

Citywide Planning for a **FUTURE READY BEXAR COUNTY**

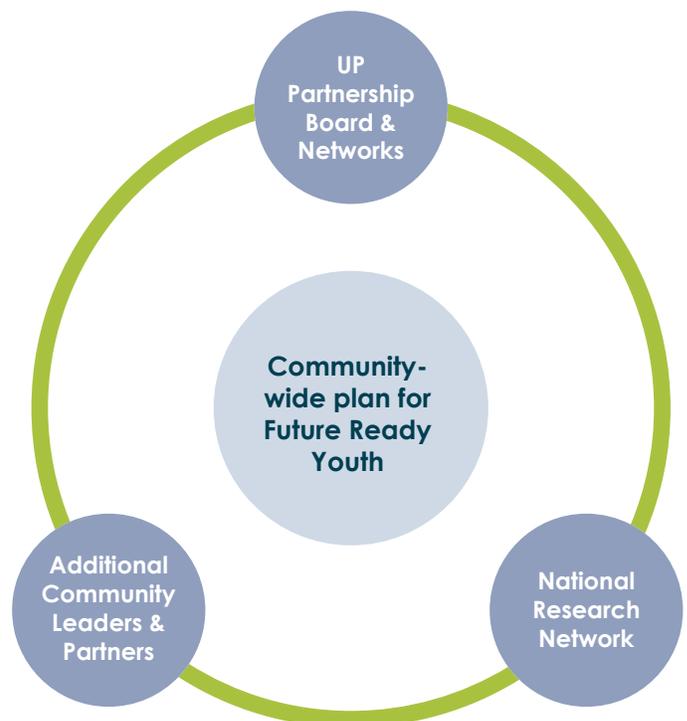
Who is developing the Future Ready Plan?

There are three main types of stakeholders shaping this process: 1) UP Partnership's Networks and Board of Directors, 2) Other community leaders and partners with a public commitment to young people, and 3) the National Resource Network. As with everything at UP Partnership, this work is designed to grow our shared ability to end racial and ethnic inequities impacting our children and youth.

UP Partnership is the lead for this initiative and many of our core partners will help shape the content of the plan. Many leaders who are not a part of our partnership structure are also being engaged in the planning work, including youth, community, city, and county stakeholders. Together, these partners will set the core ideas and priorities for the plan.

To support the planning process, we are also using the expertise and support of the **National Resource Network (NRN)**. UP Partnership contracted NRN to be the facilitator of the planning process, a decision made by our Board of Directors

and other local leaders. NRN is comprised of four unique partners that contain expertise in this type of effort: [JFF](#), [PFM Group Consulting, LLC](#), [Enterprise Community Partners](#), and [HR&A Advisors](#).



What is the Future Ready Plan?

UP Partnership has identified the need to establish a community-wide Future Ready Plan for and with young people across San Antonio and Bexar County.

NRN will work with our current stakeholders to establish shared priorities, vision and metrics for our community. As our community’s leading backbone for education and youth development, UP Partnership will also support the plan’s implementation over time.

Several collaborative steps are needed for this plan to have the right focus and direction—and that is where you come in.

Through our board of directors and already-established networks, we’ll develop agreements that document the priorities and objectives that rise to the top. The plan also will establish role clarity and align our efforts with other networks in Bexar County centering equity in their work.

The Future Ready Plan will be defined by three racial equity pillars:

Isolation to Voice	Punishment to Healing	Disconnection to Access
<ul style="list-style-type: none">Far too many young people are not asked to use their voice in decisions made for them.	<ul style="list-style-type: none">Far too many young people are caught up in the justice system or held back because of punitive disciplinary practices that cut them off from future success.	<ul style="list-style-type: none">Far too many young people are disconnected from school and work and not on a path to success they deserve.

From Pledge to Plan: Ensuring an Equitable Recovery in Bexar County

Why now?

In 2020, our board of directors and partners signed the UP Partnership Equitable Recovery Pledge, which challenged institution leaders to keep equity at the center of their decision-making as they tackled the challenges of the COVID-19 pandemic.

With this process, we are moving from pledge to plan.

Though racial and ethnic inequities have always existed, the COVID-19 pandemic highlighted how dependent we are on one another. As a collective impact organization, we always strive to bring a cross-sector approach to our community, but now is the time to ensure our systems serve everyone better.

The Future Ready Plan will reinforce our network of partners’ commitment to an equitable recovery.

How will we design the future ready plan?



Engagement is one of the most critical phases of the planning process. Through listening sessions with partners, youth and other stakeholders, we will gather the context needed for the equitable recovery strategy.



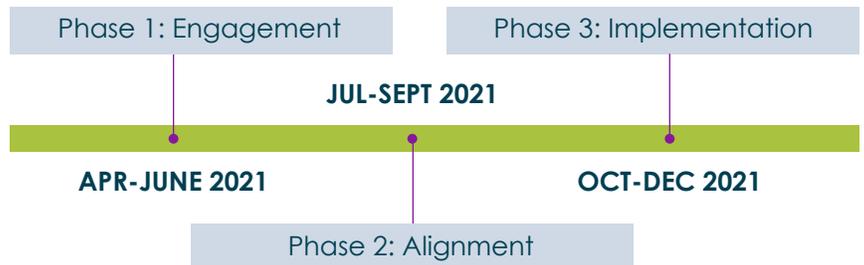
Alignment will happen after NRN identifies emerging themes, ideas and solutions. The iterative process will require feedback but is aimed at aligning the focal priorities for the Future Ready plan.



Implementation will be the final phase of the planning process. Recommendations to align contributions, data, communications and funding to the vision will be established and NRN will support next steps. Networks will have new agreements and communications tools to support the plan's implementation.

What is the timeline for this planning phase?

The timeline of the Planning Phase runs from April-Dec. 2021.



Phase 1 Listening Workshops:

During listening sessions, we'll talk with our board of directors, network partners, youth and families, and additional community stakeholders to understand your priorities, concerns. These sessions will include institutional interviews where we go deep with one institution at a time, in addition to group sessions.

Communities In Schools of San Antonio is also actively supporting UP Partnership's Future Ready planning process, supporting the design and organization of community-based alignment plans at the school feeder pattern level. The CIS-SA role will focus on community-level interviews with peer organizations and family leaders, especially in prioritized school districts (SAISD, HISD, JISD, ECISD, and SWISD). Through these interviews, CIS-SA will help to strategically align relevant programs, activities, and events provided by participating agencies and community leaders.

Phase 2 Consensus Workshops:

During consensus workshops we will have a mixed group of stakeholders vet, narrow and solidify the themes that come out of listening sessions.

Phase 3 Culmination Workshops:

During these workshops, we'll finalize recommendations and further clarify individual institutional roles in the Future Ready Plan.

Key deliverables at the end of the Future Ready planning process:

NRN will complete five tasks for UP Partnership and its network of partners upon the completion of listening, consensus and culmination workshops.

These deliverables will give UP Partnership's network of partners the next steps to launch the Future Ready Plan.

1. A community-wide vision for 'Future Ready' young people with clear, stackable metrics that are completed and adopted.
2. Aligned contributions are established with community-wide and community-level applications.
3. Communication and planning tools are adopted to ensure plan implementation
4. Our community's shared data architecture is elevated, with new connections between student-and-provider-facing systems that support the realization of the 'Future Ready' vision.
5. Relevant public and private funding is aligned to the 'Future Ready' framework.



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