



**WASA/AWSP 2023**

# **Summer Conference**

June 25-27, 2023 | Spokane

*Lighting the Way for Leadership*



**#Washougal** *Rising*

***A Shared Vision  
for Belonging  
and Purpose***

**June 26, 2023  
3:30 p.m.**

# Presenters- Washougal School District

- **Dr. Mary Templeton**  
Superintendent  
[mary.templeton@washougalsd.org](mailto:mary.templeton@washougalsd.org)
- **Aaron Hansen**  
Assistant Superintendent of Human  
Resources and Student Services  
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# Big Idea: **Belonging & Purpose**

## Outline

- ❖ Casting a vision
- ❖ Marketing your vision
- ❖ Whole child
- ❖ Value for student voice
- ❖ Innovation
- ❖ Partnerships



# VISION: Washougal Knows, Nurtures and Challenges All Students to Rise



Washougal City, WA Location in United States



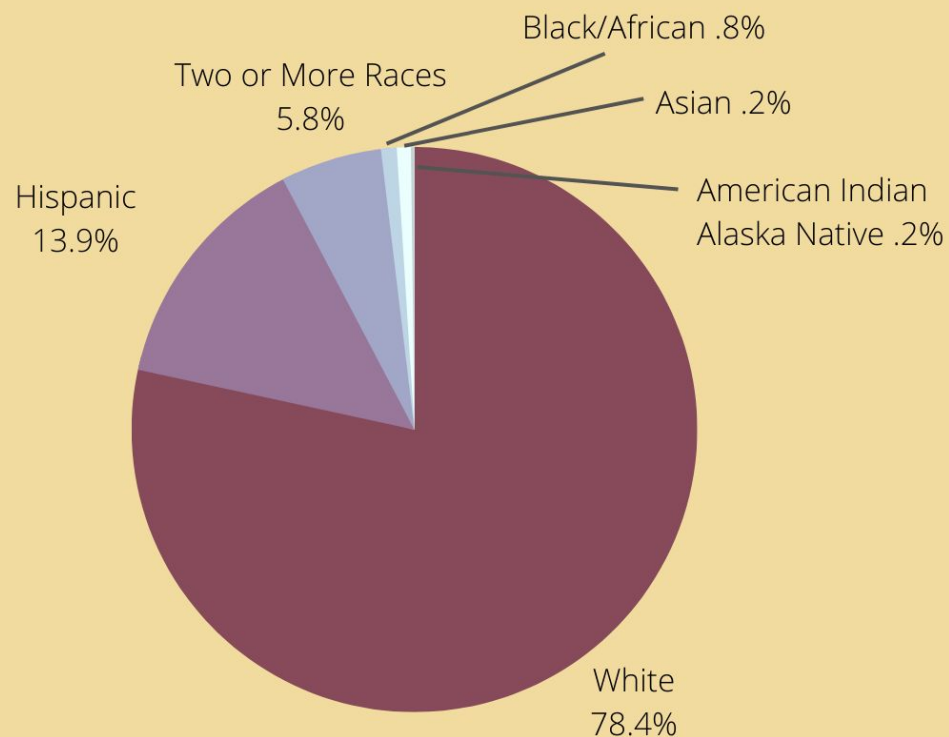
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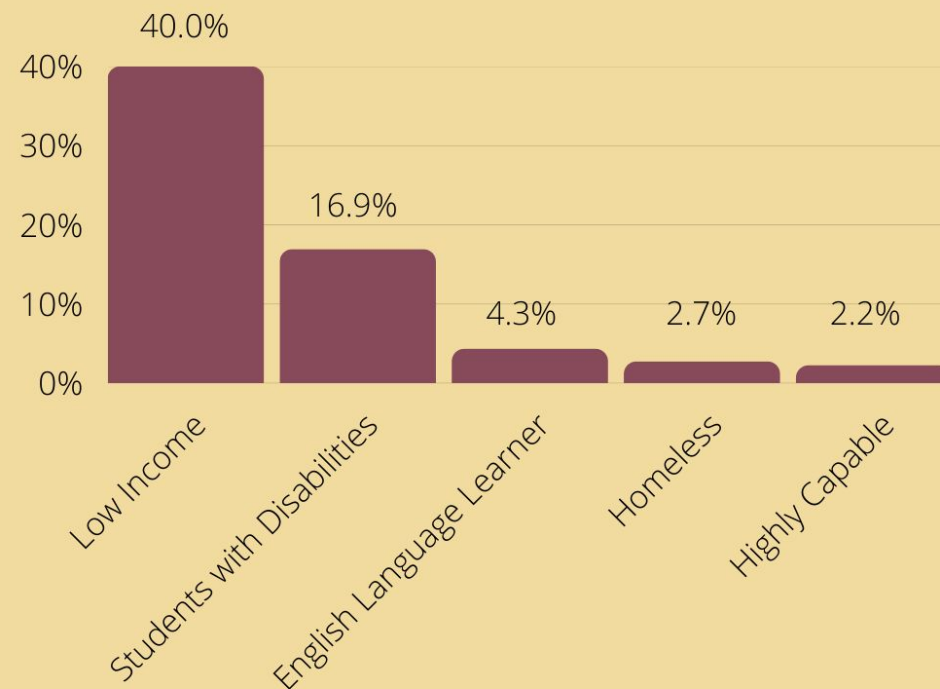
# Our Context

