

# Building Community

ANNUAL REPORT 2017-18



## FEATURES

- » Growing and Thriving
- » Financial Stewardship
- » Northshore Community Newsletter Summer 2019

## POINTS OF PRIDE

- **For the first time**, every student in grades K-8 was screened for the highly capable program to increase equity.
- **Elementary music was available** for all students in grades 4 and 5 with no financial barriers.
- **Northshore School District earned the District Gold Star Award from College Bound** for efforts in encouraging eighth graders to sign up for the College Bound Program.
- **Bond and renewal levies approved.** The Northshore community voted Yes to bond and levy measures, enabling the District to address growth and increase equity.
- **The State of Washington recognized five Northshore schools** for demonstrating exemplary performance or making significant progress closing opportunity and achievement gaps in the Washington School Improvement Framework (WSIF) measures in 2017-18.



# MESSAGE

## FROM THE SUPERINTENDENT

Dear Northshore community,

As I visit with students and staff throughout the year, I reflect on all the time, talent and resources we share with each of our students. From approving the February 2018 bond and levies to powerful partnerships with community-based organizations and hundreds of hours of volunteer time, your engagement and support make us all stronger. Together, we are building community.

For six decades, we've been growing, both in size and in the way we work together to support our 23,000 students. As a community, we value differences, depend on each other's strengths and are committed to the challenging work of ensuring every student has an equitable and excellent education that prepares them for the future.

I know you share my pride in the accomplishments of our students. While we celebrate the big moments, such as the first annual student-led Student Summit, music and drama, academic and sports championships, and graduation, let's also remember to celebrate our students' everyday achievements – those who can identify plants in both English and Spanish; the ones who shared their story through the "Where I'm From" project; the ones who grow their math skills and feel confident they're ready for the next level; and the ones in the Career and Technical Education programs who solve problems and explore new ideas to make their school and their community a better place. These are just a fraction of the experiences among our community of students.

It really does take each and every one of you, in all the various roles you play, to guarantee an incredible educational experience that lets our students thrive. Imagine the possibilities!

Thank you for your support.

**Dr. Michelle Reid**  
Superintendent



# 2017-18

## DISTRICT QUICK STATS

**23,000** STUDENTS 

**94** LANGUAGES SPOKEN 



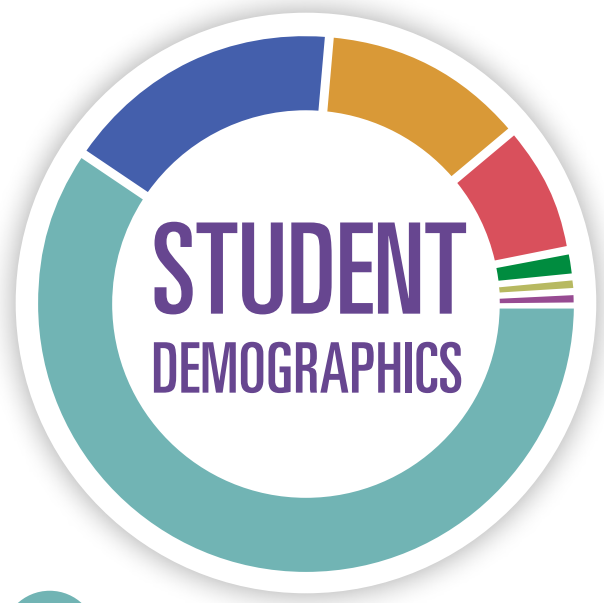
**15.2%**  
free or reduced-price meals



**14.0%**  
enrolled in Special Education



**90.2%**  
had fewer than two absences per month, on average



- 57.2% White
- 19.0% Asian
- 12.6% Hispanic/Latino of any race(s)
- 8.7% Two or more races
- 2.0% Black/African American
- 0.3% American Indian/Alaskan Native
- 0.2% Native Hawaiian/other Pacific Islander



# GROWING AND THRIVING

The Northshore School District continues to grow and thrive. Enrollment increased by 700 between 2016-17 and 2017-18. While we believe in celebrating achievement at every level, these are just some of the highlights of 2017-18.

