



WEDNESDAY, MAY 10
10:00-11:30 AM

Graduation Equity Webinar

THE POWER OF YOUTH CO-DESIGN

“Nothing about us without us.” What would it look like to curate a program that extends beyond a consultation process? Youth co-design is a process that shares the development of a program or a project with the students who will be impacted from it.

Sam Martin, CEO & Head Lobbyist, SDM Consulting
Claudia Dominguez, Student Coordinator, ESD 105
Cindy Cholico, Migrant Education Program Manager, ESD 105
Francesca Matias, Administrative Specialist, OSPI

REGISTER: bit.ly/gate2022-23



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Vision

All students prepared for post-secondary pathways, careers, and civic engagement.

Mission

Transform K–12 education to a system that is centered on closing opportunity gaps and is characterized by high expectations for all students and educators. We achieve this by developing equity-based policies and supports that empower educators, families, and communities.

Values

- Ensuring Equity
- Collaboration and Service
- Achieving Excellence through Continuous Improvement
- Focus on the Whole Child



Washington Office of Superintendent of
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Equity Statement

Each student, family, and community possesses strengths and cultural knowledge that benefits their peers, educators, and schools.

Ensuring educational equity:

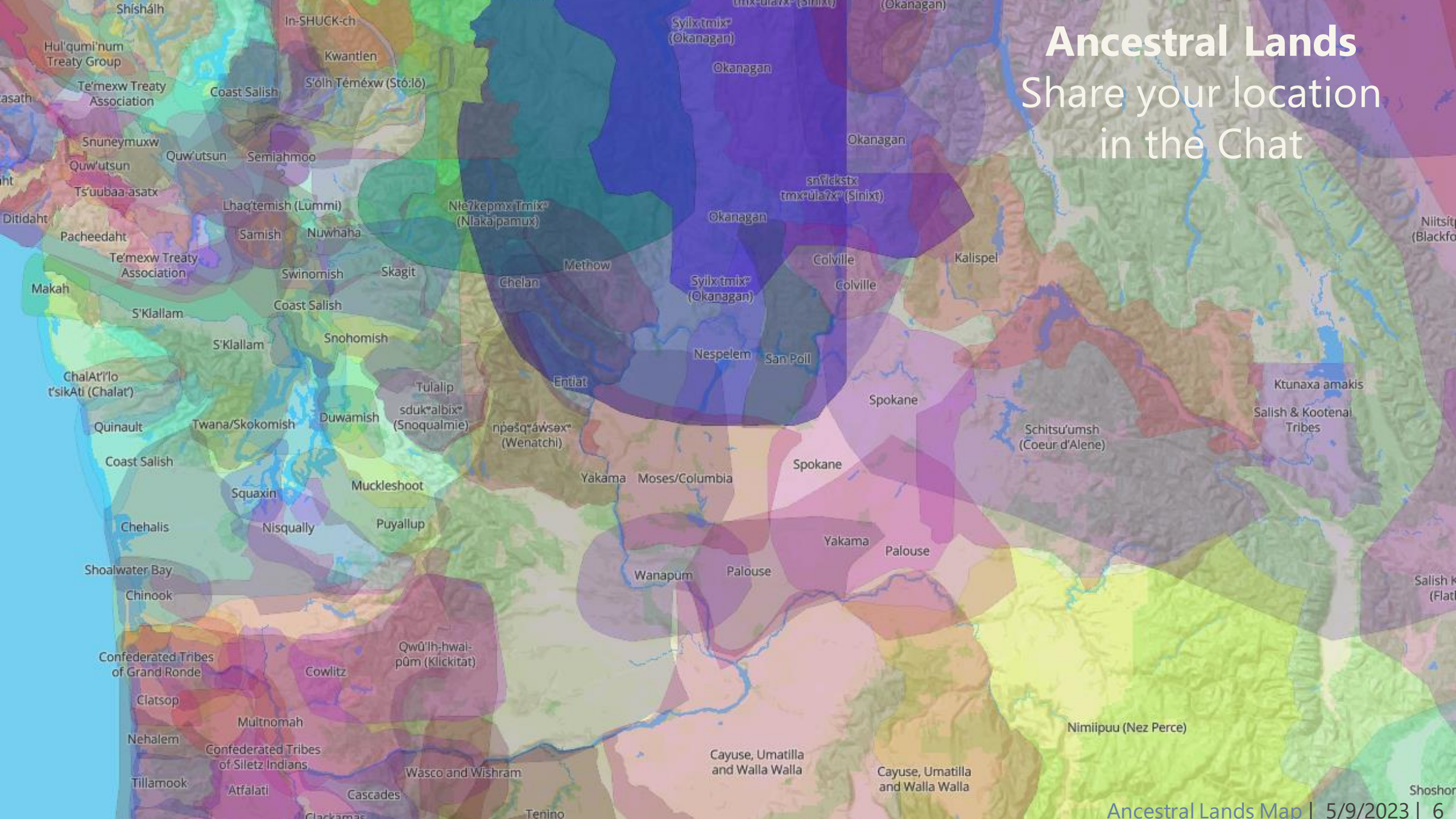
- Goes beyond equality; it requires education leaders to examine the ways current policies and practices result in disparate outcomes for our students of color, students living in poverty, students receiving special education and English Learner services, students who identify as LGBTQ+, and highly mobile student populations.
- Requires education leaders to develop an understanding of historical contexts; engage students, families, and community representatives as partners in decision-making; and actively dismantle systemic barriers, replacing them with policies and practices that ensure all students have access to the instruction and support they need to succeed in our schools.



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Ancestral Lands

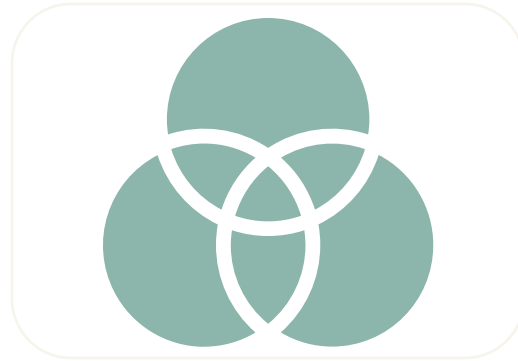
Share your location
in the Chat



Equity Pause



Who will my decision affect?



What is my locus of control?



Which actions will have the largest impact?



What's a step I can take right away?



