



**FAMILIES  
EDUCATION  
PRESCHOOL  
& PROMISE**

# YEAR 1 REPORT

2019-2020:  
*A Year of Urgent Work  
for Educational Equity*



a letter from  
**MAYOR  
DURKAN**

Few investments contribute more to the future well-being and prosperity of a city than those made toward the education of its children and youth. That's why from my earliest days as mayor, I committed to expanding access to high quality preschool and providing every Seattle Public Schools graduate with two years of free college.

Seattle voters overwhelmingly passed the Families, Education, Preschool and Promise (FEPP) Levy in November 2018, signaling a collective promise that Seattle would provide equitable opportunities and pathways to a strong and prosperous future for its youth. After just one year of implementation, FEPP levy dollars made remarkable strides in paving the road to a brighter and more equitable future for Seattle students—especially our Black, Indigenous, and People of Color and historically underserved youth. And although the COVID-19 pandemic brought significant challenges to students, families, and educators during the levy's first year, the data confirms increased access to affordable preschool, improved high school graduation rates, and encouraging college retention rates for our Seattle Promise scholars.

Systemic injustice and race-based opportunity gaps in our city persist, but I am proud of the work being done by the Department of Education and Early Learning and their school and community partners to close these gaps. The FEPP Levy, including the early results we see in this report, will have lasting impacts on Seattle children, youth and families for generations to come. Together, we are creating pathways to opportunity for students furthest from educational justice and ensuring that Seattle children are better prepared for the livable-wage jobs of the future. The commitment we've made together to invest in quality preschool, K-12 opportunities, student health, and affordable college will help create true economic opportunity in our city and ensure a stronger Seattle in the decades to come.

Sincerely,

**Jenny A. Durkan**  
Mayor of Seattle

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*a letter from*

## DIR ECTOR CHAPPELLE

When the Families, Education, Preschool, and Promise (FEPP) Levy was passed by voters with nearly 70% approval in November 2018, it represented a growing consensus among Seattle residents that inequitable educational outcomes had been rationalized, ignored, and perpetuated for too long, and the time to dismantle race-based educational disparities was now. It was an energizing moment for me as an educator and City leader—not to mention as a father.

In the first year of the FEPP Levy's implementation, the 2019-2020 school year, we saw community calls for equity swell, advocates lean in for change, and leaders commit themselves to deliver a better future for Seattle students and families, especially those in our communities of color. And then, as spring quarter neared, we experienced the greatest interruption to traditional educational service delivery we'd ever seen. The COVID-19 pandemic hit the Seattle area early and hard, and the resulting closure of school buildings required a radical shift to new learning formats for children and youth from preschool to postsecondary. But while the virus and its impact on education were novel, the effects were all too familiar—students furthest from educational justice once again faced the greatest challenges.

The pandemic provided us an opportunity to look closely at how we are serving students and families and find new ways of making greater and more equitable impact. School- and community-led solutions were created to meet emergent child and youth needs—things like telehealth services, virtual home visits, and improved platforms for family engagement—helping us build a stronger foundation for the remaining six years of the FEPP Levy.

I'm deeply proud of our DEEL team, and all our partners, for the sense of urgency and intentionality they bring to our daily work. We know that while the pandemic has exacerbated race-based

opportunity gaps in education, and while racial bias, hate, and violent acts threaten to distract us from our intention to cultivate the leaders of tomorrow, the moment for change remains as now. We know that it takes all of us, working with common purpose, to achieve educational equity.

In addition to our FEPP Year 1 results, this report debuts our department's Anti-Racist Statement in Living Practice, a statement developed by DEEL staff in response to acts of racial bias and hate in our own region. The statement serves as a guidepost for our department and is an act of solidarity with the students, families, partners, and communities impacted by racially biased systems. Together, we must ensure that no child or youth is left without the supports and access to educational opportunities they deserve.

We're excited to invite all of you—neighbors, parents, guardians, educators, advocates, students, and voters—into the work of the FEPP Levy as partners in our shared commitment to the urgent work of equity and fostering a bright future for all Seattle students.

In partnership,

**Dwane Chappelle**

*Director, Seattle Department of Education and Early Learning*



# ABOUT DEEL

## MISSION

The mission of the Department of Education and Early Learning is to transform the lives of Seattle's children, youth, and families through strategic investments in education.

## VISION

We envision a city where all children, youth, and families have equitable opportunities and access to high quality education services, support, and outcomes.

## RESULTS

What we want for all children, youth, and families in Seattle:

1. All Seattle families have access to affordable, quality childcare.
2. All Seattle children are kindergarten ready.
3. All Seattle students graduate high school college and career ready.
4. All Seattle students attain a certificate, credential, or degree.

## STRATEGIES

We pursue these results through three key strategies:

1. Equitable educational opportunities
2. Student and family supports
3. High quality learning environments



**Seattle Department of  
Education & Early Learning**

[www.seattle.gov/education](http://www.seattle.gov/education)

# ABOUT THIS REPORT

This first report of the Families, Education, Preschool, and Promise (FEPP) Levy provides highlights of select FEPP investment strategies, detailed information on who received FEPP-funded services, data on investment results and racial equity outcomes, and a budget summary. This report is not a formal evaluation of the Levy but shares key performance indicators using the best and most recent data available due to COVID-19 disruptions in early learning and K-12 academic assessments in spring 2020. Consistent with DEEL's commitment to Results Based Accountability, data shared in this report will highlight population-level results, racial equity trends, and disaggregate participant data by race/ethnicity, gender, and other demographic indicators where available.

This report will serve as a baseline for continued monitoring of FEPP investment impacts and inform program modifications and improvements in subsequent years.

For media inquiries and other questions about this report, please contact [education@seattle.gov](mailto:education@seattle.gov).

## KEY TERMS

*The key terms found below are used throughout this report with the following definitions.*

### **Cohort**

Used to identify a group of students who began their Seattle Promise experience together. Cohort year is identified as both high-school graduation year and year of matriculation. For example, class of 2019 high school graduates who enrolled in Seattle Promise in fall 2019 are known as the 2019 Promise Cohort.

### **BIPOC**

The term BIPOC refers to Black, Indigenous, and People of Color, and emphasizes the experience of Black and Indigenous peoples as distinct from the more general term people of color, especially as it relates to systemic oppression faced in and outside of the education system.

### **Expected Family Contribution (EFC)**

Estimate of a student's ability to pay the costs of a year of postsecondary education, or for a dependent student, their parent or guardian's ability to pay. Used to determine federal student aid eligibility.

### **Fall-to-Fall Retention**

The percentage of students who took one or more credit-bearing courses during the fall term and were then re-enrolled in the fall term of the following academic year or graduated by that time..

### **Federal Poverty Level (FPL)**

A measure of income issued every year by the U.S. Department of Health and Human Services (HHS) to determine family or student eligibility for certain programs and benefits.

### **First-Generation Student**

Refers to college-going students for whom neither parent or guardian has completed a bachelor's degree.

### **Last-dollar Funding**

Last-dollar funding programs, such as the Seattle Promise last-dollar tuition scholarship, cover remaining costs of tuition after all other public funding or grants a student may be eligible for have been applied.



### Opportunity Gaps

Refers to the impacts of race, ethnicity, language, socioeconomic status, community wealth, or familial situation on rates of success in educational achievement, career prospects, and other life aspirations. DEEL calculates race-based opportunity gaps by comparing the rates of the racial group with the lowest outcome with those of the racial group with the highest outcome and determining the difference between the two.

### SPP Pathway

The SPP Pathway program prepares preschool providers to meet eligibility requirements for joining the Seattle Preschool Program. SPP Pathway providers receive ongoing technical assistance, professional development, and coaching.

### Racial Equity Toolkit (RET)

As part of the City of Seattle's Race and Social Justice Initiative, City departments implement Racial Equity Toolkits in budget, program, and policy decisions, including in the review of existing programs and policies, in order to address impacts on racial equity.

### SPP Plus

Type of Seattle Preschool Program classroom offered in partnership with the Seattle School District that combines District special education funds with City preschool funds to deliver a fully inclusive learning environment for children with and without disabilities, including those with an Individualized Education Plan (IEP).



## LEVY TIMELINE

Report time marker

### YEAR 0

**2018**  
Voters pass seven-year Families, Education, Preschool, and Promise

### YEAR 1

**2019-2020**  
Transition from Families & Education Levy and Seattle Preschool Program Levy

### YEAR 2

**2020-2021** ..... [2021-2025] .....  
Remote learning and COVID adaptations

### YEAR 7

**2025-2026**  
FEPP Levy expires

COVID-19

### Focus Populations for FEPP Levy Investments

The FEPP Levy focuses investments on students in historically underserved groups, including African American/Black, Hispanic and Latino, Native American, Pacific Islander, underserved Asian populations, other students of color, refugee and immigrant, homeless, English language learners, and LGBTQ students, with the desired outcome that they are achieving academically across the preschool to postsecondary continuum.

