STEMSTL

Ecosystem
Cultivate. Learn. Innovate

STEMSTL Out-of-School-Time (OST) STEM Programs
Community of Practice

Out-of-school-time STEM programs provide an important point of exposure for many St. Louis students to STEM concepts and project-based STEM learning. In early 2018, STEMSTL convened 150 community members to name and prioritize strategic activities needed to better strengthen the STEM learning ecosystem in St. Louis. Some of the strategic priorities identified were building a shared definition of out-of-school-time STEM programming and developing a commitment to learning, growing, and strengthening as antiracist, high-quality programs to best serve students.

To form our inaugural cohort, we are seeking 10 programs to participate in a 10-month community of practice. These organizations will be committed to learning and progressing as antiracist, high-quality programs for youth--openly, honestly, and with a lens of constant learning and commitment to community, including this community of practice.

BENEFITS

- Local and national support network
- Shared knowledge and best practices
- Accelerated individual and organizational professional development opportunities
- $250 stipend per participant (max. 2 participants per organization)

- Program development tools and resources
- Antiracist tools and resources
- One-on-one and group coaching
- Learnings and impact sharing platform via STEMSTL

PROGRAM REQUIREMENTS

- Organizational focus on STEM or specific program/initiative dedicated to STEM
- Excitement around and commitment to collaboration
- Consistent participation of 1-2 individuals (2 preferred) from a STEM-specific program at your organization (staff members cannot rotate participation)
- Unwavering commitment to strengthening an antiracist lens and quality of programming
- Attendance at bi-monthly virtual convenings and monthly virtual one-on-one/group coaching sessions
- Completion of ongoing prep work, homework
- Sharing data intermittently throughout community of practice to help assess effectiveness of program
- Preference will be given to St. Louis headquartered and solely St. Louis-based organizations

CONVENING SCHEDULE

Community of practice convening attendance is required for every session. Given COVID-19, we are currently planning on all convenings being virtual.

Friday, November 20, 2020
Friday, January 15, 2020
Friday, March 19, 2021
Friday, May 21, 2021
Friday, July 16, 2021

In addition to our bi-monthly convenings, rotating monthly coaching sessions will be scheduled the second week of each month.

A final ceremony will also be scheduled in August 2021 (date pending).

APPLICATION TIMELINE

October 1	October 7	October 16	October 23-27	November 2-5	November 7	November 10	November 20
Application Opens	Informational Webinar	Application Deadline	Video Interviews	Final Interviews	Final Interview Decision Notification	STEMSTL Annual Convening 9am-12pm	Community of Practice Kick-off Convening

APPLY AT **bit.ly/applySTEMSTL**

Application Form

This application will take you 20-30 minutes to complete via the link provided on page one of this document. We suggest reviewing the application questions and required documents outlined below, compiling these documents, and then visiting to the online application to complete. We encourage you to include viewable links to documents, website pages, media, and other supporting items where appropriate.

Organization Information

What is your organization's vision and mission statement?

Describe in one sentence what your organization does.

What community(ies) does your organization serve?

Organization Information

What is your organization's vision and mission statement?

Describe in one sentence what your organization does.

What community(ies) does your organization serve?

Where does your organization operate?
- Local
- Regional (2-6 communities in different states across the country)
- National (7+ communities in different states across the country)

Who do you serve?
- We engage young people by grade-level.
  - Specify Grad Level
- We engage young people by age.
  - Specify Age

Community of Practice Interest

Have you reviewed the time commitments and schedule for this community of practice?

How many individuals from your organization can participate in this community of practice?
Please list the name and title for each participating individual and give a brief description of their role related to this program.

Can the above individual(s) commit to the time and schedule for this community of practice?
- Yes
- Somewhat
- No
  - *If no: Thank you for your time and interest--and all you do each day for youth in our community. We understand that while a Community of Practice is a significant time commitment, we can all continue to leverage resources to learn and grow. Visit this brief library of Out-of-School Time STEM Resources to support you.*

If you answered somewhat to the question above, can you share what your limitations are and/or how you can engage?

Does your manager support your participation, if selected, in this community of practice?

Does your organization support your participation, if selected, in this community of practice?

Why are you interested in participating in our community of practice? [200-word limit]

If selected, what three outcomes are you seeking through this community of practice? [200-word limit]

How does your organization engage, plan, operate, and lead in an antiracist manner?

Is your organization committed to building an equitable, antiracist organization?
- Yes
- No
- I'm not sure.

How does your organization think about bias, and/or racism?

How do you incorporate that into your programs?
In addition to your response above, please share additional reflection and details. Please also feel free to share viewable links to documents, website pages, media, etc.

Has your organization engaged in antiracist education?
- Yes, a portion of our organization has engaged in antiracist education.
- Yes, our entire organization has engaged in antiracist education.
- No, our organization has not engaged in antiracist education.

Has your organization committed money and time to be educated on antiracism on an ongoing basis for your staff?
- Yes, our organization has committed money and time to be educated on antiracism on an ongoing basis for our staff.
- No, our organization has not committed money and time to be educated on antiracism on an ongoing basis for our staff.

