



BIO FOR:

ANDRE WICKS

DIRECTOR
THEZONE PROJECT

PROFESSIONAL PURPOSE

Leverage Servant Leadership. Build the capacity of partners and stakeholders to employ holistic, collaborative, and place-based solutions for helping communities reach their full potential.

CONTACT

509.954.8942
awicks@spokanecity.org
www.thezoneproject.org



ANDRE'S STORY

Andre, his wife Michelle, and 4 children - Isaac, Xavier, Olivia, and Pearl reside in Spokane, WA. Andre is an impassioned K-12 education veteran of 21 years who, as of the last three years, has leveraged his adaptive leadership ability to begin collaboratively and holistically transforming one of the most distressed areas of Washington State.

Andre is a graduate of Whitworth University in Spokane, WA and earned a Master's Degree from Lesley University in Cambridge, MA. Andre has been published in Washington Educator Magazine, The Inlander, and the Spokesman Review. Andre was presented the John Kohls Excellence in Leadership Award in 2015, and was named a Washington State Assistant Principal of the Year in 2014.



TZP IN A NUTSHELL

City of Spokane District 1 is the boundary that is the focus for this initiative called THEZONE Project, or TZP. The area is largely represented by the zip code 99207, among the highest poverty zip codes in Washington State.

TZP was inspired by our nations best example of place-based work, The Harlem Children's Zone. TZP is a place-based, collaborative, and holistic approach to community development; focused on improved results in education, economic & job development, housing, health, and reduction in crime.

TZP is an excellent example of cross-sector collaborators using methods of collective impact; common agenda, common measures, mutually reinforcing activities, communication, and a strong backbone organization; to achieve results.



IMPACT SINCE 2014

2016-17

\$1.7m Leveraged to Date



City Became Back Bone



2015-16

Promise Zone Finalist



RBA Implementation



2014-15

Launched TZP



Established TZP Network



TZP CONNECT

STRATEGIES FOR NEW PARTNERSHIP



509.625.6345



awicks@spokanecity.org



www.thezoneproject.org



fb.com/thriveinthezone

CONNECT

INQUIRY

The first step toward partnering with TZP is to connect by creating an inquiry.

WAYS TO CONNECT

Getting the first question answered, "How do I partner with TZP," can happen by inquiry. This can be done face-to-face with Director, Andre Wicks, by phone, by email, through the website contact form, or through Facebook.

RE-CONNECT

CONTEXT BUILDING

TZP Foundations

- Collective Impact
- Asset Based Community Development (ABCD)
- Results Based Accountability
- Nash Equilibrium
- Equity, Diversity, Inclusion
- Holistic, Place-Based, Collaborative

WHY RE-CONNECT?

COMPLEX PROBLEMS REQUIRE COMPLEX SOLUTIONS

- Complex solutions take time, they don't emerge from one conversation
- Complex solutions evolve & need attention for continuous improvement
- Complex solutions are diverse, equitable, and inclusive

BUILDING STRONG, MUTUALLY BENEFICIAL RELATIONSHIPS

- A first connection is only an entry-point for meaningful partnership
- Re-connecting helps to clarify how to match assets and needs

ASSETS & NEEDS

BUILDING THE PUZZLE

Matching what you have with what others need, and vice versa, is like fitting pieces of a puzzle together - Corners, edges, and middle pieces - to create a holistic solution.

ASSETS AND NEEDS ANALYSIS

Circle the amount of resources/needs you have. Circle how much the resources could support or how great of a need you have per goal area.

