Board Meeting – September 20, 2017:

Board Actions:

- **Deferred Action for Childhood Arrivals (DACA) Board Resolution:** On Wednesday night, the School Board introduced and acted upon a related resolution in support of our immigrant students. Our commitment is to work diligently to make sure that we welcome and embrace each student. Earlier, we took action to insist that any immigration inquiries go through proper legal channels at the District level to protect the safety and security of each school site.

- **Annual Approval of Schools:** The School Board approved each school within the District as having a school improvement plan that is data driven, promotes a positive impact on school learning, and includes a continuous improvement process, pursuant to WAC 180-16-220.

Recognitions:

- **Sub Friendly Schools:** Substitute teachers – and educators – and paras – and secretaries ... serve in an incredibly important role. Whether for a single day or the long-term assignment, substitutes promote students learning, and relationships. Each school year, “Sub Friendly” schools are honored for the positive environment and professionalism in their buildings. Peter Henry, President of the Seattle Substitutes, recognized: Madrona K-8; Chief Sealth High School; Denny Middle School; Leshi Elementary School; and Seattle World School (Special Service Schools).

- **El Centro de la Raza was recognized** as one of our premier partners. In 1975, El Centro de la Raza supported the creation of Proyecto Saber as a Latino Leadership class in Seattle Public Schools (SPS), with the initial goals of raising the high school graduation rate for Latino students through bilingual and bicultural academic support. The program is now offered at three schools in the District and provides essential support for Latino students to stay engaged in school and promote cultural appreciation. Denise Pérez Lally, Human Services Director, and Tatiana Vasquez, Proyecto Saber Instructor, spoke about the partnership with El Centro de la Raza and SPS. El Centro de la Raza is a voice and a hub for diversity in our community. Thank you to El Centro de la Raza for working with SPS in addressing racial and economic achievement gaps. Their work directly aligns with our commitment to eliminate opportunity gaps (EOG) and identity safety. Thank you so much to the following El Centro de la Raza staff for attending the Board meeting.
  - Denise Pérez Lally, Human Services Director,
  - Tatiana Vasquez, Proyecto Saber Instructor
  - Raina Enrique, College Readiness Coach
  - Cristina Jimenez, Supervisor, previous Youth Coordinator,
  - Rocio Martinez, Marijuana Prevention Youth Coordinator
  - Hugo Garibay, Seattle Youth Violence Prevention Youth Case Manager

In this update I am sharing:

1. Recent highlights that support our Strategic Plan and related Superintendent SMART Goals
2. Topics of interest the community should be aware of
3. Good News
4. Superintendent and Staff School Visits and Presentations

Superintendent Larry Nyland

September 22, 2017
Strategic Plan - 2017-18 Superintendent SMART Goals Update:
The SPS Strategic Plan includes three major areas: Educational Excellence and Equity; Improving Systems; and School, Family and Community Engagement.

- **Educational Excellence and Equity**: We are committed to building shared understanding across schools and district silos, on how to eliminate opportunity gaps and accelerate learning for all students. The following updates support SMART Goal 2.
  - **Formula for Success**: Our Formula for Success, is designed to ensure all students are prepared for college and career by focusing on three critical areas: High Quality Teachers and Leaders: Peer Assistance Review (PAR); Student Focused Collaboration: Multi-Tiered Systems of Supports (MTSS); and A Commitment to Racial Equity: Eliminating Opportunity Gaps (EOG). In the spirit of replication, we are again inviting schools doing exemplary work to present at School Board meetings. On Wednesday night, we recognized Hawthorne Elementary School. For the 3rd year in a row, Hawthorne Elementary has been recognized by Johns Hopkins University for family engagement. In addition, at the Summer Leadership Institute (SLI) they shared their story, strategies and outcomes with other leaders – one way we are supporting replication of best practices. Thank you to Principal Sandra Scott for speaking about how the success at Hawthorne is truly about a team and community effort in terms of turning the community around and providing wonderful experiences for students. Principal Scott came to Hawthorne in 2009. In her first year there, she worked with her community to apply for and receive the School Improvement Grant (SIG) school in 2010. SIG school meant Hawthorn was in the bottom 5% based on state achievement data. 7 years later, you can see their banner on the wall in the auditorium at the John Stanford Center for Educational Excellence (JSCEE) building, Hawthorne is now a School of Distinction - Top 5% most improved schools in Washington State measuring improvement over a 5-year span. They were also recognized by the National Education Association (NEA) with the high growth priority school award.
  - **Attendance Matters campaign**: This year we created a focused campaign on attendance, which is one of the most powerful predictors of academic success. This campaign includes social media as well as targeted outreach and support to families. Analytics from the first two weeks of the district’s Attendance Matters campaign show the attendance page had 702 page views and 647 unique views. **Also, the district has experienced more than a 15% reduction in absences for the first 9 days of school compared to the previous year.**

- **Improve Systems**: The School District Budget development will continue to be a focus this coming year and is one of our SMART Goals. More news this week on how the State Budget Fails on McCleary Mandate: Please click [here](#) to read more on this article.
  - Supreme Court arguments will be heard on October 24th. State action is still needed to fulfill Legislative promises and Court mandates. Long Term, Seattle Schools will get less under the new formula than we would have under the present formula.