Objectives

Learn a model for youth co-design to inform your work

Get ideas from model program practitioners

Check out ESD 105's migrant education engagement co-design strategies

Get resources to get you started



Presenters



Kefi Andersen

System Improvement Program
Supervisor & Team Lead

OSPI

kefi.andersen@k12.wa.us



Francesca Matias

Youth Engagement Administrative
Program Specialist

OSPI

Francesca.matias@k12.wa.us



Sam Martin

CEO & Head Lobbyist
SDM Consulting

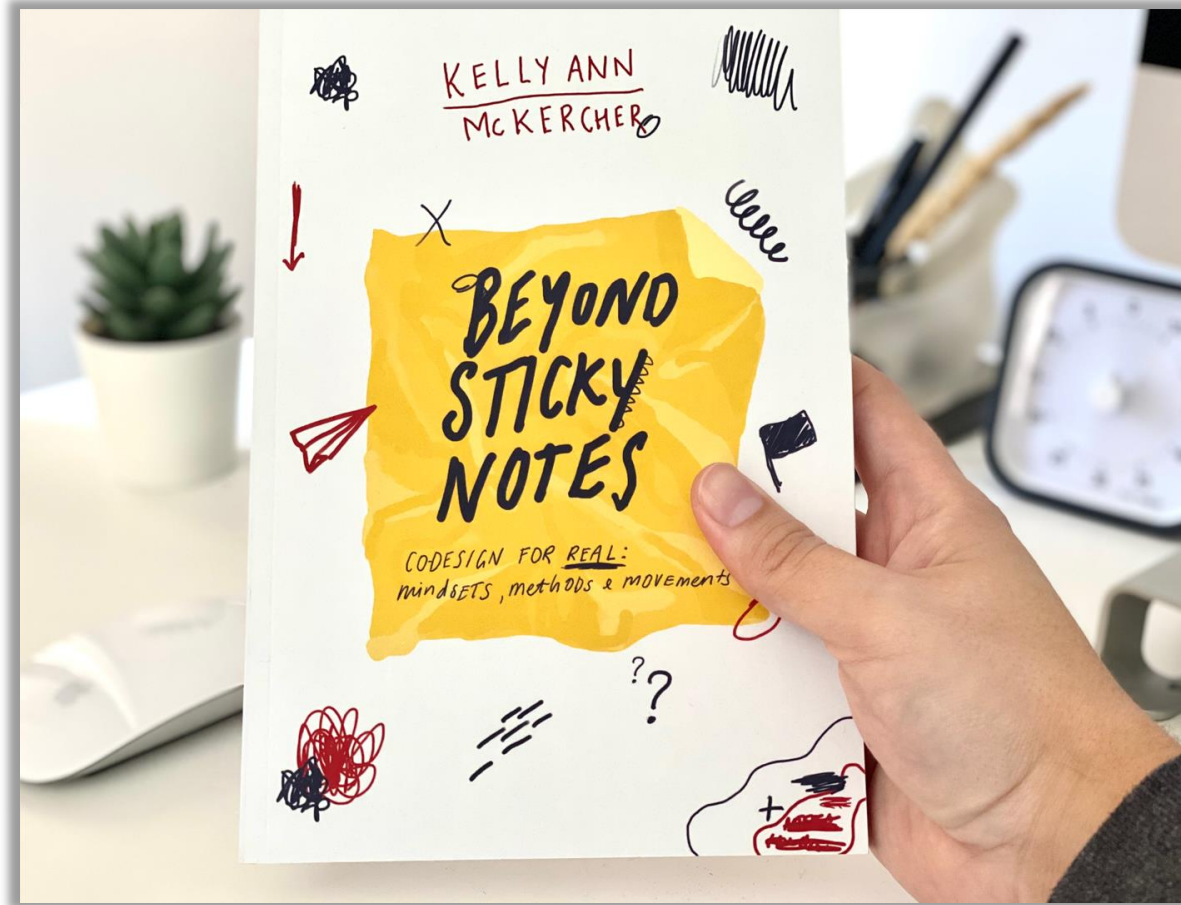
sam@sdmartinconsulting.com



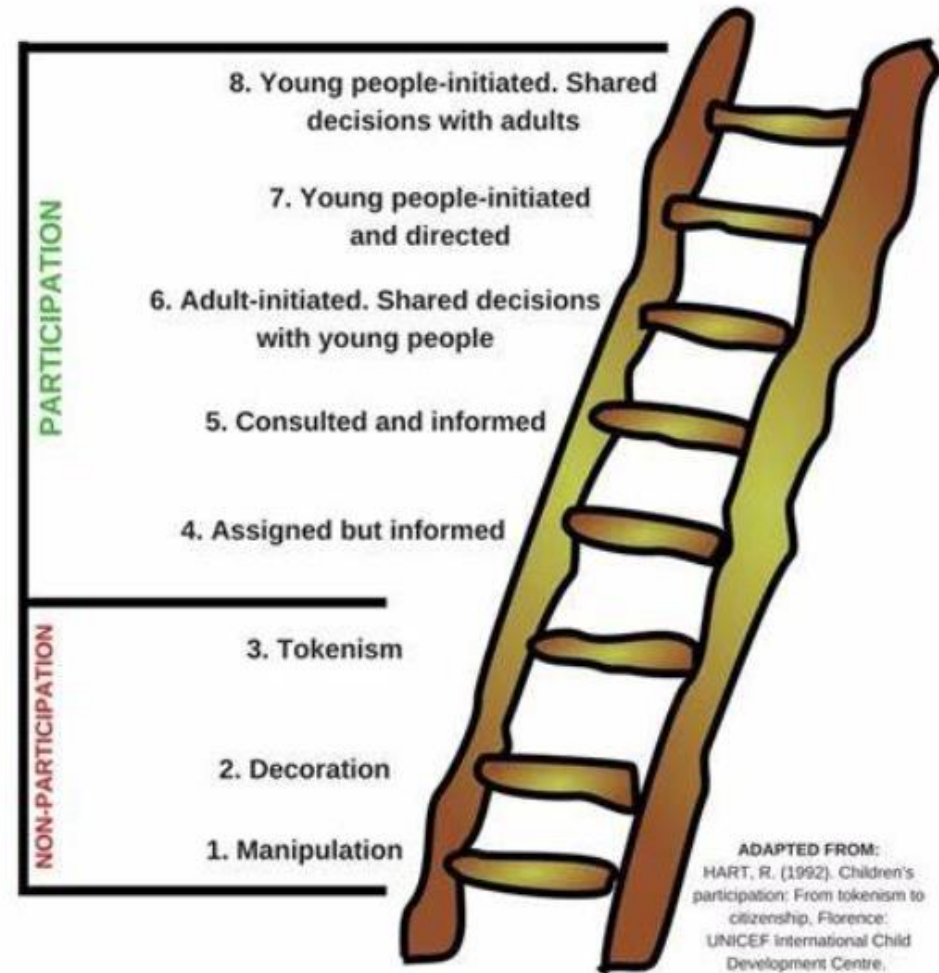


Big Ideas of Co-Design

Origin Story: Beyond Sticky Notes



Co-Design on Hart's Ladder of Youth Participation

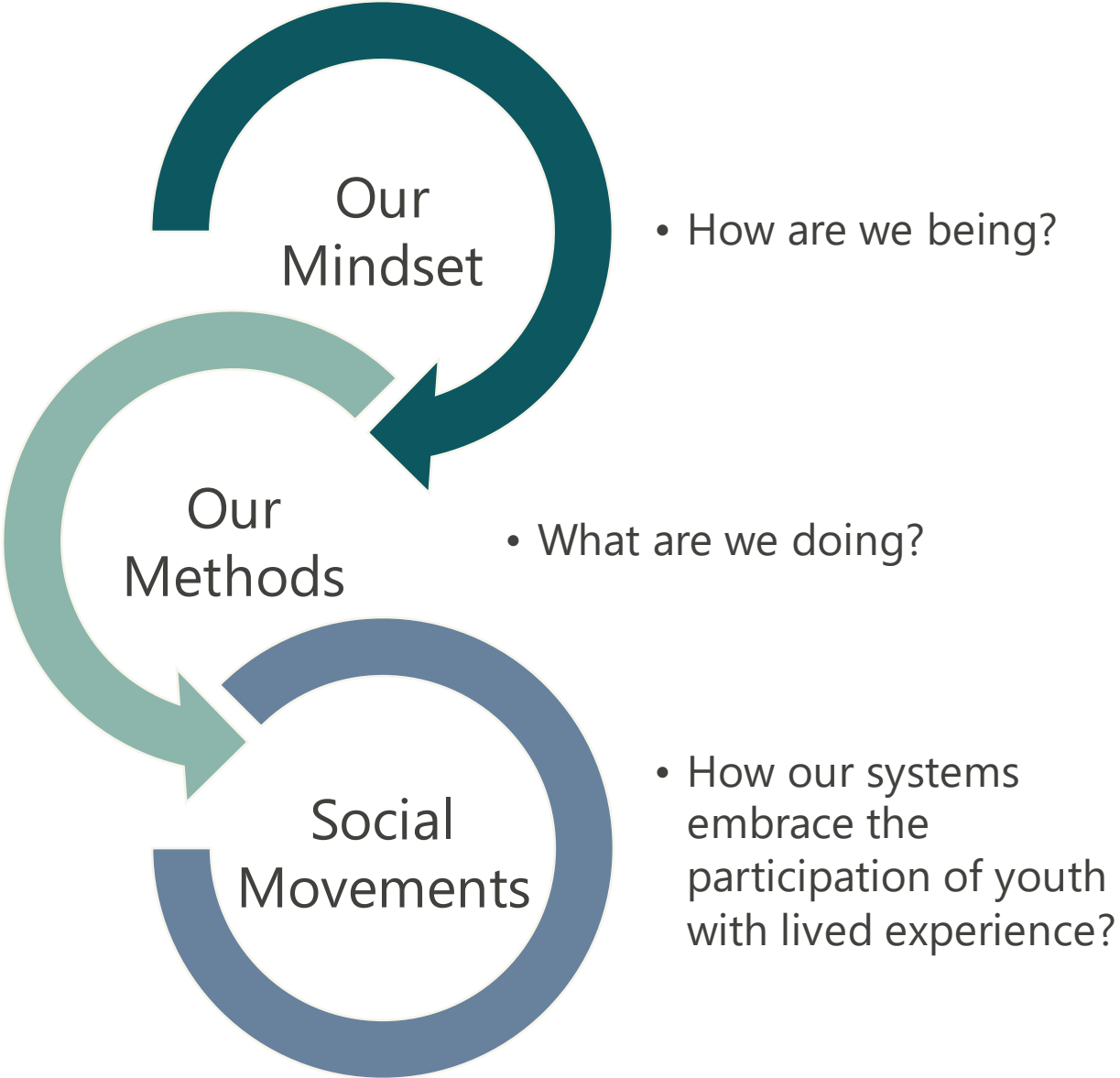


Different Design Approaches

Approach	Keywords	Where power is held
Designing at people	Designer, professional or policy-maker, top-down decision making	<i>Designing at people</i> is what decision-makers and designers think and want.
Designing for people	Design thinking, anything "centered" i.e., human-centered, user-centered, citizen-centered design, etc.	<i>Designing for people</i> is what designers and decision-makers want to know and achieve. System, designer, or staff-centered by implementation.
Designing with people	Co-design, participatory design	<i>Designing with people</i> is about what people/youth with lived experience and decision-makers decide.
Led by the people	Co-production, community-led design, citizen movements	<i>Led by the people</i> is about what people, families, and communities want for themselves.



What is the Goal of Co-Design?