2017-18

## STUDENTS

- 23 Northshore seniors were named 2018 National Merit Scholarship Finalists
- Schools and individual students earned recognition in sports, music and academics
- Northshore students again outperformed the state average scores on the SAT and ACT
- 92.8% on time graduation rate (OSPI)

## SAT Mean Scores



1233 AVERAGE



1087 AVERAGE

## ACT Composite Scores



25.0 AVERAGE



22.2 AVERAGE

## TEACHERS

- 68% of teachers hold at least a master's degree
- 11.5% of all Northshore teachers hold a National Board Certificate

OUR TEACHERS HAVE  
**13 YEARS**  
AVERAGE TEACHING EXPERIENCE



# SPOTLIGHT ON NORTHSORE GRADS

*Where are they now?*

## Trevor McNamara

**THEN:** Woodinville High School Class of 2013. Also attended East Ridge Elementary and Timbercrest Junior High.

**NOW:** Part-time secondary orchestra teacher at Bothell High and Skyview Middle schools for the 2018-19 school year. (For 2019-20, he will teach full time at Bothell High School as the orchestra director, guitar teacher, and AP music theory teacher.)

- Graduated from Western Washington University in 2017 with a bachelor's of music in music education.
- Was a student teacher at Redmond High School.
- Worked part-time for Lake Washington School District (LWSD) teaching elementary orchestra: first and second year strings.
- Was a substitute teacher in both LWSD and Northshore, primarily for music classes.
- Teaches at Cazadero Music Camp in California during the summer.
- Plays viola with the Cascade Symphony in Edmonds.



### HOW DID NORTHSORE SCHOOL DISTRICT PREPARE YOU FOR YOUR NEXT STEPS?

"I knew I wanted to study music education by my senior year in high school," said Trevor. "I developed a passion for music when I began playing the viola in elementary strings." By high school, he was the principal lead viola in the orchestra and was very centered around the music program. "Senior year, Mr. Lucas created the orchestral council, and it gave me a chance for a hands-on leadership role," he said. "It helped drive my desire to continue that work in college."



### WHAT DID YOU LOVE ABOUT YOUR SCHOOL?

Trevor remembers the student focus at Woodinville High School, even outside of the music department. Teachers found specific things about him, like his love of music, and then brought it into their teaching. "When I started taking classes on student-centered teaching, I realized how much of it was going on at my high school," he said. "I saw it from the other side and realized how much what teachers did influenced how I felt as a student in junior high and high school."

