

Our Schools

WINTER 2021 NEWSLETTER



FEATURE ARTICLES

- District Profile
- Assessment Information
- Recognitions and Celebrations



Superintendent message

We have made it halfway through a school year like no other in the history of public education.

Our students, dedicated staff and parents have shown tremendous resilience and tenacity and we have all grown in the process. That growth and persistence is evident in the accomplishments and innovation on display throughout our district.

Still, like other school districts across the state and nation, we begin the new year with funding challenges due to the impact of COVID-19 and other funding shortfalls. In January, we advocated with our legislature to address vital areas of support needed to avoid deep cuts in the coming years.

As we delve further into our Strategic Plan refresh this spring, our staff, families and community will have a deeper understanding of the skills our students need for the future. In addition to hard, technical skills, they also need soft skills like adaptability, problem-solving and critical thinking as shown during the pandemic.

Despite these challenging times...we are all developing a much deeper appreciation of the relationships we build and cultivate with our families and our community.

First, I want to commend our Class of 2020 who achieved a 95% graduation rate, despite the challenges of finishing their senior year remotely and without in-person contact with their teachers and their peers. The determination and fortitude of these young learners and our staff who support them every day is a testament to the commitment to excellence in our district.

Much like the start of school this year, our students continue attending school and engaging at high rates. The average attendance rate across all grades at the end of November was 97% compared to the same time frame in the fall of 2019 when attendance averaged 91%. I am so proud of our students who, despite this very different learning environment, continue to work hard and stay engaged.

Our Assessment and Research team is innovating like never before and shifting from reliance on state testing, halted due to the pandemic, to a more home-grown approach. With data and tools from our new Performance Matters platform and ongoing i-Ready diagnostics, our teachers and administrators can track how students are progressing and identify the need for interventions.

For more than 25 years, and again this year, Everett Public Schools has earned a Certificate of Excellence in Financial Reporting. Our district not only meets the state minimum standards of financial reporting but goes beyond the requirement providing financials much like a private-sector corporation, continuing our legacy of award-winning stewardship of public funds.

Greeting this new year, we are better prepared to conquer challenges that come our way. To say I am proud of the way we have rallied in these unprecedented times is an understatement. Dr. Martin Luther King, Jr. once said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands in times of challenge and controversy."

Despite these challenging times, our students are persisting and building skills for their futures. Our staff are innovating like never before and we are all developing a much deeper appreciation of the relationships we build and cultivate with our families and our community.

Join me in welcoming 2021 with renewed hope, optimism and resolve – we have weathered this storm and we are ready to come out on the other side, stronger, and better prepared for whatever the future brings.

Be safe and be well,



meet our
BOARD



Caroline Mason
President

Appointed: January 2014

Elected: November 2015

Term expiration date: December 2021

Liaison for the following schools:

- Everett High
- Evergreen Middle
- Jackson Elementary
- Madison Elementary
- View Ridge Elementary



Pam LeSesne
Vice President

Elected: November 2011

and November 2017

Term expiration date: December 2023

Liaison for the following schools:

- Cascade High
- Eisenhower Middle
- Monroe Elementary
- Silver Lake Elementary
- Woodside Elementary



Andrew Nicholls
Legislative Representative

Elected: November 2019

Term expiration date: December 2025

Liaison for the following schools:

- Garfield Elementary
- Hawthorne Elementary
- Lowell Elementary
- North Middle
- Penny Creek Elementary
- Whittier Elementary

Board Meeting Information

Each month, the board discusses and makes legally required decisions about our schools. Unless otherwise announced, all school board meetings are held at 5 p.m. on scheduled Tuesdays at the Community Resource Center, 3900 Broadway Avenue, Everett, WA. Currently, due to the governor's proclamation 20-25.11 prohibiting in-person business meetings, board meetings are conducted via Zoom. Until this proclamation is lifted, the Zoom link will be posted on our district calendar prior to the scheduled meeting.

The board holds these business meetings using a published agenda. You can review each regular board meeting agenda online on the district calendar the Monday before a regular Tuesday board meeting.

Public comments are welcome. The agenda lists one 15-minute period for public comments which may be adjusted by the board president. The board is accountable and responsible to constituents and deeply interested in your comments.