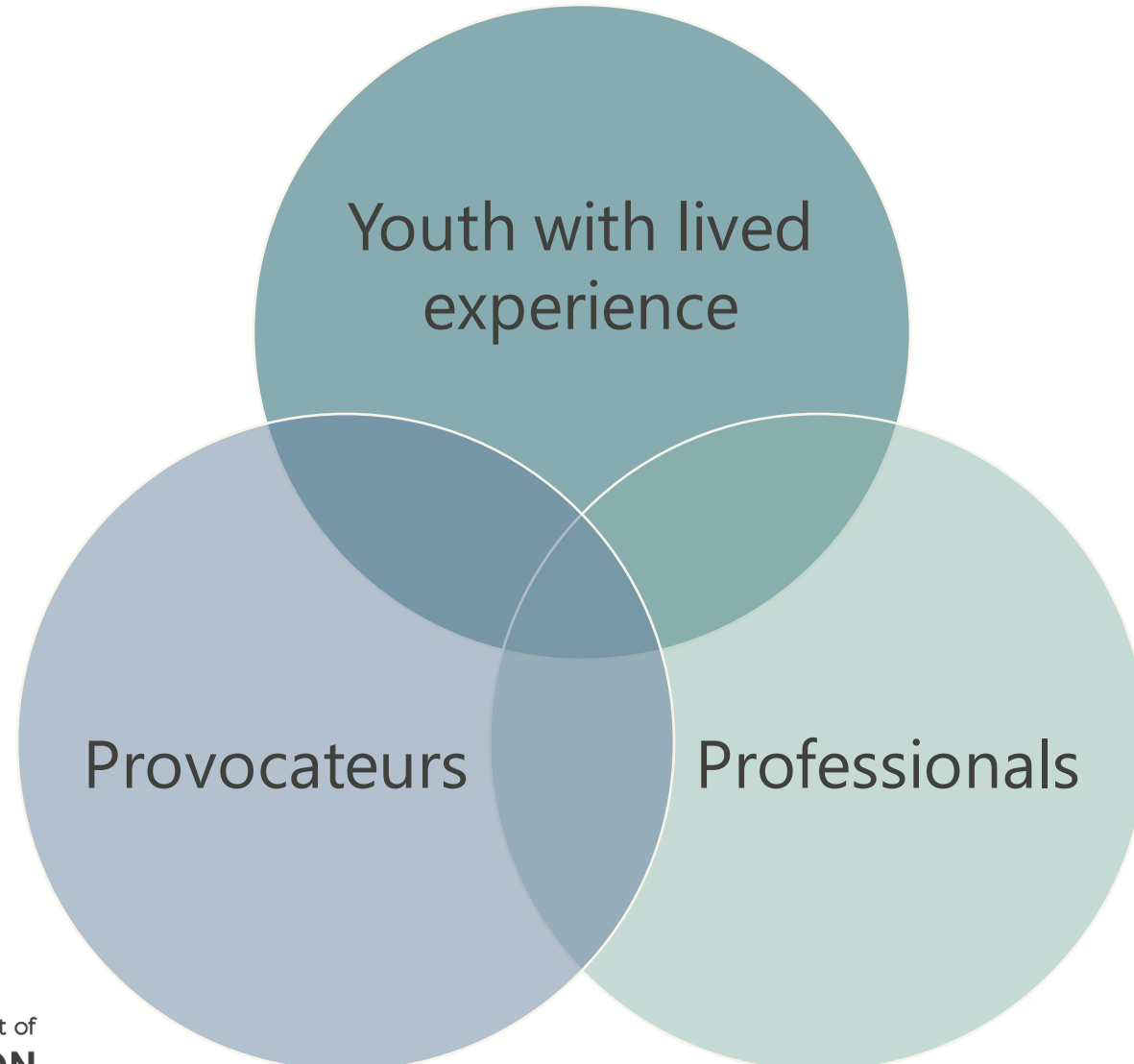
Principals of Co-Design

Share Power

- We must share power in research, decision-making, design, delivery and evaluation.



The Co-Design Team





Co-Design: Centering Lived Experience when building Programs, Coalitions, & Policy

Samuel Martin

CEO, SDM Consulting

Making Policy Personal

Using the Power of Policy to Transform Communities

SDM Consulting, LLC is one of the nations premier Black-Owned Public Affairs Consulting Firms. We provide contract lobbying services , professional development trainings and organizational consultation. We strive to energize and uplift communities who don't traditionally engage in the process.



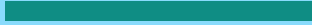
WE OFFER DEEP EXPERTISE IN BUILDING CIVIC ENGAGEMENT, LEGISLATIVE ADVOCACY AND SOCIAL CHANGE ECOSYSTEMS.



OUR CUSTOM-DESIGNED TRAININGS AND PPROGRAM DESIGN HELP YOU CREATE THE BIGGEST IMPACT.



WE HELP ORGANIZATIONS INFLUENCE POLICY, INCREASE CIVIC KNOWLEDGE AND PARTICIPATION, AND BUILD BETTER PROGRAMS.



What is Co-Design?

What is Co-Design?

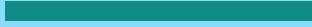
“Co-design is an approach to designing with, not for, people and communities. This approach **amplifies the voices and experiences of the people closest to the needs** addressed through an engagement or initiative. It also **prioritizes relationships, increases trust across all stakeholders, and uses participatory approaches** to ensure the work is guided by those most affected.

Co-design requires sharing power with people with lived experience across the entirety of an engagement or initiative, from determining the focus of exploration, to the design implementation, and evaluation”

The Goal of Co-Design

“Co-Design is about how we are being (our mindsets), what we are doing (our methods), and how our systems embrace the participation of people with lived experience (social movements.)”





