

Future9 Learning Collaborative: Building Student Competencies

[Student Success Network](#) is a community of ~80 youth-serving nonprofits working towards a vision of NYC where all young people thrive. Ultimately, our Network aims to support:

- Stronger practitioner and organizational capacity for continuous improvement, including better measures and systems for using those measures, and access to evidence-based practices;
- Improved coordination and collaboration among NYC's youth-serving nonprofits as well as with city agencies; and
- Improved and equitable student outcomes.

Our Future9 Competencies

What skills do young people need to thrive in a rapidly changing world?

That question has been at the heart of conversations across our Network — and this year, a group of SSN members came together to take it on.

We first introduced our [Future9 framework](#) (adapted from ReDesign) at our October 2024 convening, where we explored what future readiness really looks like for young people. The turnout and energy confirmed what we suspected: **this work resonates**.

With input from youth and practitioners, a small subcommittee helped adapt this research-based, student-informed framework into something that reflects the values, realities, and strengths of our nonprofit community. The result? A **set of specific, observable, and strength-based competencies** that connect to the broader work of our Network.

We're not offering the Future9 as *the* answer — but as a shared starting point for reflection, alignment, and deeper collaboration across organizations.

Learning Collaborative Description

In November 2025, SSN will launch a Learning Collaborative, a cohort focused on embedding future-ready competencies into youth-facing work. Whether your team or organization is just beginning to explore competencies or already have a set of competencies, this Learning Collaborative will bring together community-based organizations that want to deepen their understanding of competencies, test new practices, and build shared language and alignment in their organization to support student growth.

Team will include **2–4 representatives** from community-based organizations, representing both **student-facing roles** (ex: advisors, coaches, program facilitators) and **program leaders**. We

encourage teams to bring multiple team members to facilitate thought partnership and support implementation. Organizations serving students age 11 and up are welcome to join.

Outcomes

There are many entry points to this work. First, identify where you're coming from, then examine the outcomes for your path.



Based on where you're at in the process, sessions will be tailored to your needs and fit into the design cycle.

Competency Curious

Outcome:
You will be able to identify the 'what' and 'why' of competencies and consider benefits to your work.

You'll do this by...

- Unpacking competencies
- Taking inventory of your work
- Mapping activities to competencies
- Identifying ways to talk with students and staff

Ready to Implement

Outcome:
You will be able to create systems to implement competencies in your setting.

You'll do this by...

- Creating professional development for staff
- Designing experiences for students

Pausing to Evaluate

Outcome:
You will be able to identify evaluation systems to understand the impact of your systems implementation.

You'll do this by...

- Creating competency-aligned self-assessments
- Piloting evaluation systems
- Reviewing and synthesizing data

As a result of this work:

Practitioners will:

- 1) Increase connectivity with their peers throughout the network, offering them a resource for problem solving and brainstorming indefinitely
- 2) Deepen their understanding of future-ready competencies and how to apply or adapt the Future9 framework for their youth programming
- 3) Build capacity to implement and assess competencies, including tools for measuring progress and aligning staff and systems

Network Organizations and relevant external audiences will gain access to tested practices and measures.

Students served by Learning Collaborative participants will build future-ready skills.

Timeline

October 2025 - March 2026:

While much of the learning will happen in organizations, all participants will convene in-person and virtually 5 times during the year:

- **Session 1: November 19, 2025 (10 - 1 pm, In-person)**
 - Understanding Competencies and Collective Learning Goals
- **Session 2: January 21, 2026 (10 - 1 pm, In-person):**
 - Mapping the Work
- **Session 3: February 18, 2026 (10 - 12 pm , Virtual)**
 - Measuring Progress
- **Session 4: March 25, 2026 (10-12 pm, In-person)**
 - Reflecting and Refining
- **Session 5: April 29, 2026 (10-12 pm, In-person)**
 - Share and Scale Success

For a description of what each session will cover and the progression of work throughout the Improvement Lab, see the [full arc of work here](#).

Office Hours: Cohorts will be supported with office hours by SSN and coaching as needed. Facilitators may join regular team gatherings or other spaces to support the teams in implementation.

Interested in Joining?

If you or someone from your org would like to participate, please submit an [interest form](#) by October 14, 2025. For any questions reach out to Marieme at marieme@ssn-nyc.org.

