

Strategic Plan End-of-Year Progress Report 2019-20

School Board Meeting
July 1, 2020



Tonight's Objectives



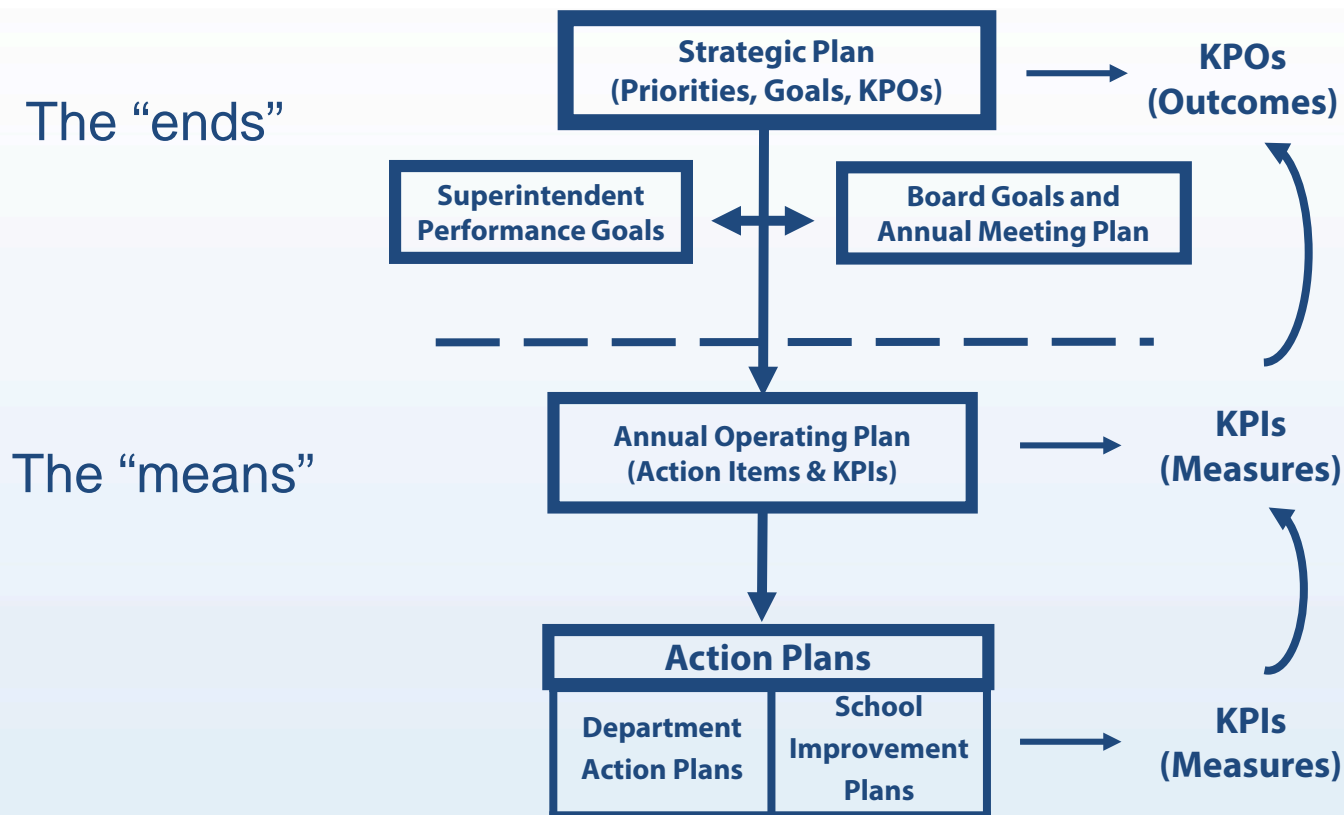
An overview of the progress made by the district to implement its strategic plan in five strategic priority areas during the 2019-20 school year.