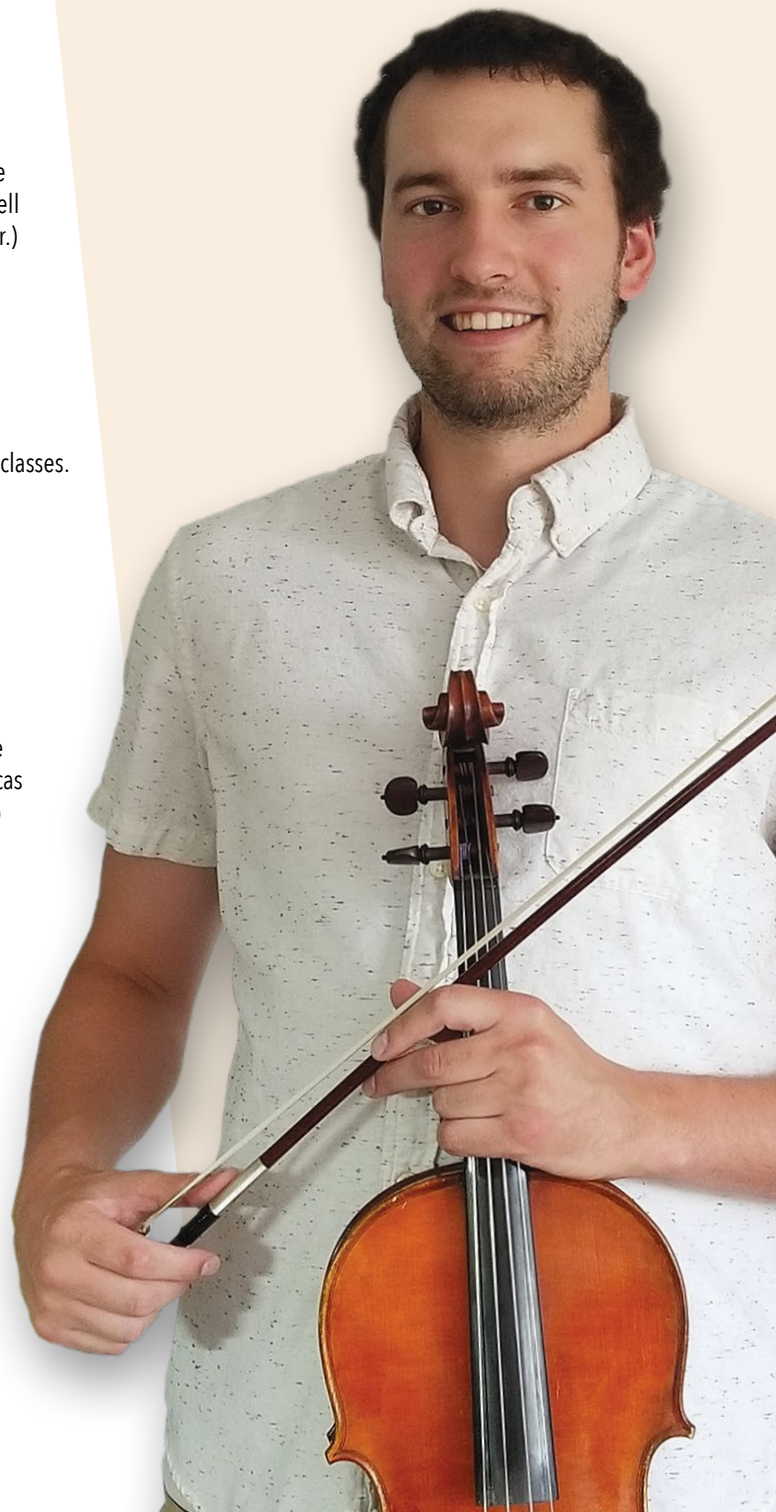


### ADVICE FOR CURRENT STUDENTS?

"Really try to find what you love," recommends Trevor. "Whether you are going to work or to college after high school, think about what you like to do." He also emphasized that it's OK not to know what you want to do at graduation. "Go out and explore," he said.



"I developed a passion for music when I began playing the viola in elementary strings."



# FINANCIAL STEWARDSHIP

REVENUES: \$272,775,013



The General Fund pays for the District's day-to-day operations. The largest portion of the annual district funding comes from the state, followed by local taxes.



**71.53%**  
\$195,109,263

## STATE

At over 71 cents of every dollar, the state of Washington is Northshore's largest funding source. The amount paid by the state depends on enrollment. Funding from the state does not fully cover educational costs.



**18.63%**  
\$50,837,871

## LOCAL TAXES

Local taxes are referred to as "levies" because they are levied on a calendar-year basis and collected from local taxpayers. At over 18 cents of every dollar, levies are critical to district funding. Every levy must be approved by local voters and is collected over a set number of years.



**5.81%**  
\$15,839,570

## OTHER

All other funding sources combine to make up the remainder of almost 6 cents out of every dollar received. This includes gifts, donations and fees that are used for very specific needs.



**4.03%**  
\$10,988,309

## FEDERAL

Federal money accounts for about 4 cents of every dollar received and helps provide vital services in specific areas.



Nearly 3/4ths of District spending goes directly to the classroom and supports student learning.



Northshore School District is committed to being good stewards of the support provided by taxpayers.

EXPENDITURES: \$277,183,096



74.21%  
\$205,713,609

### TEACHING & TEACHING SUPPORT

Last year, over 74 cents of every dollar spent was used for teaching and teaching support such as counselors, librarians and classroom assistants.



10.71%  
\$29,688,115

### SCHOOL & CENTRAL OFFICE ADMIN

Administration, which includes principals and central office staff, accounted for under 11 cents of every dollar.



5.37%  
\$14,878,826

### CUSTODIAL, MAINTENANCE & GROUNDS

Just over a nickel per dollar was spent on school maintenance, custodians and grounds crews.



3.56%  
\$9,867,854

### TRANSPORTATION

Buses and drivers to safely transport students daily cost the District under 4 cents per dollar last year.



