



# 2022

## ANNUAL REPORT

*Strengthening Equity Across the Educational Continuum*



**Seattle** Department of  
Education & Early Learning



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# ABOUT THIS REPORT

In a change from the department's previous approach, the 2022 DEEL annual report takes a broad look at the work of the Seattle Department of Education and Early Learning (DEEL) rather than a strict focus on investments supported by the Families, Education, Preschool, and Promise (FEPP) Levy. It covers department investment strategies across the prenatal-to-postsecondary continuum, as well as information on who received funded services, data on investment results and racial equity outcomes where available, and a budget summary. An annual report specific to FEPP Levy investments was submitted to Seattle City Council in spring 2023 and is now part of the public record. Visit [seattle.gov/education](https://seattle.gov/education) to access additional reports.

## REPORTING DATES

The dates covered within this report vary slightly by investment area, due largely to differences in how school-based data is gathered (by school year) and how DEEL's financial data is organized (by calendar year). For school-based investments, the 2022 DEEL annual report covers the 2021-2022 school year (September 2021 – August 2022); for all other investment areas (namely, early learning investments other than Seattle Preschool program), it covers the 2022 calendar year (January – December 2022).

## DATA REPORTING

This report shares key performance indicators using the best and most recent data available but does not purport to be an evaluation of department investments. Department process and outcome evaluations are informed by a determined set of criteria, including but not limited to: (1) stakeholder interest, (2) quality of data, (3) high potential to see impact, (4) ability to provide new evidence to fill a gap in knowledge, and (5) the identification of evaluation resources. 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.

## FINANCIAL REPORTING

School-year investments are primarily funded by the FEPP Levy, along with support from grants, federal funds and savings from prior levies. Calendar-year investments are funded by local funds including Sweetened Beverage Tax, Payroll Expense Tax, and General Fund revenue. Instances where an investment strategy is supported by multiple revenue sources will be identified in the report narrative. For more information on DEEL's funding sources, see DEEL's Planned Spending by Fund Source in the Executive Summary.

The 2022 financial investment amounts cited in this report refer to "Planned Spending." DEEL uses planned spending as a more accurate representation of investment amounts than actual

expenditures alone as it accounts for delayed invoicing, school-year commitments, and financial obligations earmarked with 2022 resources. It should be noted that some of the committed amounts included in 2022 Planned Spending will be reflected as actual expenditures in 2023. Because of this overlap, DEEL recommends caution when viewing year-to-year annual report financials.

## REPORT TERMINOLOGY

Throughout this report, you will see various terms that refer to DEEL's focus populations. The FEPP Levy Implementation and Evaluation Plan outlines a clear focus 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. This focus on achieving educational equity extends to all DEEL's work, beyond that of the FEPP Levy. The terms used throughout this report to refer to focus populations include Black, Indigenous, and People of Color (BIPOC), students furthest from educational justice, students of color, and historically underserved students. These terms are used with the intent to center the experiences of those who have historically faced systemic barriers to academic progress.

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

This report was designed by Teysia Parks of Studio T Designs. Please visit [teysiaparks.com](https://teysiaparks.com) for inquiries.



*a letter from*

## MAYOR HARRELL

A prosperous future for Seattle youth and students requires all of us to be steadfast in our commitment to open doors to new opportunities so that every child can reach their full potential. As a father and grandfather, I know that education is the foundation upon which the success of our youth—and entire city—is built on.

The COVID-19 pandemic and isolation of remote learning profoundly impacted our students' lives, causing trauma and stress that cannot be ignored. By providing our students with safe and supportive learning environments, we can help them overcome these challenges and thrive.

Our city's diversity is one of our many treasures, and we must embrace the richness it brings to our educational landscape. We must ensure that every child—whether in child care, preschool, K-12, and beyond – regardless of their neighborhood or background, has equal access to quality education, mentorship, and the opportunities they deserve. This is at the heart of my One Seattle vision. I know that by working together, we can create an education ecosystem that empowers our students to build the future they deserve.

The unwavering commitment of Seattle voters inspires me as they prioritize our youth's education again and again. Their continuous support highlights the importance we place on providing students with the tools they need to succeed and is a testament to our collective belief in the transformative power of education.

I encourage you to delve into this annual report, absorb its findings, and share them within our community. Let us engage in open and honest dialogue so that we can work diligently and efficiently to achieve our shared goal to expand opportunities for our youth. Together we can harness the resources and expertise of our community to ensure that every dollar invested maximizes the positive impact on our students.

Our city's future lies in the hands of our youth. We must all work together to remove the barriers to their success, provide the mentorship and support they need, and create vibrant, inclusive learning environments for them to learn, grow, and thrive. By doing so, we will not only shape their lives but also the destiny of Seattle.

Sincerely,

**Bruce Harrell**  
Mayor of Seattle



*a letter from*

## DIRECTOR CHAPPELLE

Photo courtesy of Converge Media

As students returned to in-person learning environments in the 2021-2022 school year, COVID-19 remained an ever-present reality. Families that needed help finding affordable quality child care had fewer options. Students were challenged with navigating a constantly shifting landscape of illness, school closures, and teacher and staff shortages. The impact of social-emotional learning and academic learning loss continued to reverberate throughout the education system.

For communities of color, the pandemic brought to the forefront longstanding inequities that have persisted for generations. Now, more than ever, city investments have played a pivotal role in ensuring that disproportionately impacted students have the resources and support for their learning and overall wellbeing. Under the backdrop of a profoundly altered education landscape, our response continued to reflect the moment's urgency.

This report highlights department investments beyond the voter-approved 2018 Families, Education, Preschool, and Promise levy for the first time to give you a broader look at DEEL's pipeline of prenatal-to-postsecondary programs. Along with our partners, we remained steadfast in implementing strategic supports to further access to resources that promote student success. The flagship Seattle Preschool Program and Seattle Promise were reinforced by investments in prenatal programming, crucial child care workforce support, and stronger community partnerships. Amid historical challenges similarly faced by communities nationwide, our social-emotional and culturally responsive approaches across the education continuum ensured that our path out of the pandemic addressed exposed inequities so that every student has an equal opportunity to succeed.

I want to extend my deepest gratitude to all those who have contributed to student success. There is no easy solution to historic problems, but your dedication and resilience have made a lasting impact on the lives of our students and their families. Let this moment serve as an opportunity to reignite our collective commitment to creating an education system that uplifts every student. Together, we can create an educational landscape that is equitable, inclusive, and resilient.

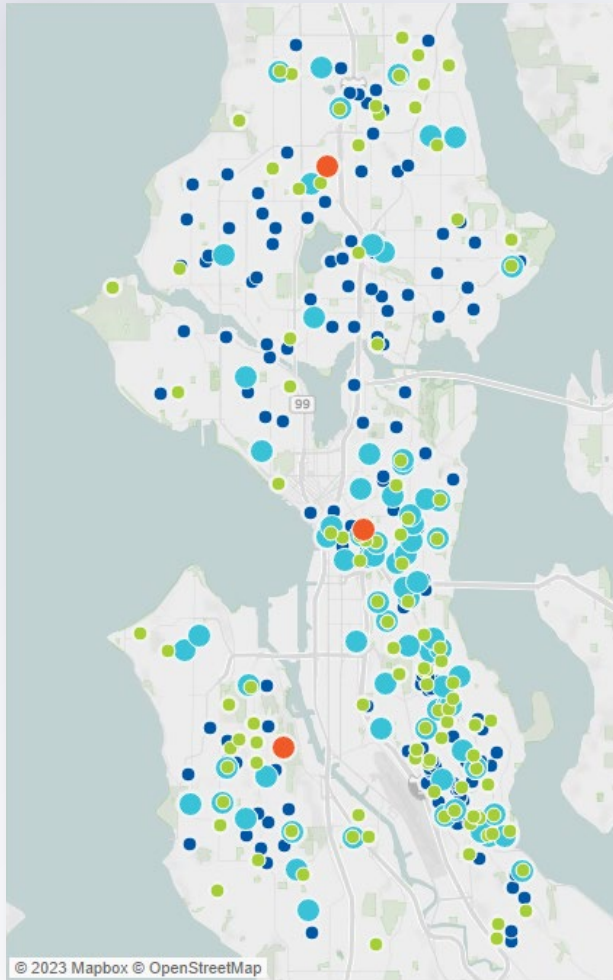
In Partnership,

**Dr. Dwane Chappelle**  
Director, Seattle Department of Education and Early Learning



# EXECUTIVE SUMMARY

## DEEL PARTNER LOCATIONS



- Child Care
- Preschool and Prenatal-to-Three
- K-12 School & Community
- Seattle Promise at Seattle Colleges

In 2022, the Seattle education community was still wrestling with the effects of a multi-year pandemic and decades-long systemic inequities. Despite two of the most difficult years in education history, Seattle students showed inspiring resiliency and tenacity. Together with a community of parents, supporters, and educators around them, they continued in an unyielding pursuit of education and equity.