## STUDENT DEMOGRAPHICS



Total Enrollment: 2,907 Students

## PROGRAMS AND CHARACTERISTICS



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# Cast a Vision

## WASHOUGAL SCHOOL DISTRICT STRATEGIC PLAN

2019-2025



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### EFFECTIVE INSTRUCTION

#### GOAL:

We will invest in attracting, retaining and developing excellent teachers and staff. We will provide relevant, rigorous and supportive instruction with high expectations for all students.

#### KNOW

- Identify and seek effective supports for each child (Highly Capable, Special Needs, English Language Learners)
- Elevate student expectations and encourage higher community aspirations

#### NURTURE

- Develop and use multi-tiered systems of support
- Implement differentiation and scaffolding
- Model and encourage a growth mindset
- Develop and use Social-Emotional Learning curriculum

#### CHALLENGE

- Encourage students to enroll in AP coursework and provide supports to ensure they are successful
- Offer industry certifications
- Increase student engagement by using modern and innovative teaching methods

#### MEASUREMENTS OF OUR PROGRESS:

9th Grade on Track  
**65.5%**  
2020-21 SCHOOL YEAR  
68.4% statewide  
Target: 100%

3rd Grade SBA  
Reading Assessment  
**44.9%**  
2020-21 SCHOOL YEAR  
45.8% statewide  
Target: 100%

\*reassessed in Fall 2021, due to pandemic



### EDUCATIONAL ENGAGEMENT

#### KNOW

- Empower students to put forth the effort to find academic, social, and emotional success
- Capitalize on student strengths, interests, and experiences and celebrate different ways to apply learning
- Develop each student's understanding of their identity as a learner

#### NURTURE

- Recruit and encourage students to participate in a variety of opportunities, including field trips
- Encourage students to participate in visual and performing arts starting at a young age
- Eliminate barriers to participate for students without financial or emotional supports

#### CHALLENGE

- Grow student interest and connect them with clubs, athletics, and service opportunities inside and outside the school
- Assist staff and students in cultivating a growth mindset

#### GOAL:

We will ensure all students are involved in innovative, artistic, creative, vocational, and intellectual pursuits, so they develop confidence, understanding, and agency in the classroom and beyond.

#### MEASUREMENT OF OUR PROGRESS:

High School Students  
Engaged in an  
Extracurricular Activity  
**34.9%**  
2020-21 SCHOOL YEAR  
Target: 100%



### EQUITY

#### GOAL:

We will address the unique challenges and barriers students may need by providing opportunities that lead to equitable outcomes. We will prepare every student to connect and contribute to the community in which they live.