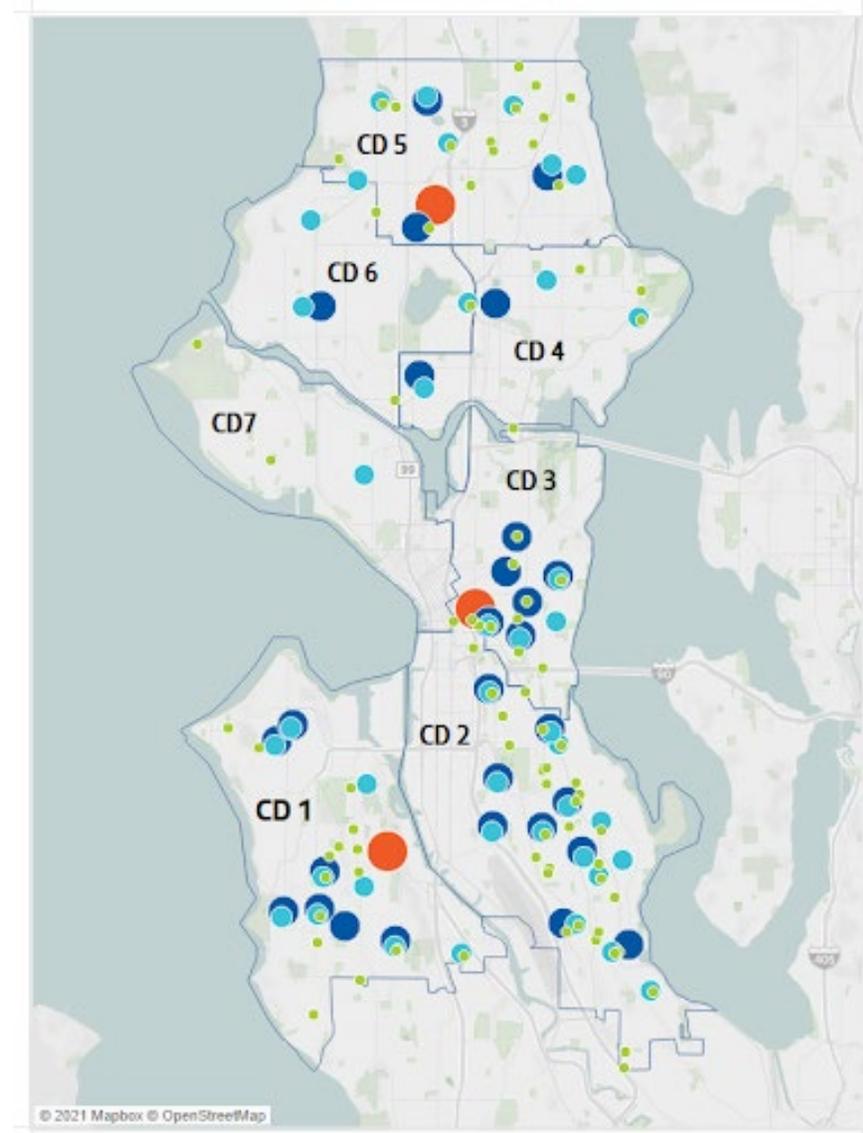
# EXECUTIVE SUMMARY

The Families, Education, Preschool, and Promise (FEPP) Levy is a seven-year, \$619 million investment in Seattle's youth approved by voters in November 2018. The Seattle Department of Education and Early Learning (DEEL) partners with families, schools, communities, and institutional partners **to achieve educational equity, close opportunity gaps, and build a better future for Seattle students** by stewarding FEPP levy investments in four areas: Preschool and Early Learning, K-12 School and Community-Based, K-12 School Health, and Seattle Promise. These four areas contribute to results in Kindergarten Readiness, College and Career Readiness, and Postsecondary Access and Completion.

In this first year of the FEPP Levy, proven investments such as the Seattle Preschool Program (SPP), K-12 School-Based Investments, and School Based Health Centers were sustained, while new investment strategies, such as Family Child Care Mentorship and Quality Supports, were launched. Additionally, the Seattle Promise program at Seattle Colleges—a new investment area in the City's education levy—was expanded citywide and brought to scale, and in 2020, Promise celebrated its first graduating class.

DEEL invested \$95.1 million in FEPP Levy resources during the 2019-2020 school year, representing 89% of planned investments. One-hundred and twenty-nine community and school partners provided services to more than 30,000 young people. DEEL held ten competitive funding processes to select new and continuing FEPP partners with the help of paid community and youth review panelists, all of whom participated in anti-bias training prior to scoring applications—a new requirement following a **Racial Equity Toolkit (RET)** on the Department's grant-making processes.

Despite COVID-19 disruptions to planned services, FEPP partners persevered and responded to unprecedented conditions to meet the needs of Seattle's young people. Together, DEEL and its partners launched the Emergency Child Care program providing free childcare to frontline essential workers in the early days of the pandemic, adapted programming for remote settings, and distributed personal protective equipment to service providers. FEPP Levy partners never faltered in their commitment to promote educational justice for learners across the preschool to postsecondary continuum, moving forward the urgent work of educational equity in Seattle education.



CD = Council District

- SPP Site
- Levy Partner School
- School Based Health Center
- Seattle Colleges Campus

## EQUITY RESULTS AND HIGHLIGHTS

### FEPP LEVY OVERALL

**\$95.1M**  
INVESTED

**30,000+**  
Children and Youth Served  
71% BIPOC

**129** Community and  
School Partners

**10** Competitive  
Funding  
Processes

**40** community  
reviewers

**6** youth review  
panelists

**3** Racial Equity  
Toolkit analyses

### KINDERGARTEN READINESS

**18** new Seattle Preschool  
Program classrooms

**74%**  
of SPP participants qualified  
for **free preschool tuition**

**59%** of SPP participants  
kindergarten ready

**4% CLOSURE**  
in kindergarten ready race-based  
opportunity gaps from 2018

**Black/African American**  
SPP students  
**10% MORE LIKELY**  
to meet kindergarten readiness  
standards than non-SPP peers  
(2018-2019 data)

### COLLEGE AND CAREER READINESS<sup>1</sup>

**3** new School Based  
Health Centers

**95%** of SBHC patients **up to date on recommended vaccinations**

**85%** high school seniors  
**at Levy-supported high schools** graduated in 4 years,<sup>2</sup>  
a 6% increase from 2017-2018.

**90%** high school seniors  
**receiving SBHC services** graduated in 4 years

**8% CLOSURE**  
in 4-year graduation  
race-based opportunity gaps  
**at Levy-supported high schools** from 2018

Across all racial and ethnic groups,  
**seniors who received SBHC services were more likely to graduate high school on-time**



### POSTSECONDARY ACCESS AND COMPLETION<sup>3</sup>

**397**  
scholars enrolled at  
Seattle Colleges **participated in the Seattle Promise program**

**>51%**  
**retention rates for Promise scholars**

**24%**  
**two-year completion rates for 2018 Cohort Promise scholars**

**Graduating seniors from 17 Seattle School District high schools eligible to apply to Seattle Promise**

<sup>1</sup> Seattle Public Schools, analysis by DEEL; <sup>2</sup> Cleveland, Franklin, Ingraham, Interagency, and West Seattle High Schools; <sup>3</sup> Data from Seattle Promise 2018 Cohort (class of 2018 graduates). Source: Seattle Colleges, analysis by DEEL.

# KINDERGARTEN READINESS



FEPP Levy investments in Preschool and Early Learning represent a comprehensive approach to support young learners participating in the Seattle Preschool Program. SPP and SPP Pathway sites provide high quality, accessible and affordable early learning opportunities for Seattle three- and four-year-olds to promote kindergarten readiness and close race-based opportunity gaps. First funded by the 2014 Seattle Preschool Program Levy, the 2019-2020 school year marked the fifth full year of SPP implementation.

Seattle's preschool investments not only fund services and tuition for child participation but also include comprehensive health supports, quality teaching and professional development for early learning educators, and investments in preschool facilities and capital projects to ensure providers retain licensing and the program can continue to expand and serve more children. While SPP classrooms are inclusive for all children, there are also specialized programs for children with disabilities (**SPP Plus**, administered by the Seattle School District and the Experimental Education Unit at the University of Washington) and dual-language programs at select sites (American Sign Language, Spanish, Chinese-Mandarin, Somali, Arabic and Vietnamese).

To assess results of FEPP Levy Preschool and Early Learning investments, DEEL examines three child-centered outcomes:

1. Children have access to high-quality early learning services
2. Children are kindergarten ready
3. Race-based opportunity gaps are closed

In 2019-2020, the Seattle Preschool Program served 1,542 students, 76% of whom were students of color. A majority of participants qualified for free preschool tuition (76% eligible with family income at or below 350% of the **Federal Poverty Level**) and the program served 66 children experiencing homelessness and 557 children from families with refugee and immigrant backgrounds. Preschool services were delivered by 23 partners at 68 sites.

In 2019, SPP added 18 new classrooms, including three sites that were converted from **SPP Pathway**. Of the 105 total classrooms in the program, 62% were operated by community-based providers, 25% by Seattle Public Schools, and 13% by Family Child Care providers. Approximately half of SPP program sites (56%) in 2019-2020 were located in City Council Districts 2 and 5.

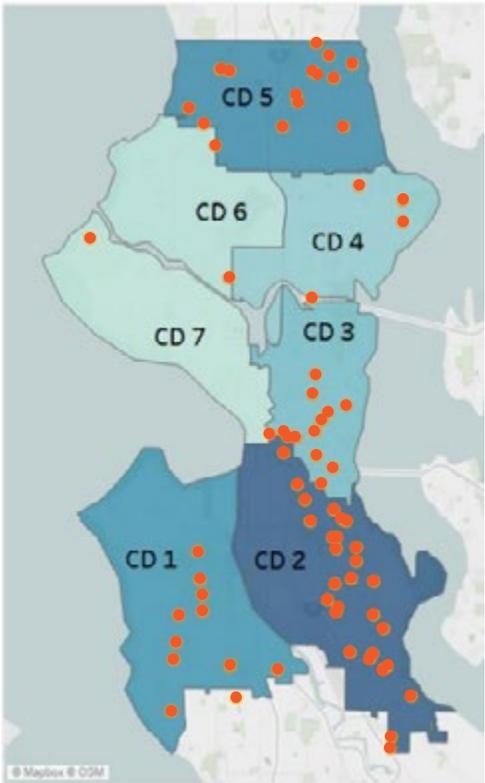
Through a new Request for Qualifications (RFQ) process, DEEL selected three organizations—Childhaven, Sound Child Care Solutions, and the University of Washington Haring Center for Inclusive Education—to join its Comprehensive Support Services roster to provide supplemental, individualized behavioral support and child development services to SPP providers. These contractors provide additional intensive training, coaching, and consultation for preschool teachers and staff to meet individualized child needs in areas of behavioral support, developmental support, trauma-informed practice, and social-emotional instruction. Services are delivered in coordination with mental health consultants from Public Health—Seattle & King County (PHSKC).

