

CRC STAFF MEETING

MAY 22, 2018



TODAY'S AGENDA

- 1. Welcome & comments** – Peter S.
- 2. Introduction** – Gary C.
- 3. Recognitions & Celebrations** – Carol S.
- 4. Strategic Priorities & District Needs** - SLT Leaders
- 5. Innovation Expo** – Kim G.
- 6. Social Connections** – Linda C. & Ysella P.
- 7. Wellness Connections** – Shelly H.

ROLE & PURPOSE

Role & purpose of CRC staff meetings

- **Advance & promote** strategic work of our district in the community
- **Develop a shared understanding** of priorities, challenges, & successes of the district
- **Enhance the culture & build a sense of community** in the Community Resource Center

OUTCOMES

- 1. To understand strategic priorities and district needs underpinning:**
 - **Budget development**
 - **Capital planning**
 - **Career-connected learning**
 - **1:1 technology implementation**
 - **Equity work**

- 2. To be able to communicate effectively about these priorities and needs in the community**

SERVICE EXCELLENCE

When we speak of creating service wows, we're talking about small things, consistently done, that please the customer.

*The impression that results is one of service excellence that makes customers say "Wow."
It also makes customers want to come back.*

(Snow & Yanovitch 2010)



SUPERINTENDENT'S INTRODUCTION



RECOGNITIONS & CELEBRATIONS



WELCOME NEW CRC STAFF

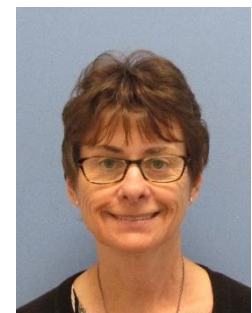
- Simran Takhar **LITS**
- Drew Holzinger **LITS**
- Ron Smits **LITS**
- Diane Stratton-Gregory
Community Services
- Debra Olson **Variances**
- Jenna Lewis **Food & Nutrition**
- Kylie Helm **Human Resources**
- Trevor Bell **Maintenance**



Simran



Drew



Debra

FAREWELL TO FRIENDS

- Kim Walker **Business Services**
- Marian Arment **LITS**
- Carol Stolz **Human Resources**



