

The logo features a large white circle centered on a solid blue background. The text "Federal Way Public Schools" is written in a bold, black, sans-serif font, centered within the white circle.

# **Federal Way Public Schools**



# Scholar Voice: *A Lever for Excellence and Continuous Improvement*

WASA Fall Conference | October 2-3, 2022



**20,000+**  
STUDENTS



**Most Diverse  
School District in  
Washington**

**107+**  
LANGUAGES



# FEDERAL WAY PUBLIC SCHOOLS

Each Scholar: A voice. A dream. A **BRIGHT** future.

**37**  
SCHOOLS



**73%**  
Students qualify for Free  
& Reduced Lunch

**5<sup>th</sup> most  
diverse district  
in the *nation***





# Strategic Plan: Intentional Direction and District Focus



- Systems approach
- Equitable
- Coordinated
- Consistent
- Common goals
- Measures
- Standardized

# Strategic Plan: Scholar Voice at the Center

## LIMITLESS POTENTIAL

It is an **honor and privilege** for our nearly 3000 staff to serve our scholars, families, and the richly diverse community that makes up Federal Way Public Schools. Parents, caregivers, and community members rely on us to take great care of our most precious resources – our children. **Each and every scholar** in our district brings **limitless potential, gifts, and talents**. As staff, it is our **responsibility** to create the conditions for scholars to **learn, thrive, and succeed**. We are committed to providing each scholar rigorous standards-based, culturally responsive instruction, and ensuring that they are **seen, valued, heard, and feel a strong sense of belonging** at school.

Guided by our Strategic Plan, we will continue to place scholars at the center of all decisions, elevate their voices, which will ensure

## A BRIGHT FUTURE FOR EACH SCHOLAR

Dr. Dani Pfeiffer, Superintendent



## OUR MISSION

*In an environment of high expectations, high support, and no excuses, the staff of Federal Way Public Schools will continually learn, lead, utilize data, and collaborate to ensure our scholars have a voice, a dream, and a BRIGHT future.*

## OUR CORE BELIEFS

- We believe that EVERY scholar can learn at the highest level.
- We believe that race, socioeconomics, language, cultural background, and other exceptionalities should not be predictors of student achievement.
- We believe that our scholars must have a voice, see themselves in their schooling, and be connected to the adults that teach them.
- We believe that what we do in the classroom every day has the greatest impact on student learning.
- We believe that we must continually learn and grow in our practice if we are to meet the needs of all scholars.
- We believe that we must intentionally collaborate and use data as a guide to improve our practice.
- We believe that our families are critical partners in each child's learning.

Each and every scholar in our district brings limitless potential, gifts, and talents

We believe that our scholars must have a voice, see themselves in their schooling, and be connected to the adults that teach them

Seen, valued, heard and feel a strong sense of belonging



**FEDERAL WAY  
PUBLIC SCHOOLS**



## VISION FOR EXCELLENCE AND EQUITY

FWPS believes that each and every scholar has limitless potential and

### EACH AND EVERY SCHOLAR WILL:

- Know they have limitless potential and can achieve at the highest levels
- Actively engage in rigorous learning and coursework
- Own and influence their learning
- Engage in culturally sustaining conversations and interactions
- Be seen, heard, valued, and celebrated for who they are
- Be socially and emotionally safe at school in the educational environment: curriculum, instruction, school and classroom culture, and activities

### EACH AND EVERY STAFF WILL:

- Value and incorporate representative scholar voice
- Commit to integrating culturally responsive, data-driven practices and removing barriers to improve scholar increased achievement
- Facilitate culturally sustaining conversations and interactions
- Feel seen, valued, and heard as professionals and leaders
- Welcome, communicate, and partner with families
- Live out our district's values and beliefs

### EACH AND EVERY FAMILY WILL:

- Know they are seen, heard, and valued as partners in their scholar's education
- Feel welcomed, connected with, and have a sense of belonging to our schools and district
- Feel empowered to communicate with staff around academic and social-emotional goals and progress
- Be provided the information and resources necessary to support their scholar's success

## Our Theory of Action

CENTRAL  
OFFICE

### If ALL central office team members...

lead with equity-driven, evidence-based practices, collaborate to create and align data-driven systems of support, develop culturally responsive instructional leadership capacity, and engage families and community members

PRINCIPALS

### Then, as instructional leaders, ALL principals will...

create an equity-driven culture of high expectations by aligning resources, providing high-quality PD and courageous feedback that builds staff capacity to implement standards-based, data-driven, rigorous, culturally responsive instruction grounded in scholar and family voice

TEACHERS  
& SUPPORT  
STAFF

### Which will support ALL teachers and support staff to...

deeply know, value, and elevate the voice of each and every scholar in order to implement standards-based, data-driven, rigorous, culturally responsive instruction that supports scholars' academic and social emotional learning

## Which will ensure that EACH and EVERY scholar...

graduates college and career ready and achieves at high levels as a result of actively engaging in rigorous instruction, seeing themselves in their learning, using their voice and feeling a sense of ownership, safety and belonging in a culturally sustaining environment.



