Membership Survey Results & Initial Roadmap
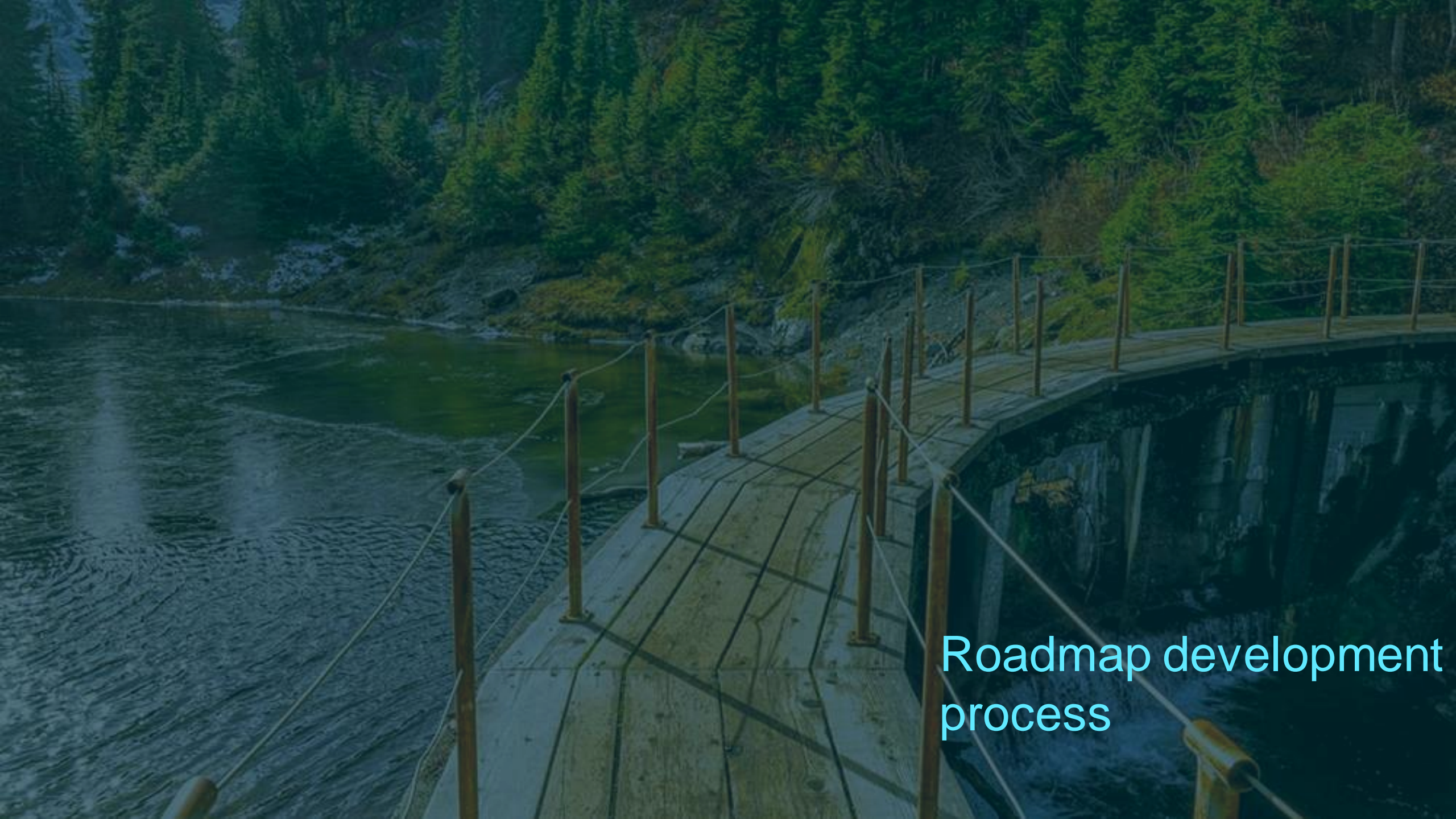
STEM Education Innovation Alliance Meeting

March 17, 2021

KINETIC WEST

March 17 agenda

Review roadmap development process (5 mins)

Discuss survey results and implications for next four years (40 mins)

Discuss potential goals, work groups and next steps (15 mins)

Roadmap development process

Recall: Developing a roadmap for the next four years

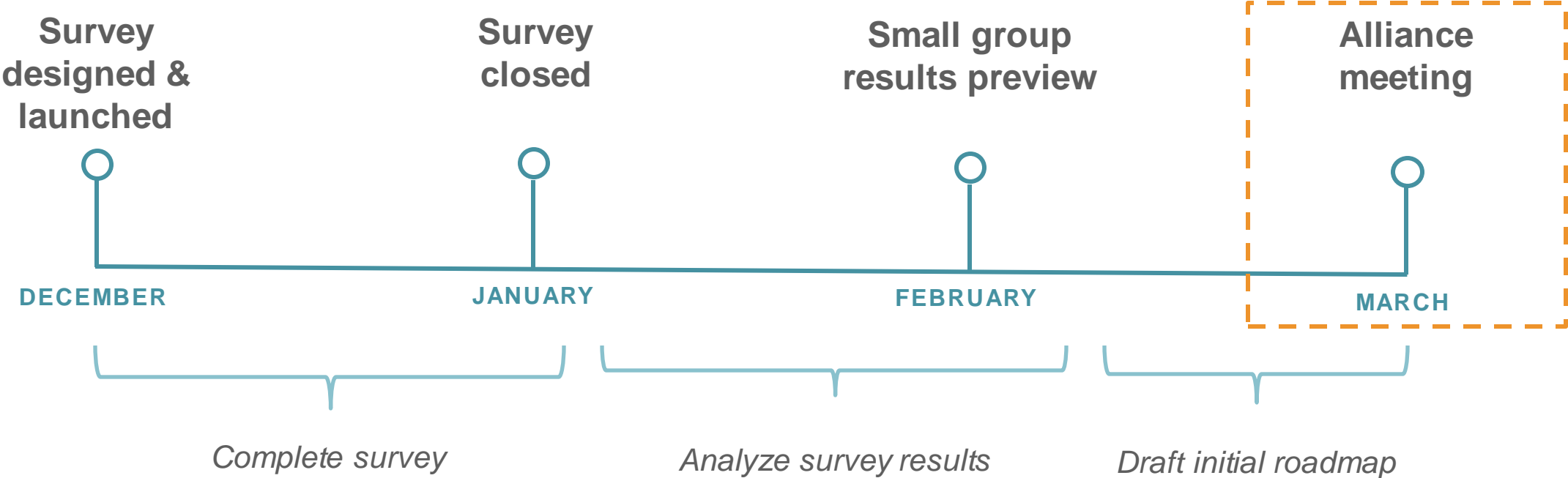**A lot has changed since the STEM Alliance was created nearly eight years ago**

- "STEM Education" has become a household term and STEM jobs comprise an even greater portion of our State's workforce
    - By 2030, 84% of job openings that require a 2- or 4-year degree will be in STEM fields[1]
- Our membership has tripled to nearly 50 members representing a broad spectrum of sectors and industries

As our work continues to grow and evolve, it's time for us to plot our course for the coming four years:

