



# 2022 COMMUNITY REPORT

## THANKFUL FOR A SUPPORTIVE COMMUNITY



**Dr. Traci Pierce**  
Superintendent

It's an exciting time in the Kennewick School District.

In the last year, as we've regained some normalcy amid the challenges of the COVID-19 pandemic, we've celebrated milestones, championed innovation and continued our careful and thoughtful work of preparing for the future.

In late summer, we opened the new two-story Kennewick High School after years of dreaming, planning and construction. We also finished classroom additions and athletic facility upgrades at Kamiakin and Southridge high schools, and we launched a new and robust online learning program for grades K-12.

These achievements – like all our efforts in KSD – were guided by

our strategic plan and our vision that all students are “known well, safe and destined to reach their highest potential.” In this annual community report, we outline the many ways we're working toward and meeting the goals in our strategic plan, and we highlight our vision for continued success and achievement.

We're grateful to you, our community, for all the ways you've stepped up and offered support this last year and always. A great school district needs a great community, and we undoubtedly have that in KSD. We look forward to continued partnership as we keep growing, innovating, championing, celebrating and planning for the future – this year and in the years to come.

## Board of Directors



**Michael Connors**  
*President, Position 4*



**Ron Mabry**  
*Vice President, Position 3*



**Diane Sundvik**  
*Legislative Rep, Position 5*



**Gabe Galbraith**  
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**Micah Valentine**  
*Member, Position 1*



**Zachary Glenn**  
*Student Representative  
Kennewick High School*

## Superintendent's Cabinet

### **Dr. Doug Christensen**

Associate Superintendent of Human Resources

### **Jack Anderson**

Assistant Superintendent of Secondary Education

### **Rob Phillips**

Assistant Superintendent of Elementary Education

### **Matt Scott**

Assistant Superintendent of Curriculum, Assessment and Professional Development

### **Vic Roberts**

Executive Director of Business Operations

### **Ron Cone**

Executive Director of Information Technology

### **Robyn Chastain**

Executive Director of Communications and Public Relations

**Our Vision**

All KSD Students are Known Well, Safe and Destined to Reach their Highest Potential



# STRATEGIC GOALS

**Our Mission**

To provide a safe environment in which all students reach their highest potential and graduate well prepared for success in post-secondary education, work and life.

## STRATEGIC GOALS, DISTRICT PERFORMANCE INDICATORS & TARGETS

Kennewick School District adopted and implemented a new strategic plan during the 2020-21 school year. This report marks the results of the first-year implementation of the district's new goals and includes district performance indicators and targets from 2020-21.

### Check out KSD's Strategic Plan

View the full version of KSD's Strategic Plan, District Performance Indicators and Targets, at [ksd.org/strategicplan](https://ksd.org/strategicplan)

Este Informe de la comunidad está disponible en español en [ksd.org/communityreport](https://ksd.org/communityreport)



## STRATEGIC GOALS | STUDENTS

Students continue to be our top priority. We are focused on supporting the emotional and academic well-being of all students, pre-K through grade 12. Each fall, all schools analyze their spring student survey results and develop plans to implement strategies focused on student safety and belonging, as well as student academic growth and success. The following are some of the many student-focused efforts that have been implemented or are in the process of being implemented to ensure student success.

### HIGHLIGHTS:

- ▶ Provided mental health therapists in high schools to support student well-being.
- ▶ Added “high-dosage” tutoring and after-school programs to support learning recovering and acceleration.
- ▶ Opened a new K-8 online learning program at Mid-Columbia Partnership and a new 9-12 online high school called Endeavor High School that opened for students in the fall of 2021 to address the demand for online learning programs.
- ▶ Launched a new online learning management system to support the district’s 1:1 computer program to enhance connections between home and school.

- ▶ Expanded the district’s Dual Language program at Eastgate Elementary.
- ▶ Established a committee to make recommendations on the adoption of new World Language curriculum for middle and high school language courses.
- ▶ Developed a “KSD Learner Profile” to help define the digital citizenship, social, life and employment skills our students need.