Principles of Co-Design

Principles of Co-Design

Share Power

Prioritize Relationship

Use Participatory Means

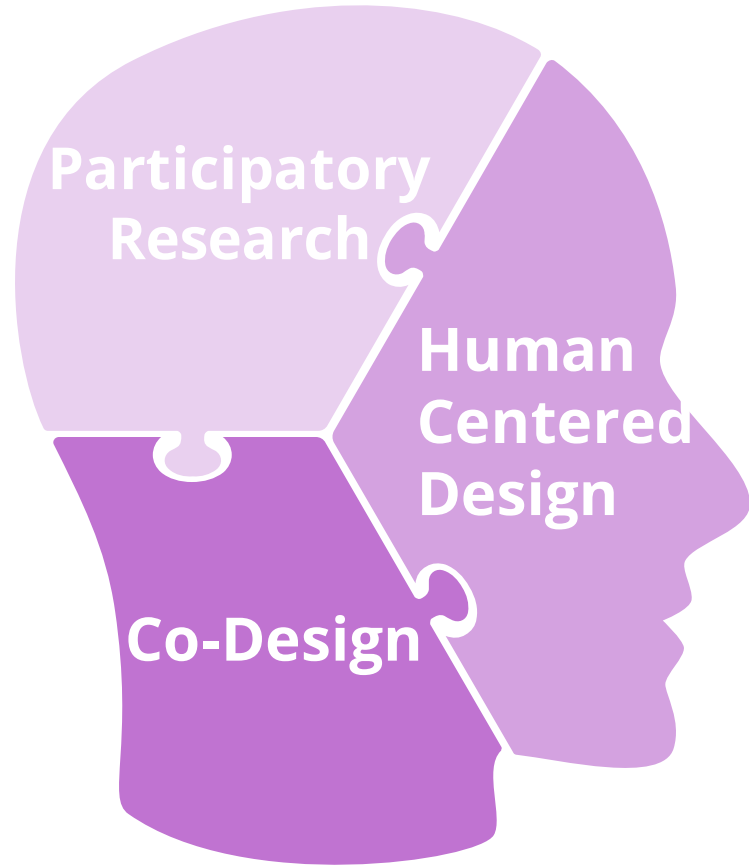
Build Capacity



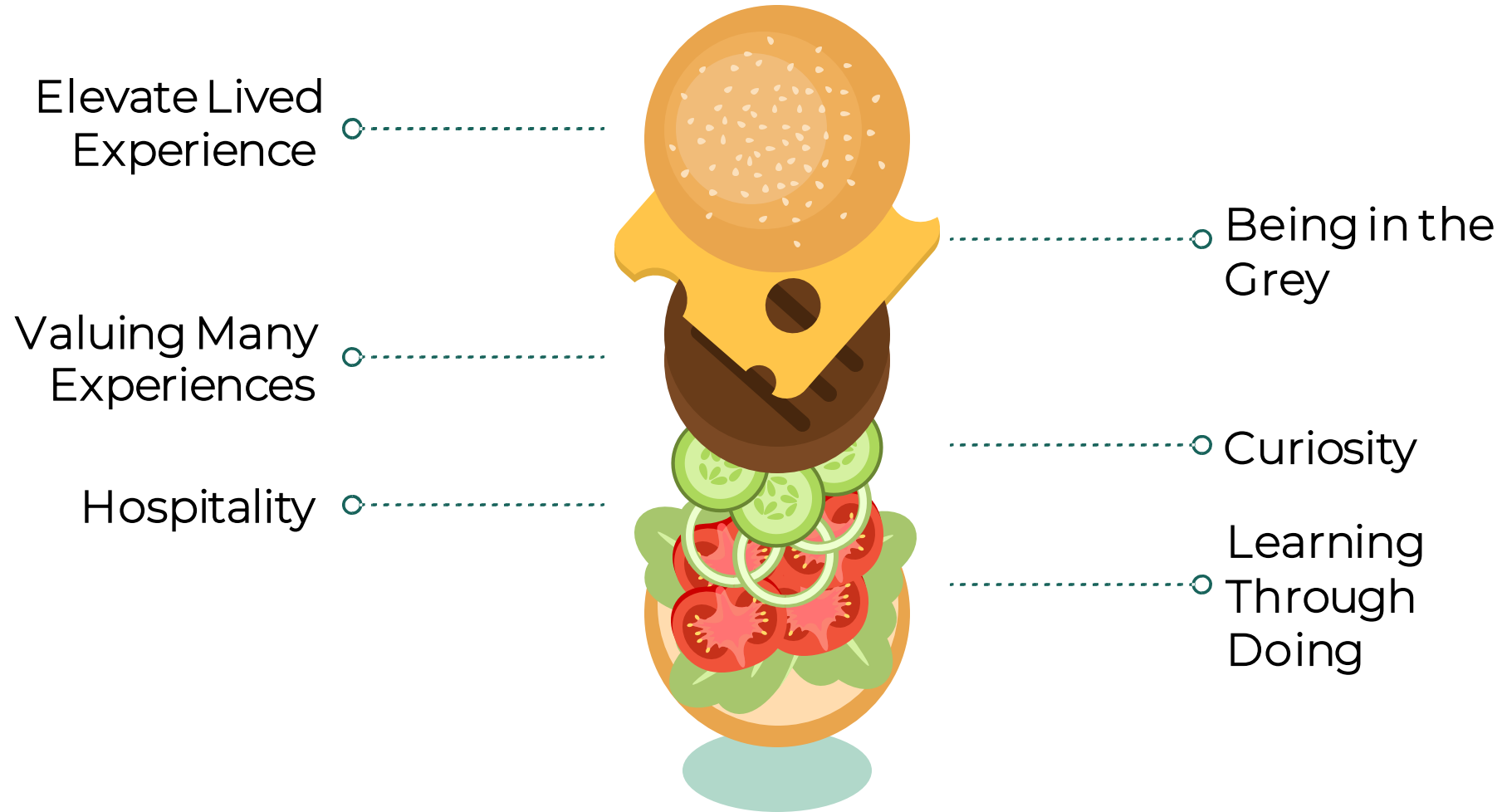
Equity and Co-Design



Liberatory Design



Six Mindsets for Co-Design

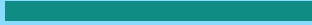


Co-Design Institute

- Conveners of Co-design - Personal Engagement
- Consultants & Technical Assistance
- Repository of information

