



Federal Way Public Schools



**FEDERAL WAY
PUBLIC SCHOOLS**

21,000
STUDENTS



44% of scholars
are either currently
learning the English
language or have exited
the ML program.

107
LANGUAGES



FEDERAL WAY PUBLIC SCHOOLS

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

37
SCHOOLS



14%
Receive special
education services

5th most
diverse district
in the *nation*



Thank you, Faith Based Organizations!



2

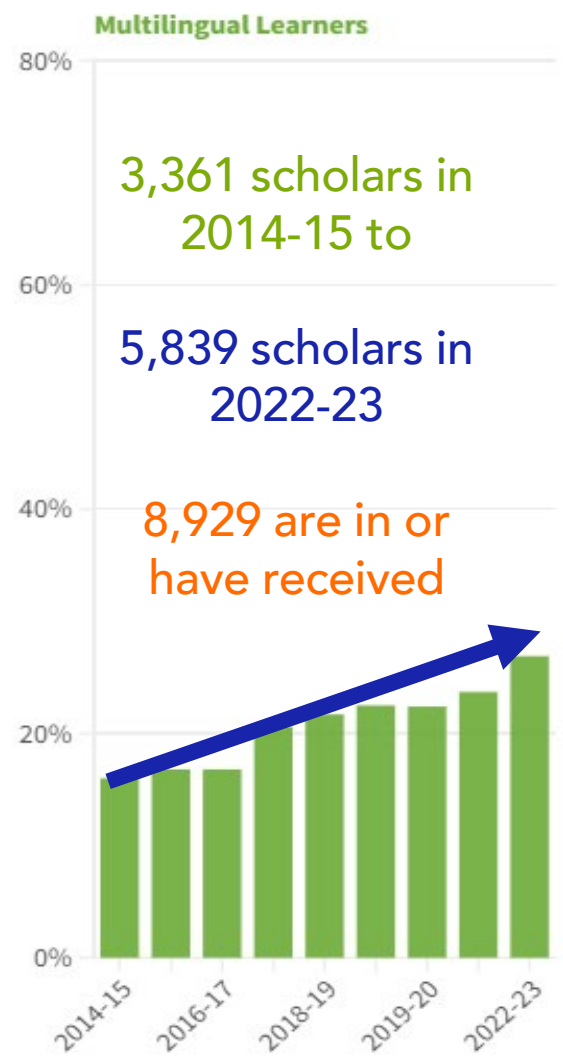
SAFE CLIMATE AND STRONG RELATIONSHIPS WITH FAMILIES AND COMMUNITY

Our second Pillar recognizes that **"SCHOOLS CAN'T DO IT ALONE."**

Therefore, we will embrace parents, caregivers, and the entire Federal Way community as vital partners in the education of all our scholars. We will nurture trust and mutual respect among home-school-community through shared responsibility for student success, proactive communication, and meaningful stakeholder voice.



Changes Over Time



In 2022-23 School Year:

- 74% Economically Disadvantaged
- 27% Currently: Multilingual Services
- 44% Multilingual or Exited ML
- 6% Homeless

June 2023 Data

Changes Over Time: Top Languages

107 Languages

Top 5 Languages have changed over time

- *Spanish*
- *Dari*
- *Ukrainian*
- *Pashto*
- *Russian*



Strategic Plan

22,000 STUDENTS

104 LANGUAGES

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

NEARLY 3,000 STAFF

35^{SQ} MI AREA SERVICED

37 SCHOOLS

FEDERAL WAY PUBLIC SCHOOLS
STRATEGIC PLAN, 2021-2025

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, socioeconomic, 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 to collaborate and improve our practice.
- We believe to partner in education.

VISION FOR EXCELLENCE AND EQUITY

FWPS believes that each and every scholar has limitless potential and is committed to ensuring that all scholars, of every race, class, linguistic background, disability, gender identity/expression, sexual orientation, and other exceptionalities, thrive and achieve at high levels. We will engage in anti-racist and inclusionary practices to identify and eliminate the barriers that cause disproportionality.

