

Appendix F

Possible Evidence

Standard 1

<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Presentations to groups (e.g., teachers, community) 	<ul style="list-style-type: none"> • 21st century skills engagement plan • STEM Center implementation presentation • Strategic Partnerships presentation • Service club presentations by district, teaching staff and students • Superintendent community meetings • Superintendent civic leader meetings • March LID safety video
<ul style="list-style-type: none"> • Strand 1, Theme A, C 	<ul style="list-style-type: none"> • Records of meetings in which vision was a topic 	<ul style="list-style-type: none"> • Administrative meeting schedule • Superintendent’s Leadership Team • Principals Meeting Agendas • Instructional Leadership Team agendas • Staff meeting agendas • Summer Institute
<ul style="list-style-type: none"> • Strand 1, Theme A, E 	<ul style="list-style-type: none"> • Publications, website, social media messages that emphasize and communicate the vision 	<ul style="list-style-type: none"> • District staff newsletter • District news releases • District Facebook page • District Twitter messages • Superintendent’s web messages • District Points of Pride
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • District improvement plan 	<ul style="list-style-type: none"> • District Strategic Plan • Annual Operating Plan
<ul style="list-style-type: none"> • Strand 1, Theme C, D 	<ul style="list-style-type: none"> • Board and administrative goals 	<ul style="list-style-type: none"> • Board of Directors Annual Goals • Annual Operating Plan • Superintendent Annual Goals • Technology Plan • Technology Action Plan Report
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Budget 	<ul style="list-style-type: none"> • Budget Development I, II • Fiscal Year Budget (F-195) • Budget Advisory Committee Report • Board budget development study session • Citizens’ Guide to the District Budget

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Possible Evidence

<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Record of school visits 	<ul style="list-style-type: none"> • Superintendent school/site visits • State of School Review reports • State of School Review analysis
<ul style="list-style-type: none"> • Strand 1, Theme C, D 	<ul style="list-style-type: none"> • Hiring practices 	<ul style="list-style-type: none"> • HR hiring practices; outreach, training, screening, interviewing procedures focus on identifying highest quality staff • Recruitment Plan • Recruitment Schedule • Screening tools and pool interview questions align with four-tier evaluation • Recruitment and hiring board update
<ul style="list-style-type: none"> • Strand 1, Theme E 	<ul style="list-style-type: none"> • Surveys of staff, community 	<ul style="list-style-type: none"> • Annual staff readership survey • Parent, staff text msg. preference survey • New Teacher Survey results • Professional Development Council survey • Educational Effectiveness Survey
<ul style="list-style-type: none"> • Strand 1, Theme E 	<ul style="list-style-type: none"> • Board agendas/administrative team agendas 	<ul style="list-style-type: none"> • Superintendent’s Cabinet agendas • Superintendent’s Leadership Team agendas, evaluations • Instructional Leadership Team agendas

Standard 2

<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Evidence of instructional, curricular, assessment decisions made in response to student learning data 	<ul style="list-style-type: none"> • 8 Step School Improvement Process • TPEP/Danielson Framework • SpringBoard Implementation Plan Report
<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Record of awards, celebrations, or recognitions focused on student learning 	<ul style="list-style-type: none"> • High School & Beyond attendance • Middle School art program honors • HS student earns Microsoft Certification • HS students are academic champs • HS students earn DECA award • National Merit Scholar semifinalists • Hard work pays off for late graduate • District program earns <i>Wellness Award</i> • Board earns <i>Board of Distinction</i> award • HS students win automotive skills trophy