Seattle voters' commitment to education can be seen dating back to the passage of the City's first education levy in 1990. Since that time, residents have backed five additional education levies, including the most recent 2018 Families, Education, Preschool, and Promise Levy totaling \$619 million over seven years, to boost educational outcomes, prepare Seattle students for the regional job market, and address race-based education gaps.

Educational service delivery in the 2021-2022 school year was affected by rolling program closures due to COVID-19 outbreaks and workforce challenges felt throughout the region and across industries. DEEL worked closely with institutional, school, and community partners to respond to student, family, and community needs. DEEL issued retention payments to 4,589 child care workers who provided essential care to families through all phases of the pandemic despite experiencing staffing shortages, pandemic-related illnesses, and chronic low wages. DEEL also expanded family eligibility criteria for the City's Child Care Assistance Program (CCAP), resulting in the largest single year enrollment numbers for the program.

The City's early development investments included research-based prenatal-to-three home visiting programs supporting healthy birth outcomes, increased literacy, and nurturing adult-child interactions. These investments were coupled with a first-in-the-nation municipal fund for community-led solutions supporting families outside the typical clinical setting through the department's

new Prenatal-to-Three Community Based Grant Program. The Seattle Preschool Program continued to expand to serve more children than ever, with summer extension continuing for a second year to further support successful transitions to kindergarten. Additionally, Black and English language learner SPP participants continued to outperform their non-SPP counterparts when assessed for kindergarten readiness.

K-12 students experienced academic gains by the end of the 2022 school year after a significant drop in third and eighth grade test scores during the mostly remote 2020-2021 school year. Students served by DEEL's Summer Learning investments reported being more prepared for school, having stronger peer connections and other social-emotional skills. Family support workers helped families navigate pandemic-related economic uncertainty with financial assistance for food, clothing, rent, utilities, and child care.

Nationally and statewide, community college fall enrollment has decreased each year since 2019. In contrast, enrollment for Seattle Promise at Seattle Colleges continues to rise with higher numbers of graduating seniors matriculating into the program year-over-year. Persistence and completion rates remained relatively stable, with a slight increase from the 2020-2021 school year. Black and Latino scholars experienced lower two-year retention and three-year completion rates compared to their white and Asian peers. To address this trend, a suite of equity enhancements was implemented with promising results following their first year.

## DEPARTMENT OVERVIEW

The Department of Education and Early Learning was founded in 2015 and entrusted with stewarding public funds that supplement and support the expansion of early learning through postsecondary education programs. DEEL has two program divisions—the Early Learning Division and the K-12 and Postsecondary Division—which are supported by a Finance & Operations Division (Finance, Accounting, Grants & Contracts) and Strategy & Innovation Division (Communications, Performance & Evaluation, Policy & Planning). DEEL meets emergent student and family needs by funding strategic investments, monitoring and evaluating performance, and implementing responsive program adjustments, while also developing long-term systemic improvements to educational outcomes.

**DEEL's work remains focused on investments in equitable educational opportunities, student and family supports, and high-quality learning environments in pursuit of the following four results:**



### CHILD CARE ACCESS

*All Seattle families have access to quality, affordable child care.*



### KINDERGARTEN READINESS

*All Seattle children are ready for kindergarten.*



### COLLEGE & CAREER READINESS

*All Seattle students graduate high school ready for college or career.*



### POSTSECONDARY ACCESS & COMPLETION

*All Seattle youth attain a postsecondary certificate, credential, or degree.*

## FUNDING SOURCES

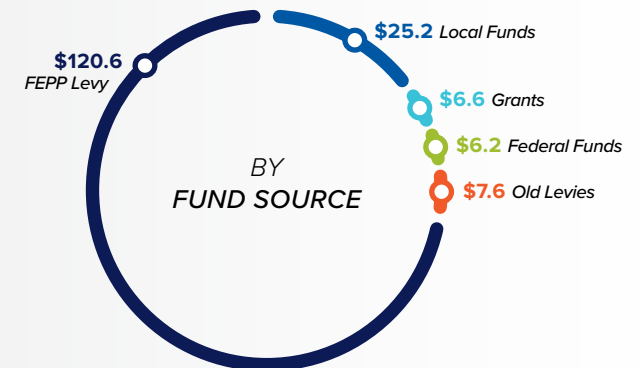
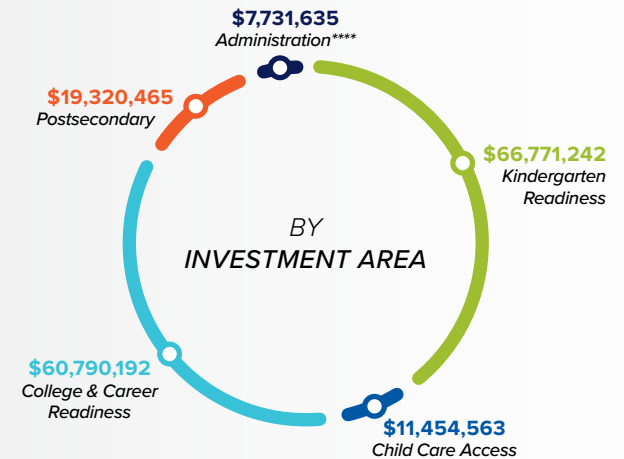
In 2022, DEEL's planned spending—which includes actual expenditures, open purchase orders, and other legal commitments for the 2022 budget—totaled \$166 million from a range of funding streams, the largest of which is the Families, Education, Preschool, and Promise (FEPP) Levy. In 2022, \$120.6 million in planned spending (as defined above) funded FEPP Levy programming and administration. Investments are ongoing through 2026.

As part of the American Rescue Plan, \$6.2 million in federal funds supported Seattle Promise postsecondary students with programs designed to improve retention and persistence.

Local funds that support DEEL investment areas include the Sweetened Beverage Tax (SBT), General Fund, and Payroll Expense Tax (PET). In 2022, the SBT supported DEEL's prenatal-to-three investments. PET funds were distributed to child care workers to bolster this critical workforce. Flexible funding from the General Fund, grants, and the small amounts remaining from earlier levies supported both early learning and K-12 programming.

## DEEL 2022

## PLANNED SPENDING (\$M)



# EXECUTIVE SUMMARY

## 2022 HIGHLIGHTS AND EQUITY RESULTS

### CHILD CARE ACCESS

**820**

children supported by Child  
Care Assistance Program  
**MOST CHILDREN SUPPORTED  
IN A SINGLE YEAR**

CCAP saved  
families between

**36-41%**  
in child care costs

**180**

unstably housed  
families **connected to  
child care services**

**4,589**

child care workers **received  
retention payments**

### KINDERGARTEN READINESS

**87**

Seattle Preschool  
Program sites

**22**

Dual-Language  
SPP Classrooms

21 SPP Plus Inclusion  
Classrooms with

**105**

**Dedicated Seats** for  
Students with Individual  
Education Plans

**77%**

**BIPOC STUDENTS**  
served by SPP

**1,959**

**CHILDREN SERVED**  
by SPP

### COLLEGE AND CAREER READINESS

**16K**

**YOUTH SERVED**

by School and Community-  
Based Investments

3rd to 8th grade math  
assessment scores

**INCREASED BY**

**10%**

at levy-supported  
schools

**722**

**Students received family  
support services:**

food, technology, clothing,  
housing assistance, case  
and care management

School-based health centers  
increased SPS student COVID-19  
vaccination rates from

**57% to 80%**

### POSTSECONDARY ENROLLMENT AND COMPLETION

**1,114**

**Enrolled Promise scholars**

(2019, 2020, and 2021 cohorts)

**708**

first-year Promise scholars  
from 17 SPS high schools,

**THE LARGEST PROMISE  
COHORT TO DATE**

**NEARLY 30%**

of the 2021 cohort identified as  
**first-generation college goers**

Seattle Promise three-year  
completion rate is

**30%**

**in alignment with the  
national average**



# CHILD CARE ACCESS

TARGET RESULT

*All Seattle families have  
access to high-quality,  
affordable child care.*



# CHILD CARE ACCESS

CHILD CARE ACCESS

## INVESTMENTS

**\$11.5M**

7% of 2022  
Planned Spending



Among the longest-standing investments for the Department of Education and Early Learning are those made toward child care, an essential industry frequently cited as the backbone of our economy, supporting all other work. In 2022, DEEL worked to support families and the child care workforce in partnership with providers, community organizations, and policymakers, to bolster this sector.

