

PRIORITY GOALS 2020-21

DECEMBER UPDATE



**Responding to
the moment**



**Excellence
for everyone
through equity**



**Planning for
the future**



RESPONDING TO THE MOMENT

Objective

In response to the COVID-19 pandemic, facilitate the reopening of school that provides for the need for both in-person and distance learning and that follows public health guidelines and reflects district stakeholder input

Metrics

- Create and initiate implementation of a district-wide reopening plan
- Implement strategies that promote 80-100% of students regularly engaging in distance learning
- Initiate intervention support for all students who are not engaged in distance learning

Update

Maintaining ongoing monitoring and support of the district's distance learning model. This included the development of a distance learning dashboard that is available to the public and outlines intervention and engagement data. The process of phasing students to in person instruction has been initiated for K-2 students. K-1 students are attending full-time, with 2nd grade engaged in an alternating schedule.



RESPONDING TO THE MOMENT

Objective	Metrics	Update
Conduct a replacement levy ballot initiative that includes budget planning, comprehensive communication strategies, and district stakeholder engagement	<ul style="list-style-type: none">○ Conduct replacement levy ballot initiative	District Leadership has developed communication strategies and materials to provide factual information to stakeholders. Factual Information Presentations on the details of the levy are being conducted with individual schools.
Strengthen district culture and labor relations by developing a comprehensive plan to collect input from all employees	<ul style="list-style-type: none">○ Identify and implement organizational learning tools that increases the collection and analysis of employee input○ Invest resources and professional development to strengthen the district's labor relation team	In addition to the Panorama Climate and Culture Survey, planning is being conducted on the development of additional tools to solicit input from employees regarding key district attributes and operations.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective	Metrics	Update
Establish an equity policy that requires all new employees to participate in anti-racism and cultural responsiveness training before working with students	<ul style="list-style-type: none">o District staff will develop an onboarding training menu for staff focused on anti-racism and cultural responsivenesso Provide training opportunity for 100% of new employees	Training materials have been developed for all new employees to participate in professional development. In addition, sample equity policies have been collected, and the initial outlining of a district equity policy has begun. This process will involve robust opportunities for stakeholder input.
Establish an equity policy and refine planning that ensures anti-racism and cultural responsiveness training continues with current staff and requires all staff to regularly participate	<ul style="list-style-type: none">o Develop School Board policy outlining equity expectations for all district staff that includes ongoing training	WEA Culturally Responsiveness Trainings are continuing with school staff. In addition, the intercultural development inventory has been administered to several school buildings. A district professional development outline for anti-racism and cultural responsiveness training has been developed and distributed to building administrators.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective	Metrics	Update
Implement additional structures to increase student voice and specifically collect input regarding issues related to racial equity	Implement student surveys that solicit input on topics related to racial equity and conduct ongoing student listening sessions	Student Culture and Climate survey is currently being administered to SPS students. This includes the addition of specific survey items related to equity. In addition, the SPS Student Advisory Group has been started with expanded membership opportunities and listening sessions are being conducted by the Family and Community Engagement Team.
Advance equitable student-centered learning by providing cultural connections to curriculum, student agency, project-based learning, and competency centered structures for grading, course completion, and advancement	In August 2020, form a work-group comprised of curriculum specialists, classroom teachers, Diversity Advisory Council, and other community partners to provide recommendations for aspects of equitable student-centered learning	The 21 st Century Work-Group has conducted initial meetings and outlined a schedule for the year. A current focus is expanding membership and developing specific plans for implementing culturally relevant curriculum. A School Board update on integrating culturally relevant curriculum will be provided in February.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective	Metrics	Update
Implement researched-based social emotional learning curriculum and emphasize wellness and anti-racism as key factors of student and staff success	<ul style="list-style-type: none">○ Provide resources to continue the implementation of Social Emotional Learning curriculum and develop additional wellness and anti-racism resources for staff while providing a bi-annual report to the Board on outcomes	Schools are in the process of implementing social emotional learning curriculum in grades K-12. Ongoing professional development has been made available to staff. This includes featuring guest speaks that offer a regional and national perspective.
Prioritize resources and training to ensure high levels of inclusion for students with disabilities	<ul style="list-style-type: none">○ Continue inclusionary practices pilot and invest professional development and resources that includes the creation of a multi-year plan to improve inclusion rates○ Provide programing that results in 80% of students participating in inclusion 80% of the school week	Professional development has been initiated for Inclusionary Pilot Schools and additional opportunities are being made available for all staff through the provision of a menu of options. A School Board agenda item to provide detailed information and data on inclusion has been schedule for January.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective

Establish systems and structures to ensure all students have equitable access to technology and can access distance learning

Metrics

Implement new student technology access program for all students to ensure that all students have a device or laptop to access distance learning

Update

Student 1:1 device model has been implemented for all students. District Leadership is actively working to provide technology support and training to enhance access to distance learning model. Areas of current focus include strategies to enhance engagement.