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-informed anti-racist practices and removing barriers to improve scholar learning, leading to increased achievement
- Facilitate culturally sustaining conversations and interactions
- Feel seen, valued, and heard as professionals and individuals
- Welcome, communicate, and partner with families for scholar success
- 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 scholar academic and social-emotional goals and progress
- Be provided the information and resources necessary to support their scholar's success



FEDERAL WAY PUBLIC SCHOOLS



FWPS Strategic Plan: Goals

STUDENT LEARNING

goals | measures of progress | equity means

1 The Early Years: BUILDING THE FOUNDATION

Every student scholar will enter kindergarten ready to learn with the social-emotional skills that will support each student to meet or exceed grade-level standards in English Language Arts (ELA) and Mathematics by the end of 3rd grade. By 2024, 80% of 3rd grade scholars will be meeting or exceeding grade-level standards in ELA.

- Percent of scholars enrolled in high-quality preschool programs
- Percent of scholars meeting state Peer Standards in literacy and math
- Percent of scholars ready for kindergarten, as measured by WASSO assessments
- Percent of scholars meeting Social Emotional Learning (SEL) standards for the early learning years
- Percent of scholars meeting or exceeding grade-level standards in English Language Arts (ELA) and Mathematics by the end of 3rd grade

Each scholar acquires the academic and social-emotional skills to be successful beyond 3rd grade.

2 Whole Child THRIVING, CONFIDENT, RESPONSIBLE INDIVIDUALS

Every student scholar will be empowered and prepared to exercise personal responsibility in order to be positive, productive members of society. By 2024 there will be no disproportionately student in discipline data. By 2024, 100% of scholars feel their school is safe and welcoming as measured by perception survey.

- Percent of scholars participating in at least 10% of classroom individualized time
- Percent of scholars and families participating in student-led conferences
- Percent of scholars meeting expectations on non-academic behaviors on standards-based report card
- Percent of scholars who feel their school is safe and welcoming as measured by a perception survey
- Percent of scholars who complete 24 hours of community service before graduation

Each scholar knows, understands, and embraces his/her own and others' cultural backgrounds and learning needs, in order to advocate for self and others.

3 Active Learners: ENGAGED, EMPOWERED CRITICAL THINKERS

Every student scholar will be empowered with ownership of their education and be fully engaged in learning critical and creative thinking. By 2024, 100% of scholars are engaged and challenged as measured by perception survey.

- Percent of scholars engaged in at least one extracurricular activity
- Percent of scholars who successfully prepare and present capstone projects at the end of transition years
- Percent of scholars that are engaged and challenged as measured by a perception survey
- Number of staff proficient or distinguished in student engagement practices, as measured by the Center for Educational Leadership's Dimensions of Teaching and Learning™ (CTL) SEL and the Association of Washington School Principals (AWSPP) leadership framework

Each scholar is actively engaged in critical and creative thinking, goal setting, and demonstration of cultural competencies.

4 Content Area Competence: MASTERY OF ALL SUBJECTS

Every student scholar will receive equitable opportunity for success, and will meet or exceed standards of performance in all subjects by the end of each grade. By 2024, 80% of 8th grade scholars will be meeting or exceeding grade-level standards in ELA.

- Percent of scholars meeting grade-level standards in core subjects, as measured by state assessments
- Percent of scholars demonstrating proficiency in a standards-based grading system (in each subject)
- Percent of scholars enrolled in and completing Advanced 8th grade with a 3.0 grade point average
- Percent of scholars participating in advanced coursework and earning a passing grade
- Percent of scholars who are biliterate
- Percent of scholars meeting targeted on-benchmark assessments

Each scholar develops cultural confidence as a learner and rigorously applies higher knowledge and skills to new and different experiences.

5 Postsecondary To Graduation: HIGH SCHOOL, GRADUATION THROUGH SUCCESSFUL TRANSITIONS

Every student scholar will successfully complete postsecondary education and graduate from high school ready for college, career or military. By 2024, 80% of the senior class will graduate on time.

- Transition rates from Post-Secondary to Employment, return to Middle school to High School, and from secondary transportation to postsecondary education
- Percent of 8th grade scholars on track for college and career readiness
- Percent of scholars who complete college entrance exams (ACT, SAT, and AP) and achieve college-ready scores
- Percent of scholars who complete Postsecondary Intentions Survey (PIS)
- Percent of scholars who complete college and career readiness assessment
- Increase in high school graduation and decrease in dropout rates
- Percent of graduating scholars who present non-academic needs to support and receive a pathway to postsecondary education
- Percent of scholars enrolled in postsecondary education

Each scholar completing early and with positive support, postsecondary education plan as well as personal readiness, including financial, academic, and social-emotional readiness.

