



STRENGTHENING OUR COMMUNITY THROUGH EXCELLENCE IN EDUCATION

2023-24 Northshore Annual Report

District Quick Stats • Financial Stewardship • Bond and Levies Update • Strategic Plan Update



Northshore
School District



Translation? Visit our website to view translations of this document: nsd.org/annualreport



MESSAGE FROM THE SUPERINTENDENT

Dear Northshore Community,

As we celebrate the accomplishments of 2023-24, I want to take a moment to reflect on what makes the Northshore School District so special. Our schools are more than just places of learning—they are the heart of our community. Families choose Northshore because of the exceptional education, opportunities, and student support we provide. From aerospace engineering, to nationally renowned music programs, to award-winning educators—our students have access to diverse and engaging learning opportunities.

But what makes us truly unique is the deep, enduring connection so many have to our district. Former students often return to raise their families here, continuing the tradition of sending their children to Northshore schools. Many former students also go on to teach, support, and lead in our district, contributing to the excellence that shaped them. And many of our current students volunteer and give back to our schools while they pursue their own educational journey.

This cycle of commitment and connection strengthens not only our schools but our



communities of Bothell, Kenmore, and Woodinville. Together, we are cultivating a brighter future—one where every student is prepared to succeed and thrive.

A great public education is at the foundation of a thriving community, and Northshore is proud to uphold that legacy.

Thank you for your unwavering support of each and every one of our students, staff,

and schools. It is because of our partnership with families and the broader community that Northshore continues to stand apart as a district of excellence.

I hope you enjoy celebrating our collective success highlighted in our 2023-24 Annual Report.

Michael Tolley
Superintendent



2023-24 DISTRICT QUICK FACTS

Northshore honors the wealth of perspectives and experiences brought by our diverse students and families.



23,227 STUDENTS

34 SCHOOLS

119 LANGUAGES SPOKEN

94.8% GRADUATED IN FOUR YEARS

17.65% QUALIFIED FOR FREE OR REDUCED-PRICE MEALS

14.7% ENROLLED IN SPECIAL EDUCATION SERVICES

MET OR EXCEEDED STATE TESTING STANDARDS

ENGLISH LANGUAGE ARTS



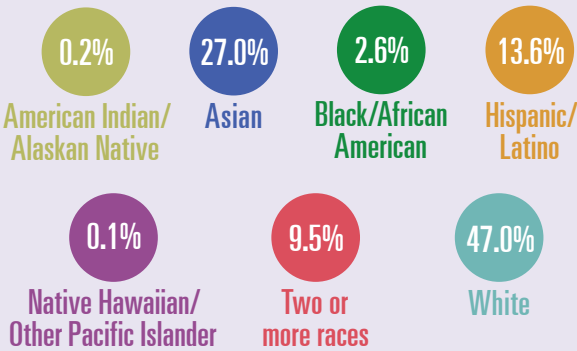
MATH



SCIENCE



STUDENT DEMOGRAPHICS



POINTS OF PRIDE 2023-24

Join us in reflecting on some of the 2023-24 school year accomplishments of Northshore's students, staff, and schools.

STUDENT ACHIEVEMENTS



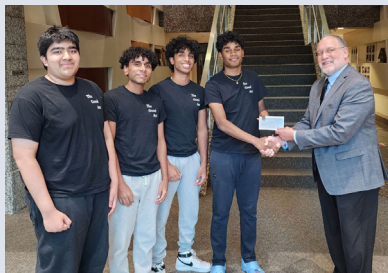
1,769 students graduated from Northshore schools and programs.

- » Graduates pursuing higher education: 1,475
- » Graduates pursuing trade school or apprenticeships: 66
- » Graduates entering the workforce: 48
- » Graduates entering military service: 23
- » Graduates taking a gap/service year: 109
- » Graduates who earned an AA degree through Running Start: 75
- » Members of the Class of 2024 earned over \$11.7 million in scholarships.



