

A large, vibrant sunset over a body of water, with the sun low on the horizon, casting a golden glow across the sky and reflecting in the water. The sky is filled with dramatic, orange and yellow clouds. The water is calm, mirroring the sky's colors. In the distance, there are silhouettes of trees and land.

Teaching & Learning

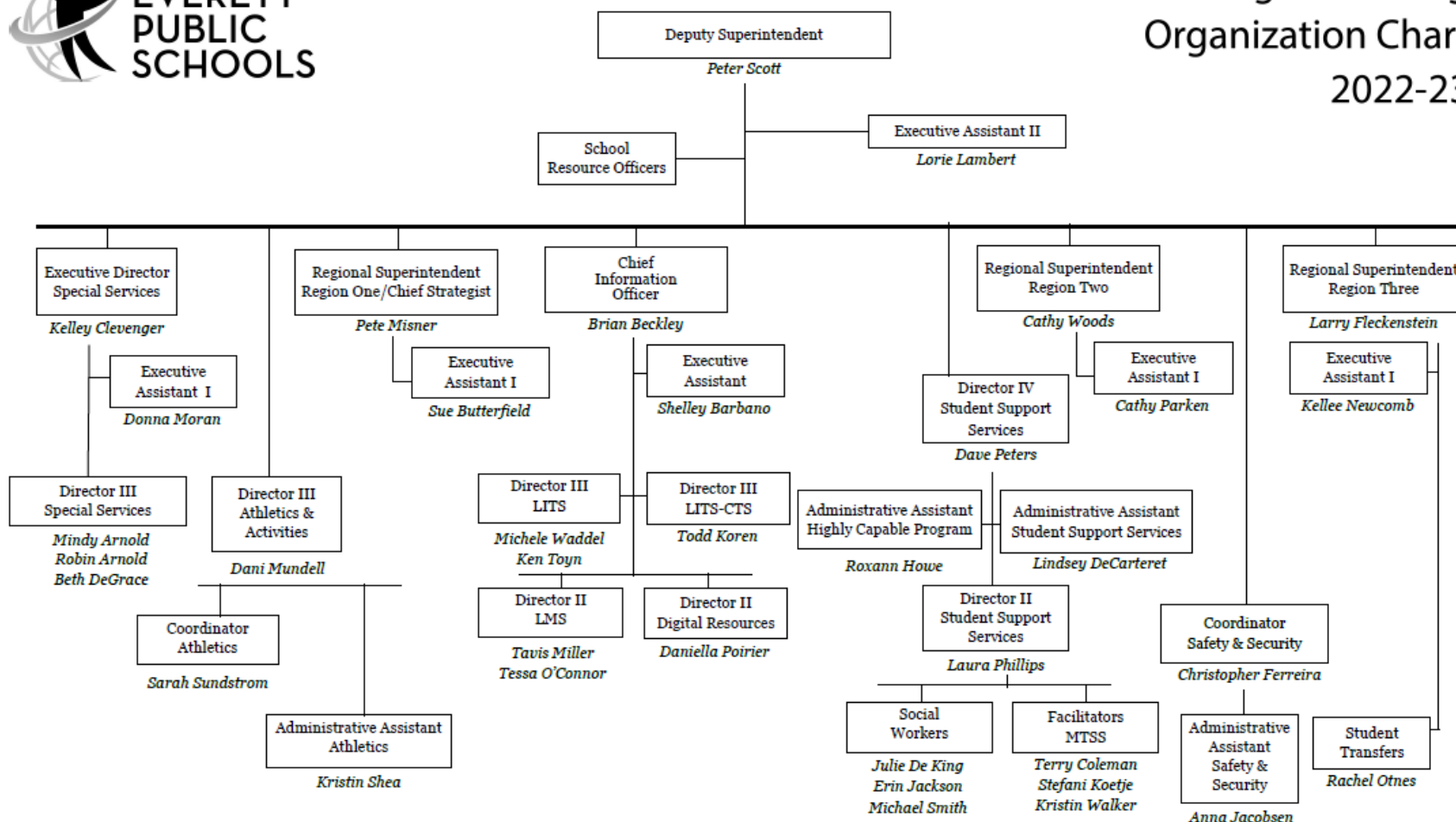
New Director Orientation – Dr. Hirman

July 27, 2022

Teaching & Learning Organization Chart



Teaching & Learning Organization Chart 2022-23



Regional structure & primary responsibilities



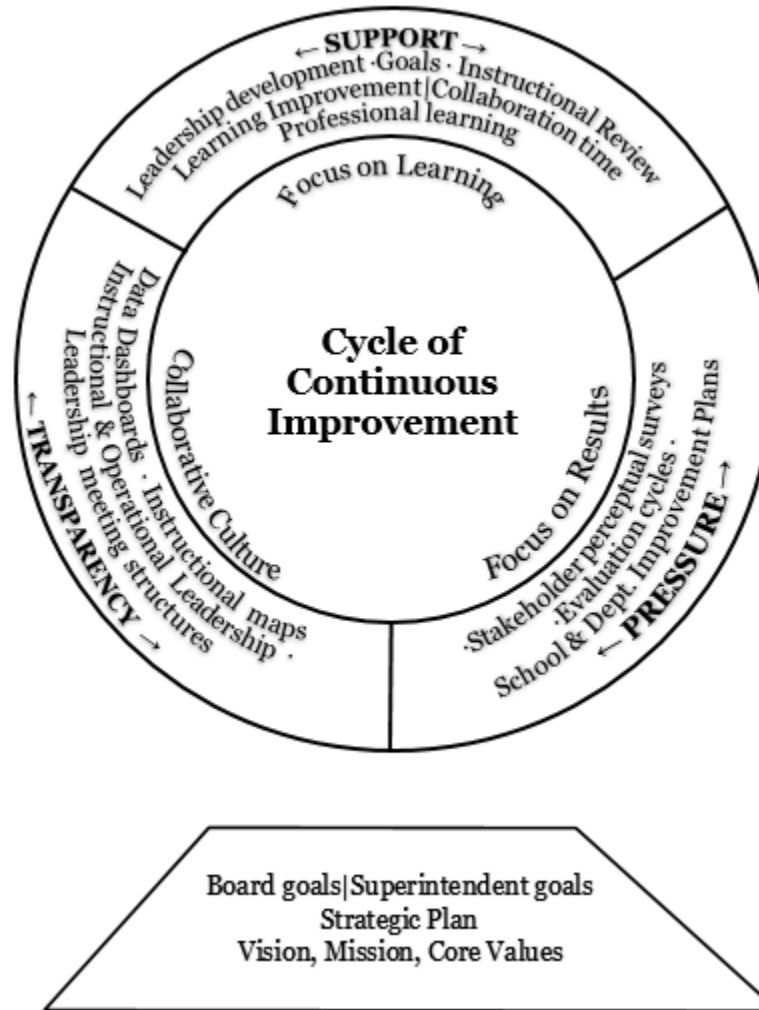
| Peter Scott | Pete Misner | Cathy Woods | Larry Fleckenstein |
|---|--|--|---|
| Deputy Supt. | Regional Supt. Chief Strategist | Regional Supt. | Regional Supt. |
| <ul style="list-style-type: none"> Leadership development Admin & supervisors team design Weekly principal packet comms Instructional Review design Instructional walks support School improvement plan coordination Summer Leadership Institute New Leaders Academy School Safety | <p><u>Region 1:</u> Emerson Garfield Hawthorne Jackson Lowell Madison</p> <ul style="list-style-type: none"> Strategic plan oversight Elementary level meetings Regional principals' meetings New admin induction | <p><u>Region 2:</u> Jefferson Monroe Penny Creek Silver Lake View Ridge Whittier Everett Virtual Academy Evergreen North Everett Sequoia</p> <ul style="list-style-type: none"> High school level meetings Regional principals' meetings PTSA liaison New admin induction | <p><u>Region 3:</u> Cedar Wood Forest View Mill Creek Silver Firs Tambark Creek Woodside Eisenhower Gateway Heatherwood Cascade Jackson</p> <ul style="list-style-type: none"> District policies / procedures School transfers Middle school level meetings Regional principals' meetings New admin induction |



Priority Student Outcomes



Balanced Accountability Model



Professional Development Systems



Comprehensive induction

- Two-day immersive onboarding
- Cohort-building
- Systems set up (Technology, HR & Finance)
- Strategic planning
- Key communication tools
- 90-day planning
- Instructional materials, curriculum maps, and coaching support
- Accessing data systems
- Continuous improvement model

New Administrators' Induction

EVERETT PUBLIC SCHOOLS

June 30-July 1

Purpose: To build new administrators' capacity and knowledge as they begin their career in Everett Public Schools. The induction focuses on the district's four pillars of leadership: Climate, Culture, Systems, and Instruction.