Vision for Excellence and Equity



22,000 STUDENTS

104 LANGUAGES

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

FEDERAL WAY PUBLIC SCHOOLS
STRATEGIC PLAN, 2021-2025



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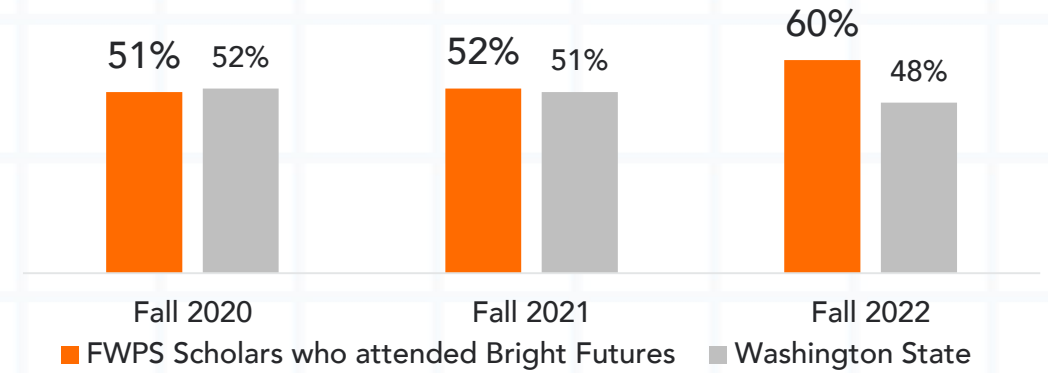
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We believe that
**each and every scholar
has limitless potential,
gifts and talents...**

Growth Toward Goal 1

- 4 more full day early learning classrooms in the 2023-24 school year
- Scholars who attended Bright Future Kindergarten (BFK) outperformed the state average for kindergarten readiness by 12%
- 7% increase in 3rd grade scholars meeting standard on the ELA SBA, while the state only grew by 0.3%
- New ELA curriculum for K-2 focused on phonics—letters and sounds

WaKIDS Readiness (BFK)



one

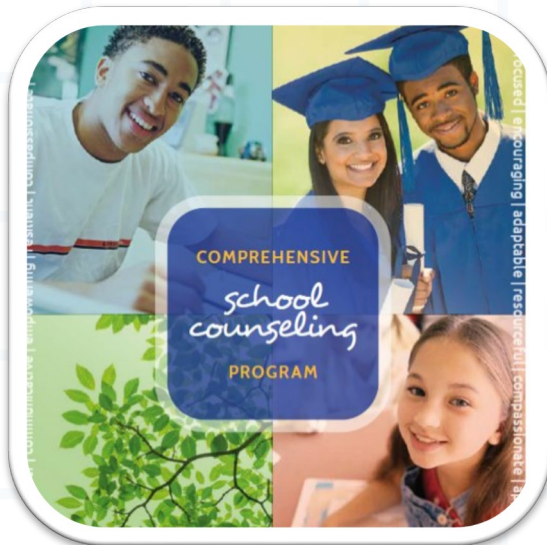


GOAL 1: THE EARLY YEARS
Building the Foundation

Growth Toward Goal 2



Adopted Character Strong, a new SEL curriculum for middle and high school



Comprehensive School Counseling Program and increased Mental Health Supports



Expanded FRED Bus program to include 4th bus, distributing 1,500+ books and 2,200+ meals summer 2023



Connected with over 2,000 scholars who withdrew during COVID to ensure they are connected to school & supports

two



GOAL 2: WHOLE CHILD
Thriving, Confident, Responsible Individuals

Growth Toward Goal 3



78% of 3rd grade scholars and 64% of 6th grade scholars report rigorous expectations on the Panorama survey



6 FWPS high school scholars selected to participate in The Knowledge Society, a 10-month global innovation program

Continued partnership with Ignite to offer STEM learning experiences



Hosted 1st LEGO League qualifier for the South Sound Region – 20 FWPS Teams and 19 schools competed; 2 went on to semifinals!