STRATEGIC PRIORITIES & DISTRICT NEEDS

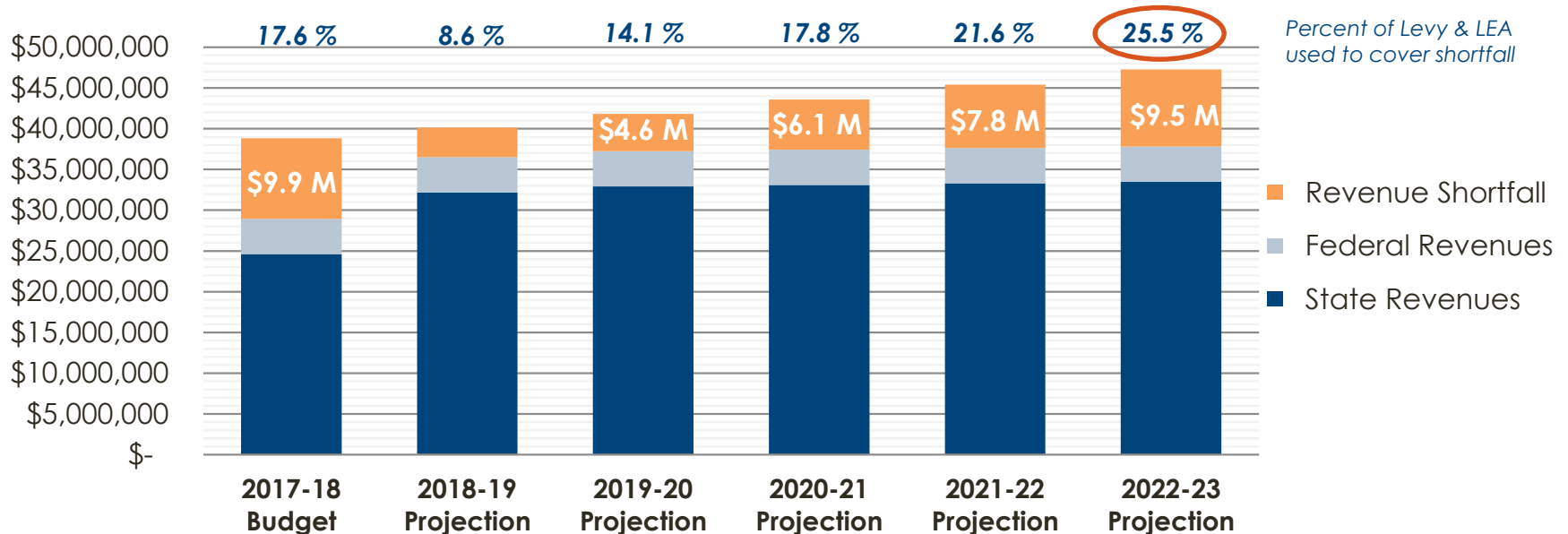


MCCLEARY NOT FULLY FUNDED

Legislature has not fully funded special education

- Nominal increase in enhancement factor only contributed \$550,000
- Increased state compensation lowers shortfall temporarily
- Projected program cost increases will take a bigger bite out of local levy

Special Education Annual Funding Shortfall Projections



NEW LEVY FORMULA IMPACTS EVERETT

2019 levy inequities with neighboring districts

- High AV districts Edmonds, Mukilteo, and Northshore can collect more
- Low AV districts are given Local Effort Assistance (LEA) up to \$1,500/FTE

