

**Friday Memo**  
**September 9, 2016**  
**This memo includes 5 attachments**

Dear Board members,

**September 7<sup>th</sup> Board Meeting –**

**Board Action included:**

- Approved the Student Rights and Responsibilities document with a greater focus on social-emotional interventions and the desire to reduce/eliminate non-violent suspensions.
- Approval of Ingraham High School classroom addition project which will further address the student capacity needs of the District by adding up to 500 seats to the facility.
- Approved a five-year Memorandum of Understanding with Team Read; this supports Team Read's fund raising efforts in support of student literacy in Seattle Public Schools.

**Recognitions:**

- **The Eckstein Senior Jazz Band**, led by the Director of Bands, Mr. Moc Escobedo, had an extraordinary performance. The students were highly entertaining and we were blown away by their musicianship!
- **Team Read:** Team Read and Franklin High School graduate, Keira Sanders, gave a presentation. Team Read does an awesome job of promoting literacy in a dozen Seattle Public Schools. And they do so by using older students as tutors to younger students thereby strengthening the skills and the confidence of both.
- **White House Recognition:** Deborah Ruth Halperin, teacher at Thurgood Marshall Elementary School, was recognized at the Board meeting. Ms. Halperin has been selected to receive a Presidential Award for Excellence in Mathematics and Science Teaching (PAEMST). She will receive a citation signed by President Obama and a \$10,000 award from NSF. **We will be inviting Ms. Halperin to join us at a later board meeting to be formally recognized for her outstanding work on behalf of students.**
- **Start of School Thank You:** Thank you to 100s and 1000s of employees for their work to have a great start for kids: announcements to parents, bus routes, freshly waxed floors, teachers prepping their rooms, nutrition services and the warehouse stocking food supplies. AND, as I have mentioned before – about 250 classrooms – opened in new locations across the district due to either new construction, enrollment growth or smaller class sizes. That was a LOT of box moves, computer hook ups, desks, chairs, supplies – all found their way to the right spot at the right time. Thank you to our incredible school leaders, teachers and support staff for making it happen.

**Board Comments:**

- **Director Harris:** She thanked the Eckstein Jazz band for their performance and noted that studies have shown musicality makes a huge difference in student academics especially in math. She also thanked Washington's Paramount Duty and Soup for Teachers for working on community engagement. She also recognized the new, beautiful school buildings of Arbor Heights and Genesee Hill, and spoke about how Schmitz Park is currently being used for child care. She spoke about her asks in the following areas:

District providing up to date minutes on task force meetings, Teaching & Learning looking at collecting data on Chief Sealth International's blending of AP, providing data on special education in Seattle preschool programs. She thanked staff for their hard work on getting school started.

- **Director Pinkham:** He welcomed students to the new school year, spoke about the importance of closing the achievement gap for every student, and recognized Team Read for their work, noting he will be handing out Team Read applications at his upcoming community meeting. He thanked Garfield for their AP work and spoke about how please he was to be part of the ribbon cutting ceremony at Hazel Wolf. He asked whether the District is building schools too big and taking away play area for the kids. He also noted concerns around the District's process of investigations and asked if the appropriate people are pulled into those investigations.
- **Director Geary:** She spoke about the excitement in the air for the start of the school year and thanked the outstanding educators – Debbie Halperin is a dedicated teacher to Math and has been recognized for her efforts. She thanked Garfield for coming out as a united group. She invited teachers to come together to eliminate segregation and opportunity gaps.
- **Director Burke:** He welcomed Dr. Kyle Kinoshita to the District and looks forward to working with him on many projects. He thanked Garfield staff for communicating their vision and spoke about the need to provide enough guidance and resources so that we support those that succeed and address those that don't work. He spoke about the meaning of differentiation and how it is a huge challenge. He was appreciative of having the racial imbalance discussion and thanked Mrs. Bailey for her public testimony and for her years of service.
- **Director Peters:** She shared her excited about all these buildings, noting we as a District are growing. She spoke about her attendance at the Mayor's Education Summit and for the good conversations with the City employees. Communications goes long way to get everyone on one page- while maintaining separation of powers. She would like to continue to keep pressure on to meet fundamental needs. She spoke about how we can make differences a strength and is concerned about divisions. She wants to look into ways to meet everyone's needs in a positive constructive way without impinging on the needs of other students/programs. She would recess imbedded as part of our school day and asked to use part of the 20 minutes for a longer lunch and/or recess. She was confused about the comments made during public testimony about Ingraham.
- **Director Blanford:** He thanked The Capital Projects staff at the District and spoke about the ribbon cutting ceremony at Seattle World School. He remembered when the District was putting these items on the levy. Trepidation at the end of the recession taking this much to the voters. Reflecting on John Diamond and X Lewis, the Despite the Best Intentions – at UW – similar to Garfield presentations. Can't point to a single person that is racist (at Garfield) but in spite of best intentions – disparate outcomes. I know Garfield fairly well. Findings Dr. Lewis and Diamond – better job of incentivizing education. Embrace energy they bring to their work. Remove structural barriers. SPS has the 5<sup>th</sup> largest gap of any district in the nation. Real in all of our schools right now. In spite of challenges and lack of data – we are powerfully motivated to stay focused on this issue so that we can make progress. Won't find one thing. Gaps are based on structural racism and segregated city.