The Northshore Family Engagement and Resource Center raised \$30,000 for summer meals to feed students in need. Nile4You, a student-run nonprofit, raised funds and donated to the cause. Partnering with six community organizations and the Northshore Schools Foundation, hundreds of student volunteers packed and delivered food, supporting 300 families—about 1,000 individuals.

83 outstanding middle and high school student-musicians from Northshore received top honors by being selected to participate in one of the 2024 Washington All-State performing groups.



The Good Act, led by North Creek High students, hosted its third Business Fair in August 2023, featuring 150 students from over 60 businesses. The students gained business skills and raised \$1,000 to support Northshore's Family Engagement and Resource Center.

Innovation Lab High School's Climate Action club hosted Rep. Larry Springer and Rep. Davina Duerr. The club's climate emergency subcommittee presented to the legislators and discussed the resolution they would like to have seen pass in the 2024 legislative session.

Nineteen North Creek High students were honored as 2024 Scholastic Art & Writing Awards regional winners. Senior Nivedita Raj earned the Susan J. Russell Scholarship, while Anvi Karpoor and Juah Lee received Gold Keys, advancing to nationals.



The Kenmore Middle School Debate Team placed first at the Puget Sound Middle School Parliamentary Debate Competition in January 2024. Coached by Philip Razem, the team earned top awards and a 71.88% winning percentage - highest in the league's history.

Fifteen members of the Class of 2024 were named National Merit Semifinalists: Wiley Case, Isaac Eilebrecht, Saanika Fadia, Shunzo Hida, Ivonne Huang, Justin Huang, Satvik Kabbur, Sushmita Musunuri, Meredith Nam, Helen Shen, Asher Villa, Zifu Wang, Allan Xuan, Bennett Ye, and Daniel Zhang.

STAFF HIGHLIGHTS

» 1,402 classroom teachers

» Our teachers have an average of 13 years of experience.

» 173 teachers hold a National Board Certification (2 teachers earned their National Board Certification during the 2023-24 school year, and 27 teachers renewed their certification).

» Northshore celebrated 82 retirees in the 2023-24 school year representing approximately 1,611 years of service.



Arrowhead Elementary PE Teacher Fernell Miller (left) and Sorenson Early Childhood Center Teacher Karlie Kirkam (right) were selected as recipients of the Golden Apple Award from Cascade PBS.



Timbercrest Middle School Art Teacher Karen Goodrow won the Washington State Middle-Level Art Educator of the Year award.



Ruby Bridges Elementary Teacher Kim Broomer was selected as the Puget Sound Educational Service District 2024 Teacher of the Year and was later named 2025 State Teacher of the Year.

SCHOOL ACCOMPLISHMENTS



Sunrise Elementary students led the ribbon-cutting for a stormwater retrofit project in November 2023, featuring four 4,600-gallon cisterns to reduce runoff and water onsite gardens. The project supports salmon recovery, water quality, and King County's Clean Water Healthy Habitat goals.



Through a partnership with the Seattle Seahawks and a \$16,000 grant, Northshore athletic directors created Girls Flag Football athletic teams for each of our comprehensive high schools. The first ever championship game was held in February 2024 with Bothell coming out on top as the winner.



Innovation Lab High School was selected as one of a few institutions in the country to receive a "moon tree" seedling that flew around the moon on NASA's Artemis I mission in 2022. Students planted the moon tree on their school grounds.

Northshore's Career and Technical Education program connects coursework to careers through industry partnerships. In 2023-24, CTE added three new programs: CORE Plus Construction, International Business, and Project Lead The Way Biotechnology, and served 1,200+ students, fostering connections with 100 industry professionals.

FINANCIAL STEWARDSHIP

WHERE DOES THE DISTRICT'S MONEY COME FROM?

The General Fund pays for Northshore's day-to-day operations, and it has a variety of funding sources, outlined below for 2023-24.

2023-24 REVENUES: \$417,279,745



STATE

The state of Washington is Northshore's largest funding source at nearly 75 cents of every dollar. The amount paid by the state is dependent on student enrollment. Funding from the state does not fully cover the cost of educating students in Northshore.



