

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 Student Services (Section 504), 3330 Monte Villa Parkway, Bothell, WA 98021, (425) 408-6000.



Northshore
School District

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

NONPROFIT
U.S. POSTAGE
PAID
PERMIT #1
SEATTLE, WA

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



Please check the website for upcoming Conversations with the Board dates at www.nsd.org/board.

BOARD MEETINGS

Board meetings are usually held on the second Monday of the month at 4 p.m. and the fourth Monday of the month at 7 p.m.

For additional info, please check the website at www.nsd.org/board.



From left: Amy Cast, Bob Swain, Jacqueline McGourty, Sandy Hayes, Dr. Michelle Reid, David Cogan

WE ARE
NORTHSHORE

FEATURES

- » Financial Stewardship
- » Year in Review
- » Northshore Community Newsletter Spring 2021
- » Bond and Levies Update



Northshore
School District



Translation?
Visit our website to view translations of this document.



www.nsd.org/annualreport

MESSAGE FROM THE SUPERINTENDENT

Extraordinary. That is the first word that comes to mind when I think of our Northshore community.

Who knew that the beginning of the 2019-20 school year would have taken us to places we'd never been before. The historic school year challenged us individually and collectively. The fight for racial and educational justice challenged us to see the world, our community, and each other differently. It also challenged us to respond differently as educators and as contributors to our society.

Our amazing district is a diverse district with unique needs. Our strength is in our ability to come together as a community to collaborate, problem-solve, plan for today and tomorrow, implement, innovate, iterate, and do it again.

In Our House, we remain resolute in our commitment to educating future generations to be prepared for the real world that awaits them every day, and the much anticipated world yet to be imagined.

At the same time, COVID forced us to continually reimagine. Northshore Learns – the distance learning model that continues to take us through this pandemic – is not a cookie cutter model.

Our amazing district is a diverse district with unique needs. Our strength is in our ability to come together as a community to collaborate, problem-solve, plan for today and tomorrow, implement, innovate, iterate, and do it again.

Learning happens best in community. In this community, all hands-on deck means critical conversations and work with students, parents and guardians, staff members and our community partners – conversations that result in new community partnerships, stronger relationships and innovative and creative work.

As you read this Annual Report/Community Newsletter, I hope you will join me in the pride that I feel every day in being part of this extraordinary community; together all things are possible...

Dr. Michelle Reid
Superintendent



2019-20 DISTRICT QUICK STATS

23,981 STUDENTS



93 LANGUAGES SPOKEN



13.5% FREE OR REDUCED-PRICE MEALS



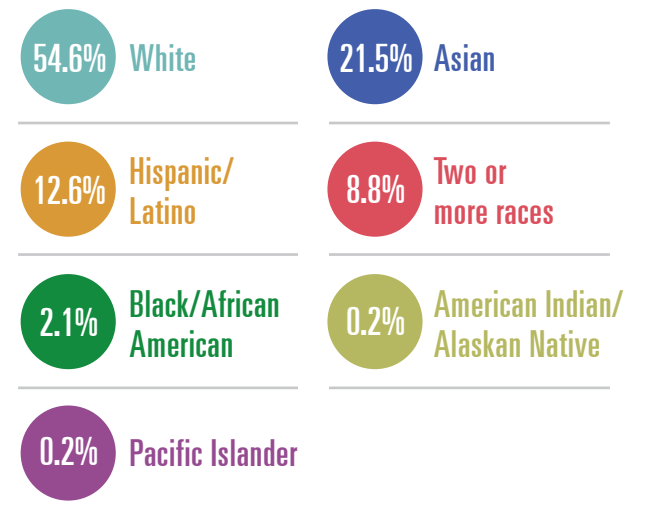
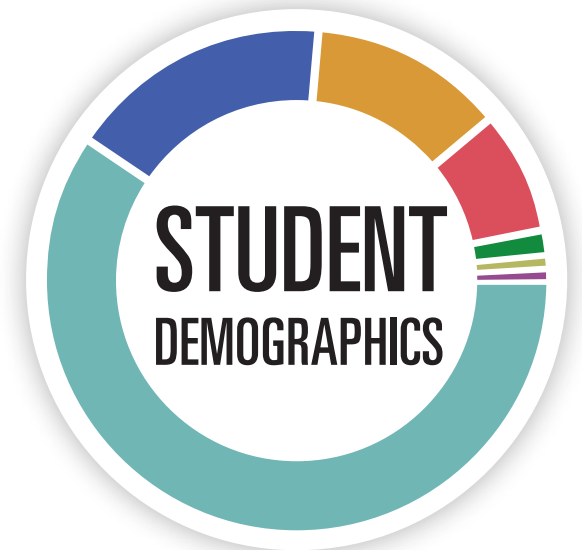
12.9% ENROLLED IN SPECIAL EDUCATION



89.5% HAD FEWER THAN TWO ABSENCES PER MONTH, ON AVERAGE



Data: 2019-20 Washington State Report Card, Office of the Superintendent of Public Instruction (OSPI) and District records



2019-2020 NORTHSHORE THRIVES



While we believe in celebrating achievement at every level, these are just some of the highlights of 2019-20.

SAT Mean Scores



1237 AVERAGE



1073 AVERAGE

ACT Composite Scores



25.4 AVERAGE



22.9 AVERAGE

STUDENTS

- 94.6% on time graduation rate (OSPI)
- 13 Northshore seniors were named 2019 National Merit finalists
- Northshore students again outperformed the state average scores on the SAT and ACT

TEACHERS

- 62.1% of teachers hold at least a master's degree
- 11.4% of all Northshore teachers hold a National Board Certificate
- Our teachers have 13 years average teaching experience

AVERAGE CLASS SIZE: 17

POINTS OF PRIDE

- The Northshore School District and six middle schools were awarded the Gold Star Award. The Gold Star Award was granted because 85% of eligible Northshore eighth graders signed up for the College Bound program.
- Through the Art Docent Program update, participation in the Northwest Art Project, a traveling art exhibit of local artists hosted by the Junior League of Seattle, expanded from 7 Northshore elementary schools to 14 elementary schools.
- The Goal 4 Think Tank met throughout the year to develop ways to create innovative practices for the District.
- Sixty-eight student recipients from across the District were honored for exhibiting leadership through community acceptance and advocacy during the District's second annual C.P. & Dorothy Johnson Humanitarian Award ceremony, which was held virtually.
- During the 2019-20 school year, 34 schools and District facilities were positively impacted thanks to voter-approved bond dollars. These projects included building improvements, safety upgrades and the construction of three new facilities: Skyview & Canyon Creek expansion, Ruby Bridges Elementary and the Northshore Concert Hall at Inglemoor High School.
- The Northshore School District launched Northshore Learns 1.0 and 2.0 to successfully pivot from in-person to distance learning in response to the global pandemic.
- The Northshore School District hosted Northshore Speaks, an evening of spoken word for students and staff to share their voice on Northshore's virtual stage.
- The Racial and Educational Justice Department launched a series of training modules to assist staff in supporting all students.
- The District graduated 1,527 students. Virtual ceremonies were held to celebrate and recognize the Class of 2020.

www.nsd.org/humanitarian



288,720



The District provided 288,720 meals to students during distance learning.

RESOLUTION No. 818

Northshore's School Board adopted Resolution no. 818 stating that Black lives matter.

LEVEL ONE GREEN SCHOOL

Crystal Springs Elementary School was named a Level 1 Green School by the King County Green Schools Program.



CELEBRATING THE CLASS OF 2020

The celebration for the Class of 2020 was different from previous years due to COVID-19, and it shined a bright light on our students as leaders of today, which is more important than ever.

With more than 1,500 students graduated from the Northshore School District in the 2019-20 school year, the District recognized each students' sacrifice, resilience and optimism in the face of adversity. As members of the Class of 2020 have embarked on their next chapter, the District looks forward to their continued success and is excited to see what their futures hold.

