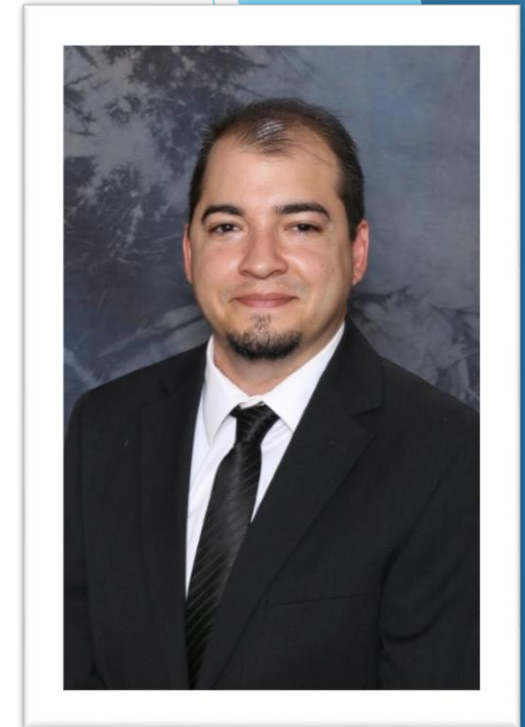


# Welcome!

Thank you to Sweet Diablita Cookies and Muffins

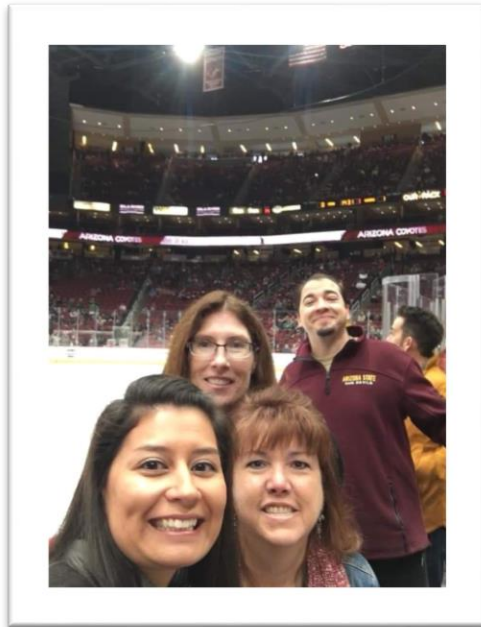
# 2019 Ambassador of Excellence



Jonathan Perrone  
Mountain Sky Junior High  
8<sup>th</sup> Grade STEM Teacher



# 2019 Ambassador of Excellence



# Award-winning Leaders



**Dr. Lyn Bailey**  
Assistant Superintendent  
Public Educator of the Year  
School Social Work Assoc. of Arizona



**Justin Wing**  
Director of Human Resources  
Administrator of the Year  
Arizona School Personnel Administrators Assoc.

# Award-winning Departments



Printing Services and Communications  
and Public Engagement Departments  
Received Awards of Excellence from the  
Arizona School Public Relations Assoc.



# Award-winning Students

Walmart and Valley of the Sun United Way Youth Engagement Project Winners



# Award-winning Teachers



National Board Certified Teachers  
Lookout Mountain  
Palo Verde  
Tumbleweed  
Abraham Lincoln Traditional





# SUPER Kids and “APPLEing” Staff



Boosting student and staff recognition

- 157 SUPER Kids Honored
- 234 by the end of the year
  - 1925 Apple Awards



# Food Drive and Poster Contest

**We can end Hunger**  
**FOOD DRIVE**

#WESDCommunityFoodDrive2019

Monday, February 11 to Friday, February 22, 2019  
WESD is hosting a community-wide food drive to help our hungry neighbors in need!

Most needed items:

- canned fruits
- canned veggies
- peanut butter
- rice
- tuna

All items will be donated to St. Mary's Food Bank Alliance.

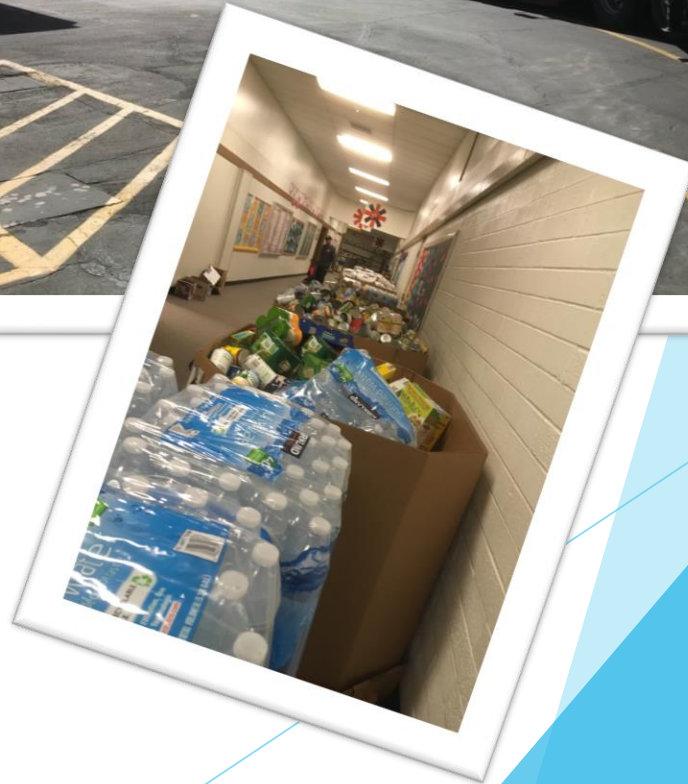
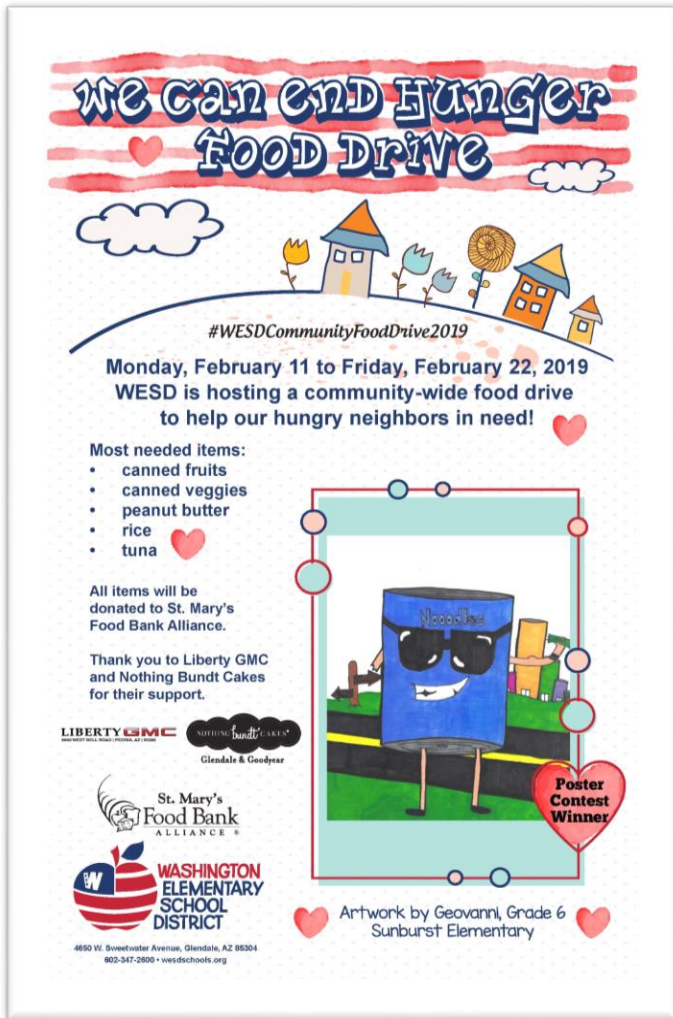
Thank you to Liberty GMC and Nothing Bundt Cakes for their support.