- **Director Patu:** She thanked Principal Howard and staff for coming together to make changes that will help students. She spoke about the opportunity to having attended all five ribbon cutting ceremonies for the new school buildings, and thanked Dr. Herndon, Richard Best and all the capital staff for their great work. She noted that no staff should have to be harassed or intimidated, and every staff needs to be heard and supported.

**NOTE: The balance of this update includes the Superintendent Comments from the September 7<sup>th</sup> Board Meeting.**

**Big Ideas:** Some of the big ideas that will shape our school year are:

- Opening schools for 54,000 students with our first year of All Day K for every student in Seattle.
- Implementing new bell times that allow high school students to come to school more rested and ready to learn.
- Opening five new replacement schools which updates classrooms for 3000 students.
- Creating 90 new classrooms (portables, partitions, libraries ...) to make room for a growing enrollment and smaller class sizes at grades K-3.

**Relationships:** AND the really important big idea for the year is improved Relationships and Resiliency for our students. On the first day of school cabinet and staff witnessed this work already underway.

- Sandpoint Elementary - The PTA provided a “grab and go” breakfast for students as they learned new social-emotional skills. Parents were invited to a meeting and were asked about their hopes and dreams for the school year and their children- build great friendships; learn kindness; become a better reader.
- Franklin HS challenged incoming 9<sup>th</sup> graders to start strong and shape their future with a “2020” vision for graduating college and career ready. They invited on stage, a recent graduate, who encouraged students to: a) Show up (it’s easier now with later bell times); look out for each other; and work hard.
- West Seattle Elementary had a huge community gathering and event this morning – the **Be There Rally at West Seattle Elementary**. The school, in partnership with the West Seattle & Fauntleroy YMCA, rolled out the red carpet and community leaders, school supporters, family and friends lined up to cheer, clap and high-five students as they entered into the new school year at an earlier time than last year.
- Washington Middle School held special sessions for students focused on building trust and learning success behaviors in pursuit of the school’s mission – to be their **BEST** selves. Brave, Empathetic, Safe and Tenacious. Building these traits in staff and students will be a focus throughout the year.
- At Interagency there was a marked increase in the number of students enrolling to re-commit to school! Evidence of the types of student-adult relationship developed and fostered by staff.
- At Arbor Heights with the Mayor, Director Harris, and several other adults in her classroom, Arbor Heights Preschool teacher Michelle Day sang a welcome song to every student by name. It was an America’s got talent performance!
- At Nova High School, building relationships is the first thing they do, and all students reported to their advisory groups.

- And finally, at Aki Kurose Middle School Mia Williams shared her focus and commitment to “ABC3” Attendance, Behavior, Course Work, **Connections** and Currency

**2016-17 is going to be a great year – focused on building positive student-teacher relationships, eliminating opportunity gaps and accelerating learning for all students.**

