Friday Memo to the Board  
Superintendent’s Highlights  
For the week of February 24-28, 2020

I just want to take a minute to thank my team. They are so dedicated to serving the students and families in Seattle. I know we often only hear about the things that are not going well. I want to assure you that there are so many more things going well for our students, staff and families. For example, we have raised enough money to launch our African American Male Achievement Department, including a Black Male Student Leadership Council. National press is interested in this work. You heard about a bit of this team’s work at the board meeting this week. Also, our discipline trends are on a positive, downward trajectory. We are waiting anxiously to see outcomes from our PreK-3rd grade students in reading from the second trimester, which ends soon.

Happenings:
- I met this week with the Alliance for Education, PASS Leadership and SCPTSA. They are all great partners in our work to accomplish our Strategic Plan, Seattle Excellence.
- Mayor Durkan and I reviewed the next steps in the FEPP Levy. We are so grateful for their partnership in this work from PreK through college.
- Chief Berge, Sr. Advisor Kokx and I went to Olympia to join several other school superintendents to meet with multiple legislatures. We advocated for an increase in Special Education funding. Districts across the state are united in this need.
- Dr. Codd and I were EduTalk presenters at the University of WA this week. This was a great event and SPS was well represented on stage and in the audience!

Board Question:
Director Harris asked about the following item on the Policy 2200 Annual Report:

| Louisa/Boren K8 | SW | 0.5 | Reduce Preschool SPP |

This reduction in staffing was made in prior to the Policy 2200 Quarterly Report in October 2019 due to lower than projected enrollment in the preschool program at Boren. The staff was moved to South Shore because their enrollment was higher than projected. Since the time of this report, the preschool enrollment at Boren has grown and we added this 0.5 FTE back to the program.
Friday Memo to the Board
Equity, Partnerships & Engagement
For the Week of February 24 – 28, 2020

Department of Racial Equity Advancement (DREA)

- We are focused on improving the work conditions and retention of educators, leaders and staff of color. DREA and Human Resources held a meeting to discuss collaboration on our Culturally Responsive Workforce goal. More information will be shared in the future.
- Final interviews were held for DREA Advisor.
- Dr. Keisha Scarlett and Ms. Manal Al-ansi co-facilitated a presentation to Mastering Principal Leadership Network (MPLN) titled, “Avoiding Solutionitis Part 2.”
Cybersecurity Update

As you know, K12 districts across the country have been the targets of several different kinds of cyber attacks. Most recently both Northshore and Issaquah dealt with ransomware, and other Washington school districts have seen construction invoice scams and Payroll deposit fraud. The DoTS Cybersecurity team works proactively with local, state, and federal organizations to stay current with the risks and mitigations. Our own Cybersecurity Manager, April Mardock, was interviewed by KOMO TV for their coverage. See https://komonews.com/news/local/cyber-hackers-have-new-target-our-schools to view the story.

The team works constantly and partners with other departments and staff to address these potential threats. Protections include:

- Conducting self-phishing tests to train users
- Updated privacy board policies and guidance (SP 6501)
- Using filtering and malware blocking technologies at all layers of the network
- Making regular patches and updates to our systems
- Requiring multi-factor authentication to access systems from personal devices
- Deploying encryption globally
- Changing the purchase process to better protect SPS students, staff and systems from vendor risks

While the threats are real and growing, our DoTS teams are working diligently to keep our systems, data and people safe.
Safe and Welcoming School Environments: A priority goal of the District’s strategic Plan, Seattle Excellence, is to ensure students furthest from educational justice feel safe and welcome at school.*

- Student focus groups (over 100 students from 11 schools at all grade levels and regions) are well underway. Students are sharing their experiences with school discipline and informing revisions to the Student Rights and Responsibilities document. Student voice is a critical way to ensure District policies and procedures promote safety and welcoming school environments.
- Positive Behavior Supports and Interventions (PBIS) is a cornerstone of this goal. PBIS is a framework to improve and integrate positive practices that support universal student success. For example, establishing school-wide expectations for students can reduce their anxiety by providing predictability and consistency. Click this link to read about how Mercer Middle School has established school-wide expectations that support all students, especially students receiving special education services.
- The Safe and Welcoming work group (comprised of central office staff, school leaders, educators, and community partners) met on 2/10/20. We welcomed four new community members to our group that represent diverse partnerships and community groups. The group split into three small groups to focus on critical areas of this goal: 1) The development of a Social-Emotional Learning Framework, 2) A Community Communications Plan (including story sourcing), and 3) Refinement of the essential practices that support a positive school climate and culture for students of color furthest from educational justice.