Thursday, June 30

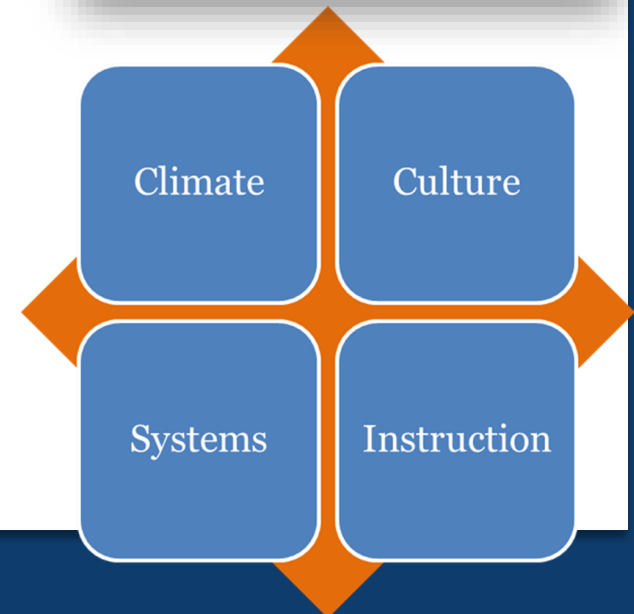
| | |
|-----------------|--|
| 7:45-8:15 a.m. | Meet at the Community Resource Center 3900 Broadway, Everett Arrival, photos and badges, computer check-out, verify log-in |
| 8:15-9:15 a.m. | Breakfast with Cabinet Members Community Resource Center (Port Gardner Rooms) <ul style="list-style-type: none">• The Pillars: Climate, Culture, Systems, Instruction• Executive Cabinet who, what, why• Group Photo |
| 9:15-9:30 a.m. | Break |
| 9:30-12:30 p.m. | Leveraging HR and Technology Systems: <ul style="list-style-type: none">• Navigating Systems: Email, Office 365, eSchools• Human Capital Management: Frontline absences, hiring• Living and working in Everett• Principal panel |
| 12:30-1:00 p.m. | Bus tour through downtown Everett ending at North Middle School |
| 1:00-2:00 p.m. | Lunch at North Middle School (Library) catered by Romeo's with directors |
| 2:00-3:00 p.m. | Systems & Instruction: District direction, priorities, goals, strategic plan Peter Scott, Deputy Superintendent Shelley Boten, Chief Academic Officer |
| 3:00-4:15 p.m. | Travel to Science Center for hands-on Science experience |
| 4:15-4:30 p.m. | Travel to Community Resource Center |
| 4:30-5:00 p.m. | Closing: <ul style="list-style-type: none">• Preview day two• FAQ |

Professional Development Systems



Summer Leadership Institute: Administrators & Supervisors Team *Inspire, Lead, Amplify: Believe*

- **8/1-2 Leadership Development**
 - Leading for Impact & Systems Improvement
- **8/3 Anchoring on Equitable Practices**
 - Purpose, connection, self-care
- **8/4-5 Strategic priorities**
 - High quality instruction
 - Social-emotional learning
 - Student achievement analysis
 - School improvement planning
 - Putting it all together
- **8/9-10 Admin Team Retreats**
 - Transparent leadership practices
 - Strengthening team



Professional Development Systems



New Hire Orientation August 22-25

- Technology, HR 101
- Establishing effective teacher-student partnerships
- In-building classroom support / induction; safety, school culture
- Instructional models; content overview; new hire social evening
- Continuous improvement model;
- Canvas / gradebook; curriculum, instruction, assessment



Professional Development Systems



Annual leadership meeting structures

- Administrators & Supervisors
- Quarterly regional principals
- Principal meetings by level (ES, MS, HS)
- New Leaders Academy



Professional Development Systems



Technology: Investing in authentic learning experiences

- Interactive flat panel & teacher professional learning
 - Elementary installation – Spring, 2022
 - Secondary installation – Summer/Fall, 2022
- Learning Management Systems
- Hardware, software, network infrastructure
- Equitable access



Professional Development Systems



School Safety & Emergency Preparation

- Proactive planning
- Skill readiness
 - Incident Command System
- Emergency response
- School Resource Officer (SRO) training
- Run, hide, fight training
- Drill and practice – monthly
- Social emotional learning
- Harassment, Intimidation, Bullying (HIB) training
- Threat assessments



Professional Development Systems



District Safety & Emergency Preparation

- Preparation and training
 - Simulations
 - New Hire Orientation, New Administrators
- Communication
 - RAVE 911
- Physical safety
- Card access
- Video intercom systems, two-way radios, Incident Command System, First Aid



Multi-Tiered System of Supports



Multi-Tiered System of Supports

A layered continuum of supports to meet ALL learners' needs.