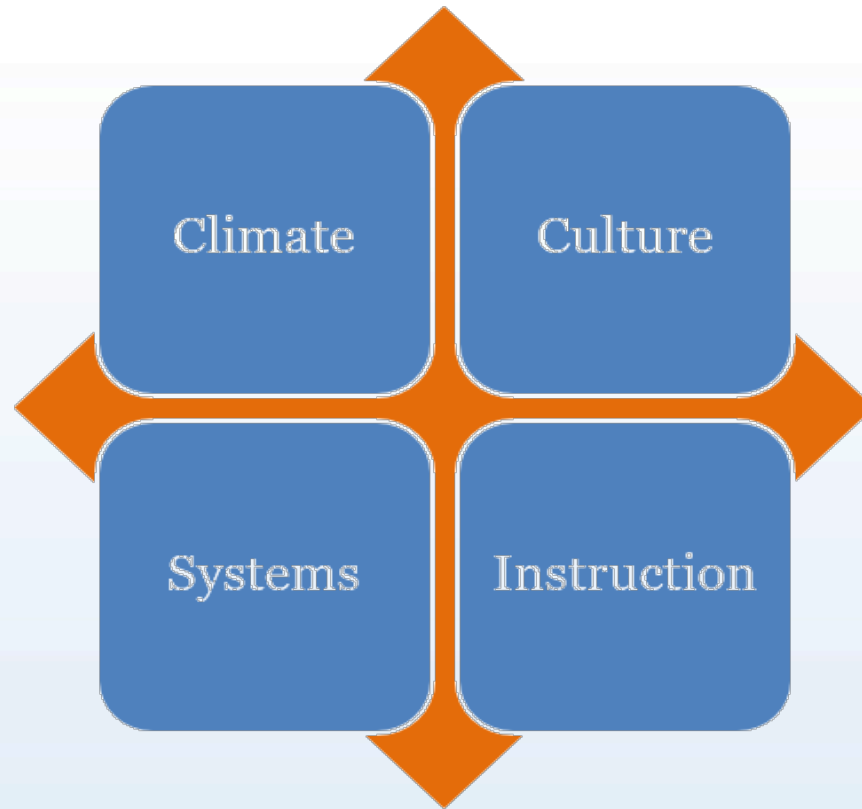
Planning Horizon



12 month planning horizon



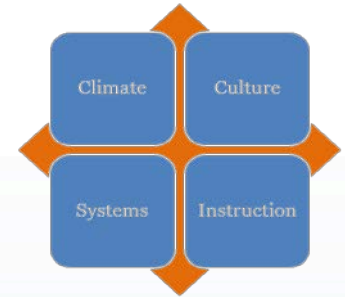
1. Teaching and Learning



1. Teaching and Learning



Student achievement and stakeholder perceptual trends



- 95.9% four-year graduation rate
- All schools above regression line for low-income level vs. achievement percentile
- Secondary math and science stagnant
- Persistent proficiency gaps by ethnicity, English learners, students with disabilities, and students from low-income families
- Flat staff/student/parent perceptual survey results

1. Teaching and Learning

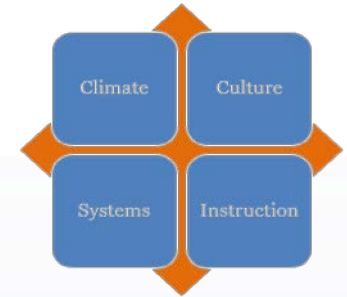


Summer Leadership Institute

- Reflective leadership
- Onboarding new administrators

School leadership development

- School improvement planning
- Instructional leadership development - administrators & teacher leaders (n=200)
- High leverage instructional strategies (22 schools)