Launched Korean Language Program at Decatur High School, with support from Consulate General of the Republic of Korea in Seattle

three



GOAL 3: ACTIVE LEARNERS

Engaged, Empowered Critical Thinkers

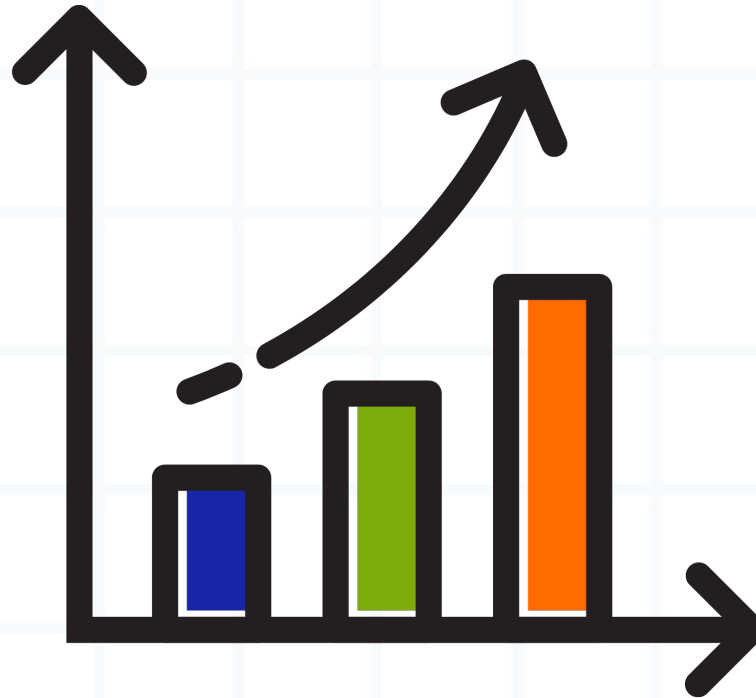


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PUBLIC SCHOOLS**

Growth Toward Goal 4

10 schools had **3% or more** ELA SBA growth

8 schools had **3% or more** Math SBA growth



Cohort increases in **4th, 5th and 7th grades for ELA SBA**

181 scholars in Class of 2023 earned the **Seal of Biliteracy** – the most in FWPS so far: read, write, speak with proficiency in a different language



Growth Toward Goal 5



FAFSA Completion up 2.4% from prior year, 20% above Washington state average



4,443 scholars enrolled in a CTE Dual Credit course last year, a 3% increase from previous year



990 Industry Recognized Credentials earned in 2023; consistent with 2022 and up from 465 in 2021.

five



GOAL 5: PERSISTENCE TO GRADUATION
High School Graduation Through Successful Transitions



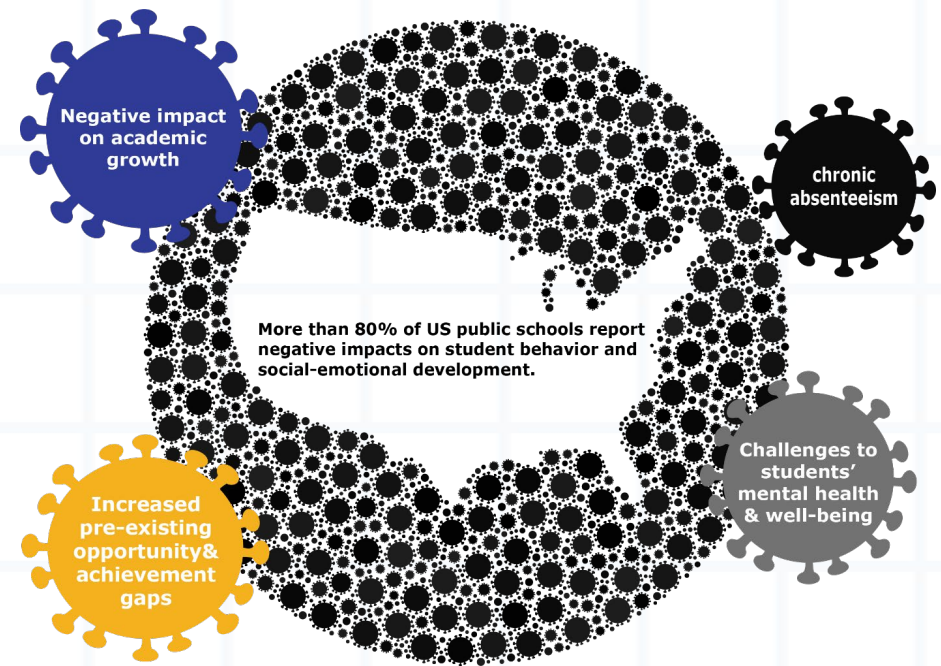
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Continued Impacts: Academics, Engagement, Social Emotional Behavioral and Overall Wellbeing