**Goal 2 – Eliminating Opportunity Gaps:**

- **Garfield – Honors for All presentation.** Principal Howard, Principal of Garfield High School, and his staff provided the Board and our community an update on their strategies to eliminate opportunity gaps.
- **Mayor’s Education Summit:** The advisory committee is starting to zero in on some potential recommendations for reducing opportunity gaps: clustered around four major themes:
  - 1) Improving Access to High Quality Learning Opportunities and Programs
  - 2) Creating Positive, Supportive and High Quality Teaching and Learning Environments
  - 3) Providing Authentic Family and Community Support and Engagement to Address: CBOs, Translations, Health and Safety, Family Support
  - 4) Strengthening Post-secondary Access and Attainment: Culture, Mentors, Counselors, Post-Secondary Enrollment and Completion.
- At the **September 10<sup>th</sup> Board Retreat** we will be introducing context, a framework and theory of action related to our Eliminating Opportunity Gap work. We will also be going over the 2016-17 SMART goals and budget.
- **African American Male Advisory Committee Update:** On Thursday, August 25<sup>th</sup>, the members of the African American Male Advisory Committee (AAMAC) met for the second time at the Rainier Beach Community Center. District and AAMAC members collaboratively shared valuable insight into the issues that stymie the personal and educational development of African American males within Seattle Public Schools. The newly formed subcommittees will be having their first meeting on September 22<sup>nd</sup>.
- **TRI day:** A partnership committee, consisting of 12 members (PASS, SEA, Central Office) was tasked with developing for the 2016-17 school year District Time Responsibility Incentive (TRI) day a training related to disproportionate discipline. The group, led by Shelly Hurley (SEA) and Pat Sander, developed an incredible day focused on ***Relationships and Resiliency***. The training was very well received; one principal said it was the “best training and plan for rolling out a district directed professional development day” they have seen in 10+ years in the District. The TRI day **launched our year’s focus on positive relationships with multiple segments that include student and staff voice with time for planned reflection**. The 1-day training will be supported with regional and school-based supports during early release days.
- **Seattle Housing Authority continues to be a great partner to SPS.** They worked with us on communicating key information to families including start of school, delayed start for K students and an attendance campaign. We sent out joint materials sharing how important 100% attendance is during the first month of school.

**Critical Issues:**

**Critical Issues: We have several critical issues that need to be brought before the Board by November:**

- 20 minute longer school day for 2017-18. We agreed to this with SEA in bargaining one year ago – for implementation one year from now. In the short term, we need to decide whether the added 20 minutes goes at the start or end of the school day – or split between the two. We will be engaging the public around these two issues and bringing a recommendation. We need to know by November so we can include that in the transportation bid specs for 2017-18. Note: We also have to negotiate with SEA about what the 20 minutes looks like within the school day; this will be started soon but doesn't need to be completed until a bit later.
- Early Release / Late Start: In our 20 minute discussions with SEA we anticipated shorter weekly Early Release or Late Start to provide PLC/Planning time for teacher teams. We will likely be including that in our surveys regarding the 20 minutes.
- Boundaries for opening two middle schools in 2017-18 were determined by the Board two years ago. In most cases those boundaries will remain as decided by the board BUT may now affect parents who had no awareness of those decisions two years ago (e.g. if my student was in 4<sup>th</sup> grade at the time). In other cases, new enrollment information may mean minor tweaks. These decisions are also needed in order to move forward with transportation bid specs.

We will be bringing these issues before the Board (in very general terms) at a September 14<sup>th</sup> work session.

**Staffing** – As you know we hired over 200 “early hires” and were fully staffed in special education, dual language and nursing at the end of June. Since then, we have had resignations and we now have unfilled positions. We also have close to 100 employees with pending certificates. OSPI has provided a work around for some of those teachers. Others will have to sit out until they get their certificates renewed. We cannot pay teachers without current certificates.

**McCleary Update** – Arguments were heard at the state Supreme Court on Wednesday, September 7 regarding the *McCleary* school-funding case. The discussion centered around whether contempt sanctions against the state should continue or be lifted. The 2012 *McCleary* decision found that the state was violating the constitution's paramount duty clause by not fully funding education. The state was held in contempt by the court for not having done enough to fully fund compensation, along with other basic education costs. We will continue to watch this case closely, as the court's decision and the state's actions are essential to our school district's ability to serve all students.

**Task force/Community Engagement Updates:**

- **SPS/SEA Partnership Committee:** As part of our agreement with SEA, we agreed to work together on an annual assessment calendar.
- **International Education Task Force:** The international education department provided a report that says we are partially built out for 10 dual language schools with a vision of ten more which is a total of four schools (two elem, one middle, one high) per region. The task force is recommending a HS for the SE (to complete that pathway); an elementary for the SW to complete that pathway; and other recommendations.