- Over the past few months, we asked you for your perspectives on how the Alliance should move forward to advance STEM education and workforce in Washington
- Today, we're excited to discuss the initial roadmap, which lays out our roles and priorities for the coming four years

Thank you for your participation and guidance, and we look forward to your feedback today
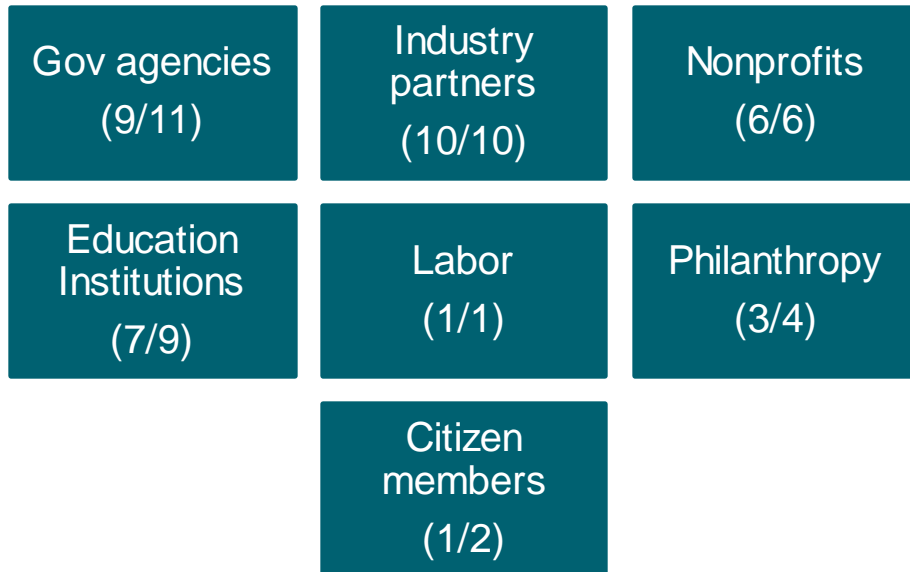
Roadmap development milestones
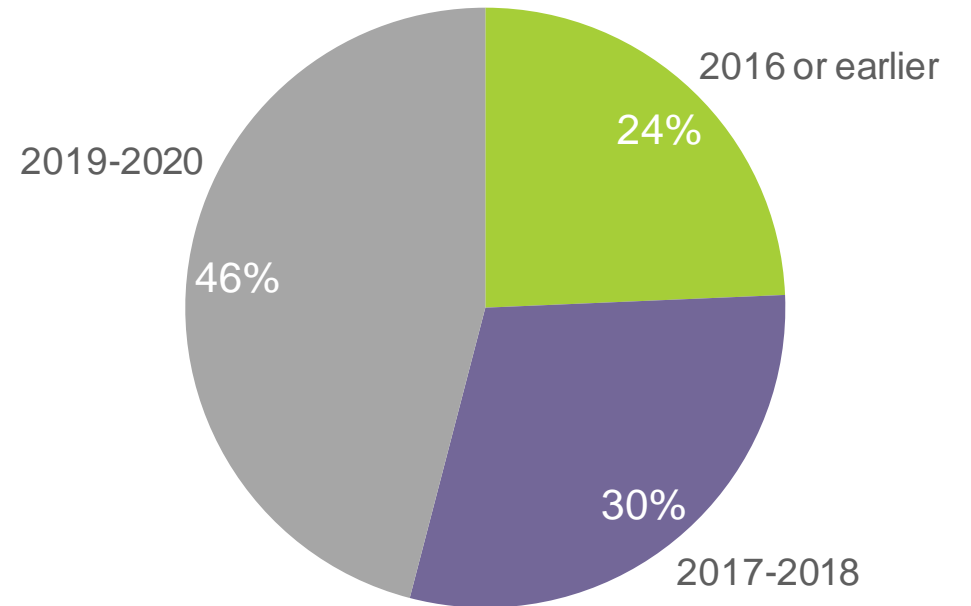

Survey designed & launched	Survey closed	Small group results preview	Alliance meeting
DECEMBER	JANUARY	FEBRUARY	MARCH

Complete survey   Analyze survey results   Draft initial roadmap

Survey & Roadmap

37 out of 43 members submitted (86%)

Breakdown by member type

Gov agencies (9/11)	Industry partners (10/10)	Nonprofits (6/6)
Education Institutions (7/9)	Labor (1/1)	Philanthropy (3/4)
	Citizen members (1/2)	

Membership by year of joining the Alliance

2016 or earlier 24%

2017-2018 30%

2019-2020 46%

N=37 complete responses; Responses received 12/16/2020 through 2/16/2021

Today, we'll explore the survey results and go-forward implications across three key topics
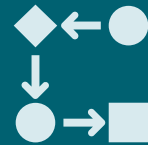
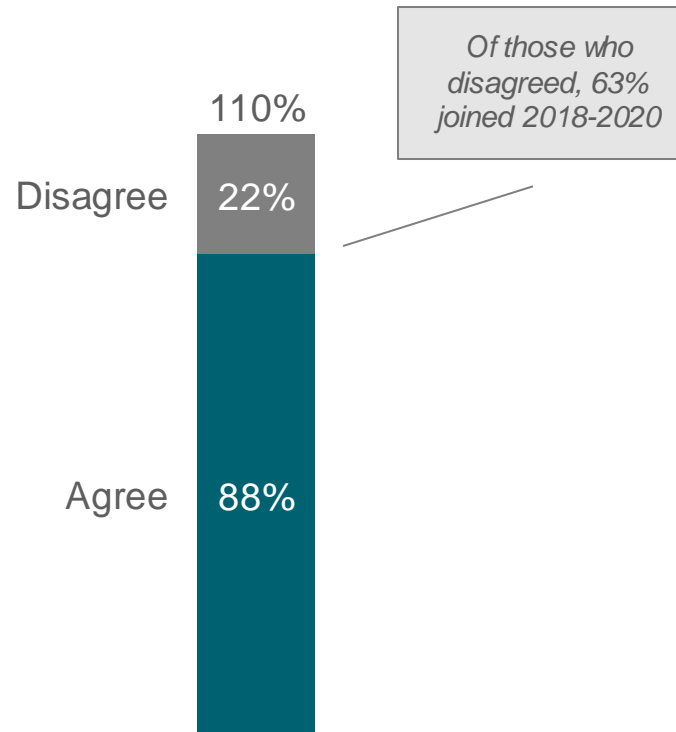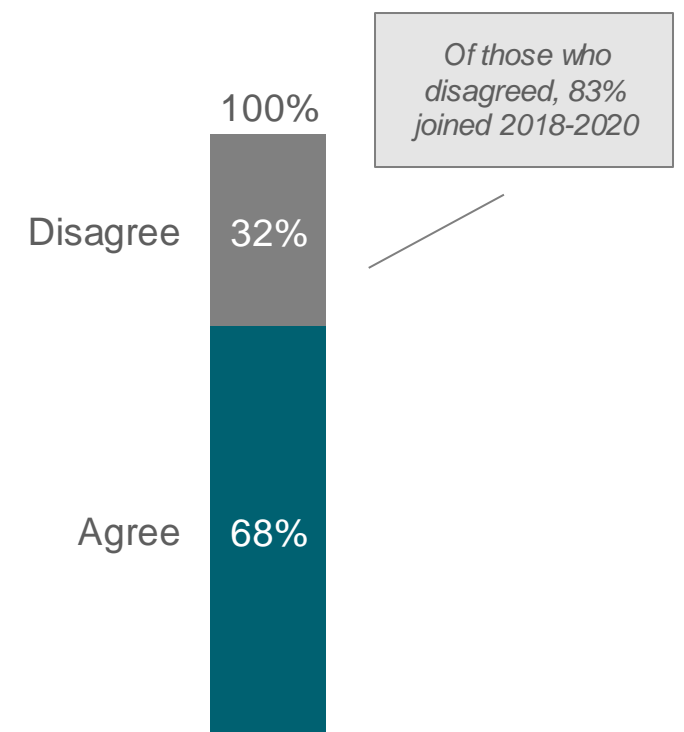|	
⚙	What we work on
◆←● ↓ ●→■	How we work
👥	Who we are