**LIBERTY GMC**  
Nothing Bundt Cakes  
Glendale & Goodyear

**St. Mary's Food Bank ALLIANCE**

**WASHINGTON ELEMENTARY SCHOOL DISTRICT**

4650 W. Sweetwater Avenue, Glendale, AZ 85304  
802-347-2800 • wesdschools.org



Follow and Like Us!



# Follow and Like Us!

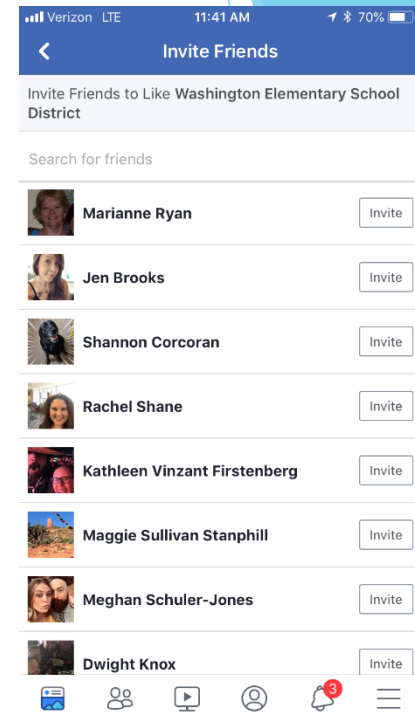
1.



2.



3.



@WESDSchools



**Be in the know!**

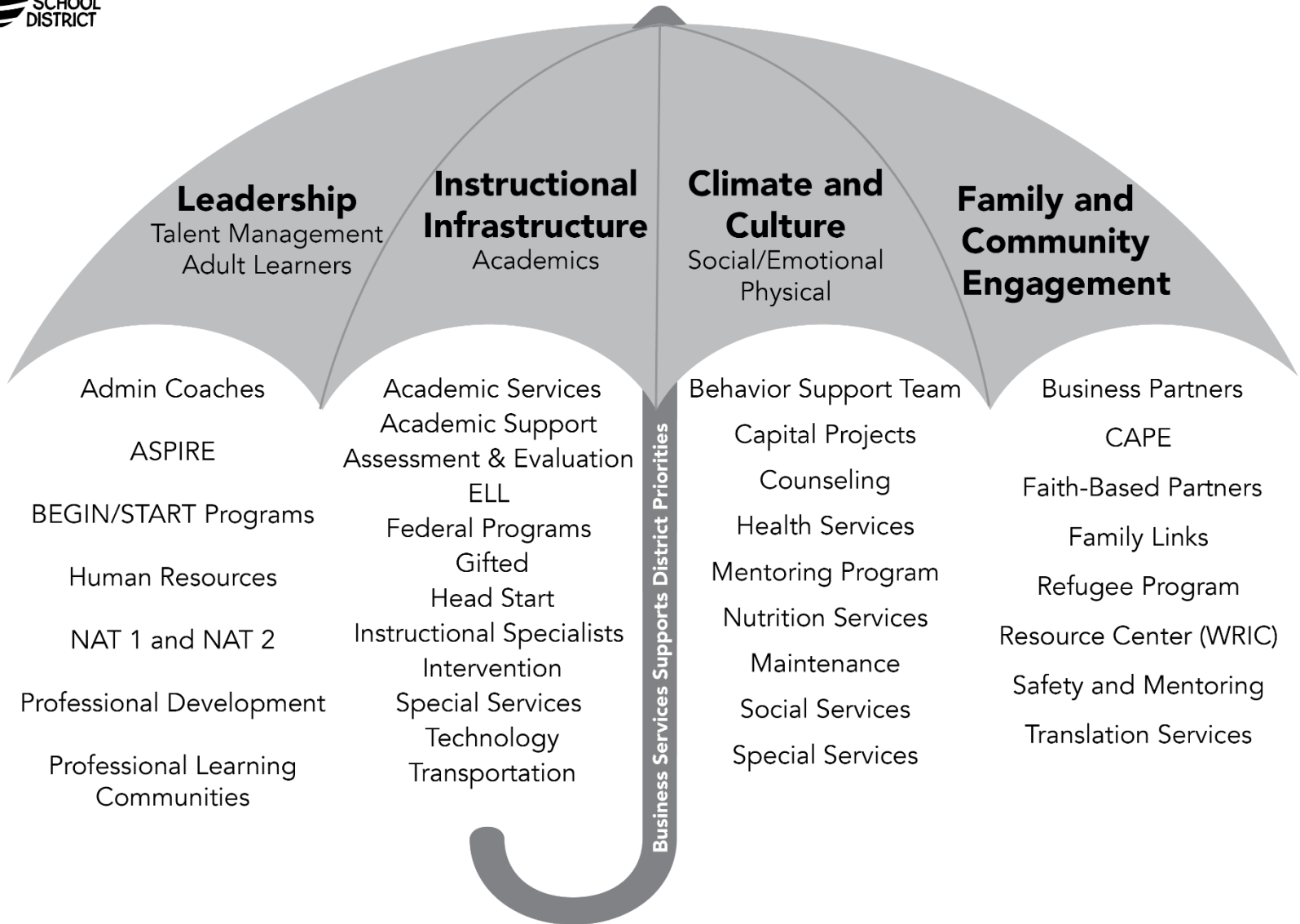


# Advocacy Update

Dr. Paul Stanton



# Continuous Improvement Practices



# WESD at a Glance -

32 Schools Grades pre-K - 8

23,700 Students

## FAST FACTS

- Free and Reduced Lunch – **92.8%**
- English Language Learners (59 Languages) – **20%**
- Special Education students - **14%**
- Gifted students - **7%**
- Homeless – **3%**
- Number of breakfasts served daily – **19,000**
- Number of lunches served daily – **21,000**
- Miles driven daily – **7,127**
- Number of bus riders daily – **5,500**

