

MISD

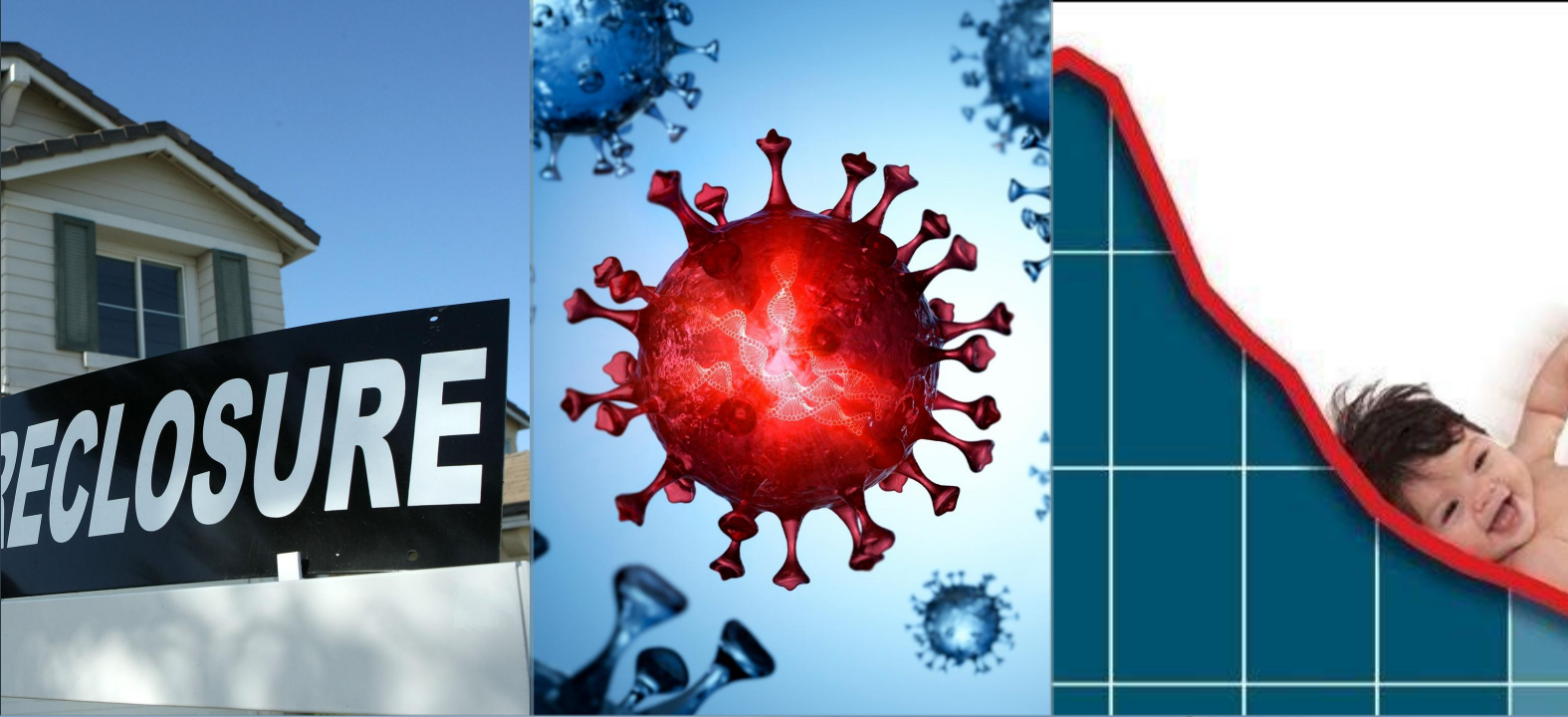
STAFFING AND ENROLLMENT UPDATE

□ **TRANSPARENT**

□ **HONEST**

□ **OPEN**





A CAREER IN
LEADERSHIP

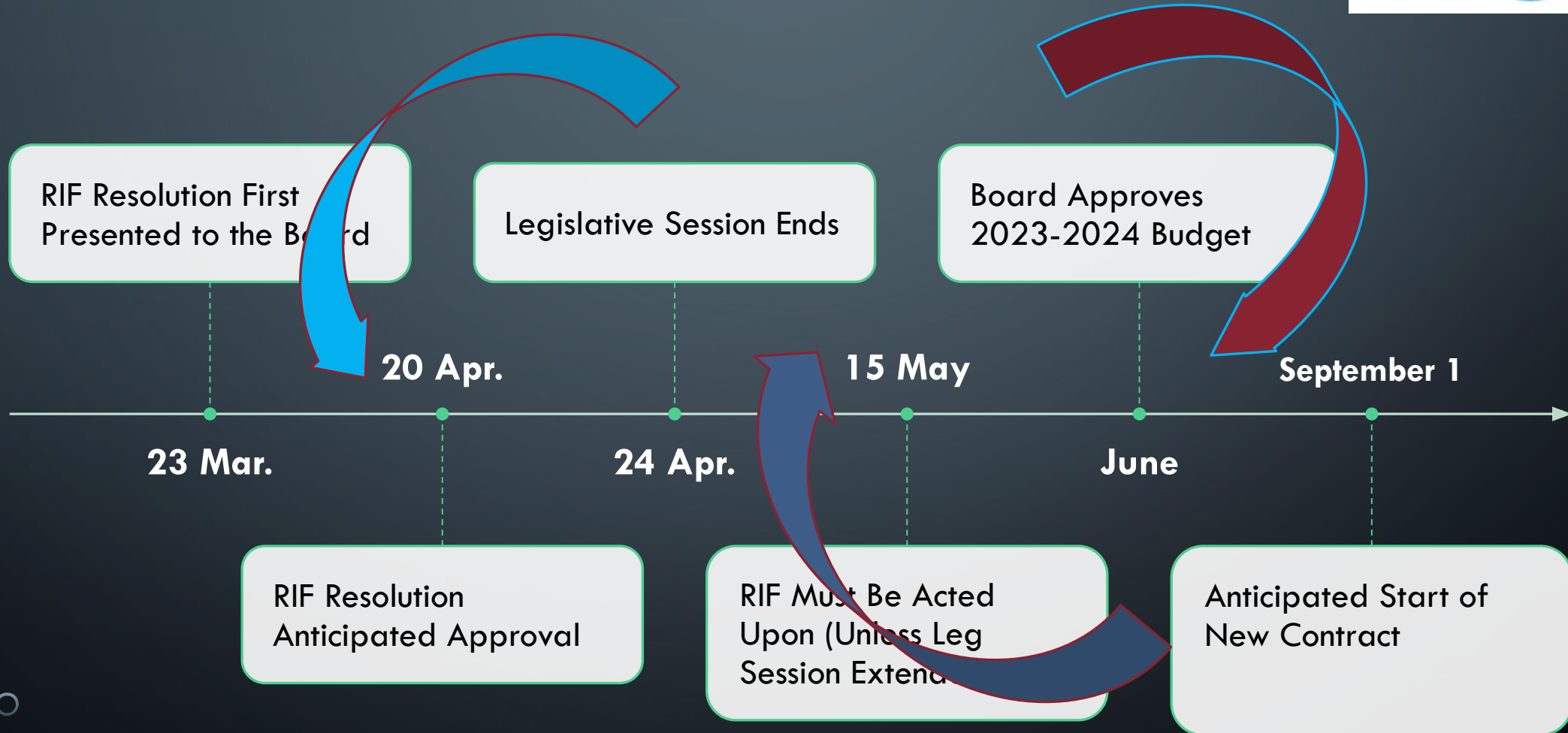
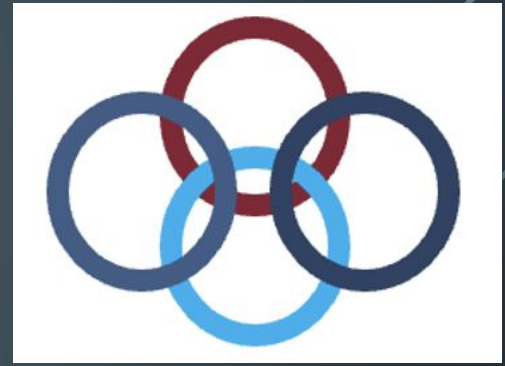
FACING
DECLINING
ENROLLMENT



LESSONS LEARNED

- Communication
- Compassion
- Consistency
- Communication

IMPORTANT DATES AHEAD



GOALS AND OBJECTIVES



Stable financial outlook and foundation



Predictable staffing, budgeting, and resource allocation practices



Accountable to our staff and community members



Student Focused
Staff Supported



DYNAMIC FORCES & COMPETING PRIORITIES

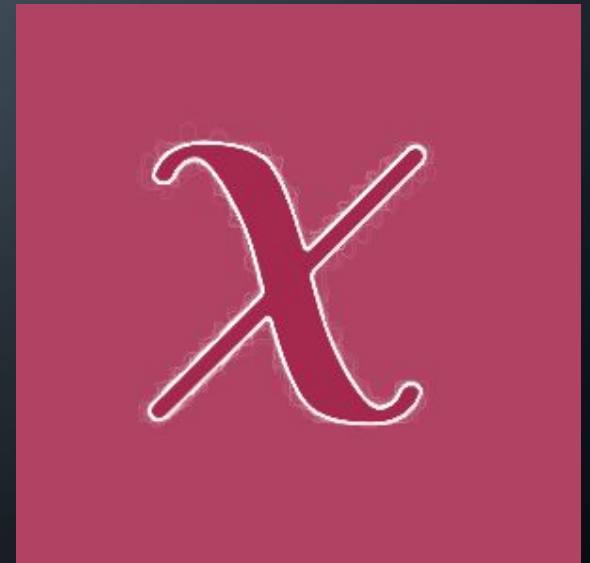
INTERESTS



CONSTRAINTS



UNKNOWNNS





INTERESTS

- Academic, social, and emotional well-being of our students
- Competitive compensation for all staff members
- Retain and attract excellent educators
- Fund balance restoration
- Financial stability and sustainability



CONSTRAINTS

- Contracting enrollment
 - Shrinking birth rates since 2016
 - 200 to 250 student decline during COVID
 - Continued decline over 10 years
- Increasing costs
 - Staff
 - Commodities
- Decreasing levy capacity
- Underfunding from WA State = reliance on levies



UNKNOWNNS

- Legislative action/inaction

- HB 1244- Levy authority

- Died in committee (Rules)

- HB 1436 & SB 5311- Special education

- \$100K to 400K

- Open contracts

- New normal for enrollment

- Incoming K; Incoming 6th; Incoming 9th

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