What we work on

Majority of members understand the Alliance's purpose and feel their expertise is well-leveraged, but opportunity for improvement

Our purpose: *To advise the governor and to provide vision, guidance, assistance, and advice to support the initiatives under this chapter, as well as other current or proposed programs and initiatives across the spectrum of early learning through postsecondary education, that are intended to increase learning opportunities and improve educational outcomes in STEM.*

Q: The purpose of the STEM Alliance is clear and well understood by members.

110%

Disagree 22%

Agree 88%

Of those who disagreed, 63% joined 2018-2020

Q: My expertise and resources are well-leveraged in the STEM Alliance's work.

100%

Disagree 32%

Agree 68%

Of those who disagreed, 83% joined 2018-2020
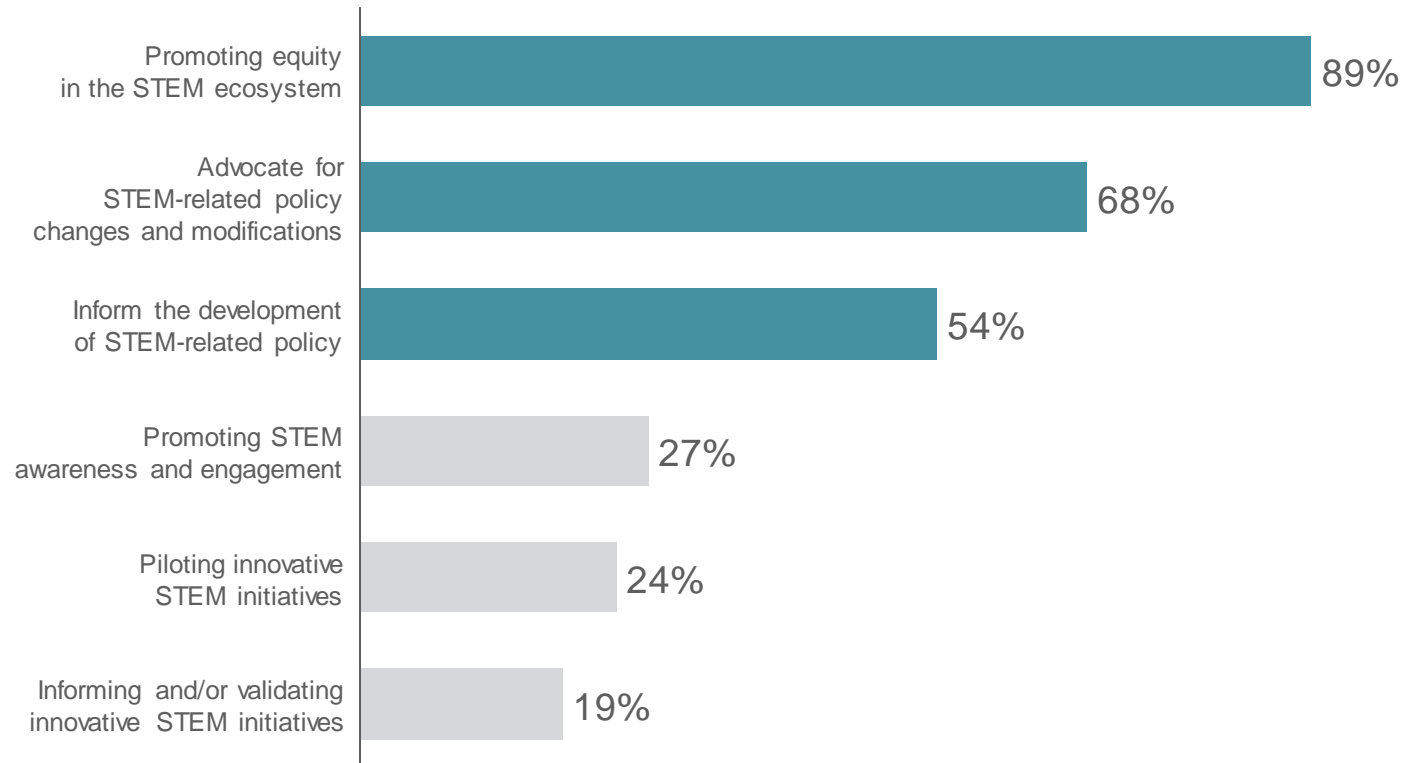
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10

Three functions were consistently prioritized for the Alliance to achieve positive impact

What does positive impact look like?

*"**Reducing inequities in STEM education** (access and success)…"*

*"**Clear goals and policy recommendations** backed up by the funding to work toward the goals."*

*"Informed **policy solutions** that lead to **equitable opportunities** for Washingtonians."*

Promoting equity in the STEM ecosystem — **89%**

Advocate for STEM-related policy changes and modifications — **68%**

Inform the development of STEM-related policy — **54%**

Promoting STEM awareness and engagement — **27%**

Piloting innovative STEM initiatives — **24%**

Informing and/or validating innovative STEM initiatives — **19%**

Percent of respondents who ranked each function in their top three

Members view three key roles for the Alliance with our state's STEM ecosystem

Advising the Governor on STEM policy issues

"To inform the Governor's STEM education priorities, highlight specific sector needs with respect to STEM credentials gaps, and spotlight opportunities, best practices and innovative programs."

"Offer the Governor strategic direction on all things STEM."

"To advise the governor on STEM-related education to workforce priorities, opportunities, policies, funding, etc…"

Advocating for policies to advance STEM

"Advance/enhance STEM education, align with career pathways, increase equity."

"Move STEM ahead in the state including K-12, higher ed, and pathway to employment."

"Advocate for policies which align and advance STEM education."

Collaborating across sectors to align STEM efforts

"To build & strengthen collaboration across state in order to strengthen STEM."

"Promote collaboration across the state's varied approaches to advancing STEM by breaking down silos, creating relationships and information sharing."

"To bring together relevant leaders and representatives from [across sectors] to align on and support Washington's STEM education priorities to better meet the workforce needs of the state."