Space



People



Funding



Programs



Equipment



Education



Econ. & Jobs



Health



Housing

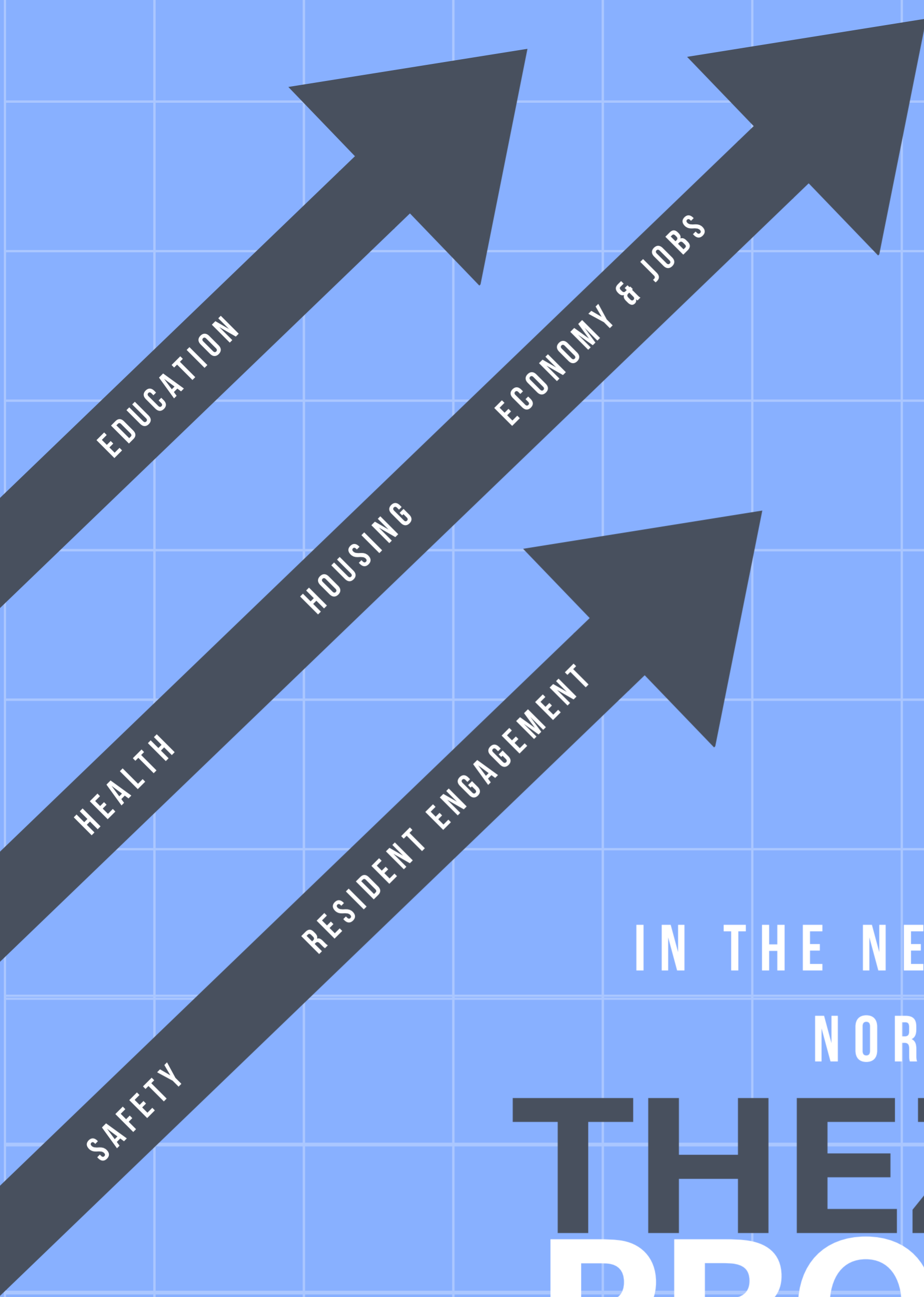


Res. Engagement



LESS MORE

LESS MORE



IN THE NEIGHBORHOODS OF
NORTHEAST SPOKANE

THEZONE PROJECT

ESTABLISHED 2014

A COLLABORATION OF MORE THAN 80 ORGANIZATIONS
AND 7 NEIGHBORHOODS TO IMPROVE COMMUNITY INDICATORS

 /THRIVEINTHEZONE

THEZONEPROJECT.ORG

THINGS

TZP HAS 6 GOAL AREAS - EDUCATION, ECONOMY/JOB, HEALTH, HOUSING, REDUCING CRIME, & RESIDENT ENGAGEMENT

TO KNOW

TZP FOCUSES ON HOLISTIC SOLUTION MAKING. THERE IS AN INTERDEPENDENT AND INTER-DYNAMIC RELATIONSHIP BETWEEN GOAL AREAS

ABOUT

TZP INVOLVES THE COMMUNITY, MAXIMIZING ASSETS, REPRESENTING THEIR VOICE & MAKING THEM PART OF THE SOLUTION MAKING PROCESS

TZP

TZP IS NOT A QUICK FIX. THERE ARE NO SIMPLE SOLUTIONS FOR COMPLEX NEEDS; REQUIRING AN ONGOING AND LONG-TERM COMMITMENT

CREATING HOLISTIC SOLUTIONS
TO MEET THE COMPLEX NEEDS
OF DISTRESSED NEIGHBORHOODS
THRIVE IN THEZONE

For more information about
TZP and how to connect with the initiative.
please visit www.thezoneproject.org

PLACE-BASED
HOLISTIC
COLLABORATIVE



THEZONE Project (TZP)

Summary of Projects & Coordination

Program & Project Development

Satellite GED Program
TZP Mobile Food Security Program
Student Mobility Reduction Program
Hillyard Youth Collaborative
Gang Free Spokane Project
Green Schoolyards in THEZONE
Get in THEZONE Podcast
Project Restoration
Gonzaga MAPS Project
Mobile Murals Project

