



*Every Student Future Ready*

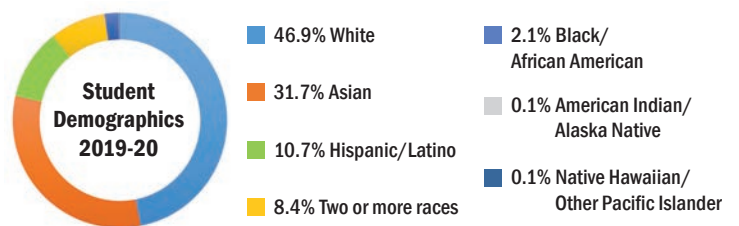
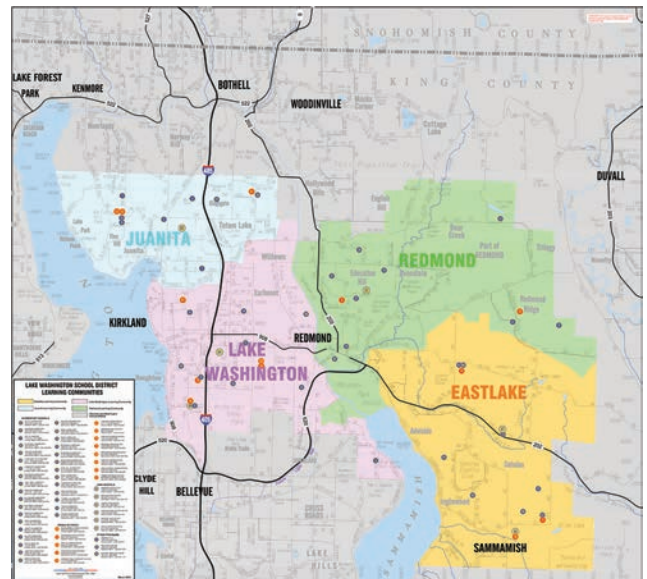
# Lake Washington School District

**A remarkable community for learning.** Located directly east of Seattle, Lake Washington School District (LWSD) is an award-winning school district with the feeling of a tight-knit community. The district's success is based on:

- An award-winning **New Teacher Support Program**, which includes two years of support for new teachers.
- Strong community partnerships and **collaborative relationships** between teachers, students and families.
- **Innovative programs** in place to increase equity and support students.

Teaching in LWSD is about helping shape the future of public education. The district is diverse, collaborative, high-achieving and committed to equity for all students. LWSD has award-winning comprehensive high schools, exceptional Title I elementary schools and innovative Choice Schools that focus on topics like technology, literature, art and international studies. The district works to ensure academic success for every student by focusing on learning, connections and results.

We believe that every student can learn and achieve at high levels, and it is our responsibility to help each student learn, grow and be challenged. Our commitment to success for every student is rooted in the ideals of opportunity, equity and inclusion.



Sources: OSPI Report Card, College Board, and National Clearinghouse.



**56**

schools serve students in Kirkland, Redmond and Sammamish.



**203 pts.**

higher than the national average for SAT scores in reading, writing and math.



**84%**

of our students enter a 2- or 4-year college directly after high school.



**12,400**

Parents, students and community members who volunteer at LWSD.



**9**

Building on Success school construction projects completed.



## Innovative

Helping all students learn, grow and achieve at high levels takes creative approaches. Our schools have developed innovative strategies and programs such as:

- **Building Home to School Connections** – *Ben Rush Elementary School*  
The Ben Rush team works to increase culturally responsive teaching practices by building stronger family partnerships through home visits, a family panel and a series of cultural events.



- **Tools for Creating Student Models of Science Phenomenon** – *Finn Hill Middle School*

The Finn Hill Middle School team uses state-of-the-art data collection tools that enable students to create models to explain scientific phenomena. Inquiry-based units of study help students engage in future-focused scientific problem-solving.

- New schools built with sustainable design features such as geothermal temperature control, LED lighting and occupancy sensors in classrooms.
- Extensive technology supports – 1:1 laptops for secondary students and easy access to laptop sets for elementary classes, as well as SMART interactive boards in classrooms.
- Choice Schools and programs created to meet specific needs and interests which are designed to use innovative approaches to education.
- Accelerated academic programs for students in kindergarten through 12th grade, designed to meet the learning styles and needs of students with exceptional intellectual, academic and creative abilities.
- Easy access to comprehensive curriculum and assessment resources.

## Collaborative

- Support for teachers new to the profession with the award-winning New Teacher Support Program, including help from a consulting teacher whose job is to mentor teachers in their first two years in the profession (see more about this program on back cover).
- Professional Learning Communities foster collaboration, collegiality and ongoing learning for all teachers.
- Comprehensive professional development program.
- District support for National Board Certification.