## DEMOGRAPHICS

- Hispanic **53.5%**
- White **27.4%**
- Black **9.1%**
- American Indian/Alaskan Native **3.3%**
- Two or more Ethnicities **3.8%**
- Asian **2.7%**
- Native Hawaiian/ Pacific Islander **0.24%**

## STAFFING

- Certified – **1394**
- Classified – **1610**

# Who We Met With

- ▶ Representatives from Council Districts 1, 3 and 5
- ▶ Representatives from Legislative Districts 20, 28, 30 (scheduling 24)

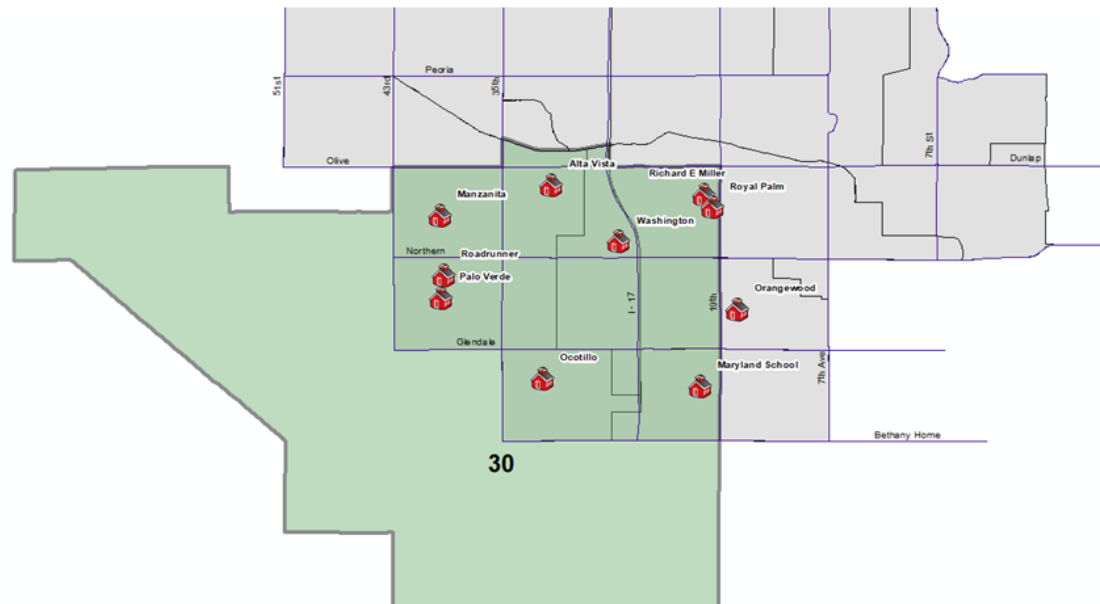


# What We Shared

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect on the right side of the slide, while the left side is mostly white.

# District 30 as it overlays with WESD

- There are 10 school's attendance boundaries that are wholly within or partially within Dist 30.
- Dist. 30 encompasses all WESD schools South of Dunlap with the exception of 1 (DV).
- There are 7,593 WESD students that live within Dist. 30 as of 12/1/2018



# Poverty and Need within our District

- Within our area that is encompassed by Leg. District 30
  - About 137 students are registered as Homeless that attend a WESD school.
  - The average household income for these families is approximately \$48,770.50. This is almost half the National Average.
  - The average Emergency Expense Risk index for this area is about 148; which is almost 50% higher than the National Average.
  - The average Poverty Ratio is about 5 : 1. For every 5 households, 1 lives below poverty.
    - National Ave is 6.2 : 1
  - Unemployment is about 8.19%, which is above the current National average of 6%.

Data is from: U.S. Census data 2017; ESRI National Database 2018; CDC Demographics 2017; WESD data Fall 2018