School Climate Review Committee (CRC) Update:

Early February Dr. Starosky, all five Directors of Schools, and members of the Human Resources Labor Relations Dept. met to exchange data and examine possible “early warning indicators” of schools that had already exercised CRC’s and those whom might be in the next round of CRC’s. They examined Schools with current investigations, formal Harassment, Intimidation, Bullying complaints as well as the previous year’s Staff Climate Surveys. When examining the data of principals who have current CRC’s, 16/19 have teachers whom they are taking on who have performance issues.

Dr. Clover Codd, Wyeth Jessee, Dr. Mike Starosky, Executive Director of Principals’ Association of Seattle Schools (PASS) Rainey Swan, Seattle Education Association (SEA) President Michael Tamayo, and WEA Representative Ellen Holmes met in early February to discuss our shared interest in addressing the SEA Climate Review Committee Process that has been occurring in buildings the last two years. This group met and agreed to create a “Micro-Team” to proactively co-create a joint process among central office, PASS, and SEA, a collaborative process for assessing and addressing climate issues in a routine, systems-supported fashion.

As a result, the CRC Micro-Team representing Central Office Leadership (Wyeth, Clover, and Mike), PASS Leadership (Rainey Swan), and SEA leadership (Michael Tamayo) will be convening March 12 and April 28 and May 7 to create a detailed, unified, collaborative approach to assessing and ameliorating school climate issues.

The purpose for these days will be:

To identify a set of processes for addressing schools that are already in the elevated stages of the CRC
To categorize all schools in the CRC process from - Emergent, Progressing, and Elevated.
To identify interests for addressing each of these stages
To identify the roles and responsibilities of partners for each of these stages
To outline a continued calendar of work for a cross-constituent leadership team on more responsive processes

As a result of our first meeting, Dr. Starosky, Rainey Swan, and Michael Tamayo have been communicating on a weekly basis sharing information of emerging climate issues in an effort to address them at the lowest level possible as well as notify the principal of the possible issues and impending actions of a particular buildings climate review process. Additionally, Rainey Swan has met with every SEA Uniserv representative in an effort to build relationships, exchange information, and create opportunities to meet and listen to staff.
Friday Memo to the Board
African American Male Achievement Initiative
Essential Information for February 24-28, 2020


- Racial Literacy – Who are you? And where did you get your sense of self from?
  - We talked about systemic oppression and implicit bias.
  - Concepts of race and how they play out in society were addressed.
  - How do we navigate collectively and holistically?
  - Holding strong talks about racism and navigating through barriers. Recognizing racism is real, and how many generations it has perpetuated and still perpetuates itself in learning settings.
  - Discussed practices that interrupt systemic racism.

- Equity Matters – This was a great conversation point and was followed by a series of group activities.
  - We need to foster and implement more equitable practices in our school system, our communities, and society at large!
  - We distinguished the difference between advocates and allies in the social equity movement.
    - "Allies are there sometimes, and often when it’s convenient. Advocates are there always! They are in the closed doors and private meetings still pushing the same message!"
  - The facilitator tasked us to identify our strengths and growth areas in racial equity.

Day 2: I presented about the AAMA work thus far. Dr. Scarlett and Dr. Al Ansi presented on Improvement Science practices:

Mastering Principal Leadership Network
Sessions included:

1. When Race enters the Room
2. Improvement Science- built off of Dr/Bryks Learning to Improve chapter 3

Dr. Scarlett and Dr. Al Ansi led the group of principals and cabinet level professionals on key strategic planning process. (e. g., the checklist manifesto)

- How to avoid insular approaches to problem solving
- Design Development Implementation and Assessment
- More Assessment and Evaluation
- Building Intentions to learn from mistakes

Through exposure to Dr. Keisha’s Fishbone diagram and activity. Participants learned a great deal about collaboration and strategic implementation.

