with Angela De La Hoz

## Senior Director of Diversity, Equity, and Inclusion | Friends of Youth



### **In what ways have you engaged with Eastside Pathways in the past year?**

I've continued working closely with Eastside Pathways' Executive Director [Kalika Curry] on DEI efforts and collaborated with the Community Engagement Director [Aliyanda Harris Cobbinah] through the [Racial Equity] Collaborative Action Network (CAN) and Racial Equity Council. I've attended meetings with diverse partners and deepened cross-sector relationships that align with our shared equity goals.

### **Eastside Pathways has introduced and re-released new offerings in 2025 (Policy and Advocacy Taskforce, Wisdom Series, Scale and Sustain, Affinity Spaces). Have you been able to attend any of these? If so, what was your experience?**

I am very interested in participating in the Policy and Advocacy Taskforce soon. This focus is closely aligned with my role, and I see it as a valuable opportunity to stay connected with ongoing advocacy in the community, especially efforts that could help Friends of Youth better support the youth, young adults, and families in our care.

### **How has your partnership with Eastside Pathways influenced your work, leadership, or ability to create change?**

This partnership has amplified my commitment to community-led change and given me new language, tools, and partnerships that directly inform how I approach racial equity strategy at Friends of Youth. It's also strengthened my leadership by modeling collaborative practices rooted in equity.

### **How do you think Eastside Pathways is supporting the community to advance equity?**

Eastside Pathways supports the community by elevating equity-centered partnerships, creating shared learning opportunities, and remaining transparent in its commitment to dismantling inequities. Their structure encourages co-creation and reflection, which helps move beyond surface-level engagement.

### **What is your greatest takeaway from being in Eastside Pathways spaces?**

That sustainable change is built through intentional relationships, humility, and collective accountability. We don't have to do this work alone.

### **What are three words that represent Eastside Pathways to you?**

Collaborative. Rooted. Evolving.

## **Interview with Pablo Ortega | Associate Superintendent | Lake Washington School District**

### **Who is missing from the Eastside Pathway spaces?**

I would like to see more representation from industry...I have to believe they have the heart for what we're doing, but do they know that their influence is valuable to us? For example, the immigrant community is a client base for many consumer companies. It just so happens that this client base also has other facets to it: they're recently arrived; they have hopes and dreams for their students; and they're achieving great things as they incorporate themselves into American society. It would be awesome to have those industry folks in our rooms and show them the opportunity to partner with some service providers like ourselves, that are in tune with these communities. And who knows - maybe they're able to build a better product because of it.

### **How do you think Eastside Pathways is advancing equity?**

They model. I've been in a few meetings where Eastside Pathways staff are facilitating. They're not telling us what we should do - they're also living their words as well. To me, that just screams of equity, because it's modeling what this behavior should look like and actually valuing it. My school district thankfully is also of the same mind. But if I were at a school district that wasn't, and was somehow still a partner with Eastside Pathways, it might make my job easier to be able to point to my leadership or to my organization to say, "If we value this connection, and they value equity, then we really need to take a hard look at our stance on whether we value this or not as well." So that gives you strength in numbers in terms of the value that Eastside Pathways provides, especially when you're talking about words like equity, inclusion, belonging, diversity. It definitely helps.

### **What are three words that represent Eastside Pathways to you?**

Connection, for sure. Family - I'm very familiar with the names, not only of the Eastside Pathways facilitators but also the other folks who are participants just like us. Progress - because it's too easy - given our circumstances as a nation but also as a local community - for us to wallow or think, "Oh my God, there's no way out." But when you connect with others, you can't help but be inspired to say, "Yeah, we can continue to progress as well."

# 3. CONSULT

The Partnership is a platform for sharing context and expertise across sectors. As partners and community members develop ideas for solutions and strategies, they can lean into individuals who have a relevant professional or learned expertise. As consultative parties, the Councils provide the various working bodies of the Partnership with cohesive insight, guidance, and support in particular content areas.

## Included Bodies of Work

Eastside Pathways (EP) 101

Data Council

Leadership Council

Parent/Caregiver Council

Racial Equity Council

Youth Council

Communications Council

### » Eastside Pathways 101

On the first Friday of each month, the Eastside Pathways staff host EP101 - a welcoming meeting to introduce the basic concepts of collective impact. During this hour, attendees receive a high-level overview of the structure, processes and impact of Eastside Pathways. It's our signature way of welcoming anyone working within the cradle to career (0-26) spectrum in East King County, and answering their questions about how they can join to amplify that work. If you would like to learn more about Eastside Pathways, please sign up on the [Eastside Pathways Calendar](#) on our website.





## » Leadership Council

In 2021, a group of Eastside Pathways partners launched the Reimagining Leadership Taskforce. Over the next 18 months, they set on a deep and transformative journey, not only exploring what leadership should look like on the Eastside but also creating space for hard conversations. Together, they examined how the Eastside Pathways Board could better serve the organization and community, even if that meant giving up some traditional responsibilities.

It wasn't an easy process, but the work of the taskforce brought us to where we are today, with a Leadership Council made up of some of the most thoughtful and committed individuals in our community.

The Leadership Council currently has nine seats, five of which are filled by leaders with diverse lived experiences and unique paths that led them to this shared space. These leaders are deeply committed to championing the collective efforts of all partner types. They use their informal authority to advocate for youth from cradle to career and to drive intergenerational systems change.

As a leadership body, the Council prioritizes community-level needs, offers strategic guidance aligned with Eastside Pathways' mission and vision, and uses formal authority to advance shared goals, especially for youth and families furthest from opportunity in East King County.

Over the past year, the Leadership Council has:

- Created the foundational structure for the Leadership Council
- Restructured the framework of the Bill Henningsgaard Fund for Children grant to eliminate barriers of restricted funding. The award offers unrestricted funding, empowering leaders and organizations to advance their missions in ways they determine best.
- Lead our annual Civic Infrastructure Assessment with our national network, StriveTogether, to assess our process and progress year over year.

At Eastside Pathways, our Leadership Council is more than a decision-making body. It is a space grounded in collective love, learning, and action. Council members recognize that we are building something greater than ourselves, something for future generations. Even if we don't see the full impact in our lifetimes, we are committed to laying the foundation for those who come after us.

We are constantly learning, unlearning, and challenging ourselves to think differently. Above all, we are committed to ensuring that all voices, especially those that have been historically marginalized, are heard, valued, and centered in our decisions. No one should be left behind in our vision for a more equitable community.

We owe a deep gratitude and thank you to the Reimagining Leadership Committee for their work to interrogate systems and provide the opportunity to arrive at this group.

## » Youth Council

Formed in 2023, the Eastside Pathways Youth Council is a vital platform for young individuals to express their concerns, engage in meaningful discussions, and influence community initiatives. Thanks to the enthusiasm and dedication of our young members, the Council is a model of youth empowerment and engagement that promises impactful initiatives and personal growth. The reflections and discussions from Youth Council meetings highlight several key areas for improvement and action.

Over the past two summers, the Eastside Pathways Youth Council has engaged in discussions and presentations on:

- Language and Disabilities
- Access to Healthcare and Education
- Representation and Support
- Post-Pandemic Challenges
- Resource Gaps
- Mental Health Support
- Support for LGBTQIA+ Youth
- Food and Housing Insecurity
- Early Childhood Experiences
- Socio-economics
- School
- Environmental
- Discrimination



## » Youth Council

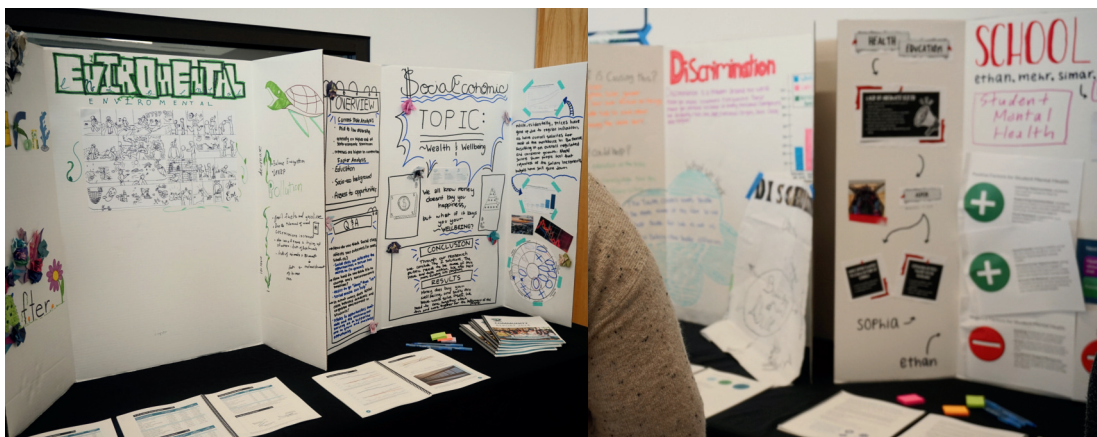
One Youth Council member's community impact:

Aryav Tanwar is a Newport High School student and Youth Council member. He updated the Eastside Pathways team on some of the work he is involved in in his community:

"I started a community organic farm in Renton that is supporting shelters in Bellevue. I have donated 100lbs of produce annually for the last three years."

"I am running classes, sessions, and small camps in STEM for students who may not have the same STEM access. The goal is to help them choose STEM in their careers."

"I am leading ESL (English as a Second Language) classes for parents whose primary language is not English. This helps them converse in schools, at work, and provides them with agency to navigate the education system. This year, this program exists in the Northshore School District."





# Interview with Taylor Reynolds

## Data Scientist Lake Washington School District



### **In what ways have you engaged with Eastside Pathways in the past year?**

I've continued to work with the Data Council. And I'm starting to take part in the Early Learning and High School and Beyond CANs. I'm hoping to take part in the Ages and Stages meetings.

### **How has your work with Eastside Pathways influenced your work, or your leadership, or your ability to create or think about change?**

Lots of ways! One of them is just the connection to the community. After each meeting I attend, I go back more energetic, excited, and hopeful from the people both in Eastside Pathways and the collaborative at large. I also really appreciate the perspective from people doing education work in other areas and the way they're interacting and how that has allowed me to take different looks at the data I work with. I've found ways to incorporate stories, and made connections to other people within my own organization that I might not have had otherwise.

Recently I've been having a chance to work with a partner from Communities in Schools (CIS) that's working in one of our (LWSD) elementary schools. I do some data requests with the view of "How do we partner together to hear from our youngest students about what their school experiences are." And those are directions in which I've been able to tailor my job that I wouldn't have without the connection of Eastside Pathways. My leadership believes in what Eastside Pathways is doing and allows me to follow the direction.

It's one thing to say, "The work that we do in equity needs to be done." And it's another thing to say, "The work we do in equity needs to be done and I can do it." And another to say, "The work we need to do in equity needs to be done. I can do it because I have the support around me and know that I'm not the only one doing it."

*-Taylor Reynolds, Lake Washington School District*

## Interview with Taylor Reynolds | Data Scientist | Lake Washington School District (LWSD)

### Why do you choose to come back / remain engaged with Eastside Pathways?

I gain energy and life and focus from working with these people. I'm inspired by the people... both the Eastside Pathways staff because I know the kind of depth and work and the care that they have. And also the other members of the Partnership in various different walks of life coming together. Having that sense of community matters a lot to me - where we're coming from, and where we're going, and what work is still left to do. Especially in the places where there are people underserved, marginalized, or who have been ignored or oppressed for a long time. You need to have advocates. I'm in a place where I can do that work. Eastside Pathways is a very direct connection to doing that.