Through the annual SPP Facilities Fund grant (first started in 2017 as part of the Seattle Preschool Program Levy, now funded under the FEPP Levy), DEEL awarded more than \$1.2 million in capital funding to five SPP providers. The SPP Facilities Fund exists to improve the quality of preschool facilities, or help providers meet licensing standards, expand existing preschool facility space, or start new facilities either from the ground up or by substantially remodeling existing buildings. With a total of 94 classrooms, and the capacity to serve 1,733 children in the 2019-2020 school year, SPP is on track with its planned expansion to serve 2,500 children annually by 2026.

The COVID-19 pandemic significantly impacted SPP programming in the final four months of the 2019-2020 school year. When school buildings closed on March 13, 2020, SPP

# SEATTLE PRESCHOOL PROGRAM

classrooms in Seattle School District buildings had to close as well. Most community-based programs continued in-person operations, while some began offering remote services. Eleven SPP providers pivoted their programs to participate in the City's Emergency Child Care (ECC) program, which launched on March 30 to support frontline essential workers' childcare needs following school closures. As part of DEEL's COVID-19 response, Early Learning staff also distributed Personal Protective Equipment (PPE) supplies, such as masks, gloves, no-touch thermometers, and cleaning and sanitation supplies, to 125 childcare sites.

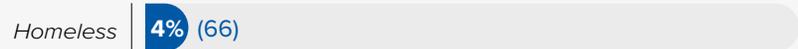
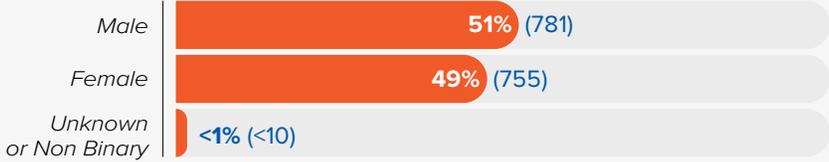
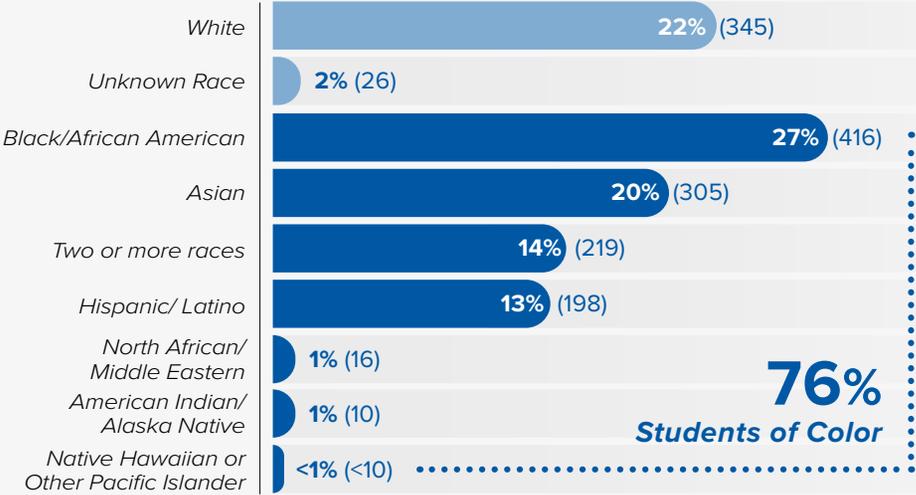


● SPP Site CD = Council District

WHO DID WE SERVE?

1,542

STUDENTS OVERALL





partner spotlight

## ANGELIA HICKS-MAXIE

CEO, Tiny Tots Development Center

Strategy Area:

Organizational and Facilities Development



**Without funding, preschool programs can't grow.**

*We're not a profit center. In child care, you make about enough to cover your expenses and pay your staff—and not what they should be paid—and you're struggling with that. There is no room for you to dip into a fund and say, I'm going to get some capital for a new building."*

## SPP FACILITIES FUND

Five preschool partners were awarded a combined total of \$1,262,685 in capital funding to cover projects that included development of new SPP classrooms, construction of new outdoor play areas, safety improvements, and renovation and expansion of existing classrooms, restrooms, and kitchen space. All five awardees were women of color serving linguistically and culturally diverse students in south Seattle.

*Voices of Tomorrow, Council District 2*

*Tiny Tots Development Center, Council District 2*

*Causey's Learning Center – Main, Council District 3*

*Causey's Learning Center – MLK, Council District 3*

*Bella's Creative Learning Center, Council District 3*

## GROWTH IN NUMBER OF CHILDREN SERVED IN SPP FROM 2015-16 THROUGH 2019-20

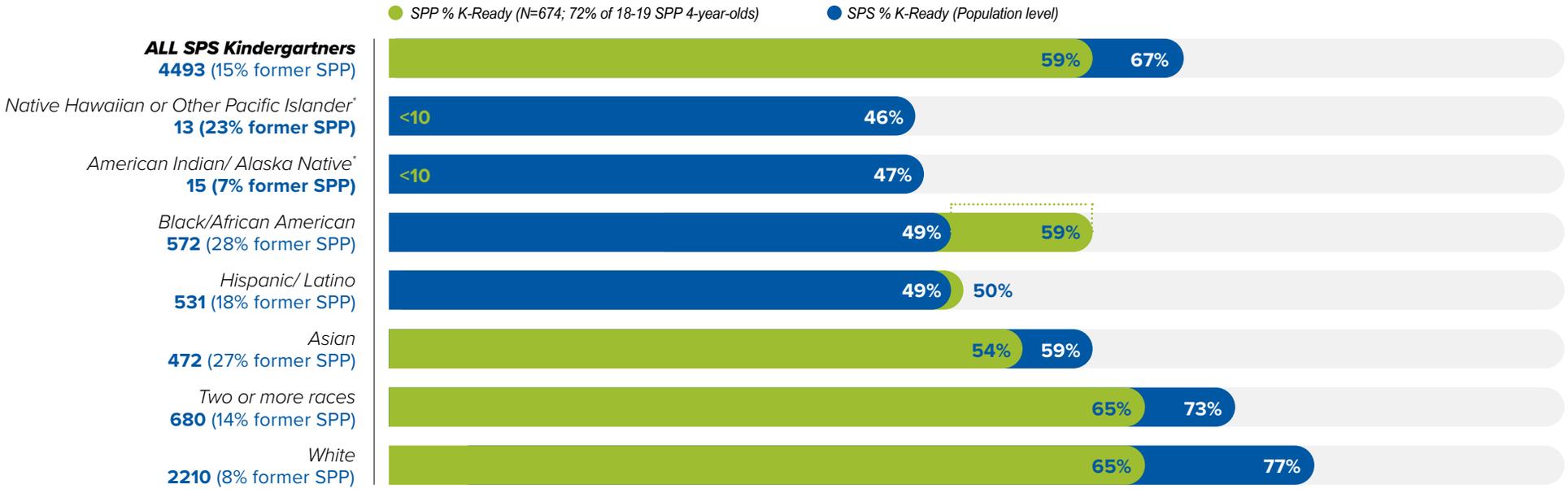


## SPP WINS THIRD SILVER MEDAL FOR QUALITY

In 2019, the Seattle Preschool Program celebrated its third consecutive silver medal award for quality preschool programming from CityHealth and the National Institute of Early Education Research (NIEER). The NIEER report rates how 40 of the largest U.S. cities are leading on policies that address health and well-being, including high-quality, accessible pre-K. Learn more at [cityhealth.org](http://cityhealth.org).

# KINDERGARTEN READINESS GAPS 2018-2019

How SPP participants compared to all Seattle Public Schools (SPS) kindergarteners in kindergarten readiness standards, broken down by race/ethnicity



\* Fewer than 10 former SPP students who identified as Native Hawaiian or Other Pacific Islander or as American Indian/Alaska Native received a WaKIDS assessment. Their results have been excluded from view due to privacy and reliability concerns.