## Goal: All Students are Safe, Known and Valued

- Physically, social-emotionally, and intellectually safe
- Known well by their teachers, staff and each other
- Valued for their diverse strengths and backgrounds

| Target  | 2021 - 22 Results |
|---|-------------------|
| 90% or more of students feel safe, included and welcomed at school.               | 89%               |
| 90% or more of students regularly attend school (less than 2 absences per month.) | 87%               |
| The student discipline rate is less than 4%.                                      | 2.7%              |

## Goal: All Students are Engaged Learners

- Provided relevant, rigorous and engaging instruction
- Receiving individualized, equitable and inclusive supports
- Accessing diverse course offerings, activities and athletics
- Making progress, annual growth and meeting grade level standards

| Target   | 2021 - 22 Results |
|--|-------------------|
| The special education inclusion rate is 58% or more.   | 49%               |
| 65% or more of middle and high school students participate in at least one athletic or activity. | 74%               |



Want to see student data by grade level and learn more about Kennewick School District's Student Performance Indicators and Targets?

Go to [ksd.org/strategic-goals](https://ksd.org/strategic-goals) 

## Goal: All Students are Ready for Their Future

- Learning digital citizenship, social, life and employment skills
- Provided the opportunity to become bilingual and biliterate
- Graduating with a personalized plan for their post-secondary pathway

| Target   | 2021 - 22 Results                     |
|--|---------------------------------------|
| 100% of students and parents interested in dual language have access to the program.         | 60%                                   |
| 75% or more of high school students complete at least one dual credit, college level course. | 62%                                   |
| 100% of students graduate in five years  | 82%<br><small>(Class of 2019)</small> |
| 100 % of graduates leave high school with a plan for post-secondary education or work.       | 100%                                  |



## STRATEGIC GOALS | FAMILIES

We are fortunate to serve a diverse and growing community in Kennewick. Family engagement is key to student success. We want to partner with our families to provide the best education possible for our students. The district uses feedback from the family engagement survey conducted each spring to shape goals and focus areas.

### HIGHLIGHTS:

- ▶ Implemented 27 school-based Action Team for Partnerships to increase student achievement and success in school while improving community and family involvement.
- ▶ Gathered feedback from families by conducting an elementary card survey to improve understanding of student progress.
- ▶ Continued implementation of "Get to Know Kennewick Schools" video series with a focus on topic areas about school district programs, graduation requirements and student opportunities.



### Goal: All Families are Key Partners

- Respected and appreciated for their diverse strengths and backgrounds
- Welcomed and invited to provide ideas, input and feedback
- Engaged in helping their students be successful

Target

2021 - 22 Results

**95% or more of families report feeling respected and welcomed in their children's schools.**

**86%**

**95% or more of families report having opportunities to engage with schools to help their children succeed.**

**81%**

**95% or more of families report having opportunities to learn about and provide input on district and school programs.**

**79%**

# Get To Know Kennewick Schools



Want to learn more about how to start working for Kennewick School District, why the district relies on local levy and bond funding, how students can start earning credit in high school, and other topics? The district is producing an informational video series to highlight these topics of interest.

Start learning more about Kennewick School District at [www.ksd.org](http://www.ksd.org)



## STRATEGIC GOALS | STAFF

All staff members, including certificated, classified and administrative staff, are important and contribute to the overall success of our district and our students. As the largest employer in Kennewick, we want to attract, hire, and retain the highest quality people to serve our students and our community. Each year, the district conducts a staff satisfaction survey to identify areas for improvement.

### HIGHLIGHTS:

- ▶ Enrolled 50 high school students in the district's Teaching Academy. The program uses the Recruiting Washington Teachers (RWT) program to "grow our own" diverse group of future teachers who more closely reflect the population of today's children and youth.
- ▶ Provided mentoring and instructional support for 60 first- and second-year teachers through the Peer Assistance and Resources (PAR) program. The one-on-one support program pairs new teachers with experienced master teachers to ensure that they are set up for success in the classroom.
- ▶ Offered 131 professional development and training opportunities in 2021. Classified and certificated employees earned more than 34,468 clock hours.
- ▶ Ensured that all staff completed the required annual safe schools training in areas such as health and safety, child abuse and neglect, bully recognition and response, discrimination and harassment, staff responsibility and conduct, and homelessness awareness and understanding.



### Goal: All Staff Members are Safe, Respected and Valued Professionals

- Working in safe and positive environments.
- Valued for their diversity and recognized for their unique contributions as educators, support staff and administrators.
- Members of high-functioning, collaborative teams who use data to plan, improve and innovate.
- Provided opportunities to learn and grow and held to high standards for professionalism and performance.