### What are three words or phrases that represent Eastside Pathways to you?

Community-The [stance of] "bring people together with a common goal of the youth in our area" invites people and discussions and perspectives. It really is a powerful community with a lot of connections with a lot of support for each other. Empathy - Anywhere I go around the Eastside Pathways community, it's people who care hard and who want to work hard because they're feeling the things that others are going through. Drive - We have people who want to do the work, and who are here and are going to get things done. I'm seeing that in some of the continuing work, such as in translations for school information that needs to go out to our families that aren't otherwise getting that communication. With some of the support programs, we're going to make something happen and then find ways to keep it going so that that change doesn't stop at the end of a cycle. It's been really great to see that there are people that want to get a lot of work done for the community and not just sit back and let someone else do it.



# Interview with Pablo Ortega

## Associate Superintendent Lake Washington School District



### **What organization or community do you represent?**

I represent my ancestors and the students and families here at Lake Washington School District, the second-largest district in the state. And I especially represent families who've been pushed furthest from educational justice.

### **How has your partnership with Eastside Pathways influenced your work, leadership, or ability to create change?**

It gives me a broader perspective. We were discussing how to connect with our African community in terms of 'Know Your Rights' and the immigration turmoil that's happening in the nation that we work in and love. We were able to tap into an Eastside Pathways connection to know what's happening in the broader community.

Sometimes we think, "We have a good idea...but is that really what the community needs?" Having these partnerships definitely helps ground the work that we're doing. We're a public K-12 education institution, so we have to be very judicious about what we take on and how we deploy our resources. Partnering with Eastside Pathways gives me the platform and influence to be able to ask those questions: Does it make sense for us to lead? To not lead? To contribute? How much do we contribute?

### **How has Eastside Pathways helped you build new relationships or collaborations?**

It's sometimes a little difficult for us [LWSD] at the organizational level to see outside of our immediate issues because we have to provide assistance to the folks who are right in front of us. But there may be a way for us to combine forces and take advantage of other resources out there like, "You've got this resource and I have families or students in my purview who could use something like that." So, the ability to connect in that way has definitely been helpful. Eastside Pathways has been very consistent in terms of their availability, their expertise, and their willingness to listen, and push on us as well. I would say that I count them as a critical friend... more friend than critical, but critical nonetheless! It keeps us true to the work.



# 4. EQUIP

The barriers to participating in collective impact work can be significant: determining how to be strategic with your time, and the terminology, concepts, and methods may be unfamiliar. Fortunately, we are absolutely committed to equipping partners with opportunities to learn about the tools and the “how” of collective impact work. We do so by tapping into our own history of progress, our partners’ experiences, and national best practices developed around systems work. The Eastside Pathways staff wants to ensure this work is maximally inclusive to all stakeholders in East King County. The insights and takeaways Eastside Pathways offers are critical because so much of the service and support happens beyond Eastside Pathways spaces. We also want to equip partners with information that makes them more effective in advocating their own work to their own communities.

## Included Bodies of Work

- Communication Channels
- Community Reports
- Data Dashboards
- Direct Paid Services
- Eastside Pathways Institutes
- Funding
- Learning Library
- Lunch and Learn
- Staff Consulting

### » Staff Consulting

Eastside Pathways backbone staff dedicate 1000s of hours annually provided direct and group level consulting to build, restore and strategize critical relationships. We understand that the strength of our relationships has a direct correlation with our ability to transform our greatest challenges into our greatest opportunities. Beyond CANs, councils, taskforces and other gatherings, the Eastside Pathways staff provide support by offering facilitation, data analysis, and 1:1 coaching. The staff also share knowledge from their role on panels on policy, belonging, data and adaptive leadership. The staff also provides facilitation support, a continued ear and a nexus point for community response - immediately addressing an urgent issue.

## » Data Dashboard

Eastside Pathways staff continues to track and display our outcome indicators: Kindergarten Readiness, Early Grade Reading, Middle Grade Math, High School Graduation, Postsecondary Enrollment, Postsecondary Completion and Workforce participation. We recently transitioned from Tableau to PowerBI to collect, analyze, and display qualitative and quantitative data. We are excited to continually inform our work with indicators such as : sense of belonging, social and emotional well-being, middle grade science, ninth grade on track, dual enrollment, postsecondary persistence, housing justice, and deeper dives into the outcomes for communities furthest from justice. Please explore our Data Dashboard at: <https://eastsidepathways.org/data-dashboard/>

Eastside Pathways allocates a significant portion of its budget to providing data resources and services that support data-driven decision-making. These services are designed to assist leaders who may not have existing data capacities within their areas of influence, enabling them to concentrate on delivering essential support to students and families. In addition to facilitating student and program-level analysis, these data services also enhance reporting capabilities for funders.

Eastside Pathways' national parent network StriveTogether, has launched a campaign called 'Know Your Number,' which aims to put 4 million more young people on a path to social and economic mobility by 2030. StriveTogether has invited each place-based organization to understand the number of young people their partnership and individual partners are responsible for supporting in their achievement of key milestones (kindergarten readiness, early grade reading, middle grade math, high school graduation, postsecondary enrollment, postsecondary completion, employment).

## **For Eastside Pathways, that number is currently 55,730!**

The Eastside Pathways Data Council is working to refine this number (given enrollment trends) and working with our CANs to make sure each participating partners knows their number and has the support to reach it.

## » Funding: The Bill Henningsgaard Fund for Children

Since 2014, Eastside Pathways has cumulatively awarded \$65,000 to ten East King County organizations through the Bill Henningsgaard Fund for Children, named in memory of Bill Henningsgaard, Eastside Pathways' founding board chair. The award recognizes and celebrates the impactful work that aligns with Eastside Pathways' vision of creating equitable pathways for children, youth, and young adults in East King County. For a list of past grantees, please see the end of this report.

### ✱ 2024 Recipient: *Eastside Native American Education Program (ENAEP)*

ENAEP Program Overview:

- Leads services targeted at Native American students and families in Lake Washington, Bellevue, and Northshore School Districts.
- Hosts weekly culture nights each Monday featuring community workshops and speakers.
- Hosts initiatives like the Native Youth Reading Challenge.
- Distributes hundreds of books by Native authors to families and creates reading logs to encourage reading.

ENAEP Leadership and Policy Work:

- Leads Shareholder Advocacy Leadership Training (SALT), a Native leadership group for 8th to 12th grade students.
- Empowers students to plan and execute events.
- Supports relationships between districts and tribal entities.
- Advocates for continued land acknowledgments and implementation of the *Since Time Immemorial* curriculum with the Lake Washington School District.

### ✱ Past Bill Henningsgaard Fund for Children Grantees

2024 - Eastside Native American Education Program

2023 - Africans on the Eastside

2022 - Youth Eastside Services

2021 - Sistema Escolar USA

2019-2020 - Lake Washington Schools Foundation

2018 - Boys & Girls Club of Bellevue

2017 - Bellevue Schools Foundation

2016 - Bellevue School District

2015 - Chinese Information and Service Center

2014 - Bellevue Family YMCA



# Interview with Jacob Tobis

## Director of Operations Rainier Athletes



### **In what ways have you engaged with Eastside Pathways in the past year?**

I've had continued engagement on the Benchmark of Quality, specifically around program evaluation. It actually started during the pandemic as a large group of partners, and then got more specific about the first and now the second iteration. [This phase] has really been focusing on the action steps - specifically on students taking the lead themselves to evaluate our programming. I've been thrilled to be along for all the different parts of that process. I am excited to see the White Affinity Space getting up and rolling within the past month. Everyone is taking a real passion and interest from each individual to be there and grow and learn and get uncomfortable with one another. There's people who have different lived experiences, represent different perspectives or organizations in that group, and yet we all have this same kind of baseline of wanting to push ourselves, with the help of Eastside Pathways staff who emphasize, "Hey, why are we all here? What's our connection point? Okay, we all identify as White and we want to push ourselves in different ways, especially around racial equity." I have had a [Rainier Athletes] staff member who has now connected with an Affinity Group and one or two CANs. It's been great to bring in another person who trusts me, and tell them, "Hey, it's really worth your time and effort." And then seeing that they are ready and willing to engage...it means that there's some level of positivity, productivity or connection that's happening, even when I or another Rainier Athletes staff isn't there. They're still making sure to prioritize that time.

### **How would you say your partnership with Eastside Pathways has influenced your work or your leadership or your ability to create change?**

Eastside Pathways has helped me integrate more with the community that impacts Rainier Athletes and that we hope to impact. In my usual role, the common thread is that everyone's involved and connected with Rainier Athletes. Whereas in my connections with Eastside Pathways, the common thread is that Rainier Athletes isn't at the center of it. There's some bigger challenge or bigger issue that we're dealing with and trying to work towards together. And so it has totally expanded my perspective to more that's happening within our community and beyond.

Also, I have learned a lot in how to facilitate a conversation with Rainier Athlete-specific stakeholders. Seeing Eastside Pathways facilitators using different tools - around gracious space, doing things virtually but still keeping it engaging with one another. I think those are all things that I've learned and am going to take and apply in my own life.

## **Interview with Jacob Tobis | Director of Operations | Rainier Athletes**

### **How do you think that Eastside Pathways is supporting the community and/or advancing equity?**

What I really value with Eastside Pathways staff is the balancing. Facilitators aren't tasked with finding the solutions, but they are also not passive bystanders. They can recognize and call out, "Hey, is that voice not being included right now and why not? And should that voice be included and how can we bring them in there?"... They bring in diverse voices in a way that is not tokenizing or singling out individuals to speak on behalf of a group. I've seen facilitators with Eastside Pathways model that and then hold us as participants accountable. [Additionally] the Equity Pledge...as an expectation and as an invitation to organizations and individuals to engage in a conversation around equity. I am personally aligned and I'm also in an organization that felt very aligned. But for those who had questions or weren't aligned, it was like, "Let's talk like what are those questions?" It has felt like a big piece of that work is bringing people into that discussion of why equity is important.

### **Why do you choose to come back / remain engaged in Eastside Pathways?**

The welcomeness, the warmth, the intentional check-in...I really have continued to feel that from each of Eastside Pathways staff: just the checking in and the intentionality of seeing me as another human.

The push for collectiveness, holding each other accountable...and recognizing that this is maybe not your full-time job, but how is it related to and a part of your full-time job? Our staff recognize that when I or another of our staff is at an Eastside Pathways event, it is in service of the things that we're doing for Rainier Athletes too.

### **What are three words or phrases that represent Eastside Pathways to you?**

Collective Impact - It's such a central aspect of the why behind what Eastside Pathways does. Tackling adaptive challenges is another. Warm welcomeness of community - Even just the word "community" itself feels warm and great to me. There's always this vibe of centering the community or finding those who are impacted. It is "We are in this together. We are working through something together."

# Interview with Matthew Gillingham

**Deputy Superintendent  
Lake Washington School District**



## **In what ways have you engaged with Eastside Pathways since July 2024?**

I've attended the Fall All-Partner Meeting and the convenings with executives from the partnership. Additionally, I meet regularly with Eastside Pathways leadership and our district leaders whose teams are engaged with Eastside Pathways.

## **How has your partnership with Eastside Pathways influenced your work, leadership, or ability to create change?**

I am grateful for the opportunities that I've had to learn and grow alongside community partners over the years through collaborative action networks and through trainings with Eastside Pathways and StriveTogether.

## **How, if at all, has Eastside Pathways helped you build new relationships or collaborations?**

We've formed connections and partnerships that initially began through Collaborative Action Networks (CANS) and have evolved into long-term relationships that have redefined how we engage in work supporting youth.

## **Why do you choose to come back/remain engaged with Eastside Pathways?**

I firmly believe in the power of partnerships. Each partner brings different assets and perspectives to provide a more holistic approach to addressing complex challenges in supporting youth along their journey from cradle to career.

## **What are three words that represent Eastside Pathways to you?**

Adaptive, Collaborative, Committed.



# 5. ADOPT

Progress doesn't stop at innovation. So, what happens after ideas are vetted by the Collaborative Action Networks (CANs)? (see *Innovate* section on page 15)

We know that to transform systems, ideas must be adopted on a deeper and/or wider level. So while solutions are thoroughly explored and developed in the CANs, they are meant to be shared widely, not just among the organizations represented in the CANs. We are dedicated to supporting our partners to learn from and implement these collaboratively developed solutions at a level and on a timeframe that makes sense for them.