#### KNOW

- Recognize and support populations of students who have been historically underserved to eliminate gaps in outcomes and achievement
- Learn the many assets and strengths of families, students, and their respective communities

#### NURTURE

- Develop culturally responsive practices
- Ensure inclusive environments that value contributions from all groups
- Utilize trauma-informed pedagogy
- Provide staff and students space to develop agency, and shift ownership of learning from teachers to students

#### CHALLENGE

- Engage in intentional efforts that eliminate the achievement gaps that persist for students
- Hire a diverse workforce that reflects the students we serve
- Create a process to ensure equity is at the center of all decision-making



#### MEASUREMENTS OF OUR PROGRESS:

9th Grade on Track:  
Students with Disabilities  
**57.9%**  
2020-21 SCHOOL YEAR  
59% statewide  
Target: 100%

9th Grade on Track:  
Hispanic Students  
**45.8%**  
2020-21 SCHOOL YEAR  
53.3% statewide  
Target: 100%

9th Grade on Track: Students  
in Families with Lower Income  
**42.7%**  
2020-21 SCHOOL YEAR  
51.8% statewide  
Target: 100%



### PARTNERSHIPS TO SUPPORT STUDENTS

#### GOAL:

We will partner to build culturally responsive schools, where all children are known, supported, and connected through positive relationships in a safe environment.

#### KNOW

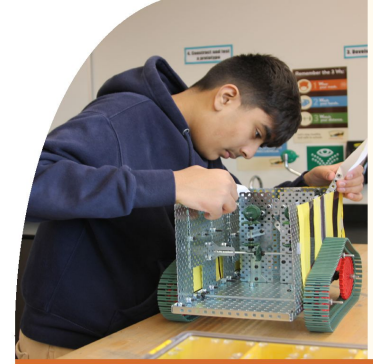
- Identify student social-emotional needs and seek resources to support them
- Provide authentic, real-life and engaging mentorships and learn about our students
- Develop connections and relationships within Washougal so staff and students can contribute to the community
- Prioritize effective two-way communications to engage families and community with schools

#### NURTURE

- Work with service organizations, businesses, social service providers, families, students, and staff
- Encourage students to develop perseverance, determination, and resiliency
- Partner with early learning providers
- Invest in birth to three programs
- Partner with community organizations to support student mental health and wellbeing
- Ensure a safe and welcoming learning environment
- Connect volunteers with service opportunities in schools

#### MEASUREMENT OF OUR PROGRESS:

Community Partners  
**28**  
2020-21 SCHOOL YEAR  
Target: 40



#### MEASUREMENTS OF OUR PROGRESS:

Dual Credit Attainment  
**74.4%**  
2020-21 SCHOOL YEAR  
62.1% statewide  
Target: 100%

On-Time Graduation  
Rate  
**87.2%**  
2020-21 SCHOOL YEAR  
82.5% statewide  
Target: 100%



### CAREER & COLLEGE READINESS

#### KNOW

- Develop an articulated High School and Beyond Plan for all students
- Each student develops a personalized pathway for their future
- Provide opportunities for students to explore future interests

#### NURTURE

- Utilize community members with training and experience to provide mentorships and apprenticeships

#### CHALLENGE

- Utilize projects and assignments that allow students to communicate and demonstrate knowledge

#### GOAL:

We will prepare students to contribute to the community they live in, whether in skilled trades, higher education, military service or professional careers.



#### GOAL:

We will maximize resources to create opportunities for our students through a transparent budget process that aligns with our priorities for student achievement and operations of the district. Every dollar matters.



