

Seattle Excellence Continuous School Improvement Plan (CSIP)

Pathfinder K-8

Purpose

The Continuous School Improvement Plan provides an overview of the school, student outcome goals and a brief narrative description on how the school plans to collaboratively meet these goals over time. It is intended to offer families and community audiences an overview of improvement work aligned to the strategic plan and written in language that is accessible by a diverse audience.

Introduction

WHEN WE FOCUS on ensuring racial equity in our educational system, unapologetically address the needs of students of color who are furthest from educational justice, and work to undo the legacies of racism in our educational system by doing the following:

- Allocating resources strategically through a racial equity framework
- Delivering high-quality, standards-aligned instruction across all abilities and a continuum of services for learners
- Creating healthy, supportive, culturally responsive environments from the classroom to central office
- Directly and consistently working in partnership with families and communities who represent students of color who are furthest from educational justice; and
- Making clear commitments and delivering on them

THEN we will eliminate opportunity and achievement gaps and every student will receive a high-quality, world-class education.

Seattle Public Schools Foundational Beliefs for Supporting Student Learning

In Seattle Public Schools, we understand that a shared vision of practice is essential to fostering the learning communities that each of our students and adults needs to thrive. This shared vision enables educators to work in concert to build their practice with a focus on student learning.

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As such, we believe:

- 1) **Teaching is intellectually complex**, difficult and demanding work, and the development of skillful teaching requires deep collaboration and non-defensive self-examination of practice in relation to student results.
- 2) **By collaborating with families in authentic partnerships**, we create a path for students to reach their highest potential, engaging with families as the first and lifelong teachers of students.
- 3) **"Intelligence" is not a fixed, inborn trait**. All children come to school with cultural capital and intelligence, and all have the raw material to learn rigorous academic material at high standards. Therefore, our work is to **build students' academic mindset**
- 4) **By recognizing and cultivating the gifts and strengths of every student**, we can get each student to believe in themselves and deconstruct any of their own internalized stereotypes.
- 5) **Racism in our society exerts a downward force on the experiences and achievement of students of color that must be met with active countermeasures.**

Our commitment to these beliefs is the route to institutionalizing racial equity and fostering a context where each child receives what they need to develop to their full academic and social potential, and we make educational equity and justice the cornerstone of our system.

School Profile

Mission: Pathfinder K-8 is a diverse and inclusive community where students are engaged in learning both inside and outside the classroom. We support the intellectual, social, emotional, creative, and physical growth of all our children. We teach our students to recognize and value their own individual skills and unique intelligence's, as well as those of others.

Vision: The Pathfinder K-8 community envisions a school in which students are empowered to be inquisitive and versatile thinkers who value diversity, pursue their passions, reach their potential, and become advocates for our world.

Our Beliefs:

We believe...

- Pathfinder K-8 is a welcoming, accepting, and inclusive school community where teaching kindness, empathy, compassion, and respect create a safe and supportive learning environment.
- High academic and behavioral standards are essential elements in the development and success of each student. While striving for educational excellence, Pathfinder K-8 is committed to the whole child, utilizing progressive and alternative methods.
- Our school community is strengthened, and deeper learning is fostered when parents and community members are actively welcomed and involved in the academic, social, emotional, creative, and physical development of each child.
- Inclusive opportunities for students of all ability levels cultivate acceptance, compassion and the development of diverse relationships.

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- Genuine relationships with teachers are essential for student development, engagement, motivation and academic success.
- Learning expeditions are powerful because they provide students with integrated, authentic learning opportunities.
- Integrated field experiences enhance each child's education and build a strong community.
- High quality instruction must address the fact that all students are unique in their learning styles and development.
- A dynamic art, language, music, and physical education program is an essential part of a K-8 education.
- Students thrive in a school culture that nourishes and sustains their intrinsic motivation to learn
- Our students are best served when teachers have the freedom to create curriculum that is responsive to students' needs, interest and passions.
- The thoughtful integration of technology enhances learning and prepares students for the future.

Priorities and Measurable Goals

Elementary Focus Goal: 3rd Grade English Language Arts

Priority Goal:

For the 2020-21 school year we will increase the number of students; 23% of current students require MTSS Tier 2 and/or 3 instructional intervention, meeting proficiency foundational reading skills based on SIPPS assessment.

Safe and Welcoming Environment Goal

Priority Goal:

Pathfinder K8 staff professional development will specifically provide training on how to authentically welcome students and families into the school. This professional development will include creating a shared Welcoming Environment Vision and goals to accomplish that vision. Examples of this shared vision will include specific training related to increasing communication with families of students of color furthest from educational justice; e.g. relationship building to support attendance and decrease discipline.