TIER 1 - Universal

- » Instructional interventions
- » Positive behavior supports
- » SEL consultations
- » Counseling materials
- » District/school-wide activities
- » Student planning

Universal

TIER 2 - Targeted

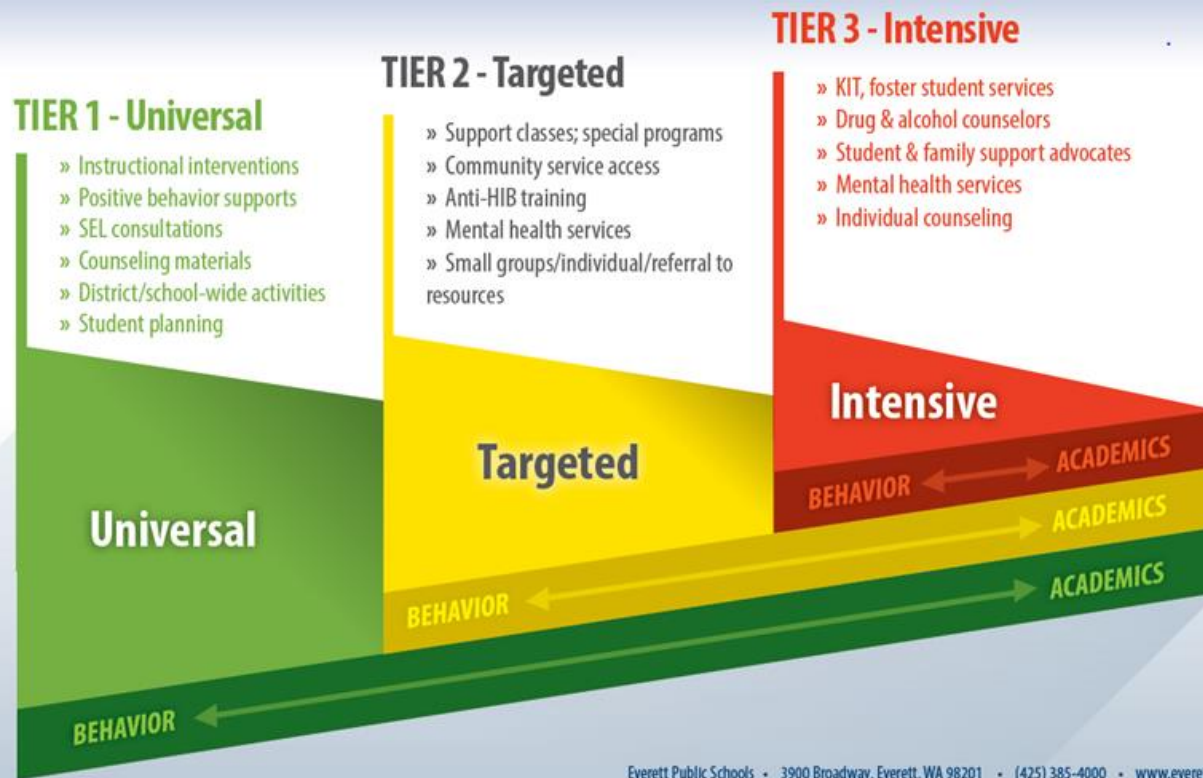
- » Support classes; special programs
- » Community service access
- » Anti-HIB training
- » Mental health services
- » Small groups/individual/referral to resources

Targeted

TIER 3 - Intensive

- » KIT, foster student services
- » Drug & alcohol counselors
- » Student & family support advocates
- » Mental health services
- » Individual counseling

Intensive



Everett Public Schools • 3900 Broadway, Everett, WA 98201 • (425) 385-4000 • www.everettsd.org

Social Emotional Learning



**SECOND
STEP®**



Source: Collaborative for Academic, Social, and Emotional Learning



Introduction to Emotions and Emotional Intelligence

Approx. Time: 2 hours

[View Course](#)

Course Progress: 100% | Assessment Score: 10/10



RULER Tools of Emotional Intelligence

Approx. Time: 2 hours

[View Course](#)