You are eligible to speak* to the board during public comments if you are:

- A parent or guardian of district students
- A resident of the district
- A district staff member
- A staff member of a business in the district
- A representative of firms eligible to bid on district materials or services
- A legal representative of any of the above

While meetings are being held remotely via Zoom, we will receive written public comments via email any time prior to the public comments section of the meeting. If you have a public comment, please email schoolboard@everettsd.org and your comment will be read during the public comments section of the board meeting.

**Those not meeting the above criteria can request an exception through the superintendent's office at least 24 hours prior to the start of the board meeting.*

When in-person board meetings resume, there are four easy steps for sharing your thoughts with the board.

- 1 Complete a public comment card. District staff are available at least 15 minutes before each board meeting to distribute and collect comment cards for each meeting.
- 2 Give the card to district staff, in person, before the public comments agenda section begins.
- 3 Have a seat in the Board Room. Approach the lectern when the board president calls you.
- 4 Share your thoughts within a three-minute period.

There is a public record of the comments. The district normally records video and audio of regular board meetings. These electronic records are linked on the district website post-event. Written minutes of school board meetings are also available through the district website, BoardDocs, and the superintendent's office.

Remaining 2020-21 Regular School Board Meetings

MARCH 9	MARCH 23	APRIL 20
MAY 11	MAY 25	JUNE 8
JUNE 22	JULY 1	AUGUST 24


**EVERETT
PUBLIC SCHOOLS®**



Dr. Traci Mitchell
Parliamentarian

Appointed: February 2014

Elected: November 2015

Term expiration date: December 2021

Liaison for the following schools:

- Forest View Elementary
- Gateway Middle
- Henry M. Jackson High
- Mill Creek Elementary
- Silver Firs Elementary
- Tambark Creek Elementary



April Berg
Director Position 2

Elected: November 2019

Term expiration date: December 2025

Liaison for the following schools:

- Cedar Wood Elementary
- Emerson Elementary
- Heatherwood Middle
- Jefferson Elementary
- Sequoia High



Amina Hussein
Student Representative

Appointed: June 2019

Term expiration date: 2021



Terra Pilch-Bisson
Student Representative

Appointed: June 2020

Term expiration date: 2022

District Stats

20,294 PreK-12 Students Enrolled
(OCTOBER, 2020 DATA)

SPECIAL PROGRAMS

Free and reduced-price meals	40.3%
Special Education	14.7%
Transitional Bilingual	14.5%
Section 504	4.5%

OTHER INFORMATION

Regular Attendance Rate (2019)	83.8%
Homeless Student Population	4.6%
Adjusted 4-year Graduation Rate (class of 2020)	95.0%
Adjusted 5-year Graduation Rate (class of 2019)	96.3%
Dropout rates	2.4%

ABOUT OUR TEACHERS

Number of Classroom Teachers	1,180
Average Years of Teacher Experience	14.1
Teachers With at Least a Master's Degree	57.4%
National Board Certified	12.5%

STUDENT DEMOGRAPHICS

Male 51.3%

Female 48.6%

Gender X 0.1%

Hispanic/Latino of any race(s)	20.4%
American Indian/Alaskan Native	0.4%
Asian	16.2%
Black/African American	4.3%
Native Hawaiian/Other Pacific Islander	1.3%
White	49.2%
Two or More Races	8.2%

Total actual expenditures per pupil for the school year = **\$15,616** (OSPI 2019-20)

\$12,888

staff salary and benefit cost from state/local funds

\$597

staff salary and benefit cost from federal funds

\$2,037

non-personnel costs from state/local funds

\$94

non-personnel cost from federal funds

2019-2020 District Operating Budget



Expenditures	Cost	Percent
Teaching & Teaching Support	\$243,316,298	75.0%
Building Administration	\$18,910,244	5.8%
Maintenance & Operations	\$14,786,420	4.6%
District Support	\$16,150,595	5.0%
Transportation	\$12,390,376	3.8%
Utilities & Insurance	\$5,967,831	1.8%
Food Service	\$7,529,189	2.3%
Other Support	\$5,321,419	1.7%
Total Expenditures	\$324,372,372	100%



Revenues & Other Sources	Amount	Percent
State	\$264,209,219	80.5%
Local	\$44,154,116	13.4%
Federal	\$14,539,892	4.4%
Other Revenues & Sources	\$5,480,505	1.7%
Total Revenues & Other Sources	\$328,383,732	100%

Annual Average FTE (full-time equivalent) enrollment used in calculations

Assessment information

Due to the early school facility closures in response to the COVID-19 pandemic, end of year state assessments were suspended.

