

Staffing Enrichment Workgroup

November 15, 2019

Office of Superintendent of Public Instruction
Chris Reykdal, State Superintendent

Vision:

All students prepared for post-secondary pathways, careers, and civic engagement.



Mission:

Transform K–12 education to a system that is centered on closing opportunity gaps and is characterized by high expectations for all students and educators. We achieve this by developing equity-based policies and supports that empower educators, families, and communities.

Values:



Ensuring Equity



Collaboration and Service



Achieving Excellence through Continuous Improvement



Focus on the Whole Child

OSPI Equity Statement

Each student, family, and community possesses strengths and cultural knowledge that benefit their peers, educators, and schools.

Ensuring educational equity:

- Goes beyond equality; it requires education leaders to examine the ways current policies and practices result in disparate outcomes for our students of color, students living in poverty, students receiving special education and English Learner services, students who identify as LGBTQ+, and highly mobile student populations.
- Requires education leaders to develop an understanding of historical contexts; engage students, families, and community representatives as partners in decision-making; and <u>actively dismantle systemic barriers, replacing them with policies and practices</u> <u>that ensure all students have access to the instruction and support they need to succeed in our schools.</u>

Our Charge

"...make recommendations to the legislature on a possible phase-in plan of staffing enrichment that prioritizes the enrichments that are research or evidence-based strategies for reducing the opportunity gap, assisting struggling students, enhancing the education outcomes for all students, or strengthening support for all school and school district staff."



Introduction & Organization

October 24 Meeting

Review Draft:

- ✓ Accurate
- ✓Clear
- ✓ Supported



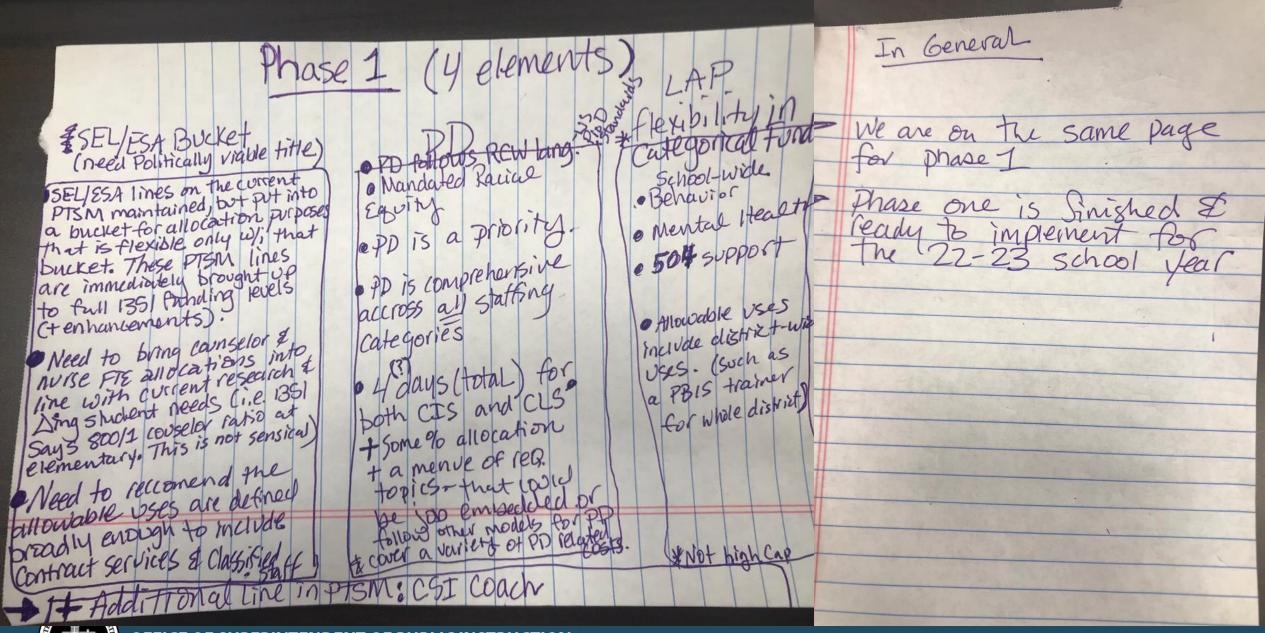
All students prepared for post-secondary pathways, careers, and civic engagement.

Today's Meeting

- 1. Public feedback
- 2. Discuss and resolve items
- 3. Discuss advocacy



Katy Payne Public Feedback



Workgroup Member Contributions to 10/24 Draft

Background

✓ Lorrell Noahr

Process

✓ Simone Sangster

Values

- √ Kurt Hatch
- ✓ Tammy Campbell





Contributions to 11/15 Final Draft

- **✓** WSBO
- **✓**WEA
- **✓**WASA
- ✓ State Board of Education





11/15 Draft: Confirming Shifts or Questions

Professional Development

- ✓ Racial Literacy & Cultural Responsiveness required
- ✓PD for 260 staff
- ✓ How much PD? For whom? When?
- ✓ Fidelity to Washington PL?