Course Progress: 100% | Assessment Score: 10/10

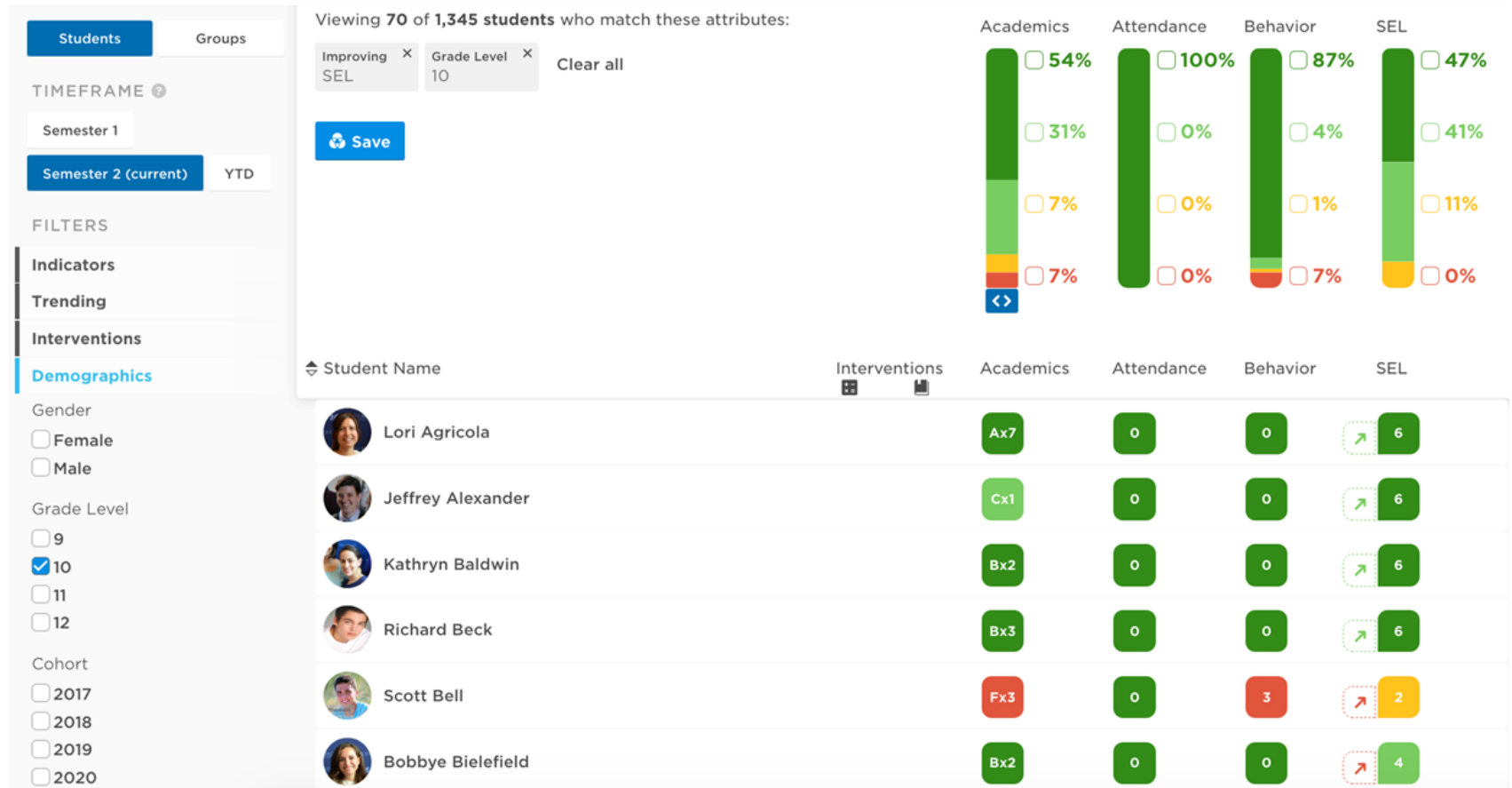


SEL Measurement Tools: Panorama



- Survey measuring student social-emotional learning
 - grit
 - growth mindset
 - school safety
 - self-management
 - sense of belonging
 - social awareness
 - self-efficacy
 - teacher-student relationships
- Provides network of resources leading to interventions

