

Support for Beginning Educators

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



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

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

New Teacher Workshops

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

Release Day Workshops: New educators are released from their classrooms, to focus on practical knowledge and skills to improve their teaching, as well as build cohort connections and collaborate with other new educators.

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



Through learning-focused conversations, consulting teachers provide:

- Building Equitable Practices
- Classroom Observation
- Classroom Set-Up
- Classroom Systems
- Classroom Management
- Curriculum and Content Support
- Curriculum Planning
- Differentiation, SIOP, UDL
- Instructional Specialists (i.e., Special Education, ML)
- Assessing and Reporting
- Data Analysis
- Professional Communication
- Professional Growth and Evaluation Support
- Emotional Support

Contact Information

Lake Washington School District
425-936-1224 | ProfLearn@lwsd.org
www.lwsd.org/employment/careers

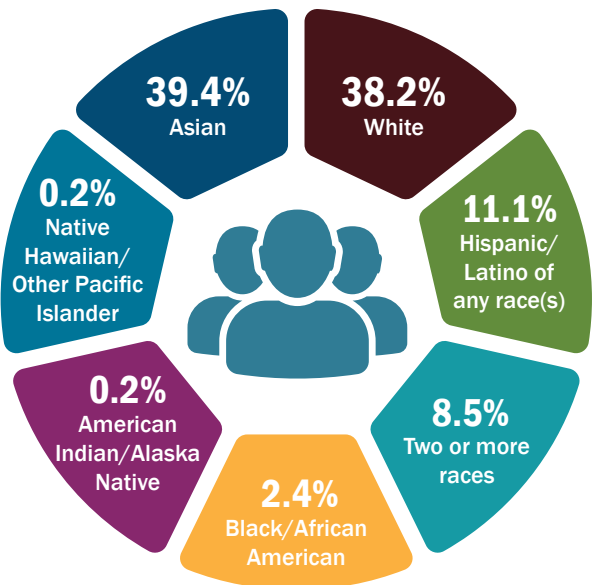
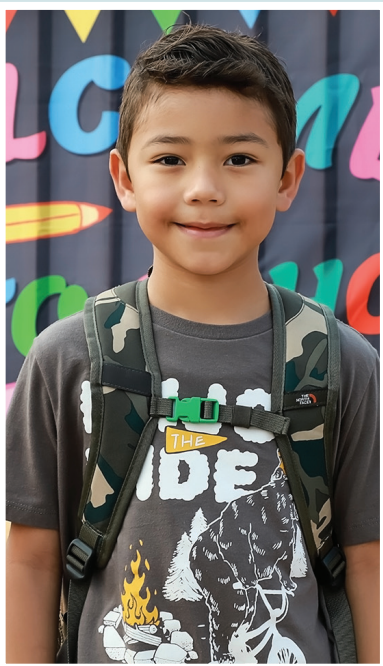
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www.lwsd.org | [#AllMeansAll](https://twitter.com/AllMeansAll)

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Lake Washington SCHOOL DISTRICT



Student Demographics



56
schools



30,605
students



94%
on-time graduation



16,000+
volunteers



A remarkable community for learning

Located directly east of Seattle, Lake Washington School District (LWSD) is an award-winning school district with the feeling of a tight-knit community. The district’s success can be attributed to:

- Our award-winning New Teacher Support Program, which supports new teachers for their first two (2) years.
- Strong community partnerships and collaborative relationships between teachers, students and families.
- Innovative programs created to increase equity and support all students’ academic and social-emotional well-being.

At LWSD, our approach to education revolves around envisioning the future of public education. Our district prides itself on its diversity, collaborative spirit and dedication to fostering high achievement while upholding equity for all students. LWSD is home to award-winning comprehensive high schools, exceptional Title I elementary schools and pioneering Choice Schools specializing in areas such as technology, literature, art and international studies. We are committed to ensuring academic excellence for every student, prioritizing learning, fostering meaningful connections and achieving tangible results. We firmly believe in the potential of every student to excel and grow, and it is our unwavering responsibility to support each student in their journey of learning, development and challenge. Our dedication to the success of every student is deeply rooted in our core values of opportunity, equity and inclusion.

Innovative

Innovative Initiatives for Student Success

At Lake Washington School District, we’re committed to innovative education to ensure every student thrives:



- **Ben Rush Elementary:** Strengthening home-to-school connections through family partnerships.
- **Finn Hill Middle School:** Empowering student-driven science learning with state-of-the-art tools.
- **Sustainable School Design:** Eco-friendly features in new buildings promote healthy environments.
- **Technology Integration:** 1:1 laptops, SMART boards and tech accessibility enhance learning.
- **Choice Schools & Programs:** Tailored curricula meet diverse student needs and interests.
- **Accelerated Academics:** Programs support exceptional learners at all grade levels.
- **MTSS Framework:** Comprehensive support for academic, social and emotional needs.
- **Curriculum Resources:** Accessible tools empower effective teaching and learning.

Join us in innovating for student success!

Join us in embracing innovation and creativity to help all students learn, grow and achieve at high levels.

Equity Focused

Equity Focused: Empowering Educators, Building Inclusive Communities



At Lake Washington School District, equity is not just a goal; it’s our guiding principle. We are committed to closing achievement and opportunity gaps, ensuring that every student has access to an excellent education, regardless of background or circumstance.

Collaborative Efforts for Equity

Our District Equity Team is comprised of teachers, administrators, families and community members who lead our efforts to understand and address equity challenges. Together, we strive to create a learning environment where all students can thrive.

School-Level Support

In every school, our active Building Equity Teams evaluate practices and data to guide our approach to equity. By working collaboratively, we identify and address issues to ensure fairness and inclusivity for all students.

Professional Development for Equity

We believe in empowering our educators with the knowledge and tools to promote equity in their classrooms. That’s why we offer equity-focused professional development opportunities to every staff member, supporting their growth as culturally responsive educators.

Departmental Leadership

Our Equity, Opportunity, and Inclusion Department leads the charge in advancing our equity goals. Through collaboration with schools, families and community partners, we foster meaningful outreach and engagement initiatives.

Community Engagement

From tailored outreach for students of color to film screenings and discussions on equity and inclusion, we actively involve our community in our equity efforts. Our partnerships with community organizations strengthen our collective impact on equity in education.

A Shared Responsibility

At Lake Washington School District, we believe that equity work is everyone’s work. That’s why departments across the district provide professional development opportunities focused on equity and culturally responsive practices. Together, we create a more inclusive and equitable learning environment for all.

Join us in our commitment to equity and inclusion.

Together, we can make a difference in the lives of our students and our community.

Inclusion



Lake Washington School District is resolutely dedicated to cultivating an educational system that transcends boundaries and embraces the rich diversity of all learners. At the heart of our pursuit lies a profound commitment to inclusivity, where students with diverse and often complex learning needs are not only welcomed but celebrated within their local school communities.

We take great pride in the collective efforts of our schools, educators, students and families as they actively work towards creating inclusive environments where every individual is valued and empowered to thrive. By recognizing and honoring the unique strengths and challenges of each learner, we aspire to foster a culture of belonging and acceptance that extends beyond the classroom walls, enriching the educational experience for all and ensuring that every student has the opportunity to reach their full potential.

FUTURE READY

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

- **82%** of Lake Washington students enter a two– or four-year college within two years of graduation.
- High school graduation rates **above 94%**.
- Award-winning schools with some of the **highest test scores in the state.**