*Reading and Math scores declined.
Overall scores fell to levels not seen in more than 20 years.*

*Largest average score decline since the 1990s.
Math is reported as largest decline ever reported, with no states reporting improvement.*

It will take years to help students catch up and recover from these impacts.



US Department of Education; McKinstry & Company;
National Center for Education Statistics

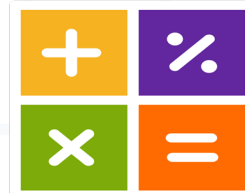
The 
Nation's Report Card

National Assessment of Educational Progress

Opportunities for Growth



43% of kindergarten scholars **entered kindergarten** behind in **math--**



Continued focus **all grades** ELA and math



6th-12th grade scholars report **lack of engagement**



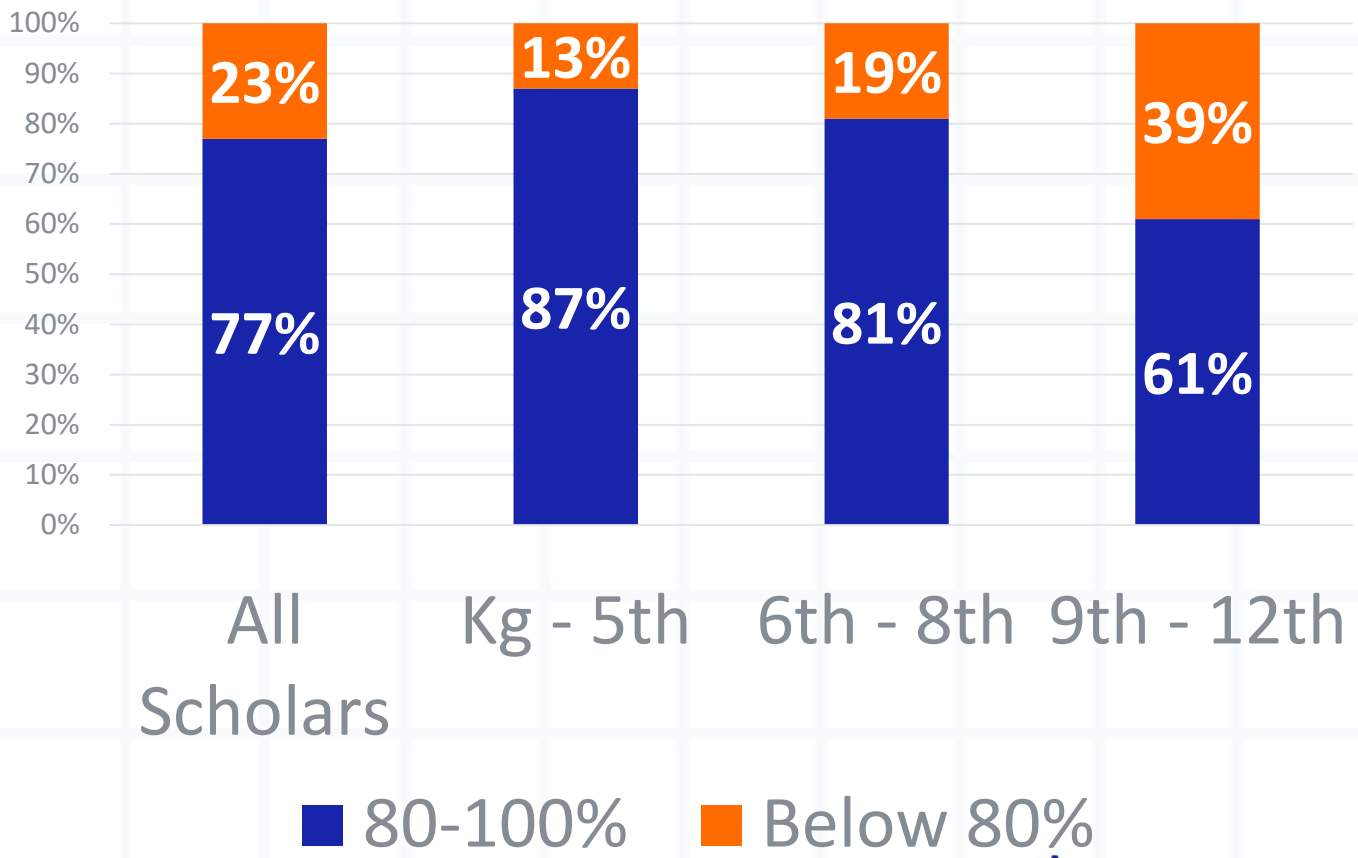
Scholar **Sense of Belonging**

Opportunities for Growth

Attendance:

- Average Daily Attendance was 85%
- Some students have chronic absenteeism: missing more than 2 days a month

Attendance 2022-2023



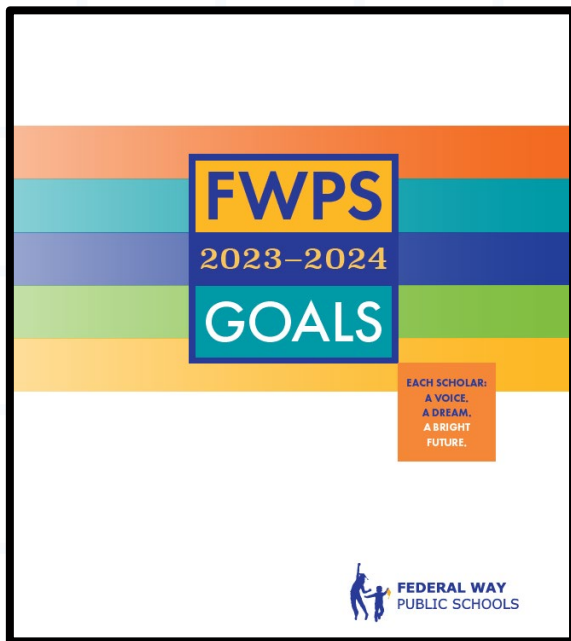


H O P E

is the belief that your future can be brighter and better than your past, and that you actually have a role to play in making it better -Gwinn and Hellman

FWPS Priorities

Systems Approach: Academic Success



Rigorous, High
Quality and Engaging
Classroom Instruction

MTSS: Targeted
Small Group
Instruction

Attendance and