SPOTLIGHT ON NORTSHORE GRADS

Where are they now?



Jack Murphy

THEN: Inglemoor High School 2020

NOW: I am attending Western Washington University to study history and English, with plans to get a master's in secondary education.



WHAT DID YOU LOVE ABOUT YOUR SCHOOL?

I love the community aspect of Inglemoor High School. I always felt like I was welcomed and involved, and I always felt like I had someone to lean on.



WHAT HAVE YOU LEARNED ABOUT YOURSELF SINCE THE COVID-19 PANDEMIC BEGAN?

IS THERE ADVICE YOU WOULD GIVE TO CURRENT STUDENTS IN REGARDS TO THE CURRENT IMPACTS THE PANDEMIC MAY BE HAVING ON THEIR LIVES?
What I learned about myself during COVID-19 is that I'll always bounce back during times of stress and hardship. Advice I have for students is stay strong. I know things look bleak, but things will always get better if you keep pushing forward and stay strong. That being said, it's okay to take a breather, no one is perfect, and you're allowed to ask for help. People will always care.



HOW DID THE NORTSHORE SCHOOL DISTRICT PREPARE YOU FOR YOUR NEXT STEPS?

Northshore School District and Inglemoor High School did the best they could considering the circumstances. The school helped with preparing to go to college, everyone was still so supportive, even with COVID, which is a hard time to help yourself, let alone another person.



ADVICE FOR CURRENT STUDENTS?

As for general advice for current students, I echo my previous statement, please don't give up, you are the future, and I believe that each of you will be able to make a difference in your own way. I may not know every student personally, but I know Northshore School District students, you are all special and strong in your own way. I've grown up with this school district and have seen your strength, warmth, and kindness firsthand. All that I ask is that you don't give up and make a difference in the future. I know you have it in you.

Adult Transition Program - Networks

Graduates: 17

Students Continuing to Paid Jobs: 1
Students Pursuing Post-Secondary Education: 2

Adult Transition Program - Pathways

Graduates: 8

Students Continuing to Paid Jobs: 1

Northshore Networks


Graduates: 39 Total Scholarship Awards: \$37,000

Student Speaker: Joshua Rosenbaum

Secondary Academy for Success

Graduates: 35 Total Scholarship Awards: \$40,700

Student Speakers: Olive Austin, Kate Podany and Logan Geiger



Watch the ceremonies by visiting nsd.org/graduation/class-of-2020



Bothell High School

Graduates: 297 Total Scholarship Awards: \$1,452,779

Valedictorians: Diandre Miguel Balmes Sabale - University of Washington, Seattle; Megan Meiyen Wong - University of Washington, Seattle; Marlo Kazuye Duong - University of Washington, Seattle; Patrick James Gainey McDaniel - University of Washington Bothell; Haley Ann Jacob - University of San Diego; Sofie Marie Ferreira - Cascadia College; Melissa Barker - University of Washington, Seattle

Salutatorians: Jane April Wang - University of California Los Angeles

Inglemoor High School

Graduates: 376 Total Scholarship Awards: \$1,684,966

Valedictorians: Conor D. Bartol - Whitman College; Sahale C. Beaudette - Hofstra University; Megan E. Best - University of Utah; Katelyn Chae - University of Washington, Seattle; Whitney C. Demetriou - University of British Columbia; Raiden Egbert - University of Washington, Seattle; Grace V. Ferrell - Western Washington University; Karen T. Haining - University of Washington, Seattle; Runa K. Indrei - University of California Los Angeles; Nikita Kansal - University of Chicago; Abigail K. Kauffman - Seattle Pacific University; Anna Z. Li - Washington University in St. Louis; Peter C. Lie - Cal Poly San Luis Obispo; Claire E. Longcore - University of Washington, Seattle; Connor D. Lynch - University of Washington, Seattle; Akhila Narayanan - University of Washington, Seattle; Lily R. Nordyke - University of Washington, Seattle; Olivia A. Oomen - University of Washington, Seattle; Cameron D. Schmitter - University of Utah; Sarah N. Schutt - Gonzaga University; Ethan A. Stone - Georgia Institute of Technology; Billy G. Surdyk - University of Rhode Island; Eva M. Taylor - Purdue University; Carmen E. Truffat - Western Washington; Kaarina I. Tullean - University of Washington, Seattle; Olivia S. Wisont - George Washington University; Jenny S. Xiong - Stanford University

Salutatorian: Daniel Ng - Carnegie Mellon University

North Creek High School

Graduates: 385 Total Scholarship Awards: \$1,170,084

Valedictorians: Deepthi Chandra - Duke University; Sophia Chiesa - University of Washington, Seattle; Madeline Chriest - University of Washington, Seattle; Daniel Da - University of Pennsylvania; Kaitlin Danh - University of Washington, Seattle; Vaishnavi Dontineni - University of Washington, Seattle; Mikayla Goodkin - Western Washington University; Jeffrey Hablewitz - UCLA; Kennedy Kersavage - Brigham Young University; Montserrat Perez-Nafarrate - University of Texas at Dallas; Scotty Singh - University of Washington, Seattle; Allison Thomas - University of Washington, Seattle; Whitney Tran - University of Washington, Seattle; Allison Wilks - Seattle Pacific University; Yu-Jin Youn - Seattle Pacific University; Eva Zaro - Colorado State University

Salutatorian: Chandni Rajasekaran - University of Washington, Seattle

Woodinville High School

Graduates: 370 Total Scholarship Awards: \$2,428,997

Valedictorians: Eliana Shaina Ariyevich - University of Washington, Seattle; Chloe Marjorie Brid - University of Washington, Seattle; Emerson Sophia Cobbley - North Park University; Avery Elizabeth Colburn - Cornell University; Sheridan Karina Douglas - George Washington University; Daphne Rebecca D'sa - University of Washington, Seattle; Sarah Katherine Epley - Chapman University; Riley William Estes - University of Washington, Seattle; Zoe Anne Friedman - University of Washington, Seattle; Zachary Raymond Hage - Boston University; Alexa Mae Hildebrand - Cal Poly, San Luis Obispo; Camdyn James Munger - Pepperdine University; Emiry Michelle Judith Nakazato - University of Washington, Seattle; Ethan L. Wu - University of Washington, Seattle

Salutatorian: William Vincent Heins - University of Washington, Seattle

2019-20 FINANCIAL STEWARDSHIP

REVENUES: \$357,399,882



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

EXPENDITURES: \$345,773,093



76.7%
\$273,999,698

STATE

The state of Washington is Northshore's largest funding source at over 76 cents of every dollar. The amount paid by the state is dependent on enrollment. Funding from the state does not fully cover educational costs.

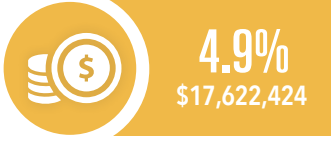
The General Fund pays for the District's day-to-day operations. The largest portion of the annual district funding comes from the state, followed by local taxes.



15.2%
\$54,383,019

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 15 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.



4.9%
\$17,622,424

OTHER

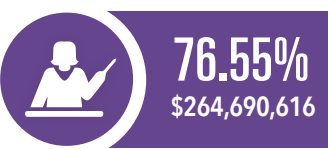
All other funding sources combined make up the remainder of five cents out of every dollar received. This includes gifts, donations and fees that are used for very specific needs.



3.2%
\$11,394,741

FEDERAL

Federal money accounts for a little over three cents of every dollar received and helps provide vital services in specific areas.

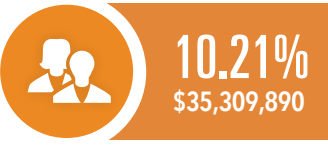


76.55%
\$264,690,616

TEACHING & TEACHING SUPPORT

Last year, almost 77 cents of every dollar spent was used for teaching and teaching support such as counselors, librarians and classroom assistants.

