

**EVERETT PUBLIC SCHOOLS
SUMMARY OF FOCUS GROUP RESPONSES
Compiled by Ray and Associates**

Focus groups held over a three-day period (March 18-21, 2019) provided significant input to questions asked by the Ray and Associate consultants. A summary of responses to the questions asked are summarized below. An * signifies the response was mentioned more than once.

Strengths of District

TEACHERS

- Great
- Good
- Involved in community
- Dedicated
- Incredible
- Help other teachers
- Degreed

STAFF

- High quality
- Great
- Good
- Wonderful
- Degreed
- Interactions with families
- Reflects community demographics

GRADUATION RATE

- On time
- Meet needs of every Pk12 student
- Reducing barriers for underrepresented youth
- Personalized learning
- Strong Instructional program

LEADERSHIP

- Observable
- Strong
- Superintendent has done a good job
- Visionary
- Hire great Principals
- Clean financial audits
- Outstanding in messaging the vision, mission, core focus of the District
- Strong principals
- Strong leadership that “Walks the Talk”
- Professional presence

DATA DRIVEN

- Strong Metrics
- Goal Setting
- But just not about the numbers

DIVERSITY AND EQUITY

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- Culture of Inclusion
- Values diversity and inclusiveness
- Meets the needs of all children

FOCUSED

- Stem
- Avid
- On What makes a difference
- On whole community

GREAT

- Arts program
- Geographic region
- With various learning styles
- Relationships with Community Colleges and Washington State University
- Reputation
- Support
- Library Program

STRONG CUSTOMER ORIENTATION

- Relationships with community
- Resources integrated within the community
- Serves meeting the needs of employees
- Service oriented
- Respects parent input and suggestions
- Friendly

COLLABORATIVE

- Community partnerships
- Strategic Plan developed with district, community, business and social partners
- Unified in purpose and practice
- Strong Parent organizations
- Sense of being heard

PROFESSIONAL DEVELOPMENT

- Growth in good people
- Staff
- Teachers
- Administrators

SINGLETON COMMENTS

- Innovative
- Good history
- Love it here
- ROTC highly supported by the District
- Union – Strong presence
- Very good school district
- One-on-one with Windows
- Solid financial audit

Positives of the community/communities

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COMMUNITIES

- Supportive
- Quality of live
- Affordability
- Beautiful
- Close to salt/fresh water, Mountains, Seattle outdoor opportunities, Urban opportunities
- Puget Sound – Location-Location-Location
- Dynamic
- Growth
- Health care
- Interested in education
- Public Transportation

PARTNERSHIPS

- Partnerships with district
- Boeing Partnerships
- Economic Alliance
- Military
- Higher education
- Sno-Isle Tech
- Police and Fire Departments
- Strategic Plan involvement

DIVERSITY

- Equal opportunities for all children
- Success of students = Success of community
- Sense of community
- Welcoming

GREAT

- Key communicators
- Community leaders
- Place to live and raise kids
- Relations with people
- Relations with partners
- Sense of togetherness
- Employment Opportunities

EVERETT PUBLIC SCHOOLS

- Good schools
- Good programs for students
- Good turnout of adults for extracurricular programs
- High performing schools
- Pipeline for employees
- Staff live and work in community
- Community leadership supportive of district
- Communities vested in district

PARTNERSHIPS

- Partnerships with district

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COMMUNITY

- Conversations
- Aspirations
- Culture shift of old guard Everett~new growth Everett
- Rich history
- Small town feeling in urban setting
- Strong police and Fire
- Positive approval of being in Snohomish County
- Welcoming

SINGLETON COMMENTS

- Easy to navigate
- New Everett mayor is energetic, dynamic, and education ally

Qualities like to see in superintendent

EQUITY, EXCELLENCE, AND INCLUSION

- Equity-lives it
- Social Justice
- Comfort with multicultural surroundings
- Multilingual learning strategies that support both foreign language acquisition and English Language Learner competence
- Not afraid of fierce conversations to address and deal with hostility and hatred
- Racial and gender equity principles in student outcomes, as well as the community
- Impact of school operations
- Restorative justice practices that help prevent punitive discipline disparities and the the-school-to-prison pipeline
- Understands the diversity of the community
- Cultural and linguistic competence that enables effective interaction and communication with persons of different cultures and languages
- Elimination of institutional racism that so often result in discrimination and the disparate treatment of persons of color
- Passionate about equity
- Inclusive education for special needs students
- Inclusive outreach to and engagement of parents and the community across racial, cultural, linguistic ability, and socio-economic barriers
- Intentional recruitment, hiring and retention so that staff members, especially teaching and Administrative staff, reflect the community
- Provides multi-culturally responsive curriculum development that incorporates material which is relevant to the students' heritages and experiences