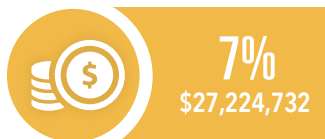
LOCAL TAXES

Local taxes used for public education are referred to as "levies" and help make up the gap between what the state provides and what our students need and the community expects. Levy dollars represent more than 15 cents for every dollar spent on students in Northshore. Levies are a critical funding source for our students and must be approved by local voters and collected over a set number of years. Levy funds are used to support special education services, enrichment activities including music and athletics, staff salaries, safety and security, English Language Development services, technology, and more.



FEDERAL

Federal money accounts for three cents of every dollar received and helps provide vital services in specific areas, including special education, support for reading and math (Title I), and English Language Development.



OTHER

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

Local Levies Support Northshore Students: During the McCleary decision in 2012, the State Supreme Court ruled that Washington was violating the state constitution by failing to fund basic education. In response the state increased funding, however, there is still a gap between the revenue the school district receives from the state and federal government and what it costs to educate Northshore students. We rely on local levies to make up the difference and ensure students have the opportunity to access the education they need and deserve.

Local levies help cover basic education that isn't fully funded, including smaller class sizes, academic support and interventions, support for students with special needs, support for English language learners, and transportation. Levies also fund curriculum and extra-curricular activities such as music, drama, athletics, and clubs.

Technology is another area not fully funded by the state. Local levies cover the costs of technology in schools and administration. In a technology-driven economy, we must prepare our students for the appropriate and safe use of technology.

WHERE DOES THE DISTRICT'S MONEY GO?

Approximately $\frac{3}{4}$ of the District's funding goes directly to the classroom and supports student learning.

EXPENDITURES*: \$425,765,156



74.7%
\$318,046,571

TEACHING & LEARNING SUPPORT

In 2023-24, more than 74 cents of every dollar spent was used for teaching and learning support such as educators, counselors, librarians, and educational support professionals.



8.5%
\$36,190,038

SCHOOL ADMINISTRATION

School administration, including principals, assistant principals, and deans of students, account for more than eight cents of every dollar spent.



5.6%
\$23,842,849

CUSTODIAL, MAINTENANCE, GROUNDS & OPERATIONS

More than five cents per dollar was spent on school maintenance, custodians, and grounds crew.



3.1%
\$13,198,720

TRANSPORTATION

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



2.3%
\$9,792,599

NUTRITION SERVICES

More than two cents of every dollar provided nutritious meals for students.



2.1%
\$8,941,068

CENTRAL OFFICE ADMINISTRATION

District administration, including the superintendent's office, business services, special education, curriculum, instruction, and assessment, and communications, account for more than two cents per dollar.



2.1%
\$8,941,068

ALL OTHER SUPPORT SERVICES

More than two cents per dollar went to pay for services such as technology, printing and graphics, and warehousing.



1.6%
\$6,812,242

UTILITIES

Power, water, and sewer for all district buildings costs less than two cents per dollar.

» *Northshore School District is committed to being good stewards of the support provided by taxpayers and transparent regarding budget challenges. The cost of educating our students is outpacing state-provided funding, resulting in a gap between our 2023-24 revenue and expenditures. The state continues to underfund Northshore, and all districts, in key areas including special education, multilingual services, utilities, and insurance. As a result, the 2023-24 budget required significant budget cuts as well as some spend down of our fund reserves to balance the budget. Meanwhile, the state has also limited our ability to address the budget shortfall locally. In 2018 the Legislature capped the amount of funding that districts could ask from voters through a local operations levy. This was not mandated by the Supreme Court as part of the McCleary decision and as a result of this law change, this revenue stream is also no longer keeping pace with actual needs, an unfortunate common theme across K12 funding formulas. We are committed to continuing to advocate for our Northshore students, their families, our staff, and the broader community. [Learn More: nsd.org/budget](https://nsd.org/budget)

LEVIES AND BOND

FULFILLING OUR PROMISE TO THE COMMUNITY



The voter-approved 2022 Educational Programs & Operations (EP&O) Levy, Technology Levy, and Capital Bond provide students with access to the services and programs essential for their success. During the 2023-24 school year, these funds totaled \$63 million, making up more than 15 percent of the District's revenue. Continue reading to learn how Northshore honors its commitment to our community with these important resources.