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



10.21%
\$35,309,890

SCHOOL & CENTRAL OFFICE ADMIN

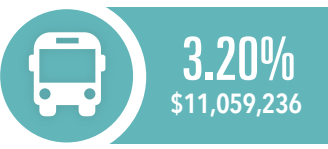
Administration, which includes principals and central office staff, account for just over ten cents of every dollar.



4.96%
\$17,137,048

CUSTODIAL, MAINTENANCE & GROUNDS

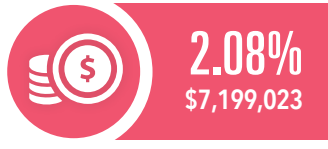
Almost a nickel per dollar was spent on school maintenance, custodians and grounds crews.



3.20%
\$11,059,236

TRANSPORTATION

Buses and drivers to safely transport students daily cost the District a little over three cents per dollar last year.



2.08%
\$7,199,023

ALL OTHER SUPPORT SERVICES

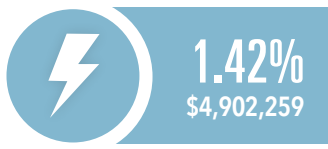
Two cents per dollar went to pay for services such as technology, printing and graphics and warehousing, as well as some unexpected expenditures due to COVID-19.



1.58%
\$5,475,021

NUTRITION SERVICES

A little under two cents of every dollar provided hot, nutritious meals for students.



1.42%
\$4,902,259

UTILITIES

Power, water and sewer for all district buildings cost less than one and one half cents per dollar.



STRATEGIC PLAN UPDATE

The 2017-22 Strategic Plan will be updated over the coming months as we plan for the future beyond 2022. The update process will include opportunities for the Northshore community to provide feedback that will inform our planning. You can participate by using the scan code or link to answer the following questions:



www.nsd.org/portraitofagraduate

Portrait of a Graduate:

? What are the hopes, aspirations, and dreams that our community has for our young people?

? What are the skills and mindsets that our children need for success in this rapidly changing and complex world?

YEAR IN REVIEW

2019-2020

SEPT.
2019

- The District launched a Start Times Committee to determine the best route to accomplish the goal of all schools starting no earlier than 8:00 a.m. and ending no later than 4:00 p.m.

The District put **eight propane-fueled buses into service**, thanks to a Department of Ecology Grant for Propane buses.

OCT.
2019



- Kokanee Elementary teacher, Stacy Hansen was selected to receive the Premera Teachers Tribute Award from Premera Blue Cross and Seattle Sounders FC.
- Heidi Bush, Northshore Middle School librarian, was awarded the 2019 Visionary Service Award by the Washington Library Association Children and Young Adult Services Section.

NOV.
2019



- Sixty-three Northshore student musicians were selected to represent their schools at the 2020 Washington Music Educators Conference on Feb. 14-16 in Yakima.
- The Northshore School Board was named a Board of Distinction by the Washington State School Directors Association for the third consecutive year.
- The University of Washington Medical Center and the Nick of Time Foundation administered 567 free heart screenings at Bothell High School, six of which were referred for additional follow up with cardiologists/health providers.

DEC.
2019



- Sue Freeman, a Northshore volunteer and former parent in the District, was named Human Services Champion of the Year by the North Urban Human Service Alliance.

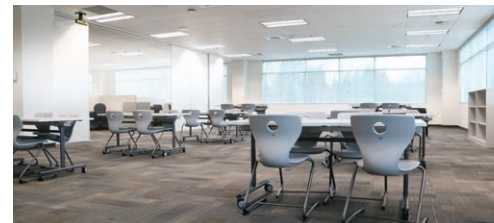
Northshore announced the name **Ruby Bridges Elementary** for its 21st elementary school.

JAN.
2020

- Northshore hosted a community mental health event, Never Alone, with the goal of helping to remove the stigma around mental health and discussing tools for seeking help and coping with an increasingly stressful world.

Seventeen Northshore educators earned their **National Board Certification**, bringing the District's total number of National Board Certified educators to 188.

FEB.
2020



- In alignment with Goal 4 of the District's strategic plan, Dr. Tony Wagner shared his expertise on nurturing innovative thinking, creative problem solving and critical thinking with the Northshore community.
- Northshore introduced Innovation Lab High School to the community, a school focused on an Expeditionary Learning model, in which students engage in interdisciplinary coursework and real-world project-based learning.

MAR.
2020



- Northshore launched its distance learning program Northshore Learns 1.0 in response to the COVID-19 move from the traditional classroom to remote learning.

Thirteen Northshore School District students were named **National Merit Finalists**.

APR.
2020



- Crystal Springs, Fernwood, Shelton View, Sunrise and Wellington elementaries, as well as Secondary Academy for Success and Graduation Alliance were recognized by the State Board of Education for their work on improving student success.
- The Northshore School District was selected to receive a Department of Ecology Grant for electric buses, further demonstrating the District's commitment to green thinking and sustainability.

MAY.
2020



- Family Liaison Mayela Martinez was named the Regional Classified School Employee of the Year for the Puget Sound Educational Service District (PSED) 121.
- A team of seventh graders from Skyview Middle School won the seventh grade division in Washington state's eCybermission, the Army's STEM competition.

Sixty-eight Northshore student-athletes signed **national letters of intent**.

JUN.
2020

- Greg Lowell, Inglemoor High School's head boys basketball coach and Scott Bullock, Woodinville High School's head girls basketball coach were both recognized by the Pacific Northwest Basketball Officials Association (PNBOA) as ambassadors.

Northshore students participated virtually in nationals for the **National History Day Contest**. The theme for entries this year was "Breaking Barriers in History." Students placed in 2nd, 4th and 8th place.

Join us as we
CELEBRATE

61

— Northshore —
RETIREEES!

Warm wishes and congratulations to our 61 staff retirees. Each one of these individuals are to be commended for their stellar professionalism and dedication to our Northshore school community. Together they have contributed 1,389 years of service. We thank and applaud you.



One hundred years from
now it will not matter

what kind of a car I drove,
what kind of a
house I lived in,
how much money I had
in my bank account,
nor what my clothes
looked like.

But, the world may be a
little better because
I was important in
the life of a child.

— Forest Witcraft

Rubin Arriola, Custodian,
Woodinville High School, 15 years

Kelli Arrivey, Physical Education
Teacher, Sunrise Elementary School,
24 years

Bill Bagnall, Principal, Lockwood
Elementary School, 34 years

Michael Bailey, Director Strategic
Projects/Internal Audits, Business
Services, 1 year

Tara Barth, Second Grade Teacher,
Wellington Elementary School,
28 years

Sharon Bell, Instructional Support
Specialist, Curriculum & Instruction,
27 years

Cindy Benson, Administrative
Assistant, Superintendent and School
Board, 25 years

Cynthia Bentzen, English Teacher,
North Creek High School, 14 years

Lavonne Browning, Second Grade
Teacher, Lockwood Elementary
School, 11 years

Mary Buckner, Counselor,
Inglesmoor High School, 20 years

George Bugallo, Social Studies
Teacher, North Creek High School,
14 years

Pattie Burnell, Paraeducator,
Shelton View Elementary School,
30 years

Leslie Campbell, Speech &
Language Pathologist, Moorlands
Elementary School, 24 years