## RACIAL EQUITY FINDINGS

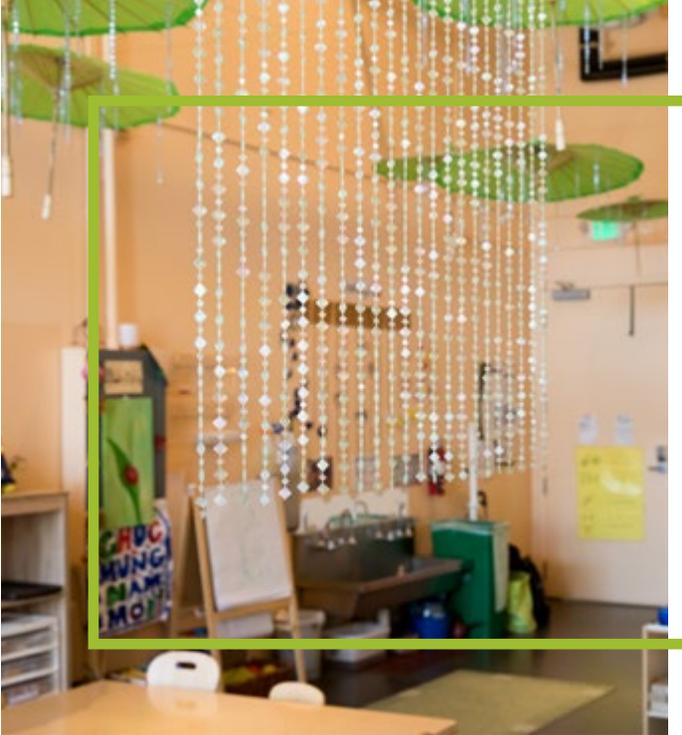
Opportunity gaps in kindergarten readiness **CLOSED BY**

**4%**

from 2018 to 2019

Black or African American SPP participants are **10% MORE LIKELY** to meet kindergarten readiness standards than their peers who do not participate in SPP (using 2018-2019 data)





partner spotlight

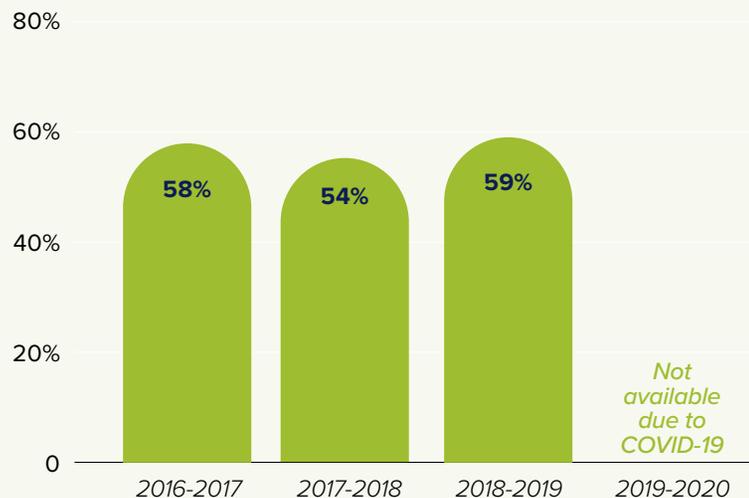
# GLORIA HODGE

*Director, Hoa Mai Vietnamese Bilingual Preschool*  
**Strategy Area:** Seattle Preschool Program



## SPP STUDENTS MEETING WaKIDS READINESS STANDARDS

FROM 2016-17 THROUGH 2018-19



**Being part of the Seattle Preschool Program has been a key to Hoa Mai's success.**

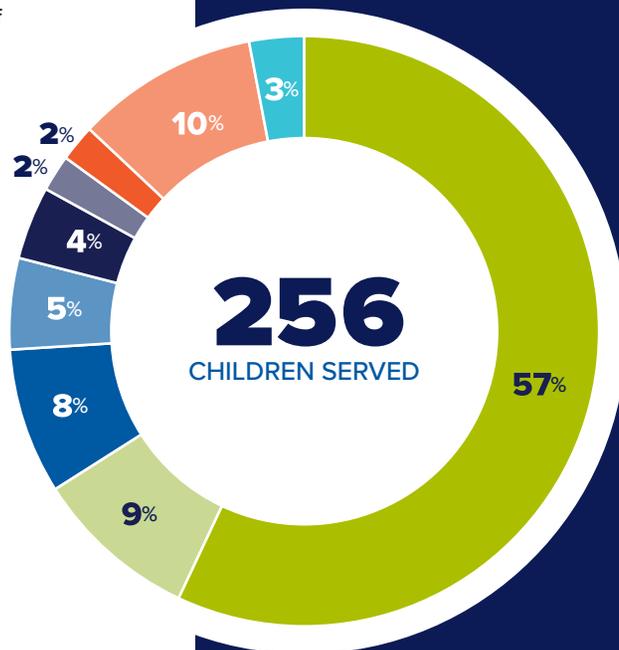
*The coaching, funding, networking, and resources we receive have helped our program, and me as a leader, to meet the needs of the children, families and staff. SPP has been a model program for other cities across the nation to replicate and support the crucial early years of children's growth and development."*

Special Section:

# EMERGENCY CHILD CARE FOR ESSENTIAL WORKERS

When schools closed in spring of 2020, DEEL responded to meet the childcare needs of essential workers whose work was pivotal for the city's COVID-19 response. On March 27, 2020, Mayor Jenny Durkan issued an emergency order establishing the City's Emergency Child Care (ECC) Program. With the support of the FEPP Levy Oversight Committee, on April 13, 2020, legislation was adopted by City Council to temporarily amend the FEPP Levy Implementation Plan and allow the use of levy funds to support ECC. DEEL invested \$2 million in this citywide effort.

SPP community-based providers played a central role in the effort to provide free childcare services to frontline essential workers by adapting SPP classrooms and programming to serve both preschool- and school-age children from April to June 2020. Eleven SPP providers adapted their services to join ECC, ultimately serving 256 children from 193 families of essential workers. Among children for whom data was provided, 75% of ECC participants identified as BIPOC. Health care workers represented the largest portion of families enrolled in ECC (59%), while nearly 10% of ECC children had parents or guardians who worked in grocery or food service industries.



## CHILDREN SERVED IN ECC

BY GUARDIAN'S WORK INDUSTRY

- 147 ● Health Care
- 23 ● Grocery and Food Service
- 20 ● Child Care
- 13 ● Technology
- 11 ● Housing
- 4 ● Construction
- 4 ● Transportation
- 27 ● Other
- 7 ● Unknown

256  
children served

193  
families served

11  
ECC providers

22  
sites

75%  
\*Black, Indigenous,  
People of Color

\*Represents students for  
whom data was provided

## PARTICIPATING AGENCIES

- Associated Recreation Council (ARC)
- Children's Home Society
- Creative Kids
- Denise Louie Education Center
- Experimental Education Unit at UW
- Primm ABC Child Care Center
- Seed of Life Early Learning Center
- Tiny Tots Development Center
- United Indians of All Tribes Foundation
- Launch
- YMCA



partner spotlight

# ERICA LINEAR

Director, Seed of Life  
Early Learning Center

Strategy Area:  
Emergency Child Care



**The Emergency Child Care program enabled us to remain open during the pandemic, keep our staff employed, and provide continuity of care for the families we were serving, more than 60% of whom were identified as essential workers.”**

# COLLEGE AND CAREER READINESS

K-12 School, Community-Based, and Health investments fund evidence-based and promising practices to promote on-time high school graduation and college and career readiness. Programming provides supplemental services using culturally and linguistically responsive approaches designed to close opportunity gaps for historically underserved students, schools, and communities.

The 2019-2020 school year was considered a transition year from the previous Families and Education Levy (FEL). FEL investments sustained during year one of FEPP Levy implementation included Innovation & Linkage School Investments, Community-Based Family Supports, and Summer Learning partnerships. During the first year of implementation, DEEL conducted four competitive grant processes to re-bid School-Based Investments and launch new strategies including Homelessness and Housing Support Services, Culturally Specific and Responsive Mentoring, and Opportunity and Access.

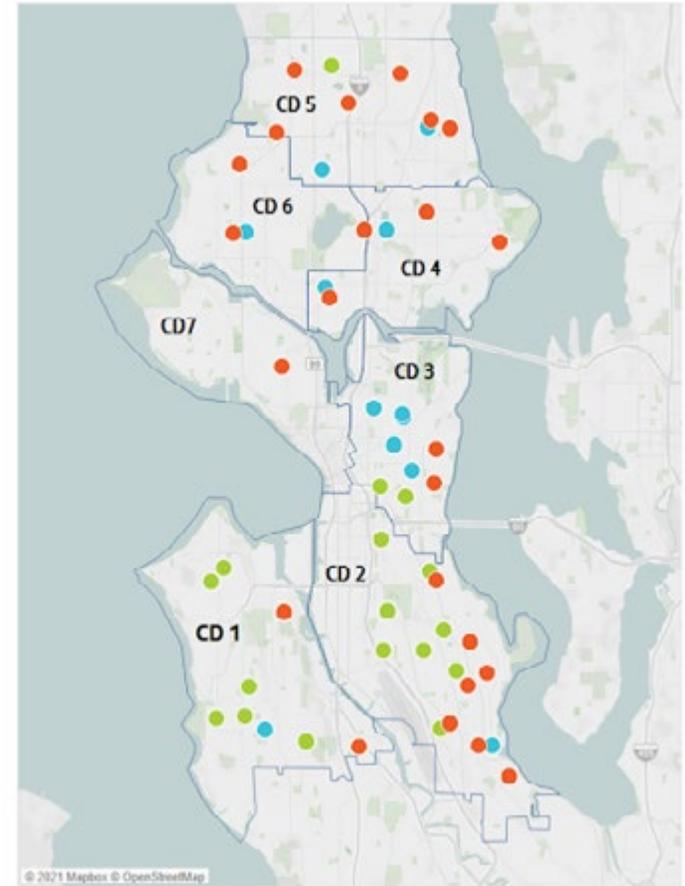
To assess results of FEPP Levy K-12 School, Community-Based, and Health investments, DEEL examines three child- and youth-centered outcomes:

1. Students are academically prepared by meeting or exceeding grade level learning standards
2. Students graduate high school on-time
3. Race-based opportunity gaps are closed

In the 2019-2020 school year, FEPP Levy investments served 23,430 K-12 students in Seattle Public Schools (SPS), 66% of whom were students of color, across 63 community-based and school partners. Among DEEL's 41 school-based innovation and linkage grants, 46% of students were eligible for free and reduced lunch. Across all K-12 investments, 30% of service

recipients were from immigrant and refugee backgrounds, 18% were English Language Learners, 15% had Individualized Education Plans (IEPs), and 6% experienced homelessness. While assessment of 3rd-8th grade English Language Arts and Math proficiency was not possible due to COVID-19 disruption of student assessments, analysis of high school graduate rates demonstrated increased on-time graduation at partner high schools (Cleveland STEM, Franklin, Ingraham, Interagency, and West Seattle) graduated on time, and 90% of seniors who received services at a School Based Health Center (SBHC) graduated in four years.