Timelines

- ✓ Workgroup reconvenes?
- ✓ F&RPL, annual or three year average?
- ✓ What & when is Phase I, Phase II?



Break 10 minutes

Table Group Discussion Protocol

- ✓ Assign roles Timekeeper, Process Monitor & Reporter
- ✓ Discuss one item (up to 5 min.)
- ✓ Summarize (1 min.)
- ✓ Group clarification (up to 4 min.)



7 items x 10 min. each = 70 min.



Has the Workgroup shifted its position that Racial Literacy & Cultural Responsiveness training should be required?



- ✓ Discuss (up to 5 min.)
- ✓ Summarize (1 min.)
- √ Whole group clarification (up to 4 min.)





Would a PD allocation provide for adding hours/days for staff who are less than year-round and address PD costs for staff who are already 260?

- √5 min.
- ✓1 min.
- √4 min.







- A. At full implementation, how many total days of PD will be recommended for CIS? CLS? CAS?
- B. Does the Workgroup intend the same for CLS who are not serving students directly?



- √5 min.
- ✓1 min.
- √4 min.





Do the recommendations need to address fidelity to Washington's Professional Learning Standards so PD quality increases? Is that what Continuous Improvement Coaches are meant to do?

- √5 min.
- ✓1 min.
- √4 min.





Will the Staffing Enrichment Workgroup reconvene in future years? How frequently?



- √5 min.
- ✓1 min.
- √4 min.





What should be the eligibility standard for high poverty class size in phase II?

Option 1: Prior year RFPL > 50%

Option 2: Three year rolling average of

FRPL > 50%



- √5 min.
- ✓1 min.
- √4 min.



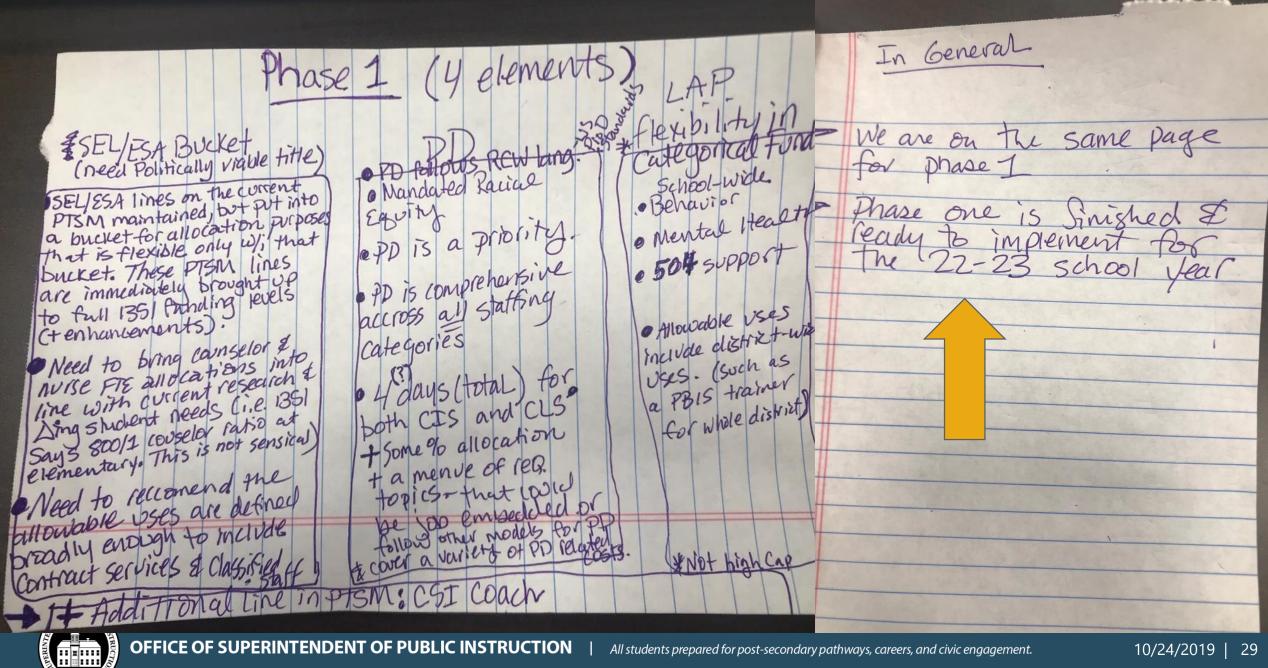




Has the Workgroup shifted its thinking about when Phase I ends? When does Phase II end?

*show 9/18 notes





- √5 min.
- ✓1 min.
- √4 min.



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Working Lunch Approach to Advocacy



Finalizing Workgroup Report

Revisions Nov. 18 and 19

Nov. 20

gislature

December 1



Thank you!

OSPI Team

