


[get involved]

PARTNER

TAF ALLIANCE PARTNER PROGRAM

TAF

techaccess.org/partner

A photograph of a classroom with several students sitting at desks, raising their hands. In the background, there is a whiteboard with handwritten notes and a sign that says "Key Concepts". The text is overlaid on the image in a white, italicized font.

“My hope is that students will learn to succeed - not for standards or teacher expectations, not to compete in the workforce and fuel the economy, not for personal gain and prestige - but so they can position themselves to create the world they envision personally, communally, nationally and globally.”

TRISH MILLINES DZIKO
TAF COFOUNDER & EXECUTIVE DIRECTOR

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“You get experience ahead of time and that gives you a step up on people that think they know it all, but they’re really just guessing.”

JOHNNY
TAF@SAGHALIE STUDENT



TAF PREPARES STUDENTS FOR THE FUTURE.

TAF Mission

TAF equips students of color for success in college and in life through the power of an interdisciplinary STEM education and supportive relationships.



HISTORY OF TAF

Founded in 1996, Technology Access Foundation (TAF) entered the realm of public science, technology, engineering, and math (STEM) education by creating equitable and accessible STEM learning opportunities for a very diverse student population. Through partnerships with public school districts, universities, local businesses and corporations, TAF has also been able to provide mentors, internships, apprenticeships, and college scholarships for thousands of traditionally underserved K-12 students in Washington State.

THE CHALLENGE: TALENT SHORTAGE

Washington State has one of the highest numbers of available STEM positions in the nation. In fact, as of 2018, Washington ranked #3 in STEM growth and innovation, with an estimated 25,000 unfilled STEM-related jobs (i.e. healthcare, engineering, finance, computer science, research science, etc.) and entrepreneurship opportunities that our youth can and should prepare for. We need to equip students with the necessary skills to fulfill the current and future demand for STEM talent. The current shortage of skilled workers requires companies to begin sourcing employees from other states and countries instead of being able to utilize the promising, bright and diverse pool of individuals here at home in Washington State.

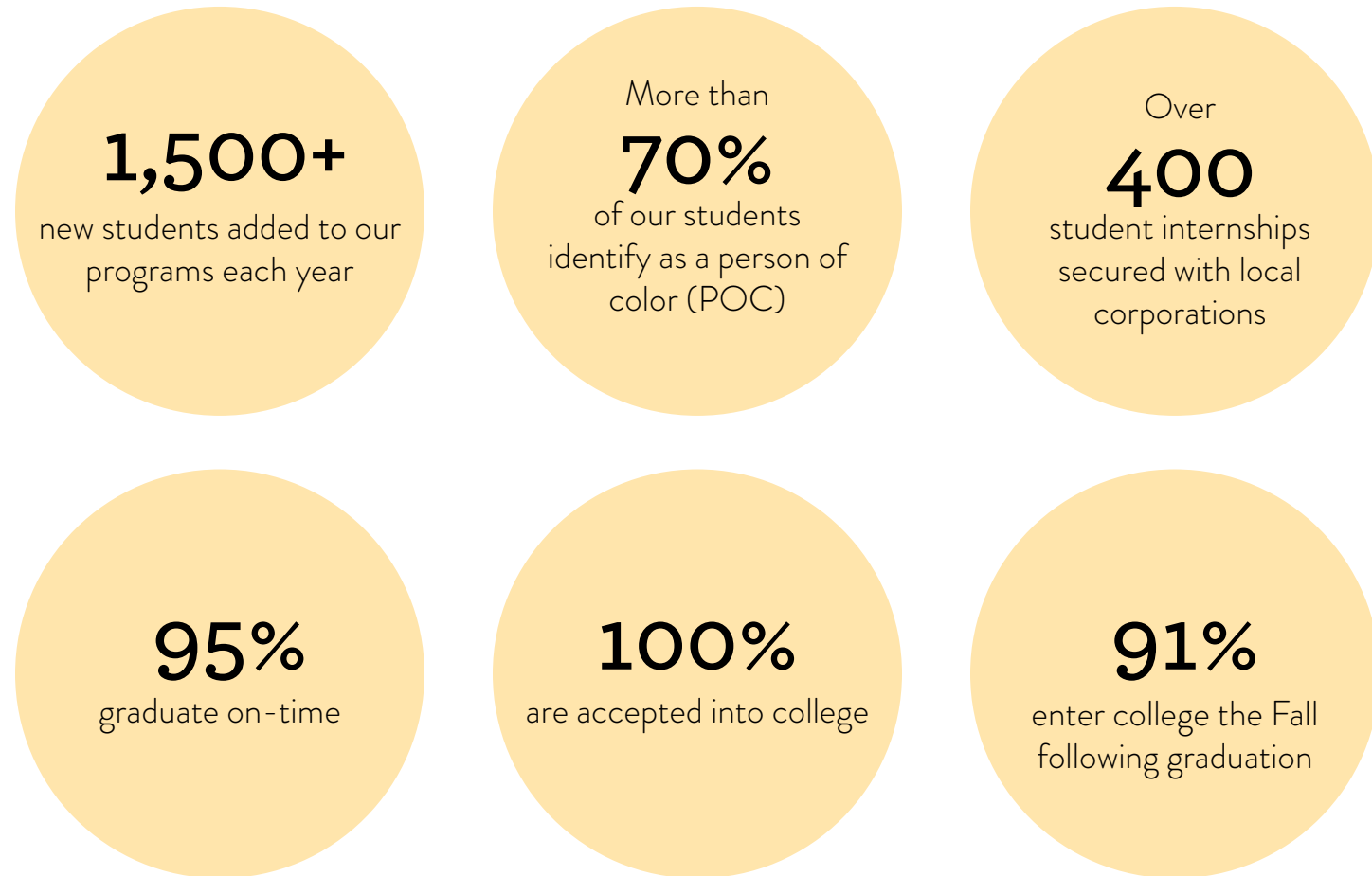
THE SOLUTION: CREATE A SUSTAINABLE PIPELINE