## Included Bodies of Work

Scale and Sustain

Success/Strategic Planning

### » Scale and Sustain

Eastside Pathways is committed to scaling what works and sustaining what matters. While CANs focus on innovation and continuous improvement for specific populations, the Scale and Sustain platform aims to host and support the adoption of proven strategies into long-term, community-wide practices. We work to ensure these strategies are adopted by the organizations that tested them and are also expanded to others ready for implementation. This model fosters shared accountability and a collective commitment to equity, improved outcomes, and lasting impact, especially for those furthest from justice. Additionally, the Scale and Sustain platform is not limited to strategies from within Eastside Pathways spaces. If you know of any evidence-based strategies that are working for youth aged 0-26 in East King County, please contact Sandy Nathan at [sandy@eastsidepathways.org](mailto:sandy@eastsidepathways.org)

Currently, we have four strategies that are hosted within the Scale and Sustain platform:

- Providers' Collective and Promotores Model | Kindergarten Readiness
- Noticias en Espanol - Equity in Communications | K - 12
- Benchmark of Quality | Mental Health and Well-being, High School
- Mentorship - Pizza with a Purpose | High School and Beyond

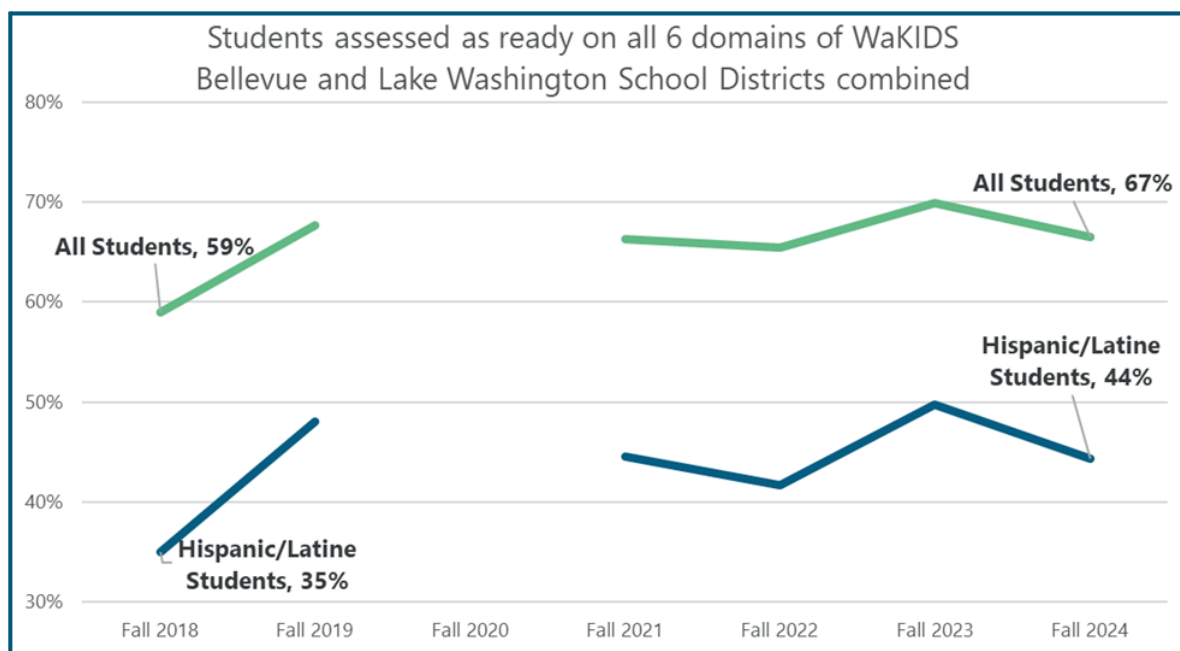
## ✱ Providers' Collective and Promotores Model

The work of the Early Learning Collaborative Action Network (CAN) from 2019–2023 led to the formation of two strategies to improve kindergarten readiness among Hispanic/Latine children. Eastside Pathways' research on WaKIDS data and feedback from community focus groups revealed that Hispanic/Latine families face barriers in preparing their children for Kindergarten.

With the support of Eastside Pathways, NISO Programs – a longtime Latine community advocate - designed and launched the Promotores model, in which community members (Promotores) are trained to conduct home visits to share resources with and gather feedback from Spanish-speaking families of preschool-aged children. Promotores engage the families in culturally responsive ways, thereby empowering them to support their young children as they enter the school environment. NISO Programs continues to lead, sustain, and scale this model by training more than 30 new Promotores.

The insights from the Early Learning CAN also led to creation of the Providers' Collective, a group of representatives of early learning providers who gather regularly to listen to community concerns, and continually work towards co-creating equitable learning systems that reflect and serve the needs of Latine/Hispanic families.

Within the Scale and Sustain platform, NISO Programs and the Provider's Collective worked with families from Guatemala, Peru, Mexico, and Honduras to highlight the needs of the asylum/refugee community and how they differed from other immigrant families. NISO expanded its work to serve more asylum seeking families by connecting them with several different East King County services to provide for their basic needs.



## ✱ Noticias en Español - Equity in Communications

The COVID-19 Collaborative Action Network (CAN) (2020-2023) highlighted data aligning with school administrator concerns about disengagement among groups of students, including those whose primary language is Spanish. Within this CAN, the Equity in Communications group knew this was a byproduct of translated information lacking cultural fluency. With endorsement from the cities of Bellevue, Kirkland, and Redmond, the Equity in Communications strategy worked to change the communications policies of Bellevue and Lake Washington School Districts to ensure critical messages also reach Spanish-speaking parents and caregivers.

Today, Eastside Pathways partner Sistema Escolar works with cities, local school districts, and community-based organizations to ensure that students, parents, caregivers, and families have the needed information to make decisions about their educational path. The school districts' communications teams work directly with Sistema Escolar to convey information in a culturally relevant, linguistically appropriate, and accessible manner that respects and builds on the districts' commitment to their students. To evaluate the strategy's reach and impact, the group regularly measures how families engage with these messages, and the effect of these communications on their actions. Other East King County school districts have taken interest and are looking to adopt similar approaches to serve their significant Spanish-speaking populations too.

*\*Read our interview with Sistema Escolar's founder Liliana Medina on page 12)*

Impact of Noticias BSD y LWSD videos and outreach (August 2024 - May 2025)  
4,569 average weekly reach | 1,408 total engagements

Specific Spanish-language communications led to parent forums about the choice school application process. Notably, Lake Washington School District saw an increase in choice school applications from Hispanic/Latine students for the 2024-25 year, and increased levels of student engagement and high school graduation rates for Hispanic/Latine students over the past 2 school years.

Through Noticias, parents and caregivers are receiving real-time information (e.g., knowing their district installed cameras on school buses) and increasing their agency. (e.g., understanding it is their right to ask for an interpreter)

In the summer of 2025, this group will launch a Parent Education Library to preserve and organize long-term educational content from Noticias. This initiative originated from the Bellevue School District's feedback and aims to make parent resources easily accessible year-round.



## ✱ Benchmark of Quality

This strategy began in 2019 as a response to growing concerns from educators, youth service providers, and post-secondary institutions that academic success and persistence was deeply intertwined with students' mental health and social-emotional well-being. Through the Mindsets, Essential Skills and Habits (MESH) CAN (2019-2023), over 20 partners from six sectors came together, working closely with youth and families to co-create the Benchmark of Quality (BoQ). This framework was intentionally designed to ensure mental health support wasn't siloed or treated as an add-on. Instead, it emphasized that every provider, regardless of sector, holds shared responsibility and accountability in centering the well-being of the youth they serve.

The BoQ framework outlines the internal policies and organizational conditions needed to implement systemic, equity-driven changes. Grounded in evidence-based practices, it is anchored in three core tenets: shifting power to youth, engaging families as partners, and co-creating tools for continuous improvement. Over five years of development and controlled implementation, seven partner organizations across three sectors adopted the BoQ - their combined reach was 183 high school students. They used it to conduct current-state analyses and drive meaningful reforms to better serve youth holistically. Today, this work is housed within the Scale and Sustain platform, where the Benchmark of Quality is positioned for broader adoption. The BoQ now serves as a flexible, powerful scaffold for systems change - enabling organizations to tailor the framework to their unique contexts while remaining rooted in a shared vision: ensuring all youth are equitably supported in their mental, emotional, and academic journeys.

"I have had a chance to stay at the metaphorical table of the Benchmark of Quality and be an ongoing part of the collaboration with Eastside Pathways staff and other partners. Beginning with learning about the initial research and strategy in its creation in 2019 to supporting iterations of the evaluation framework and ultimately testing the framework with MESH 101 (analyzing our current state) and 201 (building action plans) through 2024. And now, in 2025, we are using that framework to get super specific with measurables for our organization's distinct needs and goals."

-Jacob Tobis, Rainier Athletes

The partner organizations in this work have more readily shared data with the youth and communities they serve. Three of the programs co-created practices and policies with the high school aged youth to improve morale of the students, address data collecting and sharing practices and shift the homeroom curriculum periods.

"I am incredibly grateful to be able to have journeyed with the team at Eastside Pathways and all of the community partners, while personally representing Eastside Academy. I was particularly involved through the MESH CAN (Mindsets, Essential Skills and Habits). This experience has allowed me to build community connections, develop professionally, and engage in reflective practice alongside a wide range of community leaders.

Working on the Benchmark of Quality initiative was truly transformative. It was about coming together with passionate individuals who genuinely care about our community's children and families, particularly focusing on mental health. We shared our stories, hopes, and challenges, and together we began to clear a path toward meaningful change.

The collaborative environment fostered by Eastside Pathways is one of inclusivity and support. Projects like the 'Benchmark of Quality' represent our collective aspirations and our dedication to ensuring every child receives the support they need to thrive. Eastside Pathways continued to motivate me to advocate for those who often go unheard. I wholeheartedly believe in their mission and the power of collaboration. Working together is how community organizations can have the greatest impact."

-Carl Dodd  
Former Head of School Eastside Academy,  
Executive Director of Maple Valley Food Bank

## ✿ **Mentorship- Pizza with a Purpose**

Originally piloted in 2017 at one Bellevue high school, this program is now expanding to three additional schools due to its proven impact on Black and African immigrant youth. This strategy offers culturally conscious programming for Black high school students, fostering meaningful relationships with Black professionals and building a strong support network to guide them from high school to post-secondary education and career pathways.

The program was adapted from the 2017-2019 pilot by Africans on the Eastside and Eastside Youth Coalition, in collaboration with Eastside Pathways and the Bellevue School District. This initiative reflects strategic coordination with district leadership and strengthens the influence of community-based, affinity organizations. Eastside Pathways also played a key role in ensuring the program's sustainability by helping partners secure a memorandum of understanding (MOU) with the district.

# Interview with Karen Smith Fraser

## Director of Operations Africans on the Eastside



### **In what ways have you engaged with Eastside Pathways in the past year?**

During the summer, we had some of our youth participate in the Eastside Pathways Youth Council. I noticed that you [Eastside Pathways facilitators] weren't talking down to the youth. It was like, "You have things to say; we're going to talk to you in the same language. If you have questions, we'll clarify and define as we go along." I really appreciated the way the youth were really encouraged to step up. You all were like, "Y'all got this. Do your thing." And I was thrilled to see more confidence in our kids and thought, "Yes! Don't make them live down to these low expectations!"

I've participated in the Well-being and Mental Health CAN, and the High School and Beyond CAN. The community space [Eastside Pathways Community Response Sync] that's been offered during these times - since January 20<sup>th</sup> - has been appreciated. And I've been meeting with Kalika and the other team members to get the Pizza with a Purpose strategy off the ground.