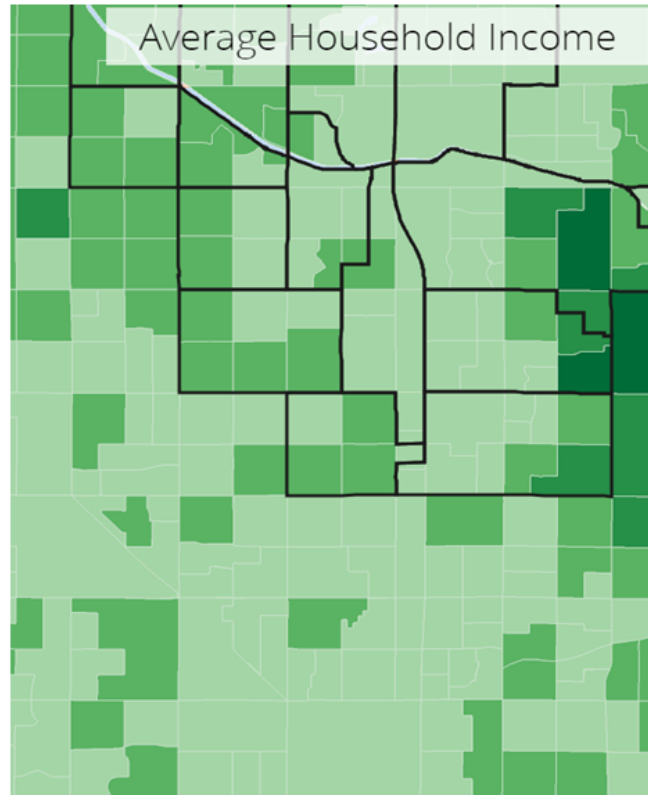
# Our District 30 school area breakdown

School	Homeless	Social Vulnerability Index <small>resilience through external stresses (1 being the highest vulnerability)</small>	Average Household Income <small>Income calculated for persons above the age of 15</small>	Emergency Expense Risk Index <small>disposable income and poverty level compared to National average (100)</small>	Poverty Ratio ( :1) <small>Households above versus below the poverty line</small>	Unemployment <small>Comparison to National averages</small>	Crime Rate Index <small>Index of multiple crime ratings compared to National average (100)</small>	Predominant level of education <small>Study area analysis showing majority education levels over the age of 25+</small>
Alta Vista	15	0.5262	\$53,539.00	145.67	4	11.83%	149.00	High School Diploma
Manzanita	5	0.8051	\$53,915.50	126.50	6	6.50%	139.25	Some college/No Degree
Maryland	17	0.8673	\$42,885.00	156.20	5	8.80%	136.00	High School Diploma
Ocotillo	8	0.7686	\$42,419.00	153.80	5	6.40%	132.00	Some college/No Degree
Orangewood	14	0.6145	\$44,667.25	157.50	3	8.50%	196.25	High School Diploma
Palo Verde	22	0.7073	\$49,860.78	146.50	5	8.91%	151.74	High School Diploma
Richard E. Miller	6	0.4456	\$62,520.63	161.00	3	4.83%	194.50	High School Diploma
Roadrunner	15	0.7833	\$56,583.00	134.33	8	11.33%	152.00	High School Diploma
Royal Palm	10	0.4717	\$57,526.57	124.07	7	6.26%	141.40	Some college/No Degree
Washington	25	0.6535	\$42,847.40	172.22	3	8.50%	186.44	High School Diploma
National Average			\$80,675.00	100.00	6.2	6.00%	100.00	

WESD schools, students and their families within District 30 boundaries are faced with many challenges and risks. Most of the more daunting hurdles they face are financial, but crime and education levels also play a significant part in their ability to thrive and succeed in the community.

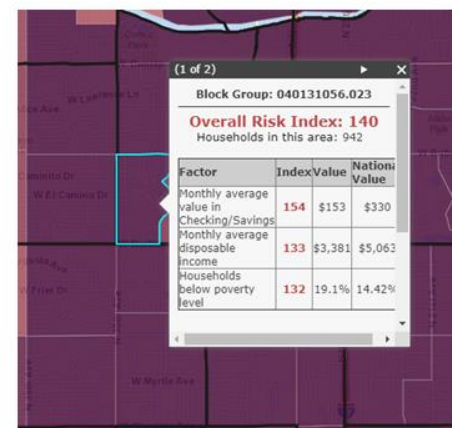
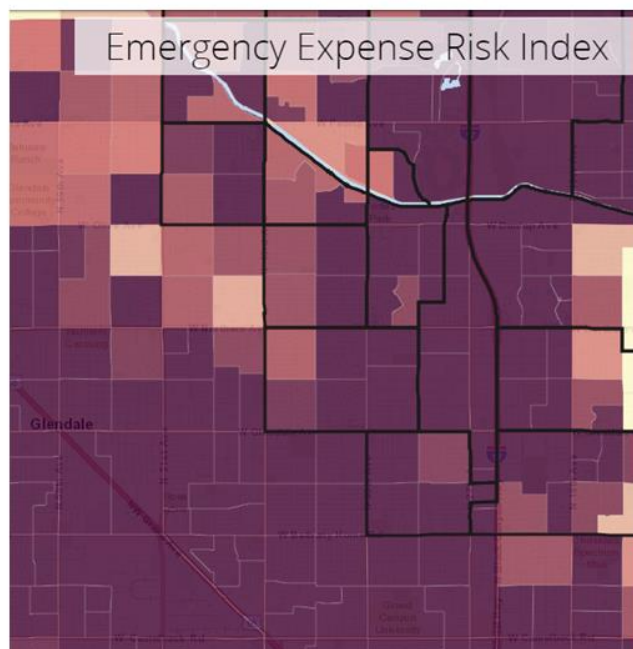
# Household Income Levels

- The darker green areas represent higher levels of Average Household Income



# Emergency Expense Risk Index

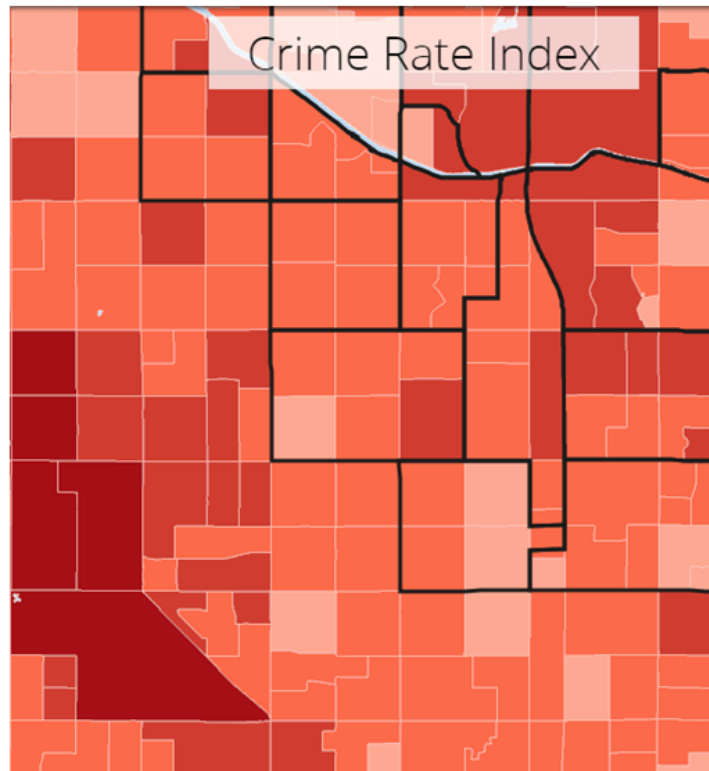
- The darker purple areas represent elevated levels of Poverty and low income security.



- 100 is the National Average.
- This example shows an area almost 1.5X the National Average for EER and about 5% more homes in Poverty.

# Crime Rate Index (July 2018)

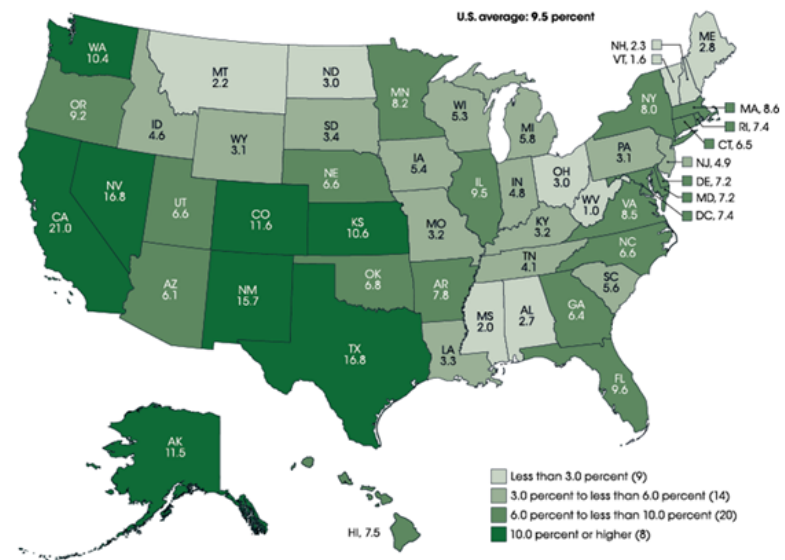
- The darker red areas represent higher levels of Crime



# Amount of students that have a language other than English as Home language (Dist 30)

- 3,397 of 7,593 students (44.74%) that reside in District 30 that attend a WESD school have a home language spoken that is NOT English.\*

- Arizona had a 6.1% average in 2015 and the National average was 9.5%
- WESD has 36.5% this year and has been in the 30+% for at least the past 3 years\*
- \*Data current as of 12/1/2018



SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Local Education Agency Universe Survey," 2015–16. See *Digest of Education Statistics 2017*, [table 204.20](#).



