

# State of the School District The Greater Issaquah Chamber of Commerce State of the City Breakfast January 30, 2025

Superintendent Heather Tow-Yick



ISSAQUAH  
SCHOOL DISTRICT 411

# Land Acknowledgement

We acknowledge that we are on the Indigenous Land of Coast Salish peoples who have reserved treaty rights to this land, specifically the Snoqualmie Indian Tribe and Duwamish. We thank these caretakers of this land who have lived and continue to live here since time immemorial.





# Mission & Vision



## Vision

All students thrive as they engage in meaningful learning that unlocks their passion and potential to positively impact the world.



## Mission

Our students will be prepared for and eager to accept the academic, occupational, personal and practical challenges of life in a dynamic global environment.





# By The #Numbers

\$409M Budget

18,500+ students

2,500+ staff

33 Sites

- 27 schools, 2 learning sites, 4 operational sites
- \$1.3 billion in insured assets

Seven municipalities

110 square miles





# State of Our District

## Headlines



### Resilience & Partnerships



Bomb cyclone brought big challenges and teamwork opportunities

### First Fall Resource Fair



With the help of partner organizations, we served more than 900 students

### Transition to Kindergarten



Evidence shows the TK program changes trajectories for our youngest learners

### High School Success



Our students perform top 5% on national test scores with a 95.3% graduation rate

### Best Place To Work



Forbes list of "America's Best Employers by State" 2024 in Washington

# Strategic Plan

Approved by the School Board in 2023, our 3-year Strategic Plan, was developed by administration with input from students, families, staff and community.

This plan is aligned with board vision and goals, and priority areas and strategies with a focus on implementation and progress to:

- Improve student belonging, address opportunity gaps and maintain academic excellence
- Alleviate student stress
- Increase workforce diversity
- Step up engagement and feedback loops
- Enhance customer service and operational consistency





# Student Well-being

Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.



- Universal screener
- Expanded breakfast program
- Back-to-School Resource Fair
- Care Solace & Communities in Schools
- Opportunities for peer learning



# Academic Opportunities

Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey.

- Professional development for teachers
- Academic supports and interventions
- Equity framework for curriculum adoptions
- Systemwide alignment of core courses







# Diverse Talent

Students will benefit when we recruit, retain, develop and engage staff to ensure a highly effective workforce that supports and reflects the diversity of the student population.



- Continued anti-bias training in hiring
- New recruitment and marketing strategies
- Professional development for all administrators
- Stay and exit survey data collection
- Teacher residency and pathways



# Authentic Engagement

Students will benefit from meaningful engagement between constituent groups and the district that is ongoing and supportive of the diversity of our community.

- Empathy interviews of students, families, staff and community members
- Engagement opportunities with listening sessions, middle school athletic task force, bond advisory committee, special services and more
- Standardized data sharing agreement
- Worked with constituents to create a working definition of "Authentic Engagement"





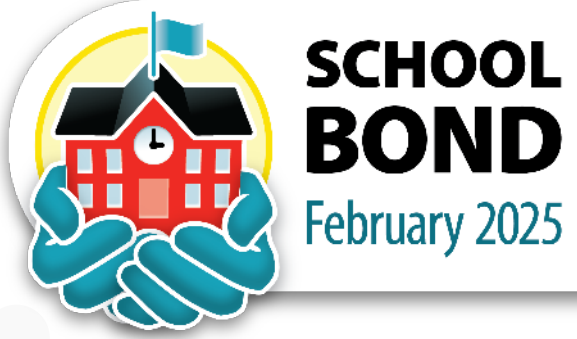
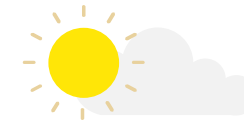
# Organizational Effectiveness



Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.



- Lean continuous improvement
- Developed internal framework for equity-based budgeting
- Internal controls and increased communication



Proposition No. 1 General Obligation Bonds  
**A Community-Driven Plan**  
Vote By Feb. 11

### \$231.6 million

- ✓ Reduced by 63% (Nov. 2024)
- ✓ Maintain projected tax rate
- ✓ Stronger project oversight
- ✓ Ease capacity to alleviate overcrowding
- ✓ Begin construction immediately

### Safety and Security

- ✓ High school security vestibules
- ✓ Update fire systems at all schools
- ✓ Increase building security: cameras, intercoms and entry
- ✓ Install gates and fencing

### High School Capacity

- ✓ Balance capacity across high school campuses
- ✓ Begin construction on shovel-ready New High School
- ✓ Improve 228th Avenue and sidewalks
- ✓ Remodel Liberty High School





As a community,  
we are always  
stronger  
together



# Thank You!

## Stay engaged with Issaquah School District

Engaging with our community and advocating for students builds a stronger future. By supporting our students and their growth together, we strengthen connections that inspire meaningful change and drive lasting progress across our community.

