Friday Memo to the Board  
Superintendent’s Highlights  
For the week of April 20-24, 2020

Celebrations:
- We’ve served over 100K meals
- We are continuing to expand meal service by increasing bus routes.
- We distributed 100s of laptops this week to HS students FFEJ
- We launched a parent help line with volunteers for families FFEJ. This information will be made public soon.
- IEP Guidance and Learning Plans should be distributed to families today
- School choice information for 2020-21 was communicated to families this week. More information can be found here: [https://www.seattleschools.org/admissions/registration/school_choice](https://www.seattleschools.org/admissions/registration/school_choice)

This Week’s Events:
- Student Advisory Board check in—they gave input into graduation and remote learning.
- I continue to participate in local and national Superintendent meetings
- Met with Mayor Durkan and DEEL, as well as Councilmember Herbold.
- Held monthly SEA/SPS check in to discuss remote learning, communications and grading
- Continue participating in Facebook Live on Tuesdays
- Met with the LatinX community to hear how this COVID-19 pandemic is impacting them
- We shared our work at the Department of Neighborhood meeting.

As always, thank you for your continued support of the work and our staff throughout the district. I am so appreciative of how the team is pulling together and keeping students at the center of our decision-making.
Friday Memo to the Board
Human Resources
Essential Information for the week of April 20-24

Culturally Responsive Workforce; Goal – Diversity of Staff

Revamping School based and Central Office Hiring and Selection processes

- During this year’s SEA contract negotiations, SPS committed to raising the bar on its equity efforts around hiring. As part of that process, HR, in collaboration with SEA, revamped the site-based hiring training to include deeper knowledge and understanding around implicit bias and related best practices that support our overall Culturally Responsive Workforce strategy.

At the onset of the COVID-19 pandemic, SEA representatives and SPS Employment Services team members worked to alter the former in-person training for an online platform and have been able to continue to provide training to our building leaders and hiring teams via Teams during the shutdown. This move was critical due to the ongoing need to identify and hire the best talent early for the upcoming school year.

- To date, Employment Services Manager Leslyn Jones-Pettit and SEA representative Tommy Rose have led five online hiring training sessions with building leaders and hiring teams. Each session has had 25-50 attendees. All of the sessions have been conducted via Teams meetings, which has opened up additional access to the training in new ways.

- Our HR Business Partner team also has teamed up to support our future teachers candidates through the development and hosting of interview skills and resume writing workshops for our contract holders, both in person (prior to shutdown) and via Teams meetings. They have hosted more than 11 sessions combined with an average attendance of 21, the largest being a session for 87 participants.

- Next Steps:
  - Ongoing teacher hiring efforts; to this point, jobs have been posted for our 13 Seattle Excellence focus schools and have been open to internal transfer candidates, displaced staff and our contingency contract holders. All other schools have posted jobs for internal and displaced candidates. Postings will continue to go up and expand to larger candidate pools.
  - The Employment Services team will continue partnering with the building leaders and their hiring teams to support selection and hiring.
  - HR will continue working closely with Seattle Teacher Residency Candidates to find placement in Title I schools.
Friday Memo to the Board

Outreach, Engagement, Development & Support
For the Week of April 20-24, 2020

AAMA Outreach
Under the leadership of Dr. Williams our office made significant strides in the areas of outreach, collaboration, engagement, student development and support. Student Leadership Council (SLC) kings were exposed to Gardner’s Theory of Multiple Intelligences and explored ways to embrace social and academic changes amidst COVID-19. Community connection was another central theme, connecting our kings to other kings across the country sparked student creativity surrounding (isolation connection) and the utilization of technology and its various platforms for healthy peer engagement. Strategy meetings with Kingmakers of Oakland (KOO) collaborative and COSEBOC influenced positive outcomes such as 13 of our 16 SLC member’s participation in a national rites of passage conference call at 9:00am.