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- Establishes and maintains relationships with mainstream and alternative style living

STUDENTS FIRST

- Cares about students
- Focus on each student
- Social Emotional Learning of students
- Meets regularly with students
- Present in schools
- Belief-every student served and graduates
- Belief -all families; all children's needs met
- Listens to student voice
- Homeless population

COMMUNICATOR

- Public figure for the district
- Provides real time information
- Stays on point with messaging and marketing
- Listens to all voices
- Politically astute
- Carries the torch for the district
- Champions the district

FISCAL

- Fiscal Management
- Fiscal savvy
- Financial background
- Growth management and facilities experience
- Tough money manager
- Bond and levy experience/expertise
- Not always asking for money; alternative fiscal sources
- Potential position reductions

LEADERSHIP TRAITS

- Consensus builder
- Cooperative
- Decisive
- Honest
- Inclusive
- Innovative
- Likeable
- Open to new ideas
- Team oriented
- Transitional
- Visionary
- Willing to tackle the little stuff
- Visible
- Collaborative
- High expectations
- Relator
- Empowering

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- Delegator
- Risk taker
- Accountable
- Decisive
- Adaptable
- Innovator

PERSONAL TRAITS

- Friendly
- Genuine
- Lifelong learner
- Approachable
- Respected
- Respectful
- Analytic
- Bilingual
- Charismatic
- Balanced Work/Life
- Likeable
- Inspirational
- Celebratory
- Trusting
- Reflective
- Toughness in decision making: Stands up against opposing voices – Positive or negative

EDUCATION EXPERIENCE

- Experienced educator
- Visits schools
- Best practices in special education
- Data driven
- Engaged with the community
- Inclusive practices for special education
- Development and maintenance of partnerships
- Instructional leader
- Professional development emphasis
- Progressive
- Technologically literate
- Instructional expertise

COMMUNITY COMMITMENT

- Engaged with the community
- Work force development focus
- Involved in the community
- Close relationship with Police and Fire departments
- Seeks out partnerships with the district – profit, nonprofit, wrap around services

CRITICAL ISSUES NEW SUPERINTENDENT WILL FACE

GROWTH

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FACILITIES

- Building capacities
- New High School
- Central Office Building
- Better utilization of facilities
- Building upgrades
- Creative ways maximize facilities
- Lack of facilities
- Portables at Jackson High School
- Bonds
- Parking at schools

BOUNDARIES

FISCAL

- Tax increases
- Budget
- Fallout from teacher salary increases
- Fallout from McCleary “solution”
- Taxation competition
- Implementation and support of one-to-one technology

STUDENTS

- Addictions
- Vaping
- Equity and diversity
- Marijuana, vaping and cigarette use on campuses
- Mental health of students
- More supervision in some schools (Bullying)
- Student anxiety and stress
- Special Needs student services and funding
- Stand up for whole child; not just test achievements
- Teen suicide

CULTURAL SHIFTS

- Demographic changes
- Homeless
- Balancing longtime residents with newcomers
- Retirements of superintendent, deputy superintendent and President of Everett CC
- North side~South side issues
- Growing opposing political ideologies in the community
- Trust building with new superintendent
- Diplomacy in bringing the communities together
- Regaining trust of the community

SINGLETON COMMENTS

- Conflict of interest – Decision making
- English school for parents
- How to improve what we already have but not making too many decisions too quickly
- Lack of follow up by some board members
- More effective partnering with neighboring school districts

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- **No significant diversity in Teachers/administrators**
- **Nutrition/gardening potentials in district**
- **Staying competitive**
- **Work of diversity council**
- **Very strong teachers' union**
- **Educating the community on the needs of the district**