### STEWARDSHIP OF RESOURCES

#### KNOW

- Realign budget codes to track expenditures by location and source fund
- Identify priorities and opportunities to best serve students

#### NURTURE

- Provide an inviting, safe, and well-maintained physical environment that inspires community pride
- Invest in repairs and replacement of equipment and fixtures to keep schools bright and welcoming environments
- Develop a realistic staffing model and four-year budget plan focused on improving student achievement
- Retain and invest in excellent staff

#### CHALLENGE

- Engage families and community in budget development
- Ensure that our funds are providing optimal access for student success
- Be transparent and accountable for all expenditures

#### MEASUREMENTS OF OUR PROGRESS:


Staff Retention Rate  
**83.6%**  
2020-21 SCHOOL YEAR  
Target: 90%

Audit Findings  
Over 5 Years  
**0**  
2020-21 SCHOOL YEAR  
Target: 0





Washington State Secondary  
Principal of the Year  
**David Cooke**  
Jemtegaard Middle School



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# Cast a Vision for Success

- Attracting and retaining excellent staff, with regionally competitive salaries
- Award winning students, school board, staff, and leadership
- Innovative programs that support artistic, athletic, and vocational pursuits, like Youth Arts Month
- Career & College Readiness with Dual Credit and a solid plan for students after high school
- Programs families asked for, like Transitional Kindergarten, Washougal Learning Academy, and Dual Language
- Partnerships to support students with Unite! Washougal, Washougal Schools Foundation, Read Northwest, Spanish Speaking Family Outreach
- Stewardship of resources while improving the experience for students, like our Culinary program



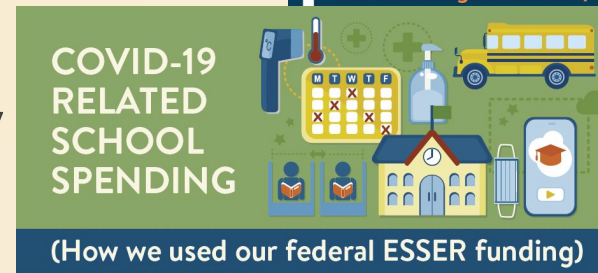
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# Marketing Your Vision

- Using signage, advertising, and media outreach to reach community
- Reach community through advertising on social media and video streaming platforms
- Sharing broadly and in many formats so everyone sees our content

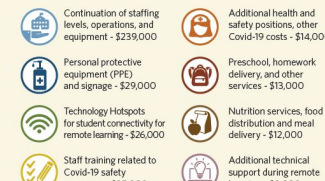
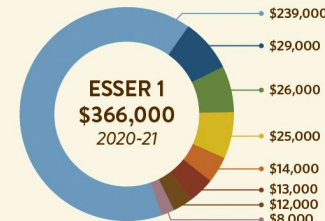
Fliers and postcards  
Posters/Signage



## WHAT WAS ESSER?

The Elementary & Secondary School Emergency Relief (ESSER) fund was authorized by the American Rescue Plan Act to address costs incurred by schools as a result of mandates and other pandemic-related expenses.

There were three waves of funding: ESSER I and II were both spent in the 2020-21 school year. ESSER III has been fully budgeted into the 2021-22 school year. ESSER funding was restricted for specific expenses related to the impact of the pandemic. These expenses included technology, food service and health measures, as well as social-emotional supports for students and efforts to address learning loss, such as smaller class sizes and summer school.



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# Marketing Your Story to Engage Community Members

- Families are making a choice to enroll their students in our schools
- Community support for school levies is necessary to have great opportunities
- How do we tell our story?
  - Social media campaigns
  - Weekly videos
  - Weekly press releases
  - Quarterly print newsletters
  - Board listening tours hosted by civic and faith organizations





# Innovative Storytelling

- Focus on short videos and images that tell a story
- Use social media to share positive news and progress toward goals