## Equity Focused

As part of Lake Washington’s ongoing improvement efforts, the district is working to close achievement and opportunity gaps. A District Equity Team includes teachers, administrators, families and community members and works collaboratively to advise the district on efforts to understand and address achievement and opportunity gaps.

- Each school has an active Building Equity Team; these groups work collaboratively to evaluate school-level practices and data and provide guidance in addressing issues of equity.
- Equity-focused professional development is offered to every school staff member.
- The Equity, Opportunity and Inclusion Department spearheads work related to the district’s equity goals,

collaborating with schools and families to advance equity in the district. The department also coordinates outreach and engagement, including:

- Tailored outreach and opportunities for students of color
- Film screenings, book studies, guest speakers, and discussions related to equity, race, and inclusion across multiple intersectionalities
- Partnerships with community organizations

Lake Washington School District embraces the idea that equity work is the work of every employee of the district. As a result, departments across the district provide professional development and learning strands focused on equity and culturally responsive practices.



## Future Ready

Graduating “Future Ready” means students are prepared to enter post-secondary education and training. That could be a two- or four-year college or university, a community or technical college, the military, or an industry certificate program.

- 84% of Lake Washington students enter a two- or four-year college directly after high school.
- High graduation rates: 94.2% of the class of 2020 graduated on time.
- Award-winning schools with some of the highest test scores in the state.

## Contact Information

Lake Washington School District Human Resources  
Phone: 425-936-1373 or 425-936-1264  
Fax: 425-936-1326  
[www.lwsd.org/employment](http://www.lwsd.org/employment)

**Location:**  
LWSD Resource Center  
16250 N.E. 74th Street  
Redmond, WA 98052

**Mailing address:**  
P.O. Box 97039  
Redmond, WA 98073-9739

[www.lwsd.org](http://www.lwsd.org) | #Proud2bLWSD

# New Teacher Support Program (NTSP)

## Support for Beginning Educators

*Everyone's first year as an educator is both exciting and challenging. Fortunately, educators in Lake Washington School District (LWSD) in their first and second years know where to turn when they need support: their Consulting Teacher (CT).*



The innovative and nationally recognized New Teacher Support Program (NTSP) is designed to provide focused support for novice educators as they enter the profession and experience the culture and standards of Lake Washington School District. Each first and second year educator is paired with a Consulting Teacher (CT), a fully-released certificated teacher who serves as a mentor and instructional coach. New educators find this trusting, confidential relationship incredibly valuable. The learning-focused relationship provides new educators with opportunities to learn and grow from novice to more expert levels of performance through direct learning opportunities. Research shows mentoring during the first years of teaching accelerates the growth and development of both new educators and their students.

NTSP works to provide new educators with just-in-time learning opportunities along with learning-focused conversations throughout the school year. New educators play an active role in their professional learning. In addition to one-to-one classroom support, NTSP offers other professional learning opportunities such as the workshops described at right.



### Through learning-focused conversations, consulting teachers provide:

- Classroom Observation
- Classroom Set-Up
- Classroom Systems
- Classroom Management
- Curriculum and Content Support
- Curriculum Planning
- Differentiation
- Specialized Support for Instructional Specialists
- Assessing and Reporting
- Data Analysis
- Professional Communication
- Professional Growth and Evaluation Support
- Emotional Support

### New Teacher Workshops

**First Day, First Week:** Workshop held in August to prepare new educators for the opening of school. The workshop is in addition to the district's Educator Introduction Academy (EIA).

**Release Day Workshops:** New educators are released from their classrooms for two days, one day in the fall and one day in the winter, to focus on practical knowledge and skills to improve their teaching, as well as build cohort connections and collaborate with other new educators.

**Peer Visit/Learning Walk:** Consulting Teachers arrange visits to peer classrooms across the district.

The Lake Washington School District does not discriminate on the basis of race, color, national origin, sex, disability, age, gender, marital status, creed, religion, honorably discharged veteran, military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental or physical disability, or the use of a trained guide dog or service animal by a person with a disability, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Civil Rights Coordinator	Title IX Coordinator	Section 504/ADA Coordinator
Executive Director of Human Resources 16250 NE 74th Street Redmond, WA 98052 425-936-1266 <a href="mailto:civilrights@lwsd.org">civilrights@lwsd.org</a>	Director of Athletics & Activities 16250 NE 74th Street Redmond, WA 98052 425-936-1367 <a href="mailto:titleix@lwsd.org">titleix@lwsd.org</a>	Director of Special Services 16250 NE 74th Street Redmond, WA 98052 425-936-1407 <a href="mailto:section504@lwsd.org">section504@lwsd.org</a>