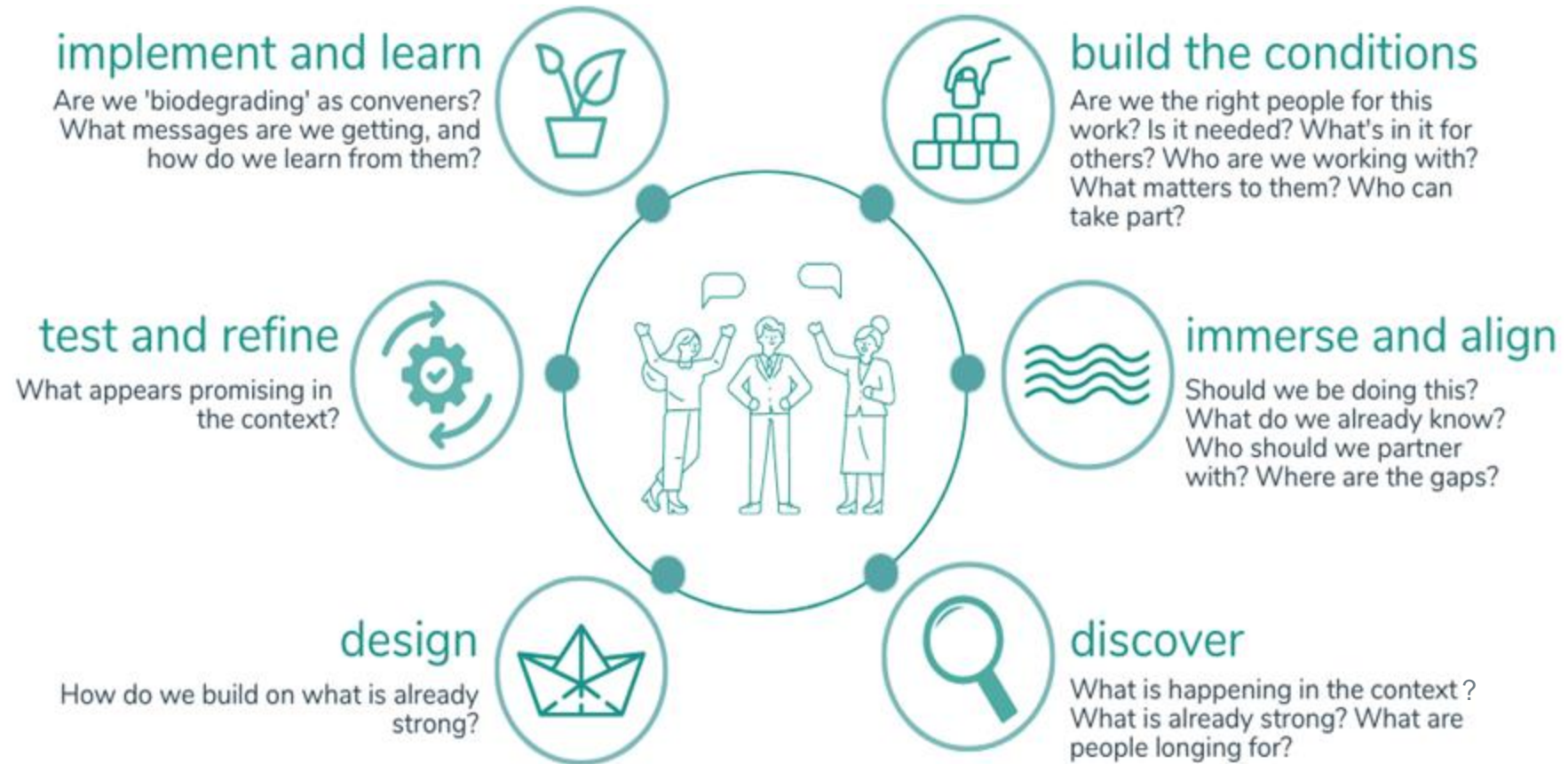


CO-DESIGN
— INSTITUTE —

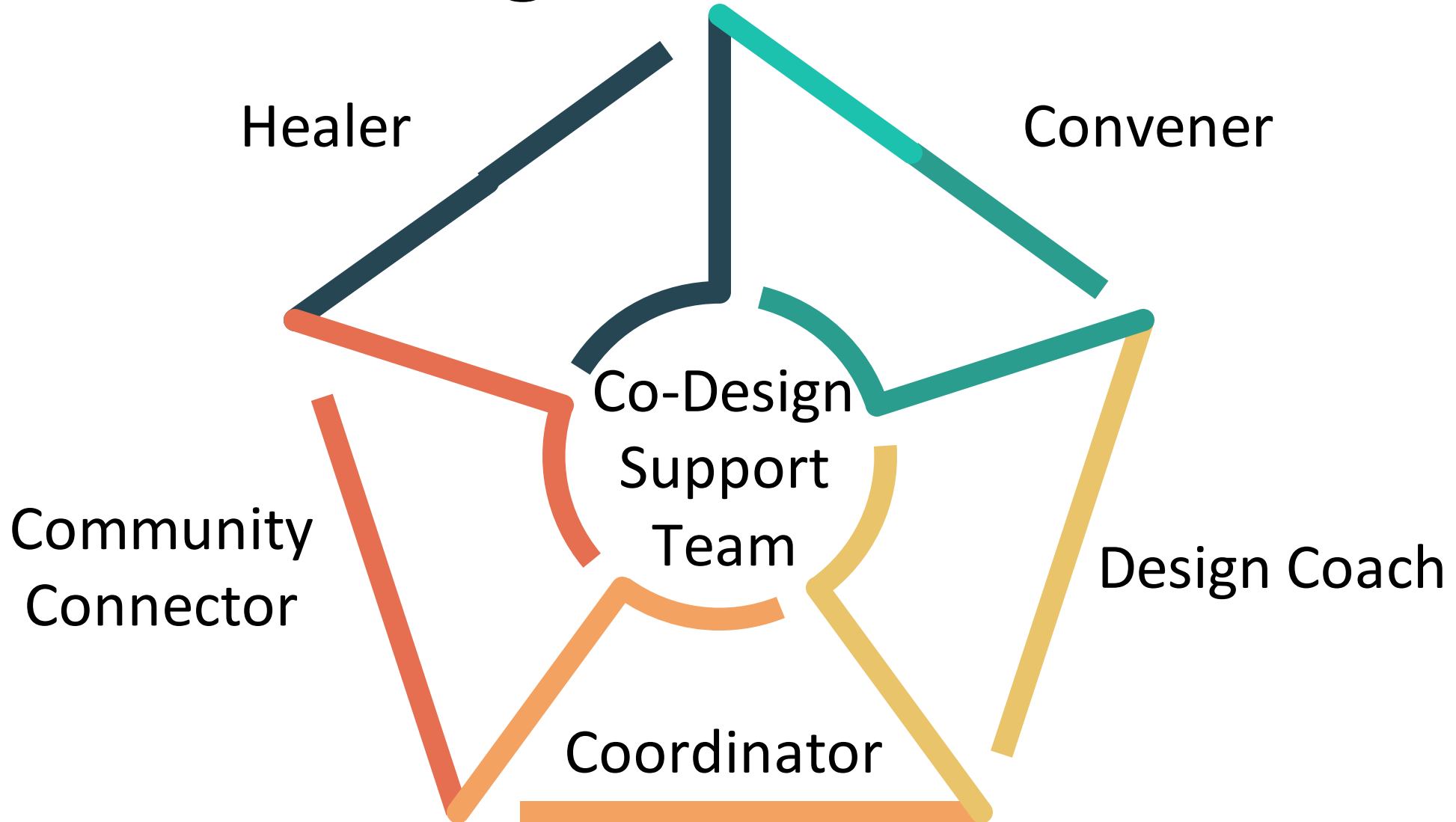


The Co-Design Process

Co-Design Process



Build the Conditions: Avengers Assemble!



Equity and Compensation

“If we’re serious about elevating lived experience, we can’t expect free participation. We need to account for people’s time and out-of-pocket expenses, as well as emotional labor.”

Step 1. Build the Conditions

Lived Experience

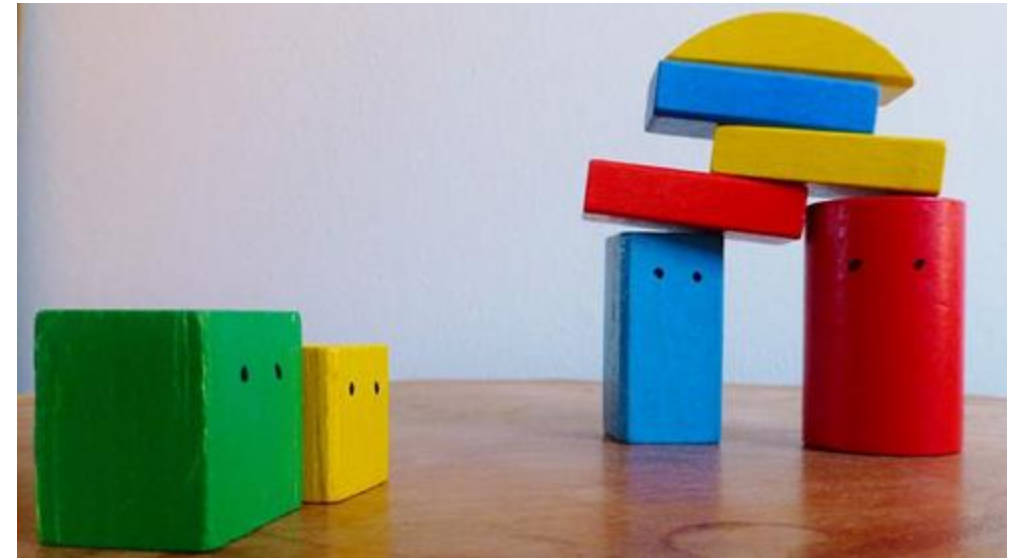
- People who have firsthand experience,
- People who can represent **their experience, not others**
- People who are interested in being part of a team, sharing their thoughts and learning

Provocateurs

- People who are outside the context you are working in
- People who are committed to curiosity and compassion
- People who don't come with a solution
- Must have Power Literacy

Professionals

- People who are willing to listen, share, and learn
- People who are willing to be uncomfortable
- People who are diverse in their perspectives and process



Building a Model of Care

Develop Frameworks for Safety:

- Stick to your promises to co-designers
- Acknowledging and building strengths in people and places
- Validating people's emotions and experiences
- Compensating and attributing to co-designers' work
- Offering healing and support
- Minimizing shame and isolation (reinforce, "There is no normal")
- Celebrating wins and processing grief of loss
- Focusing on relationships, peer support, and partnerships

2. Immerse and Align

- Identify Gaps in Knowledge
- “Do discovery first and leave solutions for later.”
- Consider equity of participation
- Continue to reinforce key messages and lean into the “Model of Care”
- Facilitate introductory activities that focus on who people are, rather than what they do
- Make constraints and elephants visible
- Develop lines of inquiry (think big picture!)