After over 20 years of exposing students of color to technology and STEM education, we know there are thousands of bright minds that are not even being considered as capable of participating in our booming STEM industries. Our work has proven that strategic corporate partnerships can provide meaningful opportunities for students to engage with the industry at a very early age. Exposing students in elementary school to real-world STEM applications allows them to build the critical-thinking skills necessary to excel at the highest level, as well as inspire them to create, learn, and explore. At the middle-school level, students participate in technical projects, gain exposure to STEM professionals, and begin to develop their post-secondary plans.

Our high-school students build their skills through internships, apprenticeships, and developing solutions to community challenges. With a high-school graduation rate of over 95% and college entrance rate of 91%, TAF has proven that students of color can excel when they have access to the funds, technology, professional mentorship and support. Add in a diverse teaching staff capable of reaching students of color, allowing students to celebrate who they are and build self-confidence that will last a lifetime, and you have a recipe for full talent pipeline to industry and entrepreneurship.

IMPACT BY NUMBERS

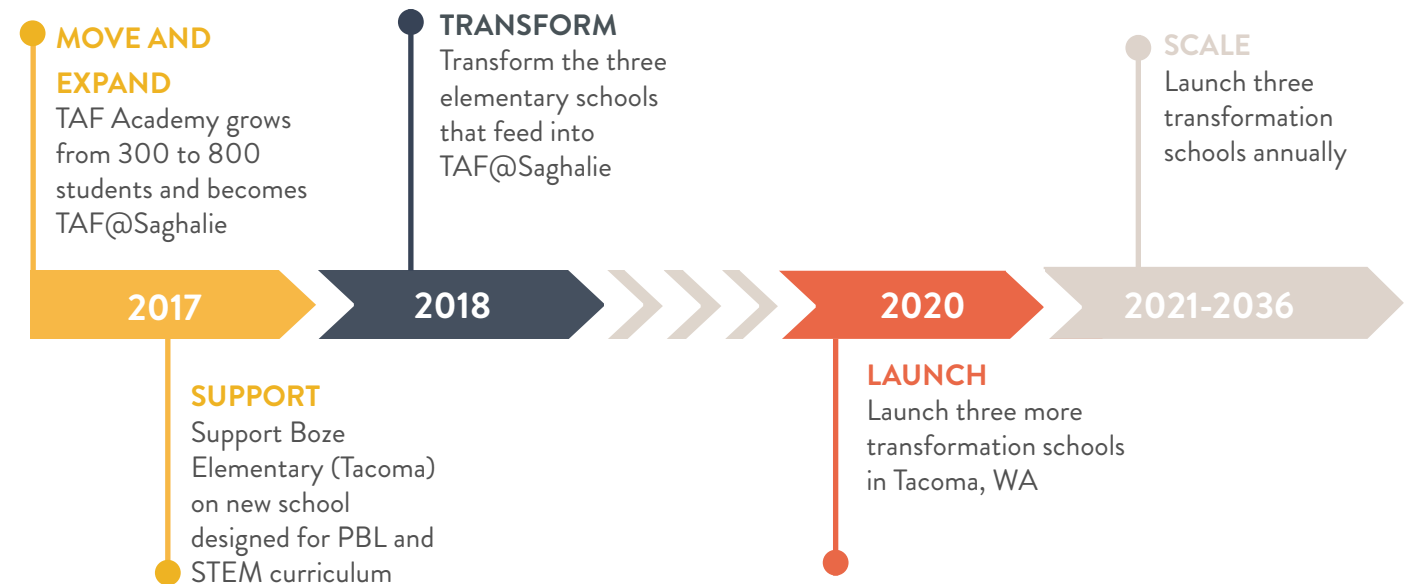
We have proof that our model works. Aside from the numerous achievement awards earned throughout the years, our numbers show that given the right resources, tools and supportive relationships, underserved students of color can succeed:



TAF GROWTH AND EXPANSION

By partnering with existing public schools we are able to impact more students and in turn, provide more qualified college and career ready graduates prepared to innovate and lead industries. These school transformations create academic environments that promote the highest level of student learning and teacher development.

TAF's programs and strategic scaling aim to transform 60 public schools throughout Washington State by 2036, creating a pipeline of aware, knowledgeable, and industry prepared students qualified to enter Washington's STEM industry.



BEST PRACTICES FOR EQUITABLE EDUCATION

We're extending what we know to others and empowering students to operate at their highest capacities, creating opportunities for innovation using *four key pillars* to guide success:

- STEM Integration**
 Cultivating opportunities for students and teachers to engage with STEM professionals and activities - both on and off campus
- Interdisciplinary Project-Based Learning (PBL)**
 Students are able to respond to “real-world” questions by integrating multiple subject areas to learn key academic content in a more holistic way
- Educational Technology**
 Developing the capacity of students to use various software and technologies to express ideas, create solutions, and be competitive
- College Readiness**
 Awareness that college is a viable option: Eligibility for college admissions and college level academic preparedness without remediation

Combining these four pillars produces the outcome of equity and helps foster the conviction within teachers and staff that every student is capable of learning and being successful.

THE STEMbyTAF MODEL

The STEMbyTAF model is designed around four pillars providing students access to an equitable education.



4 PILLARS of the STEMbyTAF MODEL

OUR PROGRAMS

TAF@Saghalie

Formerly known as TAF Academy, our 6-12th grade award-winning neighborhood STEM school TAF@Saghalie was launched in 2008 and is the only public school in Washington State co-managed by a nonprofit and school district (Federal Way Public Schools). TAF@Saghalie is a neighborhood school with 70% of students and 50% of staff who identify as a person of color.

STEMbyTAF Teacher Institute

Built on the best practices in leadership, teaching and learning from TAF’s pilot school TAF Academy, the Teacher Institute develops project-based learning (PBL) instructional practices to a network of educators and supports their ongoing learning so they can enable every student to reach their highest potential.

STEMbyTAF School Transformation

TAF uses its best practices in leadership, teaching and learning to partner with existing public schools to create academic environments that promote the highest level of student learning and teacher development. Through educational technology, a full-time instructional coach, and newly forged relationships with local businesses, students will access a 21st-century STEM education.

Martinez Fellowship Program

Through the recruitment and retention of teachers of color in Washington State, the Martinez Fellowship Program provides and supports multiple pathways to a teaching degree, early-career coaching, and ongoing professional development to improve teacher diversity. Increased representation within WA schools to promote equitable academic environments.

ACCESS THE TALENT PIPELINE.

Out of shared concerns, come diverse solutions. Together, we can support the diverse learning perspectives of our students, creating an environment where innovation thrives and creativity flourishes. Collaboratively, we can implement new strategies to provide real-world experiences, company culture and future career path opportunities, thus building a diverse pipeline of highly-qualified and knowledgeable industry leaders.

ALLIANCE MEMBERSHIP

TAF Alliance members are businesses and corporations that work to ensure traditionally underserved students have a great academic and career immersion experience. This is achieved through financial contributions to support programs and events, volunteerism and career connected experiences.

Partnership as an Alliance member allows your company to:

- Access top talent in order to build a strong STEM pipeline
- Collaborate with like-minded corporate leaders to solve the current STEM talent challenges
- Increase employee satisfaction by providing meaningful and ongoing volunteer opportunities for employees
- Increase brand awareness throughout the community
- Pioneer a new way of industry interaction with K-12 education, priming students for careers from the start
- Support your local community by giving underserved youth a chance to be competitive in today's workforce

QUALIFICATIONS

- Commit to a *minimum financial contribution of \$2,500* per year
- Participate in *two or more* engagement opportunities per year

MEMBERSHIP LEVELS

There are multiple points of entry in becoming an Alliance Member. We value the insight that companies of various sizes bring to our students. That's why we've made membership levels manageable for companies to make a difference.

TAF Alliance membership levels are determined by level of engagement with our students:

GENERAL

Annual \$2,500 minimum contribution *plus* participation in two (2) engagement opportunities

SIGNATURE

Annual \$2,500 minimum contribution *plus* participation in three (3) engagement opportunities

PREMIUM

Annual \$2,500 minimum contribution *plus* participation in four (4) or more engagement opportunities

ENGAGEMENT OPPORTUNITIES



Financial Support

(See page 18 for more details)



Employee Volunteerism

(See page 26 for more details)



Career Connected Experiences

(See page 30 for more details)