DEEL's 2022 investments in child care totaled \$11.5 million. They included family financial assistance through the Child Care Assistance Program (CCAP), program administration and supports, workforce professional development, and direct payments to child care workers and providers to support industry recovery from the COVID-19 pandemic.

The child care industry was in a fragile state before the onset of the pandemic—with costs too high for many families, compensation for workers too low, and not enough providers or open slots to meet demand, especially for infants and toddlers. The pandemic pushed this already struggling system into crisis. According to Child Care Aware of Washington, there was a net loss of nearly 150 providers and 1,500 slots in King County.

Providers that remained open reported severe staffing challenges that contributed to burnout and fatigue, further exacerbated by acute shortages of personal protective equipment, seasonal illnesses, long-awaited decisions on vaccine approvals for children under 11, and other pandemic challenges and stressors.

In response to this crisis, the City of Seattle expanded its child care investments to include more support for the child care workforce. These workforce investments, combined with ongoing financial assistance to families, were intended to address the need for affordable care and a sustainable supply of care providers in alignment with the department's efforts to ensure access to care for families.

### CHILD CARE ASSISTANCE PROGRAM

At the heart of the City's long-standing investments in child care is the Child Care Assistance Program, or CCAP (often pronounced "C-Cap"), which provides financial assistance to families to help cover child care costs for children ages one month to 12 years. CCAP primarily serves families earning between 60.01% - 94% State Median Income (SMI)—94% SMI being roughly \$100,000 a year for a family of four—and is intended to support families who don't qualify for the state's Working Connections Child Care (WCCC) subsidy program, such as those above the 60% SMI WCCC income cap, parents enrolled in a job training program or those who do not wish to disclose residency status.

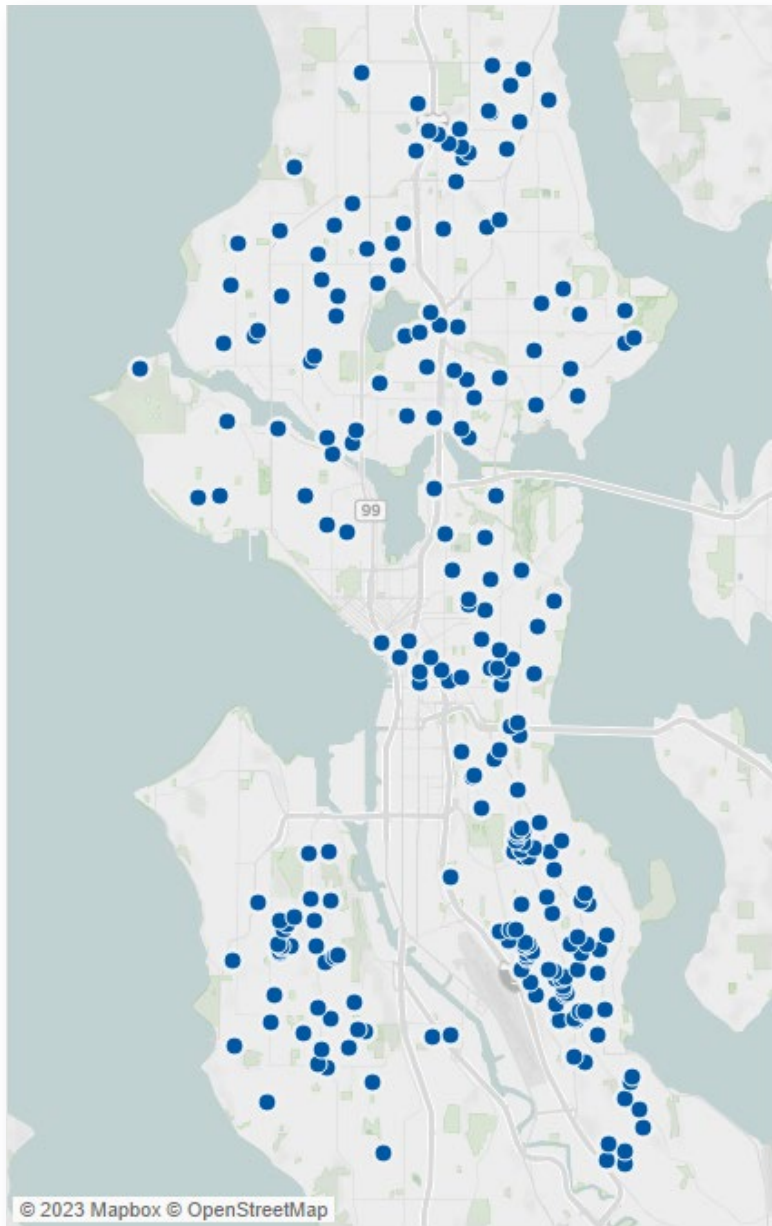
CCAP began in the early 1970s as part of the Model Cities federal funding initiative to eradicate poverty. Child care subsidies were paired with a public health nurse. The program expanded with funding support from the City's General Fund to increase subsidies, expand health care, and include a quality component through staff training and professional development.

In 2022, CCAP provided more than \$4.4 million in direct financial support to families, with vouchers subsidizing the cost of care at 197 out of 235 participating providers citywide. With 339 new families joining the program in 2022, the program supported a total of 820 children from 604 families, the most ever in one year.

According to Child Care Aware of Washington, the median cost of child care in King County in 2021 was between \$1,600 and \$2,200 per month for infants and toddlers, roughly \$1,500 for preschool-aged children, and around \$1,100 for school-age care. In 2022, a CCAP-qualifying family would have paid between 50% to 64% of median income on the cost of care before subsidy for infant and toddler care, and between 35% and 40% for school-age and preschool-aged children, rates wholly unsustainable for nearly any family. After applying the CCAP subsidies, these families paid 10-15% of the median income for school-age and preschool-age care and 14-23% for infants and toddlers. In short, CCAP made a significant difference in the amounts families had to pay for care, lowering their cost burden and providing them with access to affordable child care.



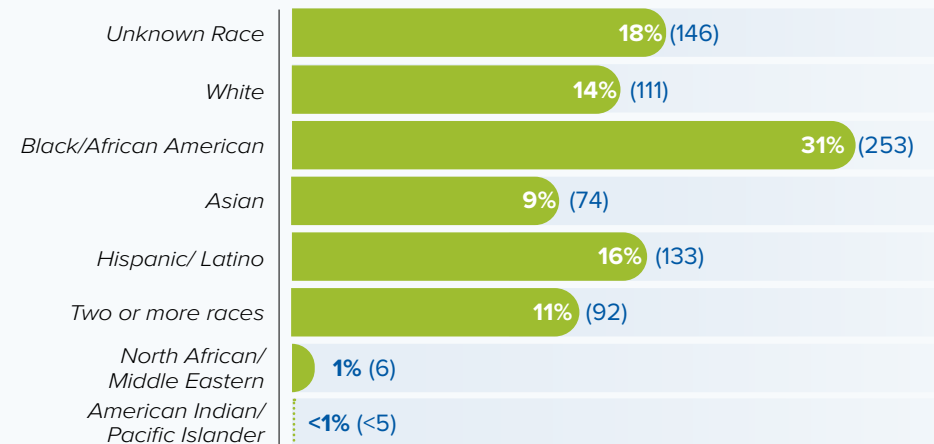
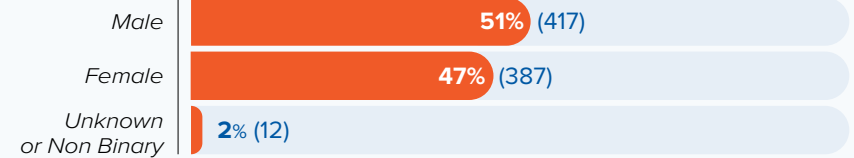
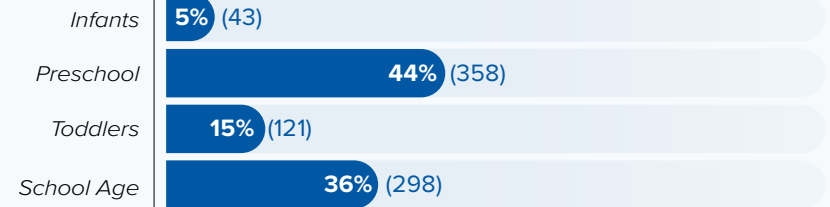
## CHILD CARE PROVIDER SITES