Rebecca Cavanaugh, Health
Services Supervisor, Student Services,
22 years

Kathleen Crawford, Fourth Grade
Teacher, Bear Creek Elementary
School, 17 years

Maria Daza, Facility Manager, East
Ridge Elementary School, 24 years

Lori Dougherty, Student
Information Specialist, Inglesmoor
High School, 14 years

Katherine Easton, Third Grade
Teacher, Westhill Elementary School,
31 years

Tami Eckert, Paraeducator,
Northshore Networks, 13 years

Lori Egan, Main Office Secretary,
Woodmoor Elementary School,
28 years

Theresa Etchey, Main Office
Secretary, Frank Love Elementary
School, 26 years

Suzan Frasier, Paraeducator, Crystal
Springs Elementary School, 8 years

Jody Gustafson, Physical Therapist,
Sorenson Early Childhood Center,
37 years

Dianne Halatyn, Teacher,
Woodinville Community School,
22 years

Judith Harkess, Nurse, Westhill
Elementary School, 20 years

Erin Johnson, Speech Language
Pathologist, Shelton View Elementary
School, 32 years

Rae Anne Jordan, Office Manager,
East Ridge Elementary School,
23 years

Maureen Juenger, Science Teacher,
Timbercrest Middle School, 10 years

Susanne Kanning, World
Languages Teacher, Inglesmoor High
School, 27 years

Paul Katz, Supervisor, Graphics &
Warehouse, 31 years

Carol Keller, Paraeducator, Canyon
Creek Elementary School, 19 years

Nancy Kelley, Instructional Materials
Specialist, Technology, 30 years

Joan Laws, Facility Manager,
Timbercrest Middle School, 20 years

Jane Lewis, EL Teacher, Fernwood
Elementary School, 14 years

Barbara Liburdy, Third Grade
Teacher, Arrowhead Elementary
School, 31 years

Debbi Livingston, Facility Manager,
Fernwood Elementary School,
23 years

Jim Mangliardi, Health/Fitness
Teacher, Leota Middle School,
43 years

Frank Martorelli, Jr., Learning
Center Teacher, Fernwood Elementary
School, 30 years

Rebecca Morehouse, School
Assistant, Woodmoor Elementary
School, 21 years

Donna Nash, Paraeducator, Woodin
Elementary School, 6 years

Jarmila Noid Liebrock,
Occupational Therapist, Cottage Lake
Elementary School & Timbercrest
Middle School, 17 years

Candace Nybo, Paraeducator,
Maywood Hills Elementary School,
23 years

Mary Obukowicz, First Grade
Teacher, Lockwood Elementary
School, 23 years

Bich Phan, First Grade Teacher,
Cottage Lake Elementary, 32 years

Janice Quint, Speech & Language
Pathologist, Special Education,
32 years

Jayne Ritter, Paraeducator,
Maywood Hills Elementary School,
21 years

Patricia Roberts, Fourth Grade
Teacher, Kenmore Elementary School,
28 years

Gregory Rooks, Delivery Driver,
Warehouse, 16 years

Jon Sanchez, Art Teacher, Bothell
High School, 3 years

Julia Shirley, Learning Center
Teacher, North Creek High School,
20 years

Cecilia Shumate, Communications
Specialist, Communications, 20 years

Gary Song, Consulting Teacher,
Secondary Academy for Success,
38 years

Jeanette Stephens, Paraeducator,
Fernwood Elementary School,
32 years

Kenneth Stout, Custodian,
Inglesmoor High School, 6 years

Karyn Sullivan, School Assistant,
Fernwood Elementary, 18 years

Janet Tamura, Paraeducator,
Fernwood Elementary School,
22 years

Janis Templin, EL Paraeducator,
Shelton View Elementary School,
14 years

Teresa Wagner, Second Grade
Teacher, Cottage Lake Elementary
School, 27 years

Robert Walters, Third Grade Teacher,
Westhill Elementary School, 20 years

Theodosia Warren, Driver,
Transportation, 31 years

Griffin Williams, Consulting Teacher,
Northshore Networks, 30 years

Together
they have
contributed
1,389 years
of service!

NORTHSHORE COMMUNITY NEWSLETTER

SPRING
2021



Northshore
School District

RACIAL & EDUCATIONAL JUSTICE

The Northshore School District is committed to a racially and educationally just system, and it is the collective voice across all departments and schools that continues to advance this work.

The 2017-22 Strategic plan guides racial and educational justice work, which includes training, education and research, community relations, policy development and communications. To emphasize the District's commitment to this work, the Equity and Diversity Department was renamed the Racial and Educational Justice Department. Below is an update of ongoing work and accomplishments throughout Northshore resulting from a coordinated effort by the Department and the Northshore community, including students, parents and guardians, staff, administrators, and local community leaders and partners.

Student Engagement and Leadership:

- Student Board – The superintendent meets regularly with a diverse group of student leaders whose ideas and feedback inform District planning and decisions.
- Affinity Groups for students of color and historically excluded groups – Black Student Unions, Latinx Student Unions, Gay-Straight Alliance, Japanese Club, Chinese Club, Korean Culture Club, and Indian Student Union – are supported by school staff and the Racial and Educational Justice Department.

Professional Development:

- Creation of an Equity Action Plan by Cabinet leadership, which will guide the District in designing, implementing, sustaining and institutionalizing initiatives that address the educational inequities in our system.
- Launch of the Northshore Education Leadership Academy for staff, in partnership with the University of Washington Bothell, with the support of the Northshore Schools Foundation. These professional development academies have been developed with our District's racial and educational justice core values in mind and are intended to positively impact student learning.
- Professional development for all building administrators and the Racial and Educational Justice Department on the Equity Framework to help them align their building's or department's equity philosophy, pedagogy, and practices with the District's.

Staff:

- Strengthened partnership between the Racial and Educational Justice Department and Human Resources to ensure that the recruitment and hiring process is fair and non-discriminatory – based on qualification rather than fit.
- Continued development and delivery of plans created by the Racial and Educational Justice Department to support the retention of staff of color.
- Increased hiring of staff of color in nearly every category in the District. Certificated administrators of color increased by 112.5% since 2017 from 8 to 17.

Instruction and Community Engagement:

- Ongoing development of a Northshore School District Ethnic Studies curriculum at the elementary, middle and high school level that will support a welcoming and inclusive environment for all. A diverse districtwide committee is engaged in the process.
- Ongoing work in the Curriculum Materials Adoption Committee (CMAC) to revise District curriculum to ensure diverse experiences occur and are represented for our students.
- A successful Black Lives Matter at School Week of Action in February was coordinated by the Racial and Educational Justice Department. It included virtual staff professional development, an elementary read-aloud and community events.
- The Department is currently working with Mary Wilbur, local and other partners to develop a land acknowledgement for the District. This is to honor the longstanding history of land we live and work on, including the Indigenous People as traditional stewards of this land.
- Planning for Pride Month and Asian American Pacific Heritage Month celebrations for May and June.
- Screening of potential volunteers and partners to ensure they are aware of and aligned with the (Equity) District Racial and Educational Justice Policy 0001.
- Continuation of the Racial and Educational Justice Department newsletter.

To learn more about the Racial and Educational Justice Department, visit www.nsd.org/racialandeducationaljustice or use this scan code.



STUDENT SPOTLIGHT

ON CONNECTING, LEADING AND INNOVATING

Are you a Northshore student or do you know a student who is connecting with our community, leading new initiatives or creating innovative ideas during the COVID-19 pandemic and school building closures?

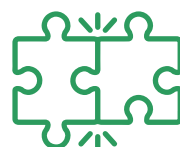


Innovating



- Arya Karki, a sophomore at Bothell High School, and her friend, Simran, who attends school in a neighboring district, created a website as they wanted to do their part to help prevent the spread of COVID-19 in Nepal, a country that draws tourists from around the globe, but has a fragile healthcare system.
- Zackery Woods of Timbercrest Middle School who, with his father, used time during his spring break to build a Lego robot that solves the Rubik's Cube.

Connecting



- Lockwood 5th grader Liliella Eaton just days after we closed our buildings and shifted to distance learning, decided to start publishing an online newspaper, the Lockwood Weekly. Mrs. Sherri Hubel, Liliella's teacher, jumped right in and helped make it happen.