- **Community engagement regarding the 2018-19 budget has begun.** The Budget Department will be presenting at the McGilvra Parent Teacher Student Association (PTSA) meeting on September 28. Next steps include scheduling informational meetings for stakeholders about the true impacts of the 2017 Legislative session. A School Board Work Session on September 27 will provide information about the 2017 Legislative session as well as a first look at the 2018-19 school year's budget.
• **School, Family, and Community Engagement:** Goal 3 of our Strategic Plan, and in Goal 4 of this year's SMART Goals is a commitment to improve our community engagement including internal engagement and partnerships. Some of the efforts underway include:

  • **Department of Native American Education Services:** Indian Education Parent Advisory Committee, met on September 14 for the first time this fall. Native American Education Program Manager Gail Morris provided the district update. They discussed Indigenous Peoples' Day and Native American History Month, of which Gail Morris reported that Schoology is updated with curriculum, books, and ideas for art. They discussed their Holiday Supper Celebration, and agreed it would be in partnership with Daybreak Star on December 14, 2017. They also discussed having a speaker come to the JSCEE building in November for Native American History Month.

  • **Student Assignment Plan (SAP):** At the School Board Retreat on September 9, Flip Herndon and Wyeth Jessee gathered feedback on the SAP and the Board’s interest in asking the community about Advanced Placement (AP)/International Baccalaureate (IB) pathways. Within the SAP there are three areas of focus: clarifying special education language; clarifying language in the School Choice process; and designated pathways for high school Highly Capable Cohort (HCC) identified students. Related to this body of work are High School Boundaries which will be implemented in 2019-20. Determining if/how HCC/AP/IB pathways will change in the SAP affects high school boundaries. The staff is putting the finishing touches on a communication and engagement plan to share the work of the next few months; opportunities to learn; and how to provide input into staffs’ thinking about AP/IB pathways. This week a notice will go to families about the purpose, process and use of the new engagement tool ThoughtExchange. The first phase of the exchange, focused on High School AP/IB pathways will launch next week. This will be supplemented with focus groups, home language feedback sessions, and open house meetings.

  • **Stop Paddles on SPS Busses:** School started, please remember to drive safely. Student safety is our top priority. Seattle Public Schools is launching a new initiative to make school transportation safer by installing safety stop arm cameras on 120 busses. We have partnered with King County and American Traffic Solutions to deter drivers from illegally passing buses that are loading and unloading students. The cameras started operation on September 18. Drivers captured illegally passing a bus between now and October 1 will receive a warning educating them about the new program. Starting Monday, October 2, 2017, the King County Sheriff’s Office will begin issuing $419 citations. The district's transportation office has been sharing educational brochures at community events. This information is also available online in multiple languages – check the homepage. To better understand what is happening locally, the district piloted the stop paddle safety program on 10 school buses traveling the busiest routes. Over that 112-day period, nearly 600 vehicles illegally passed the bus when the stop paddle was in use.

**Good News:**

• **Creative Advantage:** Our arts focused partnership with the Office of Arts and Culture & Seattle Foundation was featured in the National Teaching Artist Guild publication this month. It highlighted our collaborative work with Seattle Art Museum, community partners, and the City to provide high quality professional development opportunities for our many arts, music, theatre and dance teachers.

• **Leadership Learning Day:** This week we launched our first Principal Professional Development of the year! Thanks to Mike Starosky and staff or putting together such a great agenda. We talked about identity safety for our students – how to create a welcoming environment for every student
we serve. Principals meet in network teams where they have opportunities to exchange best practices and lessons learned in the implementation of their goals to eliminate opportunity gaps. Principals also heard presentations on how the Student Rights and Responsibilities Handbook has been updated to reflect our work to reduce suspensions.

- **Washington Middle School** is committed to knowing students by story, strength, and need. Staff and students are participating in a national music/video campaign that reflects that commitment. They are partnering with Old Navy and singer Pharrell Williams in this effort. You can see Washington Middle School teacher, Beth Fortune, and her students sharing their video on the district’s Facebook page. There will be eight videos featuring teachers and students across the country. All of the videos can be found on Old Navy's website, Apple Music, and Spotify.