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Possible Evidence

		<ul style="list-style-type: none"> • Middle School wins robotics trophy • OSPI/SBE achievement awards • PTSA Council of the Year award • Five are state Schools of Achievement • District honors NBC teachers • HS music programs earn national awards • District graduation rates up again • 27 DECA students to compete at State Conf. • Gateway earns top robotics trophy
<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Evidence of actively engaging stakeholders in collaborative discussion in ways to improve student learning 	<ul style="list-style-type: none"> • Strategic Partnership Plan • Parents to help select social studies materials • AP materials open house • HS science materials under consideration • School board launches <i>Fishbowls</i> • Ethnic student community networks • Elected officials gather, talk about schools
<ul style="list-style-type: none"> • Strand 1, Theme A, D 	<ul style="list-style-type: none"> • Engagement of groups (e.g., teachers, business, city, county, community-based agencies) in improving student learning 	<ul style="list-style-type: none"> • Cities, Verizon Communications, County Hospital, Economic Development Council • Community College Work Group • SpringBoard Assessment Plan • Fall office professionals presentation
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Summary of curricular changes made in the past year 	<ul style="list-style-type: none"> • Mathematics adoptions • Middle school advanced math curriculum change • AP SpringBoard supplemental materials • ELA SpringBoard Update • SpringBoard Learning Walks • SpringBoard Success Indicators • STEM Center implementation • Social Studies adoption presentation • SpringBoard Learning Walk Report • Principals' January Meeting Agenda
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Assures that decisions on curriculum, instruction, and assessment are guided by regular objective data analysis 	<ul style="list-style-type: none"> • Social Studies adoption presentation
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Assures district resources support student learning 	<ul style="list-style-type: none"> • Superintendent's Leadership Team matrix • Professional development calendar

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Possible Evidence

		<ul style="list-style-type: none"> • Third grade LAP conference plan • Summer Professional Development Plan
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Evidence of school community’s cultural sense of urgency for collectively, openly addressing sustained improvement of student learning 	<ul style="list-style-type: none"> • Superintendent’s Leadership Team matrix • State of School Review summary • Learning Improvement Day agenda • Collaboration time surveys
<ul style="list-style-type: none"> • Strand 1, Theme E 	<ul style="list-style-type: none"> • Data on college attendance of graduates • Survey data from recent graduates 	<ul style="list-style-type: none"> • Graduate Follow-up Study • National Clearinghouse report on graduate matriculation
<ul style="list-style-type: none"> • Strand 1, Theme A, B 	<ul style="list-style-type: none"> • Data on student learning 	<ul style="list-style-type: none"> • Annual Student Achievement Report • Student Performance and EES Trends • Developmental Reading Assessment results • WaKIDS assessment results • Equal Opportunity Schools data report
<ul style="list-style-type: none"> • Strand 1, Theme A, B 	<ul style="list-style-type: none"> • Data on dropout rates 	<ul style="list-style-type: none"> • Annual on-time graduation presentations
<ul style="list-style-type: none"> • Strand 1, Theme A, E 	<ul style="list-style-type: none"> • Evidence of teacher analysis of student learning data 	<ul style="list-style-type: none"> • Collaboration Time Survey
<ul style="list-style-type: none"> • Strand 2, Theme A 	<ul style="list-style-type: none"> • Record of past year’s professional development activities and evidence of their effectiveness 	<ul style="list-style-type: none"> • ILT, SLT, TPEP evaluations • TPEP Handbook • BEST Grant • New Administrators’ October Meeting • New Administrators’ Induction Process
<ul style="list-style-type: none"> • Strand 2, Theme C 	<ul style="list-style-type: none"> • Expansion of continuous school improvement training 	<ul style="list-style-type: none"> • Expansion of offerings to paraeducators
<ul style="list-style-type: none"> • Strand 2, Theme D 	<ul style="list-style-type: none"> • Presentations to groups (e.g., teachers, community) focused on student learning 	<ul style="list-style-type: none"> • 24 Credit Diploma Plan Review • Service club presentations • Fall presentation to office managers
<ul style="list-style-type: none"> • Strand 2, Theme D, E 	<ul style="list-style-type: none"> • Documentation of coaching of principals 	<ul style="list-style-type: none"> • Instructional Leadership Team agendas • Principals’ monthly meeting agendas • <i>Communications to Principals</i>
<ul style="list-style-type: none"> • Strand 2, Themes A, B, C 	<ul style="list-style-type: none"> • Results of teacher and principal evaluations 	<ul style="list-style-type: none"> • TPEP Memo. of Understanding • Approval of Revisions to the Administrative Handbook • Memorandum of Agreement Between Education Association and District