2.55%  
\$7,056,559

### NUTRITION SERVICES

Two and a half cents per dollar provided hot, nutritious meals for students.



1.83%  
\$5,062,774

### UTILITIES

Power, water and sewer for all district buildings were less than 2 cents of every dollar spent.



1.77%  
\$4,915,359

### ALL OTHER SUPPORT SERVICES

Under 2 cents per dollar went to pay for services such as technology, printing and graphics, and warehousing.

## BUDGETING FOR THE FUTURE

The District is responsible for the education of each of its nearly 23,000 students and spending over \$500-million of community resources in the process. The 2017-22 Strategic Plan, developed by District families, staff and community members, calls for "data-informed, needs-based resource allocation." This requirement provides a blueprint for budget planning that has already begun and will be developed over the next two years. The result will be a new way of managing District funds through its budgets, financial forecasts and fiscal operations.

The Government Finance Officers Association (GFOA) created an Alliance for School Budgeting with just these types of responsibilities in mind. This work reflects the "best practices" in school district budgeting across the country. We've already begun working with the GFOA and resources familiar with this work that will help us be successful.

Throughout the development process, the District will rely on the many good data systems already in use. Where those systems don't meet future needs, collaborative work will be completed to put processes in place to create the right data and use it in this work. That includes a new framework for budgets and financial forecasts in the first year, then the addition of student achievement data, "SMARTER" goals and specifically aligned District resources with addressing achievement gaps in the second year.

Read the 2017-22 Strategic Plan at [www.nsd.org/strategicplan](http://www.nsd.org/strategicplan).



# YEAR IN REVIEW 2017-18

## WHAT A YEAR FOR TEAM NORTHSHORE!

Construction began for the Skyview/Canyon Creek expansion and Elementary School #21.

New North Creek High School opened in September 2017, addressing the critical need for more capacity at the high school level.



First annual Women of Influence leadership conference held at Woodinville High School.



More than 10,000 students, 300 teachers and 70 community partners participated in Hour of Code, a one-hour introduction to computer science, sponsored by Northshore Schools Foundation.



New website unveiled, making navigation easier, increasing community engagement and better meeting the needs of persons with disabilities.



Began water safety program in partnership with Northshore YMCA.



New Health and PE Standards implemented for elementary students.

First annual State of Our Schools event.



INAUGURAL STATE OF OUR SCHOOLS

The new Staff of Color Coalition held a kick-off meeting.



First year of reconfigured grades – four-year high school, 6th grade to middle school.



The Head Start program returned to Northshore School District.

The District's Student Board held the first annual districtwide Student Summit.



Northshore Family Partnership Program launched to support and meet individual needs of students and families where parent/guardians serve as primary educators for their children.

# BUILDING RELATIONSHIPS

## CELEBRATING EQUITY AND DIVERSITY



I am from Kirkland in the corner  
of India, rice and chicken

From the news in the  
morning with dad

and staring out the window

and the brave ancestors before me.

The poem above is an excerpt from a Woodmoor Elementary student's "Where I'm From" poem. The poems were a schoolwide activity led by Woodmoor's equity team, allowing students to share their background and culture with their peers and school community to encourage a better understanding of one another. School-based equity teams are one outcome of the District's focus on equity, which has been at the root of our work for the last three years. Equity is the foundation of the District's strategic plan.

This work began in 2017 with the formation of the Equity & Diversity Committee, comprised of staff, community members and students. Since then, the committee's work has contributed to the hiring of family liaisons to meet the needs of families, implementation of an equity policy, and the development of focused interview questions to provide equity for job candidates. A similar student-run group was also created.

This year, Northshore formally established an Equity & Diversity Department, bringing together the various

parts of our equity work. It is led by Director of Equity & Diversity Chris Bigelow, Ed.D. The department includes Equity & Diversity Specialist Ayva Thomas; English Learner Program & Family Engagement Coordinator Elizabeth Meza; part-time Lockwood Assistant Principal and Family Outreach Coordinator Srinivas Khedam, Truancy Specialist Ana Foy, and a Multi-Tiered Systems of Support (MTSS) lead.

To understand the department's value to students, staff and families, it's important to define the meaning of equity and the impact equity has on Northshore's community.