**Topics of Community Interest:**

- **Enrollment Growth Slows:** After ten years of dramatic enrollment growth in Seattle, that growth has now slowed suddenly to near zero. Since we receive state funding based on our enrollment, we will have less money than anticipated. We do know that staffing adjustments at the start of the year are difficult. The School Board did include funds - $4M - in the budget to cover enrollment shortfalls and equity needs. After exhausting those funds, we still have a few schools where the under-enrollment was greatest that will need to make staffing adjustments. No teacher will be laid off, however some will be reassigned to other positions (some schools are adding staff due to enrollments and some are losing staff due to enrollments).

- **Seattle – Affordable Housing:** Rents in Seattle are rising at twice the national rate – up 16% over the last three years. Please click [here](#) to access this information.

- **School Safety:** Our hearts go out to the storm ravaged families and schools in Texas, Florida and Puerto Rico; the earthquake devastation in Mexico and the Spokane area school shooting. A few things to note in regard to Seattle:
  - All of our schools have been updated to meet seismic requirements.
  - Monthly drills are rotated to address: fire, earthquake and intruders.

  Assistant Superintendent for Operations Pegi McEvoy recently sent a special “shout out” to our security specialists. Thank you for your daily service to our students and school community. Thank you also for your work to connect with the Safety and Security Office and the STAT (School Threat Assessment Team) when you have early concerns about student behaviors.

- **Segregation worse in schools 60 years after legal landmark:** Please click [here](#) to read about the Seattle Times article.

- **Charter School support drops** nationally; National Association for the Advancement of Colored People (NAACP) calls for moratorium. See Attached.

- **Gallup Poll:** Superintendents report biggest needs: budget shortfalls and closing opportunity gaps.

**Topics of Board Interest:**

- **Housing Affordability and Livability Agenda (HALA) Advisory Committee:** According to the City of Seattle: “The HALA Advisory Committee completed their work and submitted their recommendations in July of 2015. The Mayor and City Council subsequently adopted a two-year work plan for City staff to engage the community to shape and implement many of those recommendations. The City is now working on several pieces of legislation to implement HALA recommendations—notably the rezones to implement the Mandatory Housing Affordability (MHA) requirements across the city—in the coming months. During the environmental review process, the City met with several school district officials to discuss projections, impacts, and
planning coordination with schools. Included in the meeting were: Becky Ascensio, Director of Capital Facilities; Richard Best, Capital Facilities; Natasha Rivers, Demographer; and Ashley Davies, Manager of Enrollment Planning. We would be happy to brief school board members to show the results of this coordination, and provide any additional information on HALA more generally, and how we hope it will benefit both teachers and students in Seattle. Please let me know if that would be of interest.”

- **Special Olympics Funding Request:** The Special Olympics are coming to Seattle, July 1-6, 2018 with opening ceremonies at the Husky Stadium. Seattle will have several teams involved. Board Director, Jill Geary, is urging contributions to increase district participation and build excitement for this event.

- **Green Lake Elementary New Portable Update:** Thank you to Director of Capital Projects and Planning, Richard Best, for providing an update on the portable at Green Lake: “We continue the work on the Green Lake Elementary School new portable classroom. The crane is scheduled for Saturday, September 23 and the foundation work will proceed to be ready for this date. The work to lift the portable from the lower lot to the upper lot will occur on the weekend of September 23.

- **Green Lake Elementary New Portable Update:** The lower lot and all playground areas at the lower lot will be closed late afternoon/evening on Friday, September 22 while the crane mobilizes on site and will remain closed over the weekend while the crane and crane support vehicles remain on site. The lower lot and all playground areas will be re-opened for the morning of Monday, September 25. Following the setting of the portable on its foundation, the work to perform electrical connections, interior furnishings, and ADA access ramp to the portable classroom will begin the week of September 25. We anticipate having the fire department inspections later that week and following a completed inspection by the City of Seattle Fire Marshal, we will place furniture in the portable on Saturday, September 30, 2017. If all goes according to schedule, the portable would be ready for teaching and learning thereafter.”