As a result, no 2019-20 student performance and growth data from Smarter Balanced Assessments (SBA) were available for analysis. Without state assessment scores for 2020, Everett Public Schools uses many other tools to evaluate how each student is progressing toward high standards of achievement. Two programs in particular, Performance Matters and i-Ready, assess and provide data analytics to better understand which students are likely to need academic interventions to enhance their learning.

When the 2020-21 school year kicked off, the district launched a powerful new tool called Performance Matters, which informs instruction and guides school improvement. The program gives teachers and administrators rich data drilled down to the student level that can be acted on to improve student learning. The standards-aligned assessment platform allows teachers to easily create, deliver and analyze student performance against academic standards at each grade level.

Patterns in student learning can easily be identified and various features of the program allow school leaders to answer key questions about student learning. For example, which fifth grade students failed to meet standard in 2019 on the SBA in math and in i-Ready Math Diagnostics in 2020? Reports can be shared so teachers can see which of their students fall into this category, to ensure they get the interventions and support they need to meet standard this year.

Another feature called the Scoreboard Report compares the performance of student groups in both real-time and historical data. School administrators and teachers can quickly identify students who need interventions.

The i-Ready assessment program helps address learning gaps so students can have a solid understanding of grade-level standards they are learning with their teachers. Student take a test called a diagnostic, which adapts as it is taken and finds the areas in which each student is struggling. The test challenges students because questions increase in difficulty until they are unable to answer correctly.

This is how the program understands the concepts each student does and does not understand. Based on assessments, students receive personalized lessons and games to help fill in any gaps and support teacher instruction. The diagnostic schedule allows for assessments in both the fall and winter, then provides students with 12 weeks of both teacher-led and online instruction to fill in the gaps so they can better access grade level instruction.



Assessment has always been an important element of instruction, but never more so than now when we lack spring SBA scores and students have been learning remotely for nearly a full year. Dr. Catherine Matthews, Curriculum and Assessments Director, says “We are fortunate to have tools to help us understand each student’s learning so we can tailor instruction to meet the standards.”



Plory, the i-Ready mascot, visits classrooms virtually to give tips to students on how to do their best so future i-Ready lessons are aligned for what each student needs to learn.

Recognitions and Celebrations

Dr. Saltzman earns national and local recognition

Dr. Ian Saltzman is a **2020-21 LifeChanger of the Year nominee**. LifeChanger of the Year is an annual program recognizing K12 educators and school employees across the country. The program celebrates those who are making a significant difference in the lives of students

by exemplifying excellence, positive influence and leadership.

After nominations closed on December 31, 2020, the national selection

committee, comprised of past LifeChanger of the Year winners and education professionals began reviewing the nominees to determine the Top 15 LifeChangers, Spirit Award winner and members of the Honor Roll. The winner will be announced this spring.

To be considered for a LifeChanger of the Year award, nominees must:

- Make a positive impact in the lives of students
- Enhance their school or district's atmosphere, culture and pride
- Demonstrate exemplary leadership at the school and/or district level
- Possess a proven record of professional excellence
- Show commitment to building a nurturing environment that supports learning
- Adhere to the highest moral and ethical standards

Dr. Saltzman is also a member of the **Chiefs for Change**, a group of state and district education systems leaders who collectively advocate for policies and practices that make a difference for students and work to develop the next generation of bold Future Chiefs. Specifically, Chiefs for Change believe every child must have:

- A safe and welcoming school
- Access to an excellent education
- Fully prepared teachers with the support they need to do their jobs well
- High-quality instructional materials
- Reliable and affordable pathways to college and meaningful careers

Even in this very difficult year, we cannot just focus on the challenges; we must look at how we've come together in the face of adversity. "This year we have learned new and creative ways to educate students. We have become innovative in how to connect with family and friends. We have developed tenacity," stated Dr. Saltzman.