Work with their Spokane Education Association (SEA) and Campus Resource Officer (CRO) partners to come to an agreement that will eliminate employees' ability to arrest students

Develop and implement new safety model

District Leadership and the Spokane Education Association are conducting negotiations on staffing related aspects of a new safety model. During the month of December opportunities will be made available for stakeholders to provide input on the job description of the district administrator that will supervise the model.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective	Metrics	Update
Establish ambitious goals for increasing work-force diversity and invest resources in recruitment and retention strategies	Hire Person of Color-Led Consulting Company with established experience in diversifying employee pools in large organizations; address all recommendations (with community feedback)	District Leaders have developed the RFP to solicit the hiring of a firm to provide recommendations related to work-force diversity. This includes creation of criteria used to guide the selection of a firm. The process for distributing the RFP to potential firms is in the final stages.
Enhance the process for receiving and addressing student and family concerns around reporting racial discrimination	Review and develop recommended formal strategies that assist families to address issues related to racial discrimination	District Leaders have recently convened a work-group to evaluate current practices and develop procedures to enhance the reporting process. A current focus is centered on identifying additional members to serve on the group and opportunities for soliciting community input.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective	Metrics	Update
Invest in the development of a Person of Color-led Multi-Cultural Club in every-single-school	Develop in partnership with the Diversity Advisory Council and other community partners, a proposed model for providing a club in all schools	District Leaders have recently convened a work-group to outline a model and solicit additional stakeholder involvement. The current focus is on developing the structure and programming for secondary schools.
Implement practice to enhance oversight of exclusionary discipline assigned to students	Develop an Ombudsperson process to evaluate all long-term suspensions and expulsions and create a structure to ensure the Family and Community Engagement and Student Services Department participate in all Tier III re-entry meetings	District Leaders have recently convened a work-group to evaluate potential structures for enhancing oversight. A current focus is centered on identifying additional members to serve on the group and opportunities for soliciting community input.



PLANNING FOR THE FUTURE

Objective

Facilitate logistical planning and capital projects to accommodate shift to a grades 6-8 middle school design beginning in the 2022-2023 school year

Metrics

- Complete construction of Lewis & Clark High School classroom addition and new cafeteria/commons and Wilson Elementary classroom addition
- Complete construction of Shaw Middle School, On Track Academy, Hillyard Library, and Glover Middle School (August 2021) and remove old schools and complete site work (November 2021)
- Complete designs for new stadium, Northeast and Northwest Middle Schools, and being construction by March 2021
- Finish design and remodel of Libby Center for expansion of language immersion program by August 2021
- Select architects and staff planning teams for new South Middle School and Sacajawea (December 2020) and begin designs (January 2021)

Update

Virtual ribbon cutting events were conducted for Lewis & Clark High School and Wilson Elementary School projects. Current construct projects for Shaw and Glover are on trajectory to meet established timelines, and architects have been selected for Sacajawea and the new south middle school.



PLANNING FOR THE FUTURE

Objective	Metrics	Update
Conduct a process to outline new district-wide boundaries to accommodate growth and grade configuration change to middle schools with grades 6-8	Facilitate smooth process to recommend new district boundaries that includes strong committee support for new boundaries with 80% of the School Boundary Committee voting in favor	The District Boundary Committee has reconvened and is conducting regular meetings. The boundary development process is projected to remain on schedule for finalization in the spring of 2021.
Facilitate a process with district and community stakeholders to develop a multi-year early learning plan that significantly increases levels of access for students	Develop a multi-year early learning plan that is feasible, specific, measurable, and if enacted would significantly increase the percentage of new SPS students with an early learning experience	District Leaders have focused on the expansion of ECAP capacity. Current planning is focused on facility capacity for additional enrollment and coordination with community partners. An update to the School Board and community was conducted in November.