Roadmap implication: Alliance goals, activities, meetings should balance these roles

Resounding call to integrate equity into every part of Alliance work, developing framework / approach

Developing a framework for what equity means for the Alliance's work

"Establish an equity framework that we can align and reference w/ our priorities."

"Prioritize equity and include an equity accountability code or framework for reference to evaluate all policy recommendations put forth by the alliance."

Establishing expectations to make equity a part of every piece of Alliance work

"Equity should be defined and then utilized as a filter for ALL planning and decisions."
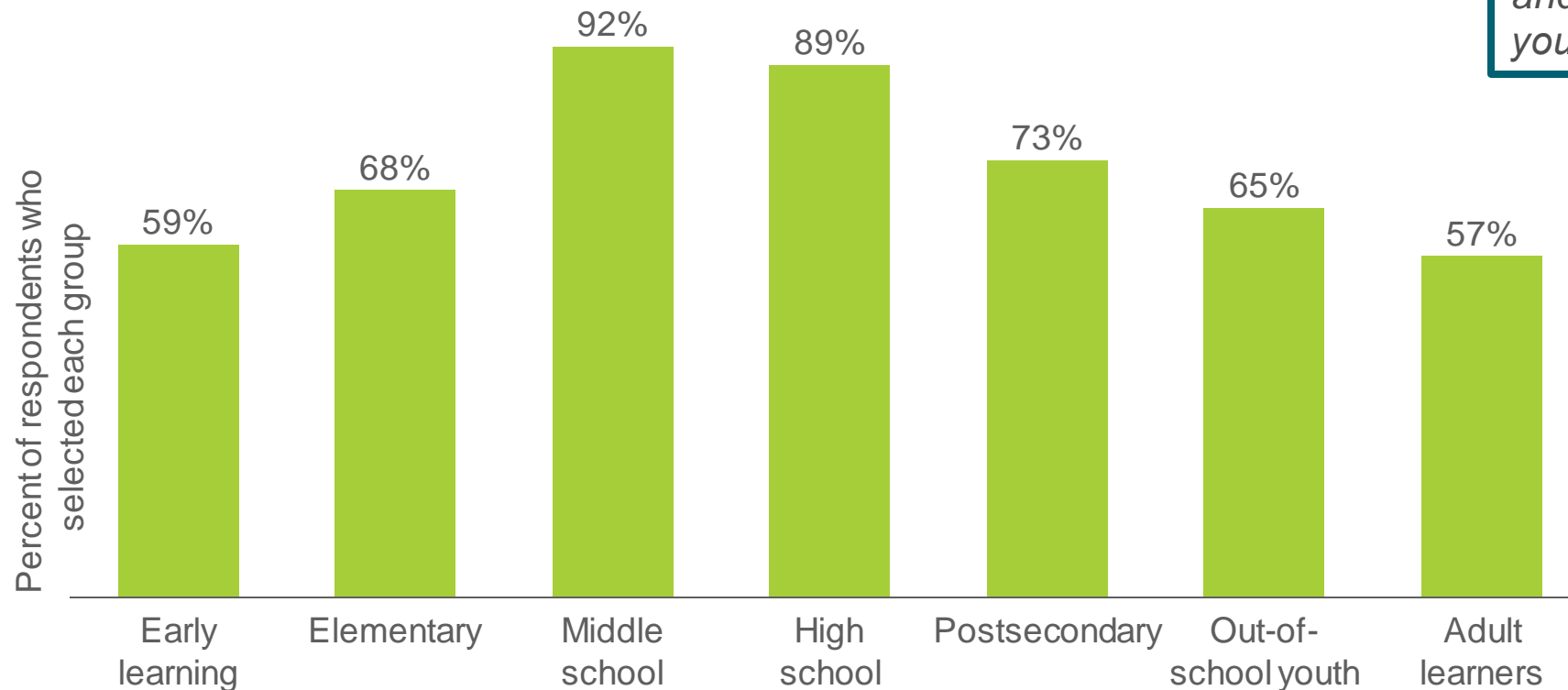
"I'm interested in seeing the Alliance ensure that equity isn't discussed as a separate issue from the other work but rather embedded into every discussion."

N=37; Q: How do we ensure that equity is threaded throughout the work of the STEM Alliance? Consider race / ethnicity, gender, geography, physical and mental disabilities, and other aspects of equity.

Roadmap implication: Early action needed to define Equity approach for the Alliance

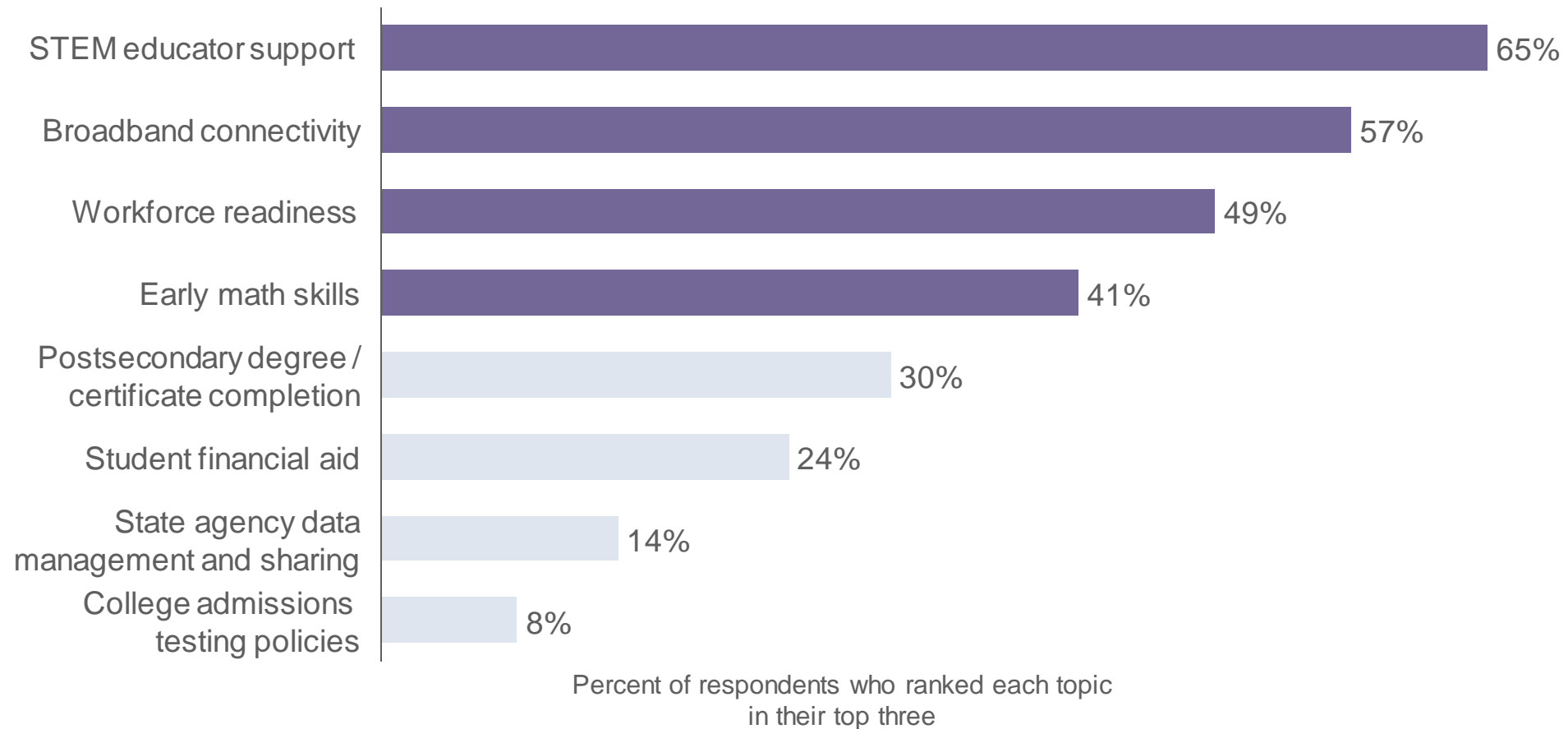# Members emphasized that all age groups should be prioritized in Alliance work

