

Tactic Prioritization Worksheet

Please complete the worksheets below – you should have four pages when you are finished.

You are working to select five tactics (bullet points) under each of your two strategies that you think together would most improve equitable outcomes, particularly for children of color, and further the other criteria identified by the Design Team. The chosen tactics should work together strategically to create a greater impact than they would if implemented individually.

Step 1: Read the tactic list for your first strategy (see email).

Step 2: Use the column prompts in the table (pg. 3) to help you choose your top five tactics. Column prompts are explained below.

Step 3: Cut and paste your tactics into the table, and complete the columns for each tactic (pg. 3).

Step 4: Repeat for your other strategy (pg. 4).

Step 5: Cut and paste your two strategies and their tactics again into the second set of worksheets (pgs. 5, 6).

Step 6: Print all four worksheet pages (pgs. 3-6) and bring them with you to the meeting on June 4. You will keep the first two pages to guide your individual and table work at the meeting, and you will turn in the last two pages at the door to be used in the meeting.

Explanations of column prompts:

- Design Team Focus:
The Design Team work is focused on the measures that were identified to act on first by the Pathways Learning Teams. These measures were reflected in the creation of the three Design Teams: 1) Regular Attendance, 2) Social-Emotional Health, and 3) High Quality Birth-through-Age-Eight Early Care and Education. Please note which of these outcomes your selected tactics aim to impact. Pathways' final tactics will need to address all three.
- Address inequities:
Put a checkmark if your tactic intentionally addresses racial, ethnic, socioeconomic and/or ability inequities in children's outcomes, particularly racial inequities.
- Actionable/accountable:
Put a checkmark if there are action steps that can be taken to move the tactic forward, and there are ways to measure progress, acknowledging that the tactics still require further detail. Actions can be both short- and long-term.
- System gap:
Put a checkmark if your tactic addresses a critical gap in our system by addressing something not yet being addressed in an impactful way.

- Equity focus:

The OpenSource equity framework highlighted four ways that systems can be made more equitable:

- **Resources** can be distributed equitably and put in the hands of those who most need them.
- **Rules** can be used to eliminate policies that create disparities and institute policies that create equity.
- **Stories** can explain how structural racism is operating and share the possibility of hope, resilience and change.
- **People** can be engaged to change their own thinking and impact the thinking of those around them and those in power.

Please note in which of these ways your tactic creates a more equitable system.

- Type of change:

To ensure maximum impact, the final Pathways agenda should include a combination of strategies that:

- **Strengthen** what's working (Example: Increase funding for Smart Start.)
- **Adapt** for where NC needs to go next (Example: Create state and district-level school leader and educator Equity Plans for birth to eight teachers and leaders.)
- **Transform** the system (Example: Acknowledge publicly the existence of structural racism and implicit bias in educational systems and identify steps to address it.)

Please note in which of these ways your tactic will create change.

There are two other criteria identified by the Design Teams that are not included on the worksheet. The reasons are noted below:

- Are data- and research-driven and informed by developmental science

All the tactics were derived from the research behind what drives third grade reading outcomes, what the NC data tell us, and from the lived experience of children, their families, and community members.

- Consider the whole child and family

Rather than ensuring that each tactic focuses on the whole child and family, we will want to ensure that the final set of strategies and tactics address the whole child and family.

Strategy 1. *(Copy and paste strategy here).*

Tactics <i>(Copy and paste text of chosen tactics below.)</i>	Design Team focus. <i>Circle all that apply.</i>	Address inequities?	Actionable/ accountable?	System gap?	Equity focus. <i>Circle all that apply.</i>	Type of change. <i>Circle one.</i>
Tactic 1.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 2.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 3.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 4.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 5.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
What is your rationale for choosing this set of tactics? How will they work together to advance children’s outcomes?						

Strategy 2. *(Copy and paste strategy here).*

Tactics <i>(Copy and paste text of chosen tactics below.)</i>	Design Team focus. <i>Circle all that apply.</i>	Address inequities?	Actionable/ accountable?	System gap?	Equity focus. <i>Circle all that apply.</i>	Type of change. <i>Circle one.</i>
Tactic 1.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 2.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 3.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 4.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
Tactic 5.	Education Social-Emotional Attendance				Resource Rules Stories People	Strengthen Adapt Transform
What is your rationale for choosing this set of tactics? How will they work together to advance children’s outcomes?						

STRATEGY 1: *(Copy and paste strategy here).*

Tactic 1: *(Copy and paste text of chosen tactics here and below.)*

Tactic 2:

Tactic 3:

Tactic 4:

Tactic 5:

STRATEGY 2: *(Copy and paste strategy here).*

Tactic 1: *(Copy and paste text of chosen tactics here and below.)*

Tactic 2:

Tactic 3:

Tactic 4:

Tactic 5: