PARTNER
TAF ALLIANCE PARTNER PROGRAM

techaccess.org/partner
“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
“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
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:

- More than 70% of our students identify as a person of color (POC)
- Over 400 student internships secured with local corporations
- 1,500+ new students added to our programs each year
- 95% graduate on-time
- 100% are accepted into college
- 91% enter college the Fall following graduation

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.

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 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.

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.

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.
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

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

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:

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<th>GENERAL</th>
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<tr>
<td>Logo on Alliance Member website</td>
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<td>E-newsletter welcome message reaching 10,000+ subscribers</td>
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<td>Company recognized during one (1) TAF event</td>
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<td>Announcement on TAF social media channels reaching 7,000+ followers</td>
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<td>Corporate plaque</td>
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<td>Included on sponsor wall at TAF’s headquarters, Bethaday Community Learning Space (BCLS)</td>
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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.
There are three main ways your company can financially contribute to TAF: Event Sponsorship, Programmatic/Classroom Support, and Student Experiences.
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.

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**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.
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
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
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.
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.

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

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
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.

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 led 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
- Lunch
- Hands-on opportunity (if applicable)

‘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

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:

1. WHO HAS THE SAY?
   What person or department in your organization would approve implementing a paid high-school internship program?

2. PLACEMENT
   What other departments could provide relevant and meaningful internship opportunities?

3. ENSURE SAFETY
   Are you able to provide a safe, legal and appropriate work environment?

4. TIMEFRAME
   Would your internship occur during the school year (up to 16 hrs/week) or the summer time (20-40 hrs/week)?

5. THINK BIGGER
   How will your company recruit, retain, and prioritize a racially diverse and inclusive work environment?

6. GUIDANCE
   Can you provide a mentor to an intern? Will they be a daily resource?

7. SET PROGRESS
   What does the application and interview process look like? How long can students apply?

8. PRIME FOR INDUSTRY
   What skills can you expose interns to that will make them strong candidates for positions at your company?
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 students 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?

ASSESS RESOURCES
What are your available resources (i.e.: funding, software, hardware, professional development?"

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

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

#2 SELECT

THINK ABOUT...
- How can you include multiple departments in the process?
- Will you need to allocate or secure additional funds for project management?
- Consider transportation costs and logistics

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

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

INNOVATION JUDGES
Consider management participation and judges from various departments.

#3 IMPLEMENT

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

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

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

THINK ABOUT...
- Will you use judges, and if so, who?
- Who from your organization do you want present?
- Will you present certificates?

#4 WRAP-UP

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

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

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

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

THINK ABOUT...
- Schedule your debrief in a timely manner to make sure thoughts are captured accurately
- How can you partner with TAF to create the best experience for students?

SUCCESS!

CAREER CONNECTED EXPERIENCES
CONTACT US

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