> *"All are important but if asked to prioritize for STEM I would start with the middle and high school and work out to older and younger cohorts."*

Percent of respondents who selected each group

Early learning	Elementary	Middle school	High school	Postsecondary	Out-of-school youth	Adult learners
59%	68%	92%	89%	73%	65%	57%

N=37; Q: Of the age ranges / populations listed below, which should the Alliance focus on?

Roadmap implications: Alliance policy advocacy should encompass all ages; STEM Alliance membership should have sufficient representation across all age groups

Four policy topics were elevated as high priority among members

Policy topic	Percent
STEM educator support	65%
Broadband connectivity	57%
Workforce readiness	49%
Early math skills	41%
Postsecondary degree / certificate completion	30%
Student financial aid	24%
State agency data management and sharing	14%
College admissions testing policies	8%

Percent of respondents who ranked each topic
in their top three

N=37; Q: Which of the following recent topics of interest would you prioritize for the STEM Alliance in service to advising the Governor?

Roadmap implications: STEM Alliance should focus on areas without sufficient coverage (e.g. STEM educator support); Opportunity for Alliance members to organize by sub-groups according to policy topic
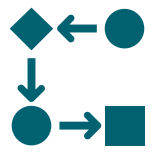
How we work

Creating actionable goals will help grow Alliance impact

"…meetings were becoming report outs and there was less strategic planning or decision making. …**narrowing the focus, creating time-bound workstreams for specific issues may make it more effective**."

"Are you [the Alliance] part of other workforce initiatives or are they all wrapped up with you? Can't tell if you are the hub or one of the spokes."

"I am not clear on the **actionable "next steps"** that come from our work together."

"…**tangible impact of the group and our 'to dos' are not clear** (to me, at least)."

"**More actions and tangible work** related to directly helping students and educational partners and STEM career partners, not just "inspiring youth…""

"If we set our clear goals and are action oriented, we'll be the leaders out there. There is a lot of talking and "informing". **By becoming the leader in "doing", we won't have duplication issues**..."

Roadmap implications: The Alliance should have clear goals, with aligned workstreams and actionable next steps for members to take on; goals should be tailored to priority policy topics

Working in smaller groups to build relationships and drive forward work

"Smaller, more focused, task oriented teams"

*"More opportunities for building connections/network within the alliance in **smaller group settings** would be impactful (like virtual breakout rooms or actual small group discussions when we can get back to in-person meetings)."*

*"**Work groups or sub-committees** that align with existing and emerging STEM priorities."*

*"**Committee work,** action planning among organizations, **subgroups**, and more time for inter-agency collaboration..."*

*"**Break-out sessions** so Alliance members can get to know each other better and thus build tighter connections."*

*"**More small working groups:** Currently meetings tend to be listening to 2-5 voices/presentations …it would be nice to have time for small breakout groups after information is shared to discuss so that members build relationships amongst our programs."*

Virtual information sharing and dedicated time for networking would help build stronger relationships among members

*"Better **information sharing about the activities and actions of Alliance members** would be helpful."*

"Sharing pictures, bios, and contact information for members to reference and get to know other members.."

*"Is there a collective **place...to share resources, work and/or questions**? Like a Teams channel. Would help keep things connected between meetings."*

*"A **virtual workspace would be welcomed…**"*

"More opportunities for networking/relationship building among members."

*"**Virtual shared space that can be available asynchronously for sharing information, offering ideas and feedback**, etc.--something dynamic, not just static."*

N=37; Q: What are ways we (as members of the Alliance) can build stronger networks and relationships with each other?; Q: What ideas do you have for ways we (as members of the Alliance) can work more effectively together?

Roadmap implications: Opportunity to increase member connections and collaboration in between meetings with a virtual workspace; Virtual spaces could be organized by work groups

Who we are

The greatest strength of the Alliance is in the membership

Key Strengths

- Cross-sector membership

- Collective access and influence due to membership

- Statewide reach and visibility

*"**Access and influence** - as a group we have the ability to drive change, influence programs, and create the momentum to shift the direction of outcomes."*

"Large number of decision-makers from a great set of organizations."

"Cross-sector collaboration."

*"…room of representatives from great programs with lots of **political and social capital**."*

"…a great resource to understand better what is happening in various parts of the state."

Opportunity to add frontline voices to our membership, discussions

"Teacher, educators, students and 'community' support [voices are missing]."

"We don't have **students** *and/or* **community/parent** *input."*

"…I also don't know that **early childhood education** *has a strong voice…"*

"Community-based organizations and institutions who serve BIPOC."

"Are there additional **community-based groups**, *particularly from Native and Latinx communities who could be invited?"*

"… **teacher/faculty** *and* **student** *voices but that* **doesn't have to mean adding people to the group--there are other ways of hearing voices and perspectives that are missing."***

"Community based organizations that are direct service providers in communities of color."

N=37; Q: Which (if any) voices / perspectives are we missing in our current membership?

Roadmap implications: STEM Alliance membership, speakers, and discussions should include frontline perspectives

Building the Roadmap
for the next 4 years

Putting it all together:
STEM Alliance 2021-2024 Roadmap (I/II)

What we work on

Our purpose
To advise the governor and to provide vision, guidance, assistance, and advice to support the initiatives under this chapter [RCW 28A.188.030], as well as other current or proposed programs and initiatives across the spectrum of early learning through postsecondary education, that are intended to increase learning opportunities and improve educational outcomes in STEM.
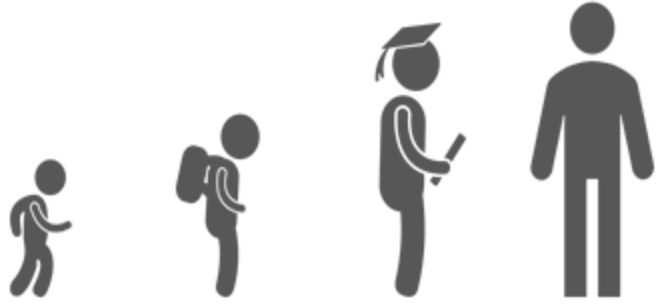
Our roles
- Drive greater equity within the STEM ecosystem
- Advise the Governor on STEM policy issues
- Advocate for policies to advance STEM in Washington
- Collaborate across sectors and regions to grow STEM education and workforce opportunities