Friday, February 21, 2020: The Office of AAMA team did an interview with Paris Jackson from KOMO in honor of Black History month. Stay tuned to when the story will air.

Lastly, we are currently developing our focus group protocols and questions to start heading out to schools to meet with AA boys and young me. Also, we are planning for the 5 regional AA families and community meetings. We will share dates soon.
Friday Memo to the Board
Office of Public Affairs
Essential Information for the week of 02/21/20– 02/28/20

Goal 1: Media Relations

- 2/21/20 Seattle Times “Free community college, anyone? Half of Seattle's public high school seniors apply”
- 2/20/20 KOMO tv “Cyber hackers have new target: local schools”
- 2/20/20 – KUOW “Seattle students 'stressed out' after technical glitch delays college application process”
- 2/18/20 – Seattle Times “Racist acts by Seattle-area students made news last year. Here's how schools responded”
- 2/26/20 Students voice concerns over ethnic studies, racism at Seattle School Board meeting
- 2/21/20 Seattle Public Schools launches department to support reading achievement among black boys

Goal 2&3: District Messaging – Outbound Communications, Customer Service

- 2/26: Family and staff letters and website update with Coronavirus information. We will send out regular updates to staff and families and share guidance from public health agencies as it is made available.
- HS Science Adoption for CHEM B Update added to website and social media, and an email updated was sent via SchoolMessenger to all families.
  https://www.seattleschools.org/district/calendars/news/what_s_new/h_s_science_adoption_for_c_h_e_m_b_update
- Transcript Delay for High School Seniors update posted (and updated regularly) to website and social media. Email update was sent to all families of HS seniors via SchoolMessenger.
- Feature Story: Students Explore the Maritime Industry During Mid-Winter Break
  https://www.seattleschools.org/district/calendars/news/what_s_new/students_explore_the_maritime_industry
- Feature Story: Southwest Regional Arts Festival at Chief Sealth
  https://www.seattleschools.org/district/calendars/news/what_s_new/southwest_regional_arts_festival
- Feature Story: CTE Medical Pathway Panel at Garfield High School
  https://www.seattleschools.org/district/calendars/news/what_s_new/cte_medical_pathway_panel
- Feature Story: School Board Approves New Courses for High School Students
  https://www.seattleschools.org/district/calendars/news/what_s_new/new_courses_for_high_school_students
- As part of their support of Black History Month, Nutritional Services worked with a Skills Center Culinary student to add her culturally relevant recipe to the school district menu. The video showcases District Chef Emme Collins learning from student chef Angel, in the Rainier Beach HS kitchen. Story was posted to Facebook https://www.facebook.com/SeattlePublicSchools/videos/220285115688712/, YouTube https://www.youtube.com/watch?v=D16b1T5hs_w, Vimeo.com https://vimeo.com/390636081 and programmed on SPS-TV.
- Inclusion at Mercer Middle School Promotes Stronger Community for All Students:
  https://www.seattleschools.org/district/calendars/news/what_s_new/inclusion_at_mercer_promotes_stronger_community
- The SPS Communications Department manages three district social media accounts: Facebook, Twitter, and Instagram. While the department does not recommend that SPS staff create new, district-related social media accounts, some departments, schools, and principals do have existing accounts that are not managed by this department. We advise staff against creating new accounts as it can create confusion for community on where to find district updates, many new accounts have limited reach and audience size, and posting informative content consistently can be time consuming. For existing SPS department or school social media accounts, the communications team recommends appointing one team member to manage the account, regularly posting engaging, informative content, and ensuring all photos and posts protect the privacy of our students. Our communications team is committed to sharing relevant, engaging content from across the district on our existing social media channels. SPS staff can send requested social media posts or learn more about social media best practices by emailing goodnews@seattleschools.org. You can follow us on Facebook and Instagram at @SeattlePublicSchools or on Twitter at @SeaPubSchools.
Chief Concie Pedroza
Dr. Pedroza has had a busy two weeks of community and partner engagements during both the mid-winter break and this week. Meetings or school visits included have included Roosevelt High School with regard to Unified Sports program, The PSESD’s (Puget Sound Educational Service District) SEL (Social and Emotional Learning) Road Map Project Education Results Networking meeting, the Special Education SPS/SEA (Seattle Education Association) Joint Task Force meeting, Ingraham High School special education tour and information gathering as well as another school visit to TOPS to learn more about the D/HH program/services (Deaf/Hard of Hearing).

