

PRIORITY GOALS 2020-21



Spokane Public Schools
excellence for everyone



**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

Launched distance learning and in person instruction for identified student groups. Safety protocols and instructional models have been initiated as well as data tracking system. Preparing to conduct phasing of kindergarten students to in person instruction on October 7th.



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 initiated development of a comprehensive communications strategies for sharing information about the levy. In addition, School Board planning sessions have been scheduled to prepare ballot details.
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	The Human Resources Labor Relations Team has been restructured to provide adequate staffing levels and coordination with the District Leadership Team.



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	Planning team has been developed to create and coordinate the provision of anti-racism training for all new employees. In addition, research is being conducted on equity policies and the collection of exemplars.
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	Planning and coordination is continuing in order to provide WEA culturally responsiveness training to all staff. This includes the initiation of planning meetings between district leadership and the Spokane Education Association Equity Team. In addition, research is being conducted on equity policies and the collection of exemplars.



EXCELLENCE FOR EVERYONE THROUGH EQUITY

Objective

Implement additional structures to increase student voice and specifically collect input regarding issues related to racial equity

Metrics

Implement student surveys that solicit input on topics related to racial equity and conduct ongoing student listening sessions

Update

Student survey equity items from Panorama have been incorporated into the district's survey system and plan for the 2020-2021 school year. The Family and Community Engagement Department has conducted student listening sessions this fall and has developed a systemic structure and schedule for conducting listening sessions for specific schools.

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 21st Century Work-Group has conducted initial meetings to develop an outline of focus areas as well as discuss the recruitment of additional members and strategies for staff and community engagement.



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	All certificated staff received training on social emotional learning curriculum in August. Implementation of elementary and secondary curriculum has been initiated, which includes delivering lessons in structured time identified in the school day.
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	District Leadership is actively working to enhance inclusion within the context of distance learning mode. Professional development for staff participating in inclusionary pilot has continued as well as planning to support structures conducive for inclusion.



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. Key area of current focus is related to the provision of high-quality internet access. Option now available to all students on free and reduced priced meals.

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 has engaged Spokane Education Association and initiated negotiations. In addition, community webinars were conducted to provide an update to all district stakeholders regarding the proposed 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)	Initial planning has occurred to support recruitment of candidates and retention strategies. This has included review of hiring practices, onboarding structures, and exit interviewing. Exploration for selection of consulting firm occur will occur in the Fall of 2020. Summer administrative hiring resulted in a high percentage of diverse candidate selections
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 Leadership has conducted review of procedures and processes for receiving and responding to complaints. Work-Group will convene this fall to initiate planning and coordination of input from stakeholders.



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	Work-Group will convene this fall to initiate planning and coordination of input from stakeholders.
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	Work-Group will convene this fall to initiate planning and coordination of input from stakeholders.



PLANNING FOR THE FUTURE

Objective

Metrics

Update

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

- 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)

Lewis & Clark High School and Wilson Elementary School projects were completed within identified timelines. Construction and planning is continuing on schedule for all other projects.



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	District Boundary Committee is reconvening on October 8 th to continue planning. Boundary development process 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 Leadership has focused on the expansion of ECAP capacity. Current planning is focused on facility capacity for additional enrollment and coordination with community partners. School Board agenda item has been scheduled to provide a detailed overview.