## CHILD CARE ASSISTANCE PROGRAM WHO DID WE SERVE?

**820** CHILDREN  
At 197 Provider Sites

Age Breakdown (at 1st month participating in 2022)



According to reports from DEEL's intake team who work with families looking to join CCAP, despite the benefit of CCAP subsidies on a family's ability to afford care, co-pays (the family-portion paid to a provider after voucher subsidies are applied) remain too high for many families. Costs can be especially prohibitive for families with multiple children or those requiring special needs care. As a result, many families opt out of joining CCAP and remain unable to access affordable care for their family situation, choosing instead to stay home with their children or find alternative arrangements such as unlicensed child care. In turn, this creates economic hardship for families and worsens workforce challenges in Seattle.

**Additional Child Care Investments Supporting Families**

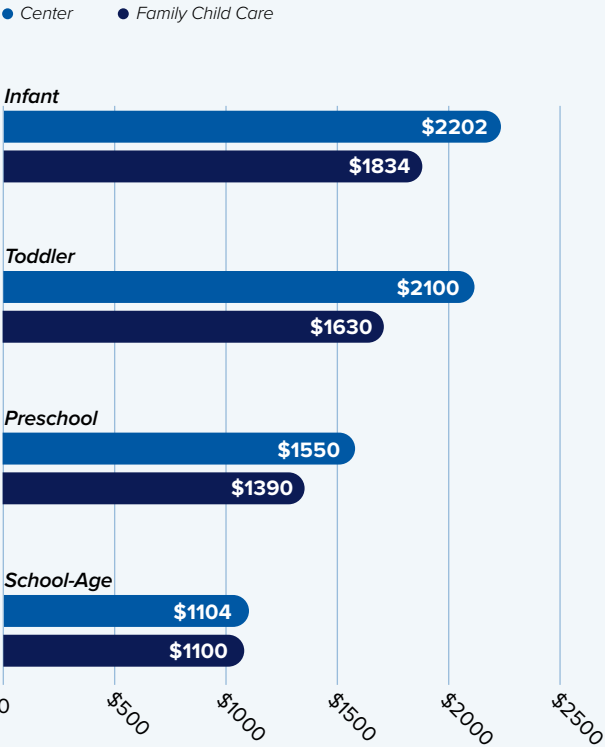
In addition to CCAP, DEEL invests in a Homeless Child Care Subsidy Program (HCCSP). Funded by DEEL and administered by community partner Child Care Resources (now operating as BrightSpark Early Learning Services), this program provides:

- short-term child care subsidies
- tailored child care placement
- service coordination
- referrals for children experiencing homelessness and their families

It also supports families applying for the state's WCCC program or CCAP with coordination, navigation, and application assistance. In 2022, 135 monthly vouchers were disbursed, serving 37 children with direct subsidy for an average of four months of care. Families enrolled in the HCCSP program received referrals to housing and shelter programs, grocery and gas gift cards, clothing boxes for every child under 18, and baby essentials such as diapers, wipes, and formula.

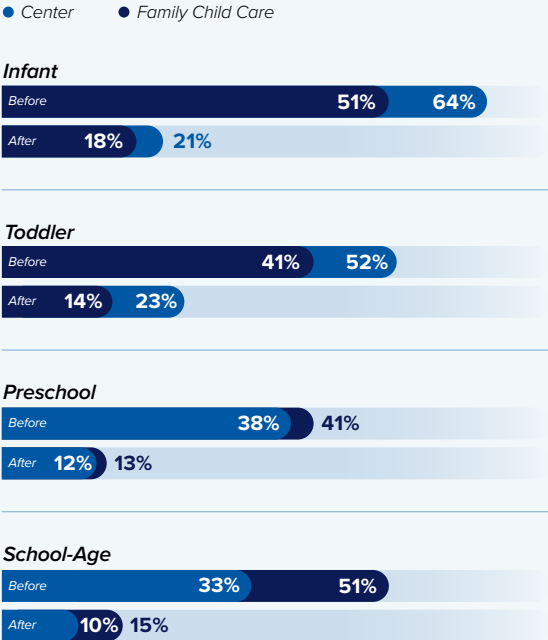
DEEL also supports Mary's Place at the Allen Family Center, a one-stop service hub for families experiencing or at risk of homelessness. Between June 2021 and July 2022, the Allen Family Center connected 180 families with child care services.

**MEDIAN COST OF CARE**



**MEDIAN % OF INCOME**

BEFORE AND AFTER CCAP SUBSIDY







Photos by Tim Durkan / Seattle IT



## FAMILY SPOTLIGHT

# VIKTORIA BUINA

*CCAP Participant*

INVESTMENT STRATEGY:

*Child Care Assistance Program (CCAP)*

“The Child Care Assistance Program enabled my biggest dream to come true and for me to get my degree in the United States and work at Seattle Children’s Hospital. Our child care provider not only provided a safe environment for our child but played a pivotal role in her social, emotional, and intellectual development. Without CCAP, I wouldn’t have been able to go back to school to pursue my career dreams.”

## 2022 CHILD CARE RETENTION PAYMENTS AND STABILIZATION GRANTS

● Family Child Care ● Child Care Center ● School Age Only Program

### Payment breakdown by provider types

Number of Seattle Providers



Total Staff who Received Retention Payment



Total Licensed Capacity for Serving Children



Average Stabilization Grant based on licensed capacity



## SUPPORTING THE CHILD CARE WORKFORCE

Ensuring access to high-quality, affordable child care for families would not be possible without the city's network of child care providers. This dedicated workforce plays a critical role in our community, providing valuable early learning opportunities, supporting healthy child development, and contributing to our regional economy by supporting working parents.

### CCAP Provider Supports

In 2022, nearly 250 of the City's 700+ licensed child care providers partnered with the City to serve CCAP-enrolled families; however, only 197 sites actively served a CCAP-enrolled child during the year. CCAP providers include child care centers, home-based Family Child Care providers (FCCs), and school-age programs that provide care during the summer and in the hours before and after school. The number of participating CCAP providers fluctuates throughout the year; in May 2022, CCAP had 235 providers, including 84 Family Child Care providers and 151 Child Care Centers.

CCAP providers must participate in the state's Early Achievers program, which provides families with evidence-based information about facility quality to help them find high-quality child care and early learning programs. DEEL has a team of Education Specialists that work closely with providers to improve their experience contracting with the City and provide resources and technical assistance. CCAP providers are also provided with supports from Public Health — Seattle & King County's Child Care Health Program and access to City-funded training and professional development resources, including Birth-to-Three Coaching services provided by DEEL's Quality Practice and Professional Development team for those programs who provide care for infants and toddlers.

### Child Care Retention Payments and Stabilization Grants

In the spring of 2020, when COVID-19 hit, many of Seattle's child care providers remained open and serving families when nearly all other businesses closed, enabling other essential workers to go to work while the majority of society remained in their homes under the state's Stay Home, Stay Healthy order. To do so, providers needed to make quick and substantial changes

to their operations. Child care workers faced tremendous risks, most significantly in exposure to the COVID-19 virus prior to vaccine release.