Supplementary Goals

For the 2020-21 school year, at least 44% of 7th grade students of color furthest from educational justice will meet standards or higher on the Math Smarter Balanced Assessment.

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Target Goal #2:

For the 2020-21 school year we will increase percentage of 3rd to 8th Students of Color meeting Math standards as measured by SBA assessment from 60% to 90.

High Quality Learning Experiences

Educate the whole child through high-quality instruction and learning experiences that accelerate growth for students of color who are furthest from educational justice, with an intentional focus on African American males.

To achieve educational justice, Seattle Public Schools (SPS) strives to provide safe learning environments, curriculum that incorporates a student's life experiences and culture, and instruction delivered by high-quality, culturally responsive educators. Unfortunately, many students from certain ethnicities have not historically experienced equitable opportunities for all or part of their educational journey (including African and African American, Asian Pacific Islander and Pacific Islander, LatinX, and Native American students). These students are our priority – with an intentional focus on African American males.

School-wide Systems and Structures (MTSS)

MTSS offers the potential to create the alignment of systems necessary for all students' academic, behavioral, and social success. In addition, MTSS promotes needed systematic change through intentional design and redesign of services and supports that quickly identify and match the needs of all students. MTSS is an integrated, comprehensive framework that focuses on CCSS, core instruction, differentiated learning, student-centered learning, individualized student needs.

Based on our trend data we believe that the Foundational Reading skills of our students that a focus Tier 1 literacy instructions connected to phonics and phonemic awareness are critical for our students to be able to reading and access information at grade level.

Priority Focus Area #1: MTSS Tier 2 and 3 to focus in math, literacy and SEL needs of students furthest from educational justice returning to school after Covid19 closure of schools.

Priority Focus Area #2: Increase the use of MTSS Tier 1 (CCC) systematic and sequential phonics instruction with Tier 2 and 3 specifically designed intervention provided by K-2 classroom teachers via reduced class size model.

Gap Closing Practices and Special Services

Seattle Public Schools is committed to eliminating opportunity gaps to ensure access and provide excellence in education for every student.

Delivering high-quality, standards-aligned instruction across all abilities and a continuum of services for learners is a core element of Seattle Excellence. Our Theory of Action is guided by the principles of “Targeted Universalism.” Our universal goal is every Seattle Public Schools’ student receives a high-quality, world-class education and graduates prepared for college, career, and community. Targeted Universalism holds that targeted and differentiated efforts are required to meet the needs of specific student populations, so every student meets the universal goal.

By focusing on students of color who are furthest from educational justice, especially African American males, we will make the greatest progress toward our collective vision. We believe that an intentional focus on African American males will ultimately benefit every student.

To meet the needs of advanced learners, Pathfinder K8 staff differentiates instruction and materials to meet the level of the individual student. This includes, but is not limited to, small group instruction, individualized assignments, one-to-one teacher conferences, and accelerated assignments and homework. Starting in 6th grade, students may accelerate their math placement; e.g. 7th grade math, 8th grade math, and then Algebra in 8th grade.

To meet the needs of English Language learners, Pathfinder K8 staff differentiates instruction and materials to meet the level of the individual student. Students receive direct instruction from a certificated teacher who creates an instructional plan for each student. Pathfinder K-8 receives additional staffing to support the needs of the SPS identified English Language Learners. Currently, this level of support is provided by a Reading Specialist.

To meet the needs of students who receive special education services, Pathfinder K8 staff modifies instruction and materials to meet the needs of individual students. Students receive specially designed instruction from either a certificated special education teacher. Pathfinder K-8 has a K-8 resource room model, one K-5 Access and one 6-8 Access services and a primary distinct classroom, intermediate distinct classroom and middle school distinct classroom. Additionally, Pathfinder K8 has a large cadre of trained paraprofessionals who work under the guidance of our certificated teachers.

To meet the needs of students of color furthest from educational justice, Pathfinder K8 staff embraces students by centering our instruction on their lives, their realities and their experiences, and using their lives as cultural reference to our instruction; e.g. creating true partnerships with families, ensuring books have positive, diverse characters. This is the responsibility of all staff members within Pathfinder K8 School.

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Practices and Strategies

We will recognize and serve the academic, social, cultural, emotional, and behavioral strengths and needs of students, providing high-quality, culturally responsive instruction, curriculum, and social-emotional learning supports delivered by educators who set high expectations, so students graduate ready for college, career, and community.