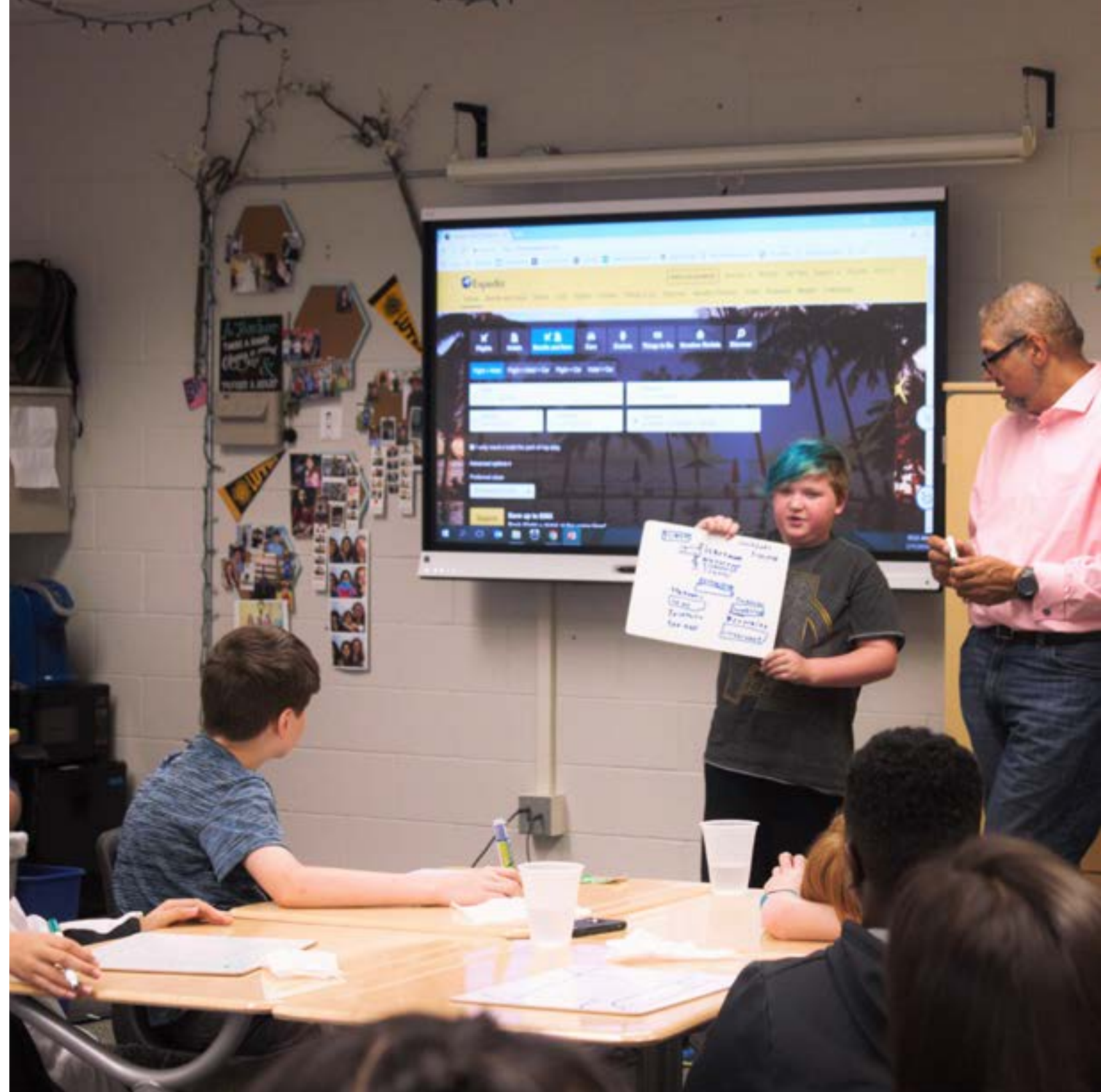
MEMBERSHIP LEVEL BENEFITS

Each level of Alliance membership comes with specific recognition and benefits to include:

	GENERAL	SIGNATURE	PREMIUM
Logo on Alliance Member website			
E-newsletter welcome message reaching 10,000+ subscribers			
Company recognized during one (1) TAF event			
Announcement on TAF social media channels reaching 7,000 + followers			
Corporate plaque			
Included on sponsor wall at TAF's headquarters, Bethaday Community Learning Space (BCLS)			

STEPS TO BECOME AN ALLIANCE MEMBER

1. Review engagement opportunities to see which ways your company can be involved with TAF programs and/or events.
2. Contact corporaterelations@techaccess.org or (206) 725-9095 ext. 122 to request an Alliance Membership application and for more information.





FUNDING THE FUTURE.

There are three main ways your company can financially contribute to TAF: **Event Sponsorship, Programmatic/Classroom Support, and Student Experiences.**

FINANCIAL CONTRIBUTIONS

There are three main ways your company can financially contribute to TAF:

Event Sponsorship

Our annual signature events are TAF's primary ways of securing funding for the programs that serve our students and teachers on a grand scale. They are a great way to show your commitment to equitable STEM education. Depending on your level of sponsorship, your company will be included in event promotion including but not limited to: promotional videos, social media campaigns, e-newsletter announcements to 10,000+ subscribers, mailings, event signage, and other ways of recognition.

Programmatic and Classroom Support

Contribute to STEM-focused student projects and required classroom resources. Students are only able to increase knowledge and experience through practice and exposure. By providing the tools necessary for career exploration through items such as laptops, 3D printers, supplies, tools, software, and even bringing in industry experts, students will be armed with the knowledge necessary to make informed career choices post graduation.

Student Experiences

Learning beyond the classroom is critical. Allowing students to see how companies operate first-hand and get a taste of how true company culture can vary creates new interests. We work closely with our partners to provide experiences that will shape their futures and dreams through offsite company tours and college campus visits. You can help by providing transportation and activity fees.

For more information and other opportunities, contact corporaterelations@techaccess.org.