### **How would you say your partnership with Eastside Pathways has influenced your work or your leadership or your ability to create change?**

There's certain things that we've been struggling with for years. It's been so empowering for Eastside Pathways to pick those up and say, "This is important; it's not your imagination."

You have been able to articulate what we've been feeling. You make us feel seen and supported. We have an advocate in the community that has the experience to leverage other community partners and decision makers on our behalf.

We feel the passion for community building, equity, the challenge of always digging deeper, and looking at ourselves. I always feel like there's this desire for us to grow. I feel like I can't remain complacent if I'm working with Eastside Pathways.

### **How would you say Eastside Pathways has impacted you personally?**

I feel cared for, I feel heard, I feel seen, I feel like a partner in this work. People want to hear what I have to say. I feel like I can say what I need to say or want to say and not be judged. I feel like I'm in a space where I could correct and be corrected. So essentially a safe space - a courageous space. And I get all these new cool terms... I'm always learning!



## Interview with Karen Smith Fraser | Director of Operations | Africans on the Eastside

### How well do you feel Eastside Pathways incorporates diverse perspectives and what could be improved?

You're always searching for the people who are not in the room...which a lot of folks don't do. There is an intentional awareness that all voices are needed. That's always an area that we can improve on, especially when it comes to having diverse perspectives.

One area that we don't have are people with disabilities. Having worked in the school district [Bellevue] with the Pacific [Education] program and with programs where we had a lot of families with children with autism or other physical disabilities, or neurodivergent kids or family members, I know that those families often feel left out. There aren't a lot of organizations that bring those families together in general, other than school. It's not just an Eastside Pathways issue... it's an area that we can call out and collaborate. Imagine: what would an elite youth leadership program look like for these kids?

### What are three words that represent Eastside Pathways to you?

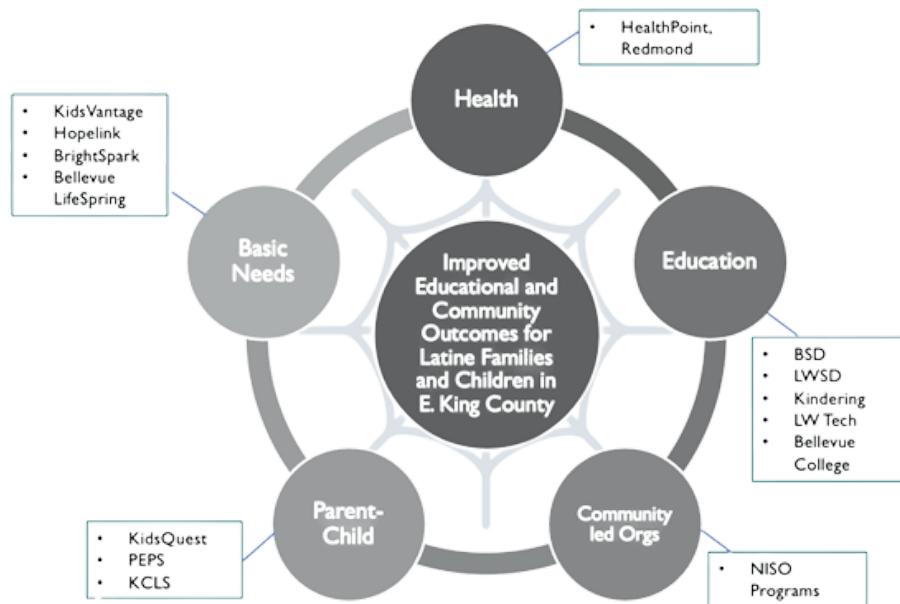
Advocate - especially for the most vulnerable, furthest away from justice. Integrity - what you believe shows up in your actions; when they don't, you as an organization admit that and go on. There's emotion behind my feelings, because I've met you, and I've seen your passion, belief in the work and in the community. Bridge-builders - You are building from scratch by connecting people. Or repairing connections by being uncompromising in areas where you need to be uncompromising ... like equity and race issues.

I think you [Eastside Pathways]...can see the whole board, the checkerboard. You see the pieces. And it's like you're the strategy people who can move the pieces and see where they need to go, and that one's blocking that one; you're asking who can use its influence and stance in the community to get this moved out of the way so this piece can go there. And so I just feel like somebody's looking over us and helping us out because you all let us know, "Oh, this is going on... Have you heard of this?"

-Karen Fraser, Africans on the Eastside

## Staying the Course: Honoring the Partners Behind Our Early Learning Work (2019 – 2023, and beyond)

Equity work isn't quick, and it's rarely straightforward. It's deliberate, deeply human, and filled with complexity. It calls for persistence, flexibility, and a willingness to stay with the hard stuff, especially when progress isn't immediately visible. And still, many of you stayed. Not just in name, but in action. This is a well-earned acknowledgment of the incredible partners who stepped into the Early Learning Collaborative Action Network from 2019 to 2023, and who continue to show up as we transition into the next phase: the Scale and Sustain.



Over the years, as cross-sectoral partners engaged in the Early Learning Collaborative, you've examined power dynamics, shifted mindsets, and worked collaboratively with the community to diagnose gaps and build strategies. Continuous improvement and equitable community engagement have guided this work through its various phases. And in doing so, you've helped lay the groundwork for something bigger than any one organization could do alone.

At a time when the political landscape is increasingly polarized and funding streams that support early learning, family well-being, and community infrastructure face deep uncertainty, your continued commitment matters more than ever. Nationally, we're seeing declining public investment in early education, despite overwhelming evidence that access to high-quality early learning improves long-term outcomes for children and families, especially those furthest from opportunity. In this context, more than ever, we celebrate your commitment to stay at the table and continue to collaborate across sectors and to prioritize equity in real, tangible ways. It's a powerful reminder that systems change doesn't happen in isolation. It happens when leaders like you come together with consistency and clarity, even when the road ahead is uncertain.

We know that showing up consistently and collaboratively requires more than just good intentions. It takes time, talent, and resources, and that's a privilege and often sacrifice that we don't take lightly. Thank you for investing strategically to build trust, share accountability, and help this work take root in real, lasting ways. To our cross-sector partners: thank you for staying at the table long enough to see the effects of your commitment. For continuing to center families and children, especially those furthest from justice, even when the path forward isn't clear. Your presence has moved this work from idea to action and now, from action to impact.

We're not done. There's still a long way to go to create systems that truly support every child entering Kindergarten. But your continued commitment and presence at the table gives us the momentum to keep moving forward. And for that, we are deeply grateful.

## » Success/Strategic Planning

Every organization needs a strategic plan as a blueprint to guide, grow, and sustain the progress towards its mission. The Eastside Pathways Partnership's strategic plan is known as a Success Plan because we are oriented towards finding success and impact in the community through the collaborative work of our Partners. In early 2024, the Partnership voted on a set of goals we plan to reach by 2026. To sustain and improve upon our work, we'll continue to welcome the community, encourage collaborative solutions, and offer facilitation, logistical support, and technical resources.





# LIGHTING THE PATH FORWARD

The support, services and safety that Eastside Pathways partners provide are foundational to the continued health and well-being of the community and its civic infrastructure. In this current climate, it is fitting to leave you with their words, remarks, and wisdom.

As you'll see in this report, we asked partners "What are three words that represent Eastside Pathways to you?"

From their answers (in italics), a few themes emerge:

We are looking to work together because we know we're better together.

*Collaborative collaboration collective impact*

We are inclusive.

*Family, community, bridge-builder, welcomeness, kinship, connection*

We are dedicated.

*Committed, rooted, drive, change-chaser, progress*

We are aware of and flexible about the work to be done and the setting in which it happens:

*Adaptive, evolving, adaptive, resilient*

We are who we say we are... no hidden agendas!

*Authenticity, integrity, different*



### Join us for honest exploration of tough topics.

"When we run across circumstances where equity is not at the forefront, it helps to have those [equity] conversations when your connecting community partner [Eastside Pathways] is also saying those same words and valuing those same values. Especially with words like 'equity' nowadays - depending on where you're standing, it could be a four-letter word! But to have Eastside Pathways still continue to focus on that and be at the heart of their work. It makes our jobs easier."

-Pablo Ortega, Lake Washington School District

### Join us... we welcome you here.

"I am thrilled to have landed in a role that introduced me to Eastside Pathways, where I feel I can contribute as much as it's providing things back for me. [It's] helping my personal growth and my work. The way that people are looking at things is incredible."

-Taylor Reynolds, Lake Washington School District

### Join us to learn.

"Whenever I'm in Eastside Pathways spaces, it's like, "What am I going to learn today?" and "Okay you got to bring your thinking cap because you're going to learn something," whether it's the way Kalika breaks down everything or when you [Payton] come in with the data and wow us. I feel like I'm learning every time I'm in your spaces!"

-Karen Fraser, Africans on the Eastside



Eastside Pathways has historically displayed academic and school-based data from the Bellevue and Lake Washington School Districts, both of which are longtime active Eastside Pathways partners. Now, we aim to expand tracking of these indicators to also include the other East King County districts that are served and supported by Eastside Pathways partners: Issaquah, Mercer Island, Riverview, Skykomish, and Snoqualmie Valley. These indicators are points in time and provide a fuller context about the youth living in our community and the efforts of the Eastside Pathways partners that serve them.

## NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.



# K-12 Student Demographics

2024-2025 School Year Student Demographics	Bellevue School District	Issaquah School District	Lake Washington School District	Mercer Island School District	Riverview School District	Skykomish School District	Snoqualmie Valley School District	Totals (all districts)
Enrollment K-12	20,465	19,257	31,142	4,010	3,015	52	7,193	85,134
Female	47.7% (9,767)	48.1% (9,254)	47.9% (14,925)	48.1% (1,928)	47.3% (1,427)	57.7% (30)	47.3% (3,400)	47.8% (40,731)
Gender X	0.3% (66)	0.0% (2)	0.6% (188)	0.6% (26)	0.7% (20)	0.0% ( )	0.2% (15)	0.4% (317)
Male	52.0% (10,632)	51.9% (10,001)	51.5% (16,029)	51.3% (2,056)	52.0% (1,568)	42.3% (22)	52.5% (3,778)	51.8% (44,086)
American Indian/Alaskan Native	0.1% (22)	0.2% (38)	0.2% (65)	0.1% (4)	0.4% (11)	0.0% ( )	0.5% (37)	0.2% (177)
Asian	45.3% (9,268)	36.6% (7,044)	40.2% (12,508)	28.0% (1,122)	6.8% (204)	0.0% ( )	10.6% (766)	36.3% (30,912)
Black/African American	4.2% (868)	2.8% (538)	2.5% (784)	1.2% (48)	1.0% (30)	0.0% ( )	1.4% (99)	2.8% (2,367)
Hispanic/Latino of any race(s)	15.4% (3,147)	11.0% (2,114)	11.4% (3,543)	7.4% (298)	16.0% (482)	9.6% (5)	10.2% (731)	12.1% (10,320)
Native Hawaiian/Other Pacific Islander	0.3% (60)	0.2% (30)	0.2% (51)	0.1% (6)	0.1% (2)	1.9% (1)	0.3% (18)	0.2% (168)
Two or More Races	10.6% (2,161)	10.0% (1,922)	8.3% (2,581)	14.6% (584)	6.9% (208)	3.8% (2)	8.0% (572)	9.4% (8,030)
White	24.1% (4,939)	39.3% (7,571)	37.3% (11,610)	48.6% (1,948)	68.9% (2,078)	84.6% (44)	69.1% (4,970)	39.0% (33,160)
English Language Learners	19.7% (4,023)	7.8% (1,507)	11.8% (3,676)	3.8% (153)	7.4% (222)	0.0% ( )	4.1% (295)	11.6% (9,876)
Students Experiencing Homelessness	2.1% (421)	0.8% (163)	1.4% (442)	0.1% (6)	0.9% (28)	0.0% ( )	0.7% (51)	1.3% (1,111)
Low Income	24.5% (5,010)	15.0% (2,883)	13.0% (4,063)	6.6% (265)	21.6% (652)	50.0% (26)	12.9% (927)	16.2% (13,826)
Section 504	6.6% (1,357)	8.5% (1,628)	8.0% (2,480)	9.2% (368)	7.9% (239)	3.8% (2)	9.4% (676)	7.9% (6,750)
Students with Disabilities	11.1% (2,281)	11.0% (2,119)	9.5% (2,974)	11.2% (450)	11.9% (360)	32.7% (17)	12.5% (896)	10.7% (9,097)