Whole child education goes beyond a focus on academic achievement. When educators focus on educating the whole child, students are healthy, safe, engaged, supported, and challenged. In Seattle Public Schools, this means that we appreciate and serve the academic, social, emotional, and behavioral strengths and needs of students, which we believe comprise the needs of the "whole child."

High-quality instruction is focused on student-centered learning and achievement, intentional about student engagement, and aligned to standards with consistent and appropriate feedback.

At its foundation, culturally responsive education means that students are in an environment where they have the individual safety and comfort to learn within a classroom that has a common culture that is respectful of all backgrounds.

Pathfinder K8 School constantly assesses our progress toward eliminating the learning gap between students of students of color, students with IEP's, and our free/reduced lunch qualified students to ensure that our goals address the needs of our students furthest from educational justice.

Our Racial Equity Team; comprised of staff, parents, and community members, reviews our data based on ethnicity, poverty and special education and offers strategies and intervention to better support our underachieving groups. Through MTSS we specifically monitor all our students of color, students with IEPs and free/reduced lunch qualified students. These 8-week cycle reviews will result in specific instructional changes for students.

Safe and Welcoming Environment

Students thrive in healthy, safe, engaging, supported, and challenging environments in which they can to learn to their full potential. Instruction must be high-quality, culturally responsive, focused, and aligned to standards for students to develop as independent learners.

Student voice should be evident, and students must be seen and celebrated for their authentic selves. Significant increases in academic outcomes for students furthest from educational justice are possible when social, cultural, emotional, and behavioral needs of students are met by educators that share an unconditional belief in the potential of every student they serve.

Pathfinder K8 staff professional development will specifically provide training on how to authentically welcome students and families into the school. This professional development will include creating a shared Welcoming Environment Vision and goals to accomplish that vision. Examples of this shared vision will

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include specific training related to increasing communication with families of students of color furthest from educational justice; e.g. relationship building to support attendance and decrease discipline. Additionally, this will include a focused use of MTSS Whole Child Framework: Relationships and Connections.

Working with our Racial Equity Team we will evaluate and monitor our environment. Evaluation will include use of Inclusive Language, Diverse Books and Images, Stopping Mean Words and Actions, Setting a Positive Tone, Diverse Family Engagement, and Parental Involvement in Building Teams.

Inclusive and Authentic Engagement

Partner with students, families, and communities who are furthest from educational justice by conducting inclusive and authentic engagement.

We will proactively and consistently work in partnership *with* students, families, and communities to identify needs, determine solutions, and support the implementation of the initiatives that will best meet the needs of students of color who are furthest from educational justice. We will use culturally responsive ways to engage so we build trusting relationships and empower the voices of those who can help us meet these needs.

Family and Community Goals

Priority Goal:

By June 2021, students with 10 or more days absent will decrease from 14% in 2020 to <5% as measured by verifiable attendance rates.

Plans for Family Engagement

Parents will continue to serve on our decision making and advisory teams; e.g. Building Leadership Team, Racial Equity Team, and School Safety Committee. Parents are actively recruited to represent our family demographics.

Our counselor, attendance secretary, principal, and a teacher form our attendance team and meets monthly to monitor attendance of our students. Our goal is to focus reducing barriers that may impact students' attendance; e.g. school climate, family support. Additionally, through MTSS we will help guide and monitor specific plans for students whose attendance is high risk.

Families will be welcomed at Family Literacy and Math nights, where they will be supported with strategies for helping students with literacy and math at home presented by teachers. This evening includes overviews of grade level in break-out groups, strategies to support students at home, games and dinner. A curriculum night will be held on October 1, 2020 to invite parents to classrooms to learn about our curriculum and strengthen our partnership with families. We have a goal of 100% participation in parent-teacher conferences held in November. Our Parent Handbook will be distributed in September to keep parents informed about our school.

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2020-2021 COVID-19 Addendum

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The global pandemic of Covid-19 has disrupted many aspects of teaching and learning in the 2019-20 and 20-21 school years across Seattle Public Schools, Washington State and the nation. In response to the global pandemic and to meet the specific needs of students and families, staff and school leaders will be implementing and monitoring the following practices for remote and distance learning which are aligned to our strategic plan, Seattle Excellence, and notes in the Seattle Public Schools Remote Learning Playbook and Seattle Education Association-Seattle Public Schools MOU around distance learning for the 2020-21 school year.