Does your organization commit to open conflict and allow discomfort?
When conflict arises on your team and within your communities, let it arise. Don't try to hide it, delete it, or ignore it, and do not protect hate speech. Acknowledge the conflict, allow space for community members to be heard, and deal with the underlying issue rather than demonizing the community member who raised the issue. These conversations are happening regardless, allow them to happen in your spaces and be a part of the conversation. Be willing to sit in the discomfort of being called out and take action to implement the needs expressed by community members. Set up community guidelines and train your community moderators on how to have culturally responsive communications and handle conflict online.

- Yes, our organization is working on our commitment to open conflict and allowing discomfort.
- Yes, our organization is committed to open conflict and allowing discomfort.
- No, our organization is not committed to open conflict and allowing discomfort.

Has your organization invested a portion of your budget in the Black community?
The Black community includes, yet is not limited to, Black employees, vendors and contractors, Black-owned software and services, Black facilitators, and purchasing Black-authored books and curriculum.

- Yes, our organization has invested a portion of our budget in the Black community.
- No, our organization has not invested a portion of our budget in the Black community.
- I am not sure if our organization has invested a portion of our budget in the Black community.

Please share more about your response above.

What does your organization's high-quality STEM programming look like?

Please note that for questions below and during our Community of Practice, any data shared (anecdotally or via documents) will strictly be used internally for the purposes of selection and supporting the Community of Practice. No data will be publicly shared unless otherwise discussed and agreed to with your organization during the Community of Practice.

Of all the programming your organization leads, how much is STEM-specific?
- Less than 25%
- 26-50%
- More than 50%
- 100%

In the last 24 months, has your organization implemented the following Program Evaluation Instruments? [check all that apply]
- Assessment of Program Practices Tool (APT)
- Survey of Academic and Youth Outcomes-Youth Survey (SAYO-Y)
- Survey of Academic and Youth Outcomes for Staff and Teachers (SAYO-S & T)
- Other

In the last 24 months, has your organization implemented the following Staff Evaluation Instrument?
- Implicit Association Test (IAT)
- Other: [insert option]

Please upload your organization's logic model or theory of change.

In addition to your responses above, please concisely summarize your organizational goals in a manner in which you would communicate them to a student, family, partner, or community member. (Concise, accessible, not technical jargon language) [100-word limit]

In addition to your previous responses, please concisely summarize the activities of your program in a manner in which you would communicate them to a student, family, partner, or community member. (Concise, accessible, not technical jargon language) [100-word limit]

In addition to your previous responses, please concisely summarize your short-, mid-, and long-term outcomes (against goals) in a manner in which you would communicate them to a student, family, partner, or community member. (Concise, accessible, not technical jargon language) [200-word limit]

Do you believe your organization is currently operating a high-quality program? Why? [100-word limit]

We are a community.

In the spirit of community, we seek to ensure we are spreading the word and recognize it takes a village. We'd love to have you help us spread the word about this community of practice.

STEMSTL Application Scoring Rubric

As we evaluate the applications for the STEMSTL Community of Practice cohort, we will be looking into the following five (5) key areas:

CULTURAL COMPETENCY: We want to get a sense of how you and your organization define cultural competency, and the degree to which you infuse cultural competency into the work that you do. Though we will develop shared definitions while in the STEMSTL Community of Practice cohort, we will be evaluating how you currently execute and practice within your definition and understanding of cultural competency.

IMPACT ALIGNMENT: We want to measure how your program model and program vision align to the impact you are currently making or desire to ultimately make. We understand all programs come in different shapes and sizes. Whether yours is a program of 500 or a program of 5, we will be evaluating how your impact and scale align to your vision for your program and organization.

COACHABILITY: The STEMSTL Community of Practice will have a strong coaching component to help develop participants on an individual and group level. We wish to evaluate how receptive applicants are to feedback, the degree to which they value feedback, and how well they translate that feedback into actionable items that improve their programs and organizations.

COLLABORATION: In a community of practice, collaboration is at the center of what we do and is crucial to the collective success of the group. We will be evaluating each applicant's ability to effectively collaborate with others in a way that catalyzed collective growth through shared learning, meaningful communication, and a genuine desire to build up not only themselves, but also everyone around them.

EQUITABLE EFFICACY: We define equitable efficacy as the ability for a program to reach its intended outcomes for all student demographics based on their specific needs. In short, we are looking at each applicant's reflection on their program's ability to reach intended outcomes for all groups, especially historically marginalized or underserved groups.

While we are evaluating applications in these categories, we want to stress that there is no "ideal" score for applications in the selection process. The rubric allows us to accurately evaluate where applicants and their programs are along this spectrum within the five categories so that we can best comprise the most effective makeup of our initial cohort. Being advanced in all the categories does not automatically guarantee acceptance in the cohort and conversely, being at the beginner stage in all of the categories does not mean an automatic rejection.

We also encourage you not to overthink when it comes to your application and/or interview preparation, we simply want to make sure you understand what the rubric entails and have a shared understanding to work from.