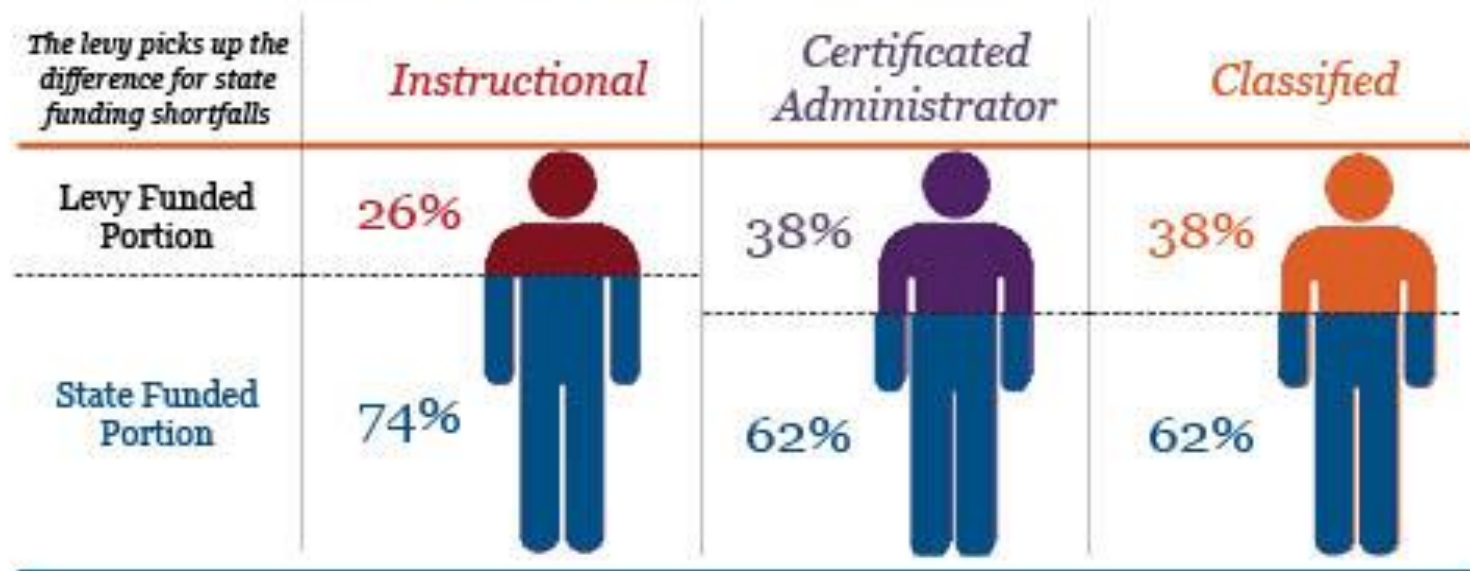
District	Student FTE	Levy Cap \$2,500/FTE	Assessed Value	Levy Cap \$1.50/1,000 AV	\$1.50 Cap in Dollars/ Student FTE	Add LEA up to \$1,500 per student	2019 per student cap
Edmonds	20,828	\$52.07 M	\$30.07 B	\$45.11 M	\$2,166	0	\$2,166
Everett	19,970	\$49.92 M	\$20.72 B	\$31.09 M	\$1,557	0	\$1,557
Lake Stevens	8,670	\$21.68 M	\$5.87 B	\$8.81 M	\$1,016	\$484/FTE	\$1,500
Marysville	10,934	\$27.34 M	\$8.25 B	\$12.38 M	\$1,132	\$368/FTE	\$1,500
Mukilteo	15,485	\$38.71 M	\$19.52 B	\$29.28 M	\$1,891	0	\$1,891
Northshore	21,434	\$53.59 M	\$31.73 B	\$47.90 M	\$2,221	0	\$2,221
Snohomish	10,060	\$25.12 M	\$9.29 B	\$13.93 M	\$1,385	\$115/FTE	\$1,500

