

## TEACHING AND LEARNING

Maintain Northshore's excellence in education while expanding opportunities for each student. Innovate to redesign our schools to grow 21<sup>st</sup> century skills and aptitudes.

- Added a 7<sup>th</sup> period to the high school day to open opportunity and [access to classes for many students](#). For instance, Career & Technical Education class enrollment increased by 25%
- [Highly capable](#) program screening process redesigned to remove barriers, setting the state standard
- Reinstated Head Start preschool and grew [early education programs](#)
- [Fifth grade band and strings](#) – eliminated fees to participate, then added it into the school day. Enrollment doubled
- [Number of AP classes offered increased to all-time high](#) of 26. Number of AP tests taken has almost doubled to 2,976, while maintaining the same high level of test scores (74% scoring 3 or above).
- [Overall Graduation rate up over 5 years at 94%](#), while maintaining rigor.
  - Significant gains for Hispanics, Special Education students, students with 504s, Multilingual students, and homeless students
  - [Northshore students attend college without the need of remedial coursework](#) at rates lower than the state average
  - There is continuing growth of students in algebra (see below) with a strategy to continue reducing the number of students needing remedial math classes
- [Percentage of 9<sup>th</sup> graders on track to graduation](#) at 97% in 2020, one of the highest in the state
- [Completion of the rollout of PBIS](#) (Positive Behavior Interventions and Supports) in 2017, present in every school. Completed rollout of MTSS (Multi-tiered Systems of Support) in 2020.
- [Growth of students accessing Algebra by 8<sup>th</sup> Grade](#) in all groups (from 2015), went from 48% of 8<sup>th</sup> graders in 2016 to 75% in 2020, estimated to be 91% in 2022
- [Doubled Hispanic participation in AP, IB, College in the High School courses from 2016 through 2021](#). Identified groups of focus with targeted inclusion plans: low income, Special Education students, Multi-lingual students.
- [Increase Career & Technical Education](#) classes across all groups since 2016. Special Education students up 50%, Multilingual students up 200%, Hispanic doubled.
- [New choice programs](#), including Chinese Language Program, Northshore Family Partnership, Northshore Virtual Program and Innovation Lab High School
- [New strategic plan](#) (16 page document) with annual progress reporting on 27 defined measures.
- [STEM Programs](#): added computer science instruction (down to elementary), engineering & technical education programs, and more business education programs
- Moved to [Interest Based Bargaining](#) structure to provide asset-based approach to union negotiations. Provided the framework for student-centric outcomes like mental health counselors in elementary schools, COVID batch testing, and quick set up of Northshore Virtual Program

## EQUITY

Create a culture where every student is created with dignity. Move towards the goal of ensuring a student's circumstance, characteristics or identity is not a statistical predictor of success in our schools.

- Comprehensive [Equity policy](#) created in 2017 (with goals of equitable access & outcomes, high quality & culturally responsive curriculum, recruit & support highly qualified diverse staff, professional learning & growth for everyone, community & family engagement, distribution of resources, and review of institutional structures)
- [Increase in diversity of staff](#)(administration doubled, teachers by 25%, classified staff by 35%) since 2017, demographics of staff [now match the demographics of our students](#)
- Creation of Racial and Educational Justice district wide department, and Racial and Educational Equity teams at every school
- [Family Liaisons for each feeder pattern](#)
- Partnering with other districts in the state in creating [ethnic studies and culturally responsive curriculum](#)
- Disproportionate discipline rates improving. Almost no 10+ day suspensions in 2018-19. The majority of suspensions are now 1 day or less (they went from 27% in 2017-18 to 65% in 2018-19).
- "Since Time Immemorial" Curriculum and Land Acknowledgement in recognition of Native Americans in our community
- Relationship building and outreach to Muslim and Hindu communities
- Addition of World Language Competency exams taken [by 143 students](#) in 2021, to allow multi-lingual students the chance to get credit for their language skills
- Structured support for our transitioning students
- Addition of celebrations of the diverse Northshore community, including Pride Month, Asian-American history month, Disability Awareness Month, Black History Month, Black Lives Matter Week In Action In Schools.