Our current key policy topics are

| Strengthening STEM educator recruitment, development, and retention	Developing early math skills among young learners	Improving workforce readiness and career connected learning

Our work reflects the interconnected nature of these key topics, both with each other and with the broader STEM landscape

Our work spans
We work to grow STEM from early childhood through adulthood

Early Childhood Education   K-12 Education   Higher Education   Adult Education

Putting it all together:
# STEM Alliance 2021-2024 Roadmap (II/II)
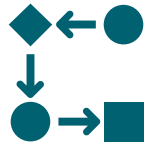
How we work

- We prioritize work around these four policy topics, setting clear, actionable goals
- Each policy topic has a dedicated work group to share best practices and drive action
- We meet each quarterly, alternating in-person and virtual meetings*

Who we are

- Our members represent leaders in our state from key sectors including philanthropy, government, education, nonprofits, business, and labor
- We seek amplify frontline perspectives in our work and within our membership, including a focus on student and educator voices, especially those within historically underserved communities

Once public health guidelines permit
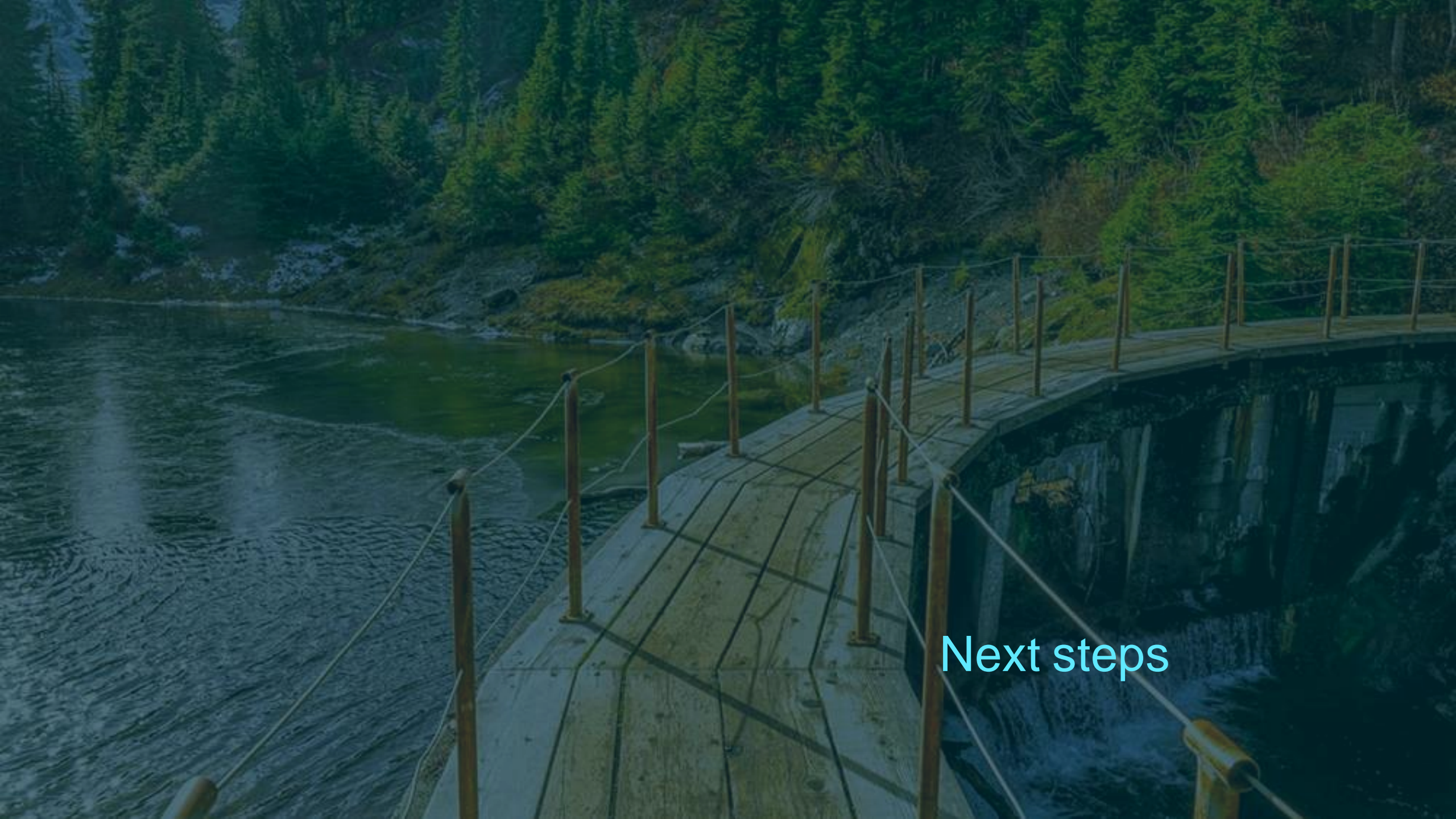
Next steps

Next steps to implement Alliance Roadmap

<u>What we work on</u>

- ❑   Develop an equity approach to guide future STEM Alliance work
- ❑   Finalize focus policy topics to drive Alliance work
- ❑   Determine policy, advocacy, and equity-focused actions for each policy topic
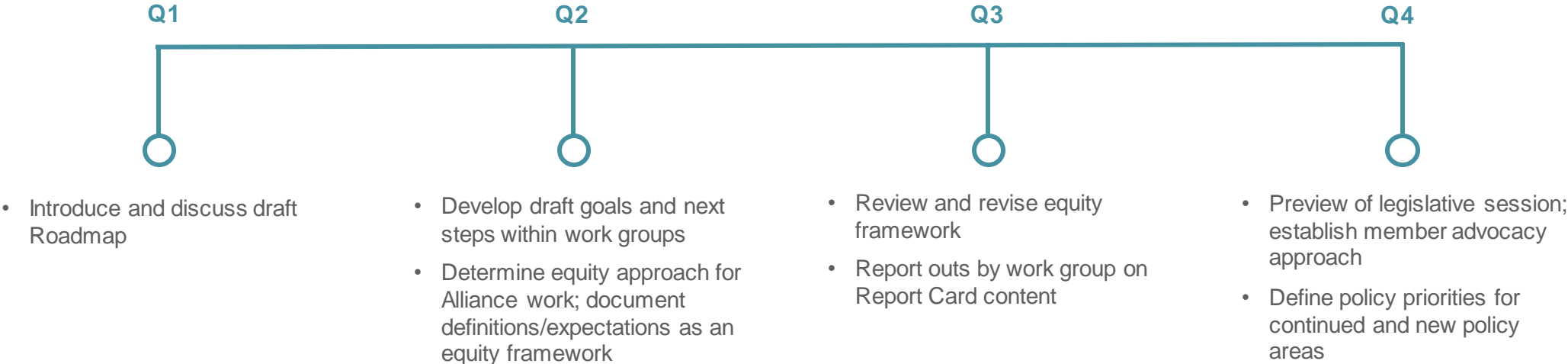
<u>How we work</u>

