GSPP GOLDEN STATE PATHWAYS PROGRAM
Lead Technical Assistance Center

Facilitator's Guide

Created March 2025

GSPP Outcome and Topic	Outcome 7: Collaboratively Built Pathways

GSPP outcome 7 focuses on building pathways in collaboration with other local educational agencies, postsecondary partners, local and regional employers and other relevant community interest holders to expand the availability of innovative college and career pathways that align with regional labor market needs. The outcome for today are:

- Deepen our shared understanding of effective collaboration in building successful integrated college and career pathways tied to local economic and labor landscape
- Learn how to build a culture of collaboration to engage all stakeholders in the development and sustainability of GSPP pathways
- Develop a Train-the-Trainers toolkit of activities and resources to implement and share with GSPP grantees

Slide #	Topic	Presenter	Process/Outcomes	Time
1-2	Title, Intro	Bill	• Introductions	5
3	Outcomes	Dan	• Deepen our shared understanding of effective collaboration in building successful integrated college and career pathways tied to local economic and labor landscape . Practice using the capacity building strategies B. Collaborative Leadership and D. Strategic Partnerships to coach grantees on Outcome #7.	5

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			• Develop a Train-the-Trainers toolkit of activities and resources to implement and share with GSPP grantees	
4	Warm Up: Pair/Share	Breakout pairs	• Share what you are doing/planning/creating to support your grantees with outcome 7, and one thing you did this summer to stretch your mind. (2 min each) • Share with whole group what your partner shared with you. (1 min. each)	8
Facilitators Notes: Ask participants to stand up, find a partner from a different RTAC. Seek out someone you haven't interacted with in a while. When you have found a partner, raise your hands to indicate you are ready. For the first 2 minutes, one person shares one thing they did this summer to stretch their mind, and 1 or two things they are doing/planning to address outcome 7.				

Slide #	Topic	Presenter	Process/Outcomes	Time
5	Coaching to the Capacity Building Strategies			2
Facilitators Note: Refer participants to the Capacity Building Strategies in the Train-the-Trainers Guide. We are focusing on two of the 5 strategies here as they apply to outcome 7.				
6			**Why Collaborative Leadership Matters** • Builds capacity across roles • Ensures broader buy-in and implementation fidelity	30 sec.

			• Increases sustainability of change efforts	
7			**Core Practices of Collaborative Leaders** • Set clear direction and shared vision • Build a culture of trust and mutual respect • Foster data-informed decision-making • Engage and empower all voices	30 sec.
8			**Collaborative Processes in Action** • Formal structures for collaboration (e.g., CoPs, steering committees) • Distributed leadership roles across departments • Partner involvement in setting goals and reviewing progress	30 sec.
9			**What Are Strategic Partnerships?** • Intentional collaboration with postsecondary, industry, and community partners	30 sec.

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			• Based on mutual goals and shared resources • Leverage broader systems for student learning and support	
10			**Benefits of Strategic Partnerships** • Real-world learning and industry exposure for students and early college credits • Resource sharing and capacity building • Innovation in teaching and learning practices	30 sec.
11			**Developing Effective Partnerships** • Identify needed roles and contributions • Create recruitment strategies and outreach plans • Clarify roles and define partnership expectations • Evaluate and grow partnerships over time	30 sec.

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12			**Partner Engagement in Practice** • Invite industry professionals into classrooms • Co-design projects with partners • Include partners in advisory or leadership teams • Sponsor worksite tours, job shadows, and/or internships	30 sec.
13	Role: Coaching through Capacity Building Strategies **B. Collaborative Leadership** and **D. Strategic Partnerships**			5
Facilitators Note: Refer participants to the Role Play Scenarios worksheet				
14	Select coach and grantee roles		**G**rantee selects a scenario and shares with the coach. Coach has 5 minutes to explore the problem and possible solutions with grantee After 5 minutes debrief the exchange: Were you moving to solution? What challenges and opportunities arose? (2 min.)	28 minutes
15	Group Discussion:		What challenges do you anticipate in one-to-one coaching? What breakthrough or potential breakthrough did you experience?	5

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Facilitator's Note: At the end of slide 21 remind participants of the rubrics in the TtT guide that they can use with grantees to collaboratively assess the pathway.				
16	Miro Board Activity: Building Capacity to deliver on collaboratively built pathways	Dan	**Intro**	3
Facilitator Note: You will need to create the Miro boards in advance: (sample Miro board: https://miro.com/app/board/uXjVJc-hJcw=/?share_link_id=1644647664) 1. **Reflection Zones (Interactive Sticky Areas)** Create two labeled spaces (one for each for Collaborative Leadership, and Strategic Partnerships) ○ Include guiding questions or prompts (from the checklist). ○ Place empty sticky notes pre-labeled: "Current Strengths," "Growth Areas," "Ideas." 2. **Partnership Mapping Canvas** ○ A quadrant chart: ▪ X-axis: Level of engagement ▪ Y-axis: Strategic importance ○ Participants will drag-and-drop partner logos/names onto the chart. 3. **Commitment Wall** ○ Add a final column or space titled: "What's one step I will take?" ○ Participants place sticky notes with personal or team-level actions.				
17	Reflection in Zones		• Break into small teams (or individuals if virtual). • Ask participants to post in each reflection zone: ○ Strengths	10

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			Growth areas Ideas for improvement *Tip: Use different color stickies for each type.*	

18	Partner Mapping		• "Who are your current and potential partners?"
			• Drag names/logos into the quadrant:
			  ○ Top-right = high importance, high engagement → Leverage
			  ○ Bottom-right = high importance, low engagement → Recruit
			  ○ Top-left = low importance, high engagement → Reevaluate roles
			  ○ Bottom-left = low importance, low engagement → Monitor
				5

19	Share Out			10
Facilitator's Note: Summarize share out by surfacing commonalities and suggesting next steps based on the comments, strengths and challenges.				
20	Closeout	Dan	**Final Reflections on the day: What is one action I can take this quarter to build a**	5

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			culture of collaboration and strategic partnerships?	
21	Closing	Bill		3