COMPENSATION RELIANT ON LOCAL LEVIES

Levy funding of salaries prior to EHB 2242 (2017)

- All staff groups were significantly underfunded in 2015-16
- Underfunding of compensation was a major component of McCleary
- 28 percent local levy made up the state shortfall

2015-16 State funding shortfalls by group

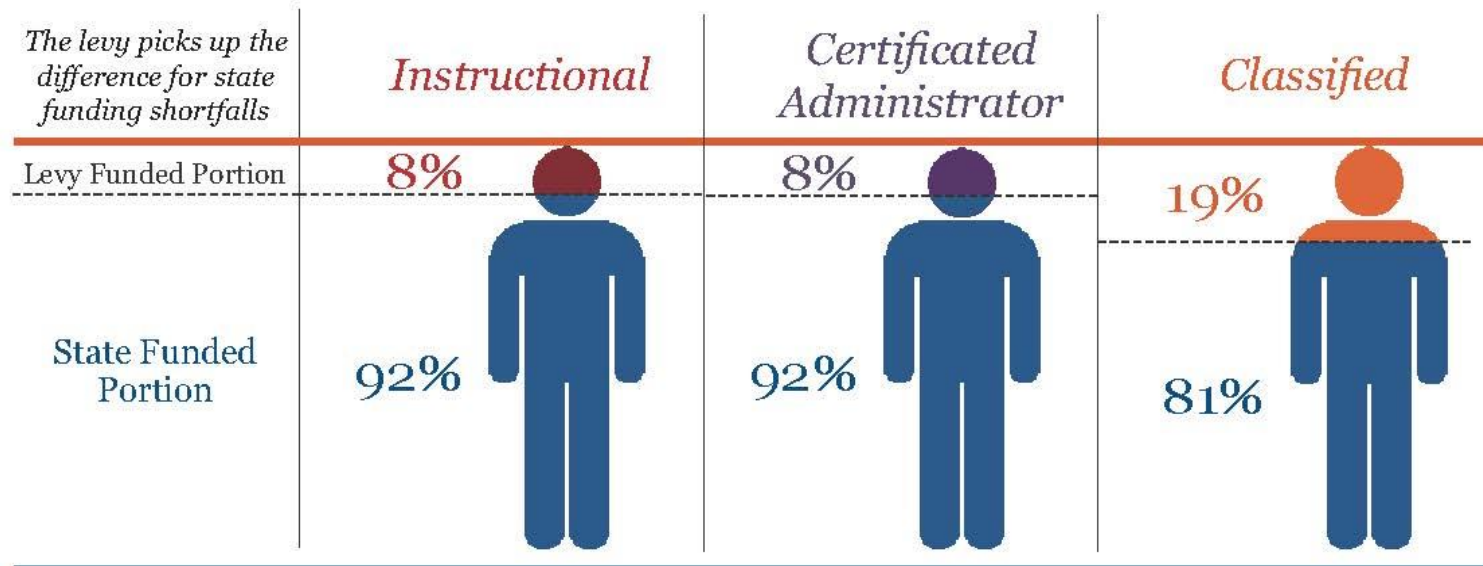


COMPENSATION RELIANT ON LOCAL LEVIES

Initial regionalization factor of 24 percent

- All state compensation funds are committed to employees
- Reduced reliance on local levy creates one-time surplus of levy funds
- Levy surplus is from the portion of 2018 \$55.5 levy and LEA in 2018-19

2018-19 State funding shortfalls by group



COMPENSATION RELIANT ON LOCAL LEVIES

Phaseout of regionalization to 18 percent creates deficit

- Expands the reliance on local levy funding contrary to McCleary
- Combined with excessive cut to Everett levy, result is major shortfall
- Current planning is to reserve surplus levy funds to offset future deficits

2022-23 State funding shortfalls by group



LEVY AND REGIONALIZATION PHASEOUT

Five-year estimate of legislative impacts with \$1.50 levy

- Regionalization phase down creates structural deficit
- State underfunding of salaries increases with phaseout

(In Millions)	2018-19	2019-20	2020-21	2021-22	2022-23
Enrichment Levy/LEA	41.9	32.4	34.5	36.0	37.1
BE CIS - Teachers	(9.1)	(11.3)	(14.1)	(17.8)	(21.6)
BE CAS - Administrators	(0.9)	(1.1)	(1.5)	(1.9)	(2.3)
BE CLS - Classified	(5.8)	(6.6)	(7.2)	(7.9)	(8.5)
Remaining Levy	26.1	13.4	11.7	8.4	4.7
Special Education	(3.6)	(4.6)	(6.1)	(7.8)	(9.5)
Athletics/Activities	(2.7)	(2.8)	(2.9)	(2.9)	(3.0)
Other	(2.6)	(3.2)	(3.3)	(3.8)	(4.0)
Remaining Balance	17.2	2.8	(0.6)	(6.1)	(11.8)
<i>Regionalization Factor</i>	1.24	1.24	1.22	1.20	1.18

Does not include future operating needs for new elementary, large curriculum adoptions, or strategic priorities

CAPITAL PLANNING

Capital bond planning

Next bond likely April 2020

Decision in April 2019

Community engagement is critical

High school growth

Community engagement to solicit input
on growth at Jackson High School

Three primary choices

1. Adjust high school boundaries
2. Continue to add portables
3. Modify school schedules
(year round school, etc.)



CAPITAL PLANNING

Elementary school boundaries

Boundary committee work completed

6 meetings, Nov 2017 – Apr 2018

Considered changes to 9 schools

Recommended boundary changes at 6 schools

1,350 current students moved

Capital construction projects

ES no. 18

North MS

Safety and security upgrades

Property acquisition

Comprehensive HS no. 4

Property for future elementary no. 19



Career Pathways



Program vision » After completing core high school coursework, students have the opportunity to enter a career pathway and gain the academic, technical, and workplace knowledge and skills allowing for seamless continuation to postsecondary credentials. Students can then transition to the workplace or continue to pursue graduate programs.