Social Emotional
Learning

Data Informed
Continuous
Improvement

Scholar Voice,
Sense of Belonging
and Supports

Family and
Community
Engagement

Continued: Tutoring Supports: Above and Beyond

Tutor Corps:
Targeted Support

Tutor.com:
Available to all 4-12
scholars

**Extended Learning
Opportunities:**
Saturday Scholar Community,
Summer Learning, **Opportunities
at Schools**

DAILY HIGH QUALITY INSTRUCTION: MTSS



Continued and Expanded Social-Emotional & Mental Health Supports



First 30 Days



Advisory Lessons



Talkspace

Online mental health counseling, available to all scholars ages 13 and up for free



Clayful

Coaching tool available to all middle school scholars



HealthPoint, Valley Cities and YMCA
Mental Health Supports Referrals



Consejo

Substance Use Referrals



Scholar and Family Engagement



SUMMER CONNECTIONS

THURS. FEB. 22 | 6-7:30 PM
LAKE GROVE ELEMENTARY (OR ZOOM)

REGISTER

WWW.FWPS.ORG/SUMMERCONNECTIONS



Student Led
Conferences

Community Connect

Volunteer Opportunities

Family Academy

Increased Language Access Supports



- Completed Multilingual Family Guide
- Distributed ILA (Interactive Language Access) devices to offices across the district
- UW Tacoma Summer Institute: Teachers
- Secured \$600K+ of grant funding to support our Afghan scholars and families
- Offered Academic Language Academy