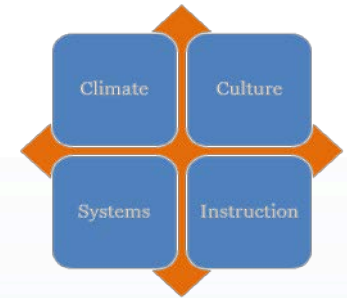


1. Teaching and Learning



New teacher orientation

- Technology, HR systems, effective student / teacher partnerships, academic content, best instructional and classroom management practices



Paraeducator professional learning

- 500 paraeducators; two days
- Positive, safe learning environment; child / adolescent development; cultural competence; technology; communication strategies

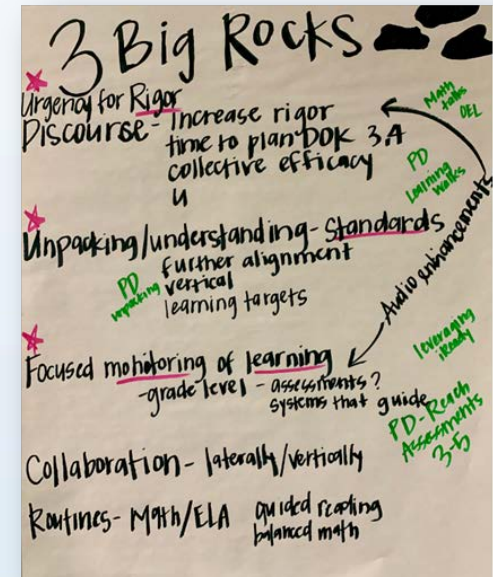


1. Teaching and Learning



Instructional Reviews

- Process to better understand teaching & learning in schools in order to improve learning at scale
 - Equity, Capacity, Support
- Data review
- Classroom learning walks
- Debrief / reflection
- Collaborative action planning and district support



1. Teaching and Learning



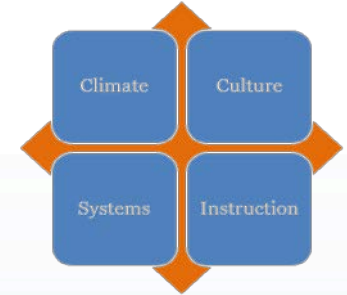
Instructional Reviews

Improvement themes	Support mobilized
<ul style="list-style-type: none">• Rigorous & engaging instructional strategies• Math proficiency• Professional learning community (PLC) efficacy• Clarity of learning targets & success criteria; unpacking standards• Responsive, targeted interventions & progress monitoring (i-Ready)• Leveraging technology• Attendance	<ul style="list-style-type: none">• Job-embedded professional development aligned to improvement areas• Instructional walks• Modeled lessons• Short-cycle and unit assessments• Extended school day supports• Math instructional best practices, assessments, interventions• Student discourse strategies• Attendance tracking/dashboards

1. Teaching and Learning



Student learning and engagement during school closures



- Student learning structures
 - Learning zones
- Digital instructional strategies monitored to scale up best practices
- Classroom learning walks
- Professional development and job-alike collaboration

1. Teaching and Learning



Racial equity

- Holding courageous conversations about race
- Professional development and learning for all staff and students
- Student advocacy and achievement
- Community and family engagement
- Recruitment and retention of staff of color



EVERETT SCHOOL DISTRICT NO. 2 RESOLUTION NO. 1237

Affirming our Commitment to Condemning Racism and Supporting Peaceful Protest

A **RESOLUTION** of the Board of Directors of Everett Public Schools in response to the death of George Floyd, condemning racism and supporting peaceful protest.