In addition, Dr. Saltzman was selected as a **Superintendent to Watch for 2020**. Each year the National School Public Relations Association recognizes up to 25 superintendents as "Superintendents to Watch." Honorees are school district leaders who have fewer than five years of experience as a superintendent and who demonstrate dynamic, fast-paced leadership with strong communication at its core. They use communication technology in innovative and effective ways to engage and inform their school communities and to expand two-way communication and outreach efforts.

Everett High School celebrates 100th Anniversary of winning 1921 National High School Football Championship

On Saturday, January 1, 1921, the Everett High School football team, under the direction of Coach Enoch "Baggy" Bagshaw, won the National High School Football Championship before a sold-out, hometown crowd on Everett's Athletic Field, now known as "Bagshaw Field," adjacent to the North Middle School gym.

In the games leading up to the championship and at the final game, a seagull circled the field and became an omen of good luck for fans. The seagull was named an Emblem of Victory and was adopted as the school's official mascot in 1924.

The coach and the players were referred to as "The Pride of Washington," and earned Everett High School the nickname, "The School of Champions." The traits of the school of champions continue to ring true for athletics and academics alike at Everett High School — character, heart, attitude, mindset, perseverance and strength.

Seagulls flying over campus today are a reminder that something special happens when we come together. **We Are Everett.**



Everett Public Schools board is a 2020 Board of Distinction

District school board named among state's most effective

Everett Public Schools board of directors earned high honors with the designation as a **Washington State School Director's Association (WSSDA) Board of Distinction**. Applications are reviewed by a panel of judges that includes former and current educational service district superintendents, State Board of Education board members, former school directors and other education leaders in Washington state. Scoring is based on how well applicants show alignment with the Washington School Board Standards, support their statements with data and demonstrate a link between outcomes and decisions made by the board.

Each year the WSSDA awards program establishes criteria upon which boards will be judged. Everett's nomination highlighted efforts and actions taken to positively impact the opportunity gap, enhance community engagement through collaboration with families and community members, respond to diverse interests and needs and mobilize community resources.

"Receiving this recognition is not only an honor, but a valuable process in self-reflection for our board."

Board President Caroline Mason shared, "We are honored to be receiving this recognition as it reflects the work of our entire district to support our students during a very challenging time. More so than ever it is important to have strong governance practices in place and I believe the adjustments we've had to make due to the impacts from the coronavirus have brought additional cohesion and focus to our work."

"Receiving this recognition is not only an honor, but a valuable process in self-reflection for our board to inspect our successes and strategies benefiting students, identifying connections between those positive outcomes and our decisions and then hopefully inspiring the work of others into the future," added Superintendent Ian Saltzman. "We have an amazing board of directors."



"Baggy's Boys," 1921 Everett High School football team and National High School Football Champions

Cascade High School students gain real-world exposure to legal field through Corporate Legal Diversity Pipeline

For six weeks last fall, Cascade High School students in Melissa Webster's Introduction to Law class logged into Zoom on Monday mornings to interact and learn from a group of corporate attorneys from Microsoft. Participating attorneys, representing diverse backgrounds and specialties, led students through interactive workshops on legal topics and offered a glimpse into career opportunities in the legal field as part of the "Corporate Legal Diversity Pipeline" program.

and oral arguments. In this case, students explored whether the First Amendment allows public schools to punish students for posting inappropriate online content, off school grounds.

The class spent two weeks learning about related case precedents and the facts of the case. Students were then chosen to be attorneys for each side, justices, Chief Justice and a bailiff. With guidance from mentor attorneys, students held a moot court and ruled unanimously in favor of the school district. Students "had a lot of fun and learned about speaking clearly, analyzing, reasoning, advocating for a position and supporting it with facts and reasons," said Webster. Sophomore Sydney Antonius added, "Being able to do a practice court and receive feedback from people who do that every day was definitely an experience for the books."

The sixth week wrapped up with a capstone activity focused on career exploration. In an open forum discussion, students asked questions about the field of law and how the participating attorneys came to decide on their career.

The Legal Diversity Pipeline Program is designed to give students first-hand career pathway education with role models, social support and persuasion with a chance to experience and enjoy legal career-related tasks.

The program is a nationwide partnership between Street Law, Inc. and the Association of Corporate Counsel that aims to expose young people from diverse communities to everyday law and legal careers.