**Aerospace
& Advanced
Manufacturing**



**Energy &
Sustainability**



**Medical &
Health Careers**



**Information &
Communication
Technology**



**Education
Careers**



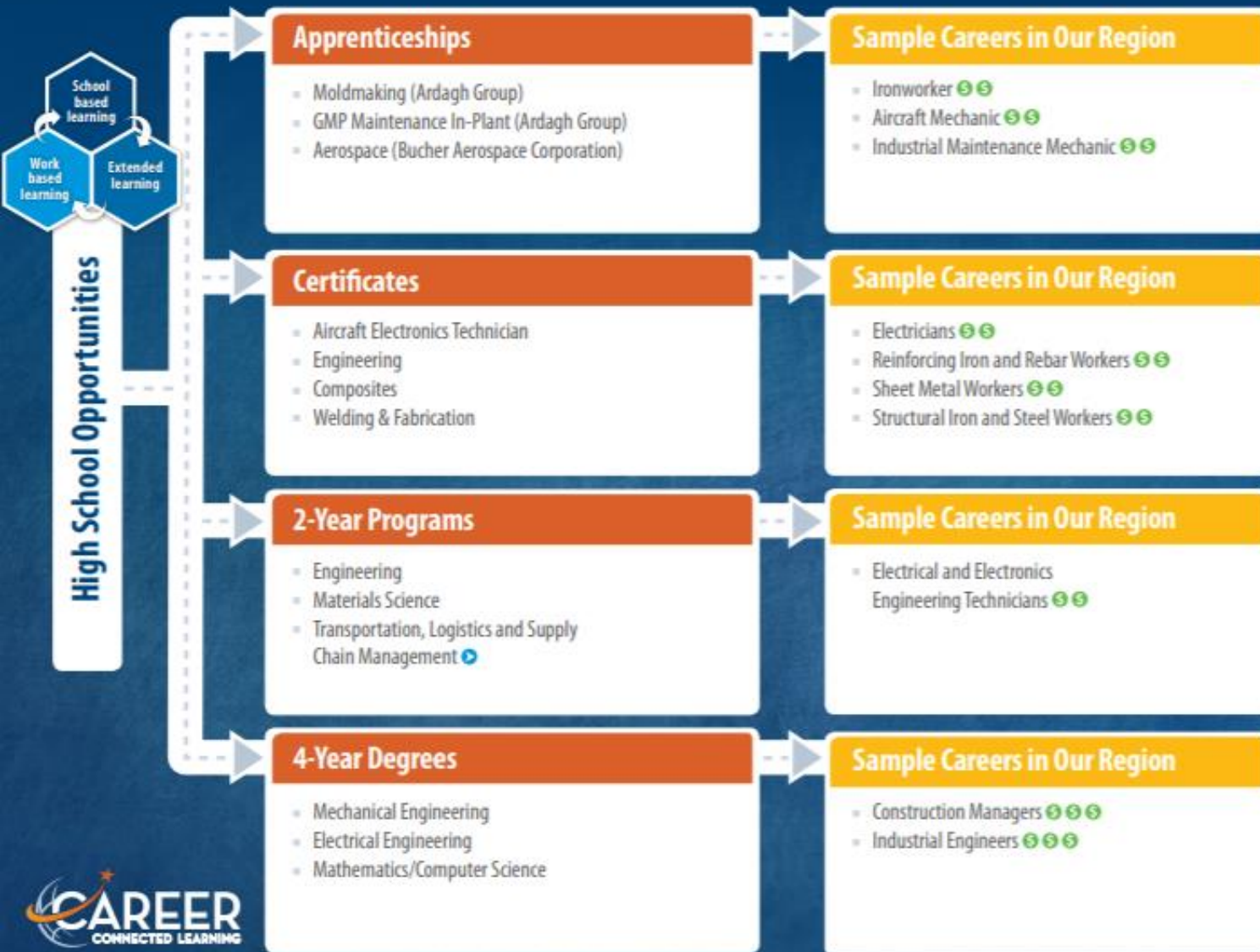
**Business &
Professional
Services**



Pathways to Aerospace & Advanced Manufacturing Careers



People in aerospace and advanced manufacturing work with airplanes, robotics, 3-D printers, and other interesting tools. The number of people needed to fill jobs in this sector is growing rapidly, so there are many opportunities to get started.