WHEREAS, on May 25, 2020 the life of George Floyd was tragically taken by four Minneapolis police officers; and

WHEREAS, the unjust death of George Floyd has highlighted the continued racism and unequal justice that still exists in our nation; and

WHEREAS, the students of Everett Public Schools have been exposed to this traumatic event through graphic visual displays of people in positions of authority committing violent crimes; and

WHEREAS, the subsequent public displays of both peaceful and violent demonstrations throughout our country, as well as displays of unprovoked violence by law enforcement at those demonstrations, have impacted the students and staff of Everett Public Schools; and

WHEREAS, the Board of Directors recognizes its responsibility to provide an environment which educates and teaches our students that we can and must uphold the rights and dignity of all members of our communities, and we must never enable those who would act otherwise; and

WHEREAS, as educators and educational leaders we are committed to action in assisting the Everett Public Schools community to process these events within our core values of Equity, Diversity, Collaboration, Respect, Integrity, Passion and Learning; and

WHEREAS, as we move forward and continue striving for social justice and racial equity, let these words by Rev. Martin Luther King Jr. be on the forefront of our minds "Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

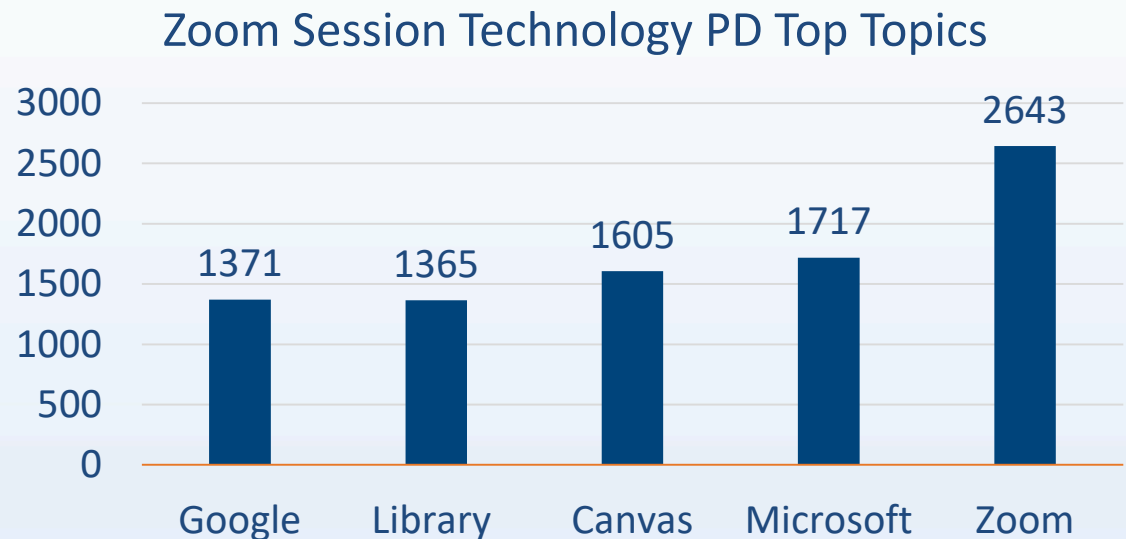
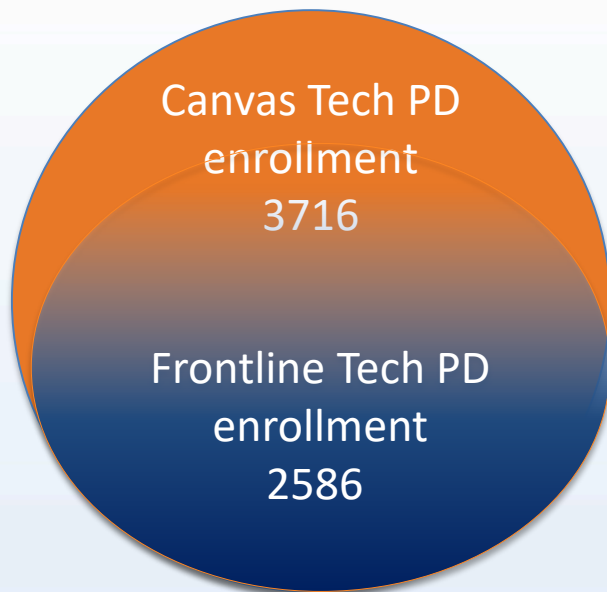
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors reaffirms the importance of its board policies and the associated administrative procedures focused on each student's equitable access to education:

1. Mourns the death of George Floyd and joins the call for justice;
2. Supports Black students, staff and families during this time of turmoil;
3. Supports those in Everett Public Schools who wish to protest peacefully without fear of intimidation;
4. Does not support returning hate with hate or violence with violence;
5. Condemns acts of violence and damage to public and private property;
6. Commits to finding actionable ways to make our school district more just for everyone; and
7. Stands proudly for racial equality and safety for all of our students and staff; and

2. Inspiration, Innovation and Information



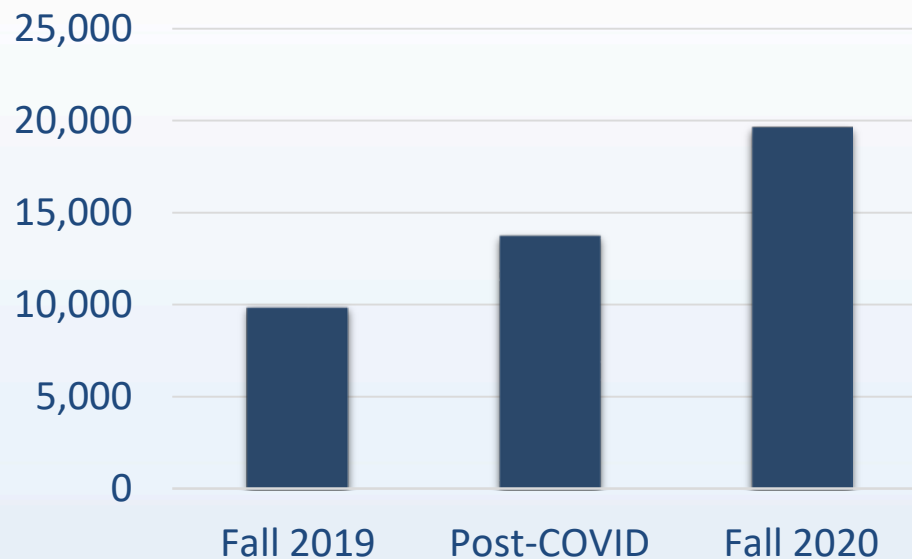
Professional development virtual sessions



2. Inspiration, Innovation and Information



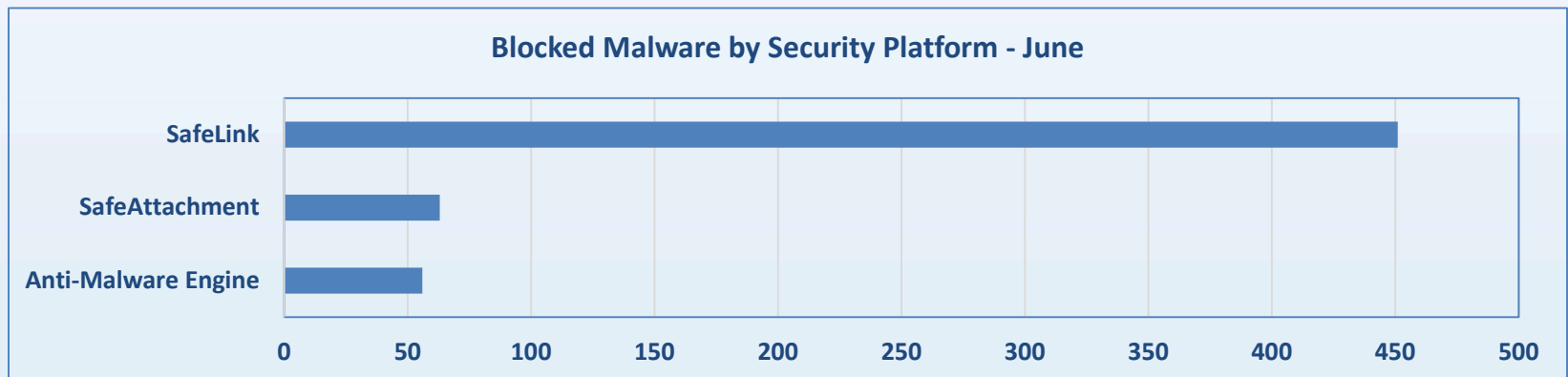
Student device and Hotspots in 1:1 schools