- **Van Asselt:** District staff are responding to the concerns raised by Van Asselt at the board meeting. No, LAP funds cannot be used to "supplant" funding for a classroom teacher. LAP funds are allocated specifically for interventions; not whole classroom instruction. Our goal is to ensure that each school in the district is allocated staff to meet the academic needs of our students through a weighted staffing model. The weighted staffing model takes into consideration the unique needs of the populations of students served in each school. Over the past 10 years enrollment at SPS has increased over 8000 students. Student enrollment projections continue to reflect this trend. However, this year’s student enrollment has not followed these previous years’ trends. The 5th day count shows that 53,259 students are attending SPS this year. The June headcount projection for October 1st was 54,373. This means we are starting the year significantly under our projected enrollment. As of the Day 5 student count, Van Asselt Elementary School reported a headcount below the projected enrollment. As a result, staffing was reducing by one teacher position. Although that teaching position has been reduced, the Department of Business & Finance is working with the Department of Grants to finalize the allocation of any additional resources available. These resources may be used to support academic intervention within the school.

**Superintendent and Staff School Visits and Presentations:**

- **City of Seattle:** Congratulations to Tim Burgess, selected this week to serve as interim Mayor for the City of Seattle. Mayor Burgess has considerable experience as former president of the council, chair of the City Education Committee, and supporter of the City Pre-School initiative. The City of Seattle is beginning work to: renew the City levies in support of Seattle students and encourage community support for City and School district efforts to eliminate opportunity gaps.

- **SEA/SPS Meeting:** District leadership staff met this week with Seattle Education Association (SEA) to discuss the staffing displacements as a result of the slowed enrollment growth. We also
celebrated the success of the recent professional development days in support of the relationships and resiliency work to eliminate opportunity gaps. We also clarified our implementation of the Early Release Days and compared notes on what we know about the impact of recent changes on state funding.

- **Puget Sound Educational Service District (PSESD) Meeting**: The King County Superintendent's meeting this week focused entirely on the impacts of state funding changes on local school districts: school levies, salaries, special education, and more. Speakers from the Office of Superintendent of Public Instruction (OSPI) and others offered legal perspectives on what the law says, what it means, and how it will impact districts. Seattle's four-year analysis is being turned into a state-wide tool to help districts forecast the impacts short and long-term.

**Attachment:**
- Article - Charter schools take hit in nationwide poll by pro-charter group

Thank you,

Larry

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**Associate Superintendent for Teaching & Learning Update**: Included in this packet please find Associate Superintendent for Teaching & Learning Michael Tolley’s update for this week.

**Assistant Superintendent for Operations Update**: Included in this packet please find Assistant Superintendent for Operations Pegi McEvoy’s update for this week.

**Assistant Superintendent for Human Resources Update**: Included in this packet please find Assistant Superintendent for Human Resources Dr. Clover Codd's update for this week.

**Chief Engagement Officer Update**: Included in this packet please find Chief Engagement Officer Carri Campbell's update for this week.

**Chief Strategy and Partnerships Officer Update**: Included in this packet please find Chief Strategy and Partnerships Officer Dr. Brent Jones’ update for this week.

**Chief Information Officer Update**: Included in this packet please find Chief Information Officer John Krull’s update for this week.
Charter schools take hit in nationwide poll by pro-charter group

Speaking of polls, a recent poll by Education Next finds that support for charter schools has dropped 12 percentage points from last year. The decline is bipartisan, with favorable responses from members of both major parties dropping. Education Next operating out of the conservative Hoover Institute at Stanford University typically looks with favor on charter schools. The NAACP’s call for a moratorium on charters is probably one of several potential factors leading to the change. Despite the drop, charter supporters still slightly outnumber opponents 39% to 36%, with 25% expressing no opinion.

Regarding the NAACP’s position, Rann Miller, of the 21st Century Community Learning Center in New Jersey, writes that the organization was motivated to call for the moratorium because of a perception that school-choice policies are simply a means of allowing state governments to cede their responsibility to educate poor children of color. "Let's not fool ourselves," Miller writes. "Privatization and school choice let public officials walk away from the responsibility of educating all kids."

In related news, an offensive Twitter post from a board member of the Success Academy charter network, hedge fund manager Dan Loeb, revealed an astonishing world view. It was greeted with a swirl of criticism. Loeb's since-deleted post said that teachers' unions and a state senator supportive of them were more harmful to black children than "anyone who has ever donned a hood," unmistakably a racially loaded reference to the Ku Klux Klan.
Date: Thursday, September 21, 2017
To: Dr. Larry Nyland, Superintendent
From: Michael F. Tolley, Associate Superintendent for Teaching & Learning
Re: Friday Memo for September 22, 2017

TEACHING AND LEARNING:

Department of Grants:

Best Starts for Kids Grant Opportunities: Putting every child and youth in King County on the path to Lifelong Success Update:

Best Starts for Kids (BSK) is a voter approved Initiative led by King County Executive Dow Constantine. The purpose of the initiative is to help place every baby born and every child raised in King County on a path toward lifelong success. It invests in prevention and early intervention strategies that promote healthier, more resilient children, youth, families and communities. It is considered the most comprehensive approach to early childhood development in the United States, starting with prenatal support, sustaining the gain through teenage years, and investing in safe, healthy communities that reinforce progress.