Leading



- Students at Bothell High School created the Mental Health Committee to reach out directly to Bothell students through a variety of avenues to make sure all Cougars know they are not alone. The District has collaborated with the Committee to expand their support to students across the community.
- Diya Gupta, North Creek High School junior, is leading the Northshore School District's Elementary Science Olympiad for all 4th and 5th grade students. Diya has hosted information sessions, workshops and planned logistical needs for virtual programming for an event that historically is held in person.

PLEASE SHARE
YOUR STORY
WITH US AT



www.nsd.org/studentspotlight

SPOTLIGHT

ON NORTHSORE GRADS

Where are they now?

Desirae Lopes

THEN: Woodinville High School, 2014. Health Sciences Certified Nursing Assistant (CNA) class and Health Occupations Students of America (HOSA) President.

NOW: Registered Nurse, Providence Regional Medical Center Everett.



WHAT DID YOU LOVE ABOUT YOUR SCHOOL?

I loved the ability to gain professional skills while still in high school. Getting my Certified Nursing Assistant license at 17 gave me the opportunity to work through college, and gain nursing experience before nursing school. This allowed me to have a step up in my professional field.



DID YOU COMPLETE 2-YEAR, 4-YEAR, VOCATIONAL OR OTHER EDUCATION/TRAINING AFTER HIGH SCHOOL? IF SO, WHERE? MILITARY?

I received a joint degree from Eastern Washington University and Washington State University. Bachelors of Science in Nursing with a minor in Sociology and Health Services Administration.



WHAT ARE YOU DOING NOW?

I am a registered nurse. I started off my nursing career working at Providence Regional Medical Center Everett on the cardiac telemetry floor. Two weeks after starting, my unit was selected to be specially trained as the COVID unit. Since March 2020, I've been caring for COVID positive and other infectious disease patients. I feel honored to be able to serve my community in this time of need. It has been amazing to be a part of clinical trials and research that are changing the way we treat COVID patients. Recently, I accepted my dream position at Evergreen in the Neonatal Intensive Care Unit. This is a goal I've been working toward my whole nursing career, and I'm very excited to pursue this next chapter of my life!



WHAT ADVICE WOULD YOU GIVE TO A CURRENT STUDENT?

I would tell any Northshore student to take advantage of the opportunities you have available. Whether it's Running Start, a professional development class, or a club that feeds your soul - engage in these activities wholeheartedly! There is no better time to gain valuable professional experience.



Getting my Certified Nursing Assistant license at 17 gave me the opportunity to work through college, and gain nursing experience before nursing school."



COMMUNITY BUILDING & FLEXIBILITY DURING NORTHSORE LEARNS

With the need to remain physically distant during the pandemic, the District put in place a number of supports for families, staff and students to build community and stay connected in a safe way because we know learning happens best in community. To this end, staff across the District adapted their work to meet the needs of Northshore families and students.

Food & Nutrition and Transportation Staff Pivot to Support Students and Families

When Lauren Fasciano's dream retirement job of being a bus driver took a turn in March 2020 due to COVID-19, she knew her skills could still serve the District -- just in a different way. Fasciano quickly transitioned to supporting the District's Technology Department by answering phone calls for the Help Desk. She is one of many staff in Northshore who pivoted their skills to ensure students, staff and families' needs continue to be met, especially during the pandemic.

Family Technology Support Hotline

Four bus drivers, including Fasciano, stepped up to help staff the Family Technology Support Hotline. On average the team is fielding nearly 400 calls per month. At the beginning it was closer to 4,500 calls. The team is not only troubleshooting, but also providing support for families who need devices, hotspots or have connectivity issues. This includes helping eligible families get connected with free internet through Zply or Comcast/Xfinity. As the District welcomes students back to buildings, the bus drivers will continue to support technology requests between their routes.

Additionally, three other bus drivers assisted the Technology Department. These drivers reached out to Spanish-speaking families, supported the Staff Technology Support Hotline and supported technology needs at the District's warehouse.

Warehouse

Bus Driver Chris Sanchez, along with two other drivers transitioned their skills to support the District's warehouse. Some days they delivered mail to schools across the District, other times they received mail or organized the surplus warehouse. Periodically they also delivered personal protective equipment to schools.



Bus Driver Lauren Fasciano supporting the Technology Support Hotline.

Food & Nutrition Services Support and Outreach

While many Food & Nutrition Services staff members helped with the meals distribution, some stepped into other roles to support the efforts.

For instance, at the beginning of the school year Canyon Creek Elementary's Cook Manager, Cheryl Brandt spent a couple of days calling families whose students hadn't logged into school yet. She also helped Curriculum sort new books that needed to be sent out to different classrooms. She acted as a relief kitchen manager as well; stepping in to manage production kitchens several times since the summer. On Wednesdays Brandt was often at the Warehouse to assist with getting thousands of gallons of milk distributed for the weekly meal packs that were picked up by families through the District's free meals program.

Tabetha Arellano also shifted her skills during this time. Under normal circumstances, Arellano is the Kitchen Manager at Woodin Elementary. To pivot, she provided administrative support to Food & Nutrition Services. Arellano is bilingual and reached out to Spanish-speaking families to assist them with free and reduced price meal applications, as well as ensured that they understood how the meal ordering process worked.

Meal & Book Distributions

Since shifting to distance learning, nearly 50 bus drivers pivoted from delivering students to school to delivering meals for students to numerous distribution sites across the District. In October, about a dozen bus drivers also began delivering library books for the District's new Books on the Bus program.

Food & Nutrition staff member Wendy Armour, who typically is a cook assistant who rings up items at the a la carte window at Leota Middle School, helped cook food for the meals program, as well as package the food and deliver it.

Additionally, most of Armour's days were spent helping with the District's Books on the Bus program, which allowed families to preorder books -- fiction, nonfiction, graphic novels and more -- and have them delivered to a nearby bus stop or pick them up curbside at their school. Since October, thousands of books have been delivered to Northshore students.

This inspiring program was made possible by an idea from Northshore's school librarians, some of whom worked closely with School Board Director Sandy Hayes, who has led a book distribution initiative out of her garage since the pandemic closed libraries in the spring. Their passion for reading and literature sparked the idea and then many others helped make it a reality including the District's Transportation Department, Food Services staff, Support Services staff, volunteers and more.



Food & Nutrition Services staff Cheryl Brandt and Wendy Armour

To preorder books for curbside pickup, families should visit their school's library page or connect directly with their school's librarian.

While bringing their skills together to better support students and families, staff are growing themselves. Learning new skills and gaining new awareness of how the District works together as a family, supporting one another.

Technology Supports

In addition to this work by staff, technology has also supported community building through Schoology parent groups and the Parent2Parent Network.

Schoology Parent Groups

Groups were created on the District's new learning management system, Schoology, in an effort to connect families to share ideas, challenges and problem solve together. These groups allow families to have dialogue, share resources and check-in with one another. They are sponsored by a staff member and then set up and monitored by the District's Technology Department. Participants are asked to abide by the shared online community expectations and the District's Responsible Use Procedure 2022P. To request the creation of a new parent group in Schoology, complete a form at <http://bit.ly/2LtMzu3>.

Parent2Parent Network

The District's Technology Services Department convened a group of parent volunteers through a principal identification process. The Parent2Parent Network meets virtually every couple of weeks to share ideas and resources specific to technology support for families. The group's main purpose is to provide a wider network of technology support for families during online learning. Members share information with each other and make suggestions for how Technology Services can improve the online learning experience for students and their families. Check your school's newsletters and other communications to learn more about who your school's Parent2Parent representatives are. If you are interested in becoming a Parent2Parent representative for your school, please contact your school's principal.