- Distribution of laptops to 11 Kings’ homes from the SLC
- Peer: peer support and engagement
- National peer engagement and cross organizational collaboration

AAMA (African American Male Achievement) Community Engagement

- Cross Departmental Collaboration College & Career Readiness; Equity Partnerships and Engagement; Department of Racial Equity and Advocacy; Board Action Review; High School Grading Policy Review
- Superintendent Board Action Review
- Latin X community Meeting
- Established Student Leadership Council Bi - weekly zoom meetings

Student Development & Support

- Student centered outreach and engagement with SPS educator(s) in support of increased student connection and development.
- National COSEBOC Young Men’s Passage Cipher 13 Seattle Kings present on a 9 am zoom call 4-22-20
- Kingmakers of Oakland Collaborative Webinar 4-22-20 1:00-3:00pm
- Outreach to all SLC kings and families re: student support needs assessment
Virtual COSEBOC Gathering of Leaders

- **The 2020 COSEBOC Gathering of Leaders is going virtual!** About a month ago, we were preparing to meet in person in Seattle on April 28-30 for the 14th Annual COSEBOC (Coalition of Schools Educating Boys of Color) Gathering of Leaders. It is important that we stay connected and, with innovation, adaptation, and conviction, discover new methods to meet the needs of all students, especially boys and young men of color.

- We are therefore pleased to announce the **Virtual COSEBOC Gathering of Leaders on April 28, 2020, at 9-11 am PST/ Noon-2 pm EST, using Zoom.** The featured presenter will be **Dr. Bettina Love.** Dr. Love, author of the groundbreaking book, *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom,* will present a master class in Abolitionist Teaching and Leading, followed by an interactive reflection and Q&A session. We are offering this important professional development session at no charge. Please RSVP at [https://coseboc.org/event/virtual-gathering-leaders](https://coseboc.org/event/virtual-gathering-leaders) so there is enough room for everybody! [Update: wait-list now in place]

- This virtual session will be the first in a series featuring exceptional workshop presenters and outstanding speakers originally scheduled to present at the Seattle Gathering. Details about these additional events will be forthcoming.

**School & Community Partnerships**

- Housing and Education Manager Kathlyn Paananen presented on a national webinar on April 21, 2020, hosted by the National Center for Homeless Education (NCHE). The audience included 40 participants of the Youth Homelessness Demonstration Program (YHDP). Kathlyn shared the successes of the Seattle Housing Authority and Seattle Public Schools partnership, particularly related to their data sharing practice and programs.
Friday Memo to the Board  
Office of Public Affairs  
Essential Information for the week of 04/17/20– 04/23/20

Goal 1: Media Relations  
- 4/21/20 KIRO 7 “SPS board adopts new grading policy during coronavirus closures”  

- 4/21/20 Seattle Times “Why Seattle kids were among the last in the region to start receiving laptops after coronavirus closed schools”  

- 4/20/20 – Seattle Times - “Seattle will give high school students As or incompletes; colleges urged to adopt generous grading”  
  https://www.seattletimes.com/education-lab/seattle-will-give-high-school-students-as-or-incompletes-colleges-urged-to-adopt-generous-grading/

Goal 2&3: District Messaging – Outbound Communications, Customer Service  
- 4/23/2020 Communications staff met with staff from the Equity, Partnerships, and Engagement division to discuss social media strategy and outreach for families furthest from educational justice.

- 4/21/2020 FB Live with Superintendent Juneau: Provided ongoing support for weekly Virtual Town Hall Meetings with Superintendent Juneau via Facebook Live

- Web team added content to home language webpages to provide direct COVID resources, links and embedded translated Schoology videos. You can find these language pages under the translated tabs on the homepage.

- Getting Started with Schoology for Parents" video completed and translated into 5 other languages. Language pages and video distributed to key partners to share with their networks. Also completed and sent out through social media "School Beat - Laptop Distribution @ Washington Middle School.

- All SPS TV teacher lesson video titles have been updated on YouTube to include Grade, Subject, Date, Lesson Number, and Lesson Name in order for families to browse videos easier.  
  https://www.youtube.com/user/MOCsps

- SPS TV will continue to broadcast teacher lessons until the end of the school year for students to access via cable tv, on the SPS website, and on YouTube. However, in alignment with OSPI guidelines for remote learning, the broadcast schedule will be changing starting Monday, April 27. We will run content on our tv station for K-5 students every morning, Monday-Friday, from 9 -11:30 am. Subjects will continue to include English Language Arts, Physical Education, Science, Math, Arts, and Washington State Tribal History. Social Emotional Learning videos will be added to the weekly broadcast schedule as well starting next week. In the afternoons, we will run additional content as we receive it. This content will include videos for Special Education – tips and resources for families, community partner provided arts lessons, African American History Museum, Middle School Science, and more.