When school buildings closed in March 2020 and schools transitioned to remote learning, levy-supported schools responded to emergent student and family needs by mobilizing resources to support families with basic needs and the technology necessary for virtual learning. Partnerships with community-based organizations were adapted to remote learning environments, such as having tutors and mentors join Zoom classes to provide one-on-one and small group supports. Wraparound and community-based family support service partners—Chinese Information Service Center, Refugee Women's Alliance, and Seattle Indian Health Board—played an essential role in providing case management support to families through home visits, food bag distributions, and weekly phone and email outreach. As trusted advocates in their communities, these partners communicated critical public health information and matched families to the resources needed for successful remote learning participation.



CD = Council District

- FEPP-funded partner schools with a School Based Health Center (SBHC)
- SPS schools with an SBHC but no additional FEPP funding
- FEPP-funded partner schools with no SBHC



partner spotlight

# CAROL MENDOZA

**Principal, Wing Luke Elementary School**  
**Strategy Area: School Based Investments**



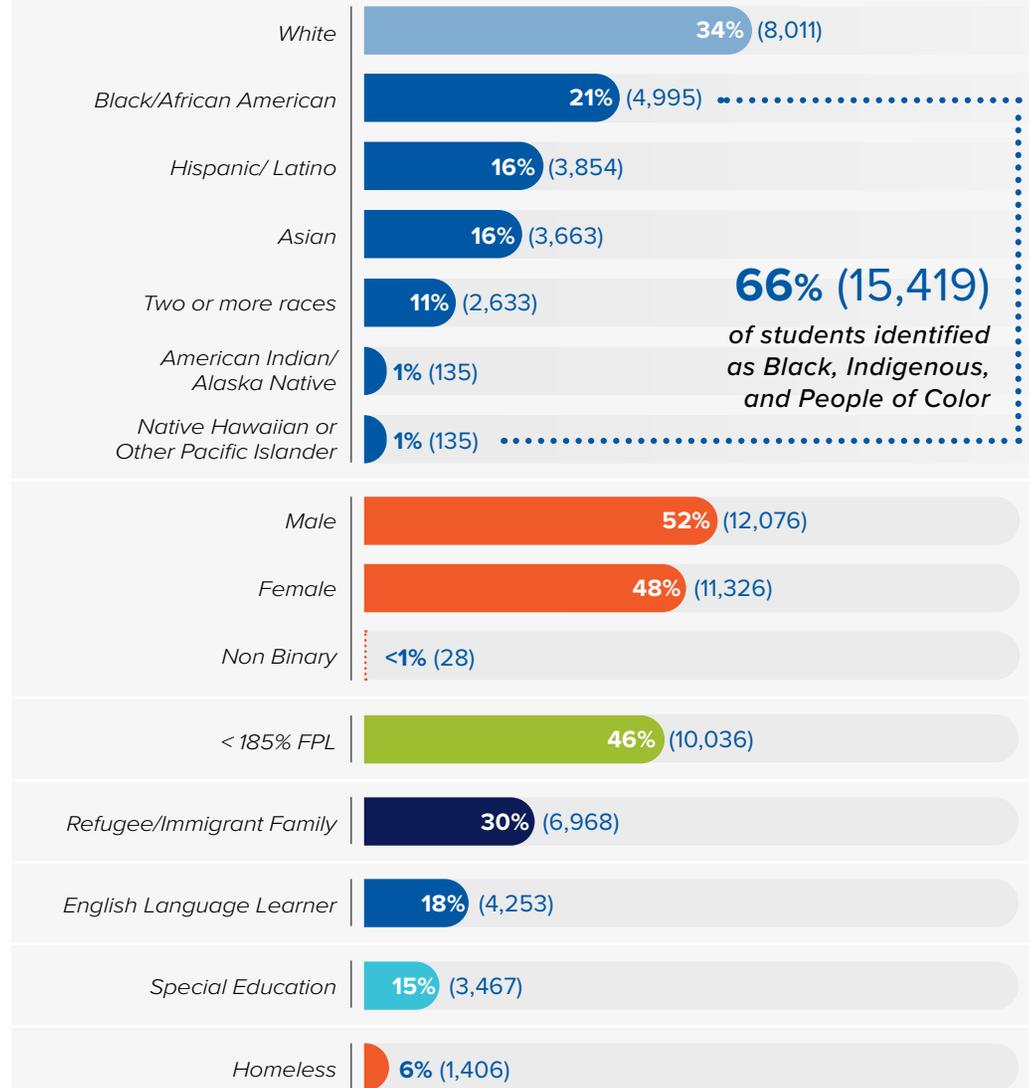
Levy funds have directly increased our capacity for services to our students and families and allowed us to infuse our community with a diverse range of highly effective and uniquely skilled adults who build caring relationships with students and support their academic and social-emotional growth.”

## K-12 SCHOOL AND COMMUNITY INVESTMENTS

WHO DID WE SERVE?

# 23,430

STUDENTS OVERALL



# RACIAL EQUITY FINDINGS

Opportunity gaps in 4-year high school graduation rates **CLOSED BY**

**8%**

at levy-supported high schools from 2018-2019

## ON-TIME, FOUR-YEAR GRADUATION RATES for Students Served by K-12 School and Community Investments (under FEL and FEPP Levies)

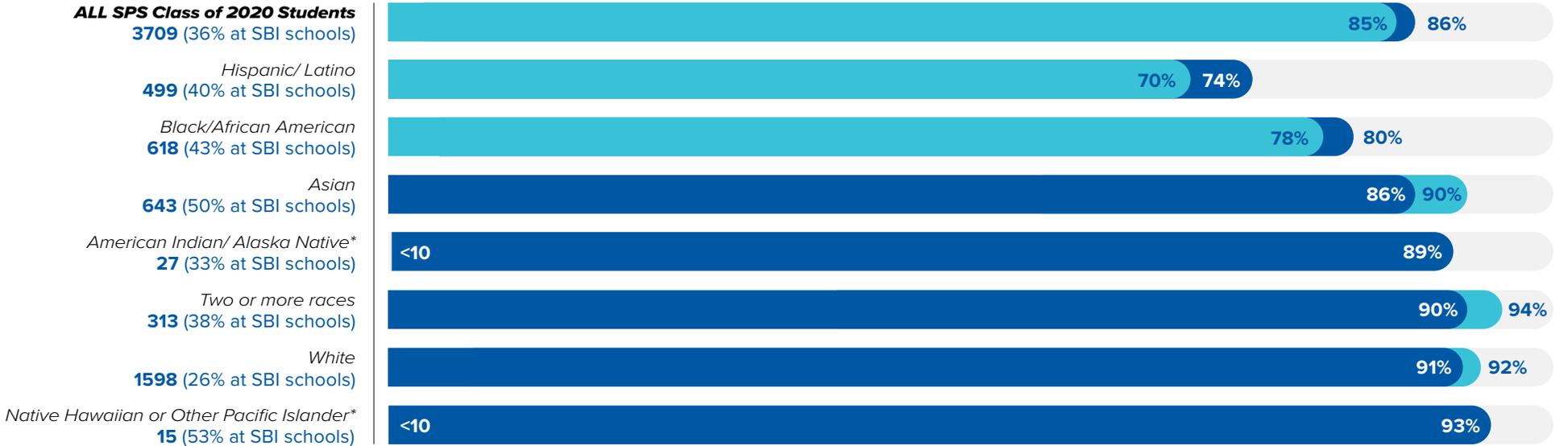


Opportunity gaps are calculated as the difference between highest and lowest performing race/ethnicity groups.

## 4-YEAR GRADUATION OPPORTUNITY GAPS School Based investments, Class of 2020

How K-12 students at Levy-supported schools compared to Seattle Public Schools students overall, broken down by race/ethnicity

● Levy-funded School % Graduating On-time (N=1,342) ● SPS % Graduating On-Time (Population level)



\* Fewer than 10 students who identified as Native Hawaiian or Other Pacific Islander or as American Indian/Alaska Native were served at Levy-supported (SBI) schools. Their results have been excluded from view due to privacy and reliability concerns.



partner spotlight

## NAKEYA ISABELL

**Success Coordinator,**  
Cleveland STEM High School

**Strategy Area:**  
School Based Investments



Our partnership with the Department of Education and Early Learning gives us room to think critically and creatively outside the box, and to engage, inform and assist in cultivating the brilliance within our students.

*During COVID, we had online make-up days where students could meet with their teachers and bring their grades up, and we held virtual events like a college fair and Historically Black College and University (HBCU) and alumni panels to support students' success. DEEL helps us be intentional with our work and hold ourselves to a high standard as we support our students."*

Special Section:

# CULTURALLY SPECIFIC AND RESPONSIVE INVESTMENTS

K-12 Culturally Specific and Responsive (CSR) investments are designed to diversify the educator workforce, create positive connections between diverse youth and adults who share their lived experience and cultural heritage, and offer programming reflective of racial and cultural diversity within the community. This investment strategy prioritizes the infusion of race, ethnicity, culture, language, and gender into programming to build academic mindsets and promote college and career readiness. In the 2019-2020 school year, 37 educators of color received FEPP-funded scholarships to support their pursuit of advanced education degrees.

In addition, the Kingmakers of Seattle program entered its third year of programming. Kingmakers of Seattle is an elective class offered during the school day in partnership with the Seattle School District's Office of African American Male Achievement. Programming was offered at four partner schools—Aki Kurose Middle School, Asa Mercer Middle School, Denny International Middle School, and Interagency Academy—and served 85 Black Kings during the 2019-2020 school year. Facilitated by Black male educators, Kingmakers delivers a curriculum rich in positive identity development, cultural and historical context, and social emotional learning for Black/African-American males.