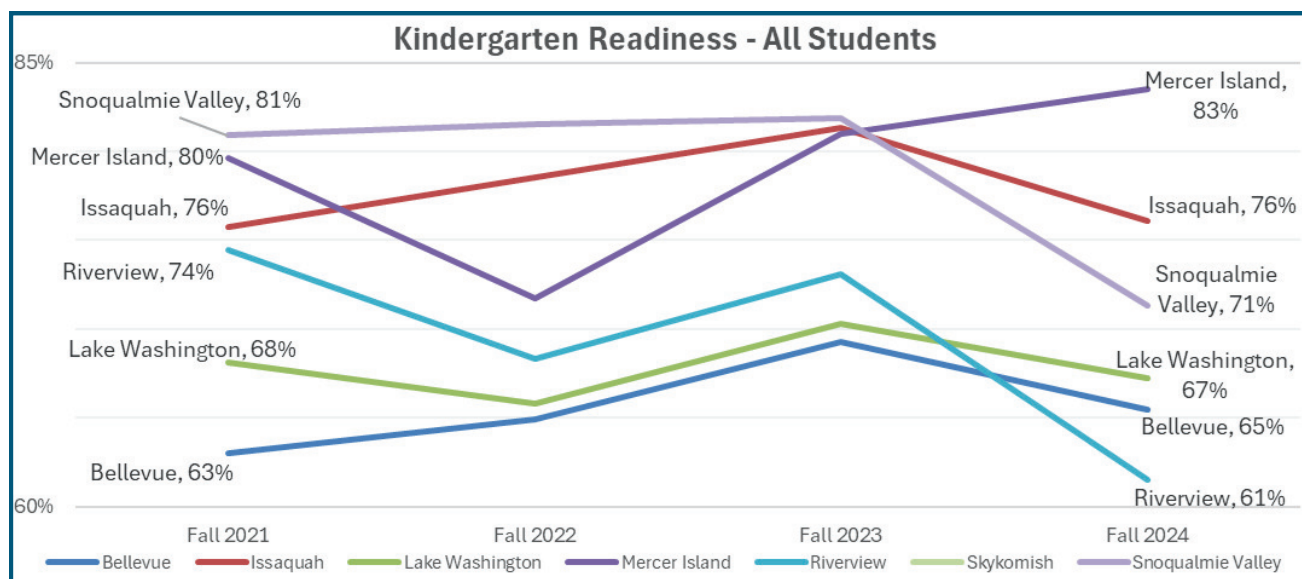
# East King County Demographics

East King County* Population Demographics (Census count as of July 2023)	Total
Total population	779,304
White	57.1% (445,304)
Black or African American	2.8% (21,809)
American Indian and Alaska Native	0.4% (3,071)
Aztec	0.0% (336)
Blackfeet Tribe of the Blackfeet Indian Reservation of Montana	0.0% (37)
Maya	0.0% (62)
Native Village of Barrow Inupiat Traditional Government	0.0% (0)
Navajo Nation	0.0% (13)
Nome Eskimo Community	0.0% (9)
Other American Indian and Alaska Native	0.3% (2,614)
Asian	26.9% (210,009)
Asian Indian	9.2% (71,797)
Chinese	9.3% (72,212)
Filipino	1.6% (12,238)
Japanese	1.2% (9,194)
Korean	1.8% (14,378)
Vietnamese	1.6% (12,357)
Other Asian	2.3% (17,833)
Native Hawaiian and Other Pacific Islander	0.2% (1,641)
Chamorro	0.1% (499)
Native Hawaiian	0.0% (236)
Samoan	0.1% (633)
Other Native Hawaiian and Other Pacific Islander	0.0% (273)
Some Other Race	2.9% (22,714)
Two or More Races	9.6% (74,756)
White and Black or African American	1.0% (7,812)
White and American Indian and Alaska Native	0.7% (5,668)
White and Asian	2.8% (22,041)
White and Some Other Race	3.5% (27,431)
Black or African American and American Indian and Alaska Native	0.1% (648)
Black or African American and Some Other Race	0.1% (818)
Hispanic or Latino (of any race)	8.3% (64,317)
Mexican	5.3% (41,523)
Puerto Rican	0.4% (2,858)
Cuban	0.2% (1,341)
Other Hispanic or Latino	2.4% (18,595)

\*The United States Census and King County have varying definitions of "East King County" In order to display some of these broader demographic categories, this table relies on the United States Census boundaries of East King County which are: Bellevue, Bothell, Duvall City, Issaquah, Kenmore, Kirkland, Medina, Mercer Island City, Newcastle City, North Bend City, Sammamish, Skykomish, Snoqualmie, Redmond, Woodinville.

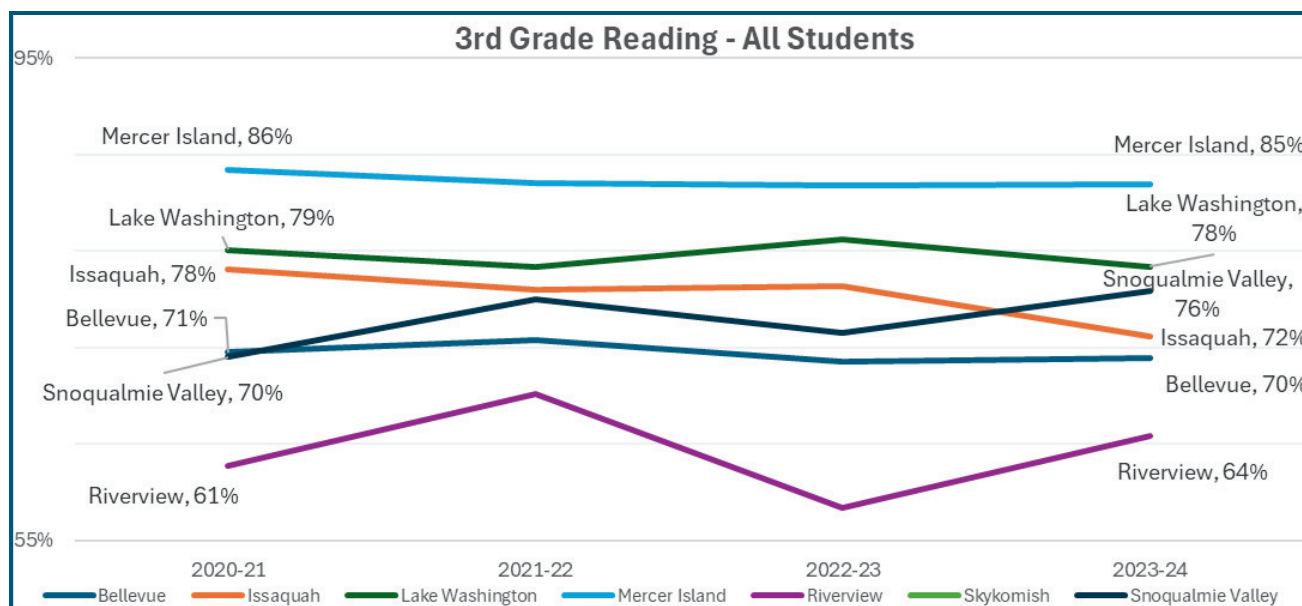
The King County geographical boundaries for East King County include: East Region includes Bellevue, Carnation, Duvall, Issaquah, Kirkland, Medina, Mercer Island, Newcastle, North Bend, Redmond, Sammamish, and Skykomish.

# Kindergarten Readiness



Percentage of all students in East King County assessed as ready in all six domains of WA Kids Assessment (social-emotional, physical, cognitive, language, literacy, math) (source: Washington OSPI)

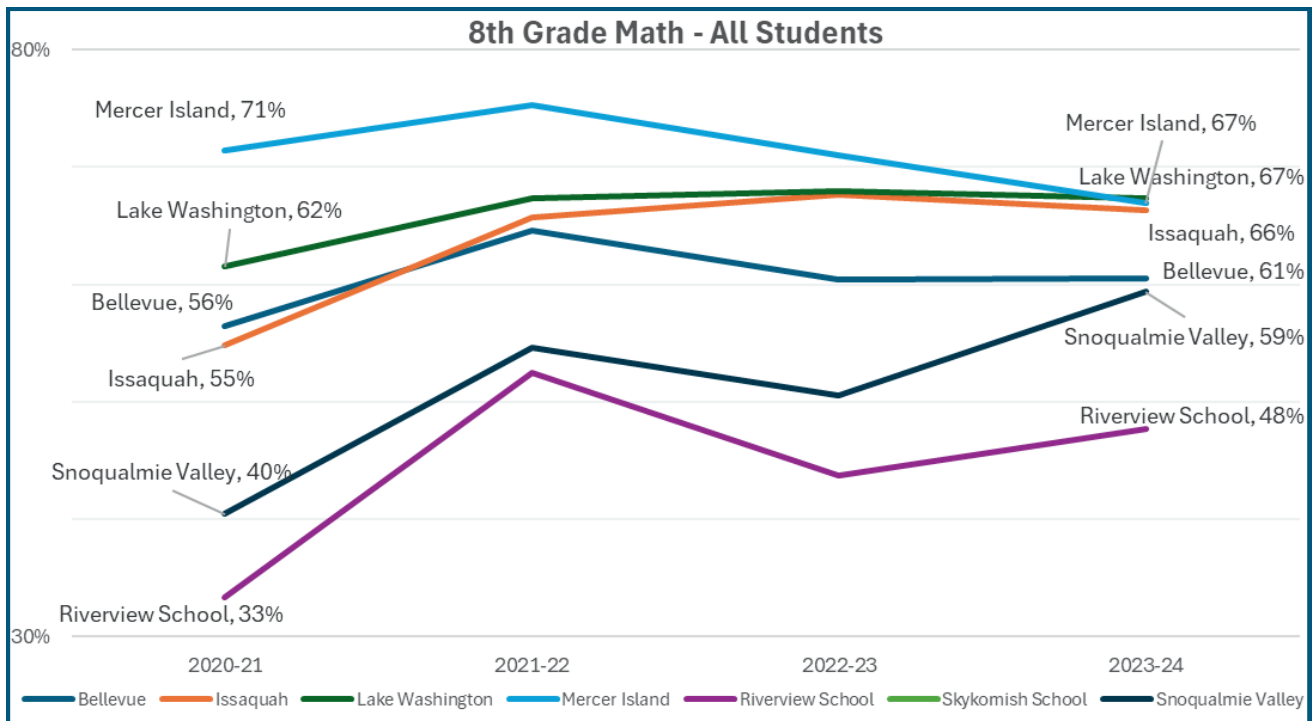
## 3rd Grade Reading



Students in East King County who met WA State Standards in Third Grade Reading Proficiency (receiving a proficiency level 3 or 4 qualifies as meeting the standard) (source: Washington OSPI)

\*The students represented in 2020-21 are 4<sup>th</sup> graders due to the pandemic disruption in testing

