



**THIS IS THE DOCUMENT FOR COLLECTING COMMENTS
PLEASE USE [THIS LINK](#) TO THE GDRIVE VERSION AND
USE THE COMMENT BOX FOR SUGGESTED EDITS
ALL COMMENTS DUE BY NOVEMBER 30, 2019 5:00 PM EST.**

**If you have specific questions you would like added to the FAQ please use this [link](#).
The FAQ will be updated as needed and maintained on the SLECoP website**

STEM Learning Ecosystem Community of Practice DRAFT Plan for Sustainability

The STEM Learning Ecosystem is a dynamic Community of Practice of diverse stakeholders deeply engaged in advancing the field of quality STEM education and opportunities for learners of all ages and abilities. As this community matures from start-up to mature, it requires a collaboratively designed sustainability plan that ensures:

- All voices are included in and reflected throughout the work;
- Shared burden of work among community members and the backbone organization;
- A sustainable model that allows for continuing collaboration and thoughtful growth; and
- A forward-looking culture that embraces emerging practices to help scale the most promising innovations.

In order to accomplish this, a group of 35 individual STEM Ecosystem leaders (The SLECoP EAC) worked together with TIES to design an operating and governance model, and benefits and membership package to foster sustainable growth.

The Operating and Governance Framework relies upon the Inverted [Constellation Governance Model](#) advanced by the Centre for Social Innovation and adopted by many individual Ecosystems. This model puts the Community of Practice at the Center of the work and imagines the leadership as the foundation or roots of the work. The essential elements of this structure are:

- A **Stewardship** Team consisting of:
 - The **embedded, elected leadership and management team**;
 - **Chair** responsible for financial oversight, fundraising, partnership development and smart growth;
 - **Vice Chair for Communications** to optimize sharing of best practices and steer advocacy efforts;

- **Vice Chair of Diversity, Equity and Inclusion** to ensure a more representative SLECoP across all levels;
 - **Vice Chair of Measurement and Data** to identify and amplify data efforts and measurement to support program scale;
 - **Vice Chair of Services** to ensure community members' interests are served through resources available;
 - **Vice Chair of Events** to work with the host community, event planner, and backbone organization to support all aspects of event planning;
 - **TIES Liaison** to function as the link to thought leaders and funders, and to support ongoing field-building across SLECoP.
 - Regional selected Committee Chairs;
 - Region #1/ Northeast
 - Region #2/ South
 - Region #3/ Midwest
 - Region #4/ West
 - Region #5/ International/Global
 - Ad Hoc **Practice Groups** advanced, chaired and self-organized by interested community members;
 - Ad Hoc **Committees** to support Vice Chairs in planning and technical assistance as needed (i.e. regional convening planning committees etc.)
- Arms-Length advising from funders and strategic partners (i.e. NSTA, After School Alliance, SFN, etc.)
 - TIES as the Backbone Organization providing back-office support for R&D, grants management, event planning, event registration, resource library maintenance, etc.

The following provides the timeline, roll-out and expectations for this new leadership structure:

- The Community of Practice will be asked to provide input to this plan at the Fall 2019 convening and the final community-endorsed plan will launch in January of 2020;
- The first elections will be held at the Fall 2020 Community of Practice convening. Until that time, the EAC will seat an interim leadership team to finalize the details of the election process and roles and responsibilities. TIES will maintain its role as manager and operator in 2020 and will work with the interim leadership team to finalize the details;
- The elected leadership and management team, serving a two-year term in 2021 and 2022, will have considerable responsibility and agency over the operations and running of the overall initiative with backbone support from TIES. To support this leadership transition, TIES will maintain a director position to collaborate with the chair and vice chairs in 2021. In 2022, it is anticipated that all leadership and management decisions transition fully to the elected team;
- TIES will continue as the backbone organization through 2022 and longer if mutually agreed.

SLECoP Participation and Membership

The following items represent the core benefits of participation in the STEM Learning Ecosystems Community of Practice. These items are considered essential and basic to supporting all Ecosystems, realizing that different Ecosystems have different needs and that Ecosystem needs may evolve and change over time. The following items are included for all participating STEM Ecosystems:

- Convenings
 - Continue with two convenings in 2020, transitioning to one convening in 2021. Regional and topical convenings are TBD starting in 2021.
 - Each Ecosystem may send two attendees as a benefit of membership in 2020. The stewardship group will determine future participation.
- Data Collection and Measurement
 - As the work in Measure STEM advances, it is anticipated that Ecosystems will:
 - Use the Ecosystem Indicators Tool (EIT) for ongoing goal-setting and action;
 - Leverage the ERP Dashboard to monitor individual and aggregate indicators;
 - Share feedback related to collective impact and reach;
 - Work toward international measurement standards supporting systemic change.
- Networking and Capacity Building
 - Bringing communities together to solve problems of practice
 - In-person and virtual collaboration
 - Practice groups focused on shared topics of interest
 - Shared toolkits
 - Establishing strategic partnerships
- Ecosystem On-boarding
 - In-person orientations at convenings to support new Ecosystems representatives
 - Virtual meetings
 - New cohort reception at convening
- STEM Advocacy
 - Defining the state, national and international narrative
 - Advancing the STEM Learning Ecosystems brand
 - Creating/driving systemic change
- Leadership and Mentorship Capacity
 - Equipping members to promote diversity, equity and inclusion in all aspects of their Ecosystems, respective organizations and larger SLECoP
 - Developing collaborative leadership skills

- Fostering policy advocacy skills
- Shared Resources
 - Website
 - Resource library
 - Marketing tools
 - Grant database matching support
 - Development of toolkits, playbooks, and other publications

The cost for membership is \$3000/Ecosystem to be collected annually starting in 2020. The interim leadership team will determine membership criteria to maintain good standing status and a scholarship system, if warranted, to support Ecosystems that need financial support for membership.

Add-On Services

Add-on services are additional services extending beyond those listed above in which Ecosystems may participate. Some of these services will have an associated fee. Ecosystems may choose to engage in items listed below as add-ons to the basic, essential services listed above. These services are accessible to Ecosystems to provide helpful support in meeting the unique needs of individual Ecosystems.

- Data Collection and Analysis
 - Customized analysis of individual Ecosystem data based on specific needs and requests
 - Asset Mapping platform
- Design Studios
- Grant Writing Support
 - Collective grants for similar projects
 - Ecosystem specific sustainable fundraising strategies
- Targeted Leadership Support
 - Lead STEM
 - Program implementation assistance
- Technical Assistance by request
- Potential Future Initiatives
 - Microcertifications
 - Equity and cultural sensitivity training and support
 - Funders Meetings

Proposed Governance Model