Cross-referencing SEL with other factors



School Improvement Plans



2021-22 School Improvement & Title 1 LAP Plan

Emerson Elementary School
Blythe Young, Principal

| ELA ACTION PLAN | |
|---|--|
| Key Performance Outcome: 90% of students will meet standard on the Smarter Balanced Assessment (SBA) in English Language Arts (ELA) by 2027 and the median student growth percentile will be 75% by 2027. | |
| Reading Action Items (Actions that improve performance towards outcomes) What are you going to do? | Key Performance Indicators (KPIs) (Formative measures of actions) What is the measure of student learning that would predict strand level proficiency performance on the SBA? |
| Utilize common assessment data and coach support to provide individualized instruction and intervention in K-2 Foundational Reading Skills and 3-5 Informational Comprehension Skills to improve ELA Reading strand achievement. | <ul style="list-style-type: none"> • i-Ready diagnostics • K-5 Calibrated common assessment scores (REACH and ARC) • Reading coach collaboration schedule • K-2 i-Ready Reading with Oral Fluency (iRROF) assessments • Springboard collaboration attendance and goal progress |
| Increase the number of students achieving at or above grade level K-2 Foundational Reading Skills and 3-5 Informational Comprehension Skills by utilizing Guided Language Acquisition Design (GLAD) strategies and English Language (EL) coach support, increasing learning supports during Tier 1 whole class instruction, and continuing to use Imagine Language and Learning (IL&L) and i-Ready as a gap closing tool. | <ul style="list-style-type: none"> • K-5 Calibrated common assessment scores (REACH and ARC) • 1-5 i-Ready diagnostics • i-Ready Reading lessons completed with 75% accuracy • K-2 i-Ready Reading with Oral Fluency (iRROF) • EL Coach collaboration schedule • IL&L & World-class Instructional Design and Assessment (WIDA) • Staff utilization of GLAD strategies 10/2 or 5/1, Interactive Journals and T-Graphs for Social Skills as measured by walk throughs |