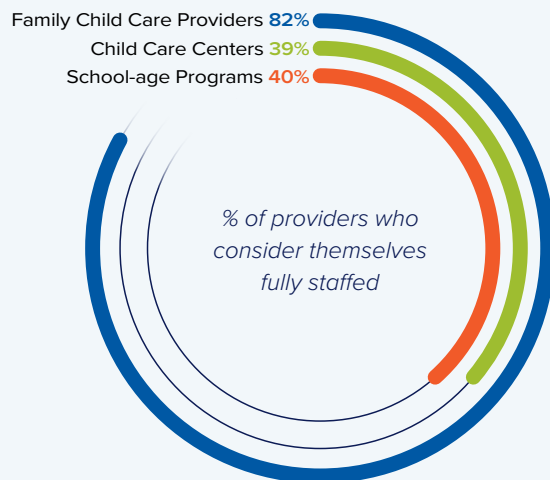
The City of Seattle made a series of investments in both 2021 and 2022 to support the child care workforce, recognize their contributions to the city during the pandemic, and help stabilize Seattle child care businesses. In June 2022, the third round of investments was made, this one in partnership with King County and focused on helping providers retain their staff with a one-time wage boost. With \$2.4 million in funding from Seattle's Payroll Expense Tax, combined with \$5 million from King County's Best Starts for Kids (BSK) Levy, DEEL and BSK partnered with Child Care Resources to distribute payments of roughly \$500 each (pre-tax) to more than 12,300 child care workers across King County.

Of the 4,589 child care workers in Seattle who received a retention payment, 77% were women and 65% identified as Black, Indigenous, or people of color. The low wages in this industry staffed largely by women of color—child care workers made just 60% of private sector median wages in 2021, according to the Bureau of Labor Statistics—perpetuate inequities. The City's retention payments were a small token in recognition of the challenges faced during the COVID-19 pandemic and the immense value of the child care provider community.

Flexible spending stabilization grants also went to 631 Seattle providers, including 365 Family Child Care providers, 215 child care centers, and 51 school-age programs. Provider stabilization grants ranged from \$1,000 to \$5,000 each, depending on each program's licensed capacity for the number of children served.

Survey data from providers who received child care retention payments indicated that only 40% of child care centers and school-age programs were operating at full staffing levels in 2022. DEEL routinely received reports from child care partners about the pervasive challenges around hiring and retaining staff, especially those trained for special needs. Many providers were forced to lower enrollment slots due to staffing challenges and requirements around student-to-teacher ratios in response to COVID public health guidance, which affected DEEL's preschool partners and child care providers.

### 2022 Staffing Levels for Seattle area providers





PARTNER SPOTLIGHT

## HILDA MAGAÑA

Director, Jose Martí Child  
Development Center,  
El Centro de la Raza

INVESTMENT STRATEGY:

Child Care Retention Payments  
& Stabilization Grants



Photos by Tim Durkan / Seattle IT

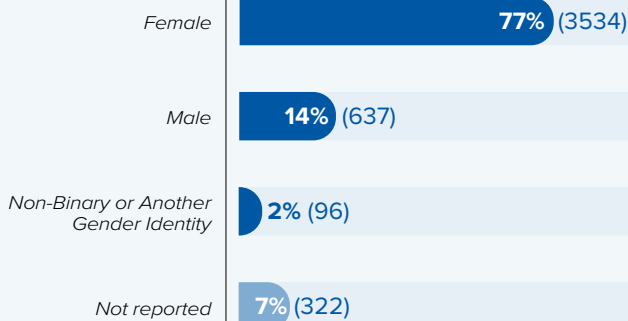
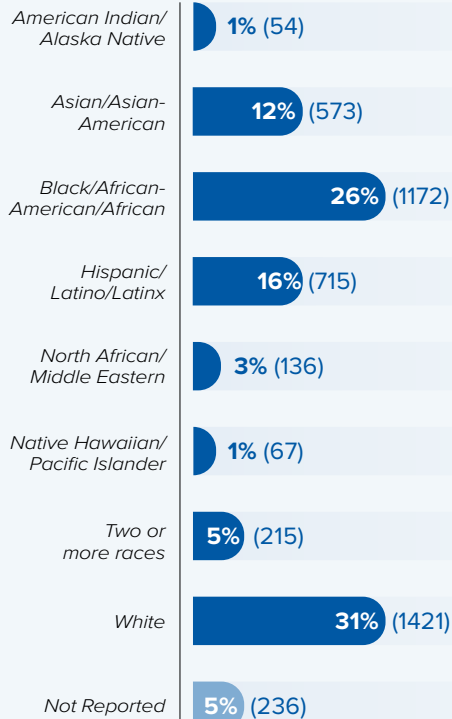


“Challenges in child care facilities were colossal throughout the pandemic. The child care retention payments from the City of Seattle and King County were a boost to our hardworking teachers who had committed to in-person learning for our children, and the stabilization grants helped our center continue providing high-quality learning environments the children in our city need and deserve.”





## CHILD CARE RETENTION PAYMENTS WORKER DEMOGRAPHICS



### Special Section:

## THE FUTURE OF CHILD CARE IN SEATTLE

As policy makers—both locally and across the country—look for solutions to the pervasive challenges facing the child care industry and its continued recovery from pandemic impacts, the City of Seattle is partnering with regional and state partners, as well as with the child care community, to build a sustainable future where families have access to high-quality, affordable care, and where providers can earn a thriving wage that reflects the value they provide to our economy.

During the 2022 budget cycle, the City allocated funding to support the child care workforce and address the staffing crisis with another round of workforce payments in 2023. DEEL is working with community partners, child care providers, and labor in planning for this next round of investments in the child care workforce.

Additionally in 2022, the City of Seattle and King County partnered to produce a regional issue brief informed by a collaborative 2022 study in partnership with the Child Care Collaborative Task Force, the Washington State Department of Commerce, and the Washington State Department of Children, Youth, and Families. The Task Force's report produced a new cost estimation model and recommends the state use it to set

child care subsidy rates under the Working Connections Child Care subsidy program. Data specific to providers in Seattle and King County was analyzed to inform a regional issue brief and present results from the cost estimation model specific to Seattle and King County, as well as recommendations for how this analysis should inform policy to support families of providers toward an affordable, accessible child care market that provides living wages to care givers. The regional brief was provided to DEEL and King County in early 2023, and recommendations are under review at the time of this report's writing.

The seemingly competing objectives of quality affordable care for families and living wages for the child care workforce that reflect their contributions to our children, our communities, and our economy has led many in the industry and in policy spaces to determine that solutions for this industry will require deeper federal investments. Conversations around federal spending in support of these efforts are underway at the national level in 2023. Public-private partnerships, such as those that combine public subsidies with actions from employers to better support their employees in covering the costs of child care, are also seen as a way forward.



# KINDERGARTEN READINESS

TARGET RESULT

*All Seattle children are  
kindergarten ready.*



# KINDERGARTEN READINESS

## KINDERGARTEN READINESS

## INVESTMENTS

**\$66.8M**

**40%** of DEEL's 2022  
Planned Spending



Decades of neuroscience and behavioral research show that healthy development in the first five years of a child's life provides the building blocks for future educational attainment and long-term health. DEEL's investments in preschool and early learning support Seattle children and their families in building these foundations. In 2022, the department continued its robust investments in preschool and expanded on existing investments in the prenatal-to-three period.

Department investments in prenatal-to-three supports, early learning health, and preschool totaled \$66.8 million in 2022, with the overwhelming portion (\$47.2 million) supporting the Seattle Preschool Program (SPP). DEEL's birth-to-five programs, including the newest investment strategy funding community grants for organizations to provide prenatal-to-three services, help provide Seattle children with the foundation needed to transition into kindergarten and begin their K-12 journey with success.

DEEL's investments in kindergarten readiness focus on supporting families and communities of color who are most likely to experience impacts from systemic inequities and racism, in support of the department's overall effort to reduce disparities

in academic outcomes and eliminate race-based opportunity gaps. These same communities experienced disproportionate challenges from COVID-19's health and economic impact. Many children served in the birth-to-five space had most, if not all, of their childhoods defined by life under the pandemic. While it remains to be seen what COVID-19's long-term impacts on the city's youngest learners may be, we do know that their learning environments continued to be challenged in the 2021-2022 school year, especially by the pandemic's continued impact on early learning educators who faced burnout, frequent illnesses, and severe staffing challenges throughout the year.

### PRENATAL-TO-THREE INVESTMENTS

The department's investments in the first three years of a child's life include home visiting programs, early childhood health and development, and the newest investment area—community-based grants—which together provide public health services and community-driven solutions that contribute to better outcomes for children in their early developmental years. Like most jurisdictions across the country, the majority of Seattle's public funding to date has focused on kindergarten preparedness for preschool-aged children. Still, with overwhelming research indicating the importance of the first three years of a child's brain development, DEEL hopes to continue expanding investments in the prenatal-to-three space.