Over the years, we have seen data trends where specific groups of students are underperforming and have limited access to resources and opportunities. Our equity efforts directly address these concerns to support all students, along with MTSS framework. MTSS provides supports to meet the individualized needs of each student to help them succeed.

"Equity is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and supports—based on where we are and where we want to go," said Chris Bigelow.

"Equity means fair access to opportunity and resources in order to support students through their P-12 education, which will then set them up for post-secondary success," said Ayva Thomas.

This year, in collaboration with other staff, students and families, the Equity & Diversity Department is working to support students using an equity lens by increasing racial and cultural literacy, as well as developing culturally relevant leadership.

"We all have biases, whether they are racism, sexism, homophobia or something else," said Bigelow. "To be a culturally relevant leader means you recognize these biases and make a commitment to address them. By doing so, we can understand students' culture and needs, and prioritize educating the whole child."

The goal of our district's equity work is to create inclusive school environments for students and families from ethnically and culturally diverse backgrounds.

"The District is growing in diversity, both with students and staff and we have to acknowledge that difference," said Thomas. "We can't have students leave their identities at the door. We have to build climates of culture, and teaching and learning strategies that welcome diversity into the classroom."

Bigelow said a focus on equity and diversity will enable the District to better support all students, therefore increasing student success.

"This work is getting us to appreciate the beauty and uniqueness within each of us. Then we use that to our advantage to create endless possibilities and create a better world," he said.

Over the last three years, the District has created an equity framework, inventory and handbook; developed equity teams at every school; begun ongoing professional development to staff; and created a religious and cultural holiday calendar to guide staff and volunteers in planning events.

## Our work around equity and diversity is ongoing

Over the next five years, the Equity & Diversity Department will:

- Develop culturally responsive teaching and learning.
- Foster a culturally relevant climate.
- Create opportunities for students to be the experts.
- Develop and implement culturally relevant curriculum.
- Engage Northshore families and community as partners in the District's equity and diversity work.

Dr. Bigelow said the concept of community plays a big role in this effort too.

"When we talk about community it's important to understand we have different learners," said Bigelow. "As they come to us, we have to meet them where they are. We talk about the norms of our education system and they may not fit that. That's where we as a school system have to partner with the community to educate students."

As demonstrated by the "Where I'm From" poems, it's our students' and staff's stories, cultures and experiences that are building a strong Northshore community.

"When we can lead with curiosity and equity, we can appreciate the powerful differences that we all bring," said Bigelow.

**For more information, visit [www.nsd.org/equity](http://www.nsd.org/equity).**





# BECAUSE OF YOU, WE'RE BUILDING!

## BOND AND LEVIES UPDATE

### Thank you, Northshore community,

for voting "yes" to the three measures on the ballot in February 2018: the renewal technology levy, the renewal educational programs and operations levy, and the capital projects bond.

By approving the levies and the bond, you demonstrated the community's continued commitment and support to Northshore students, staff, and schools. We appreciate your trust in us to continue our work to ensure excellence in education for all students.

Once approved, the District begins receiving levy funds in the following calendar year, in our case, in 2019. The District Technology Plan will guide the expenditures and priorities for technology levy funds, including equitable distribution of resources. The Educational Programs and Operations levy allows us to cover the education costs that our community finds important but that are not fully funded by the state.

Bond funds are available to the District more quickly than levy funds. After the election, we quickly began work on all three construction projects made possible by the capital bond approval: Elementary #21, Skyview/Canyon Creek Expansion Project, and Inglemoor High School's Concert Hall.

## SCHOOL IMPROVEMENTS

In addition to the three major building projects, there are a number of smaller projects taking place over the next couple of years to modernize the schools, as well as make them safer and more energy efficient. This important work was also made possible by the voter-approved bond.

