

Seattle Excellence Continuous School Improvement Plan (CSIP)

Seattle World School

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.

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

The **Seattle World School** community is committed to mentoring youth in navigating academic and career goals with holistic services. Our mission is to provide opportunity for rigorous critical thinking supported by the necessary social-emotional and life skills development of all youth. Our focus is to empower all members of our learning community as self and global advocates in our rapidly changing world. Seattle World School is a learning community where everyone is a lifelong learner, each person's culture is celebrated, and community is nurtured.

At Seattle World School, our school is designed with the following researched-based understanding to ensure academic, social-emotional, and linguistic development and growth:

- Learning is a **social process**.
- We learn most effectively when we use our knowledge, skills, talents and effort with others to **make connections** to what we already know and when we problem solve together to acquire new learning.
- Thematically aligned units allow learners to **engage in meaningful experiences** while continuing to develop talents, skills and knowledge.
- **Collaborative problem solving and project work** invites all learners to authentically develop skills, knowledge and abilities.

Students at Seattle World School come from all over the world, represent many different cultures, and speak many different languages. Almost all students speak a language other than English and bring a rich cultural heritage to the daily learning experience within our community. Many students come from places where social and economic issues have forced young people and their families to leave their homes in search of safety and opportunity. Some are unaccompanied minors while others were able to come with a

sibling, parent or several people in the family. For many students and/or their families, leaving home was a life or death decision.

Here are some additional highlights of our learning community:

- While many students are newcomers to the USA, many also have extensive scholarly experience and diverse academic preparation.
- Some students have interrupted formal education while also having a deep set of skills and knowledge within their informal educational experiences.
- Many students come from collectivistic societies where community is at the center of culture, learning and life.

Our school is an ideal place for youth who want to develop global competency and act on issues of global significance while in the presence of others from many parts of our world. Students, staff, families, and community partners can expect to be surrounded by others developing skills and global-minded attributes to prepare them for success in life and learning. We are a community learning environment in which all are invited to contribute in service to social justice, racial equity and human dignity, and global harmony.

Seattle World School Values and Beliefs

- We believe in creating an **exceptional and rigorous learning environment** for youth by:
 - Engaging with each other and sharing information in more than one language and with different modes of communication.
 - Recognizing our diverse native languages, celebrating cultures, valuing our unique identities and struggles and taking on our shared challenges.
 - Encouraging advocacy and interdependence in learning.
 - Connecting students with community internships and vocational readiness opportunities.
- We believe in engaging parents and families and the wider community in a **meaningful and cooperative partnership** by:
 - Providing a welcoming environment in the school with up-to-date resources.
 - Strengthening relationships between parents and staff with culturally sensitive, authentic communication.
 - Celebrating cultural backgrounds.
 - Providing academic, social and enrichment events.
 - Connecting individuals with necessary social services in a respectful manner
- We believe in supporting **teaching and learning success** by:
 - Conducting professional development with research-driven best practices.
 - Building strong collaboration with joint school and community projects.
 - Facilitating family involvement through engaging and relevant school gatherings.

- Providing a safe, health-minded and well-resourced school environment.
- Nurturing a diverse, international community of learners with a culture of positive interactions.

Seattle World School is Seattle Public Schools' culturally and linguistically diverse school for newcomer secondary students. Our core values are leadership, readiness to learn, collaboration and respect. We honor and respect all cultures, languages and backgrounds. Ninety-eight percent of students are designated as English Language Learners (ELLs). More than one third do not have access to stable housing. Ninety six percent of students qualify for free or reduced lunch. We serve students from 6th to 12th grade. The high school provides full grade-level academic curriculum that leads to a high school diploma. English language support is integrated with academic courses. Social and emotional health is supported in the classrooms and through partnerships.

Priorities and Measurable Goals

High School Focus Goal: 9th Grade On-Track

Priority Goal 1:

For the 2020-21 school year, at least 30% of 9th grade students of color furthest from educational justice (SOCFFEJ) will accumulate enough credits (6+ or more) to be on-track to graduate in 4 years.

Safe and Welcoming Environment Goal

Priority Goal 2:

For the 2020-21 school year, as measured in the On-Line Platform Utilization Report, our average daily attendance of 70% will increase to meet or be within 10% of the district average.

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.