**Without a program like Kingmakers available to them, many Black male students feel excluded from the school system, and as a result, too many live short of their full potential. I've had Kings share with me that they don't know where they would be if I hadn't come into their lives and begun to teach them their worth. This fuels my purpose as an educator."**



partner spotlight

## LAVELL WALTON

*Kingmakers of Seattle Facilitator,  
Denny Middle School*

**Strategy Area:**  
Culturally Specific and  
Responsive Investments



Kingmakers of Seattle is offered in partnership with Seattle Public Schools and the Office of African American Male Achievement.



partner spotlight

## PEGGY KWOK

**Youth Development  
Program Supervisor,  
Chinese Information and  
Service Center (CISC)**

**Strategy Area:**  
Opportunity and Access



**For many immigrant families, parents are working low-income jobs with limited education and limited English proficiency and they are unable to support their children's education in English learning.**

*Our program provides free, bilingual supports for student learning, helps families engage in their child's education with culturally relevant strategies, and strengthens student and family identity."*

*Summer Learning programming, provided by partners like CISC, was part of the transition-year investments from the Families and Education Levy (FEL).*



partner spotlight

## KATHARINE ROSSITCH, DDS

*Neighborcare Health, Multiple SBHC sites*  
Strategy Area: School-Based Health



*Having access to medical, dental, and mental health services in the place where they spend most of their time is incredibly important, especially for students without insurance. Moreover, the wraparound services SBHCs provide give an example of how our health care system should function.”*



Special Section:

# SCHOOL BASED HEALTH CENTERS

School Based Health Centers (SBHCs) are an evidence-based, proven strategy to promote positive academic outcomes. K-12 School Health investments provide students with direct support services and are an important bridge between health and education that promotes school attendance and improved academic performance. Research has consistently demonstrated that physical and mental health concerns are barriers to learning. SBHCs use evidence-based practices, exercise cultural responsiveness and gender competency, and provide a dependable source of quality health care for students that might not otherwise have access.

In 2019, Public Health—Seattle & King County held three Request for Application (RFA) processes—one to identify clinical providers for three new SBHCs at Robert Eagle Staff Middle School, Meany Middle School, and Lincoln High School, which opened in September 2019, one to identify a clinical provider for the Nova High School SBHC that was slated to open in the 2020-2021 school year, and one to re-bid elementary school SBHCs and allow for new clinical provider-school partnerships.

In total, more than 9,000 students received health services at 28 SBHCs citywide from seven SBHC clinical sponsors during the 2019-2020 school year. Access to SBHCs is available for all Seattle Public Schools students regardless of the presence of an SBHC on their own school's campus. While services are universally accessible to all SPS students, outreach and referrals for services are focused on students with the greatest need such as those experiencing non-academic barriers to learning, students not yet meeting grade-level learning standards, students less likely to access care in the community, and other historically underserved student groups, including students experiencing homelessness and LGBTQ students.

As a result of COVID-19 and school building closures, a decrease in the number of students accessing SBHC services was observed in 2019-2020 school year compared to prior years despite expanding to three additional sites (62% reduction from 2018-2019). However, providers quickly adapted to offer

telehealth services in the spring of 2020 to ensure students could access medical and mental health services from home. Despite service disruptions, 95% of students who received SBHC services were up to date on state-required immunizations.

**Key elements of SBHCs include:**

- Preventive care including well-child exams and immunizations
- Comprehensive primary and acute health care assessment, diagnosis, treatment, and referral
- Mobile and school-based dental and oral health services
- Mental health screening, counseling, treatment and referral
- Age-appropriate reproductive health care
- Sexually transmitted disease screening and treatment
- School-wide and targeted health education and health promotion activities
- Health insurance enrollment assistance
- Coordination with school staff, nurses, and community partners
- Advanced professional learning, service delivery, and systems-level improvements

**SBHC Clinical Partners**

- International Community Health Services
- Kaiser Permanente
- Neighborcare Health
- Odessa Brown Children’s Clinic
- Public Health—Seattle & King County
- Swedish Medical Center

**ON-TIME GRADUATION TRENDS**

For Seniors Receiving SBHC Services Compared to Overall Seattle Public Schools Rates

- Overall SPS % Graduating On-Time
- Students who received SBHC services % Graduating On-Time (N=1,250)

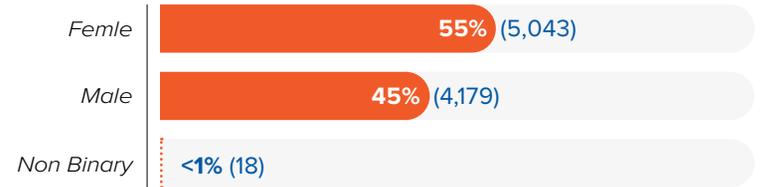
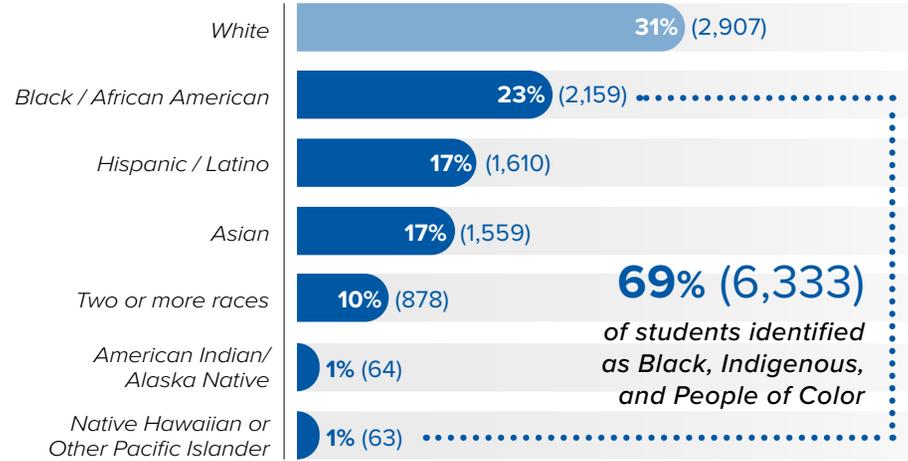
Across all racial and ethnic groups, seniors who received health care services at their SBHC were more likely to graduate high school on-time



\* Fewer than 10 Native Hawaiian or Other Pacific Islander students served; results excluded

**K-12 SCHOOL HEALTH**

**WHO DID WE SERVE? 9,398 STUDENTS OVERALL\***



\*Demographic data unavailable for 158 students

# POSTSECONDARY ACCESS AND COMPLETION



The Seattle Promise program is a promise to Seattle students to support them on a direct path from high school to college to earn a certificate, credential, or degree and enter the workforce or transfer to a four-year institution. Seattle Promise is designed to boost career opportunities for all students, especially **first-generation students** and under-served populations, and prepare scholars to participate in our region's vibrant workforce and economy without taking on overwhelming college debt. The program is implemented by Seattle Colleges, in close partnership with the City of Seattle and Seattle Public Schools. Seattle Promise has three core components: preparation and persistence supports, a **last-dollar tuition** scholarship, and an equity scholarship of \$500 per quarter for students of greatest financial need.

The origins of the Seattle Promise program stem back to the 13th Year Promise Scholarship, established in 2008 by the South Seattle College Foundation. Initially, the 13th Year program provided one year of tuition-free enrollment at South Seattle College to all graduating seniors from Cleveland High School; after its initial success, it was expanded in 2011 and 2014 to include two additional schools (Chief Sealth HS and Rainier Beach HS). In 2017, the City of Seattle invested \$1.5 million to further expand the 13th Year Scholarship Program to graduating seniors from six Seattle Public Schools (adding Garfield, Ingraham, and West Seattle high schools).

At the end of 2017, Mayor Jenny Durkan signed an executive order to create the Seattle Promise program, leading to the creation of the current program, which was designed in partnership between the City of Seattle, Seattle Colleges, Seattle Public Schools, and other higher education stakeholders. The new Seattle Promise program was then included as part of the Families, Education, Preschool, and Promise (FEPP) Levy, passed by voters less than a year later.