Some of these projects include:

- Installing new classroom locks at Kenmore and Northshore middle schools.
- Upgrading the fire sprinkler system at Kokanee and East Ridge elementaries.
- Upgrading HVAC systems and roofs at Lockwood, Fernwood, Kokanee and East Ridge elementaries.
- Replacing water heaters at Wellington and Westhill elementaries.
- Replacing sections of flooring at Crystal Springs, East Ridge, Frank Love, Lockwood, Maywood Hills, Shelton View, Wellington and Westhill elementaries, Bothell and Inglemoor high schools, and Leota Middle School.
- Replacing equipment that regulates and circulates air in portables at Arrowhead Elementary.
- Upgrading softball fields at Woodinville and Inglemoor high schools.
- Upgrading tennis courts at Bothell and Woodinville high schools.
- Re-sodding of the football/soccer field at Northshore Middle School.
- Pouring new pavement and improving drainage on playground at Sunrise Elementary.
- Upgrading playfield at Maywood Hills Elementary.

Follow our progress and stay informed by visiting our district website at [www.nsd.org/buildingforthefuture](http://www.nsd.org/buildingforthefuture).

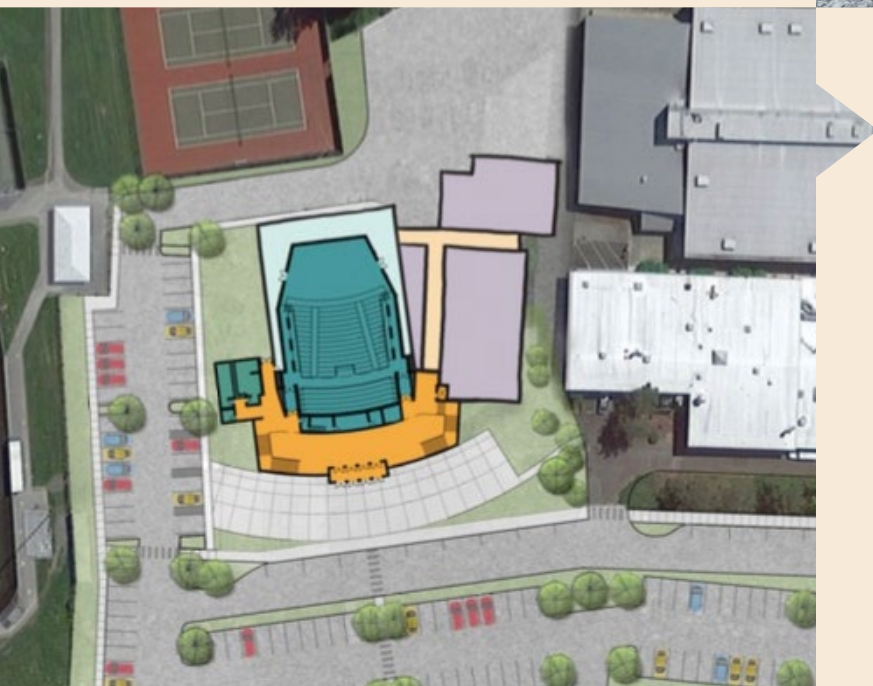


## ELEMENTARY #21

In March, the District held a topping out ceremony to celebrate the placement of the last beam of the steel structure for the new elementary school. Also in March, Cathi Davis was selected as principal for Elementary #21, which will serve 500 students and is expected to open in fall 2020. In the coming months, a naming committee will be formed, which will seek student, staff, family and community input on the name for the District's newest elementary school. This project is part of a plan to address the continued growth the District is experiencing. The project has a budget of \$80 million.

## SKYVIEW/CANYON CREEK EXPANSION

The main building for the new addition, which will add 30 new classrooms, is quickly taking shape. The building will be two stories to complement the terrain of the site, with one level designated for Skyview and the other for Canyon Creek. Significant progress has been made on the Canyon Creek bus loop, which will improve traffic circulation. The foundations have been poured for the smaller building additions at the two schools. The majority of the work on these smaller additions will happen once the buildings are vacated by students and staff, so summer will be prime construction time. The project has a \$50 million budget and is scheduled to open in fall 2020.



## INGLEMOOR CONCERT HALL

In September, the board announced Inglemoor's new performance and instruction building will be a concert hall, which will accommodate 750 seats and add classroom and instruction space to the school. This decision was informed by an advisory committee of parents, staff and community members who crafted a vision for the new building. Additionally, the bond is funding some improvements to Inglemoor's existing theater, as well as traffic improvements to the campus. The project is currently in the design phase.