EVENT SPONSORSHIP



Varsity Luncheon

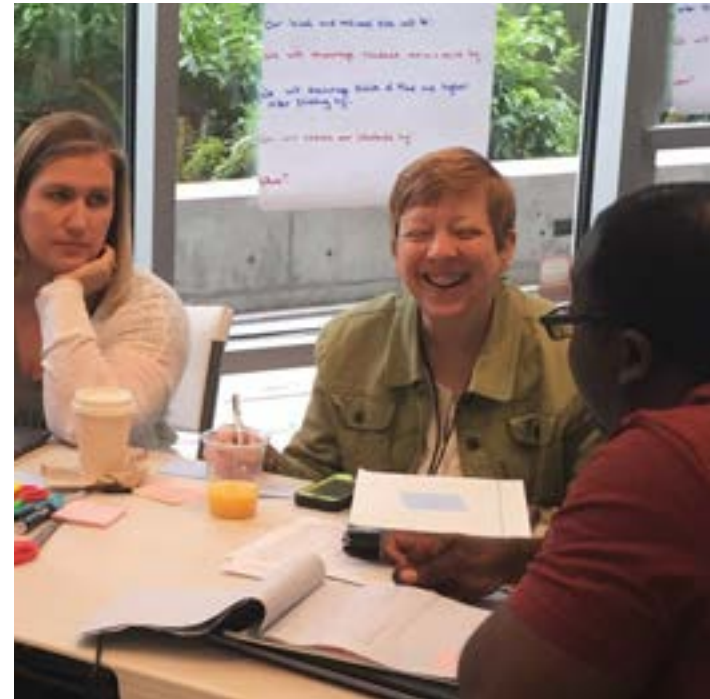
TAF's annual springtime fundraiser highlights our commitment to preparing underserved students for college and careers using our award-winning STEMbyTAF model. Attended by Seattle's most influential cross-sector leaders, the luncheon celebrates STEM learning and industry access as essential elements to preparing students for the future.



College and Career Fair

The annual all-school event invites various local and national colleges, business, nonprofits, entrepreneurs and other college and career readiness agencies to engage with over TAF@Saghalie 700 6th-12th grade students. Students practice networking skills and gather information that will inform their future endeavors.

EVENT SPONSORSHIP (CONT'D)

**STEM Expo**

The STEM Expo is an annual school-wide event where over 700 TAF@Saghalie students showcase individual and group projects centered around real-world STEM and community issues. There are four phases to the STEM Expo which span approximately one month in duration and allow for deep investigative, experimental and design processes.

Teacher Institute

STEMbyTAF Teacher Institute provides professional development for teachers and school staff in the award-winning STEMbyTAF model. The four-day, intensive program shares TAF's best practices with educators who can, in turn, incorporate learned approaches with students in the upcoming school year.

IslandWood Retreat

IslandWood is the Martinez Fellowship's annual three-day retreat held at IslandWood on Bainbridge, WA where teachers of color receive professional development, community support, and participate in invigorating sessions. Workshops are led by local and national education leaders and seasoned Martinez Fellows.

UnTapped

TAF's UnTapped series links industry and educator expertise to achieve impactful partnerships. Through a series of collaborative work sessions, we explore the relationship between education, labor, talent, and how to capitalize on opportunities to finding and growing tomorrow's talent pipeline, today.

PROGRAMMATIC AND CLASSROOM SUPPORT

**Programmatic and Classroom Support**

Students are only able to rapidly increase knowledge and experience through practice and exposure. You can help provide the tools necessary for career exploration by assisting with items such as laptops, 3D printers, supplies, tools, software and more.

Additionally, supplemental staff is often needed within the classroom to bring learning to life, expose students to a variety of viewpoints, and tie lessons to the real world. Your contribution can help cover bringing in industry experts, special activities, and increased personnel.

STUDENT EXPERIENCES

**Student Experiences**

The world is so big - can you imagine how big it may seem to young minds? Working alongside partners, we have the ability to unveil the many opportunities available to students.

One of the major obstacles to offering new experiences for students relates to transportation, activity and lodging. Helping to cover these fees takes the burden off of families who often are not in the position to foot the bill when their student is presented with unique opportunities like out-of-state college tours, entering science fairs, and more.



MAKING A DIFFERENCE. ONE HOUR AT A TIME.

Time spent investing in a student is often more valuable than money. There are various ways for company engagement through volunteerism and each opportunity has the ability to make a tremendous impact.