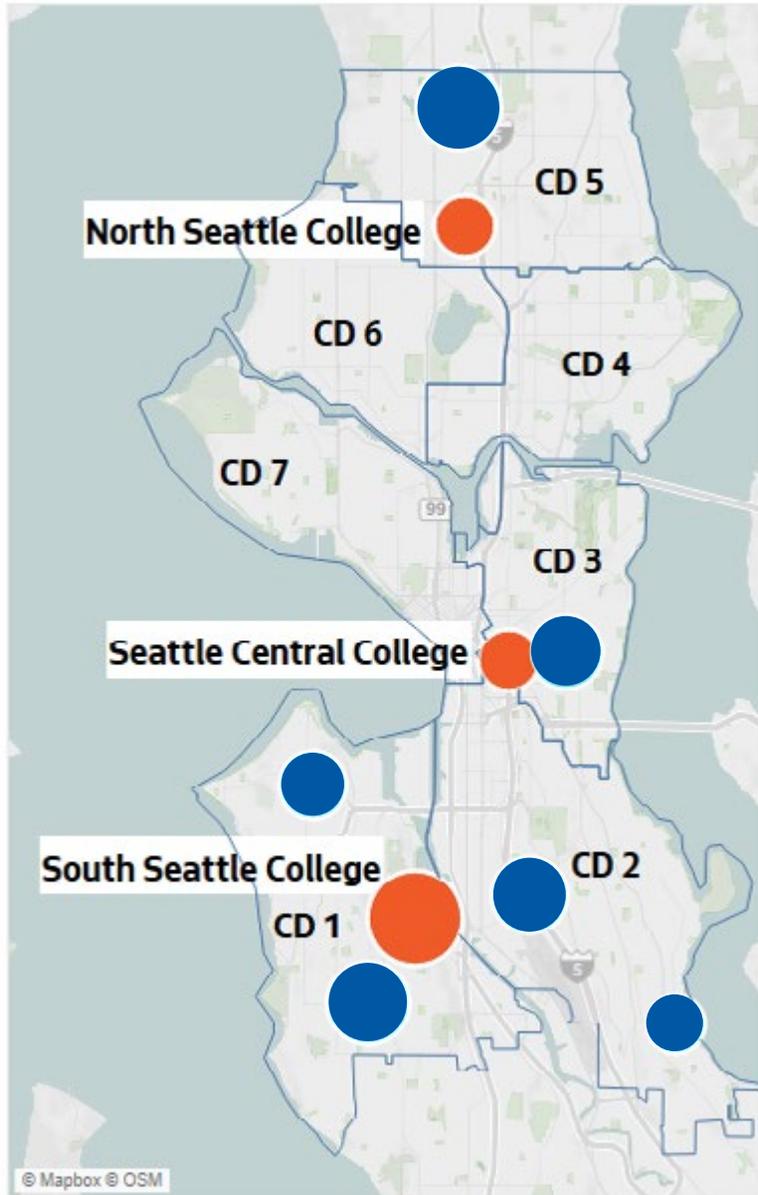
The 2019-2020 school year is the first year that the Seattle Promise program received funding from a City of Seattle education levy. With FEPP Levy funding, the program was able to enhance retention supports for students and add the equity scholarship. Enrolled Seattle Promise scholars matriculated from six eligible SPS high schools in 2019-2020—Chief Sealth International, Cleveland STEM, Garfield, Ingraham, Rainier Beach, and West Seattle—as such, Promise scholars predominantly resided in Council Districts 1, 2, 3, and 5.

Under the Seattle Promise program, college and career readiness supports for Seattle students begin in their junior year of high school and continue through both years of enrollment in the program. Students have access to the Seattle Promise Outreach Specialist assigned to their high school, and then upon enrollment at Seattle Colleges, meet with a Retention Specialist at least quarterly. These individualized supports provide students with assistance and encouragement at key stages of their postsecondary journey: college readiness and transition, persistence, and completion.

The Seattle Promise tuition scholarship is accessible to all Promise scholars for two years, or up to 90 credits, of enrollment at Seattle Colleges, regardless of grade point average (GPA), income, ability, or country of birth. Additional financial support of \$500 per quarter through an equity scholarship is available to Seattle Promise scholars who have a zero **Expected Family Contribution (EFC)** to assist with non-tuition related expenses such as books, fees, child care, food, housing, transportation, etc.

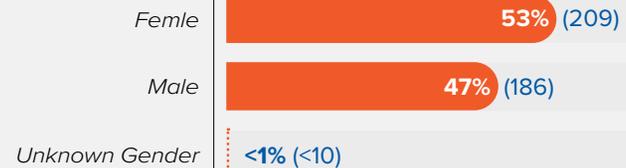
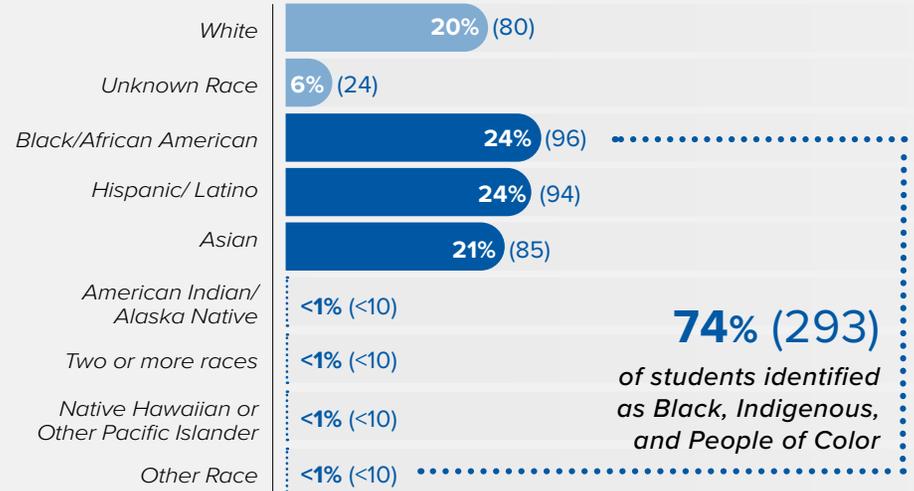
## SEATTLE PROMISE FALL 2019 ENROLLMENT

WHO DID WE SERVE? **397** STUDENTS OVERALL



● Campuses where Fall 2019 Promise scholars enrolled  
 ● SPS high schools where Fall 2019 Promise scholars graduated

Dot size reflects number of Fall 2019 Promise scholars



Refugee/Immigrant Family **44%** (175)

English Language Learner **22%** (86)

Special Education **12%** (48)

Homeless **8%** (31)

# RACIAL EQUITY FINDINGS

Of the 117 students who received an equity scholarship  
**NEARLY**

# 80%

were students of color

**Black males** were the largest race and gender group in the 2018 cohort  
*(29 scholars representing 15% of the cohort)*

**Black and Hispanic/Latino males** were most likely to require developmental coursework  
*(69% and 71% respectively)*

**Hispanic/Latino students** showed the **lowest quarterly persistence** with 24% retained through their second year

*Recommendations from the Seattle Promise Racial Equity Toolkit (RET) analysis create a roadmap for program enhancements and improvements to increase educational equity in program outcomes. Read the full section report for key recommendations that emerged.*

To assess results of FEPP Levy Postsecondary Access and Completion investments, we examine two scholar-centered outcomes:

1. Scholars complete a certificate, credential, degree, or transfer
2. Race-based opportunity gaps are closed

In this year of program growth, the equity scholarship launched, Seattle Colleges hired Retention Specialists to advise and support students in persisting to credential, certificate, or degree completion, and graduates from all 17 comprehensive Seattle School District high schools were eligible to apply for fall 2020 enrollment. Nearly 400 Promise scholars participated in the program in the 2019-2020 school year, 74% of whom were students of color. This includes scholars from two cohorts: 194 in the 2018 cohort, meaning they graduated high school in 2018 and enrolled in Seattle Colleges in fall 2018, and 290 in the 2019 cohort, or 2019 high school graduates who enrolled at Seattle Colleges beginning in fall 2019.

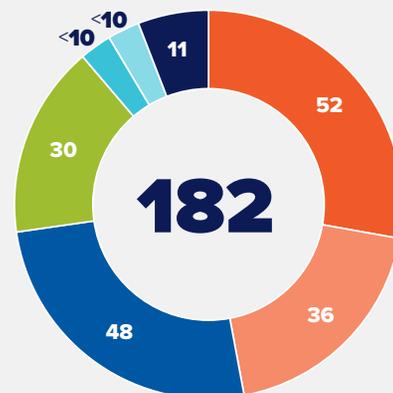
Using Seattle Public Schools records, 44% of Promise scholars from the two cohorts were from immigrant and refugee backgrounds, 22% were English Language Learners, 12% were students with Individualized Education Plans (IEPs), and 8% experienced homelessness while matriculated at Seattle Public Schools. Promise scholars from the 2018 Cohort persisted to their second year of

college at a rate of 56%, while 2019 Cohort scholars persisted to their second year at a rate of 51%. Spring 2020 also brought commencement for 2018 Cohort Promise scholars, 24% of whom completed their course of study within two years.

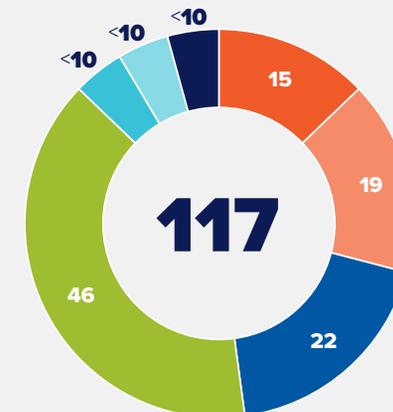
A racial equity analysis of the 2018 cohort revealed disparities on key supporting indicators and outcomes predictable by race, ethnicity, and gender. For example, while Black and white students persisted in college from fall of their first year to spring of their second year at nearly equal rates (52% and 48% respectively), white students were two times more likely to complete their degrees. Additionally, a majority of students of color benefitted from the equity scholarship (more than 85%), while white students were the largest racial group to receive the tuition scholarship (29%).

While scholars were busy attending their college classes, a team of community leaders and postsecondary experts were engaged in a **Racial Equity Toolkit (RET)** analysis of the program as part of the City's Race and Social Justice Initiative. The recommendations from this team align with disparities observed in the 2018 Cohort data and create a roadmap for program enhancements and improvements to increase

## TUITION SCHOLARSHIP 2018-2019 COHORTS



## EQUITY SCHOLARSHIP 2018-2019 COHORTS



- White
- Hispanic/Latino
- Asian/Pacific Islander
- Black/African American
- American Indian/Alaska Native
- Other
- Missing/Unknown

Data Source: Seattle Colleges; Analyzed by DEEL.

educational equity in program outcomes moving forward. Key recommendations from the group that would address race- and gender-based disparities in postsecondary completion include establishing pathways for students to regain program eligibility, monitoring the impact of part-time enrollment on completion for scholars from historically underserved backgrounds, expanding financial support to cover mandatory and general enrollment fees, monitoring staff ratios to ensure students' unique advising needs are met, and developing a systemic plan spanning high school-to-college to prepare students for college-level work and reduce the need for development courses.