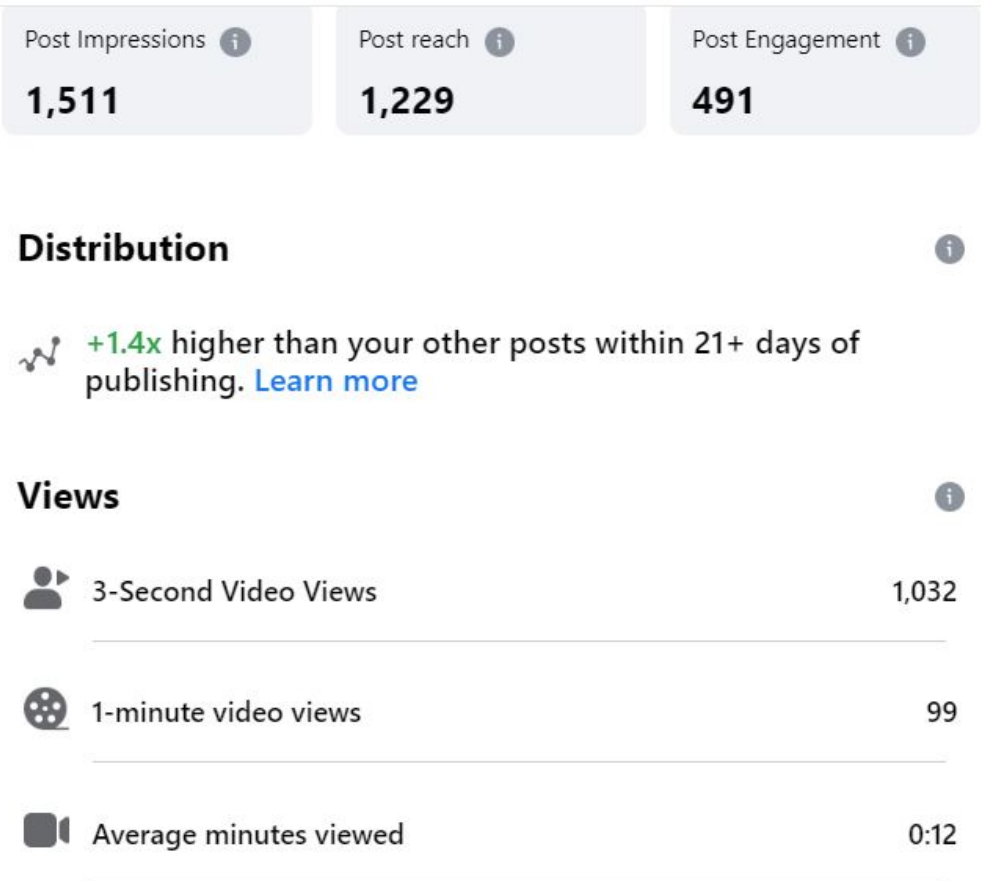
## Mary's Monday Minute Example








# Video Storytelling

- Make your impression in the first 10 seconds.
- Include students in the feature image.
- Center student voice in videos. Students speaking more than administrators.
- Validating programs resulting from community feedback while also validating student aspirations and achievements.
- Get on students' level and make the subjects comfortable. Will make a more genuine product.



			Reach	Likes
	Mary's Monday Minute: WHS Stud... Mon Mar 6, 1:44pm	Post <a href="#">Boost post</a>	1,229	68
	Mary's Monday Minute: After Scho... Mon Mar 20, 10:35am	Post <a href="#">Boost post</a>	1,003	43
	Mary's Monday Minute: Small Engi... Mon Mar 13, 2:48pm	Post <a href="#">Boost post</a>	873	43