Seattle World School will focus on developing a robust Multi-Tiered System of Support (MTSS) system that focuses on Positive Behavior Intervention Support (PBIS) strategies, Social Emotional Learning (SEL) strategies, and Project-Based/Theme-Based Learning collaborative groupwork strategies. We are currently developing:

1. A cohort approach that prioritizes team teaching and learning for all at Seattle World School and
2. Strengthening and clarifying tier 1 supports for all members of our learning community

Seattle World School courses will reflect the multicultural student body and celebrate diversity. Students will have clear learning outcomes for each culturally inclusive content course supported by differentiated activities for students with interrupted education. They will have clear learning outcomes for listening, speaking, reading and writing in English with supports in first language and differentiated activities for students with beginning English skills. They will have clear goals stated in comprehensible terms with regular check-ins to help guide them toward their "big picture" content goals. Instructional staff will be supported through a cohort model that shares students so that formative assessments can be evaluated with all cohort staff weekly. Cohort teams will use the assessment data to design interventions that support content learning and English acquisition. Instructional staff will work closely together through weekly meetings to increase use of effective strategies. Students will show content mastery through well designed, research-based activities that provide opportunities for inquiry. Students that need additional support will be identified within three weeks and will receive appropriate support through targeted interventions. All content will support cultural awareness and will be intentionally designed to support collaboration through groupwork

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.

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Seattle World School is a global community learning center for all. We provide a uniquely intercultural learning experience where students who speak many languages, represent many cultures and have uniquely diverse experiences can come together to continue to grow and learn with, from and by each other collaboratively. We specialize in providing opportunity to build authentically rich learning experiences, using diverse pedagogical approaches, and developing communities of support that enhance our unique and shared global perspectives. Our goal is to design systems of support that allow our learning community of students, staff, parents and community partners to make meaning of the world, take action to solve real world problems, and reflect on self, texts, and the world in order to address local, regional and global challenges.

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.

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.

Seattle World School



Seattle World School students will have clear learning outcomes for social/emotional learning with comprehensible lessons designed to increase comfort in school and help students increase capability in self-management and social interactions. Practice of social skills and PBIS strategies will be embedded into weekly lessons to provide students regular practice with understanding and managing emotions, setting and achieving positive goals, feeling and showing empathy for others, establishing and maintaining positive relationships and making responsible decisions. Students and staff will be supported by clinical staff trained in using strategies to help students acquire the skills.

Students will each have an adult mentor who will check in at least weekly to assess SEL needs and provide appropriate supports. The mentors will actively work with students to increase: Self-awareness, Self-management, Social awareness, Relationship skills, Responsible decision-making.

Students will show:

- Engagement during the school day
- Engagement in afterschool activities
- Positive relationships with other students and adults
- Attendance

Measured by:

- Climate and culture surveys
- Classroom data
- Student and family surveys

Seattle World School staff collaborates to provide a healthy, safe, engaging environment so that students can learn to their full potential. We are culturally responsive and focused on students to help them develop as independent learners. Students are the heart of the school. Their voices are central to the daily work. All students are seen and celebrated. Educational justice is essential and the focus of our work. Our staff shares an unconditional belief in the potential of every student they serve. Multicultural staff greet families and provide a welcoming space to learn about the Seattle school system and how to be successful. The clinic staff works to help students and staff understand the effects of trauma and underlying physical health issues and helps to make school a space where we all feel safe and respected. The school has a specialized on-site health center, enrollment center, and family support center. Multicultural support staff help families feel welcome to participate in the students' education and reinforce their academic success. All students have access to extended day academic programs, extracurricular activities, and tutoring. Community agencies also work as partners with the school, providing academic support and bolstering the school's emphasis on multicultural awareness and respect.

Safe and Welcoming Environment Goal

Target Goal:

School Tier I fidelity scores will increase from 40% in 2018-19 to over 70% in the coming academic year as measured by the Tiered Fidelity Inventory (TFI).

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.

Plans for Family Engagement

SWS welcomes families with a family welcome center, multicultural and multilingual supports, and additional supports offered by Kandelia and the International Children's Health Services (ICHS). Families have multiple opportunities to engage in school activities throughout the year. Supports for families include family and community outreach, classes for families, health support through ICHS and opportunities to visit classrooms and engage in celebrations. Seattle World School Fund (SWS Fund) offers grant writing and other financial support services to help students and families meet basic needs.