

OUR THEORY OF CHANGE: SOLVING EQUITY IN EDUCATION

Having a big idea is not enough to insure impact. There needs to be an impact plan, an aligned understanding of what success looks like, and a definition of what it will take to get there. We've developed our Theory of Change (ToC), to guide us in this work.

Our ToC allows us to focus on the essential components to scaling and delivering high quality WBL. Students need access to WBL opportunities that will inform and align their interests to a viable career. Schools need access to engaged employers to integrate WBL into their curriculum and programming. Employers need support in executing and sustaining student opportunities that will also align to their business requirements.

Our Theory of Change calls for GPSEd to be an intermediary partner to schools, businesses and communities to design, build and execute WBL solutions. Business and employers emerge as an essential component of offering WBL. Providing expertise on WBL within a talent development strategy/investment creates a sustainable model for scale that requires consistency in program design, common language, consistent training and education models, and transparent assessment to demonstrate outcomes and impact.

The other essential component of this model is identifying and developing students early on so that they are ready to leverage WBL opportunities. Schools and community-based organizations that work with students can benefit from an integrated, scaffolded WBL strategy that aligns student activities with their level of development, connects to their curriculum and provides experiences that inspire and engage them.