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Possible Evidence

Standard 3

<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Strategic plan 	<ul style="list-style-type: none"> • Annual Operating Plan • Strategic Plan Mid-Year Report • Five-Year Plan
<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Staff meeting opportunities 	<ul style="list-style-type: none"> • State of School Review presentation
<ul style="list-style-type: none"> • Strand 1, Theme A, D 	<ul style="list-style-type: none"> • Evaluation of performance measures against like school districts 	<ul style="list-style-type: none"> • HSPE/MSP, SOSR presentations
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Budgetary and financial management documents • Evidence of fiscal stability over several years 	<ul style="list-style-type: none"> • Budget (F-195) • Annual Financial Statements Unaud. (F-196) • Fiscal Advisory Council Report • Citizens’ Guide to the District Budget • Four-year fiscal outlook presentation • Monthly Financial Report • First Quarter Financial Update • Second Quarter Financial Update • Bond Rating Report • Ten year history of SAO audit reports • Legislative Advocacy Plan
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Increased operational efficiencies 	<ul style="list-style-type: none"> • SAO audit results • ASB oversight • Online travel request process • Enrollment manual • Document management structure • Electronic vendor payments • Professional development software system • Custodian 4-tier evaluation rubric • Custodial resource allocation model • Superintendent’s Leadership Team matrix • Peachjar for flyers

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Possible Evidence

<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Efforts to increase resources 	<ul style="list-style-type: none"> • Rotary Project • Bond development process • Early learning grant • STEM grant
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Data on teacher recruitment and retention 	<ul style="list-style-type: none"> • Recruitment & hiring report to the board • KPI results for teacher retention rate
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Artifacts related to revision of recruitment and induction in response to changing workforce 	<ul style="list-style-type: none"> • Two-Year Recruitment Plan • Recruitment Tradeshow display • New Teacher Training agenda, survey • New Administrator Academy agenda
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Responses to decrease in substitute availability 	<ul style="list-style-type: none"> • Annual substitute fill rate report
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Resource conservation program 	<ul style="list-style-type: none"> • Annual energy savings report
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Facilities plan 	<ul style="list-style-type: none"> • Capital Facilities Plan 2014-19 • Property Management Update Process • Student Growth Management Process
<ul style="list-style-type: none"> • Strand 1, Theme D • Strand 2, Theme A 	<ul style="list-style-type: none"> • Student transportation data 	<ul style="list-style-type: none"> • State Patrol Safety Inspection results • Ridership, Homeless Kids Program data
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Grounds maintenance data 	<ul style="list-style-type: none"> • Grounds customer service survey
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Facilities maintenance data 	<ul style="list-style-type: none"> • Custodial customer service survey
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Key Performance Indicators (KPIs) 	<ul style="list-style-type: none"> • ActPoint KPI 100 Report Data • Board, Cabinet KPI presentations
<ul style="list-style-type: none"> • Strand 1, Theme E 	<ul style="list-style-type: none"> • Policy revision reflecting board priorities • Implementation of SafeSchools electronic system 	<ul style="list-style-type: none"> • Policy 5200, Evaluation of Staff • Work Session: Evaluation Policies Review • SafeSchools report sample
<ul style="list-style-type: none"> • Strand 2, Theme A 	<ul style="list-style-type: none"> • Parent survey data 	<ul style="list-style-type: none"> • Educational Effectiveness Survey
<ul style="list-style-type: none"> • Strand 2, Theme A 	<ul style="list-style-type: none"> • Student survey data 	<ul style="list-style-type: none"> • Healthy Youth Survey • Educational Effectiveness Survey
<ul style="list-style-type: none"> • Strand 2, Theme A 	<ul style="list-style-type: none"> • Community and family awareness of emergency response practices 	<ul style="list-style-type: none"> • <i>Be Schooled for Emergencies</i> guide • Pre-disaster mitigation planning process, survey • LID emergency prep. training
<ul style="list-style-type: none"> • Strand 2, Theme B 	<ul style="list-style-type: none"> • District personnel civility policy training 	<ul style="list-style-type: none"> • Civility policy training record
<ul style="list-style-type: none"> • Strand 2, Theme C 	<ul style="list-style-type: none"> • Data related to student safety and orderly environment (bullying incidents, suspensions) 	<ul style="list-style-type: none"> • Disciplinary action analysis • School safety drill summary
<ul style="list-style-type: none"> • Strand 2, Theme D 	<ul style="list-style-type: none"> • Data related to positive, friendly student and employee environment 	<ul style="list-style-type: none"> • Welcome Desk protocols • Survey of new teachers summary results