Target

2021 - 22 Results

**95% or more of staff complete safety training each year.**

**97%**

**95% or more of staff indicate they work in safe and positive environments, collaborate with colleagues, and feel valued on the annual all staff survey..**

**89%**

**Overall staff diversity rate is increasing annually by more than 2%.**

**0.3%**

**Overall district staff retention rate is 90% or more over a five year average.**

**93%**

**34.66**

**Three-year Rolling Average For Osha Recordable Injuries**  
Target: ≤40

**31**

**Flu Clinics Held**  
Target: 10

**70**

**The three-year rolling average for OSHA accepted claims**  
Target: ≤60

## STRATEGIC GOALS | COMMUNITY

We are extremely appreciative of the long-standing history of support from the Kennewick School District community. Community support improves the quality of our schools, and quality schools help improve the community. The importance of this collaborative relationship cannot be overstated.

### HIGHLIGHTS:

- ▶ Supported and expanded partnerships with YMCA of the Greater Tri-Cities, The Children's Reading Foundation of the Mid-Columbia, Communities In Schools of Benton-Franklin, Junior Achievement of Southeastern Washington, United Way of Benton & Franklin Counties, WSU GEAR UP!, Kennewick Police Department, Family Learning Center, and the City of Kennewick.
- ▶ Re-launched the Kennewick Community Education program offering evening and weekend classes to adults in our community. Learn more about current class offerings at [communityed.ksd.org](http://communityed.ksd.org).



### Goal: All Community Members are Important Collaborators

- Supportive in their partnership to help students be successful.
- Engaged as key stakeholders.
- Valued for their support in providing needed resources for student learning, technology and school facilities.

Target

2021 - 22 Results

250 or more students in Team Read Volunteer programs.

**313**

Communities in Schools is present in 9 sites.

**7**

The READY! For Kindergarten program serves 2,500 adults.

**2,614**

## STRATEGIC GOALS | DISTRICT

We recognize our responsibility to our students, staff, families and community. We strive to provide the best education possible for our students and to operate efficiently and effectively as an organization. We know the importance of good communication, innovation, transparency, future planning, continuous improvement, and fiscal responsibility.

### HIGHLIGHTS:

- ▶ Initiated the design and planning processes for the replacement of Ridge View Elementary. Construction is expected to begin July 2022 and the project is part of the bond passed by voters in 2019.

- ▶ Implemented new technology inventory management system.
- ▶ Implemented e-funds system to manage sports forms, user fees and other forms.

### Goal: The Kennewick School District is Innovative, Proactive and Accountable

- Innovative in our strategic future planning and engaged in continuous improvement.
- Regular, timely and transparent with our communications.
- Effective and efficient in our operations.
- Responsible stewards of public resources

Target

2021 - 22 Results

**The unassigned, minimum fund balance is 3-5% of the total district budget.**

**3.3%**



Ridge View Elementary

## BOND PROJECT UPDATE

Three high school construction projects opened in the summer of 2021.

The new Kennewick High replaces the old facility and ties all the school's programs together into a single, modern space that increases student capacity. At Kamiakin and Southridge high schools, 12-classroom additions and athletic facility upgrades increase capacity and provide improvements for student athletes and the community.

The projects were funded by the 2019 \$125 million voter-approved bond and the State Construction Assistance Program. Also completed as part of the 2019 bond is Phase 2 of the new Amistad Elementary.

The next construction project in the bond will be the replacement of Ridge View Elementary on the same site. The project will begin during the summer of 2022 and construction is estimated to take 1.5 to 2 years.