Capacity Building Initiatives

Results Based Accountability Adoption
Asset Based Accountability Training
Collective Impact Training
Intercultural Development Training
Intercultural Conflict Style Training

Influencing Systems and/or Policy Change

Inter-community shift in collaboration has been influenced by TZP among these partner organizations, associations, agencies, and neighborhoods:

Applied Insight
Better Health Together
Big Brothers & Big Sisters
Bites to Go
Boys and Girls Club
Camp Fire
Career Path Services
Catholic Charities
Central Valley School District
CHAS
Child Mental Health Specialist
City of Spokane
College Success Foundation
Communities in Schools
Community Minded Enterprises
COPS
Daybreak Youth Services
Department of Social Health
East Central Community Center
Edible Tree Project
Empire Health Foundation
ESD 101
EWU
Excelerate Success
Frontier Behavioral Health
Gonzaga University
Goodwill Industries
GHBA
GSAE
Greater Spokane Incorporated
Habitat for Humanity

Hillyard Neighborhood Council
INWCF
KH Consulting
Land and Life
LINC Foods
Moran Co
Next Generation Zone
NE Child Development Center
Northeast Community Center
Northeast Youth Center
INWAGC
Operation Healthy Family
ONES
Priority Spokane
Project Hope
Providence
Northeast Neighborhoods
Second Harvest Food Bank
Smith-Barbieri Progressive Fund
SNAP
Spokane Arts Commission
Spokane City Council
Spokane College of English
Language
Spokane Community College
Spokane County
Spokane County Juvenile Court
Services
Spokane Falls Community College
Spokane Food Policy Council
Spokane Housing Authority

Spokane International Academy
Spokane Library
Spokane Low Income Housing
Spokane Police Department
Spokane Progress
Spokane Public Library
Spokane Public Schools
Spokane Regional Health District
Spokane Transit Authority
Spokane Tribe
Spokane Youth for Christ
United Way
Workforce Development Council
World Relief
WSU

Service on these boards and commissions to influence collaboration in as well as alignment and targeting of resources to TZP:

SRLJC
Youth for Christ Board of Directors
SHA Board of Commissioners
MACMA
CHHS Economic Dev. Committee
Mayor's HQT
CCS ABE Advisory Board

Goals & Strategies | Challenges & Opportunities

This list of challenges and opportunities based off the City of Spokane PZ proposal but is not exhaustive. Resident engagement is an integrated approach for solution making.

Educational Attainment

- Kindergarten readiness
- Portfolio of educational options (to prevent drop out)
- Alternatives to suspension
- T-2-4 Focus

Job Creation

- Policies for equitable hiring practices
- Youth job programs
- Workforce development resources in the neighborhood
- Financial asset-building

Economic Development

- The Yard
- Entrepreneurship
- Expand employers in THEZONE
- Integrated development approach (e.g. jobs that create jobs)

Health

- Become a trauma informed community
- Increase food security
- Expand Community Health Worker service and navigation
- Enhance access to behavioral health services

Housing

- Expand rental assistance voucher program
- Increase available housing stock
- Improve quality and affordability
- Establish long-term relationships with banks (to expedite REO acquisition)

Crime

- Restorative justice (including expanding community court)
- Neighborhood crime prevention
- Expand police presence and improve trust
- Expand safe homes initiative

Description of Programs & Projects

OG = Ongoing ID = In Development

(OG) Satellite GED Program: In an attempt for community college to be throughout the community not a fixed location in the community the satellite GED program is primarily an education strategy but is made holistic by the opportunity to be an entry point for employment, and entry point to higher education, and skill building for SPS students. **(Partners: SPS, SCC, NECC)**

(ID) TZP Mobile Food Security Program: Modeled after the Twin Cities, TZP Mobile Food Security Program is primarily a health strategy focused on barriers to food security and is made holistic by the opportunity to be an entry point for other necessary human services, the opportunity for resident empowerment, and the opportunity for cross-sector partnerships. Launching in Summer 2017. **(Partners: will depend on selected proposal)**

(OG) Student Mobility Reduction Program: This program is primarily a housing strategy and is made holistic by also focusing on the impact that mobility can have on student attendance, behavior, and ultimately coursework completion (the ABC's). By helping families when or just before they become homeless we are able to keep students in their neighborhood schools, preserving their school experience and keeping their social capital intact. **(Partners: SPS, SHA, NECC, and other Section 8 Liaisons)**

(OG) Hillyard Youth Collaborative: The HYC is primarily an education strategy and is made holistic by the opportunity for cross-sector partners to align their resources to utilize a common agenda to work toward a common vision of middle school success. Spokane Public Schools, Gonzaga University, Communities in Schools, and The Boys and Girls Clubs of Spokane County are able to leverage TZP Partnership Network to amplify their impact at Garry and Shaw Middle Schools. **(Partners: SPS, Gonzaga, Boys and Girls Club, Communities in Schools)**