# Talking Points

## City Council Level

- ▶ **Crime Suppression** - *need safety to attract families*
- ▶ **Affordable Housing** - *for staff and WESD families*
- ▶ **Improved Job Opportunities** (Better Pay for our Citizens) - *to stabilize the community*

## Legislative Level

- ▶ **Equity/Opportunity Weight for Schools** = ELL and Poverty
- ▶ **Special Education A/B Switch** = The idea that the dollars go to the identified student rather than automatically getting dollars based on student counts.
- ▶ **Classified** = To support classified staff- Compression and minimum wage going to \$12 an hour
- ▶ **Transparency/Consistency Amongst Systems** = The idea that all system that receive State dollars should have the same transparency requirements (under the Auditor General, Dollars to the Classroom Report). This provides choice for the community member/tax payer

# Update on Efforts

# WESD Early Childhood Programs



## *What the Research Says:*

- ▶ 90% of the brain develops by age \_\_\_\_\_,
- ▶ High-quality birth-5 programming results in higher \_\_\_\_\_, higher \_\_\_\_\_ rates and lower \_\_\_\_\_ rates .
- ▶ Children with high-quality early childhood programming demonstrate:
  - ▶ better \_\_\_\_\_
  - ▶ \_\_\_\_\_ skills
  - ▶ more positive \_\_\_\_\_
  - ▶ higher scores \_\_\_\_\_

*(Information from First Things First website)*

# WESD Early Childhood Programs



## *What the Research Says:*

- ▶ 90% of the brain develops by age 5
- ▶ High-quality birth-5 programming results in higher IQ scores, higher school graduation rates and lower crime rates
- ▶ Children with high-quality demonstrate
  - ▶ better vocabulary
  - ▶ language, math and social skills
  - ▶ more positive relationships with classmates
  - ▶ higher scores on school-readiness assessments

*(Information from First Things First website)*



**WASHINGTON ELEMENTARY  
SCHOOL DISTRICT**

# WESD Early Childhood Programs



## 3 High Quality Programs

- ▶ WESD Special Needs Preschool
- ▶ WESD Head Start Program
- ▶ WESD KidSpace Early Childhood Enrichment

**Total Students Served= 1188**

# WESD Special Needs Program



- ▶ 24 programs in WESD
  - ▶ Serve children with a range of disabilities
  - ▶ Ages 2.9 to 5
  - ▶ 2.5 hours a day; 4 days a week
- ▶ Search to Serve team locates, evaluates and designs individual plans for at risk preschoolers
- ▶ Staffed with Early Childhood Special Education Teacher and 1 or more teaching assistants
- ▶ Offer in-class therapies (Physical & Occupational Therapy and Speech & Language)
- ▶ Aim to find Least Restrictive Environment (LRE) and place students in WESD Head Start and Early Childhood Enrichment (ECE) classrooms

# WESD Head Start Program



- ▶ 588 students served ages 3 to 5
- ▶ 23 classrooms in 19 schools
- ▶ Offer both full day and half day programs
- ▶ Has been part of the WESD community for over 40 years and a district program since 2002
- ▶ Focus on self-regulation, persistence, logic, reasoning, language and literacy skills
- ▶ Parent involvement is a major focus
  - ▶ Each classroom has regular parent meetings/trainings, such as: nutrition and health, literacy, safety and positive parenting

# WESD KidSpace Early Childhood Enrichment



- ▶ 125 4-year-old students served
- ▶ Tuition based program; scholarships offered
- ▶ 6 current locations (7 classrooms total)
  - ▶ Expanding to 2 additional schools next year
- ▶ Focus on building both social and academic skills
- ▶ Recently featured as a Quality First Spotlight in The Early Childhood Leader's Exchange Magazine (Jan, 2019)
  - ▶ Featured strategy of utilizing a book study to help our staff meet the needs of our students



# Quality First Star Ratings



- ▶ Quality First is Arizona's quality improvement and rating system for early learning programs
- ▶ Programs are given Star Ratings based on rigorous standards
  - ▶ Three WESD programs have a 3 star rating
  - ▶ Seven programs have a 4 star rating
  - ▶ Two Head Start programs have a 5 star rating

# Looking Ahead to Next Year

*All WESD Early  
Childhood Programs  
will receive training  
on*

- Identifying
- Meeting the needs  
of **gifted and high  
potential learners**

*WESD is committed to  
meeting the needs of  
ALL students.*





# What does K-8 Gifted Education Look Like in WESD?

Created by Jason S.  
McIntosh, Ph.D.

# Arizona's Definition of the Word 'Gifted'

- ▶ “Gifted pupil” means a child who is of lawful school age, who due to **superior intellect** or **advanced learning ability**, or both, is not afforded an opportunity for otherwise attainable progress and development in regular classroom instruction and who needs appropriate gifted education services, to achieve at levels commensurate with the child’s intellect and ability. [ARS §15-779](#)

# Gifted program outcomes in WESD

- ▶ All students receiving gifted services are expected to strive to achieve the following outcomes at levels commensurate with their abilities:
  - ✓ Self-directed learner
  - ✓ Collaborative worker
  - ✓ Complex thinker
  - ✓ Problem solver
  - ✓ Quality producer
  - ✓ Community contributor
  - ✓ Effective communicator
  - ✓ Competent researcher

# 3 Signature Programs



- ▶ Project Potential
- ▶ Gifted Learning Center (GLC) - K-6<sup>th</sup> grade
- ▶ Flex Center - 7<sup>th</sup>-8<sup>th</sup> grade