# Systems for Scholar Voice

## Scholar Advisory to the Superintendent

- Representatives from each middle & high school

## Scholar Representative to the School Board

- Two scholars represent student voice at school board meetings on select operational topics

## Scholar Advisory to the Principal

- At all grade levels, in every school

## Surveys

## Listening Sessions/Committee Participation

- SOAR, You Talk We Listen, Annual Safety and Security Review, school construction projects, and more.

## Scholar Voice on Interview Panels



# Scholar Advisory to Superintendent

- Now in its 6th year
- Representatives from each middle and high school
- Provide voice on important topics like Panorama survey data, scholar mental health, summer school, and other academic support.
- Write weekly reports to Superintendent providing a scholars' perspective of what is happening in their school building.





# Scholar Advisory Calendar and Topics

**Sept.**

- Panorama Data Dive
- Scholar Engagement Look-fors

**Oct.**

- SIP Review: School Goals & Signature Strategies
- SLC from Scholar Lens

**Nov.**

- iReady Data Dive by Ethnicity
- Cultural Calendar Input

**Dec.**

- Scholar Panel: Sense of Belonging

**Jan.**

- Reflection: Classroom Engagement Data
- Classroom Walkthroughs

**Feb.**

- iReady Data Dive by Ethnicity
- SLCs from Scholar Lens

**Mar.**

- Data Dive to Progress Monitor School Goals
- Spring Testing: Scholar Boost

**Apr.**

- Classroom Walkthroughs: Scholar Engagement

**May**

- Sense of Belonging Reflection: Where Are Powerful Moments?

**Jun.**

- Scholar Insight Sessions
- Data Dive Final Progress Monitoring

# Opportunities for Voice: Surveys



## Scholar Panorama Survey Topics:

### Supports + Environment

- Teacher-Student Relationships
- Rigorous Expectations
- Supportive Learning Environments
- Sense of Belonging
- Engagement
- School Safety

**9,673 Responses!!!**

### Student Competencies

- Classroom Effort
- Future Orientation
- Self-Management
- Social Awareness



**10,088 Responses!!!**

two



**GOAL 2: WHOLE CHILD**  
Thriving, Confident, Responsible Individuals



## 8th Grade Saturday Scholar Community Application Form

### WHAT IS SATURDAY SCHOLAR COMMUNITY?

**Federal Way Public Schools is pleased to announce the launch of Saturday Scholar Community (SSC)** after Spring Break! SSC is a Saturday morning program designed with scholars in mind. Feedback

6. Please indicate your top 7 preferences by ranking them in numerical order. Example 1- first choice, 2- second choice...7- seventh choice.

All scholars will be enrolled in one academic block consisting of: AVID Math, AVID ELA, AVID Transition, STEM lessons, Camp Invention, Language Academy (EL learner support), Special Education supports

All activities listed below will be based on interest, staffing, and enrollment. Scholars will be assigned two (2) activities for Saturday.

6. Sírvase de indicar las primeras 5 preferencias por enumerarlas en orden de preferencia. Ejemplo: 1-primera preferencia, 2-segunda preferencia... 5-quinta preferencia.

Se asignarán las clases con base en el interés, el personal, e inscripciones.

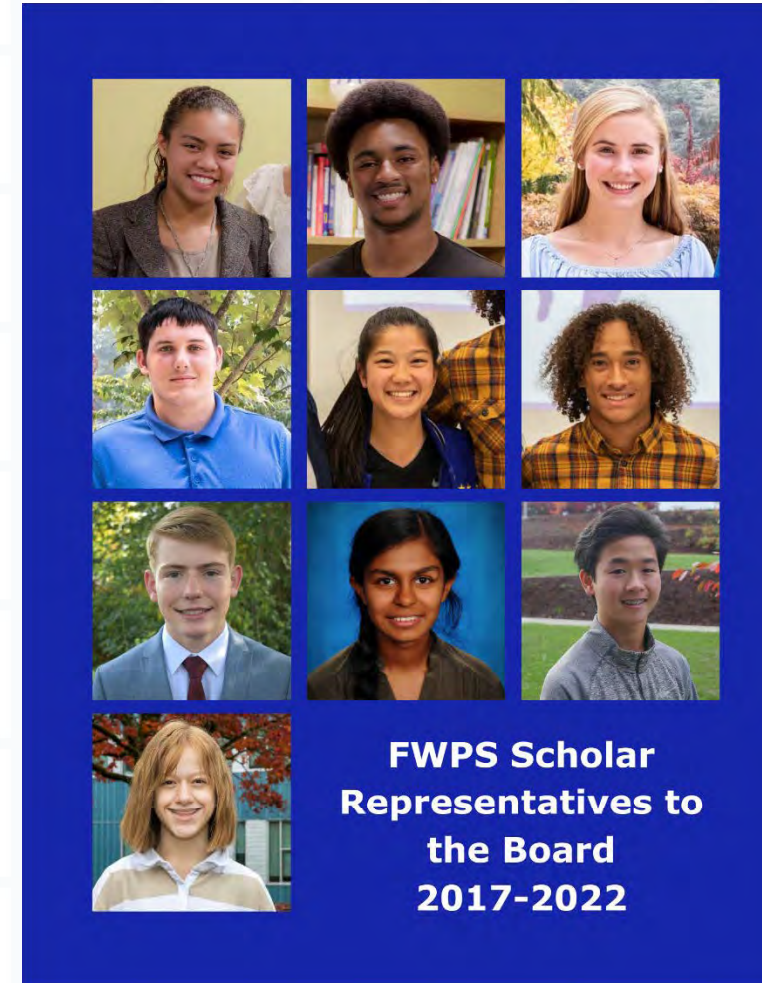
- ☐ STEAM: Ciencia forense y robótica
- ☐ Jardinería
- ☐ Kits de Invención STEM
- ☐ Liderazgo





