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Dear Spokane Public Schools Board Members,

First and foremost, we would like to thank the Spokane Authorization team for their diligence and hard work during our renewal process. We are thankful for their partnership and are looking forward to the renewal vote from the board in the near future. PRIDE Schools has made large strides in the past two school years and we will continue to set high expectations for our community as a whole. As we move away from our short term conditional renewal, our community is dedicated to continuous improvements in several areas.

The Leadership structure has been re-evaluated and will be a focus area for the coming years. With the newly elected school leadership team of the CEO and building Principal, working directly with the board of directors to ensure progress monitoring in areas of needed improvement as well as continuing to progress forward in areas of strength. The leadership team is committed to continuing the growth of our board of directors and working toward a partnership in leading the operations and academic achievements.

As shared, we have seen growth in our academic achievements from the 21-22 and 22-23 school years. This will continue to be a focus area moving into our new renewal term. As we have previously addressed in our renewal application, the PRIDE team will continue to implement corrective measures to ensure proper reporting moving forward. These actions will greatly improve our Washington State Improvement Framework (WSIF) score which has been affected by incorrect reporting in the past years. This is a high priority for PRIDE's board of directors as well as the administrative and reporting team.

Referencing the recommendation report, the first inspection priority was academic interventions for reading and mathematics. Along with the improvements listed in the recommendation report, the leadership team has taken the recommendation to build in Universal Design for Learning (UDL) professional development several times a year for certificated staff. In the instance that a new teacher joins mid-year, we will ensure proper training to allow for UDL competencies.

The second inspection priority was student support and social emotional learning (SEL). While we have a functioning high school culture, there is always room for refinement and improvements. Each Spring, this will be a focus to ensure the following year is even better than the last. In our middle school we will continue to implement our "Eco Teams" and "Heart of a Lion" traits to ensure students at the middle school level also feel a sense of belonging, and continue to learn what it means to be a successful member of society. We believe that school

culture and teacher access is highly important for the success of our students academically, socially, and emotionally.

The third inspection priority was project based learning (PBL) in our middle school. Post pandemic this has been a project term that implementation has been affected. As we work with our community to counteract the learning loss due to COVID, the leadership team in the 2022-23 school year decided that intervention time was needed. With the adoption of a more rigorous curriculum and investments in pointed intervention programs, PBL has moved to only certain areas of the learning environment at the middle level. The leadership team in the Spring of 2024 will invest in PBL training and explore several different options of how to bring implementation back in. We will continue to keep academic scores as a high priority, to ensure our students are meeting a standard academically while also receiving statistically proven PBL instruction. After evaluation of each contributing factor, the leadership team will take the authorizer's recommendation and potentially revise the middle school educational program description if necessary.

The fourth inspection priority was college and career readiness at the high school level. We take pride in our low teacher turnover rates and continue to look into ways to grow our dual credit offerings. We plan to offer more AP courses and continue to grow our CTE and vocational offerings within the next few years. Students will continue to receive opportunities to attend college visits, career fairs and are encouraged to explore on the job opportunities.

The fifth inspection priority was focused on our special education program. While we provide special education services to 23% of our students, we will continue to be proactive in tier one and tier two interventions. Our returning teachers will receive UDL training several times a year, and our newer teachers will receive the same training along with further opportunity to grow their knowledge in the UDL practice. These services will continuously be evaluated by the leadership team and altered if needed.

In reference to the organizational performance review, PRIDE has made exponential growth during the last two years. The internal team will continue to follow new policies and procedures along with new systems that were put in place for day to day operations. Internal audits will continue to be completed to ensure the team's accuracy and follow through.

Financial performance is a large topic for all schools across the nation following COVID and the drop of ESSER funds. Our leadership team including the board of directors and CEO will continue to monitor and make adjustments as necessary. Our intention is to work in a proactive fashion to allow time for proper budgeting and planning to take place. We will continue to work with our authorizing team and the financial framework metrics to assist this process. With the addition of several new board members with experience in human resources and finance, our budget stance will continue to be a top priority moving into our new renewal term.

In summary, the leadership team at PRIDE Schools is fully invested and very excited about the direction of the school. While we are proud of the improvements that have been made over the last two years, there is still work to be done, and we are dedicated to continuing to move in a positive direction. We thank you again for your time and energy in this renewal process, we are absolutely willing to answer any additional questions that may arise.

All our best,

PRIDE Schools Leadership

  
Ashley Erickson (Jan 8, 2024 19:07 PST)

*Paige Albrecht*

Ashley Erickson (Board Chair) and Paige Albrecht (CEO)

# Recommendation Report 2024

Final Audit Report

2024-01-09

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