EMPLOYEE VOLUNTEERSIM

**Judging**

Critical feedback from industry professionals helps students see their work from various perspectives. Judges are matched as closely as possible to their specific area of expertise.

As a rule, volunteer judges are provided project overviews, orientation information, and scoring rubrics to ensure fair evaluations.

Judging opportunities include:

- Professional Industry Week (Winter)
- STEM Expo Projects (Spring)
- Senior Projects (Spring)
- Innovation Challenges

**Student Mentoring**

Opportunities with students generally focus on supporting classroom projects. Mentors provide technical or content-specific knowledge around certain tools or problem-solving approaches relevant to STEM.

Although preferably done in-person, virtual meetings with students can be facilitated to accommodate distance and time.

In the past, students have benefitted from having a mentor throughout:

- STEM Expo Projects (Spring)
- Senior Projects (Spring)

**Guest Speaker**


To compliment our programs, guest speakers are invited to share relevant information with our students, educators, and partners. In the classroom, speakers are invited to campus to provide students with a closer look into how their learning connects to and is applied in the “real world.” For our teachers, we enjoy guest speakers during professional development workshops and seminars, offering insight to solve education challenges or integrate new approaches in the classroom.

Guest speaker settings include:

- Schools (individual classrooms or assemblies)
- School Events (STEM Expo, College and Career Fair, etc.)
- TAF Events (UnTapped, Varsity Luncheon, TAF Parlour Talks, etc.)

Guest speakers general expectations

- Open to share your personal journey to your career path
- Bring examples of your work (technology aspect, slideshow with photos, etc.)
- Hands-on activity to drive the work home

A photograph showing a man in a blue suit and white shirt standing at the front of a classroom, addressing a group of students. The students are seen from behind, looking towards the presenter. The room has a large blackboard and modern lighting.

GROWING A PIPELINE OF QUALIFIED, LOCAL TALENT.

STEM focused career connected learning experiences collapses the boundary between “traditional” classrooms and the “real world.” TAF partners with local and national businesses to provide students with the necessary skills and experiences required to bring learning to life and prepare students for today’s high-demand STEM careers.

WHAT IS CAREER CONNECTED LEARNING?

Career connected learning experiences cultivate student awareness, exploration, and preparation for a wide variety of post-secondary career options. TAF relies on partnerships with various industries and companies in Washington to provide experiences for students and teachers that expand learning beyond the classroom and into industry.

Since its founding in 1996, career connected learning has been an essential element in TAF's programs and efforts to develop career-readiness with students. Today, we continue our efforts at TAF@Saghalie and our School Transformation sites through industry site visits, collaborations with STEM professionals, innovation challenges, job shadows and high school internships.

Examples of career-connected learning experiences include:

- Middle school students visit Google's Seattle headquarters for a tour of their campus and to participate in a custom designed workshop.
- Architects spend a week with second-grade students, helping them design their school's upcoming remodel, including drafting blueprints and building a prototype using tools.
- Comcast designs an innovation challenge around a fictional scenario which translates to a real-world possibility, and high school students compete to find the best resolution using the information and supplies provided.

'Working with TAF has been phenomenal. I prefer to "be about it" as opposed to "talking about it." TAF gives me the opportunity to actually reach out and help my community instead of just talking about how I wish I did.'

PERRIS DAVIS, SENIOR ASSOCIATE SOFTWARE ENGINEER
CAPITAL ONE

INDUSTRY SITE VISITS

Industry site visits provide an opportunity for students to explore a particular industry worksite. These trips are typically connected to an area of study or set of standards that students are learning about, providing context and on-the-ground knowledge of how that is applied within the workplace.

They also provide general information about the various kinds of jobs and careers that students can pursue in the future as well as experience what it feels like to be in a professional setting.

Visits are often lead by a representative of the company and provide an interactive way to engage students depending on their grade levels.

General Expectations

- Student tour of facility
- Transportation
- Provide lunch
- Industry panel of experts (prefer individuals that fit our school/student demographic)
- Hands on activity to model specific site work

JOB SHADOWS

Job shadows allow students to more closely learn about a particular industry by following an employee through a "day in their life." These opportunities are typically day-long experiences that provide middle and high school students a deeper dive into what an occupation looks and feels like, enabling them to explore potential career options.