- **Highly Capable:** Cascadia enrollment for Highly Capable will be going to the capacity management task force soon; with the goal of bringing a solution to the board in November. Cascadia (new) is built for 660. Decatur (being vacated by Thornton Creek) can serve 275 – making a total of 935. Current enrollment is 770 and we are growing at close to 10% per year = 840.

### Good News

We have had lots of great work happening in Seattle Public Schools over the last two weeks in preparation for the start of school!

### **Start of School Supports:**

- **Bell Times:** We have been communicating the bell time shift for a number of months, with a strong push towards the end of summer. Thank you again to all the staff that supported this significant change. As I mentioned earlier, many of our schools developed innovative ways to support the bell time shift and get kids to school on time this morning.
- **Communication with families:** It is great to have SchoolMessenger back so we can send personal greetings as we start the new year. This will also be extremely helpful for our ELL families. Thank you to the DoTs team and Communications for supporting roll out of the opt-out solution and training for our staff.
- **Transportation:** We had 98% on-time arrival on the first day of school for our busses!

**New Buildings:** We successfully opened five “new school” buildings and hosted ribbon cuttings for each one. Thank you to Board members, legislators, principals, facilities, PTSA, and Schools First for being there to tell the great, great story about Seattle Schools:

- We are growing as more families move to Seattle – up 8,000 students in eight years
- Great support from our voters in voting for new and remodeled schools
- Great support from legislators for class size and help in creating new classrooms
- New schools that support students in incredible ways:
  - Thornton Creek with provisions for project based / discovery learning
  - Hazel Wolf with a giant living plant wall and many environmental spaces
  - World School with partnership spaces for families, health and community partners
  - Arbor Heights is an E-STEM school with idea labs and a school designed to promote collaboration
  - Finally, Genesee Hill opened and the principal honored the Schmitz family with a framed flag from the former school building.

### **City of Seattle Partnership(s):**

- **MOU with Seattle Parks:** Dr. Herndon has been negotiating with Seattle Parks and Rec over the past six months regarding joint use of after school spaces – and the changes due to our new bell times. We now have a tentative agreement and will do a two-month letter of agreement while we bring those changes through the Board approval process.
- **Schmitz Park:** We also have an agreement with Parks and Rec in regard to the day care lease at Schmitz Park. Over 100 students will benefit from this enhanced partnership. Thank you to Director Harris and everyone else who made this possible.

- **Seattle Center:** For some time the City of Seattle has been working with the owners/tenants at Seattle Center to bring together a visioning group to see about creating a new, and shared, vision for that location. Since Memorial Stadium and parking along with our Center School lease at the Armory are major stakeholders, we will be a part of those discussions. Directors Patu and Peters have been invited to join that discussion as well.

**Community partnership PD calendar:** We are deeply committed to partnerships and building better alignment between partners and the district. Last Friday, we launched the second annual partnership PD calendar. It was jointly developed with the professional development advisory committee which includes community based organizations, the City of Seattle and Seattle Public Schools.

### Staffing Changes:

- Dr. Kyle Kinoshita has joined us as Chief of Curriculum and Instruction. He started September 1<sup>st</sup> and introduced himself to the C&I staff during the district-wide PD day on September 1<sup>st</sup>. C&I staff met for that PD at the Original Van Asselt (OVA) – Kyle was able to tell them he spent five years in that OVA cafeteria as a student!
- DOTs interviews for the CIO began last week. 57 applicants, with ten interviewed for the first round. Next round of interviews will take place next week. Many of the applicants are from out of state. All of the out of state applicants interviewed said they want to join SPS **because of our reputation of working toward eliminating the opportunity gap and our commitment to excellence for all students.**

### New News:

**Rainier Beach Recognition:** The National Education Policy Center has identified Rainier Beach as a “School of Opportunity.” Rainier Beach will be one of only 20 nationwide receiving the gold-level recognition. News media will be reporting on the progress they have made through their IB program.