Engaging Families:

The District and Association agree that a rigorous and effective remote learning program requires additional supports for students and families to ensure their engagement and success. The supports will address the diverse needs and challenges families and students face in accessing remote instruction. As such, the District and the Association agree on the following:

Required Practices:

1. Buildings will create and implement a pick up and/or delivery system for the distribution of school supplies, curricular materials and the necessary technology, to include mailing if necessary, which will be coordinated by school buildings/programs, and the system communicated to all itinerant/building staff and students/families and will include volunteers willing to do deliveries. All extra time provisions outlined in the collective bargaining agreement will continued to be followed.
2. Student devices necessary to access remote instruction will be allocated by the district for each student K-12. Educators will confirm with each student on their ability to access district applications during the “strong start” in September.
3. Educators will work to create and implement a clear, consistent process for communication with families and staff.
4. The District will provide appropriate level of technology support to students and families. Interpretation support will be provided.
5. Each building will implement a clear, consistent process for communication, to include current school-based structures prioritizing communication working in conjunction with counselors, social workers, family support workers, and student family advocate workers, for students that need additional supports.
6. Empower families/caregivers to support their students' learning by sending comprehensive communication about the weekly learning plan for students in their grade level/classroom.
7. The District/School will take reasonable steps to provide parents/guardians who are speakers of diverse languages with translation/interpretation of information about general programs, services, and activities.

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8. Recommended School Specific Strategy as outlined in the Playbook:

Pathfinder K8 School will provide authentic parent engagement through monthly Town Hall Teams meetings. In order to best meet the needs of our parents we will provide separate meeting times for K-3 parents and 4-8 parents.

Social Emotional Learning:

The District and Association recognize social emotional learning strategies are an urgent and central need for students, families and staff in response to the shared collective trauma of a dual pandemic, and the guidelines below are meant as a first step in integrating these strategies into the instructional and social fabric of school communities. Social Emotional Learning skills will be explicitly taught, integrated with academic instruction, practiced by staff and demonstrated organizationally so that everyone feels welcome, safe, and known as valued members of SPS communities.

Required Practices:

1. Have a plan for checking in with staff to foster relationships and support their well-being.
2. All SEL/Digital Citizenship PD and supports will be trauma-informed and include culturally responsive/antiracist SEL instruction and support with input from DREA and CRE.
3. All SEL/ Digital Citizenship PD will be differentiated by content, grade levels (PK-21), and needs.

4. Recommended School Specific Strategy as outlined in the Playbook:

Pathfinder K8 School's counseling team provides direct SEL lessons to all grades. Additionally, each teacher has a daily SEL focused classroom Talking Circle and check-in. Specifically, students who have voiced increased anxiety, reduced their attendance, parents have communicated concerns, and a change in schoolwork is noted will have specific plans of support. Professional development will be provided to all staff on continuing to build relationships during digital learning, how to support students in need or crisis, and what resources are available.

Curriculum, Instruction, and Assessment:

Required Practices:

1. Use CAI guidance on priority standards by grade level and content areas that consider unfinished learning and how to accelerate learning. CAI will provide pacing plans.
2. Use CAI guidance and curricular resources to teach culturally inclusive curriculum that reflects the diversity of our students' experiences and helps students meet content.
3. Use CAI guidance and professional learning on how to use adopted curriculum for in-person, digital synchronous, and digital asynchronous instruction on Schoology/Seesaw.

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4. Use CAI recommended high-leverage digital learning strategies aligned to the SPS Foundational Coursework (and CSIP Essential Practices) to promote culturally relevant, effective remote instruction.
5. Regularly assess student work and provide meaningful feedback to students and their families on the progress made toward standards.
6. Continue to provide 6-12 High School and Beyond Planning lessons and supports to ensure that students receive instruction on course planning for career and college future planning.
7. Implement a school-wide, multi-tiered system of support: Tier 1/2
 - A systemic plan to track and monitor learner experience data
 - (e.g. *determine level of engagement to inform supportive practices.*)
 - Collection and review of meaningful and purposeful data
 - (e.g. aligns to SPS assessment plan for 2020-21 school year.)
 - Adult collaboration between educators and families
 - (e.g. review of data in collaborative PLCs)
8. Implement a school-wide, multi-tiered system of support: Tier 2/2
 - Students receiving Tier 2 or 3 supports will experience 1 or 2 touch points per week totaling at least 30 minutes in 1:1 or small group live check-ins with an educator or other adult.
 - Families of students receiving Tier 2 or 3 supports will experience a personal phone or video check-in from educators at least 1x per month for at least 15 minutes with a teacher, counselor, or other designate adult.
 - McKinney-Vento and Foster Care Students the district will take reasonable steps to provide parent/guardians information about general programs and activities required by federal and state laws.
9. **Recommended School Specific Strategy as outlined in the Playbook:**

Pathfinder K8 School's Racial Equity Team (RET) is providing a focus on Culturally Responsive or Inclusive Curriculum.