Special Education
The Special Education department hosted two resource fairs for families of students receiving special education services this month, one in the north and one in the south region. Over 75 families attended the fairs, were able to speak directly to district representatives from different departments, community partners, and special education staff members. These Special Education Resource Fairs are an effort to provide family-friendly access to the complicated world of special education. Family members who attended shared positive feedback and thanked us for providing access to multiple resources in one space.

The Special Education department is currently publicizing an upcoming physical education event for students with and without disabilities: Promoting Participation – Inclusive Physical Activity Fair will be held at Pathfinder K-8 on Saturday, March 28, 2020 from 10:00 a.m. to 1:00 p.m. It is a free event that provides an opportunity for the community to come together and support the inclusive physical activity engagement of students and families. Representatives from various community organizations will be present and activity stations will be universal for participation of all abilities. ALL students and families of all grade levels are welcome. We appreciate your help in encouraging students and families to register online.

Advanced Learning:
The Advanced Learning (AL) team has a plan in place to support the development of the future model for Highly Capable service delivery, aligned with the Advanced Learning Task Force (ALTF) recommendations. Over the next two months the team is visiting districts illustrating three different models of service delivery in February and March, TAF elementary and secondary, International Baccalaureate (IB) elementary and secondary, and the Renzulli Schoolwide Enrichment Model.

This week, members of the AL team and principals from West Seattle and Decatur Elementary Schools met with the Renzulli Center to learn about the research and theory behind the Renzulli model.

https://gifted.uconn.edu/  https://renzullilearning.com/whatisrenzullilearning/

The Highly Capable/Racial Equity Services Advisory (HC/RESA) committee gathers for its second meeting on March 3rd from 4-7 pm in room 2700. Their agenda will include a presentation of recommendations from the ALTF.

Middle School update: In partnership with Caleb Perkins and the College and Career Readiness Office, the Student Support Services secondary schools’ team is working with Public Affairs to make additional updates to the Middle School FAQ page. The goal is to add clarity for SPS families to better understand the changes for middle school course offerings for the 2020-2021 school year.
Friday Memo to the Board  
Teaching and Learning Division  
Essential Information for the week of February 24-28, 2020

CURRICULUM, ASSESSMENT AND INSTRUCTION

Follow-up on House Bill (HB) 1599 Question
In response to the question at the February 26th Board meeting as to the table of funding and supports to schools for the 2018-19 school year that was added to the HB1599 Board Action Report, the Budget Office is compiling information as to the amount of money that has been distributed to high schools for the 24 credit work over the past three years. We will have that information for you before the anticipated action at the March 11th Board meeting.

PowerSchool Update
As of today, the high schools that have stored grades and can print report cards/transcripts are:
- Ballard
- Center School
- Chief Sealth
- Cleveland
- Franklin
- Garfield
- Ingraham
- Interagency
- In Tandem
- Nathan Hale
- Rainier Beach
- Residential Consortium
- Roosevelt
- West Seattle

Staff is reaching out to the remaining schools today to complete the report cards/transcripts by the end of the day today. The deadline is March 2.

Maritime and Ocean Sciences High School Update
The motion in support of the Maritime and Ocean Sciences High School was tabled by the Port Commission at the February 25 meeting. We will inform you of the new date for this topic as soon as we get confirmation.

If you have any questions, please contact Dr. Diane DeBacker, Chief Academic Officer at dmddebacker@seattleschools.org.