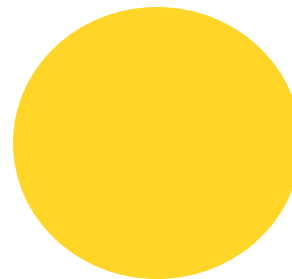
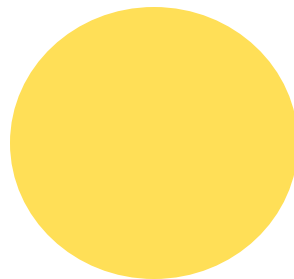
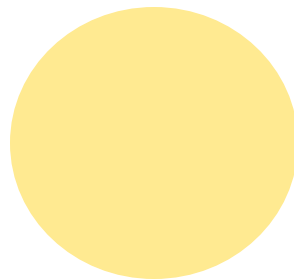




SUN Theory of Change

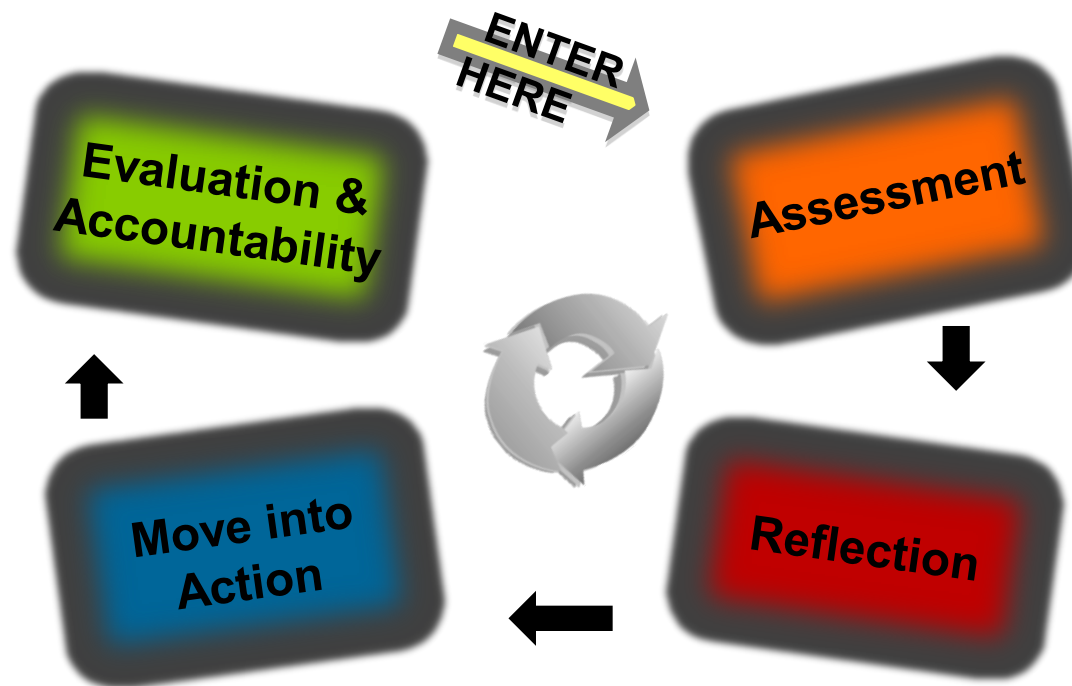
SUN Service System Coordinating Council

November 1, 2013



Background

Spring 2012	Council considers adding race/ethnicity to Poverty Index
November 2012	Council decision to apply the lens to the System
February 2013	Council adopts new Equity Index
March 2013	Need for broader Equity Lens Team identified
Spring 2013	Equity Lens Team convenes, 2 mtgs



Theory Development Process

- Consultation with expert evaluators – group and follow up 1:1
- Mini workgroup meeting
- Additional input: ODE & evaluator
- 10/8/13 Equity Team meeting: recommendations for changes
- Equity Team review of final draft

Key Conditions for Transformative Change

- **Understand the barriers to change**
- **Create the space necessary to think and reflect**
- **Develop a wider sense of self**
- **Let go of needing to know the outcome/answer**
- **Inspire and innovate**
- **Dare to believe it is possible**



Purpose

Describe SUN's intent, role and overarching approach for achieving our shared goal of educational and economic success

Foundation for the System Review (RFP) and ongoing application of Equity and Empowerment Lens

Will be used to frame the questions and assessment of the System broadly over time (accountability)

What's In the Theory?

Recommendations from Equity Team

- Tone and tenor
- Equity and racial justice language
- Content
 - Simplify the statement of the theory
 - Reduce jargon
 - Create a sense of urgency
 - Include those most affected in processes and decisionmaking
 - Include community capacity building, culturally responsive and specific services, and accountability

Theory Document Elements

Context

Beliefs

Mission/Vision

Theory of Change Statement

Graphic Definitions

Definitions



Discussion

Considering that the document is intended to:

- Convey the role of the SUN Service System and clearly state the theory between our actions and our desired outcomes
- Have our commitment to equity with a focus on racial justice clearly embedded

What is strong in the document?

What changes or clarifications would improve it?



Discussion

What are potential implications of adopting this theory?

(For the SUN Service System? For your organization?)

Next Steps for Vetting & Adoption

Finalizing the document

Need to know by November 6th if there is anything that is a deal breaker.

Distribution to Council and SUN District Council

Will distribute by the end of next week and be in contact

Briefing of leaders