# Focus on the Whole Child

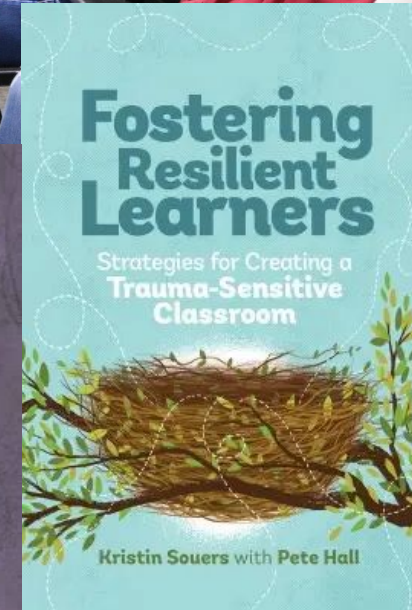
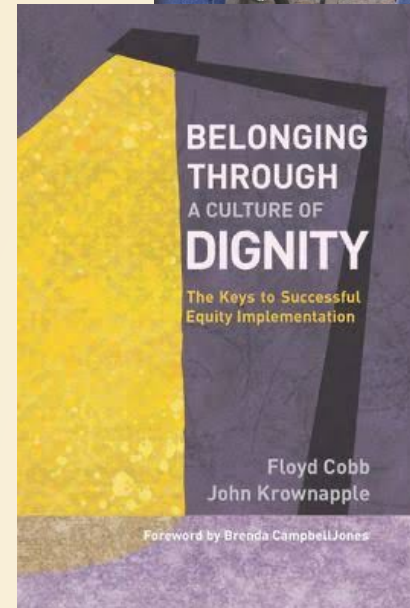




# Support the Whole Child

## Staff Development:

- Health Outcome from Positive Experiences (HOPE, The Montana Institute)
- PBIS: Training, Investment in TOSA
- Book Study for ALL staff: *Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom* (Souers & Hall, 2015)
- University of Oregon: Ballmer Institute Training on child mental health
- Culturally Responsive Classroom Management for staff
- Staff wellness via Deer Oaks partnership
- Leadership Book Study: *Belonging Through a Culture of Dignity* (Cobb & Krownapple, 2019)



#Washougal Rising



# Staff Training in Action: PBIS Beyond the School House





# Support the Whole Child

## Student Social Emotional Learning

- Morning meetings
- Curriculum that supports SEL
- Positive Behavior Intervention Systems
- Support at the door model
- Early warning systems and screeners
- Prevention model focused on positive aspirations
- Restorative circles
- SEL Screeners (mySaebrs)
- Student Ambassador Program: Mental Wellness



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# Value for Student Voice

- Scratch-Made meals
- Inclusive Practices Project
- Project Based Learning
- Community/Student Voice
- School Board Student Representative (Advisory votes)
- Student/Principal Advisories
- Students on curriculum adoption teams