- ❑   Assemble work groups by policy topic and identify work group leaders (i.e. 3 policy topics)
- ❑   Develop agenda outlines for next 3-4 quarterly meetings to craft equity approach, launch work groups
- ❑   Create work-back plan from next STEM Report Card to align with Governor's legislative agenda timeline; include recommendations from each work group within STEM Report Card
- ❑   Organize alliance meeting agendas to be ~50% full group discussion, using remaining time for work groups and networking
- ❑   Once safety permits, schedule 50% of meetings to be in-person, with the remainder virtual
- ❑   Pilot virtual workspace (e.g. Teams channel or similar)

<u>Who we are</u>

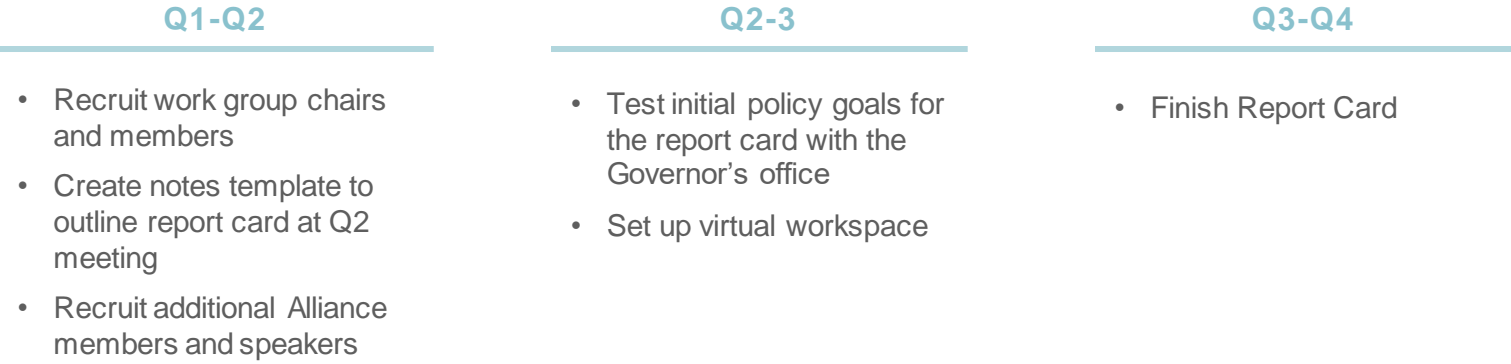- ❑   Review membership and identify where additional member profiles / experiences are needed to deliver on our policy topics across age groups (e.g. early learning, etc.)
- ❑   Recruit members and guest speakers to focus on (1) frontline voices, (2) organizations serving and led by people from historically underserved communities, and (3) expertise needed to deliver on our policy topics across age groups
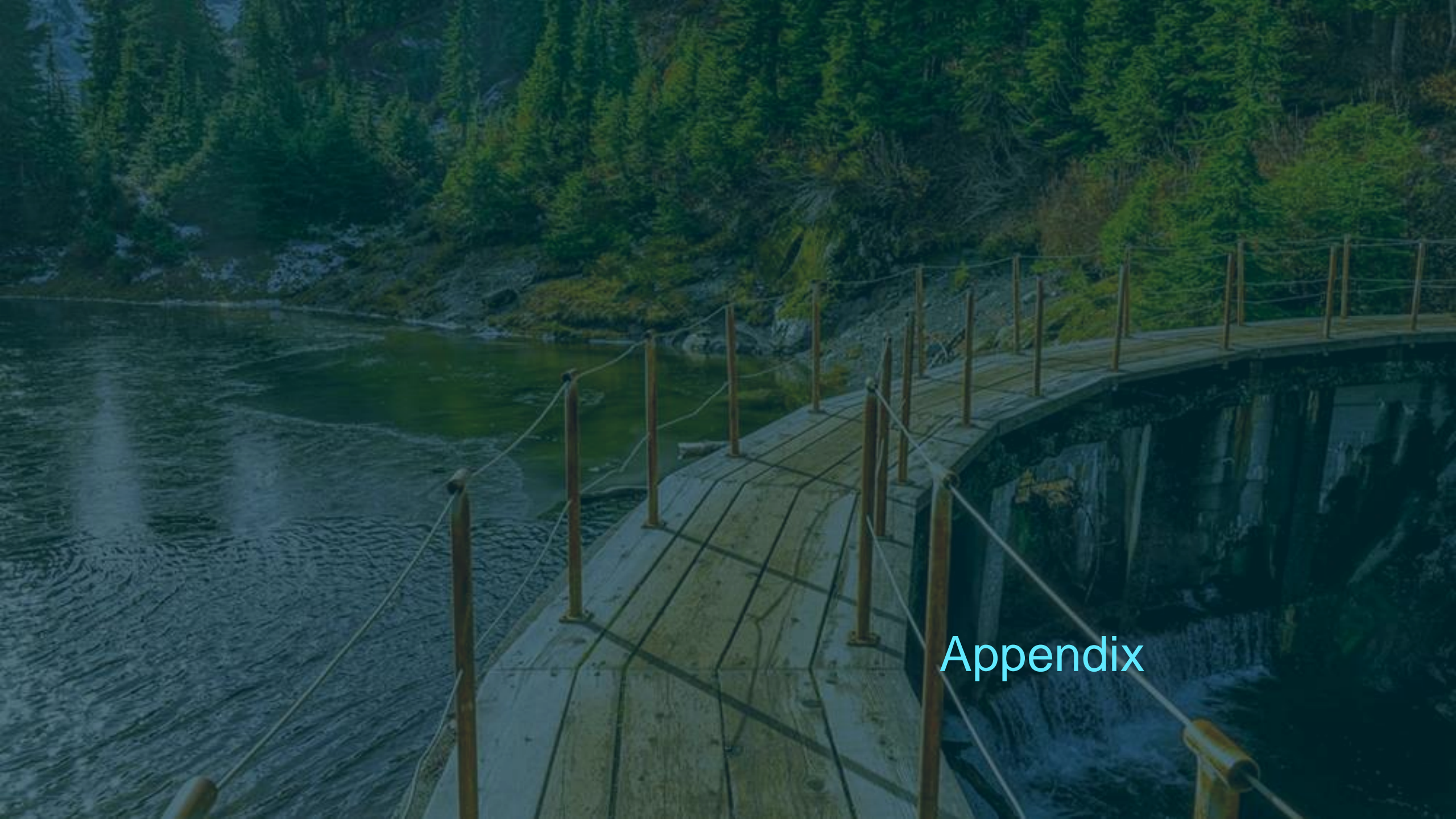
Implied agendas and activities for 2021

Q1 **Q2** **Q3** **Q4**

Meeting Agendas

Q1
- Introduce and discuss draft Roadmap

Q2
- Develop draft goals and next steps within work groups
- Determine equity approach for Alliance work; document definitions/expectations as an equity framework

Q3
- Review and revise equity framework
- Report outs by work group on Report Card content

Q4
- Preview of legislative session; establish member advocacy approach
- Define policy priorities for continued and new policy areas

Interim activities

Q1-Q2
- Recruit work group chairs and members
- Create notes template to outline report card at Q2 meeting
- Recruit additional Alliance members and speakers