LEVIES

EP&O LEVY

When every student has the resources they need to succeed, all students gain. The District's EP&O Levy helps bridge the gap between state funding for basic education and the additional support Northshore students require to thrive, creating more opportunities for their success.

The EP&O Levy support students receiving Special Education and multilingual services. It funds curriculum adoptions and many enrichment programs like athletics, band, orchestra, choir, and theater. Many staff positions across the District are funded by the EP&O Levy as well, including some nurses, elementary counselors, mental health support staff, and classroom paraeducators – with each person playing a vital role in the learning experiences of our students. The EP&O Levy contributes to the District's General Fund, supplementing the revenues received from the state and federal government to cover the costs of basic education.



TECHNOLOGY LEVY

The Tech Levy maintains our investment in learning technology by providing devices for all students, classroom technology, and innovative learning solutions. It also funds technology training for students, staff, and families and allows Northshore to provide assistive technologies to improve accessibility for students.

During the 2023-24 school year, the Tech Levy generated \$20 million, which allowed the District to replace more than 6,151 student computing devices across Northshore. It also funded training sessions to help our educators stay current with the ever-changing technology landscape, so they can best support our student learners. During the 23-24 school year, this included conversations around the use of Artificial Intelligence in technology, providing guardrails for our educators and our students to safely and effectively consider AI's use in learning.



BOND

2022 CAPITAL BOND

During summer 2024, Northshore broke ground on six of the larger school growth projects funded by the 2022 Capital Bond and continued to make progress on additional facility improvements. These funds are designated for building improvements and are part of the District's Capital Projects Fund.



Building Improvements, Safety & Security, and Technology Infrastructure Projects

During the four-year cycle of the 2022 Capital Bond, all schools will benefit from building improvements. The summer of 2024 featured a number of school-specific projects outlined below:

- *Arrowhead Elementary: Kitchen modernization—new hot holding cabinet, double stack convection oven, and milk cooler*
- *Canyon Creek Elementary: Kitchen modernization—new hot holding cabinets and milk cooler*
- *Cottage Lake Elementary: Kitchen modernization—new hot holding cabinet and milk cooler*
- *Crystal Springs Elementary: Kitchen modernization—new hot holding cabinet*
- *East Ridge Elementary: Fencing project, kitchen modernization—new hot holding cabinet*
- *Frank Love Elementary: Fully inclusive playground installation, kitchen modernization—new refrigerator, freezer, and hot holding cabinet*
- *Hollywood Hill Elementary: Fully inclusive playground installation, kitchen modernization—new hot serving cart, milk cooler, and hot holding cabinet*
- *Lockwood Elementary: Kitchen modernization—new freezer and milk cooler*
- *Maywood Hills Elementary: Kitchen modernization—new milk cooler*
- *Moorlands Elementary: Kitchen modernization—new refrigerator, hot serving cart, and hot holding cabinet*
- *Shelton View Elementary: Fencing project, kitchen modernization—new freezers*
- *Wellington Elementary: Kitchen modernization—new refrigerators, freezer, milk cooler, and hot holding cabinet*

2022 BOND, CONTINUED

School Growth Projects

During summer 2024, six of the school growth projects funded by the 2022 Capital Bond broke ground. It took approximately two years to work through the stages of project development, schematic design, design development, and construction documents and permitting, and the following six project sites are officially under construction. On this page, there are draft architects' renderings of projects, which are subject to change, and photos from community groundbreaking events. More images are available at: nsd.org/2022bond.