Best Starts for Kids is making research based on the latest neuroscience available to all parents and caregivers so that every child and youth in our region has the opportunity to achieve their full potential. The BSK Implementation plan can be found at the following link: BSK Implementation Plan

Best Starts for Kids is open to all school districts, schools and community based organizations within King County. Seattle Public Schools has had several applications submitted by Central Office Departments, schools and community based organizations

Best Starts for Kids has outlined a timeline for 19 Requests for Proposals (RFP) from Fall 2016 to Fall 2017. The RFPs for specific initiatives can start with mini-grants of $7,000 around Trauma Informed/Restorative Practice to $200,000 grants for Mentoring; Positive Identity; Domestic Violence & Healthy Relationships; Youth Leadership & Engagement.

Twenty(20) Community Based Organizations and schools within in Seattle Public Schools have received mini-grants from $7,000 to $10,000 for Trauma Informed/Restorative Practice and Lisa Davidson, Prevention & Intervention Manager, received a $150,000 per year for 3 year grant for Screening, Brief Intervention, and Referral to Treatment and Services (SBIRT) for Jane Addams, Madison and Whitman Middle Schools. A full list of awards can be found at the following link: BSK Grant Awards

Central Office departments, schools and community based organizations have submitted RFPs for funding, but have not been notified of awards at this time. The final round of RFPs are being launched this fall and winter. All grant awards will be added to the Grants Inventory on the district Website.
Ensuring that students, staff and schools are systematically and equitably supported for success is the goal of the Operations Division. As the district responds to family concerns that are being raised in light of natural disasters around the nation, central office staff will be addressing safety concerns and policies in our schools to ensure that students and staff in schools feel safe and supported and ready to learn.

**Safety and Security:**

Schools will soon be notified about the [Great Washington Shakeout](#) October 19th as part of their emergency preparedness plan for the year. This is an opportunity to educate students about being prepared in their personal and family lives for the most likely disaster event in the Pacific Northwest.

As part of this information campaign that will begin the first week in October, staff is including information about the new policy changes the board will be addressing for action October 4th. The Safety and Security Department will also be conducting the annual 800mhz radio drill October 19th to ensure that emergency equipment is working and up-to-date. During the first quarter of the school year, they will also be conducting the annual review of school safety plans to provide senior leadership with school readiness information and to help schools understand the resources available to support them in this work.

**Nutrition Services:**

The recent ‘Go Fund Me’ campaign started across Seattle to pay down school lunch debt is a great example of the generosity of our Seattle Public Schools’ (SPS) families and communities. One of those generous parents, Mr. Jeff Lew, developed the campaign after being motivated by watching national news stories concerning students being “lunch shamed” in districts across the nation. Mr. Lew’s drive and determination resulted in raising enough money to pay down SPS debt; extra money raised is being earmarked to pay down future student lunch debt across the district. Thank you Jeff!

Whenever public school districts in Washington, including Seattle as the largest public school district in the Pacific Northwest, receive large monetary gifts, they are required to jump through numerous governmental and legal hoops before being allowed to receive and disperse those gifts. It can be a lengthy process. We are happy to report the SPS Nutrition Services Department is actively clearing all school debt for students. We anticipate that process will be complete by Monday, September 25.

SPS is aware of new stories concerning “lunch shaming” in other school districts across the country. It is the district’s policy not to engage in any form of “lunch shaming.” We provide a
nutritious breakfast and/or lunch to students regardless of whether they can pay at the time or not.

Again, we appreciate the generosity and partnership with all of our families, including Mr. Lew. Together we are dedicated to providing the best nutritional program that supports the educational experience for all of our students by ensuring they are ready to learn.
Date: September 21, 217
To: Dr. Larry Nyland, Superintendent
From: Clover Codd, Assistant Superintendent of Human Resource
Re: Friday Memo for September 22, 2017

**Human Resources:**

**Update on eVAL Rollout**

As of today, roughly 3,260 certificated classroom teachers have been onboarded to eVAL, our online evaluation tool. Although we’ve been piloting eVAL since 2014, this is the first school year during which all school leaders and all classroom teachers will be using the tool. This represents an exciting opportunity for us to ensure greater efficiency, consistency and transparency in the evaluation process.