The attorneys led students through workshops on Environmental Law and Cyberbullying and shared their personal stories on becoming attorneys. In a fictitious case created in the Environmental Law workshop, students prepared and simulated arguments in a summary judgment hearing about whether a company producing sterilizing gas for medical supplies should be allowed to continue operations when the process potentially harms nearby communities.

"This was relevant for the students as we discussed if this might be applied from efforts to fight COVID-19," explained Webster. As a result of the workshop, students were able to describe environmental laws and the circumstances under which specific activities should or should not be allowed. They learned how to advocate for one side in the case, support their position with well-reasoned arguments, listen to arguments and reach a decision based upon facts presented. "I thought it was interesting for attorneys of such a big, worldwide corporation to come into my class and teach us about law," said freshman Alissa Hedlund.

During the Cyberbullying workshop, students prepared and simulated a moot court argument in the fictional case of Henderson v. Lincoln School District. A moot court exercise simulates a court hearing in which participants analyze a problem, research the relevant law and prepare written

Students also asked where they went to college, what they wanted to be when they were in high school and what were their favorite and most challenging aspects of their jobs.

Each attorney shared their unique path to the legal field; many of which were not direct. In fact, the majority had professional careers in other areas before pursuing a law degree. One of the attorneys grew up in Nigeria and initially wanted to be an architect. He went to a junior college first, transferred to a small

college for his undergraduate degree and worked several years as an engineer before heading to law school.

Many of the attorneys worked full time while attending law school in the evenings, which they described as both stressful and fun. Their undergraduate degrees were diverse and ranged from pre-med to engineering to Arabic. The personal connections and open conversation allowed students to learn not only about the legal field, but about trusting the process of figuring out "what they want to be" when they grow up. "I learned from our Microsoft

guest speakers that whatever background you're from you can still work towards getting a law degree," shared senior Anika Nelson.

Facilitated through Street Law, Inc., the Legal Diversity Pipeline Program is designed to give students first-hand career pathway education with role models, social support and persuasion with a chance to experience and enjoy legal career-related tasks. The program and mentorships are already making an impact at Cascade High School. Junior Eduardo Monroy-Guitron said, "As a result of this class and guest speakers, I am considering a career in the legal profession after high school."





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Everett, WA 98213



Board of Directors: (back row) Pam LeSesne, Traci Mitchell,
(front row) April Berg, Caroline Mason, Andrew Nicholls

Board of Directors

- Caroline Mason
- Pam LeSesne
- Andrew Nicholls
- Traci Mitchell
- April Berg

Superintendent

- Dr. Ian B. Saltzman

Nondiscrimination statement

Everett Public Schools does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

**Title IX/Civil Rights
Compliance Officer:**

Mary O'Brien
425-385-4106
MO'brien@everettsd.org
PO Box 2098
Everett WA 98213

Section 504 Coordinator:

Dave Peters
425-385-4063
DPeters@everettsd.org
PO Box 2098
Everett WA 98213

ADA Coordinator:

Randi Seaberg
425-385-4104
RSeaberg@everettsd.org
PO Box 2098
Everett WA 98213

General District info

Mission

Everett Public Schools' mission is to inspire, educate and prepare each student to achieve high standards, contribute to our community and thrive in a global society. They will acquire the knowledge, attitudes and skills to adapt to the emerging needs of a changing world.

Vision

Our students will shape the future. They will be well-rounded, healthy and flexible thinkers with a global perspective who can access resources and collaborate. They will demonstrate empathy, pride and advocacy for self, school and community while respecting the diversity and worth of others. They will acquire the knowledge, attitudes and skills to adapt to the merging needs of a changing world. Annually our students academically outperform the state average and demonstrate year over year improvement in most categories. And, thanks to our hardworking educators, success is within reach for all our students with an increased emphasis on reading at early levels, strong monitoring and collaboration, and core focus on climate, culture, systems and instruction.

Number of schools

- 18 Elementary Schools
- 5 Middle Schools
- 4 High Schools

The district also offers choice programs

- Port Gardner K-12
- Lighthouse Cooperative
- Graduation Alliance
- Spanish Immersion Program, fall 2021

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Our mission is to inspire, educate and prepare each student to achieve to high standards, contribute to our community and thrive in a global society.