3. Discover

1. Questions that arise in immerse and align, can be asked in the Discover Phase.
2. “Being able to tell our stories *in our words* matters”
3. Consider Culture and Context
4. Develop an approach to your discovery work
5. Decide how you will work together
6. Select discovery tools to uncover new information
7. Consider peer research as a way to learn with people
8. Analyze, synthesize and produce draft insights
9. Test and refine insights with Co-designers
10. Document findings
11. Develop opportunity statements based on insights



4. Design

1. Build Ideas from the ground up
2. Work across small and big circles
3. Find inspiration
4. Design with co-designers
5. Warm-up for design
6. Review and build on inspiration
7. Strengthen ideas through peer feedback
8. Deliver broader forums (big circle)
9. Use design criteria to assess the ideas
10. Describe the ideas
11. Prepare your ideas for testing
12. Understand and select prototyping and testing approaches
13. Develop a testing plan



5. Test and Refine

Share
responsibility
with co-
designers

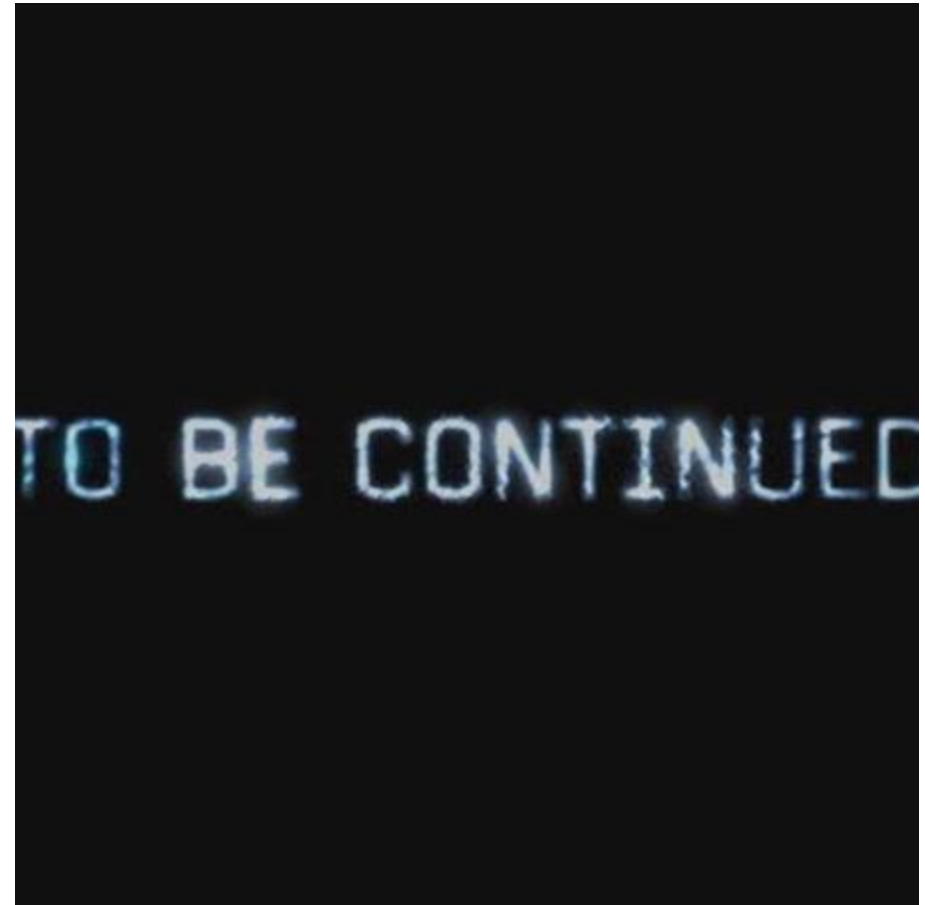
Learn on
parallel levels

Decide and
detail the ideas



6. Implement & Learn

1. Continue your commitment to using participatory means
2. Continue your commitment to building capability
3. Continue your commitment to sharing power
4. Continue your commitment to prioritizing relationships



Tools To Practice

Journey Mapping

Using individual stories to help understand the true pathways of participants & students

Level Setting

Giving background information, providing easy to read data, and other level setting practices to give people the skills they need to make informed decisions.

Decision Making

Identifying how you currently make decisions. Making feasible changes to share power.

Advocacy

Whether in the public or private sector it is important to build advocacy practices to gather the resources.

Engagement & CQI

Engagement of those impacted from the beginning. Continued communication through the process.

Keep people at the table

No matter what you have to keep those with direct experience involved even if just as advisors.



CONTACT US

Samuel Martin

Sam@sdmartinconsulting.com

(206) 651.4556

SDMC Programs

programs@sdmartinconsulting.com

(202) 780.5785



Q & A



What Does it Look Like in Real Life?

Foundations of Our Practices

Panelists



Lily Cory

Adolescent Programs Co-Design Manager
Department of Children, Youth, & Families

lily.cory@dcyf.wa.gov>



Cindy Cholico

Migrant Education Program Manager
ESD 105

cindy.cholico@esd105.org



Claudia Dominguez


Student Coordinator
ESD 105

Claudia.Dominguez@esd105.org


Considerations



Discuss
your ideas
with
leadership



Share
ideas with
your PLC



Lead a
discussion
with
students



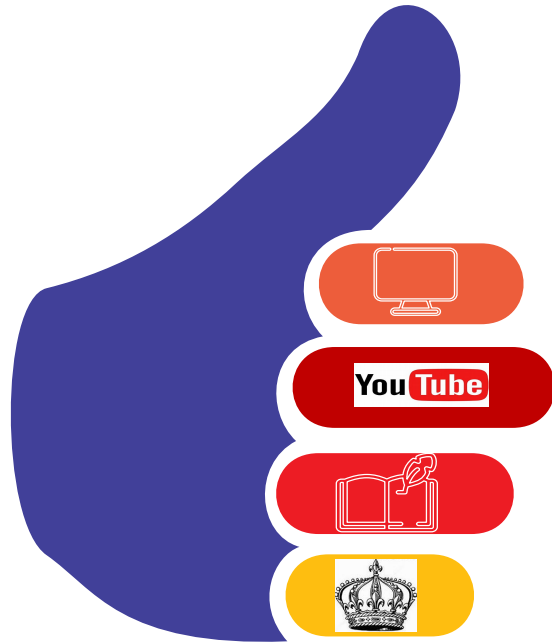
Resources

Resources

Funding

- [Unlocking Federal & State Program Funds to Support Student Success](#)