**Metro Classic:** The 3rd Annual Memorial Football Classic was held on Friday and Saturday. Match-ups featured: Archbishop Murphy vs Bishop Blanchet; O’Dea vs Shelton; Cleveland High vs. Kennewick; Garfield vs Juanita; Roosevelt vs Ballard...and 2 time defending state 3A Champion Eastside Catholic vs Skyview. The Classic provides an exciting sneak preview of the season ahead, helps to raise funds for SPS athletics and promote the significance of the Stadium. Memorial Stadium commemorates more than 700 Seattle young men who lost their lives during WWII.

**Legend of the Game:** Seattle native Terry Metcalf was named as “Legend of the Game” during the event. Terry started his football career as a star running back at Franklin High School, graduating in 1969. Metcalf was drafted by the Saint Louis Cardinals in 1973 and made Pro Bowl squads in 1974, 1975, and 1977. He later played in the Canadian Football League and for the Washington Redskins.

He set a league records for annual yardage and kick returns. Metcalf returned to Franklin as part of the coaching squad from 1990 to 2002. He served as head coach at Renton HS until 2010. Congratulations to Terry Metcalf.

**First Place** has been serving high need students in Seattle for many years – many of them homeless. They did so initially with non-profit funding and then attempted to do so as a charter school. They recently decided that they would focus more intentionally at early grades. This means that about 50 students in intermediate grades will likely transition to Seattle Public Schools. Enrollment services has been in communications with First Place school to make the transition as seamless as possible.

**Transportation/Safety:** Virtually all transportation routes had to be rebuilt to accommodate the new bell times this year. This is always a HUGE task. Transportation had an on-time delivery for 98% of the students on day one; and a 96% on time delivery going home. There are always glitches and it takes time to work out traffic challenges. Given the size of the task, transportation has delivered very well, indeed. Thank you.

**Kindergarten:** For the first time ever, Seattle (and Washington) are providing All Day K to every student. This comes as part of the state's improved funding for McCleary. It also comes with the expectation that we do individualized assessments and family intake visits. Although the state does not pay for those added services, they do allow for the three days delayed start. SPS has worked diligently with schools and parents to communicate this message. We do understand that it creates a day care challenge for many families. At the same time, we are able to provide all day service rather than half day service to each and every K student. See longer attachment below from Michael Tolley, Associate Superintendent.

**Lowell Encampment:** Shortly before school began, we were alerted to a homeless encampment on the Roy Street Right of Way access near Lowell Elementary School. A collaborative effort by the Mayor's Office, Seattle Department of Transportation (SDOT), Seattle Police Department (SPD), Seattle Public Schools and the Lowell PTA has resulted in a much improved situation at Lowell for start of school. Temporary fencing has been installed in the area and district gardeners have day lighted the area by cutting vegetation. SPD is providing extra patrols during the times when students are coming and going, and no encampments have been sighted since this work has been completed. SDOT is going to begin the complex process of permanently closing the right of way; the district should hear about a timeline soon. SPS is also following the proposed City ordinance that would allow for future encampments on public property.

**School Staffing:**

- Seattle has been adding primary teachers as a result of improved funding from the legislature for smaller class sizes. Our K-3 staffing formula gives each school one teacher for each 20 students (in a high poverty school) and each 22 students (in a low poverty school). Schools often feel pressure to balance out enrollments between grades K-3 and grades 4-5. We are under increasing pressure from the legislature to insure that primary classes are indeed smaller than intermediate.



- School Requests: During the summer schools often hear from the families that are moving in but don't always hear from the families that are moving out. Last year we honored a dozen or so school requests to add temporary staff based on what they expected to be higher enrollments. I believe that only one of those schools met the higher enrollment target to qualify for an added teacher.
- District Staffing: As a result of our desire as a district to NOT move teachers after school starts, we have been holding 18 teachers back – to be reassigned as needed after we see new enrollment numbers in the next few days.
- SPS staff teachers very close to state funding levels. AND we pay the 30% extra in salaries to make that possible. AND we offer lots of extra promises we can't keep: Dual Language takes an extra teacher; Montessori takes an extra teacher; IB takes an extra teacher; smaller K-8s take an extra teacher; and we don't want to pull teachers back after school starts. All of that means that we short change everyone just a little and then try to make difficult decisions on how to spread not enough staff to too many deserving and needy places.