Instructional Review

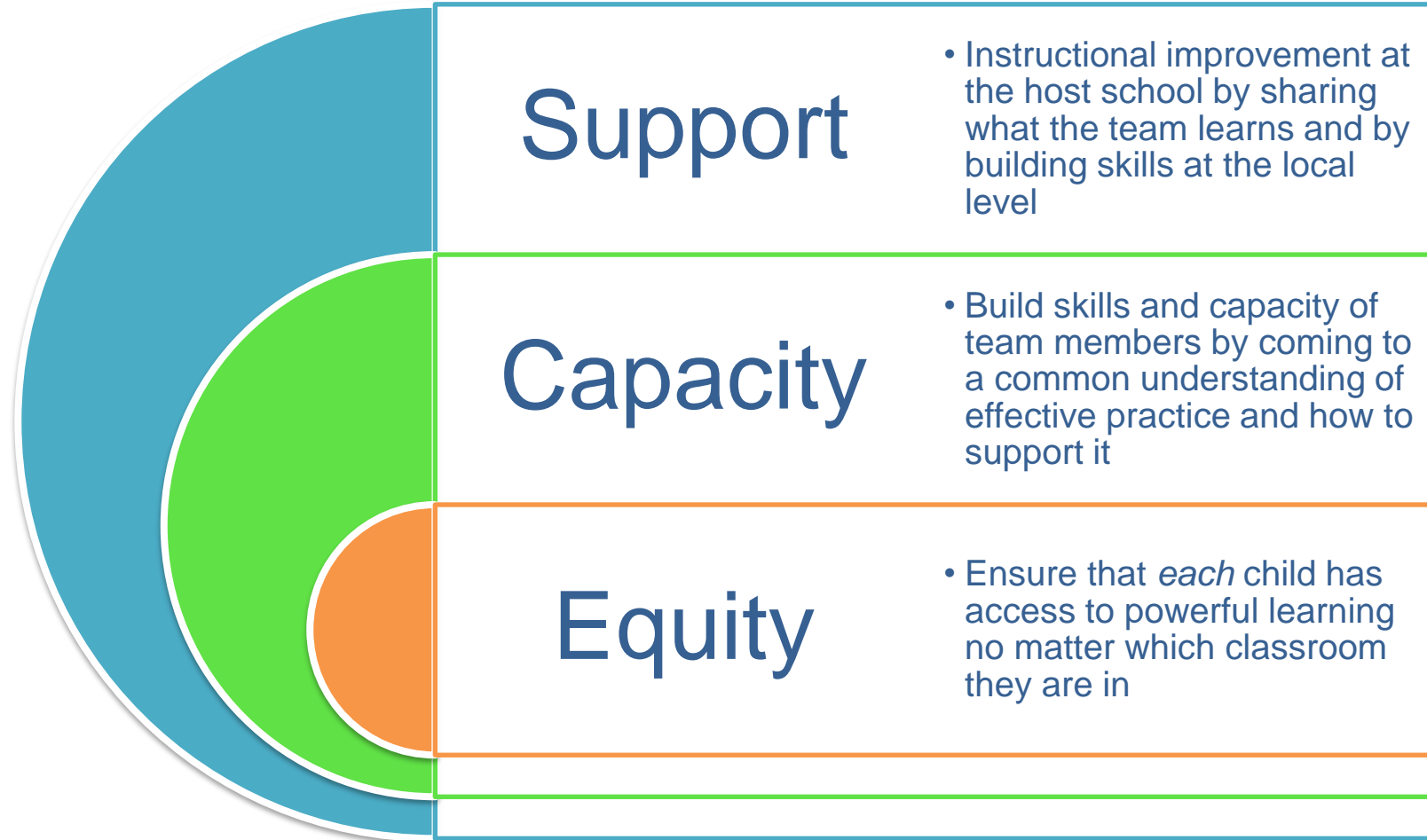


Instructional Review is a **process** used to better understand teaching and learning in schools in order to **improve learning** at scale.

In an Instructional Review session, a group of educators makes a series of visits to classrooms to **observe** what is taking place in the **instructional core**.



Instructional Review



Instructional Review



Who attends?

- Superintendent
- Deputy Superintendent
- Regional Superintendent
- Principal
- Assistant Principal
- Instructional Coaches
- Curriculum, Assessment & Instructional technology leadership
- Board director

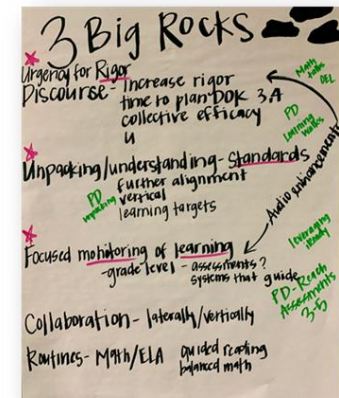
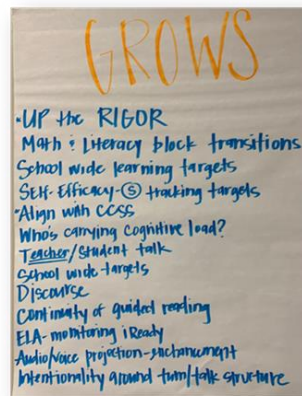
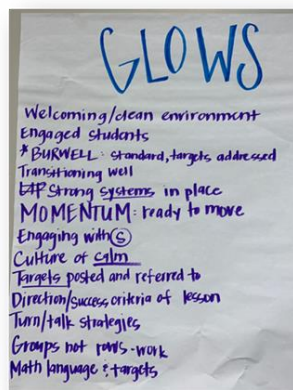


Instructional Review



Structure

| Component | Approx. time |
|--|--------------|
| 1. Data review presentation (School profile, teacher profile, diagnostic, stakeholder perceptual, real-time (e.g., i-Ready, summative / interim assessments, attendance, behavior, social-emotional learning indicators); SIP strategies; needs assessment | 20 mins. |
| 2. Classroom Learning Walks: SIP practices alignment | 45-60 mins. |
| 3. Debrief: “glows & grows” | 20 mins. |
| 4. Reflection: school-based “huddle” | 20 mins. |
| 5. District support & preliminary action planning | 15 mins. |



Communications to Principals



Communications to Principals

Volume 18, Number 16
For the Week Ending December 13, 2019

Response/Action Required

| | |
|---|----|
| Procurement Card Transactions Requiring Prior Approval from | |
| Procurement | 1 |
| Cabinet Members – Teacher for a Day | 2 |
| Delegation of Signing Authority on Contracts | 3 |
| January Newsletter Articles..... | 5 |
| SBA Accommodations for Students with IEPs..... | 7 |
| Reminder – EPSF Basic Student Needs Grant Information | |
| 2019-20..... | 8 |
| Assessment & Research Communications Webpage | 13 |
| Required Observance: Temperance and Good Citizenship | |
| Day | 14 |
| Temperance and Good Citizenship Day Voter Registration..... | 15 |
| Designated Support Best Practices | 22 |
| Fall World Language Assessment Score Reports Distribution | |
| Timeline | 24 |
| Student Growth Percentile (SGP) Individual Score Reports | |
| (ISR) and School Median Student Growth Percentiles | 25 |
| All Clear: System on December 20 | 28 |

Response/Action Optional

No Items

Information Only

| | |
|--|----|
| Communication to Custodial Staff Regarding Community | |
| Services, Facility Use for Non-School Events | 29 |
| New Teacher Grants, Library Grants and Classroom Grants | |
| from Everett Public Schools Foundation | 31 |
| Elementary School Principals' Meeting Minutes ~ November | |
| 25, 2019..... | 32 |