Attendance

**ATTEND
TODAY.
ACHIEVE
TOMORROW!**

#ShowingUpTogether



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PUBLIC SCHOOLS**

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Family Outreach

Home Visits

Attendance
Awareness
Campaign

School
Attendance
Teams

Individual student support

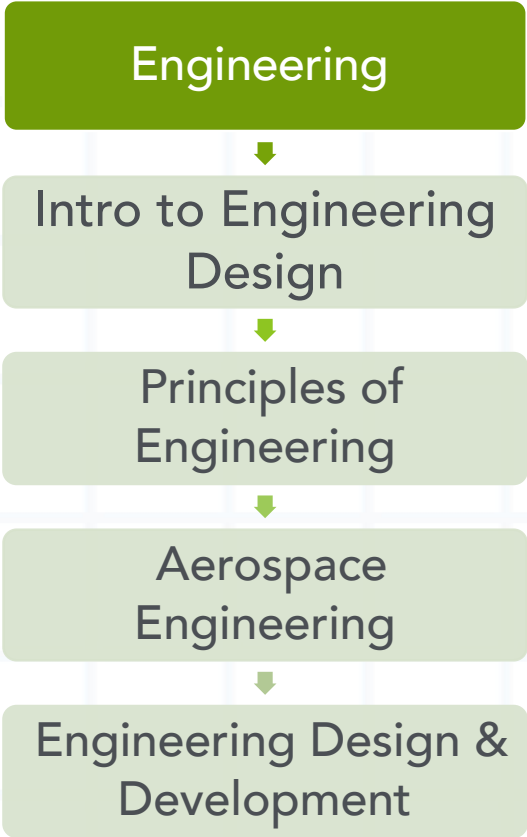
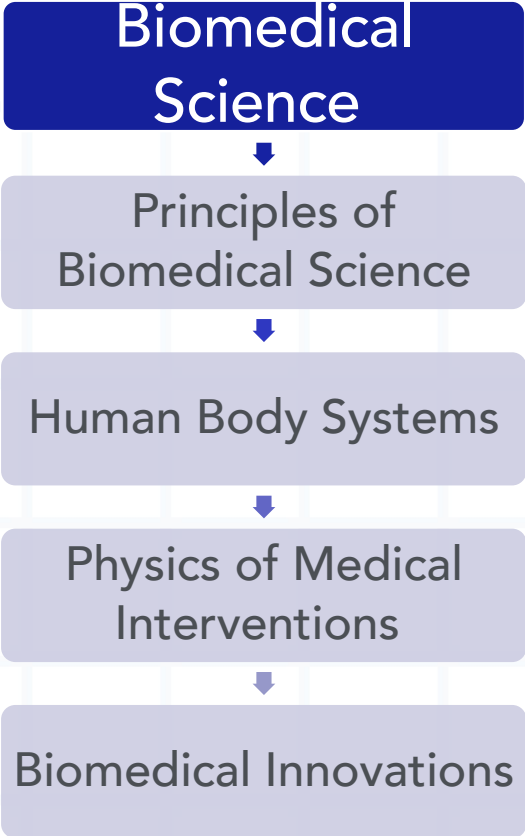
District
attendance
team

Community
Partnerships



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PUBLIC SCHOOLS**

National Academy Foundation

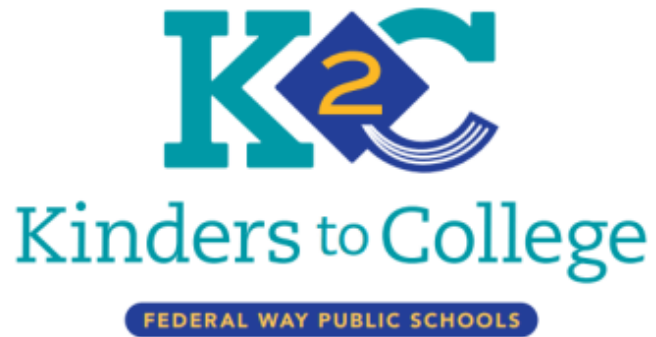


CorePlus Aerospace Program

- Two-year high school advanced manufacturing curriculum
- Prepares students for high-demand jobs through hands-on learning
- Students gain real-world skills that open doors to good-paying manufacturing jobs
- Provides advantage when applying for apprenticeships, post-high school certificates, and college degrees



Transition Activities



Celebrating
Milestone
Transitions
Move Up Day

Senior Signing Day

Celebrates *all students'* academic accomplishments and their plans after high school - college, military, a certificate program or joining the workforce.