Kamiakin High School



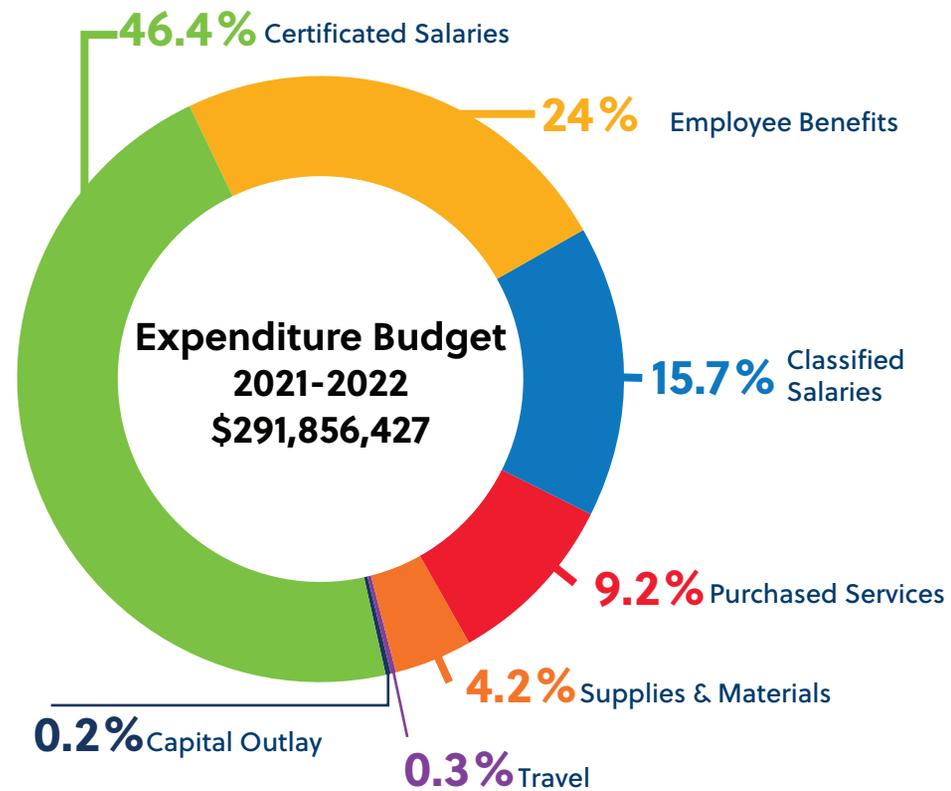
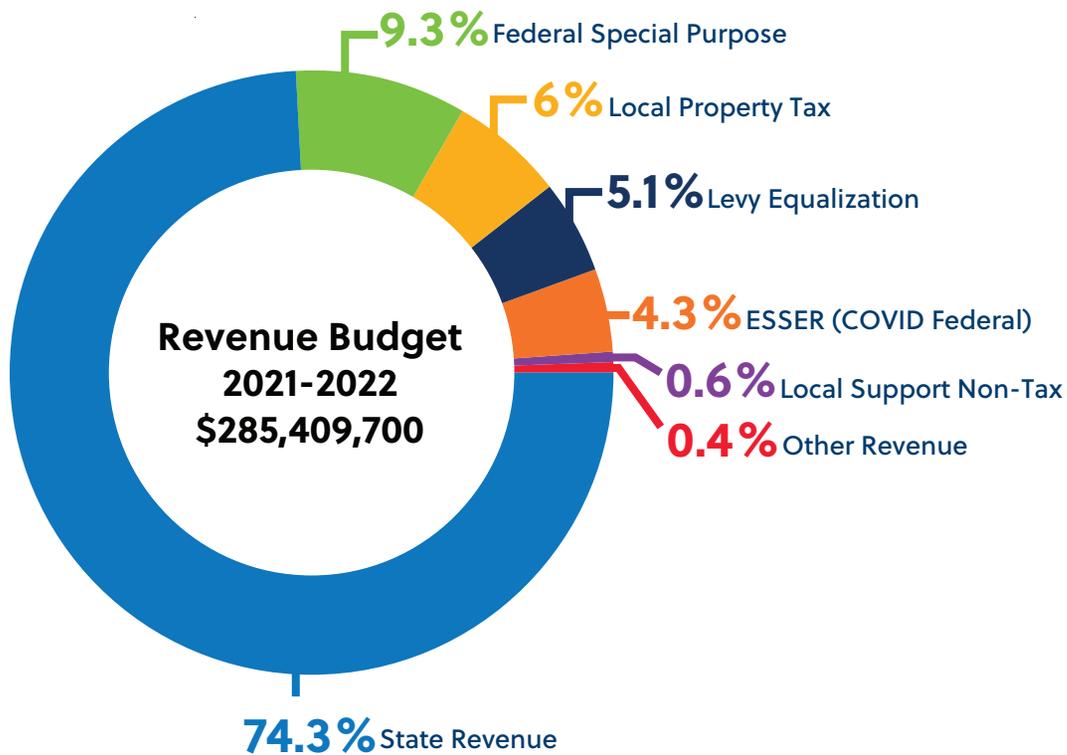
Southridge High School



