Thank You to Our Partners

Seattle Council PTSA
Principals Association of Seattle Schools
Seattle Education Association

Our promise to each and every student is implementing the Formula for Success to align practices, areas of expertise and funding.

We know we are not alone as this will require the support of the entire SPS community.

Seattle is a high performing urban district when compared nationally to other urban districts. However for many in our district, we have unacceptable opportunity gaps. But each year more of our schools are eliminating those gaps.

We know what works! We plan to use the Formula For Success to communicate, implement and replicate our strategies to improve student outcomes.
# FORMULA FOR SUCCESS

If we ensure our commitment to racial equity, hire and develop high quality teachers and leaders, and build strong systems of collaboration focused on student learning, we will eliminate gaps and prepare every student to graduate ready for college and career success in Seattle and beyond.

## High Quality Teachers and Leaders
- Schools align hiring, induction, mentoring, evaluation and support to ensure each and every educator develops strong foundational teaching skills.

## Student-Focused Collaboration
- Schools build strong systems of professional collaboration to ensure every student receives high quality instruction and individualized support.

## Commitment to Racial Equity
- Schools develop the capacity to eliminate gaps and racial disparities in opportunity and outcomes that lead to college and career success.

### Major Initiatives
- PAR: Peer Assistance and Review
- MTSS: Multi-Tiered System of Support
- EOG: Eliminating Opportunity Gaps

### School Components
- **Hiring practice** aligned to best practices for educational excellence and eliminating gaps
- **Induction and mentoring** for teachers and leaders aligned to professional standards
- **Evaluation and support** is aligned to standards and promotes professional growth
- **Opportunities for leadership** and professional growth provided to aspiring leaders
- **Equitable access** to quality core instruction that is differentiated for diverse learners
- **Teacher collaboration** in professional learning communities focused on improving instruction
- **Tiered supports** and targeted strategies based on academic and social emotional needs
- **MTSS team** reviews performance and programmatic supports for struggling learners
- **Positive adult beliefs** and deep commitment to the success of each and every student
- **Positive learning environments** are inclusive and support belonging and identity safety
- **Positive relationships** that foster student academic success and resiliency
- **Positive partnerships** with families and community partners to eliminate gaps

### School Leadership Practices
- School leaders ensure hiring, induction and mentoring is aligned to skillful teaching practices
- School leaders create opportunities and supports to cultivate the instructional expertise of educators
- School leaders prioritize opportunities for teacher collaboration to improve, accelerate learning
- School leaders create urgency & work with staff to build a strong system of tiered supports
- School leaders are champions for a schoolwide commitment to equity and eliminating gaps
- School leaders align resources and community partnerships for equity and eliminating gaps

### Teaching Practices
- Educators design engaging classroom lessons with clear learning targets aligned to standards
- Educators create positive classroom environments to cultivate a culture of learning and inquiry
- Educators align instructional practices and plan collaboratively using data to improve learning
- Educators work together to review student progress and plan actions based on need
- Educators examine implicit bias, hold positive beliefs and high expectations for all students
- Educators build positive relationships to support student resiliency, identity safety and belonging

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## Key Performance Indicators

**ACADEMIC MILESTONES**
- Pre-K enrollment
- 3rd grade ELA proficiency
- 5th grade Math proficiency
- 8th grade Algebra I credits
- 9th grade 3.0 GPA or better
- College courses and exams
- Four-year graduation rate
- Post secondary enrollment

**CLIMATE/BEHAVIOR**
- Chronic absenteeism rate
- Suspension rate
- School climate survey

**TEACHERS AND LEADERS**
- Equitable access to high quality teachers
- Teacher retention
- Teacher absenteeism
- Teacher evaluation and support survey
- School leadership survey