Schools Can't Do It Alone

Donations and support from community, including:

- We Love our City
- Red Canoe
- Federal Way Cares for Kids
- Brooklake Church
- Family Life Community Church
- Grace Church
- South King Fire
- UNIONBAY
- JTM Construction & Garner Construction
- St. Luke's Lutheran Church
- And more!



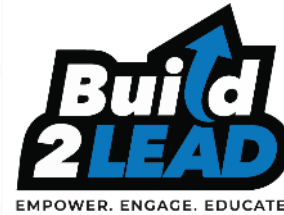
Community Partnerships

Currently have 47 community partnerships and are continuing to grow

- Academic Supports
- Mental Health
- Enrichment
- Counseling
- Family Supports
- Faith Based Organizations



Brothers 'Bout Business



Mentor & Me Program

- Mentors meet with their mentee at school, once a week for 30 min.
- Students paired with mentors are more likely to hold a leadership position in a club, sports team, school council or in the community
- Mentorship programs raise graduation rates, self-esteem, self-confidence, and lowers high school dropout rates.



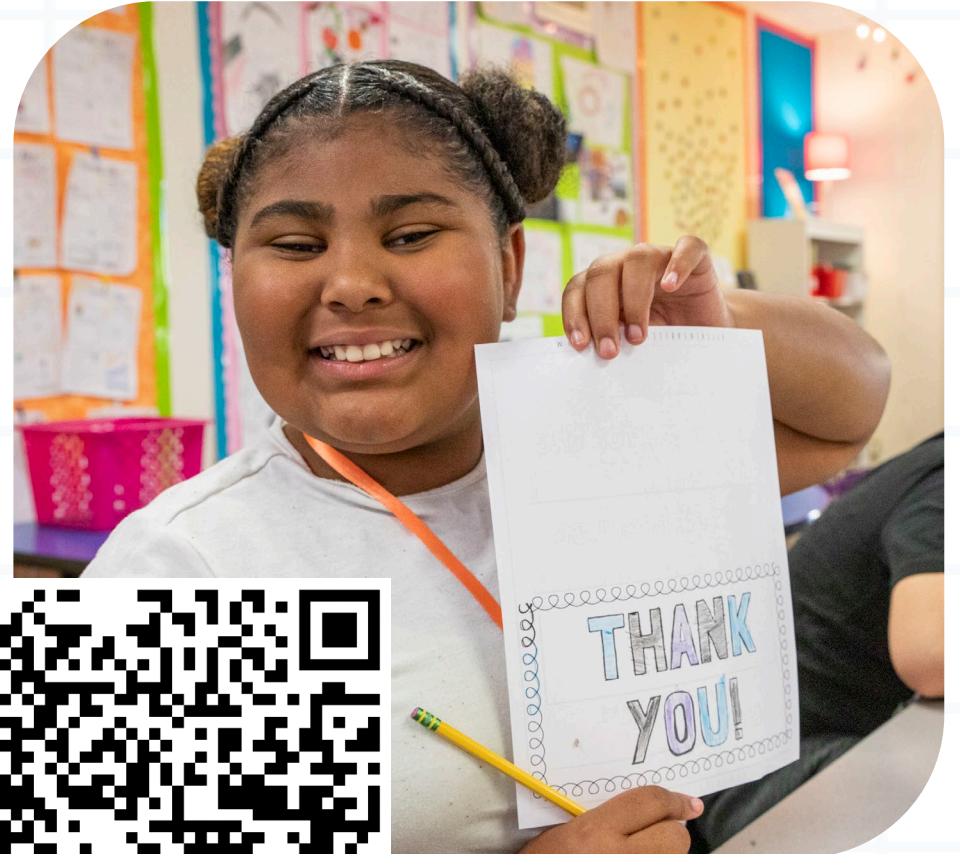
the Mentor & Me Program

"It's helpful to be able to talk to someone and to hear a different perspective of the world through their eyes." -FWPS Scholar

We are Federal Way Public Schools

Together, we can make a difference in scholars' lives:

- Mentor
- Tutor
- Volunteer
- Join Team FWPS



Sign up today to serve as a mentor, to be a tutor, to volunteer in our schools.