General Expectations

- Provide a day tour of the facility
- Meet a minimum of 1 professional in each department
- 1 on 1 Q&A with facilitator
- Lunch
- Hands-on opportunity (if applicable)

PAID INTERNSHIPS

Through paid internships, our 10th-12th grade students get the opportunity to see themselves successful in a professional work environment. During these internships, students get the chance to put their skills into action: collaboration, problem solving, professional communication, innovation, endurance, determination. They also get the chance to learn industry tricks of the trade and apply the curriculum content.

The duration of an internship can vary from placement to placement depending on workplace capacity and can occur either during the regular school year or in the summer months.

General Expectations

- Student should be assigned a significant task or project that will benefit the organization and be educational for the intern, along with familiarizing themselves with the overall efforts of the organization.
- Student should accomplish challenging, but realistic, responsibilities.
- Students should develop the professional competencies necessary for future job searches and career success.
- Students should be able to utilize the knowledge of the professionals they will work with and find a professional mentor.

Internships

PLANNING GUIDE:





INNOVATION CHALLENGES

An innovation challenge is an opportunity for young people to work in teams and showcase their ability to solve real-life problems using their STEM tool box. Generally reserved for middle and high school students, each challenge is outlined by a set of parameters and conditions that encourage student to stretch their perspective of what is possible. Resources are provided in the form of research, materials, training and mentors to assist students as they work through the problem. Students conduct a scientific investigation or use the engineering design process to address the problem then present their solution to a panel of professionals through a culminating presentation, receive feedback and are often awarded prizes.

General Expectations

- General funding for program roll-out
- Mentors available to support student soft skill development
- At least one (1) site visit
- Scholarship and internship opportunity for winning student group
- Awards ceremony promoting their work

Innovation Challenge
PLANNING GUIDE:

#1 DESIGN

IDENTIFY A PROBLEM

What's a STEM-based problem that is relevant to, or impacts your organization?

THINK ABOUT...

- How can you include multiple departments in the process?

ASSESS RESOURCES

What are your available resources (ie: funding, software, hardware, professional development)?

- Will you need to allocate or secure additional funds for project management?
- Consider transportation costs and logistics

DEFINE SCOPE

What timeframe is feasible? How many teams can you support? What grade levels? Where and what time would they meet?

- Consider timeframes of 3, 6, or 12 month increments
- A typical team consists of four students

OUTCOMES & REWARDS

How will you measure outcomes and achievements? A rubric, questionnaire, or other?

#2 SELECT

VETTING PROCESS

What criteria will be used to select participants? Who will be involved in choosing students?

THINK ABOUT...

- Should students be enrolled in a particular course or have prior knowledge in the subject matter?

MENTOR SELECTION

What subject experts are needed to facilitate the challenge? How will you select mentors, and what is their commitment?

- As a rule, each team should have at least one mentor

INNOVATION JUDGES

Consider management participation and judges from various departments.

- Will the challenge be based on creativity, skill, innovation or a combination?

#3 IMPLEMENT

ACTIVATE THE CHALLENGE

Get started! Launch the challenge and make sure all mentors and students have what they need to be successful.

THINK ABOUT...

- Will you use judges, and if so, who?

DOCUMENT PROGRESS

Keep track of what is happening by documenting the process. You can use this information in your final judging and debrief.

- Who from your organization do you want present?
- Will you present certificates?

HOST MEETINGS

Make sure project meetings are occurring as planned. It's important to meet and make sure students feel supported.

- Begin thinking about the award ceremony (location, participants, keynote speaker, food and swag)

#4 WRAP-UP

RECOGNITION

How will you recognize employees, mentors, students, and volunteers who participated in the challenge?

THINK ABOUT...

- Consider trophies or certificates of completion/participation
- Offer letters of recommendation

TEAM DEBRIEF

Who needs to be involved? Where will it happen? How will you capture the feedback?

- Schedule your debrief in a timely manner to make sure thoughts are captured accurately

DEEPER IMPACT

Are you willing to offer scholarship money as a prize? What about a paid internship? Will mentors be accessible post-challenge?

- How can you partner with TAF to create the best experience for students?

SUCCESS!

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