Dear Parents,

Thank you for contacting Dr. Nyland and the School Board at Seattle Public Schools with your concerns about the delayed start of Kindergarten. We recognize that the burden of securing child care for your younger child and accommodating a school conference during the work day are challenging for you and many other families. We appreciate the efforts you are undertaking to support your children in their schooling and the larger school community at BF Day, who are benefiting from your wife's involvement in school leadership.

A number of factors contribute to the adoption of this new approach to launching the school year for Kindergarten students. I know it will not mitigate the challenges you are dealing with, but I hope the information I share will at least give you some perspective about our rationale.

Almost a decade ago, Washington state lawmakers became increasingly concerned about the disparity in children's preparedness for school. Drawing on early learning research, they passed legislation ([RCW 28A.150.315](#)) to phase in state subsidization of full day kindergarten, starting with the highest-poverty schools. In the 2017-18 school year, all state elementary schools will be fully subsidized. Seattle opted for all of our elementary and K-8 schools to accept the subsidy a year ahead of schedule when offered the opportunity for the 2016-17 school year. As a result, Seattle families, including those at BF Day, will save nearly \$5 million in tuition this year.

Schools receiving the full-day kindergarten subsidy must participate in the state's three-pronged transition-to-school process, called [WaKIDS](#) (Washington State Kindergarten Inventory of Developing Skills.) It involves:

1. Family Connections visits at the beginning of the school year between kindergarten teachers and families;
2. A Fall observational assessment of beginning kindergarten skills;

### 3. Collaboration between schools and neighborhood early learning partners

Over the past 5 years, almost half of Seattle's 70 elementary schools have participated in WaKIDS. Feedback about Family Connections visits from families and staff at these schools has been overwhelmingly positive. Teachers feel that meeting and learning about families' hopes and goals for their youngsters facilitates collaboration, and parents appreciate knowing a little about the educational philosophy and strategies of the child's teacher. One teacher stated "it helps us move faster in the long run to start slow at the beginning." These benefits are also cited in many research studies about school transition. For the past several years we have been planning for a district-wide scale up, but did not expect that the full day kindergarten subsidy would materialize a year earlier than expected. In choosing to expand WaKIDS to all of our elementary and K-8 schools, we believed that the benefits of earlier adoption would outweigh the costs. One of our goals this year will be to coordinate more closely with child care providers throughout the city to anticipate the additional demand of families during the delayed start.

A further factor in utilizing the state's 3 day delay waiver (outlined [here](#)) relates to equity for teachers. While some schools might have non-district resources to pay teachers' extra time for visits before or after school, others would not. As a result of bargaining, the current teacher contract stipulates that teachers will be granted the 3-day delayed start instead of arranging conferences at other times.

We will be surveying kindergarten families and staff in the next few weeks to solicit feedback about the visits and Jump Start. While we do not anticipate jettisoning the delayed start, we will be evaluating modifications based on this input. We hope to hear from you and fellow families in your community.

Again, thank you for taking the time to write, and we wish you and your family a very good year.

Sincerely,

Michael Tolley  
Associate Superintendent for Teaching and Learning

#### **Listening Opportunities:**

- **Board Special Meeting: Work Session: Community Engagement Options for Future School Schedules:** On September 14<sup>th</sup>, Teaching and Learning will be presenting two interrelated decisions for the Board's feedback on community engagement. The two decisions presented will be: where to add 20 minutes of core instruction to the school day and whether to have late arrival or early dismissal for one hour once a week. Both of these decisions will be implemented in 2017-18 and influence our transportation standards. The staff will be presenting the decisions to be made, implications, potential choices and asking for feedback on the engagement level and strategies. The meeting will be open to the public and held from 4:30-6 p.m. in the auditorium at the JSCEE.

- **Community Engagement:** Director Harris and Carri Campbell will host the second Community Engagement task force on September 19<sup>th</sup> from 6- 8 p.m. Location to be announced. This task force meeting is open to the public.

Larry

**Associate Superintendent for Teaching & Learning Update:** Attached please find Associate Superintendent for Teaching & Learning Michael Tolley's update for this week.

**Associate Superintendent for Facilities & Operations Update:** Attached please find Associate Superintendent for Facilities & Operations Flip Herndon's update for this week.

**Assistant Superintendent for Operations Update:** Attached please find Assistant Superintendent for Operations Pegi McEvoy's update for this week.

**Chief Partnership Officer Update:** Attached please find Chief Partnership Officer Brent Jones' update for this week.