



Early Learning Evaluation Advisory Group Phase I

February 5, 2018

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Grounding our Work

1-1:30pm

Defining Racially Equitable, High Quality, Sustainable Services 1:30-2:45pm

Clarity of roles, structures, and scopes of work at PSESD 2:45-3:45pm

Closing: Next Steps and Exit Slip 3:45-4pm



Grounding our Work: Vision of the Early Learning Design

To **maximize racially equitable, high quality, and sustainable services for children, families, and communities**, within the parameters of program and grant requirements and fiscal resources

As you arrive and get settled, consider: **What does the *Early Learning design mean to you?***



Grounding our Work: Purpose of Early Learning Evaluation Advisory Group

- Work across groups (PSESD Early Learning staff, Center Directors/site staff, parents) to guide the evaluation
- Provide input for the evaluation
- Review data for the evaluation to inform improvements and next steps
- Make recommendations to Implementation Team, which determines next steps and actions and provides
 - Support two-way communication with and accountability for feedback from Implementation Team about recommendations

ELEAG Group Norms are on your table



What we heard: Suggestions from 1/22 Early Learning Evaluation Advisory Group Meeting

- ▶ We should continue to develop our relationships by **doing the work** as a group
- ▶ We should **provide context** for what we are doing, including timelines, concrete information, and how it relates to where we have been, where we are, and where we are going
- ▶ We should add short (optional) **“catch-up” sessions** before each meeting
- ▶ As we move forward, we need to be **more focused and go deeper** on fewer topics
- ▶ We need to **engage more site staff** in the evaluation



Today, we will focus on two priorities for the evaluation

- 1 Continue our work to **define racially equitable, high quality, and sustainable services**
- 2 Discuss data and processes for **evaluating clarity of roles, structures, and scopes of work at PSESD**



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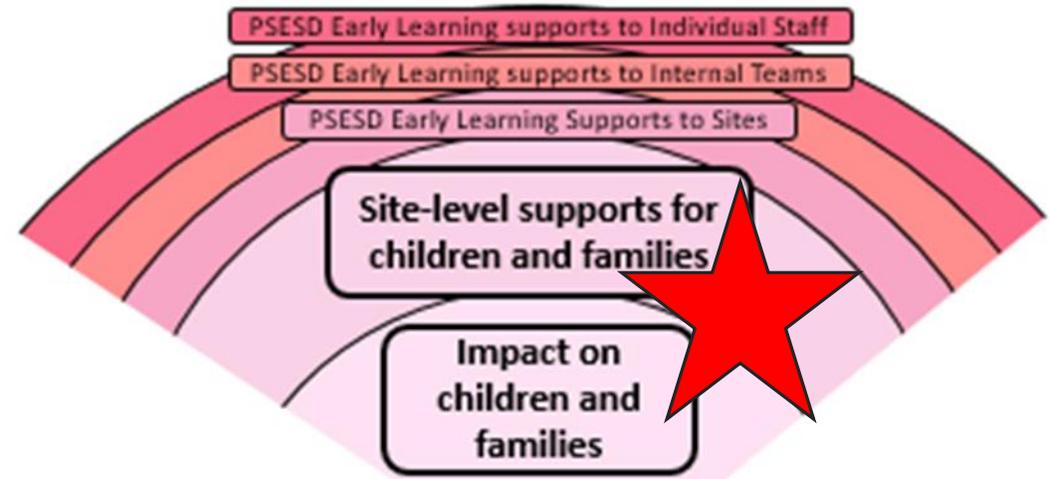
Why is defining these terms important?

To know if we are moving towards the vision of the design - to **maximize racially equitable, high quality, and sustainable services for children, families, and communities**, within program and grant requirements and fiscal resources...

... **we need to know what we are looking for!**

1

Defining racially equitable, high quality, and sustainable services will help us assess how the design is impacting children and families



- Resulting Impact** is a long term focus of the evaluation that will emphasize:
- Site-level supports for children and families
 - Impact on children and families
 - To assess impact on children and families, we need to lay the foundation of a shared definition now

We will **practice using the Racial Equity Tool by applying it to our work today** – we aim to use this tool to develop and improve our evaluation processes:

1. *How does this process help **educate about race**?*

2. *How does this process **include voices** and **perspectives, particularly from those impacted**?*



Racial Equity Tool

Objective: To support the PSESd's goal of eliminating racial inequity, we will incorporate a racial equity analysis and best practices into program, policy and procedure decisions. Additionally, the PSESd will assist and engage our regional districts in the adoption and use of the Racial Equity Tool in order to close the opportunity gap.

We Agree:

- That in order to eliminate racial inequities, it is essential that race be clearly called out and institutional racism be addressed within our own organization as well as in the broader systems with which we interact.
- That the importance of training and skill building within our organization, departments, and internal and external programs is paramount. Increasing the number of trained and skilled employees, including leadership, staff, board members, etc, will not only help to make improvements supporting racial equity, but will also help to develop an anti-racist culture within our organization.
- To explore and develop a shared understanding relating to racial equity, and we also recognize that we and our external partners are all at different places as individuals, programs, and departments. We are committed to move forward with a focus that is intentional and strategic within our organization and our external partners. We will openly share challenges, successes and lessons learned to help move the sum of our race equity work forward.
- To have collective buy-in to racial equity best practices, we will each take responsibility for using the racial equity tool.
- That how the racial equity tool is implemented and used will differ from program to program, department to

regionales y los incluirá en la adopción y uso de la Herramienta para la Equidad Racial con el propósito de cerrar la brecha de oportunidad.