- Supported or developed and distributed multiple family communications:
  - 4/20 and 4/23 – Weekly Family letter Subject: Coronavirus updates
  - 4/21/2020 – Family letter Subject: Technical support for laptops from Amazon
  - 4/23/2020 Family Letter Subject: April 23 Coronavirus updates
  - 4/23/2020 Family Letter Subject: Internet hot spot available for your student
  - 4/24/2020 Family Letter Subject: Student Meal Communication

Responses to the Oversight Work Session questions will be included in next week’s Friday Board Memo.
CURRICULUM, ASSESSMENT, AND INSTRUCTION

Southeast Dual Language Pathway

This memo is to provide an update on the Southeast high school dual language pathway to ensure Board members have updated information, as well as to follow up on the April 1, 2020 Board Work Session on English Language Learners (ELL) and provide an example of how the district’s World Languages and ELL leaders are collaborating around dual language. In collaboration with the ELL department and Director Michelle Ota, as well as schools in the Southeast, the International Education department has worked to understand the current status of the Southeast dual language pathway, as well as community feedback from families in the Southeast dual language pathway. Here are a few updates regarding the pathway:

- In 2018-2019, the School Board selected Rainer Beach as the high school pathway option for dual language students from Mercer International Middle School.
- In spring of 2019, no students followed the pathway to attend Rainier Beach.
- Instead many students attended Franklin (assigned school) and others went to Garfield, Cleveland, or Chief Sealth.
- In past years and this year, families requested the pathway to change to Franklin.
- Currently all 8th grade dual language students at Mercer are assigned to Franklin, but this is not the case for future years.

Current Language and ELL Enrollment:

- Rainier Beach currently offers Chinese 3 (4 students) and International Baccalaureate (IB) Chinese 4 (7 students)/ Spanish 3 (36 students) and IB Spanish 4 (20 students)
- At Rainer Beach, there are 6 Chinese-speaking ELL qualified students and 51 Spanish-speaking ELL qualified students.
- Franklin currently offers Chinese 3 (11 students) and Chinese 4 (4 students)/ Spanish 3 (75 students), Spanish 4 (35 students) and Advanced Placement (AP) Spanish (15 students)
- At Franklin there are 51 Chinese-speaking ELL qualified students and 49 Spanish-speaking ELL qualified students.

Currently, there is work underway to identify how the dual language program can meet the needs of English language learners at Southeast high schools, as well as students already in the pathway. Additionally, we are working to support Mercer International Middle School dual language 8th grade students in course registration for the appropriate language course level at their assigned high school for 2020-2021. Future plans will be to continue monitoring student enrollment across Southeast high schools, as well as opportunities to revisit the Student Assignment Plan and community feedback about the Southeast dual language pathway.

High School Grading Policy

Following up on the Board’s vote on the temporary high school grading policy for second semester, Seattle Public Schools (SPS) staff is drafting guidelines that will be added to the existing SPS Counseling Manual to explain the implementation of this policy. We continued to use the same guiding principles in developing these guidelines as we used for the policy, most notably the principle of trying to minimize the negative impact of the school closure on students particularly students furthest from educational justice. We also made specific efforts to ensure that the burden of proof for determining a student’s grade during this extraordinary time is on the system, not the student. We plan to release this guidance on Monday to school leaders and staff. The guidance will seek to send a few key messages. As noted in the Board Action Report, to receive an “A”, students will be asked to remain engaged in the standards-based activities and learning assigned by their teacher(s) to the extent possible. Given this, the guidelines will emphasize that we expect that SPS students will receive “A”’s in their second semester high school courses in nearly all cases. At the same time, to further ensure the burden of proof for determining a student's grade during this extraordinary time is on the system, not the student, the guidelines will ask any teacher considering the rare case of giving an “Incomplete” to follow a multi-step process, in collaboration with their school administrators, before submitting the final grade. This process exists to promote equity and to serve as a safeguard to minimize harm to students during this semester, particularly students furthest from educational justice. Finally, the guidance will include additional ideas on how teachers can engage students in learning as the main work of all SPS staff during this semester is to continue to focus on engagement.