Kennewick High School



Amistad Elementary School



## HOW ARE WE DOING?

The Office of Superintendent of Public Instruction (OSPI) provides Washington State Report Card data on school and district performance across multiple student measures, such as assessment proficiency, graduation rates, student growth, and discipline. Look up data on classroom teachers, such as teacher qualification and student-teacher ratios. Learn more about school and district finances, such as per-pupil expenditures and state/local spending.

Learn more about how Kennewick School District is doing at: [ksd.org/ospi](https://ksd.org/ospi)

### NON-DISCRIMINATION POLICY

The Kennewick School District provides equal access to all programs and services without discrimination based on sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation, including gender expression or identity, the presence of any sensory, mental or physical disability, or use of trained dog, guide or service animal by a person with a disability, and provides equal access to the Boy Scouts and other designated youth groups. The employees listed below have been designated to handle questions and complaints of alleged discrimination. You can report or file a complaint of discrimination and discriminatory harassment to any school staff member. For a copy of the district's nondiscrimination policy and procedure, contact your school or the district office at Kennewick School District 1000 W. 4th Ave Kennewick, WA 99336. You may also view the policy at [ksd.org](https://ksd.org).

**Civil Rights Coordinator:**  
 Dr. Doug Christensen, Associate Superintendent  
 of Human Resources | (509) 222-5010  
[doug.christensen@ksd.org](mailto:doug.christensen@ksd.org)

**Title IX and 504 Officer:**  
 Brian Levitt, K-12 Student Service Director  
 (509) 222-5003 | [brian.levitt@ksd.org](mailto:brian.levitt@ksd.org)



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Kennewick, WA 99336

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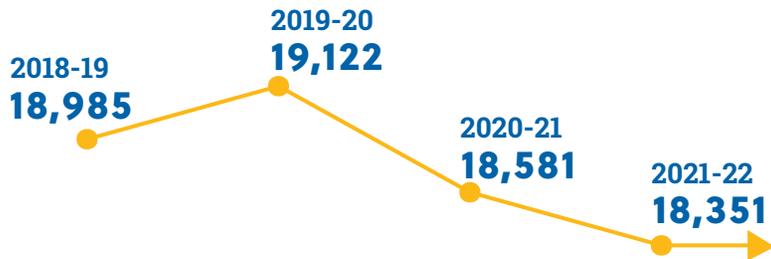
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# Community Member

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## DISTRICT OVERVIEW

STUDENTS (FULL-TIME EQUIVALENCY)  
Enrollment



|   |   |  |  |
|---|---|--|--|
| <b>58.8%</b><br>Low Income<br>(2020-21) | <b>13.8%</b><br>English Language<br>Learners<br>(2020 - 21) | <b>13%</b><br>Special Education<br>(2020 - 21) | <b>13.4%</b><br>Migrant<br>(2020 - 21) |
|---|---|--|--|

STAFF (2021 - 22)

|                              |                            |                           |                                   |
|------------------------------|----------------------------|---------------------------|-----------------------------------|
| <b>1,334</b><br>Certificated | <b>1,126</b><br>Classified | <b>350</b><br>Substitutes | <b>233</b><br>Casual<br>Employees |
|------------------------------|----------------------------|---------------------------|-----------------------------------|

TEACHERS (2021 - 22)

|   |   |
|---|---|
| <b>12.7</b><br>Average Years<br>Teaching Experience | <b>61%</b><br>Have Master's<br>Degree or Higher |
|---|---|

32 SCHOOLS & LEARNING PROGRAMS

|                                    |  |   |                               |                               |
|------------------------------------|--|---|-------------------------------|-------------------------------|
| <b>17</b><br>Elementary<br>Schools | <b>1</b><br>Developmental<br>Preschool | <b>3</b><br>Comprehensive<br>High Schools | <b>5</b><br>Middle<br>Schools | <b>6</b><br>Choice<br>Schools |
|------------------------------------|--|---|-------------------------------|-------------------------------|