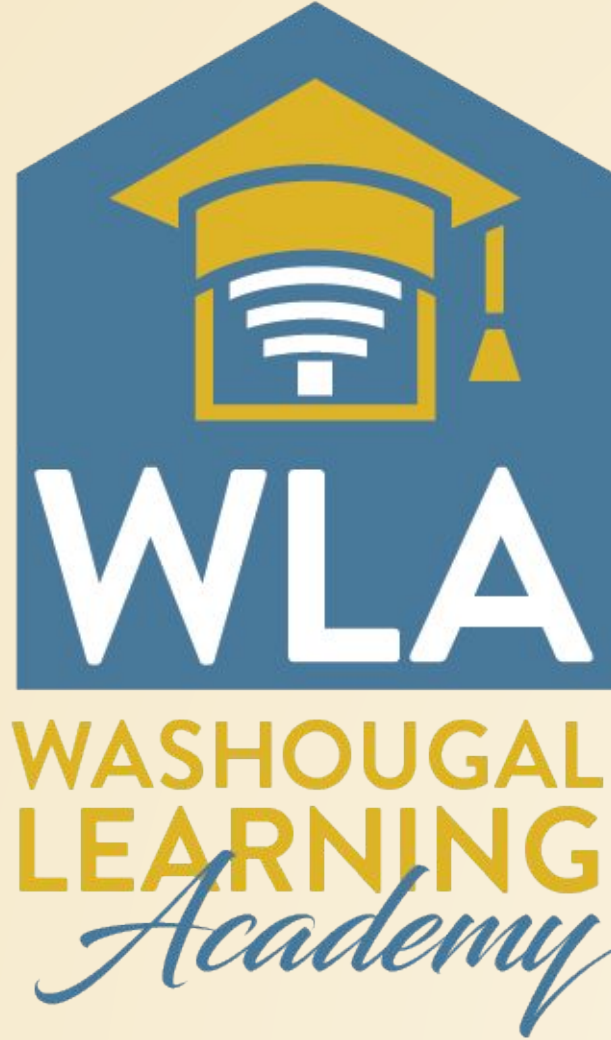
# Innovations

- Career and College Readiness
- Project-Based Learning
- Highly Engaging Experiences
- Personalized
- Flexible
- Parent/Community Partnership
- Students as “co-authors”
- Future-Focussed
- Early Learning Expansion
- STEAM experiences





# Innovations to Support Learners



Transitional  
Kindergarten

WASHOUGAL SCHOOL DISTRICT

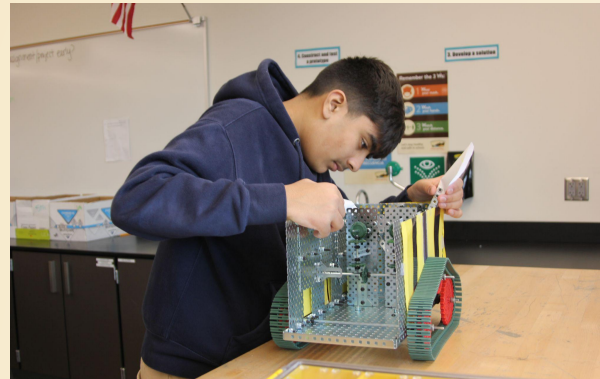


# College & Career Readiness



**GOAL:** We will prepare students to contribute to the community they live in, whether in skilled trades, the military, higher education, or professional careers.

## Personalized Pathways



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# Innovation for Effective Instruction

- Highly engaging lessons
- Job readiness focused
- PLC with Solution Tree
- AVID Strategies
- Multi-Tiered Systems of Support
- Inclusionary Practices Project
- Universally Designed Learning





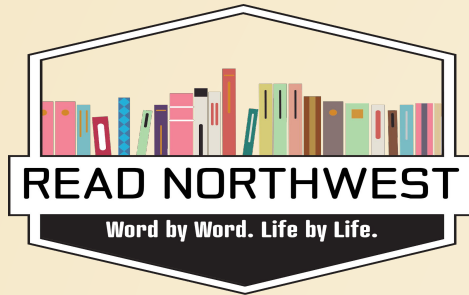
# Partnerships to Support Belonging



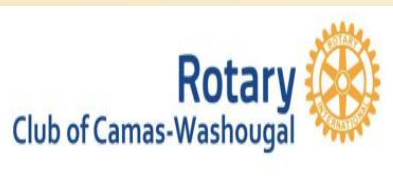
EOCF  
connect | empower



CAMAS-WASHOUGAL  
COMMUNITY CHEST



Washougal  
Community  
Coalition





# Partnerships Help Budget the Plan

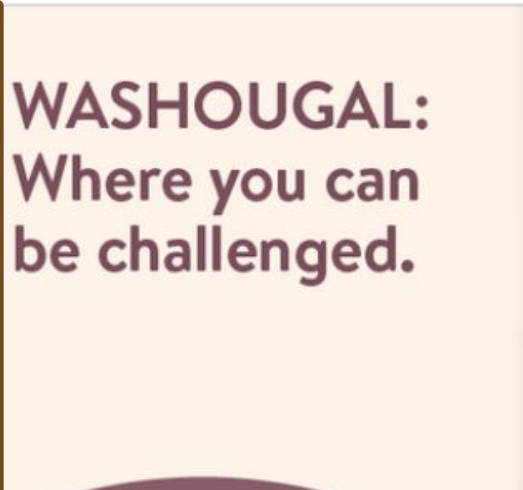
- Resource is Time, Energy, Emotion, and Funding
- Partnerships expand opportunities for students
  - Local Grants
  - State Grants
  - Federal Grants



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