# Three Signature Programs

## (#1) *Project Potential*

### Project Potential

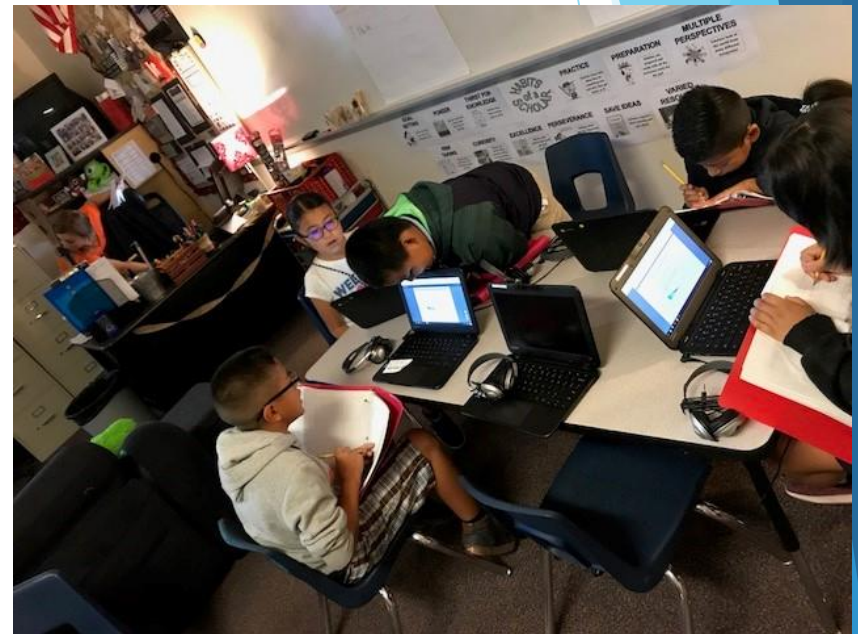
-Minimum twice a week pull-out program

-Located at all 27 elementary schools in the district

*Identified- 1,396*

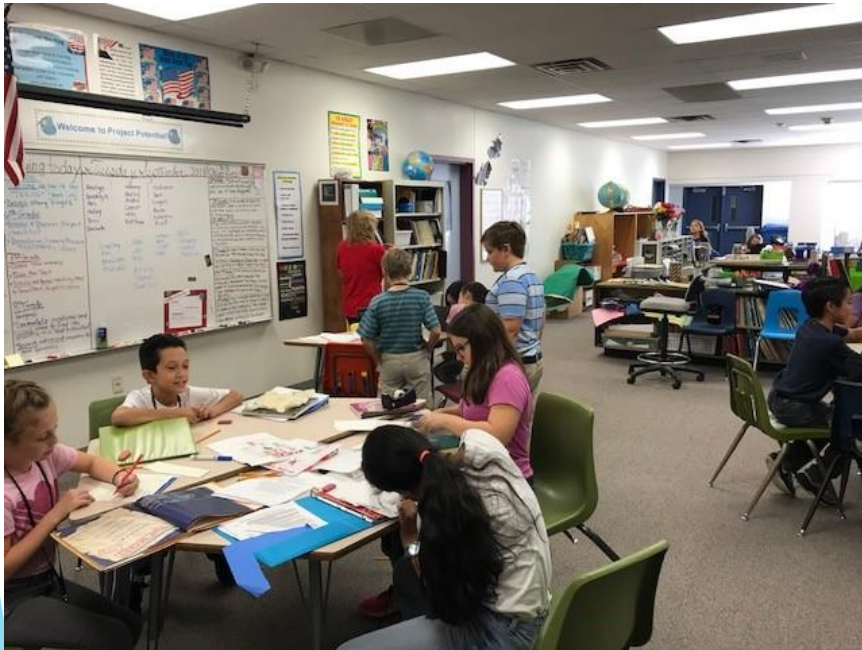
*Temporary Placement- 374*

*Must be identified at the 97<sup>th</sup> percentile or higher in one of the three areas recognized in AZ or be provisionally placed through the Temporary Placement Process*



# A Look Inside a Project Potential Classroom

Writing Creative Story Sequels



Discussing Text Using Kaplan Dice





# A LOOK INSIDE A PROJECT POTENTIAL CLASSROOM

Building a 3D Model of a space station



Competing to see which group can construct the tallest tower



# Three Signature Programs

## (#2) *Gifted learning center*

### Gifted Learning Center

-K-6 multi-age self-contained program for highly gifted students

-Located at Sahuaro Elementary

*Identified- 72 (max of 80)*  
*Temporary Placement- 0*

Must score 97% or higher in one area, plus 90% or higher in a second area, plus 80% or higher in the third area



# A Look Inside the Gifted Learning Center



# Three Signature Programs

## (#3) *Flex Program*

### Flex Program

-Program for highly gifted 7<sup>th</sup> & 8<sup>th</sup> grade students

-Located at Cholla Elementary

*Identified- 30 (max of 40)*

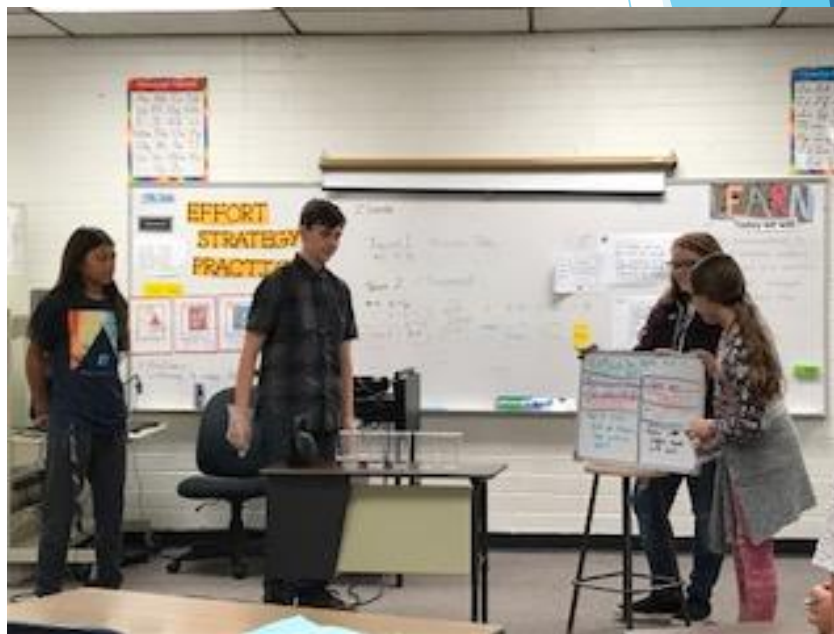
*Temporary Placement- 0*

Must score 97% or higher in one area, plus 90% or higher in a second area, plus 80% or higher in the third area, plus demonstrate the habits of a scholar



# A Look Inside the Flex Program

- FLEX Program students are self-contained for language arts and social studies, but go to Advanced Math and Advanced Science with their typical peers.