- *Westhill Elementary: Kitchen modernization—new hot holding cabinet and milk cooler*
- *Woodmoor Elementary: Kitchen modernization—new hot holding cabinet and milk cooler*
- *Canyon Park Middle School: Kitchen modernization—new hot holding cabinets and milk cooler*
- *Leota Middle School: Kitchen modernization—replacement dishwashing machine and new hot holding cabinets*
- *Northshore Middle School: Track and field replacement, kitchen modernization—pass-through units for hot and cold food and new milk coolers*
- *Skyview Middle School: Track and field replacement*
- *Bothell High School: Kitchen modernization—new freezer*
- *Woodinville High School: Fencing project*
- *Bear Creek Campus: Lighting and electrical upgrades*

In addition to individual school building improvement projects, the 2022 Capital Bond continues to fund district-wide updates to improve our school campuses' safety and security, including: Implementing the visitor management system for checking in and out school visitors and volunteers; installing security camera systems at all schools district-wide, with the final school's installation complete by winter 2025; and video intercom installation is underway with two-thirds of schools complete. Video intercoms allow school office staff to view and speak with visitors before allowing entry.

Lastly, technology network infrastructure improvements underway include upgrading the router at every school. With approximately half of the schools upgraded so far, the remainder will be completed in early 2025. These new routers will allow higher-speed connections to support the increase in students using a computing device. They will also allow the District to implement new network security measures.

» Learn more about the Capital Bond: nsd.org/2022bond



*Crystal Springs Elementary,
Anticipated completion: fall 2025*



*Kenmore Elementary,
Anticipated completion: fall 2025*



*Sorenson Early Childhood Center,
Anticipated completion: fall 2025*



Inglemoor High School phased replacement project (Phase I is funded by the 2022 Bond)



*Fernwood Elementary,
Anticipated completion: winter 2026*



Maywood Hills Elementary, Anticipated completion: fall 2025



*Woodin Elementary,
Anticipated completion: fall 2025*

Two school growth projects are anticipated to break ground in 2025:



Leota Middle School phased replacement project (Phase I is funded by the 2022 Bond)

STRATEGIC PLAN

SUPPORTING NORTSHORE LEARNERS

Our district's strategic plan provides a roadmap to achieving our mission—ensuring each and every student is equipped with the skills and knowledge necessary to achieve their dreams. The plan is built around five strategic goals, each with measurable outcomes, setting the District's direction. Each goal is highlighted below, including examples of progress made during the 2023-24 school year.

Success in the Early Years

» STRATEGIC PLAN GOAL 1



The District's adoption of a common K-5 English Language Arts curriculum called *Into Reading* in 2022 is showing early signs of success.

- Students are making measurable progress, particularly in the percentage of students meeting standard in phonics and high-frequency words in kindergarten, 1st grade, and 2nd grade on the District's common reading assessment.
- The investment in professional development for educators is critical and contributes to the early signs of improved student outcomes
- Northshore educators are using common instructional practices with the new curriculum materials, aligning across grade levels and schools, creating more consistency for our students and accelerating their learning.

Responsible, Resilient, Empathetic Learners

» STRATEGIC PLAN GOAL 2



Northshore students are empowered to take charge of their education, strive for their best, and actively engage in activities and classes that spark their interests and align with their future goals.

- In 2023-24 students serve on more than 6 district-wide committees and task forces, shaping key district decisions.
- The annual Student Justice Conference brings together about 200 high school students from across Northshore. This event fosters community building, teaches advocacy skills, and provides a platform for our students to share their knowledge with community members and educators.
- Northshore students indicate their connection to their school communities is strong. More than 80 percent of responding students report having a teacher or other adult from school they can count on to help them, no matter what.

» **Northshore's Mission:**
Strengthening Our Community Through Excellence in Education
Learn more about the 2022-27 Strategic Plan: nsd.org/strategicplan



Completing higher-level math is crucial for students as it builds critical thinking, problem-solving, and analytical skills essential for success in life. Students also need the opportunity to apply their learning in a variety of contexts – helping prepare them to navigate real-world challenges with confidence and competence. Northshore students are fortunate to have access to world-class career and technical education classes and a strong sequence of advanced math classes starting with algebra in the 8th grade.