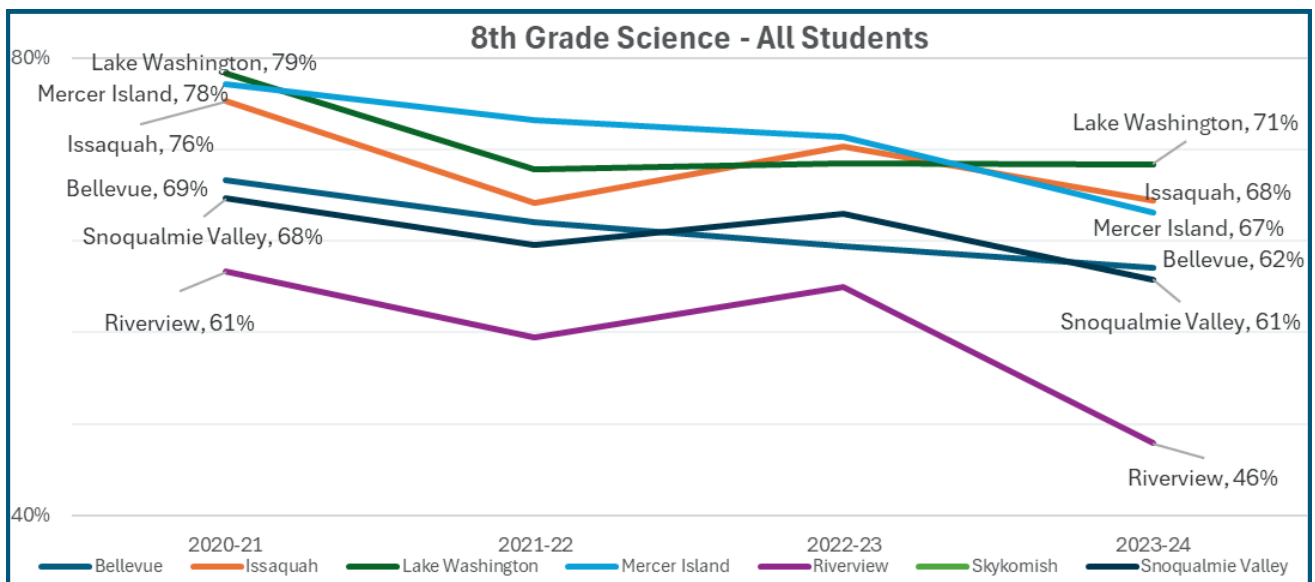
# 8th Grade Math



Students in East King County who met WA State Standards in Eighth Grade Math Proficiency (receiving a proficiency level 3 or 4 qualifies as meeting the standard) (source: Washington OSPI)

\*The students represented in 2020-21 are 9<sup>th</sup> graders due to the pandemic disruption in testing

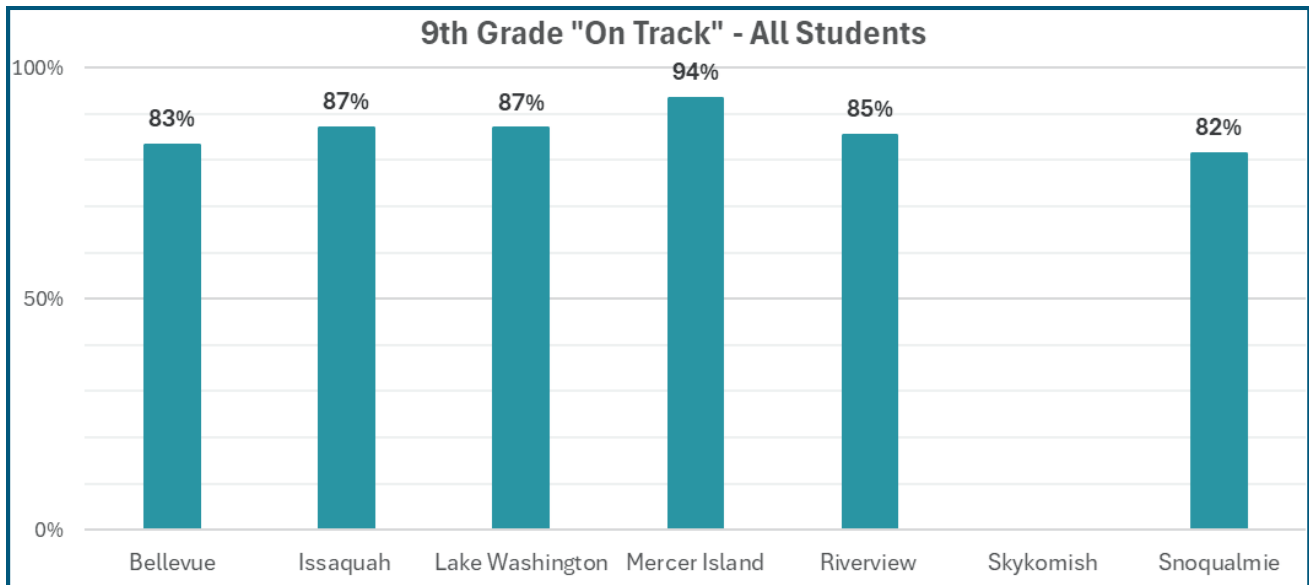
# 8th Grade Science



Students in East King County who met WA State Standards in Eighth Grade Science Proficiency (receiving a proficiency level 3 or 4 qualifies as meeting the standard) (source: Washington OSPI)

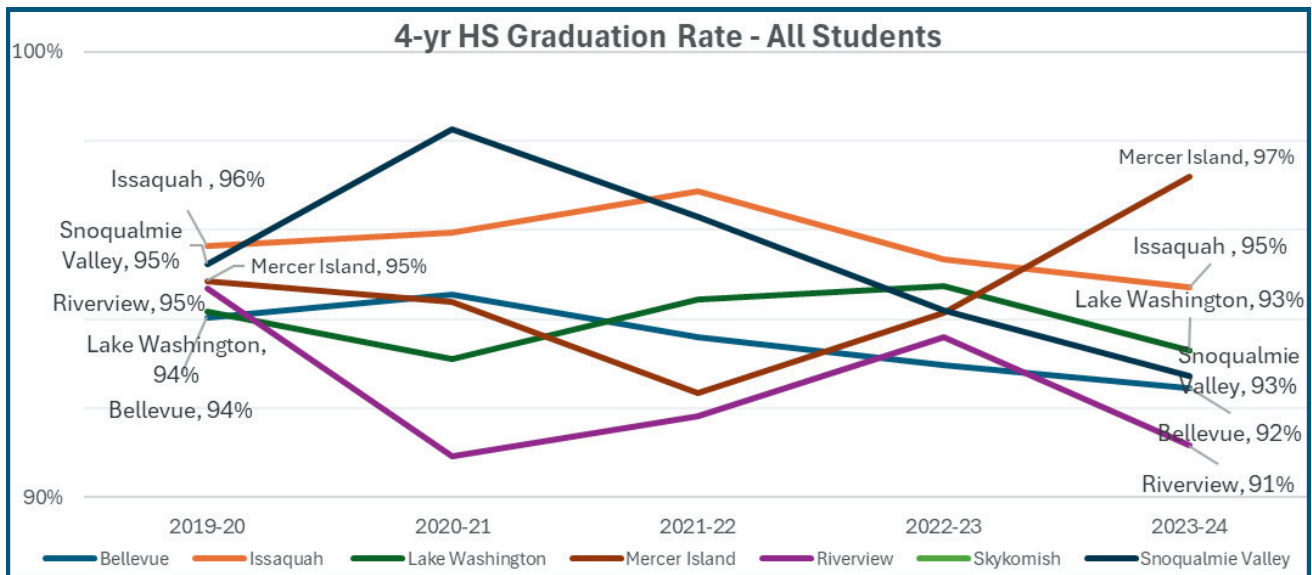
\*The students represented in 2020-21 are 9<sup>th</sup> graders due to the pandemic disruption in testing

# 9th Grade on Track



Students in East King County who are "on track" for graduation after 9<sup>th</sup> Grade (source: Washington OSPI)

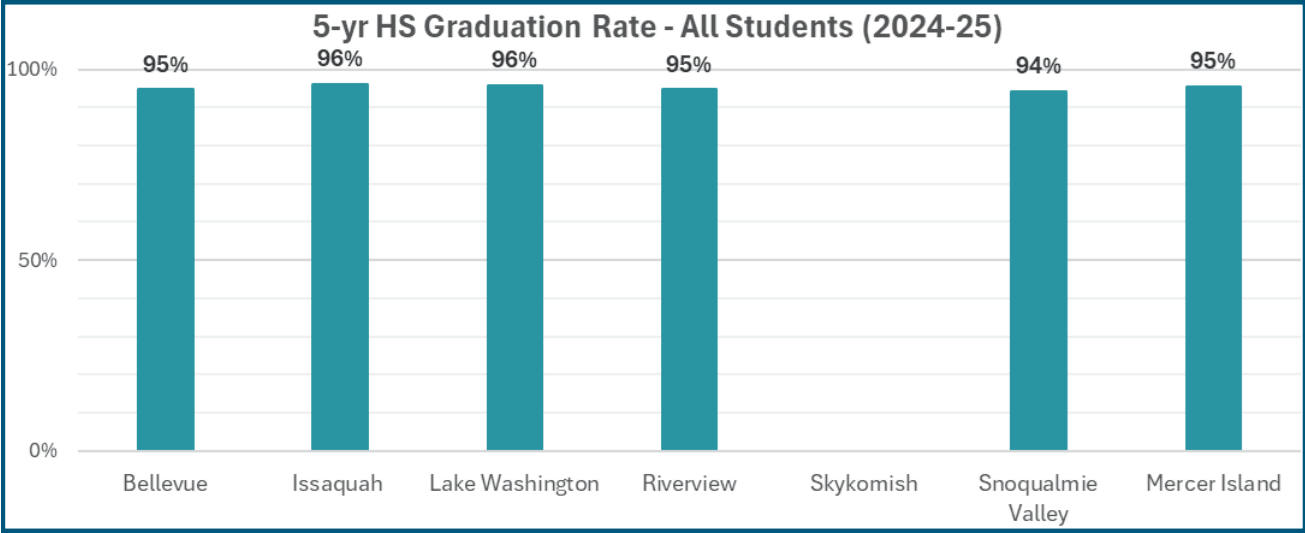
# High School Graduation



Four-Year HS Graduation rate for Students in East King County (source: Washington OSPI)



# High School Graduation



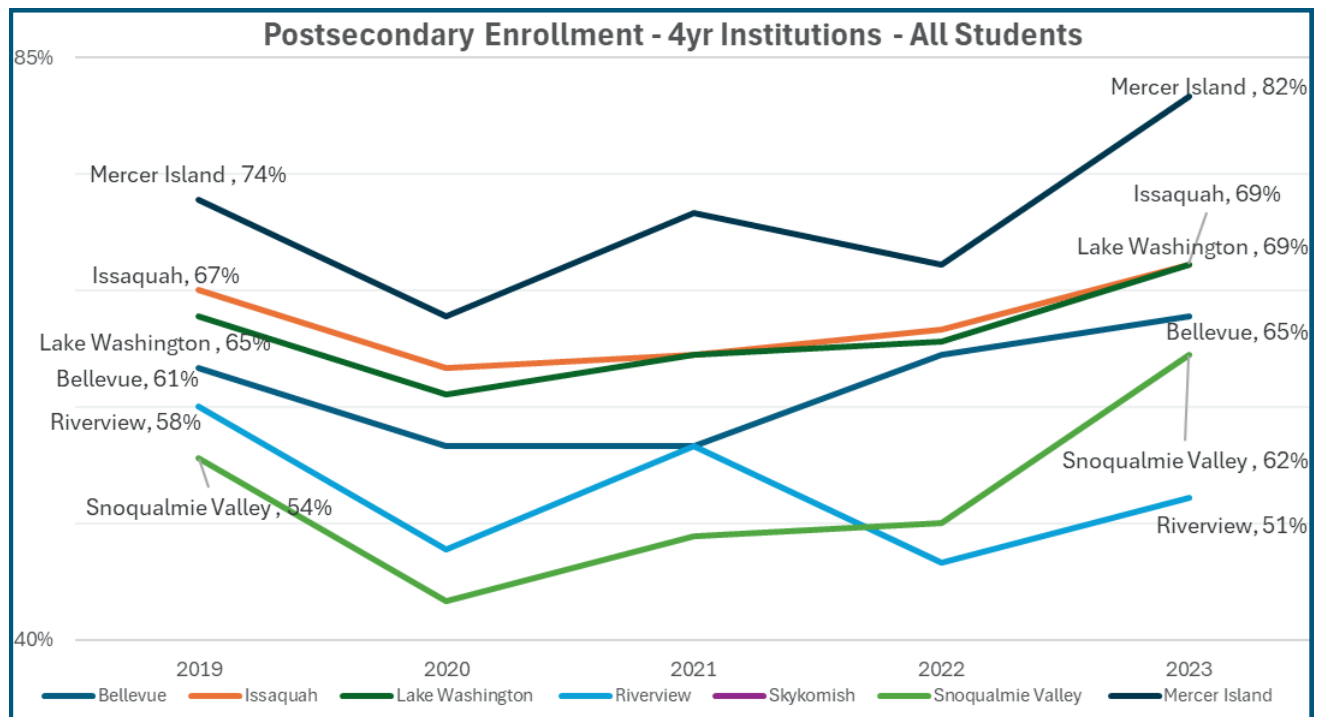
Five-Year HS Graduation rate for Students in East King County (source: Washington OSPI)