To support school leaders and teachers with this effort, our team will lead trainings at over 25 schools by the end of next month – and we expect many more to come. Teachers who don’t receive face-to-face training at their school site can attend our after-school TPEP trainings, which each incorporate a section on eVAL. For those who would rather learn online, or who would like to supplement face-to-face training with online learning, we have several offerings:

- eVAL Schoology modules that teachers can take as part of their technology training
- User guides on how to complete various tasks in eVAL (hosted on the PG&E website)
- Video tutorials on how to complete various tasks in eVAL (hosted on the PG&E website)

We are pleased with the success of the rollout so far and look forward to continuing to support teachers and school leaders this year as they build proficiency in the tool.
Strategic Plan Goal 3: Community and Family Engagement

Auditing our current family engagement activities, identifying areas of improvement and creating a multi-year plan to improve services and supports is a component of SMART GOAL 2. Below are related activities:

SMART GOAL 2: Family Engagement

Family Engagement District Leads meeting hosted by Community Center for Educational Results (CCER): On Tuesday, September 19, CCER hosted the first monthly meeting with family engagement district leads with the Emeritus Assistant Superintendent of Engagement in Boston Public Schools, Michele Brooks. The purpose of the leads meeting is to build increased coherence amongst the seven Roadmap Districts and to develop common effective strategies to improve graduation rates in our K-12 schools. The leads learned of six common areas of interest in family engagement practice: 1. Common Engagement Language, 2. Climate surveys, 3. School Improvement Plans, 4. Educator evaluation, 5. Leveraging budgets, and 6. Professional development (District, Schools, families and Community Based Organizations (CBO’s)). Information shared will be helpful as we plan to engage a representative Taskforce to improve Family Engagement in Seattle Public Schools.

Family Partnerships Retreat
On Monday, September 18, the Family Partnerships team held its first retreat of the 17-18 academic year. The purpose of the retreat was to develop team vision, mission, and goals to guide our activities for this academic year. The team identified a variety of goals activities aligned to Strategic Plan Goal 3, Smart Goal 2 (EOG), and Smart Goal 4 (Engagement / Collaboration) including professional development, tools and resources, and communications.

Family Partnerships Manager
The Family Partnerships Department is in the process of hiring the newly created Family Partnerships Manager position. This position replaces an unfilled position in the department. This position will be charged with supporting the departments activities associated with Smart Goal 4 including: conducting landscape analysis of current family engagement programs, developing strong communication systems, and developing family engagement training and support.

SMART GOAL 4: Collaboration and Engagement

Communications: Two-Way Engagement
An aspect of Smart Goal 4 is identifying and supporting 3-4 high level engagements throughout the school year. In response to the School Board’s input on September 9, one area of
engagement will be high school advanced learning opportunities – what families want, what implications we need to consider, and what questions they may have. On Monday, September 25, we will launch our first “ThoughtExchange” with middle, high school and rising 5th grade families concerning advanced learning opportunities in High School. This exchange will be run in English and Spanish. A heads up will go out today to all affected families that have provided a current email address. Additional language and accessibility support will be provided during in-person meetings in partnership with the ELL and Advanced Learning departments. Complementary informational meetings on the recommended changes will be held regionally beginning at the end of October. In addition, on Monday, the Communication and Engagement Team will launch a new Community Engagement webpage that will host the major engagements for the year, beginning with high school advanced learning and will include the engagement purpose, timeline and decision-making process.

**Other department work this last week:**
One goal of the Communications and Engagement department is to provide accurate, timely communications to our families but also our broad public. The communication team and SPS staff worked on the two stories below to help provide context, ensure accuracy and inform our broad stakeholder base about current HCC and Advanced Learning work and an upcoming initiative to increase student safety:

**SPS media coverage**
- KNKX aired a story about the effort to increase the diversity of Highly Capable Cohort and Advanced Learning programs.
- SPS announced the new student safety initiative using stop arm cameras on buses to deter illegal passing. Multiple stations covered the announcement, including KOMO, KIRO, Q13 and the West Seattle Blog.
Department of Equity and Race Advancement

**Equity and Race Advisory Committee (ERAC)**
Seattle Public Schools (SPS) created the Superintendent’s Equity and Race Advisory Committee (ERAC) to address educational equity practices in our schools and central office. This committee is a commitment to transforming our current practices at a systemic level to eliminate disproportionality in education and in all aspects of its administration. These efforts require a long-term commitment from our advisors that includes both making recommendations and staying engaged as our work progresses over time.

After a summer hiatus, the first meeting of the year was held on September 11th. Just under twenty attendees – a mix of SPS employees and community members – were introduced to the finalists for the Director of the Department of Racial Equity Advancement (DREA) and were given the opportunity to ask the finalists their own questions. The general agreement of the finalists was that this Q&A session was much harder than the actual interview!