Performances

While students haven't been able to come together to perform a show or concert, they have creatively found ways to come together virtually and inspire through visual performing arts. Some examples include: Inglemoor Philharmonic performs Mozart's Allegro Moderato from Symphony No. 29, winter concerts from across the District, and Ruby Bridges' choir performs "Light the Candles All Around the World."

A webpage was designed to invite the Northshore community to attend and enjoy the many different concerts and performances that feature our brilliant student musicians, actors and performance artists. Tune in to performances or watch past ones by visiting nsd.org/performances.



THANKS TO OUR COMMUNITY PARTNERS AND VOLUNTEERS!

Community Partnerships

Northshore School District puts priority on building dynamic 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. During the COVID-19 building closures, these partnerships have provided critical support to families across the District. The Northshore YMCA and Champions immediately stepped up to support Northshore families along with countless volunteers.

Supporting English Learners: University of Washington Bothell

For many years, the University of Washington Bothell (UWB) has been an incredible partner. In addition to the Education Department's placement of student teachers in many classrooms across the District, the Office of Community-Based Learning has been instrumental in pairing higher education students with the needs of Northshore students and teachers. This year the partnership expanded to include a focus on connecting undergraduate students in the Second Language Acquisition course with Northshore students learning English as a second language. Over the fall and winter quarters of 2019-2020, 27 UWB students supported Northshore elementary, middle and high school students in the classroom with the support of teachers and paraeducators. The District looks forward to continuing and expanding this collaboration with the University of Washington Bothell.

Childcare: Champions and Northshore YMCA

The Northshore YMCA and Champions were thought partners in the planning and execution of emergency childcare for students of healthcare professionals and first responders. Both partners were quick to pivot with the District to navigate the building closures, health regulations and needs of families. Overall these partners were able to support the needs of more than 240 students. The District thanks them for their support last spring and their continued commitment as critical thought partners for the fall.

EvergreenHealth Mental Health Partnership

Northshore School District and EvergreenHealth have partnered to support students' mental health needs across the District. Thanks to EvergreenHealth's 2020 Levy Funded Service Goals, they committed to providing \$380,000 to the Northshore School District to assist with meeting the program goal of collaborating with local school districts to provide education and information related to youth mental health. With this support, the Northshore School District is providing mental health services to meet the social and/or emotional needs of students.

Totes to Go: Northshore YMCA and Hopelink

The Northshore YMCA and Hopelink have been essential partners in the Totes to Go Program, which provides weekend totes of non-perishable food to families who need a little extra support. With the closure of our buildings, these partners pivoted quickly to increase the number of totes they had been providing to support 50 families a week. With the support of volunteers from across the District, more than 300 home deliveries of totes were made to families with transportation challenges. Providing extra food support to families would not have been possible without the strong partnership with the Northshore YMCA and Hopelink.



Volunteer Lauren Lewis

Inclement Weather Preparation Support for Free Meals Program

Eastside Church and New Life Fellowship of Bothell graciously supported our free meal program by helping prepare for inclement weather. Eastside Church donated 18 pop-up canopies for our meal sites and on bus routes to ensure our staff, volunteers and families stay dry during meal pick-up. Thanks to New Life Fellowship of Bothell our sites also have handy weatherproof clipboard covers to ensure documentation stays dry.

Since registering to volunteer in late March 2020, John Staples has served as a volunteer in numerous roles to support our free meals for Northshore students. He not only has volunteered his time, but has even recruited other volunteers to support the program.

Northshore Schools Foundation: Free Books for Students

The Northshore Schools Foundation, with leadership from Sandy Hayes and Jazmin Loreto, began a free books for students home-delivery program. This was in response to recognizing that with public, school and classroom libraries being closed, many students would not have access to a variety of high quality, fun reading material. Since March 24, 2020, more than 25 volunteers have gathered, sorted and delivered over 19,000 books to our students.



Volunteer Sandy Hayes

PTSA Council

We are so grateful for the PTSA Council and all of our school PTSAs for being strong communications partners throughout the school year.

Volunteers

Involvement by family and community members in classrooms, on the playground, at athletic events and across numerous other aspects of the educational environment contributes to the successful school experience of each student and has a positive impact on their achievement. This year, volunteers including families, community members, Northshore staff and many others have gone above and beyond to support students and families in the uncertain times of the COVID-19 pandemic. More than 180 volunteers signed up following the building closures to support initiatives such as the delivery of daily free meals, weekend non-perishable food and technology devices. Volunteers put in countless hours from March to June and made more than 320 home deliveries. The District cannot thank all of the volunteers enough for their time and dedication to help ensure the needs of students and their families are met.

If you would like to volunteer, or if you see an opportunity to partner with the District, please email partnerships@nsd.org.



Volunteer John Staples

Dr. Reid Named National Superintendent of the Year

Congratulations to Superintendent Michelle Reid, Ed.D. who was named the 2021 National Superintendent of the Year by the **The School Superintendents Association (AASA)**. The announcement was made on Feb. 18 at the virtual National Conference on Education.

This distinction honors school system leaders throughout the country who are making a positive difference in the lives of the students they serve, in addition to ensuring the safety and wellness of their school communities.

Reid was named 2021 Superintendent of the Year by the Washington Association of School Administrators (WASA). She was then named one of four finalists for the national recognition.

Visit our District website to read more at nsd.org/news-and-events.

PROMISES MADE PROMISES KEPT

BOND AND LEVIES UPDATE

In 2018 the Northshore community generously voted to renew the technology levy, renew the educational programs and operations levy and approve the capital projects bond. By voting “yes” on these three measures, the community’s commitment to Northshore students, staff and schools was evident.

During COVID-19, the technology levy has allowed for all Northshore students who are in need of a device to receive a district-issued device. When the District

made the move from classroom to the cloud, 5,102 devices were distributed and 708 hot spots were loaned out. Since then, this has increased to more than 11,700 devices and 1,800 hot spots that have been provided to students. Additionally, the levies continue to cover the education costs that our community finds important, but that are not fully funded by the state. The bond supported the construction of Ruby Bridges Elementary and the Skyview & Canyon Creek Expansion Project, and it continues to support the Northshore Concert Hall at Inglemoor High School, as well as numerous school improvements and essential safety & security upgrades.

TECH LEVY: One-to-One Ratio of Technology Devices to Students

During the 2019-20 school year, 10,000 Chromebooks were purchased for students and distributed to buildings, thanks to levy dollars. Many of these devices were sent home with students when the District transitioned to distance learning, due to COVID-19. These purchases were part of the District2School program, which supports the work that is already happening in the classroom and broadening learning opportunities for all Northshore students. This program compliments the School2Home program, led by Student Services. School2Home provides identified middle and high school students with a laptop and/or hotspot for academic use at home. To date, 500 MacBook Airs have been distributed through School2Home. This program continues to expand, and distance learning accelerated this expansion.

Between the District2School program and School2Home program, the District has now reached a one-to-one ratio of devices to students. To maintain this one-to-one ratio, additional device purchases will need to be made annually as devices age out. By achieving a one-to-one ratio of devices to students there are new opportunities for teaching and learning, such as new ways for student engagement, differentiated instruction, creativity and equitable access to information and materials.



Paraelector Melanie Grove and College & Career Secretary Lisa Allen distribute devices to students during one of North Creek High School's device distribution days.

BOND: Ruby Bridges Elementary

Ruby Bridges Elementary opened this fall for the start of the 2020-21 school year. The three-story school boasts 34 state-of-the-art classrooms, 88,059 square feet and an accessible playground for all students. This new school was necessary to support the continued growth that the District is seeing in the north end.

The project team is working through the project's punch list, while awaiting the school's certificate of occupancy. During winter break, the seismic bracing adjustment was completed. This necessary adjustment was isolated to the school's mezzanine area on the third floor. All other areas of the school have been approved to be occupied.