District Name	Free Application for Federal Student Aid (FAFSA) Completion Rate (as of 7/28/25)
Bellevue School District	58%
Issaquah School District	61%
Lake Washington School District	57%
Mercer Island School District	55%
Riverview School District	50%
Skykomish School District	N/A
Snoqualmie Valley School District	58%

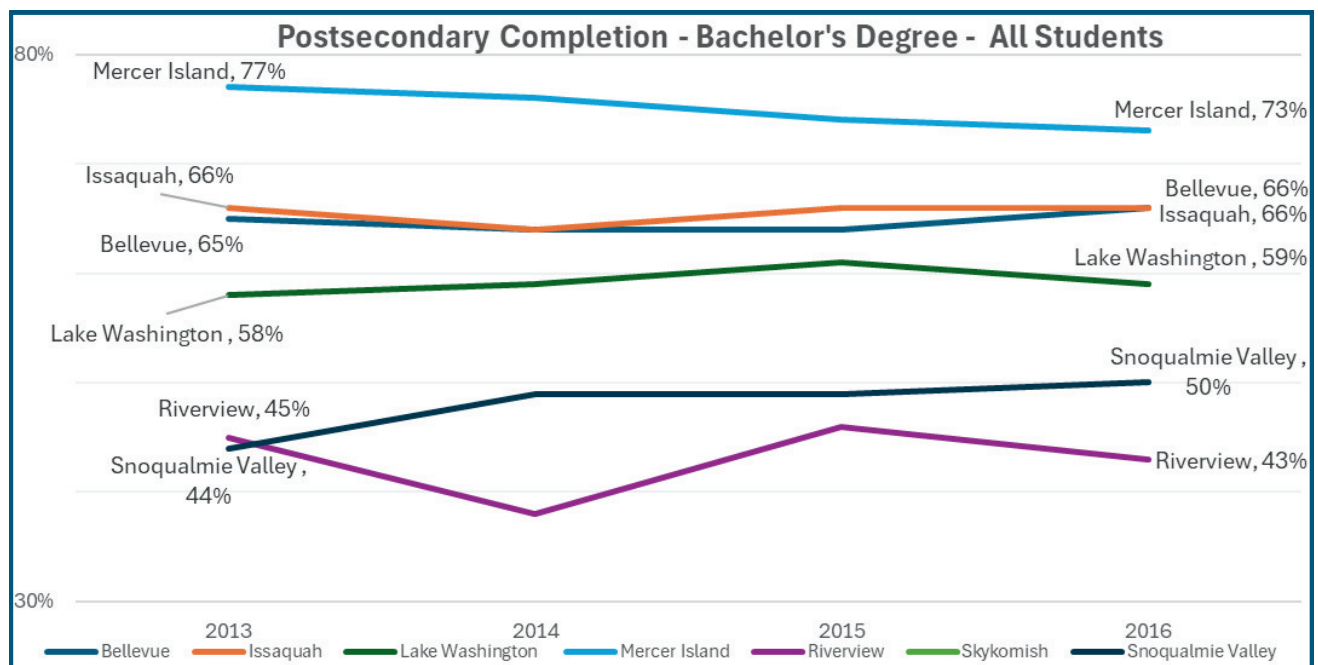
FAFSA Completion Rate (2025)  
(source: Washington Student Achievement Council)

## NOTES

# Post-Secondary Enrollment and Completion (4yr Bachelor's degree)

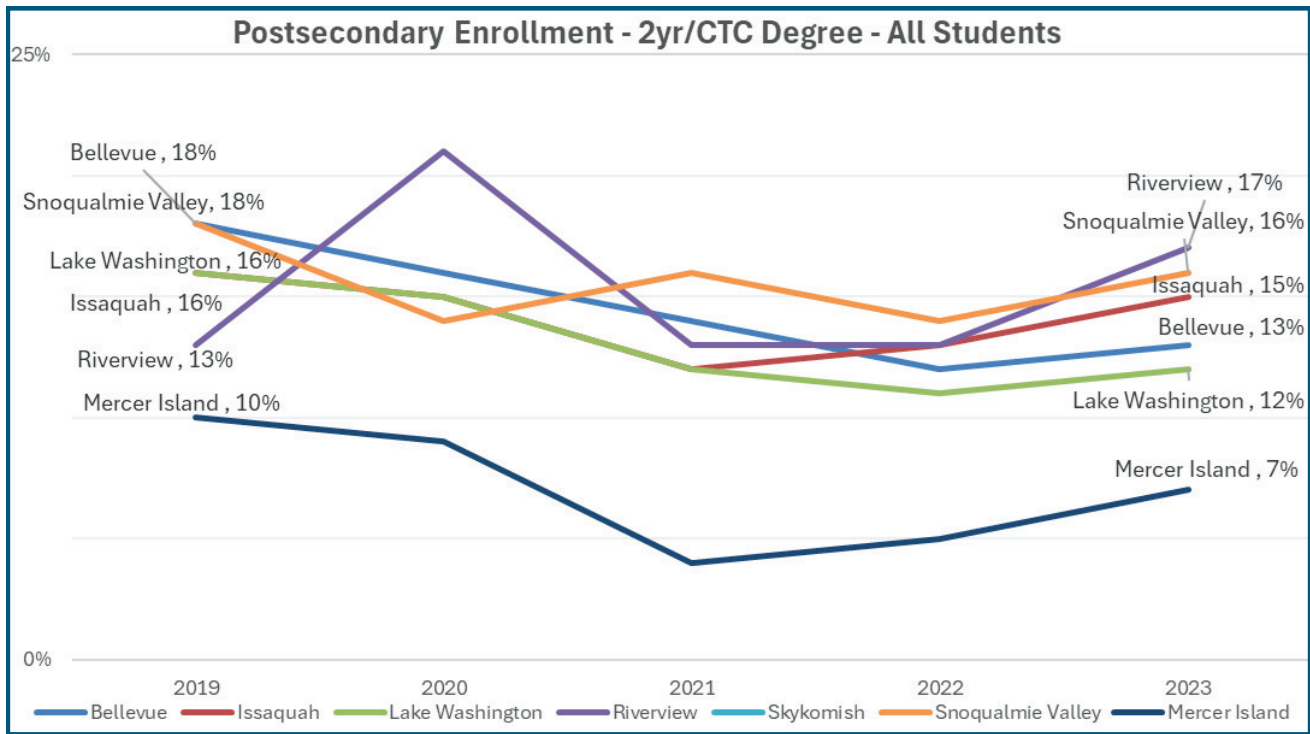


Postsecondary Enrollment Rates (into 4 yr institutions) for HS Graduates in East King County (source: Washington OSPI)

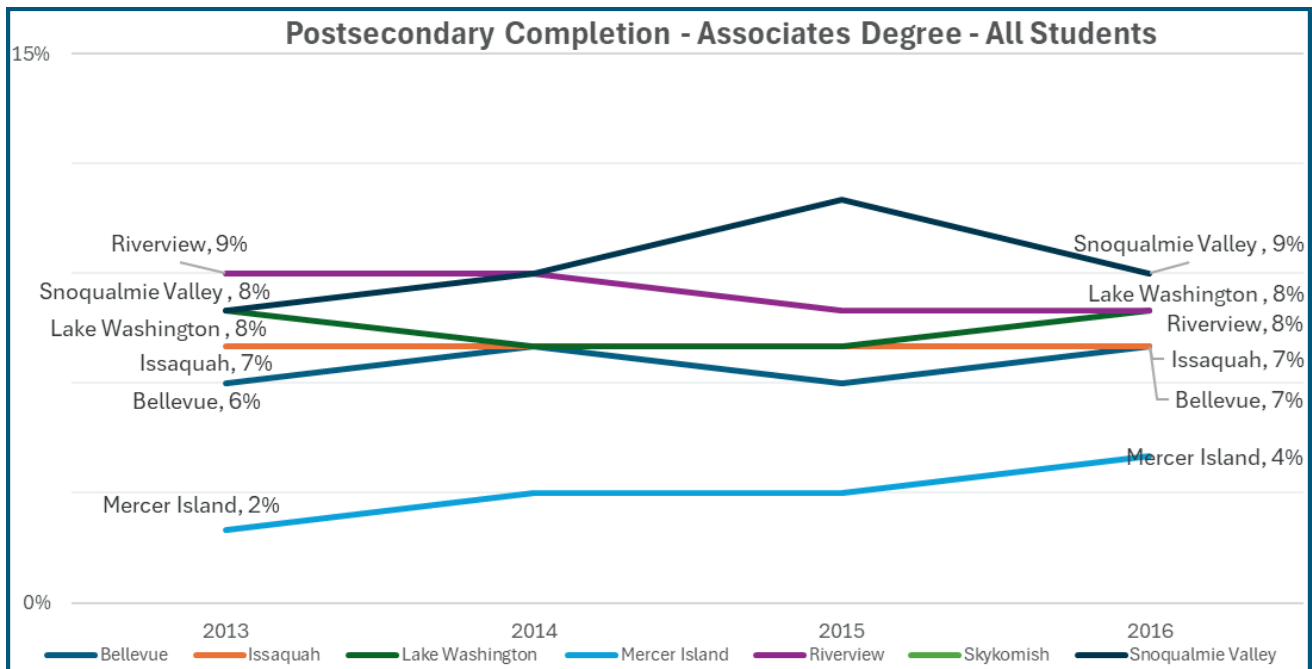


Postsecondary Completion Rates by district (Bachelor's Degree) for HS Graduates in East King County (source: Washington OSPI)