2. Inspiration, Innovation and Information



Network safety and security



3. People, Structure, and Systems



Recruitment and retention

- Strategic human capital
- Screening and hiring transformation
- Targeted selection
- Preparing New Principals



3. People, Structure, and Systems



Classified professional development

- Fundamental Course of Study expansion
- Online professional development
- Equity training



4. Resource Management



Effective management of resources

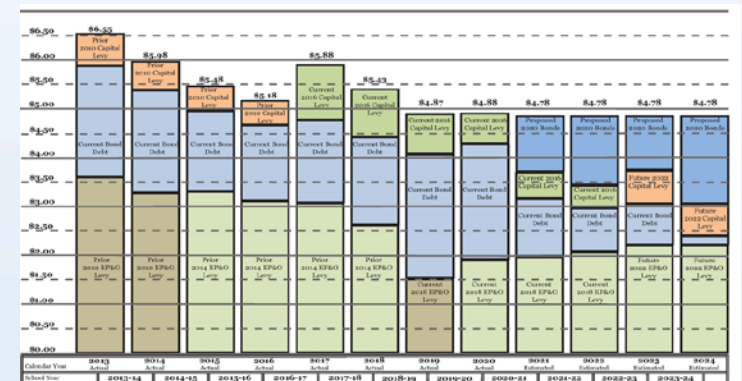
- Exceptional bond ratings
- Superior audits and awards
- Comprehensive Annual Financial Report awards

*“Everett School District benefits from a **strong** and **proactive** management team that demonstrates conservative budgeting practices, conducting multi-year forecasts, cash-flow projections, and scenario analysis.”*

The logo for Moody's, featuring the word "MOODY's" in a blue serif font.



- Four-year fiscal outlook
- Fiscal Advisory Council
- Tax rate projections



4. Resource Management



Major construction projects from the 2016 bond

- Tambark Creek Elementary School
- North Middle School
- Woodside Elementary School



4. Resource Management



Bond proposal

The \$317.4 million August 4, 2020 bond proposal prepares our students for the future by

- Giving our students facilities and tools necessary for STEM career pathways
- Increasing safety and security for students and schools
- Ensuring students have enough room to learn by adding 21st Century classroom space, modernizing and repairing building systems
- Providing equitable access and opportunities for students while not increasing tax rates



5. Strategic Relationships



College and career readiness

- City of Everett: *Everett Career Link*
- The Boeing Company: *Core Plus program and equipment*
- Providence Regional Medical Center:
 - *Project SEARCH*
 - *Certified Nursing Assistant program*
- Everett Community College:
 - *Building Equity in Aerospace Training* (National Science Foundation grant)
 - *Career Connect Tech Academy*



5. Strategic Relationships



Physical, intellectual, and social emotional health, wellbeing and safety

- Cocoon House: *OSPI Homeless Student Stability Education grant*
- United Way: *Improving School Attendance Collaborative*
- Washington Kids in Transition: *Supplement McKinney-Vento Act support for KIT students*



5. Strategic Relationships



Support and strengthen the diversity of staff and students

- Washington Alliance for Better Schools: *Natural Leader Program*
- NAACP Snohomish County and Everett Community College: *Youth Development Program*
- YMCA of Snohomish County: *My Achiever Program*
- Communities of Color Coalition: *Participation in high school math adoption committee*



Conclusion



Thank you!