# Scholar Representatives to the Board

- Launched in 2017, with input from the Scholar Advisory to the Superintendent
- Scholar voice informed the selection process
- 10 scholars have served in this role so far



# Committee Representation

- Strategic Planning Committee (2015-16)
- School Construction Educational Specifications Planning
- You Talk We Listen
- Annual Safety and Security Review
- Community Connect



## Why is this important?

- Scholars need a safe space for conversations around race
- We need to move beyond tokenism and one-time events

**THIS CLASSROOM IS A  
safe space  
ALL STUDENTS ARE WELCOME**

The classroom is a space where you can  
**FULLY EXPRESS YOURSELF**  
without fear of being made to feel  
unwelcome or unsafe  
because of your  
**RACE, ETHNICITY,  
SEXUAL ORIENTATION, RELIGION, SIZE,  
GENDER EXPRESSION, IMMIGRATION STATUS,  
SOCIO-ECONOMIC BACKGROUND,  
MENTAL HEALTH OR ABILITY.**

**IN THIS CLASSROOM, WE  
respect  
ALL ASPECTS OF PEOPLE**



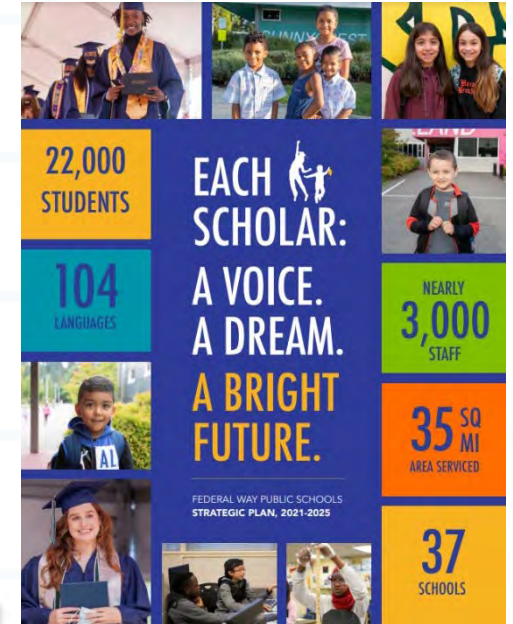
EACH SCHOLAR: A VOICE. A DREAM. A BRIGHT FUTURE.

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# Scholar Voice Informs Decisions

- Vision for Excellence and Equity
- Equity Policy
- Curriculum Adoptions
- Saturday Scholar Community
- Summer Learning Opportunities
- Informed CBA
  - Supervision
  - Advisory focus
  - Progress Monitoring
- First 30 days of school
  - Sense of belonging
  - Advisory lessons
  - School wide activities



# Scholar Voice Informs Decisions

- Renaming of Middle School
- Selecting New Mascots
- Creating School Logos
- School Construction
- School Meals
- Administrative Hiring
- Social Media Night





## What have they taught us?

- Relationship and Connection is everything
- Invest in the individual
- Mental Health matters
- Make it relevant, meaningful and applicable
- Diverse Representation Matters
- Talk to us... we will tell you!

**If you listen  
closely enough,  
people will tell  
you everything  
you need to  
know.**

# What would happen if we didn't include voice?

- Curriculum that is not representative
- Would not have extended the first days of school
- Would not have been as intentional about class meetings and advisory (CBA language)
- Disconnected and not responsive to needs
- We would not be honoring our core beliefs, equity and excellence statement or strategic plan: each scholar a VOICE, a dream and bright future...
- We would not be building equitable systems with our scholars in mind....
- So much more....







Thank you!

# Idea and Reflection Exchange

## 10 minutes

Reflect on the following:

- ✓ 3 practices/ideas you heard that will inform the system work you will lead in your system.
- ✓ 2 things students shared that lingered
- ✓ 1 question that is lingering.

## 15 minutes

Stand, share your reflections with three different people.