# BUILDING POWERFUL PARTNERSHIPS

## SUCCESS COMES WHEN EVERYONE IS ENGAGED

Northshore School District puts priority on building powerful partnerships in the community among families, higher education, nonprofit organizations and businesses throughout the region— all with the common goal of success for all students.

These partnerships provide community engagement opportunities such as student internships and community-based learning experiences. They also present opportunities for volunteers to give the gift of time in roles such as a tutor, event support, club adviser or art docent.

Our community partners work with us to identify needs in our rapidly growing and changing district, then contribute through a variety of resources to help meet those needs. Here are just two examples of many partner organizations and their contributions to student success.

**If you would like to volunteer, or if you see an opportunity to partner with the District, please email [partnerships@nsd.org](mailto:partnerships@nsd.org).**





## **NORTHSHORE COMMUNITY SERVE DAY**

For 10 years, Northshore Community Church has led the charge to help our schools get ready for the new school year. The number of volunteers for Northshore Community Serve Day grows each year, now reaching nearly 2,100, and the number of schools served also grows. Volunteers help our teachers, support services staff and administrators prepare classrooms and school grounds for the first day of school. They dig in and improve the campuses through beautification projects like painting, making repairs, and weeding. Thanks to all of our partners who join us for this important and fun day, including other local churches, school PTAs, nonprofit organizations, and district and school staff. And we can't forget the students who show school pride by lending a helping hand.



**PARTNER THANK YOU:**  
Northshore Community Church

**FAMILY AND  
COMMUNITY SUPPORT:**  
Nearly 2,100 volunteers



**PARTNER THANK YOU:**  
Northshore Schools  
Foundation

**FAMILY AND  
COMMUNITY SUPPORT:**  
More than 500 volunteers

## **ART DOCENT PROGRAM**

Since 1969 volunteer art docents have been an important and consistent part of the elementary arts education program. Art docents visit the classroom monthly to introduce students to the wonders of art appreciation and practice. Each year we have more than 500 volunteers who take on this challenging and rewarding role. As we reach the 50th year of this program, we thank the Northshore Schools Foundation for supporting our work to update the training, tools and resources used to better reflect the growing diversity in our community.

Learn more by visiting [www.nsd.org/artdocent](http://www.nsd.org/artdocent).



# Strengthening Our Community Through Excellence in Education

Northshore School District will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to age, sex, marital status, sexual orientation including gender expression or identity, race, creed, religion, color, national origin, honorably discharged veteran or military status, the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability. The following employee(s) have been designated to handle questions and complaints of alleged unlawful discrimination: Director of Human Resources (Title IX, ADA, and Civil Rights Compliance), Director of Career and College Readiness (Section 504), 3330 Monte Villa Parkway, Bothell, WA 98021, (425) 408-6000.



Northshore School District No. 417  
 Administrative Center  
 3330 Monte Villa Parkway  
 Bothell, WA 98021-8972

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**Why are you receiving this mailer?** An estimated 70 percent of the residents within the school district do not have school-age children in Northshore School District. The purpose of this publication, therefore, is to let those members of the community know about the programs and activities taking place in their Northshore School District.

This publication is not mailed using an address list. Instead, to greatly reduce the cost of postage, we use a bulk mailing process that has it delivered to every residential customer on each carrier's route.

## BOARD OF DIRECTORS

Jacqueline McGourty	DISTRICT 1
Bob Swain	DISTRICT 2
David Cogan	DISTRICT 3
Sandy Hayes	DISTRICT 4
Amy Cast	DISTRICT 5
Dr. Michelle Reid	SUPERINTENDENT

## CONVERSATIONS WITH THE BOARD



Conversations with the Board for Spanish-speaking families, **Oct. 21, 2019, 7-8:30 p.m.** at Canyon Park Middle School library



Conversations with the Board, **Dec. 2, 2019, 7-8:30 p.m.** at Kenmore Middle School library

For additional dates, please check the website at [www.nsd.org](http://www.nsd.org)



### Congratulations!

The Northshore School Board was named Large District School Board of the Year by the Washington State School Directors' Association at its annual conference in Spokane.  
**From left: Jacqueline McGourty, Dr. Michelle Reid, Sandy Hayes, Bob Swain, Amy Cast, David Cogan**