Acordamos:

1. Que para poder eliminar las inequidades raciales, es esencial que la raza y el racismo institucional se saque a la luz para poder abarcarlos dentro de nuestra propia organización así como también dentro de los sistemas más amplios en los cuales interactuamos.
2. Que la importancia del entrenamiento y la formación de destrezas dentro de nuestra organización, departamentos y programas internos y externos es primordial. Que aumentar el número de empleados entrenados y diestros, incluyendo al liderazgo, personal, miembros de la junta directiva, etc., no solo ayudará a mejorar el apoyo a la equidad social, sino también a desarrollar una cultura anti racista dentro de nuestra organización.
3. Explorar y desarrollar una comprensión compartida con relación a la equidad racial y también reconocemos que nosotros y nuestros asociados externos estamos en distintos planos como individuos, programas y departamentos. Estamos comprometidos a seguir adelante con un enfoque que es intencional y estratégico dentro de nuestra organización y dentro de nuestros asociados externos. Compartiremos los retos, éxitos



Review our work from 1/22 meeting

- ▶ Gallery walk to review ELEAG input and Change Management Team input, in two parts:
 1. Importance of a focus on racially equitable, high quality, sustainable services
 2. What racially equitable, high quality, sustainable services look like/feel like for sites and for families
- ▶ *As you review: what are common themes for each of these terms (across families, site staff, PSESD staff, Change Management Team)?*
- ▶ *Consider criteria of the Racial Equity Tool:*
 - ▶ *How does this process help educate ourselves about race?*
 - ▶ *How does this process include voices and perspectives, particularly from those impacted?*



Discuss how to continue this process to collectively define these terms

- ▶ Review suggested process (with suggestions from last meeting)
- ▶ Use Racial Equity Tool to assess/improve suggested process and identify ways to improve process
- ▶ Discuss where/when for rolling the process out to other groups



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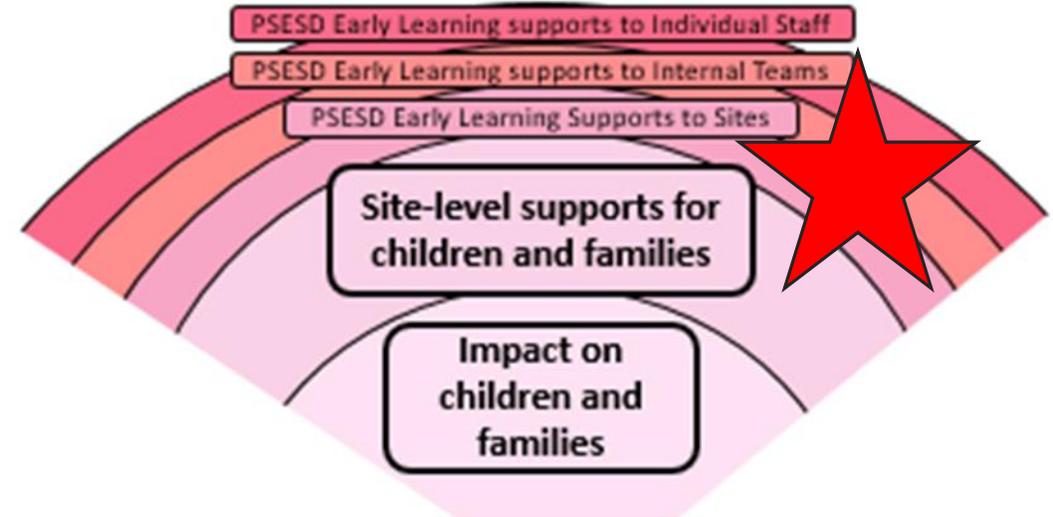
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2

Evaluating clarity of roles, structures, and scopes of work at PSESD helps

us assess strengths and needs at PSESD level to support the design



Clarity of purpose, structures, roles, and scopes of work is a near-term focus of the evaluation that emphasizes:

- PSESD Early Learning Supports to Individual Staff
- PSESD Early Learning supports to Internal Teams
- PSESD Early Learning Supports to Sites



2

Discuss data and processes for **evaluating clarity of roles, structures, and scopes of work at PSESD**

- ▶ Review data from PSESD staff collected at January staff meeting
- ▶ Discuss plan for focus groups with PSESD staff



Review data from PSESD staff collected at January staff meeting

- ▶ Review themes from PSESD staff data
- ▶ Discuss at your tables:
 - ▶ What jumps out at you from the themes?
 - ▶ What questions do you have?
 - ▶ What topics do you think we need to focus on in talking more with staff?



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Next Steps and Exit Slip

Next Steps

1. Roll out defining process with PC, CDs, and PSESD staff
2. Conduct PSESD staff focus groups
3. Share first progress report for Sept 2017-Feb 2018

Next meeting: Monday, April 2nd from 9am-12pm

Please complete exit slip before you go!

THANK YOU FOR YOUR PARTICIPATION TODAY!!!