SKILLS

- Troubleshooting
- Good writing skills
- Hands-on work
- Identifying problems
- Active listening

TRANSFER

▶ = Transfer degree only

SALARIES

💰 = Max \$25/hr
💰💰 = Max \$26-40/hr
💰💰💰 = Max > \$40/hr

For more information regarding Everett Public Schools Career Pathways, please contact careerconnected@everettsd.org; each high school's career specialist and counselors can review this document with students and families.

Document updated: May 2018

Career Pathway Readiness Opportunities



Aerospace & Advanced Manufacturing



School based learning

Career and technical education (CTE) courses as well as integration of career skills, knowledge and advising into district's core courses.

Core Courses	Exploratory Courses	Advanced Courses	Skill Center Courses
Algebra 1 and 2	CAD and 3D Printing	AP Physics	Electric Engineering Technology
Geometry	Astronomy and Aerospace Engineering	AP Capstone: Research in Science and Engineering	Precision Machining
Physics by Design	Engineering Your World		Welding and Metal Fabrication



Extended learning

Education that continues beyond the school day and that complement school based learning by improving academic performance, and inspiring students to discover their passions.

- Technology Student Association (TSA)
- Robotics
- Skills USA



Work based learning

Often in partnership with industry/community professionals, learning experiences that engage students in acquiring and applying work-related knowledge and skills.

- Engineering Internship
- Advanced Manufacturing Youth Apprenticeship



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1:1 TECHNOLOGY IMPLEMENTATION

Why: Removing the barrier of technology accessibility to full participation in classrooms.

How: Deployment schedule

2017-18

- Everett High School and Sequoia High School – take home
- Garfield, Lowell, and Monroe Elementaries – cart per classroom

2018-19

- Cascade High School – Jackson High School – take home
- Cedar Wood, Jackson, and Whittier Elementaries – cart per classroom

2019-20

- Eisenhower Middle School, Evergreen Middle School, Heatherwood Middle School– take home
- Forest View, Jefferson, and Mill Creek Elementaries – cart per classroom

DIGITAL LANDSCAPE CHANGING

- **Adobe** – from software to subscription – 2018-19 school year
- **Voice mail upgrade** – June 11
- **Phone system upgrades** – June 22 at CRC begins
- **High school student emails active** – Spring 2018
- **Technology professional development for staff** – Hoonuit

Reminder – to change your password before summer

Tech tip – leave computer



Lock Computer (WIN-L)

EQUITY WORK

Accomplishments

Accomplishments

Implicit Bias (Harvard Project)
Cultural Resources and Awareness
Culturally Responsive Teaching

Strategies

Acknowledge Native Lands
Gender Pronouns
Pronunciation
Relationship Building
Centering
Aikido



EQUITY WORK

Next Steps

- Leadership shift
- Bring coherence to work
- Enhancement of efforts



INNOVATION EXPO



INNOVATION EXPO 2018

Angel of the Winds (Formerly Xfinity) Arena
Wednesday, June 6
5:00 – 8:00 pm

Featuring:

- **Schools' innovative showcase displays;**
- **Hands-on displays by community partners; and,**
- **Elementary and middle school STEM competition.**

Judge Training **4:15 – 5:00 pm**
Judging **5:00 – 6:30 pm**

Questions?
Contact Kim Griggs at expo@everettsd.org



SOCIAL CONNECTIONS



PROJECTS FOR 2017-18

June, July, and August

- End of school year BBQ celebration on **June 12**
- CRC AquaSox Day game luncheon event on **July 18**
- Family Night at the AquaSox on **August 9**

NEW FOR 2018-19!

- Creating a board so we can open a checking account. Looking for new leadership.
- We'll be asking for monetary donations so we can actually create some fun events!
- We'll be sending out a survey asking everyone to become a part of Social Connections. What would **YOU** like to see happen for you and your co-workers?

SOCIAL CONNECTIONS



RAFFLE TIME!



Jaci Barbano



Linda Carbajal



Bev Eickhoff



Shelly Henderson



Steven Krause



LaRae Marks



Holly Martinez



Ysella Perez



Mary Kay Rockenstire



Joyce Stewart

WORKPLACE WELLNESS



WORKPLACE WELLNESS