(ID) Gang Free Spokane Project: This program is primarily a safety strategy and is made holistic by its purpose of reducing the school to prison pipeline. Launching in Winter 2016. **(Partners: SPS, SCJC, SPD, Next Gen Zone)**

(ID) Green Schoolyards in THEZONE: Modeled after Green Schoolyards America Green Schoolyards in THEZONE is primarily a health strategy focusing on barriers to food security and is made holistic by the cross-sector partners who provide the training/education, construction of gardens and green houses, and the opportunity for summer youth employment. Green Schoolyards in THEZONE will pilot in 2-3 elementary schools in THEZONE whom also have a scratch kitchen (students will be able to consume what they grow). Launching in Spring 2017. **(Partners: SPS, Project Hope, SCC, WSU)**

(ID) Get in THEZONE Podcast: Get in THEZONE is primarily a communications strategy and is made holistic by the opportunity for students to work directly with communications and broadcast professionals in the community to produce a regularly occurring stream of communication to stakeholders on TZP progress and happenings. Launching in November 2016. **(Partners: TZP Partners & Community)**

(OG/ID) Project Restoration: Project Restoration is primarily a housing strategy and is made holistic by addressing issues of crime, employment, skill development, and education that are created by massive amounts of vacancy. (Piloted in Winter 2016. Currently being redeveloped) **(Partners: City of Spokane, SPS, NWAGC, Community Frameworks)**

(OG) Gonzaga MAPS Project: Mapping Assets and Promoting Strengths is primarily an asset based community development strategy and is a tool for community members to network and utilize assets within the THEZONE Project area. **(Partners: Gonzaga, Community)**

(OG) Mobile Murals Project: The Mobile Murals Project is primarily a program that provides access to the arts for students and is made holistic by professional artist who make the connection of the arts to education, employment, and health benefit opportunities; and the aesthetic appeal the arts can bring to a community. **(Partners: SPS, Spokane Arts Commission)**

Description of Capacity Building Initiatives

All capacity building initiatives are ongoing.

Results Based Accountability Adoption: RBA is a framework for setting, implementing, and measuring progress toward goals. *TZP leadership and partnership network has been providing ongoing professional development for each other and the community abroad since 2016.*

Asset Based Community Development Training: ABCD is a framework and philosophical approach to community development that focuses on creating and implementing solutions WITH the community. *TZP partners have provided professional development in ABCD since 2014.*

Collective Impact Training: Collective Impact is a process of 1) Designing and implementing an initiative with a priority placed on equity, 2) Including community members in the collaborative, 3) Recruiting and co-creating with cross-sector partners, 4) Using data to continuously learn, adapt, and improve, 5) Cultivating leaders with unique system leadership skills, 6) Focusing on program and system strategies, 7) Building a culture that fosters relationships, trust, and respect across participants, 8) Customizing for a variety of local contexts. *TZP leadership has provided professional development for collective impact concepts since 2014.*

Intercultural Development Training: The IDI is a tool that is being used in many systems in Spokane to build leaders' awareness, understanding, and ability to navigate intercultural situations; which occurs multiple times each day. This work bears particular significance due to rapidly changing demographics in Spokane. *TZP leadership and partners have provided professional development to each other and the community abroad since 2015.*

Intercultural Conflict Style Inventory Training: The ICS is a complimentary tool used in conjunction with the IDI. The ICS focus on awareness and understanding of an individual's own natural conflict style, of other culture's typical conflict styles, and how individuals may interpret other conflict styles. This work bears significance due to the relative ease of which conflict style can be misinterpreted, often leading to further conflict. *TZP leadership is leading the development of ICS training and will lead the application of the ICS Inventory among community and partners beginning in Winter 2016.*

Snapshot of THEZONE Project Resource Development

THEZONE Project Partnership Network has successfully been awarded and fiscally responsible for over \$1.7M dollars (\$1,707,500)*:

- CHHS Commitment to Project Restoration - \$500,000
- Community Partners for Middle School Success Grant – \$400,000
- DOJ Gang Reduction Grant - \$290,000
- Funding for TZP Leadership - \$300,000
- Smith-Barbieri Progressive Fund Grant - \$85,000
- NWAGC Head Start to Construction Trades Grant - \$65,000
- Conservation District Grant - \$47,000
- Funding for Promise Zone Application Process - \$28,000
- Providence Community Strategies Grant - \$20,000
- Funding for Community Wide RBA Training - \$12,000
- TZP 2016-17 Budget - \$7,500
- Northwest Farm Credit Services Grant - \$3,500