In addition, ERAC members got to preview the Eliminating Opportunity Gaps Digital Toolkit (EOG DTK) in advance of its district-wide release in October. ERAC members also had a chance to see the new Ensuring Educational and Racial Equity poster (School Board policy 0030.) The next meeting is scheduled for Monday, October 23rd from 5:00 – 7:00p.m. Some pictures of the September meeting are at the end of this memo.

**Racial Equity Teams**
Applications were made available August 1st. The opportunity for the ten (10) team expansion is being advertised in the School Leaders Communicator and through Seattle Education Association (SEA) Unity newsletter. The professional development plan is complete. Our first Saturday Institute session is scheduled for November 4th. Stay tuned for more details.

**Hiring/Personnel Changes**
Interviews were held on September 5th for the director position in the Department of Racial Equity Advancement (DREA.) A significant number of highly qualified candidates applied, with the finalists being narrowed down to three candidates. After a second round of interviews and reference checks, the vacancy should be filled in the next few weeks. In addition we have Racial Equity Advancement Coordinators/Specialist position vacancies. Interviews are currently being held and we expect to have the positions filled by October 1st.
**Education and Housing**

**Seattle Housing Authority Participates in Attendance Awareness Month**

Leveraging our partnership with Seattle Housing Authority, the district launched an attendance awareness campaign for the 2017-18 school year to encourage consistent student attendance.

Chronic absenteeism, defined as a student missing 10% or more of the school year for any reason, is a Key Performance Indicator for the district in the Formula for Success. Additionally, it has been included as a School Quality/Student Success Indicator in Washington’s Every Student Succeeds Act (ESSA) Consolidated Plan and been subject to recent media coverage as a nation-wide issue. While SPS students attend school at higher rates than the state average, the district continues to see increasing student attendance and maximizing instructional time as critical to Eliminating Opportunity Gaps. This effort is part of a national campaign around Attendance Awareness Month and leverages the district’s partnerships with Seattle Housing Authority (SHA) and My Brother’s Keeper/My Sister’s Keeper (MBK/MSK). Key aspects of this work have included:

- Aligned district and SHA attendance messaging. In addition to the district’s back to school letter, over 1,000 families who receive SHA housing support received letters from SHA’s Executive Director reinforcing the importance of regular school attendance and reminding them of bell time changes.
- 800 free backpacks with information about bell times and the importance of school attendance were distributed to students at the NewHolly and HighPoint neighborhoods.
- SHA is recruiting SHA staff to be MBK/MSK mentors and exploring additional opportunities for collaboration.
- This past summer, SHA provided a field trip and learning opportunity for 60 Aki Kurose students in their school-based mentoring programs to explore jobs in the construction trades and learn about the process of building a multi-family apartment building at Yesler.
- The SPS/SHA partnership is providing support to six schools (three elementary, three middle) for the next two years with the goal of piloting methods to improve school attendance and increase family engagement.
- With support from SHA and Johns Hopkins University, SPS sent out over 6,000 letters to families of students who were chronically absent last year. Additional letters will be sent three more times during the school year updating families of students who are chronically absent.
- Local media appearances (KING 5, KOMO, Q-13) to share tips for attendance success, reminders on new bell times and early releases, and information on what SPS is doing to combat chronic absenteeism.

These efforts have resulted in over 26,000 online impressions and page views across the district’s attendance messages and posts online (website, Twitter, Facebook, and Instagram), and initial analysis shows a 15% reduction in absences during the first nine days of school compared to the 2016-17 school year. We look forward to continued success in this area as we work with our partners to reduce chronic absenteeism.
Strategy and Partnerships

Eliminating Opportunity Gaps Institute Update
Schooling for Racial Justice is the theme of the first EOG Institute, being held on Friday, October 13th from 8:00 a.m. – 3:30p.m. at Chief Sealth IB High School. Racial justice is a guiding theme of the Institute – the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment and impacts for all. We have an exciting agenda of student leadership opportunities and confirmed guest speakers pending final contracts. Registration opened on September 21st and is off to a robust start! Teams – school teams (Racial Equity Teams, BLTs, Grade Level Teams, CBO/partnership Teams, Central Office Teams, etc.) – are a focal point of the registration campaign. The adult learning themes are Listen, Lead and Learn and the learning context is self, school (department), system. Flyers for the EOG Institute are attached; one is targeted for K – 8 teams in schools and Central Office and the other for high school teams in schools and Central Office.