A grand opening celebration will be planned for when it is safe to hold in-person large gatherings. This information will be shared with the community once details are finalized.

BOND: Skyview & Canyon Creek Expansion Project

The Skyview and Canyon Creek expansion project was completed in mid-July. The project added 53,670 square feet to the two campuses: 26,370 square feet at Skyview Middle and 27,300 square feet at Canyon Creek. This expansion project was necessary to support the growth at the schools and included adding a new multipurpose building and several other campus additions.

Students and staff moved into the flexible use main building at the end of January 2020.

Due to the unprecedented health crisis, the project's grand opening celebration, originally scheduled in March 2020, was postponed. Once a new date has been set, information will be shared with the community.

BOND: Northshore Concert Hall at Inglemoor High School

The Northshore Concert Hall at Inglemoor High School is quickly making progress. During September, the contractors mobilized on site and a groundbreaking ceremony was held. A small group of District staff and two school board directors came together to celebrate the groundbreaking, along with the architects and contractor. While students, staff and community members were unable to attend in person, the ceremony was filmed and shared with the Northshore community.

After receipt of land use permits, the architects and contractors were in coordination with subcontractors in preparation for building construction. The team was also conducting pre-construction meetings with local utility agencies and other authorities having jurisdiction.

The footprint of the building was laid and the team formed and poured the concrete slabs and walls of the foundation. Building permits were received in November and vertical framing commenced. The major foundation slabs and walls of the building's basement were completed in December, as well as utility connections to the existing building and City infrastructure.

Steel erection was completed in January and the team dried in the building during March, meaning the full exterior of the building has a seal around it. At this time, it is expected that the project will be complete by the end of 2021.



Northshore Concert Hall at Inglemoor

BOND: Safety & Security Upgrades

Northshore School District's Safety & Security Department has continued to make Northshore safer by leading projects that are focused on safety and security upgrades on school campuses. These include adding interior and exterior cameras, initiating a pilot project for fencing around schools, upgrading locks, and planning for the implementation of a visitor and volunteer management software program.

Cameras

Interior and exterior cameras were installed at Westhill Elementary and Sorenson Early Childhood Center in spring 2020. The locations were chosen because of the age of students attending. Over the summer, Phase 1 of the camera installation commenced. This phase includes installing additional interior and exterior cameras at Frank Love, Kenmore, Maywood Hills, Shelton View, Woodin and Crystal Springs elementaries. Cameras at Frank Love and Crystal



All of these important improvements are made possible by the voter-approved bond.

Springs were installed and the team will continue on to the other schools as contractors are available. Camera installation at the elementary level is segmented into four phases and is being managed by the Capital Projects Department. Modernization of middle and high school camera systems is also progressing.

The modernizations will enable better area coverage, improved technology, clearer images, better compression which reduces storage needs, and newer cameras that are compatible with a new video management system (VMS). To ensure security and integrity of the new VMS system, the team is working closely with District Technology. Additionally, the modernizations will ensure that there is similar coverage on each of our school campuses as specified by the Safe Schools Advisory Committee report from May 2019. The upgrades at the secondary level will be ongoing and are expected to be complete in 2022.

The order in which schools were selected for installation and modernizations was through assessments conducted by the District's Safety & Security team. The assessments scored the schools and allowed the team to set priorities, in tandem with consideration of geographical logistics and other building improvement projects.

Additionally, camera modernization at Inglemoor and Bothell high schools, which began with 2014 bond funds, is scheduled to be completed with 2018 bond funds during the 2021-22 school year.

Fencing

In order to direct visitors to the main office at schools, fencing was installed at Crystal Springs and Arrowhead elementary schools. The fencing will provide enhanced school perimeters and wayfinding, giving a consistent approach districtwide to ensure visitors are directed to the main office and are only in areas where visitors are permitted. Now that the pilot is complete, fencing at other schools will be considered.

Visitor & Volunteer Management

A plan to implement a visitor and volunteer management software platform has been established and is being finalized. Once ready to launch, the system will be piloted at Crystal Springs, East Ridge, Kokanee and Ruby Bridges elementaries, as well as Northshore Middle and Bothell High. Instead of signing in by hand, visitors will work with school staff to scan their driver's license, take a photo and receive a name badge, to be worn at all times while in the school. Once the visitor is ready to leave campus, they will return to the main office and sign out so school staff know that the visitor is no longer in the building. After the pilot concludes, staff will evaluate efficiency and troubleshoot any challenges. This software is anticipated to be rolled out to all 35 schools districtwide over time. This approach will lead to consistency across all schools for all visitors and staff, and provide real-time monitoring of who is on campus, which is critical in the event of an emergency.

This past fall, volunteer applications moved to this same software to streamline the process. The new volunteer application process was piloted at Kokanee and East Ridge elementaries, as well as Northshore Middle and Bothell High schools. This move to the new software creates a centralized database districtwide of all volunteers. Ultimately, this will reduce workload for school

staff because student's family members will only need to fill out one application, but have the opportunity to volunteer at multiple schools. The new platform also improves reporting and enables easier recruitment based on the needs of a school.

Lock Upgrades

Beginning in spring 2019, the District began updating main classroom entry locks at existing schools. As of November 2020, all 33 schools received these new locks. The final phase of classroom lock installations started at the beginning of September, capturing the five remaining schools that had not received locks in previous phases, as well as secondary classroom access points at all schools. The upgrades to the secondary access points at all schools was completed in February 2021.

The new locks can be locked from inside the classroom without the use of a key, while the old locks required someone to lock the door from the outside with a key. The new locks also have a visual indicator which will help in an emergency situation.

The District's two newest schools, Ruby Bridges Elementary and Innovation Lab High School, had these security locks incorporated into their design and construction of the schools.



BOND: School Improvements

There are a number of smaller projects that were completed during summer 2020 to modernize schools, as well as make them safer and more energy efficient.

These projects include:

- Replacing sections of flooring at Maywood Hills, Moorlands and Wellington elementaries.
- Replacing all flooring for classrooms and administrative space at East Ridge and Westhill elementaries.
- Continue upgrading the fire sprinkler system at Kokanee Elementary.
- Replacing the roof of four buildings and upgrading the HVAC system for the kitchen and older portables at Westhill Elementary.
- Replacing equipment that regulates and circulates air in portables at Arrowhead Elementary.

Phase II of building improvements were also made at Lockwood elementary beginning in summer 2020. These concluded at the end of November. Improvements included: roof modifications for the gym and fifth grade wing building, as well as flooring replacement for all classrooms, the administrative area, and the upper and lower wing's foyer restrooms.

Follow our progress and stay informed by visiting www.nsd.org/buildingforthefuture.



Lockwood Elementary Gym Roof Modifications

SPOTLIGHT ON RUBY BRIDGES ELEMENTARY

Ruby Bridges Elementary opened fall 2020 and is Northshore's newest elementary school. The new three-story, 76,000 square foot building currently serves approximately 500 students and was made possible by the generous support of Northshore voters during the 2018 bond election.

The school was named after Ruby Bridges, who was the youngest child selected to integrate Louisiana schools in November of 1960. She is a symbol of the Civil Rights Movement and the journey of integration in schools. Bridges attended school alone for an entire year as other parents refused to allow integration.

diversity, including racism, bias and inclusionary practices," said Ruby Bridges Elementary Principal Cathi Davis. "Through collaboration with each other and with families, the Ruby Bridges team will seek to create a barrier-free school environment, where each family feels welcome and where each voice is included."

Ruby Bridges Elementary focuses on inclusive practices for all students and staff. The school is one of ten schools selected as Inclusionary Practices demonstration sites for the state of Washington through a competitive application process. In partnership with the University of Washington's Haring Center for Inclusive Education, the school staff and learning community will share best practices for inclusive learning, strategies for supporting the diverse needs of learner, and professional practices representing the cultural shifts necessary to ensure each student is supported, challenged and seen as an integral member of the learning community.