#### *Home Visiting*

The City of Seattle's investments in prenatal-to-three supports stems back to 2002 with the support of Public Health — Seattle & King County's Nurse Family Partnership (NFP) program, in which nurses are paired with income-eligible women pregnant with their first child. NFP supports healthy birth outcomes, early child development, and economic self-sufficiency through home

visits lasting from birth through two years of age. In 2022, NFP served 374 Seattle families, with more than 4,000 home visits occurring.

The second home visiting program DEEL supports is ParentChild+, both the Core and Family Child Care (FCC) models. ParentChild+ and ParentChild+ FCC are culturally responsive, research-based home visiting programs operating through community-based organizations that focus on increasing language and literacy skills, enhancing social-emotional development, and strengthening parent-child relationships. Outcomes include increased literacy, reduction of special education placements, and increased kindergarten readiness. In 2022, 478 families participated in ParentChild+, with 99% of Seattle participants identifying as Black, Indigenous, or people of color, and 93% of families paired with an Early Learning Specialist who matched their linguistic or cultural background.

Home visiting programs focus on meeting parents and caregivers in the child's first learning environment, helping families establish the nurturing, engaging practices critical to brain development in the early years, such as reading with a child and building early language and social-emotional foundations.

#### *Early Learning Health and Development*

With funding from the FEPP Levy and the City's Sweetened Beverage Tax, DEEL supports multiple programs providing early learning health and development supports for children and families.

In partnership with Public Health — Seattle & King County's Child Care Health Program (CCHP), DEEL provides early learning health supports for preschool classrooms and child care providers serving infants and toddlers. CCHP has a multi-disciplinary team of public health nurses, mental health consultants, community health workers, and nutritionists who



support DEEL-contracted providers in the Seattle Preschool Program and the Child Care Assistance Program in meeting child health and development needs. In 2022, CCHP conducted monthly infant consultation visits at 16 Seattle child care facilities and provided targeted resources and interventions for 17 infant and toddler classrooms, including medication, care plans, health referrals, and COVID-19 consultations. The team also supplied health, safety, and nutrition assessments for 21 child care facilities.

For children with disabilities and developmental delays, accessing services early on can help them build a strong foundation for success in kindergarten and beyond. Early education and therapy services have helped children build the important functional daily living skills they need to thrive in school and in life.

To help bridge service gaps between other developmental support programs and ensure that Seattle children and families have access to services before and during preschool years, DEEL and King County's Developmental Disabilities & Early Childhood Supports Division (DDECS) launched the Seattle Developmental Bridge Program (Bridge) in 2018. Boyer's Children's Clinic operates Bridge in partnership with Northwest Center and Wonderland Child & Family Services. It provides families with developmental support services, including speech and motor therapy, occupational or physical therapy, feeding therapy and nutrition services, and parent education.

In 2022, Bridge supported 195 Seattle children and their families with developmental support services and successfully connected 103 children to their next level of service programming.

#### ***Prenatal-to-Three Community Grant Program***

In 2022, DEEL invested \$1.4 million in contracts toward its newest strategy in the prenatal-to-three space, the Prenatal-to-Three (PN-3) Community Grant program funded by the Sweetened Beverage Tax (SBT). The department also initiated a second year of grant contracts in December 2022, for an additional \$1.5 million, with 16 community organizations funded through both cohorts. While the second year of contracts is indicated in 2022's financial reporting, services for this cohort will be ongoing throughout 2023, and actual spending in 2023 will be reflected in a subsequent report.



#### **PARTNER SPOTLIGHT**

## **BO LEONG**

*Parent Group Manager,  
Families of Color Seattle (FOCS)*

#### **INVESTMENT STRATEGY:**

*Prenatal-to-Three (PN-3)  
Community Grants*

*“Many of our FOCS parents shared that the perinatal period—when parents welcome their new bundles of joy and watch them reach their first milestones—is also when they experienced the resurfacing of some of their own racial trauma. The opportunity to connect with others who have similar identities and lived experiences and share wisdom and resources impacts the overall parent experience and wellbeing.”*



Peter Harris III / Shotz by Stoli



Peter Harris III / Shotz by Stoli

#### PRENATAL-TO-THREE INVESTMENTS WHO DID WE SERVE?

**825** FAMILIES  
*Home Visiting Programs*

**195** FAMILIES  
*Developmental Supports*

**489** PARENTS/CAREGIVERS  
*Prenatal-to-Three  
Community Grants*

*\*Some families may have participated in multiple programs, creating duplicate counts*

The PN-3 Community Grant program emerged out of a recommendation from the SBT Community Advisory Board to better address the disparities in birth outcomes and early childhood development by race. According to Public Health — Seattle & King County, babies born in King County to Black parents and American Indian/Alaska Native parents have a mortality rate two and three times, respectively, higher than babies born to white parents. By the time children begin school, race-based disparities persist in terms of kindergarten readiness assessments that measure child development in six different domains: Cognitive, Social-Emotional, Mathematics, Physical, Literacy, Language.

The PN-3 Community Grant program was designed to encourage community-specific and community-driven solutions to increase equitable birth and kindergarten readiness outcomes for families. Programming includes culturally and linguistically responsive home visiting services, parent education, mentorship, perinatal care, and social support services.

The first cohort of PN-3 Community Grants recipients offered programming throughout 2022, served 489 caregivers, supporting the health and development of 393 children. Of these nine PN-3 Community Grant partners, most offered programming focused on

cultivating the wellbeing and knowledge of caregivers and promoting adult-child interactions that sustain child health and development. Three programs focused on perinatal health, with services supporting healthy and equitable birth outcomes for childbearing adults and their infants.

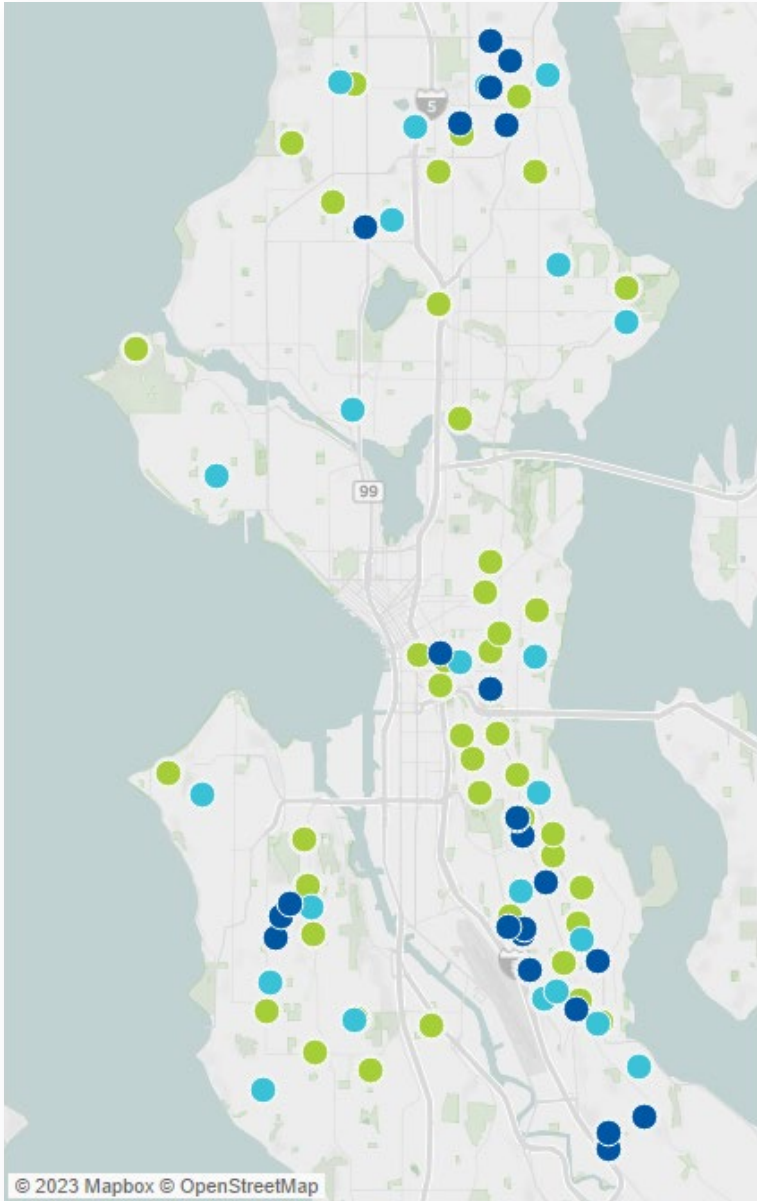
Results from the second cohort of community grants, with contracts initiated in December 2022, will be provided in DEEL's 2023 report.