## SPECIAL EDUCATION SERVICES

Grow our district to create an equitable, inclusive continuum of services that support an individual student's unique needs

- [We are part of ground-breaking inclusionary practices project](#) (at Woodinville High, North Creek High, Leota Middle, Kokanee, and Ruby Bridges). A plan is being developed in 2021-2022 for district wide roll out.
- Special education services programs were redistributed to [be aligned with feeder patterns](#), reducing bus times and increasing parent involvement.
- 200 Special Education students served recovery services in July and August 2021
- After school recovery program in 2021-2022 on Weds for elementary students, and Tues/Thurs for middle/high school students (with transportation support)
- Updated our Instructional Programs Policy to support long-term results in inclusionary projects and increasingly least-restrictive-environment rates
- New elementary English-Language Arts curriculum pilot (to support the 5 elements of language development) expansion, to be completed by the end of the 2021-2022 school year.
- Unified sports introduced in 2018
- [Adaptive technology](#) focus of new tech levy proposal

- Increased Special Education staffing in the 2021-2022 year, by 11 from 248 to 259 teachers, and by 24 from 215 to 239 in classified staffing

## SOCIAL-EMOTIONAL SUPPORTS

Support the whole child and create a sense of belonging in our schools

- [Mental Health Counselors for every grade](#)
- [Social Emotional Curriculum](#) (Second Step in elementary and Character Strong in MS and HS) for every grade
- [Increased school counselors](#) in 6-12 grades
- Suicide prevention program, Project Forefront, in high schools
- PBIRT screening in Middle Schools (which proactively identify mental health needs)
- [Work2BeWell with Providence for WHS](#)
- [Added clubs and celebrations](#) for our all types of students to increase a sense of belonging
- Reinstitution of C.P and Dorothy Humanitarian Awards
- First phase of [Healthy Start Times](#) in 2021 as a strategy to improve attendance rates and reduce sleep deprivation/anxiety in high schoolers

## POLICY AND TRANSPARENCY

Improve our responsiveness to our community through transparent and responsible practices

- Award-winning [new budget process](#) (GFOA) and internal auditor added to staff, resulting in a new 180+ page Strategic Financial Plan that is published on the website and discussed in public meetings
- [Completely new policy structure](#), with 19 detailed reports for the board and community every year
- Added livestreamed and recorded school board meetings & study sessions
- Expanded [community task forces](#) (18 committees on topics from finance to dyslexia to racial & educational justice)

## FACILITIES AND TECHNOLOGY

Ensure responsible management of district resources, and responsiveness to needs

- Opened [3 new schools](#) on time and on budget, including a new choice high school in a refurbished office building
- New [flexible classroom building](#) between Skyview MS and Canyon Creek to replace portables and provide 30 classrooms
- New [task force](#) process that includes over 70 students, community members and staff to create community-focused proposal for capital bond and facilities needs.
- New [board proposal](#) for 2022 that reduces portables by one third, remodels Leota and Inglemoor, makes significant updates to 5 elementary schools and Sorenson Early Childhood Center.
- New dedication to [inclusive playgrounds](#)
- [Safety measures](#): new fencing, new security camera systems, new locks on every classroom door.
- Dedicated staffing to emergency preparedness
- [Purchased and issued a computing device for every student](#)
- Partnered with T-Mobile to provide internet hotspots during pandemic
- [New software platforms](#) to support learning online

- [New adaptive technology](#) plans to support students in special ed services
- New technology levy proposal put together with authentic and wide ranging [community input](#)

## PANDEMIC RESPONSE

Move forward with a sustainable solution, supporting consistency and safety for students and staff  
Focus on the long term.

- After receiving input from parents, prioritized seniors in the reopening phases
- COVID pre-screening testing for PSAT test takers on Saturday January 23, 2021
- Weekly collaboration calls with 4 other Eastside school boards since April 2020
- Weekly statewide update calls with Washington state school boards and legislators
- Monthly phone calls with King County health, explaining where we needed help, where the guidance was providing roadblocks
- 2 meetings with State Superintendent of Public Instruction Reykdal to explain the NSD situation, seek help with the guidance and remove road blocks
- Once it was clear that NSD was getting a fraction of the Federal relief funds as our neighbors, we started advocating with our legislators. NSD was brought up to \$500/student (from \$285), almost doubling the 3<sup>rd</sup> round of relief to bring in another \$3.5M
- Put a commitment in writing in March 2021, affirming our work and focus on a full reopening in fall of 2021.
- Focused on stable financial management, ensuring the retention of critical staff like bus drivers.
- Once it became clear that vaccines in our community were not accessible to everyone – and a lack of vaccine access was the primary roadblock to reopening for over 300 of our teachers - we found vaccine supply partners to hold our own [staff & student clinics](#).
- Ensured the school board continued Conversation With The Board community meetings during 2020-2021 to hear directly from the community.
- Creation and implementation of a research-based [Student Academic and Well-Being Recovery Plan](#) that focuses on academic recovery through acceleration, conscious creation of community and relationships, and mental health/trauma-based supports.
- As mentioned above, 200 Special Education students served recovery services in July and August 2021, and after school recovery program in 2021-2022 on Weds for elementary students receiving special education students, and Tues/Thurs for middle/high school students (with transportation support)
- Supported the creation of the Northshore Virtual Program, to support students who could not return to the physical classroom in 2021-2022.