If you have any questions, please contact Dr. Diane DeBacker, Chief Academic Officer at dmdebacker@seattleschools.org.
Friday Memo to the Board
Operations
For the Week of April 20-24, 2020

Meals by bus:

- In addition to the 26 school sites Seattle Public Schools (SPS) that provide sack meals prepared by our central kitchen for all SPS students Monday through Friday, 11 a.m.-1 p.m., we also will have 38 bus routes delivering meals to students throughout the city starting April 27. Families will be directed to online maps to determine the timing of the route or the school closest to them.

- Emails and phone calls will go to all SPS families to notify the of this service on the evening of April 24 with a reminder on the morning of April 27. This information also will be shared with principals, partners and community-based organizations.
Friday Memo to the Board
Student Support Services
Essential Information for the week of April 20-24, 2020

Chief Concide Pedroza, Ed. D.
Special Education
Below is the Special Education informational update (a.k.a., Cover Memo) I shared during this week’s C&I Policy Committee Meeting (April 21):

This month’s update will cover our updates for Special Education services. This update will cover areas of focus related to the Strategic Plan and updates regarding our department’s response to COVID-19.

Strategic Plan: Comprehensive Coordinated Early Intervening Services CCEIS must use 15% of the district’s IDEA allocation to support activities that address factors, policy, practice, or procedure contributing to disproportionality. Comprehensive Coordinated Early Intervening Services (CCEIS) updates include:

- A CCEIS team was developed focusing on goals to reduce disproportionality of African American males at selected middle and elementary schools. The CCEIS team includes members from different departments to analyze data, work in consultation with schools to provide meaningful interventions and supports. Mid-year data analysis had all identified schools meeting or exceeding their goals.
- Part of our MTSS coordination plan included hiring behavioral specialists to support and coordinate with the Division of Schools & Continuous Improvement in providing a continuum of support for behavior and social emotional learning for Tier 2-3.

Continuous Learning: SPS Special Education department have been restructuring systems to support schools in working with students and families with IEPs during remote learning. Some updates include:

- IEP Guidance document developed for school leaders and special education staff in supporting IEP and evaluation timelines during closure. Document will continuously be updated in alignment with OSPI guidance to ensure FAPE of students in Seattle Public Schools.
- Collaboration continues departments including Operations (assistive technology roll-out), Curriculum Assessment & Instruction (learning supports and digital learning), Public Relations (communication) and Human Resources (staffing guidelines), etc.
- SEA Taskforce is collaborating with department in co-creating supports and resources for staff in working with our intensive service models and supporting professional learning of teachers.

Admissions
Open Enrollment result letters were sent to students who received a choice assignment by email, for the first time this year. For those without email addressed on file, they received results by regular mail. There were approximately four thousand emails that were sent and two hundred mailed via U.S. Post Office to families. Every student was to be in receipt of their results on, or by, April 21. This revision to email notifications amounted to a district cost savings of $5,000 on postage, envelopes and manpower.

Advanced Learning
In preparation for the Advanced Learning referral window of May 29-September 29, we are preparing short informational videos to support families and community members. The referral window for Early Entrance to Kindergarten (EEK) will be open from April 20-May 28. Assessments are planned for mid-summer with specific dates and alternative plans, if schools are remaining closed, are in the planning stages. In high school Advanced Placement news, we’ve standardized a simple refund process for students and families who decide not to take their AP Exams.
Refinance of John Stanford Center Bonds finalized April 17, 2020

This refinancing will save the District more than $1,948,500 over the remaining six years of bond payments. Annual Capital Fund savings range between $136,354 to $259,335 per fiscal year.

The District had been monitoring bond market conditions over the past 4 months, and recent low interest rates allowed the District to exceed our anticipated savings target of $1,168,630 estimated in March. Interest rates are 1.2% on the new bond compared to 3.8% on the old debt.

The Bond received bids from several financial institutions, and JP Morgan Chase had the winning bid. Although the Bond was not rated, the sophisticated financial institutions bidding on the bond did their own review of the District’s credit, allowing its very strong management, growing tax base, excellent voter support and healthy finances to contribute to the debt service savings.