# How are these programs different from most regular education classes?

Open-ended tasks	Overarching concept (e.g. grit, empathy, exploration)	Inter-disciplinary content
Real-world problem solving	Pre-assessment determines starting point	Routine provision of choice
Students learn to think like a disciplinarian	Teachers guide and facilitate rather than direct instruction	Perky pace
Social/emotional needs lessons embedded	Taught by someone who has earned or is currently working towards their gifted endorsement	Taught at their ability level NOT simply according to their age or grade



For more  
information,  
please email

[Jason.mcintosh@wesdschools.org](mailto:Jason.mcintosh@wesdschools.org)

# ARIZONA TEACHER SHORTAGE

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, modern aesthetic. The text is centered horizontally and positioned in the upper-middle section of the frame.



# Teaching Profession

## ▶ Various publications

- ▶ Bottom five in education funding
- ▶ Bottom five in teacher pay
- ▶ Top five in class size

# Teacher Workforce

- ▶ Estimated 25% of current teachers can retire in next 3 years
- ▶ Significant decrease in in College of Education (in Arizona and nationally)

# Teacher Competition

- ▶ Texas has billboards in Arizona
- ▶ Nevada targeting Arizona teachers with social media



# Teacher Shortage in Arizona

- ▶ Arizona School Personnel Administrators Association (ASPAA)
  - ▶ December 2018
    - 1,694 of 7,453 teacher positions remained vacant
      - 22.7%
  - ▶ Last three school years
    - 23.3% vacancies

# Teacher Shortage in Arizona

- ▶ Arizona School Personnel Administrators Association (ASPAA)
  - ▶ Mid-year abandonments and resignations
    - 913.5 (as of December 2018)
  - ▶ Candidate pool per vacancy
    - Most often 0 to 1 applicant per teacher vacancy

# WESD RECRUITMENT EFFORTS

# WESD Recruitment

## ▶ Teacher Interview Fairs

### ▶ Beginning in November

- (9 to 10 months in advance)

# WESD Recruitment

## ▶ Out of State

- ▶ Previously hired 3 each year
- ▶ No longer attends
  - Not competitive
  - Cost analysis - high cost / low reward



# WESD Recruitment

## ▶ Proactive Recruitment

### ▶ Job Boards

- 70% millennials find jobs via online job boards

### ▶ Social Media

- Increased in connections
- Increases in engagement

### ▶ University Presentations

- Providing training on resume building and interviewing, for example

### ▶ Video Interviewing

# Alternative Certification

- ▶ **Multiple Opportunities**
  - ▶ Degree in another field
  - ▶ Subject matter expert
    - Now requiring a bachelor's degree
  - ▶ College seniors
- ▶ **START Program**

# Opportunity Culture

## **Opportunity Culture Principles**

Teams of teachers and school leaders choose and tailor models to:

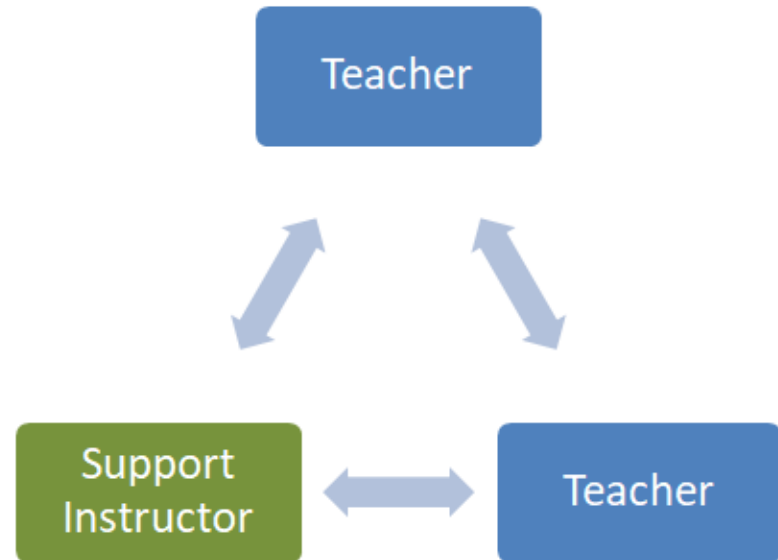
1. Reach more students with excellent teachers and their teams
2. Pay teachers more for extending their reach
3. Fund pay within existing budgets
4. Provide protected in-school time and clarity about how to use it for planning, collaboration and development
5. Match authority and accountability to each person's responsibilities

**OpportunityCulture.org; © Public Impact 2015**

## Opportunity Culture

### Description

- Reduced staff to pupil ratio
- Teachers are still “teacher of record”
- Teachers responsible for grade level (not classroom)
- Teachers receive stipend
- Support instructor in lieu of hiring a teacher
- Effective classified employee occupies support instructor position
- Support instructor pays more than paraprofessional



***"Adapted from [OpportunityCulture.org](http://OpportunityCulture.org); © Public Impact."***

# School Results

4 <sup>th</sup> Grade Interim Results					
Percentage Greater than District Average (27 of 32 schools have 4 <sup>th</sup> grade)					
% Correct ELA Interim 1	% Correct ELA Interim 2	% Correct ELA Interim 3	% Correct Math Interim 1	% Correct Math Interim 2	% Correct Math Interim 3
13%	11%	11%	8%	7%	12%

Last year, 3<sup>rd</sup> grade was +- 1% in ELA and Math  
Last year, 4<sup>th</sup> grade was +- 1% in ELA and Math