# Post-Secondary Enrollment and Completion (2yr/Career Technical College)

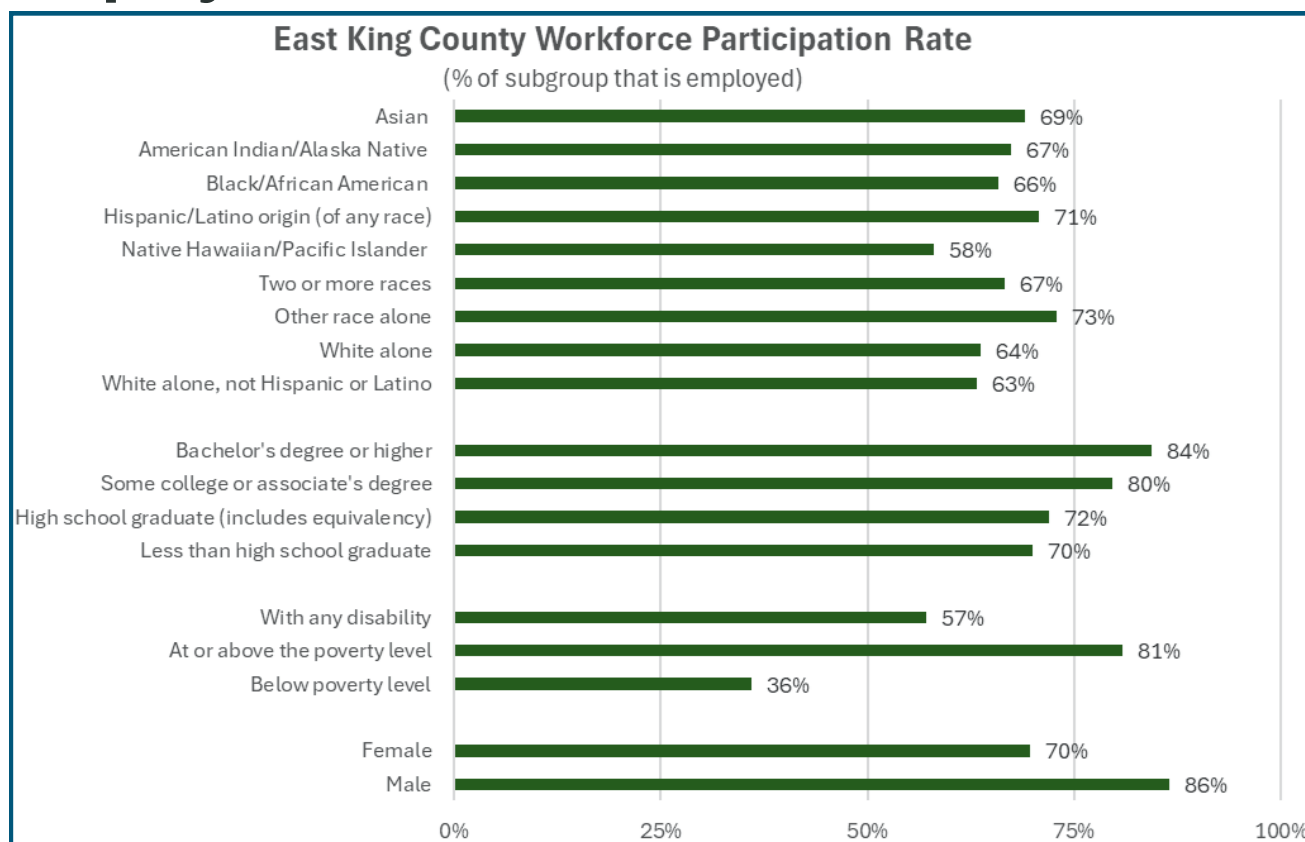


Postsecondary Enrollment Rates by district (into 2yr/CTC institutions) for HS Graduates in East King County (source: Washington OSPI)



Postsecondary Completion Rates by district (Associate's Degree) for HS Graduates in East King County (source: Washington OSPI)

# Employment



East King County Workforce Participation Rate (source: United States Census 2023)

# Unhoused Individuals

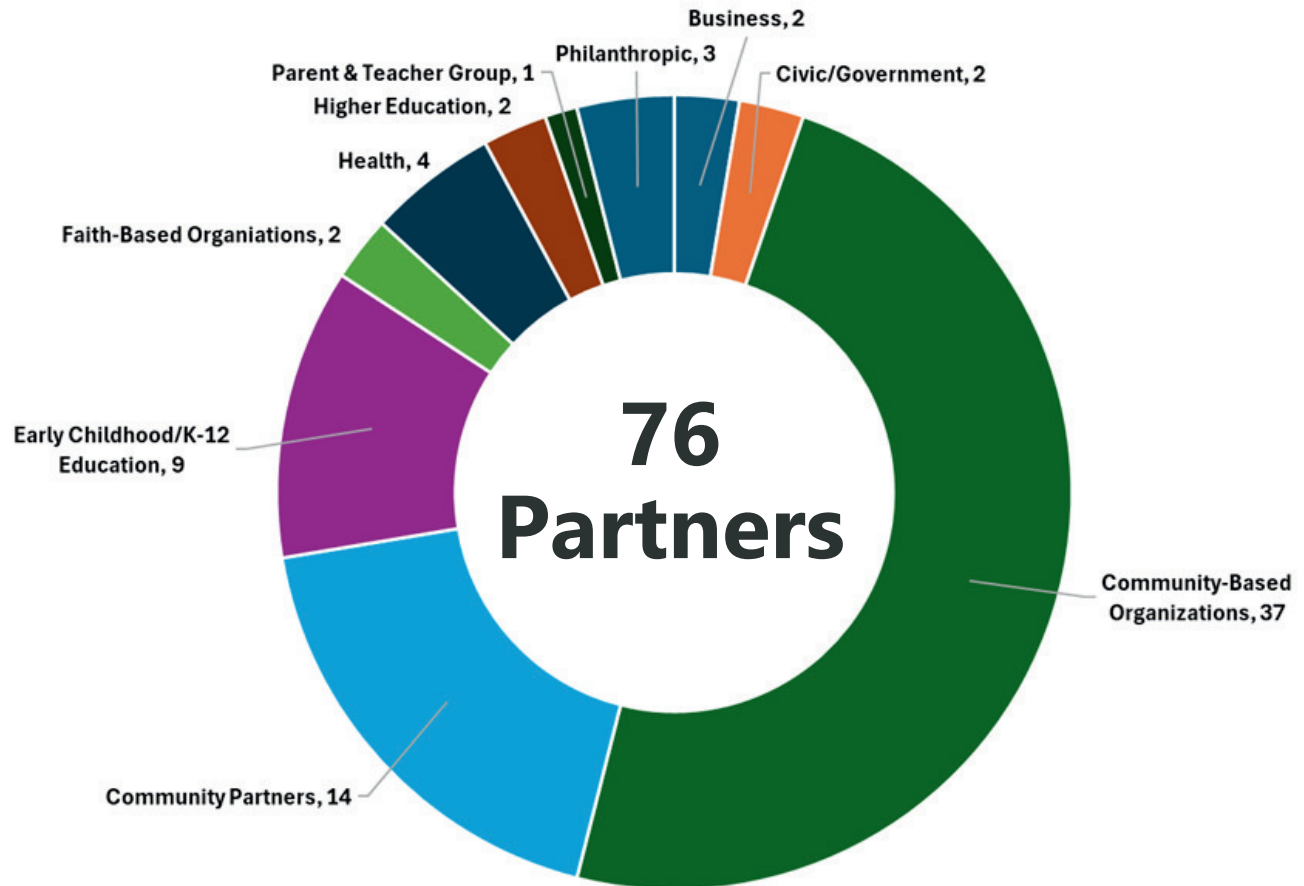
East King County (including Snoqualmie Valley)	
Shelter Beds Available	1056
Sheltered People	862
Unsheltered People	1163
Total People	2025
People per Bed	1.9

*Estimated Availability of Beds per Person Experiencing Homelessness (source: King County Regional Homelessness Authority, King County 2024 Point in Time Count)*



# PARTNERS AND STAFF

## Eastside Pathways Partners (as of May 2025)



### NOTES

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# PARTNERS AND STAFF

## Eastside Pathways Partners (as of May 2025)

### Business

Peony Joy Coaching  
Sistema Escolar USA

### Civic/Government

King County - Best Starts for Kids (BSK)  
King County Housing Authority

### Community-Based Organization

4 Tomorrow  
Africans on the Eastside  
Asian Counseling and Referral Service  
Bellevue LifeSpring  
Big Brothers Big Sisters of Puget Sound  
Boys and Girls Clubs of Bellevue  
Build 2 Lead  
Camp Kindness Counts  
Chinese Information and Service Center (CISC)  
Columbia Choirs of Metropolitan Seattle  
Disability Empowerment Center  
Eastside Foundation  
Eastside Human Services Forum  
Eastside Legal Assistance Program (ELAP)  
Eastside Youth Coalition  
Friends of Youth  
Families of Color Seattle (FOCS)  
Global Social Business Partners (GSBP)  
Indian American Community Services (IACS)  
KidsQuest Children's Museum  
KidVantage  
Kindering  
Leadership Eastside  
League of Education Voters Foundation  
Mary's Place  
MENTOR Washington  
NISO Programs  
Northwest Education Access  
Pride Across the Bridge  
Program for Early Parent Support (PEPS)  
Rainier Athletes  
Samena Swim and Recreation Club  
Sound  
The Garage  
Thrive Centered  
Vitaes  
YMCA of Greater Seattle

### Community Partners

Angela Cheung  
Byron Shutz  
Chelsea Ross  
Chris Enslein  
Haruka Kojima  
Heather Hedlund  
Jim McEachran  
Jonathan Liem  
Kizz Prusia  
Lila Sternberg-Sher  
Mahtab Mahmoodzadeh  
Shelby Dupre  
Thomas Brewer  
Yvonne Adagala

### Early Childhood/K-12 Education

Bellevue School District  
Bellevue Schools Foundation  
BrightSpark Early Learning Services  
Brock's Academy  
Eastside Academy  
Eton School  
Lake Washington School District  
Lake Washington Schools Foundation  
The Overlake School

### Faith-Based Organizations

St. Andrews Lutheran Church  
Westminster Chapel

### Philanthropic Partners

Cathy Habib  
Microsoft  
Susan Sullivan

### Health

Backpack Meals for Kids  
International Community Health Services (ICHHS)  
Seattle Children's  
Youth Eastside Services

### Higher Education

Bellevue College  
College Success Foundation  
Parent and Teacher Group  
Be Ready To Grow

# PARTNERS AND STAFF

## Eastside Pathways Staff

Aliyanda Harris Cobbinah  
Angela Phan  
Kalika Curry  
Payton Richardson  
Sam Caldwell  
Sandy Nathan  
Sujata Agrawal  
Vicky Yu

## Leadership Council

Jennifer Karls  
Jonathan Liem  
Ken Wong  
Kizz Prusia  
Yvonne-Monique Aviva

## Data Council

Cora Nixon - Bellevue College  
Micah Phillips - City of Bellevue  
Taylor Reynolds - Lake Washington School District  
Tim Kreiger - Lake Washington School District  
Beth Peery - PEPS (Program for Early Parent Support)

## Racial Equity Council

Helena Stephens - City of Bellevue Equity and Intergovernmental Policy Advisor  
Marcus Johnson - City of Bellevue  
Pablo Ortega – Director of Equity and Family Engagement  
Shomari Jones - Bellevue School District  
Xandra Peters - Lake Washington School District

## Membership and Affiliates

*Eastside Pathways is proud to partner at the local and national level to support our children, youth, families and organizations.*

StriveTogether  
Community Center for Education Results (CCER)  
Foundation for Tacoma Students  
Bellevue Downtown Association  
OneRedmond  
Kirkland Chamber of Commerce  
Bellevue Chamber of Commerce  
Nonprofit Association of Washington (NAWA)

## 2024 Youth Council

Abby Mafwele  
Ajooni Dhanoa  
Aryav Tanwar  
Azariah Mafwele  
Essa Fatty  
Ethan Li  
Hadassa Quiroga  
Isabelle Li  
Hannah Kim  
Kaamil Siddiqui  
Karelin Fuentes  
Matthew Quiroga  
Maya Fatty  
Mehak Grover  
Mehr Grewal  
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Larissa Chuprina  
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Mark Manuel  
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Program for Early Parent Support  
(PEPS)  
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# Special Thank You

For Direct contributions to the Community Report

Angela De La Hoz  
Aryav Tanwar  
Cassandra Sage  
Chelsea Ross  
Devon Love  
Emma Flemming  
Eugenia Yen  
Hala Nuemah

Jacob Tobis  
Karen Smith Fraser  
Liliana Medina  
Matt Abtahi  
Matt Gillingham  
Pablo Ortega  
Patrick Alina  
Taylor Reynolds

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"All that you touch you change. All that you change  
changes you. The only lasting truth is change."  
- Octavia Butler



# Eastside Pathways