Q2-3
- Test initial policy goals for the report card with the Governor's office
- Set up virtual workspace

Q3-Q4
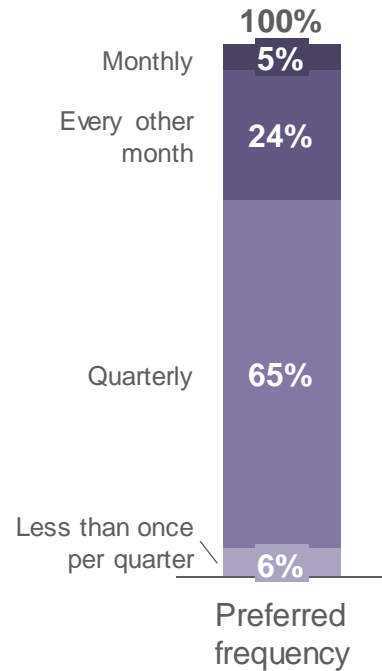- Finish Report Card

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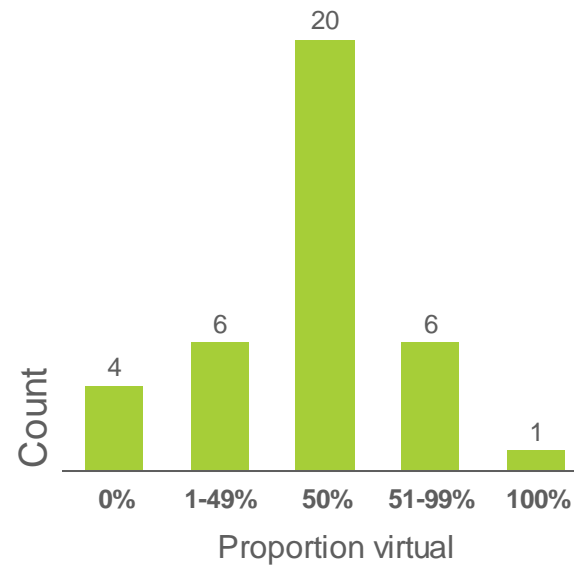Appendix

Strong consensus on preferred meeting frequency, meeting method, and use of time

Alliance meetings should be quarterly…

100%

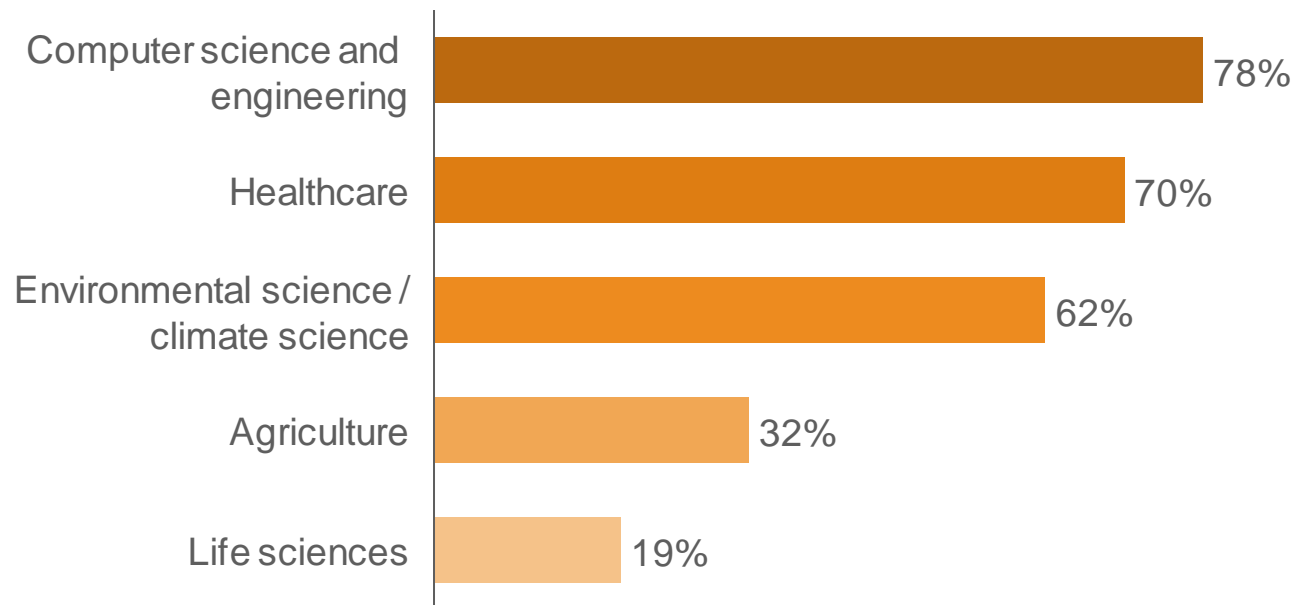|	
Monthly	5%
Every other month	24%
Quarterly	65%
Less than once per quarter	6%

Preferred frequency

… half virtual, half in person…

Count

Proportion virtual	Count
0%	4
1-49%	6
50%	20
51-99%	6
100%	1

Proportion virtual

…and only 50% full group

Full Group	49%
Small Group	37%
Unstructured Networking	14%

Average proportion of meeting time requested for each activity

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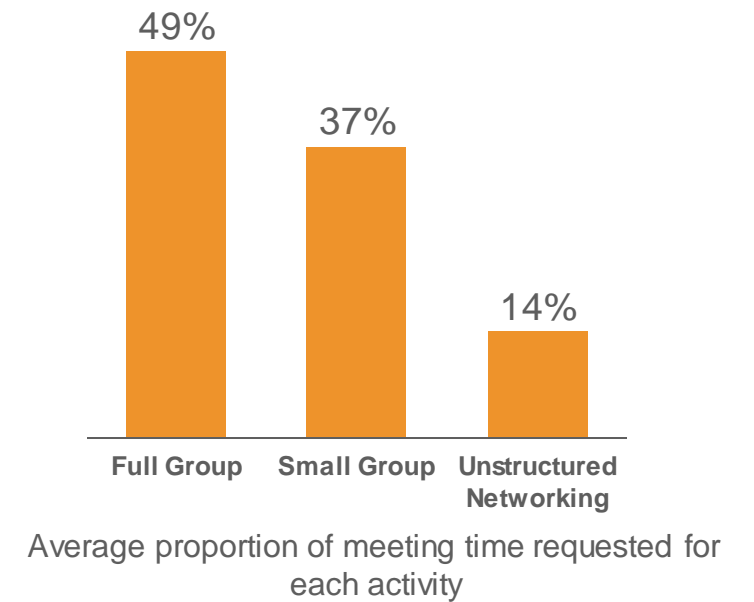
While members prioritized three key sectors, regionality may be a more important driver

Computer science and engineering: 78%

Healthcare: 70%

Environmental science / climate science: 62%

Agriculture: 32%

Life sciences: 19%

Percent of respondents who ranked each sector in their top three

Several members flagged manufacturing as an additional key sector

Other members cautioned against prioritization by sector given differences by region

"These sectors vary in importance to different regions. As the Alliance is statewide, prioritization is difficult."

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