- 60-65 percent of Northshore students complete algebra by 8th grade compared to the national average that is estimated to be around 25 percent.
- 4,926 or 66.9 percent of students in grades 9-12 passed at least 2 advanced math classes.
- 1,154 students earned a Career and Technical Education certificate, opening doors to high-wage professions.

Innovative, Creative, Critical Thinkers

» STRATEGIC PLAN GOAL 4



Innovative, creative, and critical thinkers drive progress and solve complex challenges, shaping a better future for all of us. Teaching students these abilities involves helping them develop the skills to analyze, evaluate, and synthesize information in thoughtful and systematic ways.

- Educators across Northshore are using teaching techniques, including socratic seminars, to engage students in their curriculum materials, celebrating inquiry and discussion.
- Student-led clubs provide leadership and growth opportunities in topics students are passionate about, including solving social problems related to the environment and mental health, among others.
- Participating in National History Day in middle and high schools, Northshore students explore a focused topic of their choosing, analyzing primary and secondary sources to present their thesis and the culmination of their learning.

Ready for Lifelong Success after Graduation

» STRATEGIC PLAN GOAL 5



The District strives to provide middle and high school students with options to pursue their passions and interests while equipping them to be community contributors and preparing them for the opportunities awaiting after graduation, whether it be higher education, apprenticeships or technical training, the military, or the workforce.

- Northshore's 4-year graduation rate in 2024 was 94.8%.
- In 2023-24, CTE added three new programs: CORE Plus Construction, International Business, and Project Lead The Way Biotechnology.
- With more than 11,000 volunteers in Northshore, our community actively participates in the education of our students, helping them to prepare for their future.

Nondiscrimination

Northshore School District is enriched by the many experiences and perspectives each individual member brings to our District and community. Therefore, our District prohibits discrimination based on age, sex, marital status, sexual orientation, gender expression, gender identity, race, creed, religion, color, national origin, honorably discharged veteran or military status, or the presence of any sensory, cognitive, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

Civil Rights and ADA Coordinator for Staff:
Jerred Kelly, Director of Human Resources,
3330 Monte Villa Parkway, Bothell, WA
98021-8972, 425-408-7622 or 7604,
TitleXOfficer@nsd.org

Title IX Coordinator: Jerred Kelly, Director of
Human Resources, 3330 Monte Villa Parkway,
Bothell, WA 98021-8972, 425-408-7622 or
7604, TitleXOfficer@nsd.org

The Northshore School District shall provide equal educational opportunity and treatment for all students in all aspects of the District's academic, activities, or employment programs without discrimination. In addition, the District provides equal access to the Boy Scouts and other designated youth groups in its programs and activities.

Section 504 and ADA Coordinator for Students:
Rick Ferrell, Director of Student Services, 3330
Monte Villa Parkway, Bothell, WA 98021-8972,
425-408-7632, rferrell@nsd.org

Any Northshore School District staff and community member has the right to raise concerns or make a complaint regarding discrimination under this policy without fear of retaliation. The above-listed employees have been designated to handle questions and complaints of alleged unlawful discrimination.

Strengthening Our Community Through Excellence in Education

Why are you receiving this mailer? An estimated 70 percent of the residents within the school district do not have school-aged children in the Northshore School District. The purpose of this publication 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.



Northshore School District

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

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Northshore School District Board of Directors (L-R): Sandy Hayes (District 4), Hân Trần (District 3), Amy Cast (District 5), Elisabeth Sotak (District 2), and Jacqueline McGourty (District 1)

Board Meetings are usually held on the second Monday of the month at 4:30 p.m. and the fourth Monday of the month at 7 p.m.

Please check the website for upcoming **Conversations with the Board** dates at [nsd.org](https://www.nsd.org).



In fall 2024, the District broke ground on six of the 2022 Bond-funded projects, including the Kenmore Elementary expansion project, seen above.