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Possible Evidence

Standard 4

<ul style="list-style-type: none"> • Strand 1 , Themes A, B, D • Strand 2, Theme B 	<ul style="list-style-type: none"> • Record of collaborative partnerships with community agencies 	<ul style="list-style-type: none"> • Big Brothers Big Sisters Program • Boys & Girls Club soccer program • Transition Fair builds life connections
<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Parent/community surveys • General community engagement events 	<ul style="list-style-type: none"> • Educational Effectiveness Surveys • Community Conversations • Fishbowl (capital projects) Conversations • Public opinion poll
<ul style="list-style-type: none"> • Strand 1, Theme A • Strand 2, Theme B, C, D 	<ul style="list-style-type: none"> • Evidence of engagement with groups representing a diverse spectrum of community members 	<ul style="list-style-type: none"> • Equity & Access Community Council plan • Pipeline to Diversity task force agenda • Equal Opportunity Schools program survey • PTSA joint planning
<ul style="list-style-type: none"> • Strand 1, Theme A, C 	<ul style="list-style-type: none"> • Documentation of district communications 	<ul style="list-style-type: none"> • District quarterly magazine • District staff newsletter • District community newsletter • District news releases • District Facebook page • District Twitter messages • Superintendent’s web messages • District Points of Pride • Superintendent responsive emails • Reengagement plan for suspended students
<ul style="list-style-type: none"> • Strand 1, Theme B • Strand 2, Theme B 	<ul style="list-style-type: none"> • Data on family engagement (e.g., attendance at parent conferences or other school activities) 	<ul style="list-style-type: none"> • Natural Leader program • Parent training to use instructional materials • Social studies adoption open houses • Smarter Balanced parent workshops • Family Engagement Workshop • March Learning Improvement Day agenda
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Community “State of the District” presentations 	<ul style="list-style-type: none"> • Schools Foundation Event • Superintendent community meetings
<ul style="list-style-type: none"> • Strand 1, Theme B, C 	<ul style="list-style-type: none"> • Documentation of changes that have been made as a result of family/community feedback 	<ul style="list-style-type: none"> • Budget Advisory Committee Report • Launch text messaging communications
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Student surveys 	<ul style="list-style-type: none"> • Educational Effectiveness Surveys