COVID-19 impacted student learning during the spring 2020 quarter, just as 2018 Cohort scholars were nearing completion of their degrees. Seattle Colleges made several adjustments to adapt programming and student support to meet COVID-19 safety mandates and transition to remote student learning. Current and incoming Promise scholars received remote and online supports, virtual events, and technology resources to support their learning and engagement. The program offered a new online web chat feature, new website content, Facebook Live sessions, increased remote appointments with their support specialists, and Zoom workshops. Increased virtual check-in options and Chromebook rentals were made available to currently enrolled Seattle Colleges Promise students, and staff increased their supports for students needing to access the appeal process to maintain program eligibility and meet the satisfactory academic progress requirement. While the impact of COVID-19 on student retention and completion remains unknown, it is worth noting that among 2018 Cohort scholars, nearly a hundred were enrolled in spring 2020 and around half completed that same year, indicating students whose trajectory toward completing college may have been disrupted by the pandemic.



partner spotlight

## ALEXANDER GRAY

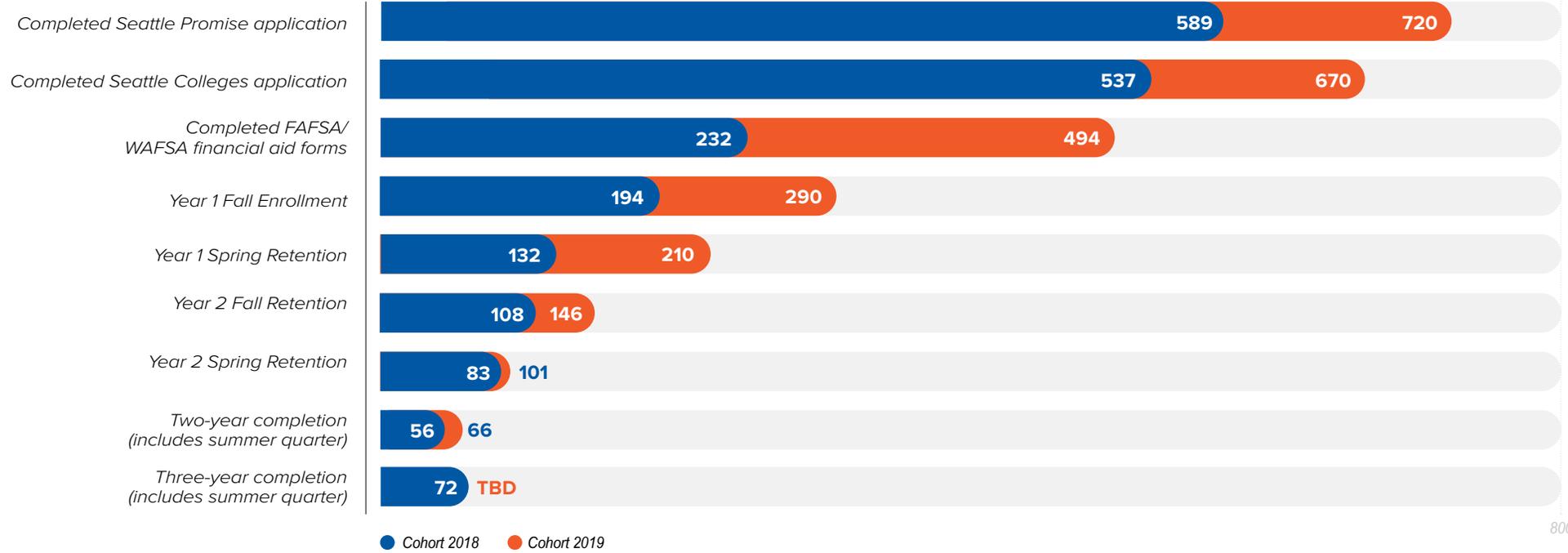
*Promise Scholar, Seattle Central College*  
Strategy Area: Seattle Promise



**Tuition-free college can have a transformative effect on students' futures, giving them the freedom to pursue their interests instead of what will pay off debt fastest.**

*\*Please see page 4 for a full glossary of terms and definitions*

## 2018 + 2019 COHORT MILESTONE COMPLETION





partner spotlight

## ALEXANDRA MILAN

*Retention Specialist, South Seattle College*  
Strategy Area: Seattle Promise



Seattle Promise is jointly managed by the City of Seattle, Seattle Colleges, and Seattle Public Schools. For more information on the program, visit [www.seattlecolleges.edu/promise](http://www.seattlecolleges.edu/promise).



*The quarterly meetings Promise scholars keep with their retention specialists allow us to build a relationship over time and dive into the bigger picture of how a student needs support.*

**We're able to help them problem-solve and navigate processes that might otherwise feel overwhelming to them, as well as connect them to resources and support that will help them succeed academically."**



# PARTNER LIST

## FEPP Levy Community, School, and Institutional Funded Partners

FEPP Levy investments and results are made possible by a large community of partners who provide direct services to Seattle's children, youth, families as well as professional development and systems-building support to our providers. The list below reflects our funded partners who bring this levy to life.

1st Start Learning Family Home Center LLC	Emerson Elementary	Madrona Elementary	Sanislo Elementary	Westside Baby
A Line in the Sand Consulting	Empowering Youth and Families Outreach	Marthe S Daix	Schools Out Washington	West Seattle Elementary
Academy for Creating Excellence	Evergreen Children's Association	Martin Luther King Jr. Elementary	SeaMar Community Health Center	West Seattle High School
Aki Kurose Middle School	Experimental Education Unit at UW	McClure Middle School	<a href="#">Seattle Colleges*</a>	Whitman Middle
Anaji Aman	First Place	Mercer Middle School	Seattle Goodwill Industries	<a href="#">Wing Luke Elementary*</a>
Associated Recreation Council (ARC)	Franklin High School	Mercy Housing	Seattle Human Services Department	YMCA of Greater Seattle
Aster Weldemichael	Funda Pehlivanoglu Noyes Consulting	Nathan Hale High School	Seattle Indian Health Board	Zeinab Mohamud
Bailey Gatzert Elementary	Garfield High School	National Equity Project	Seattle Parks and Recreation	
Ballard High School	Graham Hill Elementary	<a href="#">Neighborcare Health*</a>	Seattle School District #1	<i><a href="#">*Included in this report's partner spotlights</a></i>
Beacon Hill International School	Hamilton Middle School	Northgate Elementary	Seattle World School	
Bella's Creative Learning Center	Hazel Wolf K-8	Northwest Center Kids	<a href="#">Seed of Life Early Learning Center*</a>	
Boys and Girls Club	Hearing, Speech and Deafness Center	Oakland Unified School District	STEM Paths Innovation Network (SPIN)	
Broadview Thomson K-8	HighScope Foundation	Odessa Brown Children's Clinic (Seattle Children's Hospital)	Sound Child Care Solutions*	
Catholic Community Services	Highland Park Elementary School	Olympic Hills Elementary	South Shore PreK-8	
Causey's Learning Center	<a href="#">Hoa Mai Vietnamese Bilingual Preschool*</a>	One Family Learning Center	Southwest Youth and Family Services	
Center for Linguistic and Cultural Democracy	Ingraham High School	Orca K-8	Swedish Medical Center	
Chief Sealth High School	Interagency Academy	Page Ahead	Sylvan Learning Center	
Child Care Resources	International Community Health Services	Pathfinder K-8	Tabitha Y Beaupain Consulting	
Children's Home Society	Jane Addams Middle School	Primm ABC Child Care Center	Teaching Strategies	
<a href="#">Chinese Information Service Center*</a>	John Muir Elementary	Public Health - Seattle & King County	Team Read	
<a href="#">Cleveland STEM High School*</a>	John Rogers Elementary	Puget Sound ESD – Educare	<a href="#">Tiny Tots Early Learning Collaborative*</a>	
Community Day School Association	Kaiser Permanente Washington	Rainier Beach High School	Tiny Trees Preschool	
Concord Elementary	Katherine Crichton Consulting	Refugee Women's Alliance	United Indians of All Tribes Foundation	
Country Doctor Community Health Centers	Kevin Baker Consulting	Rising Star Elementary	United Way of King County	
Creative Kids Learning Center	King County	Robert Eagle Staff Middle School	University of Washington	
Dearborn Park Elementary	Launch	Roosevelt High School	Urban League of Metropolitan Seattle	
Denise Louie Education Center	Leschi Elementary	Roxhill Elementary	Viewlands Elementary	
<a href="#">Denny International Middle School*</a>	Life Enrichment Group	Sadiya Adem Omer	Voices of Tomorrow	
Eckstein Middle School	Lincoln High School	Salmon Bay K-8	WA-Bloc	
Edmund S. Meany Middle School	Lucy Yee Management Consulting LLC	Sand Point Elementary	Washington Middle School	
El Centro de la Raza	Madison Middle School		Wellspring Family Services	



Department of Education and Early Learning

## ANTI-RACIST STATEMENT IN LIVING PRACTICE

The Department of Education and Early Learning (DEEL) stands in solidarity with our children, students, families, and communities against all acts of racism.

DEEL uses its power and privilege as the education agency within the City of Seattle to dismantle racially biased systems and processes, to advocate for our communities within government, and to share power and resources within our Black, Indigenous and People of Color (BIPOC) community.

our commitment to

## WMBE VENDORS

The City of Seattle and the Department of Education and Early Learning (DEEL) support the utilization of Women- and Minority-Owned Business Enterprises (WMBE) in City consulting and purchasing contracts.

DEEL would like to thank the WMBE consultants who assisted in the production of this report.

### CONTRIBUTING VENDORS:



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