#### PRESCHOOL INVESTMENTS

Even as the department looks to expand on its prenatal-to-three strategies, DEEL's investments in high-quality, affordable preschool programming remain an essential approach in its kindergarten readiness strategy. The primary vehicle through which the department pursues this result is the Seattle Preschool Program (SPP), funded by the Families, Education, Preschool, and Promise (FEPP) Levy, with multi-faceted investment areas outlined in the section below. In addition to SPP, the department also funds a Pathway to SPP program, designed to support providers looking to join SPP, and is responsible for supporting the state-funded Early Childhood Education Assistance Program operated through Seattle-based providers as well as federally funded Head Start classrooms.

Research shows that children who attend high-quality preschool programs have better academic and life outcomes and are more likely to have better grades, graduate, attend college, and enjoy better mental and physical health. DEEL's preschool investments promote evidence-based curriculum and culturally responsive, engaging, and nurturing adult-child interactions to create quality learning environments.

## SEATTLE PRESCHOOL PROGRAM SITES



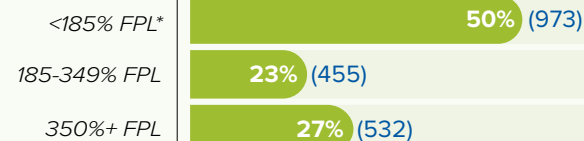
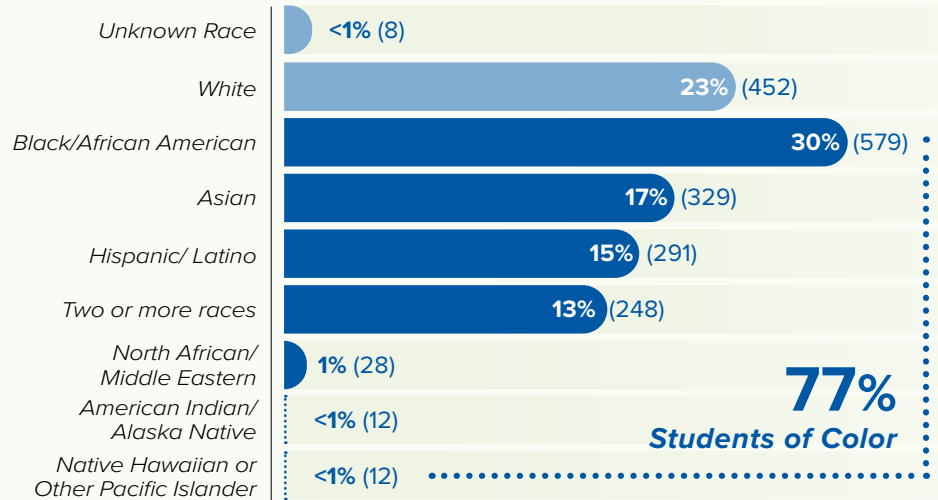
● Family Child Care SPP ● Community-based SPP ● Seattle Public Schools SPP

## SEATTLE PRESCHOOL PROGRAM

# WHO DID WE SERVE?

# 1,959

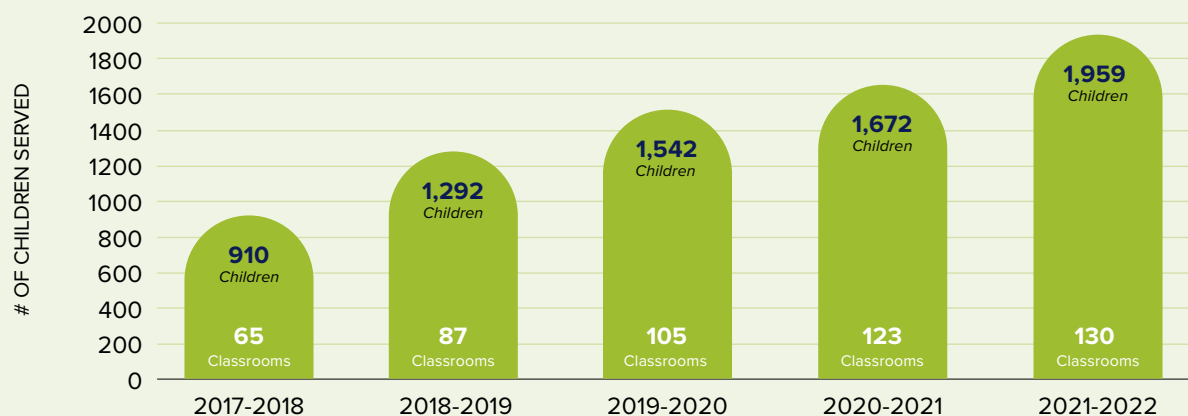
**STUDENTS OVERALL**  
THROUGH **26** PROVIDER AGENCIES  
AT **87** SITES



\* FPL = Federal Poverty Level



## SPP GROWTH SINCE 2017



### Seattle Preschool Program (SPP)

The Seattle Preschool Program (SPP), first launched in the 2015-2016 school year, provides high-quality, evidence-based preschool programming in partnership with a network of preschool providers throughout the city, including community-based providers, Seattle Public Schools, and Family Child Care (FCC) programs. Between 2015 and 2022, SPP helped prepare over 6,500 children for kindergarten by developing pre-academic skills and supporting social-emotional growth.

SPP provides a comprehensive approach to supporting Seattle children that includes preschool services and tuition, quality practice and professional development supports for early learning educators, comprehensive classroom supports including behavioral and developmental supports, organizational and facilities development, and child care subsidies for families participating in SPP who need additional hours of care outside of SPP's six-hour instructional days.

In the 2021-2022 school year, the Seattle Preschool Program served 1,959 children at 87 program sites, in partnership with 25 community-based organizations and Seattle Public Schools. Twenty-two classrooms offered dual-language programming, with instruction provided in eight different languages and English.

Additionally, 10 sites with 21 total classrooms offered SPP Plus programming, an inclusion-based model that brings students with special needs together in classrooms with typically developing children to learn and grow together. Under the FEPP Levy expansion plan, SPP is on track to serve 2,500 children by 2026.

Following trends from previous years, SPP participants continued to be more diverse (77% BIPOC) than the overall SPS kindergarten population (53% BIPOC) with higher percentages of those from immigrant and refugee backgrounds (37% SPP vs. 15% SPS) and those from homes with incomes under 185% of the Federal Poverty Level (50% SPP vs. 22% SPS). However, in a reversal of pre-COVID trends showing a narrowing opportunity gap, the overall kindergarten readiness gap by race/ethnicity group increased for the second year in a row. Black/African American SPP participants continue to score higher on WaKIDS assessments than their non-SPP peers. Strong results were also shown for English Language Learners who had participated in SPP, 45% met all kindergarten readiness expectations compared to 42% of all SPS English Language Learners.

Throughout the school year, frequent staff and student absences due to COVID-19 and seasonal illnesses challenged learning environments. As part of our ongoing response to the pandemic,

DEEL continued the distribution of at-home learning kits to SPP children and families to support parent-child engagement and learning at home. These kits were designed by DEEL's Quality Practice and Professional Development (QPPD) team and aligned to the classroom curriculum. A total of 5,613 learning kits were distributed quarterly throughout the 2021-2022 school year.

SPP programming was also extended into the summer months for the second year in a row, with 18 out of 26 SPP providers opting to participate in summer extension, serving a total of 863 preschoolers, including 481 rising kindergarteners who benefited from as many as 10 extra weeks of programming in preparation for the transition to their K-12 experience.

### Dual Language Initiative

Dual language early learning programs are an important component in providing culturally responsive programming, one of SPP's key strategies in building high quality learning environments that contribute to equity results. Dual language classrooms contribute to developing language, skills, and cultural competence for all young learners, especially dual language learners who speak a heritage language in the home. Research indicates that bilingual children are cognitively, academically, intellectually, socially, and verbally more advanced than monolingual children.