"An inclusive school culture is one where each student is welcomed and belongs," said Davis. "It is my belief that our foundational goal in schools should be to create a learning space where we cultivate connection and where we support our students to come to expect and reach for opportunities to be surrounded by diverse perspectives, to learn in new ways and to develop a rich tapestry of relationships grounded in shared experiences."

In addition to inclusive practices, the school is beginning to implement the Primary Years Program, which was developed by the International Baccalaureate. The program provides rigorous, inclusive, inquiry-based learning in each grade level that is organized into transdisciplinary themes. Through the program, students will be challenged to think for themselves, take responsibility for learning and explore local and global issues within a real-life context. An opportunity to learn a

Ruby Bridges Elementary's motto is boldly stated at the campus entrance, "You are a learner. You are a leader. You belong here."

Bridges has great expectations for every student who attends Ruby Bridges Elementary.

"I am honored that the Northshore School District community has named an elementary school after me," she said when she learned that the school was named after her. "It's been 59 years since I took those first steps that helped put our country on a new, more equitable path in education. My hope is that every child who steps foot in Ruby Bridges Elementary will create their own opportunity to make positive change in our world. And I expect one day, we will sit down together and learn from one another."

Students from a number of Northshore elementary schools came together to create the Ruby Bridges Elementary community.

"Because of Ruby Bridges, we get to be in school together. If it wasn't for Ruby Bridges, I wouldn't be here with you today," said an incoming Ruby Bridges student.

Student groups include north region schools impacted by the 2020 boundary adjustments, as well as students from regionalized program moves within the school district.

At Ruby Bridges, the school community is committed to building authentic relationships and fostering a sense of belonging for each member of the community. Ruby Bridges Elementary's motto is boldly stated at the campus entrance, "You are a learner. You are a leader. You belong here." This motto will be a guiding principle to ensure each student is seen as a valued, contributing member of the school community.

"Building community is active, intentional work. Over the last school year, our staff has engaged in a variety of professional learning opportunities and planning sessions. They developed a mission statement and thoughtfully engaged around issues of equity and

By focusing on inclusive practices, an environment and school culture will be created where every student is seen as a contributing member. Staff collaborate to create specialized supports and rigorous challenges through teaming, co-teaching and providing differentiated instruction at each grade level. Meaningful access to general education for both academic and social emotional learning is emphasized for each student. Specific scheduling and systems for providing students with necessary supports without removing them from general education access are prioritized by all staff. Each element of the school and classroom layouts, design of learning and play spaces and even the master schedule is in service to meet students' needs where they are and in a coordinated effort to support learning and accessibility with peers.

second language at every grade level is also a component of the program. The second language that will be offered is still being decided. By having the Primary Years Program, students' academic, social and emotional well-being are nurtured and developed, along with students being encouraged to be active lifelong learners.

"Opening a new school and building a brand new community is an incredible opportunity to create new relationships, to set high aspirations for our vision and values and to hold fast to what is most important to each of us as leaders, learners and community members," said Davis.



The Ruby Bridges playground officially opened Jan. 18, with the help of Lottie and Asher, two of the school's canine companions certified service dogs and Ruby Bridges fifth grade student, Eli McCormick. McCormick took the first walk on the fully accessible playground equipment. Staff, students and community members quickly came out to enjoy a physically distanced, first playtime on the beautiful play equipment, which was made possible thanks to the Northshore community's approval of the 2018 bond.

SPOTLIGHT ON INNOVATION LAB HIGH SCHOOL

Innovation Lab High School, Northshore's new choice high school, opened in fall 2020. The school opened with about 110 freshman and 40 sophomore students. Up to 150 students will be accepted to future freshman cohorts.

At Innovation Lab, students explore their passions, while identifying their purpose in their community and in the world. Learning is designed around the needs of today's students, and focused on developing the skills necessary for a future yet to be imagined. By 2022, the school will serve students in grades 9 - 12 with the first graduating class being the Class of 2023.

Through Innovation Lab High School's Expeditionary Learning model, students engage in interdisciplinary coursework and real-world project-based learning. One of the central features of Expeditionary Learning is the concept of Crew: an advisory and mutual support network that forms the backbone of the school's culture.

Alec McTavish, math and computer science teacher at Innovation Lab, shared how the school and the Crew model resonates with him. McTavish, like many other Innovation Lab teachers, is certified in multiple subjects. "Engineering was a good fit for the math and science geek that I have always been. Teaching, likewise. But my college years would not have fed me as they did, if I had not also been able to play trombone in the Engineering Jazz Band; acted, danced, and sang in the annual Musical Comedy Revue; and been able to spend a summer as a camp counselor. When I'm at my best, I'm drawing on all of that as I learn and solve problems. At Innovation Lab High School, I get to be a part of that full well-rounded growth of my students. Not within the narrow confines of a single subject, or even within the confines of academic growth. Through Crew, I'm going to be able to ask each student 'Who do you want to be; how do you want to be seen; what do you want your community to be?' and then help them to find those answers for themselves and their community."

At Innovation Lab, students explore their passions, while identifying their purpose in their community and in the world.

In addition to an Expeditionary Learning model, students will graduate with a mastery transcript. To do this, the District obtained a waiver from the Washington State Board of Education, which allows the school to focus on students learning an accumulation of critical skills, rather than on memorization of facts.

"Knowledge has become a free commodity; thus, the world simply no longer cares what you know—there's no competitive advantage," said Dr. Tony Wagner. "Rather, what the world really cares about is what you can do with what you know, which is a brand new, and completely different educational problem."

Dr. Wagner is one of the many thought partners and education associations across the nation who is working with the District to support students and ensure they thrive. Other thought partners and affiliations include: EdLeader21, Expeditionary Learning, Mastery Transcript Consortium and Microsoft.

Northshore has identified the following skills as crucial to fulfill the mastery transcript: communication, collaboration, critical thinking and creative problem solving. Through the District's thought partners, rubrics have been established to measure growth in the skills identified. This twenty-first century mastery transcript focuses on supporting the whole student.

"What brought me to Innovation Lab was the chance to be a part of a school that is designed to re-ignite students' curiosity, help them pursue their passions, and discover their purpose in life," said Alex Virga, science teacher at Innovation Lab.

In practice, a mastery transcript means students' work will be more focused on mastery of skills through larger projects across disciplines, placing an emphasis on students' learning rather than on points and grades.

"Projects will be focused on real-life problems in the community, and developing solutions," said Innovation Lab's Principal, Peter Schurke. "Students will journal questions and wonderings they have during both the school day and at home. Questions from these journals will be used to help students identify their passions, and teachers will look for common themes in their students' journals as they plan. This will ensure projects are more personal to each student, and keep their passion at the focus of their work."

The students of Innovation Lab engaged in a learning expedition focusing on pandemics as catalysts for innovation. Utilizing the design thinking process, students interviewed people designated as essential workers and then gathered the accumulated data into a primary source database and used their new resource to define potential problems to be addressed. After some exercises to help them determine the root cause of their selected problem, they formed teams to brainstorm potential solutions and begun constructing and testing prototypes. In February, they demonstrated their progress at a virtual public celebration of learning to which they invited parents, community members and local elected officials.

"So often young people are referred to as the leaders of the future. I believe that grossly underestimates them. Our young people are leaders now," says Principal Schurke. "Young people all over this world are stepping up to lead causes tied to their passions. My purpose is to help our students develop their leadership skills and identify their passions. We will empower them with the knowledge and skills they need to step forward and begin to actively change their world for the better."

Innovation Lab High School's 2021 application process opened on Jan. 4, 2021. To learn more and to watch the recorded information session visit www.nsd.org/innovationlab.



Innovation Lab High School