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

The “ends”

Strategic Plan
(Priorities, Goals, KPOs)

Superintendent Performance Goals

Board Goals and Annual Meeting Plan

Annual Operating Plan
(Action Items & KPIs)

The “means”

Action Plans

Department Action Plans

School Improvement Plans

KPOs (Outcomes)

KPIs (Measures)
1. Teaching and Learning

- Climate
- Culture
- Systems
- Instruction
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

<table>
<thead>
<tr>
<th>Improvement themes</th>
<th>Support mobilized</th>
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<tbody>
<tr>
<td>• Rigorous &amp; engaging instructional strategies</td>
<td>• Job-embedded professional development aligned to improvement areas</td>
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<tr>
<td>• Math proficiency</td>
<td>• Instructional walks</td>
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<tr>
<td>• Professional learning community (PLC) efficacy</td>
<td>• Modeled lessons</td>
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<td>• Clarity of learning targets &amp; success criteria; unpacking standards</td>
<td>• Short-cycle and unit assessments</td>
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<td>• Responsive, targeted interventions &amp; progress monitoring (i-Ready)</td>
<td>• Extended school day supports</td>
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<td>• Leveraging technology</td>
<td>• Math instructional best practices, assessments, interventions</td>
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<tr>
<td>• Attendance</td>
<td>• Student discourse strategies</td>
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<td>• Attendance tracking/dashboards</td>
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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
2. Inspiration, Innovation and Information

Professional development virtual sessions

<table>
<thead>
<tr>
<th>Topic</th>
<th>Enrollment</th>
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<tr>
<td>Google</td>
<td>1371</td>
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<tr>
<td>Library</td>
<td>1365</td>
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<tr>
<td>Canvas</td>
<td>1605</td>
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<tr>
<td>Microsoft</td>
<td>1717</td>
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<tr>
<td>Zoom</td>
<td>2643</td>
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Canvas Tech PD enrollment: 3716

Frontline Tech PD enrollment: 2586
2. Inspiration, Innovation and Information

Student device and Hotspots in 1:1 schools

<table>
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<th>Fall 2019</th>
<th>Post-COVID</th>
<th>Fall 2020</th>
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0 5,000 10,000 15,000 20,000 25,000
2. Inspiration, Innovation and Information

Network safety and security

![Graph showing daily phishing attempts from May to June]

- Blocked Daily

![Bar chart showing blocked malware by security platform in June]

- SafeLink
- SafeAttachment
- Anti-Malware Engine
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.”
4. Resource Management

Effective management of resources

• 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*
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!