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Possible Evidence

<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Collaborates with community agencies to create cohesive service networks supporting distr. goals 	<ul style="list-style-type: none"> • 21st century skills 10-year plan • County STEM Initiative • Early learning grant • Rotary Project • Big Brothers/Sisters Soar to Success
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Achievement gap data 	<ul style="list-style-type: none"> • Statewide Longitudinal Data System report on student discipline
<ul style="list-style-type: none"> • Strand 1, Theme D, E 	<ul style="list-style-type: none"> • Community engagement in development of bond proposals, property management process 	<ul style="list-style-type: none"> • Property management flyer • Community Conversation flyer • Fishbowl meeting flyer
<ul style="list-style-type: none"> • Strand 1, Theme E 	<ul style="list-style-type: none"> • Bond and levy measures 	<ul style="list-style-type: none"> • Bond proposal draft • Bond resolution
<ul style="list-style-type: none"> • Strand 2, Theme C 	<ul style="list-style-type: none"> • Summary of professional development focused on cultural competence 	<ul style="list-style-type: none"> • Home visit training • Equal Opportunity Schools training
<ul style="list-style-type: none"> • Strand 2, Theme E 	<ul style="list-style-type: none"> • Results of equity audits 	<ul style="list-style-type: none"> • Affirmative Action Plan

Standard 5

<ul style="list-style-type: none"> • Strand 1 	<ul style="list-style-type: none"> • Agendas, minutes of administrative team meetings 	<ul style="list-style-type: none"> • Superintendent’s Cabinet annual plan • Superintendent’s Leadership Team matrix • Instructional Leadership Team plan
<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Summary of decisions involving a significant ethical component 	<ul style="list-style-type: none"> • Public records requests • Personnel actions public inquiries
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Communications examples 	<ul style="list-style-type: none"> • Community group leadership letters
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Data from family/community surveys 	<ul style="list-style-type: none"> • Educational Effectiveness Survey
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Data from student surveys 	<ul style="list-style-type: none"> • Educational Effectiveness Survey • Technology Literacy Survey Results
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Data from teacher surveys 	<ul style="list-style-type: none"> • Educational Effectiveness Survey
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Parent advisory council agenda and/or minutes 	<ul style="list-style-type: none"> • Special Education Advisory Council agenda • Policy Review Council agenda
<ul style="list-style-type: none"> • Strand 1, Theme D 	<ul style="list-style-type: none"> • Results of equity audits 	<ul style="list-style-type: none"> • On-time grad., college readiness reports • Equity & Access Community Council report • Affirmative Action report

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Possible Evidence

Standard 6

<ul style="list-style-type: none"> • Strand 1, Theme A 	<ul style="list-style-type: none"> • Summary of community leadership accomplishments • Summary of interactions with external groups 	<ul style="list-style-type: none"> • United Way Board, Rotary Board, UW Advisory Board, Economic Development Council Board, Chamber of Commerce Board • Superintendent’s Board Reports
<ul style="list-style-type: none"> • Strand 1, Theme B 	<ul style="list-style-type: none"> • Records of communications with legislators • Samples of federal, state, local policy engagement 	<ul style="list-style-type: none"> • Legislative contacts invitation log • Legislative advocacy Plan • Senate Ways & Means Comm. testimony • House Appropriations Comm. testimony • PDC Lobbying Report • Legislative Community Conv. Presentation
<ul style="list-style-type: none"> • Strand 1, Theme C • Strand 2, Theme E 	<ul style="list-style-type: none"> • Documentation of communication with board 	<ul style="list-style-type: none"> • <i>Friday Notes</i>, misc. board emails • Agenda review, planning meetings • WSRMP board notification
<ul style="list-style-type: none"> • Strand 1, Theme C 	<ul style="list-style-type: none"> • Community “State of the District” presentations 	<ul style="list-style-type: none"> • Legislative priorities • New board member orientations • Annual summer workshop agenda • Core 24 Briefing • NCLB Title I Schools Not Meeting AYP • Student Growth Percentiles • Supreme Court <i>McCleary</i> documents • Superintendent community meetings
<ul style="list-style-type: none"> • Strand 2, Theme B 	<ul style="list-style-type: none"> • Record of board policy changes 	<ul style="list-style-type: none"> • Board goal report on policy updates
<ul style="list-style-type: none"> • Strand 2, Theme C 	<ul style="list-style-type: none"> • Board meeting materials 	<ul style="list-style-type: none"> • BoardDocs • Board emails • <i>Friday Notes</i>