# ASU Partnership

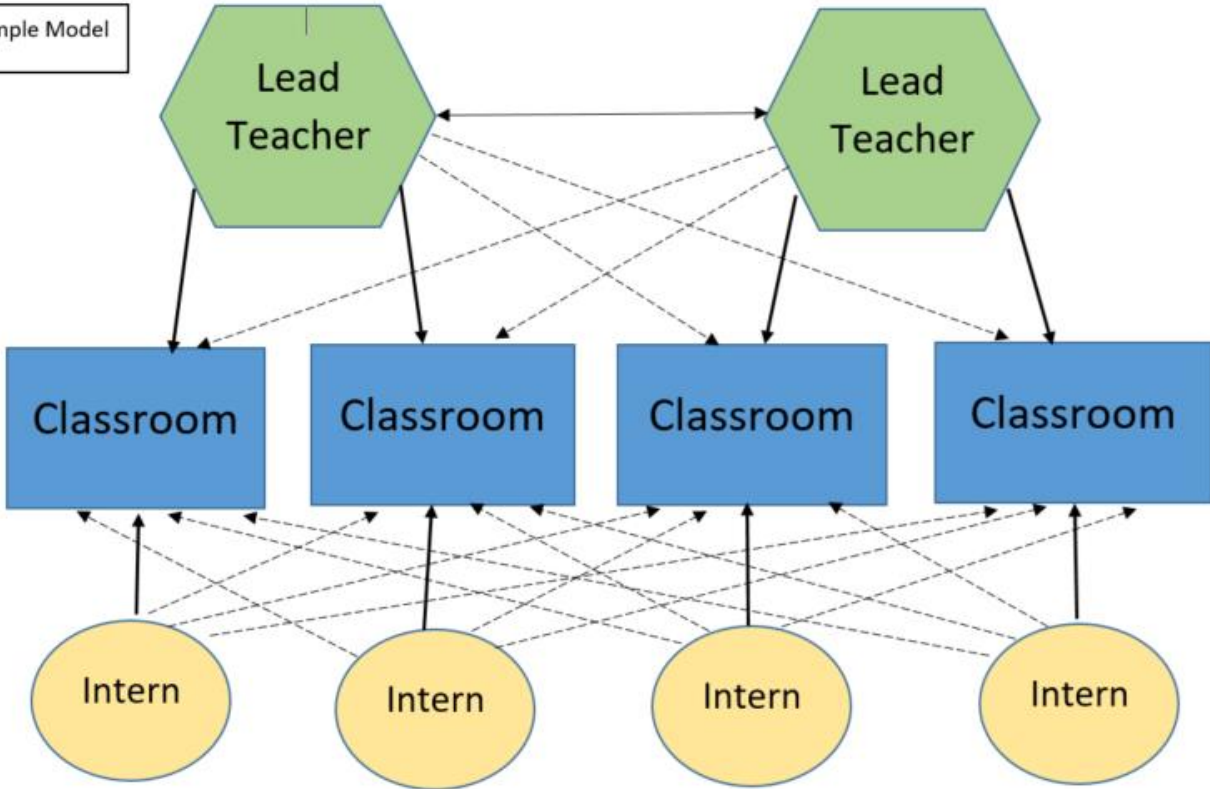
- ▶ ASU revising teacher preparation program
- ▶ Working with limited school districts
  - ▶ Including WESD
- ▶ ASU (and other Universities) is a pipeline for teacher recruitment
  - ▶ Even though the enrollment in colleges of education are low

# ASU Partnership

## ▶ Model

- ▶ One lead teacher and two paid student teachers to oversee instruction to two classrooms (three adults assigned to two classrooms)
- ▶ Paid student teachers receive \$18,000 plus benefits during senior year

ASU Teacher Prep Example Model





**THANK YOU!**

# Washington Education Foundation



# Speed Networking



# Speed Networking

## **Round One: Birthdays**

**Corner 1: January - March**

**Corner 2: April - June**

**Corner 3: July - September**

**Corner 4: October - December**

## **Round 2: Favorite Subject in School**

**Corner 1: Reading/Writing**

**Corner 2: Math/Science**

**Corner 3: Social Studies**

**Corner 4: Art, Music, PE**

## **Round 3: Favorite Dessert**

**Corner 1: Cookies**

**Corner 2: Pie**

**Corner 3: Ice Cream**

**Corner 4: Cake**

# We Want to Hear from You!

**February 27 BAT Survey**

Thank you for attending the WESD Business Advisory Team Meeting Wednesday, February 27. We appreciate the opportunity to update you about WESD and get to know you better. Please take a moment to complete this brief survey so that we can better serve you!

*\* Required*

**Email address \***

Your email \_\_\_\_\_

**Was the update from WESD helpful?**

Yes

No

**What information did you find most useful to your organization?**

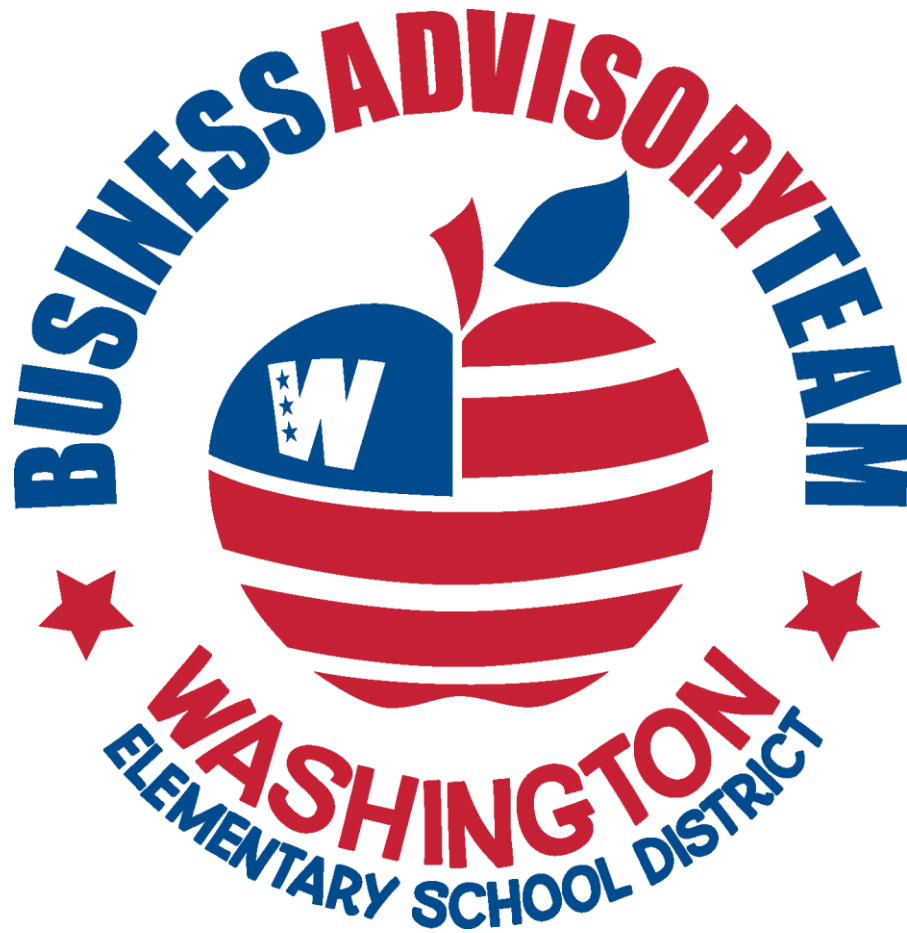
Your answer \_\_\_\_\_

**What would you like to learn more about?**

Your answer \_\_\_\_\_

**Are you interested in partnering with the Washington Education Foundation?**

Yes



Thank You!