Co-Design Resources



- [Child Welfare Co-Design – Casey Family Programs](#)
- [Co-design for indigenous and other children and young people from priority social groups: A systematic review - ScienceDirect](#)
- [Civilla Design Library Civic Design Library](#)



Engage

An OSPI Best Practices
Newsletter



Articles from
education leaders

Timely resources
you can use

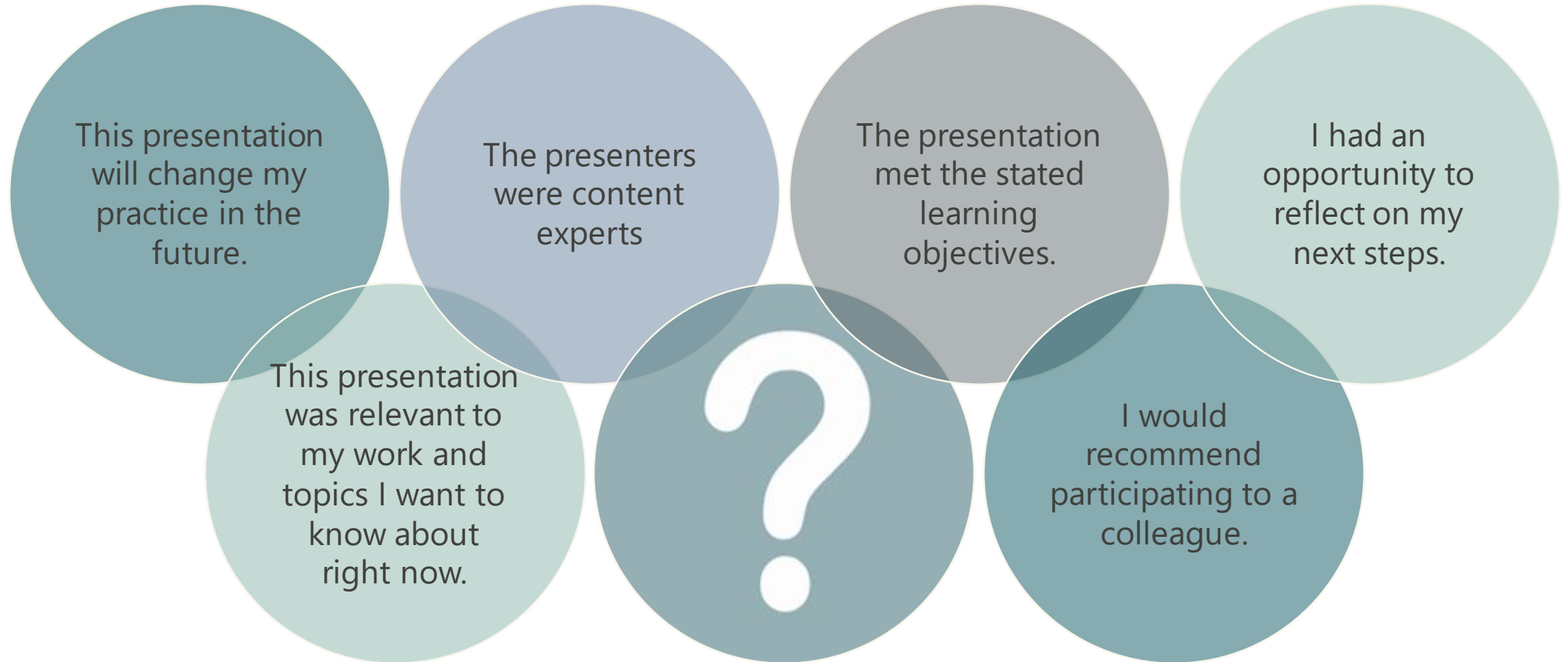
Leadership team
focused

Next Time

August 9
Back to School!
10 a.m. – 11:30 a.m.

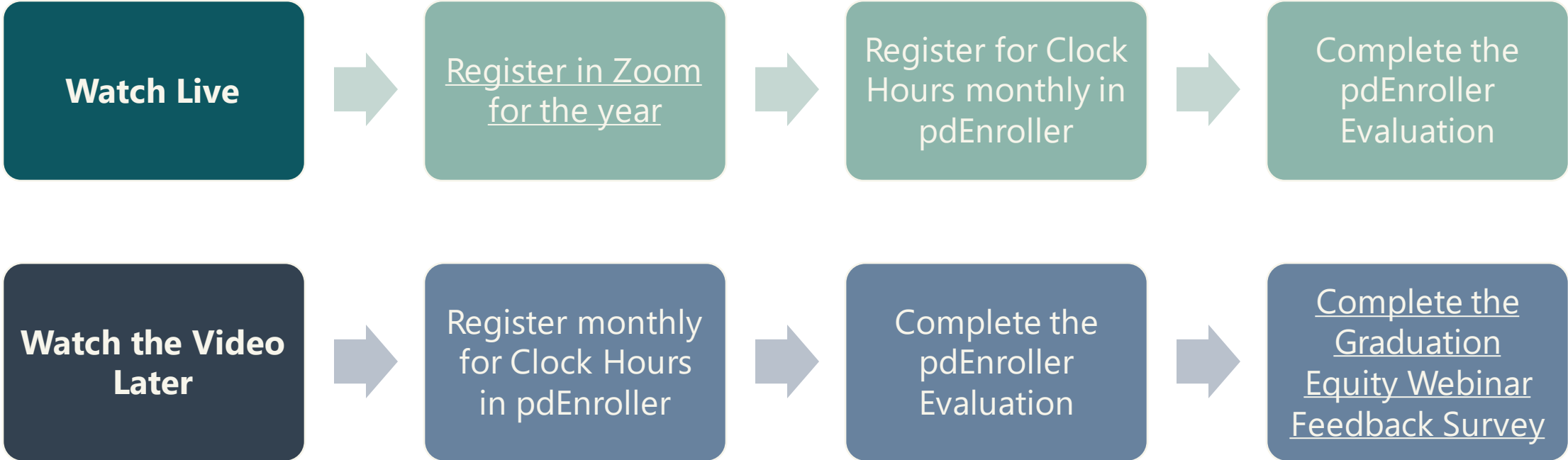


Evaluation





Do You Need Free Clock Hours?



Email Ronnie.Larson@k12.wa.us



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