Important Resources

Teaching & Learning Folder

<https://docushare.everett.k12.wa.us/docushare/dsweb/View/Collection-5639>

Administrative Outlook Calendar Instructions

1. Click on the ellipses (. . .) in the lower left corner of the screen
2. Click on "Folders"
3. Double click on "Public Folders"
4. Double click on "Public Folders"
5. Double click on "All Public Folders"
6. Double click on "Administrative Team"
7. Click on "Administrative Calendar" to open

Substitute Outlook Calendar Instructions

1. Open Outlook in the Calendar view
2. From the "Home" menu bar Select "Open Calendar"
3. Select "Open Shared Calendar" – type in **Calendar ESC Substitutes**
4. Click OK

This calendar lists all district release professional development that is occurring during the school day. Check this calendar prior to scheduling building workshops that will occur during the school day to make sure they do not conflict with district level trainings targeting the same teachers. All district release substitutes must be approved through the deputy superintendent's office.

Accessing Student Emergency Information in Insight

Step One: Go to <https://insight.everettsd.org>

Step Two: Use your district credentials to log in (id/password) Check the Full Browser Version and click save If viewing on a mobile browser

Step Three: Click on the Everett Pinnacle Insight.qvw box

Step Four: Click on the Student Details button

Step Five: Enter the Student Name (partial ok) or ID # in the top-right

Step Six: View Contacts

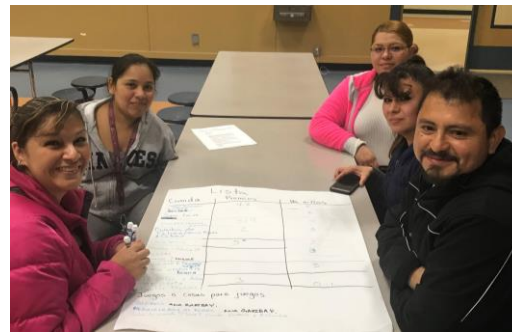
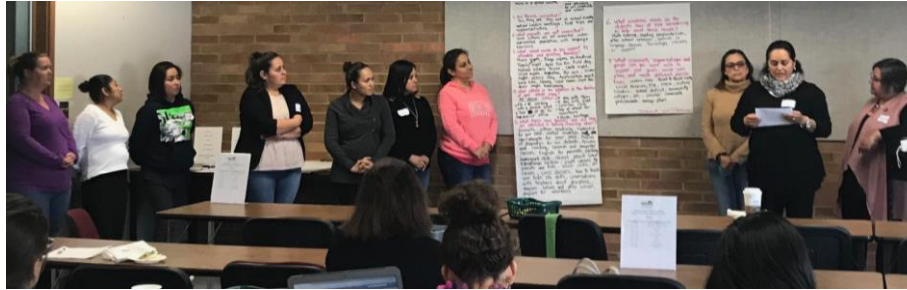
January 9: High School Principals' Meeting,
3:30- 5:30 p.m., CRC – Port Gardner Room
January 13: Elementary School Principals' Meeting
7:30 – 9:30 a.m., CRC – Port Gardner A
January 13: Middle School Principals' Meeting
3:30 – 5:30 pm, CRC – Port Gardner B
January 14: School Board Meeting, 4:30 p.m.,
CRC – Board Room
January 16: Instructional Leadership Team Meeting
3:30 – 5:30 pm, CRC – Port Gardner Rooms

January 17: New Administrator Meeting, 3:15 – 4:45 pm,
CRC – Port Gardner B
January 28: School Board Meeting, 4:30 p.m.,
CRC – Board Room
February 11: School Board Meeting, 4:30 p.m.,
CRC – Board Room
February 13: : High School Principals' Meeting,
3:30- 5:30 p.m., CRC – Port Gardner Room
February 24: : Elementary School Principals' Meeting
7:30 – 9:30 a.m., CRC – Port Gardner A



- Stuff the Bus!
- Benefit Breakfast
- Classroom grants
- Everett Ready support
- Summer school tuition support
- College in the high school tuition support
- New teacher grants

Natural Leaders





Everett PTSA Council Strategic Plan

VISION:

The Everett PTSA Council is a meaningful and vital resource to PTAs and our community partners.

MISSION:

The Everett PTSA Council supports, empowers, and guides our PTAs to be successful.

CORE VALUES:

Passion, Respect, Integrity, Dedication, Excellence (P.R.I.D.E.)

PRIORITIES AND GOALS:

1. Advocacy
2. Collaboration
3. Communication
4. Outreach and Diversity
5. Leadership, Education, and Organization