EOG Digital Toolkit (DTK)
The completion of the first phase of the Eliminating Opportunity Gaps Digital Toolkit is final. In all, there are six (6) modules, ranging from introductory awareness of the EOG work to a more sophisticated level of understanding implicit bias. The DTK can be accessed through a desktop, laptop or mobile phone. A district-wide launch for every employee is set for October. We are looking for pilot schools representing each region for an All Staff implementation. Pilot schools will be identified by the first week of October.

Update on Poster of School Board Policy 0030
The Strategy and Partnerships division and the Coordinated School Health are pleased to announce that School Board policy 0030, Ensuring Educational and Racial Equity, is now available for order through Publishing Services. School and departments can use the Online Ordering Tool found on the Publishing Services homepage to order copies of the poster. The poster can be printed in various sizes, with and without lamination.

In addition, 0030 has been translated into the top nine (9) languages: Amharic, Arabic, Chinese, Oromo, Spanish, Somali, Tagalog, Tigrigna and Vietnamese. Many thanks to Narcita Eugenio and her team in ELL and International Programs for translating the English language version and for distributing the translated versions to our schools!

The goal of the infographic poster is to remind families and staff that Seattle Public Schools is committed to the success of every student in each of our schools. The Chinese translation is attached as an example.
Equity and Race Advisory Committee (ERAC) members talk with candidate finalists.
EOG Institute flyer: K – 8 attendee focus
確保在教育與種族上獲得公平對待
西雅圖公立學校校董會政策#0030

8項承諾讓每一位在學校中的學生都獲得成功:

獲得公平的機會
校區將會為每位學生提供公平機會來獲得高品質的教學、支持、場地、和其它教育资源。就是要把資源分配重新劃分。

種族平等分析
校區將會審閱現有的政策、課程、專業訓練、和程序，來確保符合種族平等，並所有適用的新政策、課程、和程序，是通過種族平等分析工具來建立的。

勞動者權益
校區將會主導教師和行政人員與學生的多元化成員比例。校區將會招募、聘僱、支持且保留勞動團體，包括種族、性別、多元化語言，對文化上敏感的行政管理、教學和支持的員工。

專業訓練
校區將會提供專業訓練來加強員工的知識與技能。

受歡迎的學校環境
校區將確保每一所学校都建立一個受歡迎的文化與包容性環境，反映並支持該地區學生人數及其家庭和社區的多元文化。

夥伴關係
校區將會加入其他在文化上顯示出有特殊專長的夥伴，包括家庭、政府單位、高等學府、早期兒童教育機構、社區團體、商界、和一般社會大眾，來達到我們對教育成果的高目標。

達到成功的多條徑
校區將會提供多條達到成功的徑路，來滿足我們多元文化的學生，並積極鼓勵、支持、對所有學生寄予高學業期望。

認識多元文化
符合州政府的條例和校區政策，並在預算的考慮範圍之內，校區將會提供及購入多元文化的學生和職員的資料與評估，其目的是更明白並欣賞文化、階層、語言、種族和其它相關之處，讓每一位學生和職員們的獨特性帶來貢獻。

西雅圖公立學校承諾對每一位學生都曉得他們的故事、長處與需要。
我們欣賞並慶祝學生的歷史和文化遺產，並從中學習，使我們能更成功。

Chinese translation of School Board policy 0030 – Ensuring Educational and Racial Equity. The policy has been translated into the district’s top nine languages.
Department of Technology Services:

Technology Support of Teaching and Learning
DoTS will be presenting alongside Teaching and Learning at the September 27, 2017 Board work session at 4:30 being held at the Living Computer Museum.

Along with gathering School Board input as part of engagement for technology for teachers and students district-wide, the goal of the presentation will be to illustrate how technology amplifies and accelerates the shifts in teaching and learning that the district is striving for.

Instructional Technology
To improve learning and collaboration with students, Schoology (our Learning Management System) and Microsoft OneDrive have combined forces to create the Microsoft OneDrive Assignment application. This app enables teachers to assign Microsoft Word docs, Excel spreadsheets, and PowerPoint slideshows directly within the Schoology platform. Once assigned, students make their own copies of the content to work on and submit to the teacher, all without leaving Schoology. Teachers can then provide feedback on the submitted work and grade the assignment. The Microsoft OneDrive Assignment app can be found in the Create Assignment tool in Schoology.

Benefits of OneDrive Assignment with Schoology include:

- **Easily distribute materials** to students in a Schoology course using your Microsoft OneDrive account.
- **Provide personalized live feedback** and collaboration with students.
- **Save time** and resources with a paperless solution for the classroom.
- **Enrich your content** using Schoology features like rubrics and student completion rules to your OneDrive assignments.