



Extend Protocol

Opportunities & Resources: Adopt district policy incorporating student school board members equal to their adult peers; adopt district policy and procedures for students informing school/district decisions that affect them and/or their families

Leading Knowledge & Skills: Create structure and protocols for students to conduct leadership development

Equity: Develop structure and process for students across Community Schools to assess aggregate engagement information of their peers, and review and write district policies and processes accordingly

Introduction to the Last Step in the Process

Welcome to the last step in the process to authentically engage student voice in your school/district’s decision making. Entering this stage, you have already:

- ✓ Mapped existing and potential leadership engagement opportunities for youth
- ✓ Identified diverse leadership development activities for youth
- ✓ Quantified student readiness
- ✓ Examined school and community data to understand the broader context
- ✓ Invited various school-family-community partners and students into focus groups and meetings to discover and co-design protocols for student engagement
- ✓ Established budgeted, solutions, and innovation to create diverse opportunities
- ✓ Launched tracking tools and systems to understand student voice and engagement alongside school/district practices

Now, it is time to adopt a policy to embed student voice as part of the structure and the system through structures and procedures.

Examining an Existing School Policy

Select **one policy in your school** and take the following steps to both de-construct and build language that would improve upon an existing policy. Select policy that reflects student

You can use the below steps when co-designing to introduce a new policy. Consider the following tips:

- ✓ Engage diverse perspectives, and most critically, voices that would be the most impacted by the policy
- ✓ Create space for policy co-design
- ✓ Build on community strengths and assets
- ✓ Map out both intended and unintended consequences of the policy

School Policy – rules and regulations that guide the school culture and learning environment for students, teachers, and staff.

Before you start... Ensure that the **group gathered is representative of the school community** (students, teachers, families, staff, administrators, service providers, community members). Create (or if a set already exist, use) **shared norms** that will guide the group while engaging in the policy examination.



Ask a diverse group of participants that have gathered to engage in this activity to **co-construct a word cloud**, writing down one key word that comes to mind when they think about the select policy. Examine the word cloud for observations, noting what stands out to the group and what questions come to mind when observing the prevailing words in the word cloud. Use these surfaced comments and questions to go deeper and

examine the policy by populating the table below.

Given the select policy, ask each person to note what has been the **impact of the policy on: a) an individual; b) interpersonal relationships; c) institution (school); and d) structure (of the school).**

| | Impact of the Policy On... |
|---------------|----------------------------|
| Individual | |
| Interpersonal | |
| Institutional | |
| Structural | |

Then, through the second table below, surface **what things are working well with the existing policy, what needs to be improved, and how a revised policy could address surfaced issues.** Consider some key words provided below to help you think about how an improved policy would create positive change:



| Current Policy What is working? | Current Policy What should be improved? Why? | New/Improved (Proposed) Policy |
|------------------------------------|---|-----------------------------------|
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Policy Design

Now that you have examined the select policy and written down what the new policy could address, draft an improved/new policy, building on the previous pages’ comments:

Using the questions below, engage in a group dialogue that will help you examine the revised policy you co-designed above:

Policy Design Considerations

- ✓ Does the proposed policy:
 - meet its purpose?
 - meet its goal(s), as written?
 - speak to the school community needs/interests/aspirations?
 - solve for existing barriers?
 - leave room for ongoing improvement?
 - shift the school culture?
 - Invite students to have an active voice in decision-making associated with the policy?

Now that you have developed a new policy, consider what next steps you'll need to take to move the policy proposals into action. Our guide offers suggestions for next steps.