Many programs that have joined SPP in the years since it first launched in 2015 have been dual language programs. As part of an effort to standardize how dual language programming is offered and provide training and supports for teachers and programs who provide it, DEEL launched a Dual Language Initiative in 2020. The initiative began with participation from eight agencies, 21 classrooms, and 41 teachers, with programs supporting instruction in Amharic, Cantonese, Mandarin, French, Somali, Spanish, Vietnamese, and American Sign Language.

Lead and assistant teachers from participating agencies engage in training for the program's Soy Bilingüe curriculum, and both teachers and site directors participate in dual language professional learning communities. Classrooms are also assessed, with the goal of all participating programs receiving dual language accreditation by 2027.



## SPP DUAL LANGUAGE PROGRAMMING

8

Participating Provider  
AGENCIES

21

Dual Language  
CLASSROOMS

8

Supported  
LANGUAGES

41

TEACHERS  
participating in training

## SPP FINDINGS

Kindergarten readiness  
assessments also showed  
**STRONG RESULTS**  
for English Language Learners  
who participated in SPP.

45%

met all kindergarten  
readiness expectations,  
**COMPARED TO 42%**  
OF ALL SPS ENGLISH  
LANGUAGE LEARNERS.

### *Educator and Classroom Supports*

As part of their participation in SPP, all SPP classrooms are provided with an interconnected set of Quality Practice and Professional Development supports including assessments, training, curriculum instruction, and coaching designed to strengthen educator instructional practices and produce positive academic, emotional, and social outcomes for SPP children. Teachers meet monthly with their DEEL coach who provides tailored, one-on-one, intensive, intentional, and reflective onsite instructional coaching. Additionally, educators and program directors have access to year-long professional development opportunities on various topics, including curriculum, culturally responsive pedagogy, and trauma-informed care.

For students and classrooms that may require comprehensive supports to address behavioral and developmental needs that are beyond the scope of what their agency, their DEEL coach, or the mental health consultants from Public Health — Seattle & King County who partner with SPP can provide, SPP classrooms also have access to additional funding that support the addition of new staff, training, or resources to better meet children's comprehensive support needs.



*Photos by Peter Harris III / Shotz by Stoli*



## PARTNER SPOTLIGHT

# KARINA ROJAS RODRIGUEZ

*Center Director, SouthWest Early Learning Bilingual Preschool*

*Interim Executive Director,  
Sound Child Care Solutions*

INVESTMENT STRATEGY:

*Seattle Preschool Program  
(Dual Language Initiative)*

*Being part of the Seattle Preschool Program's Dual Language Initiative helps us in so many ways—from providing our teachers with training and a supportive coach who considers their needs to funding high-quality classroom resources and materials that reflect our children and families. This helps them build a sense of identity and belonging in their learning environment."*

## PARTNER SPOTLIGHT

# JULIA UM

*SPP Plus Lead Teacher,  
Experimental Education Unit  
at University of Washington*

INVESTMENT STRATEGY:

*Seattle Preschool Program (SPP Plus)*



Photos by Tim Durkan / Seattle IT

*“SPP Plus classrooms provide children with an opportunity to learn and explore the world around them in their own unique way. We’re creating spaces where mistakes are part of the journey, differences are celebrated, and learning is lifelong. I am honored and proud to be part of a program modeling what inclusion in education looks like.”*



### **Organizational and Facilities Supports**

Part of the growth and sustainability strategy for the Seattle Preschool Program is Organizational and Facilities Development investments. This funding is designed to help providers build, upgrade, and renovate spaces for use in Seattle Preschool Program, providing increased and sustainable access to high-quality preschool for Seattle families. In October 2021, DEEL announced five SPP Providers Facilities Funding awardees, with awards totaling over \$945,000 for the capital improvement and expansion of Seattle Preschool Program facilities.

### **SPP Plus Inclusion Model**

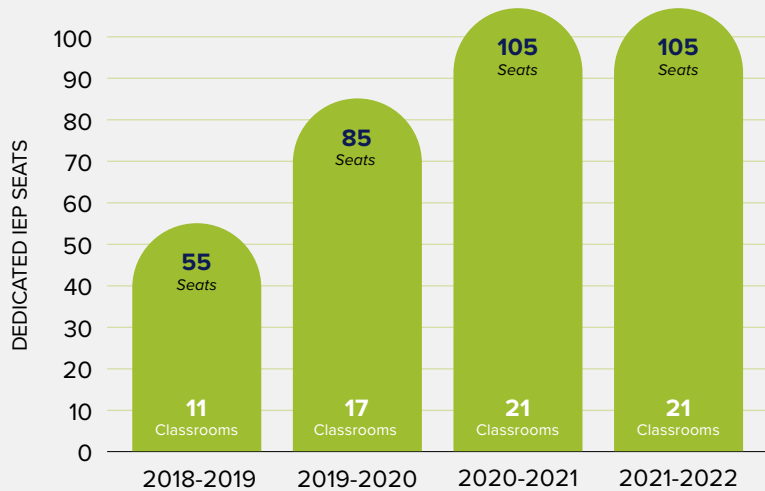
Twenty-one Seattle Preschool Program classrooms offer SPP Plus programming, an inclusive model of instruction for children with an Individual Education Plan (IEP) and typically developing children. Students with IEPs participating in Seattle Preschool Program Plus (SPP Plus) receive daily specially designed instruction addressing mild to moderate functional and pre-academic needs within a regular early childhood or general education preschool setting.

Originally designed by the University of Washington’s (UW) Haring Center for Inclusive Education, and still implemented by the Experimental Education Unit at UW where the model was first implemented, the SPP Plus model has now been adopted and expanded upon by Seattle Public Schools, which operates 18 of the 21 Plus classrooms. SPP Plus students are provided opportunities to participate in high-quality early learning environments with a general education curriculum through specially designed instruction fitting a child’s present level of performance. Classes include up to 18 students, five to seven of whom may receive services under an IEP.

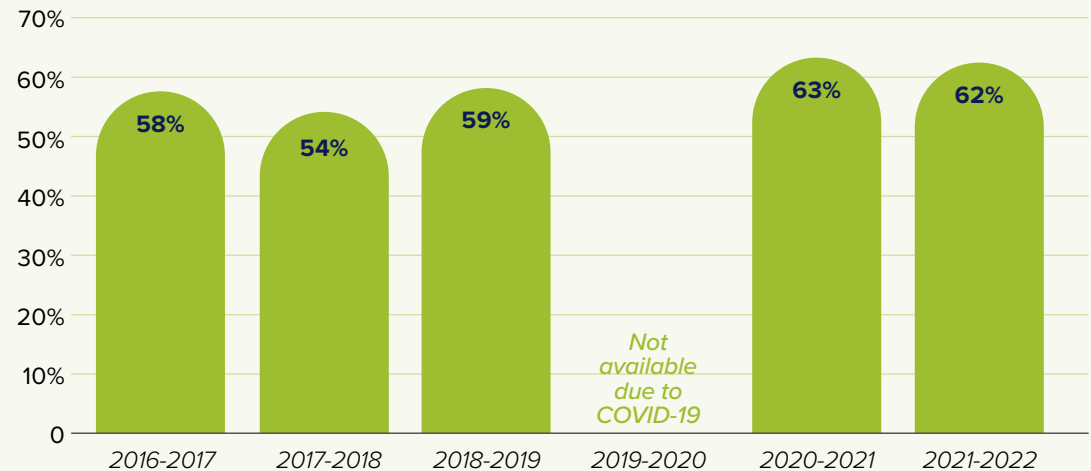
Through the partnership between the City of Seattle, the University of Washington’s Haring Center for Inclusion, and Seattle Public Schools, over 300 students with IEPs have benefited from this research-driven model of instruction since 2015-2016.



## GROWTH OF SPP PLUS PROGRAMMING



## SPP STUDENTS MEETING WaKIDS READINESS STANDARDS FROM 2016-2017 THROUGH 2021-2022



### Pathway to SPP Program

When the Seattle Preschool Program launched in 2015-2016, DEEL also created a preschool program called Pathway to SPP to support providers in qualifying for participation in SPP. Community-based preschool programs that join Pathway to SPP receive DEEL supports, including instructional support coaching and professional development training from the Quality Practice and Professional Development team. They also receive technical assistance to meet Washington State's Early Achievers Quality Rating and Improvement System provided by BrightSpark Early Learning Services (formerly Child Care Resources), and mental health and nurse consultation provided by Public Health — Seattle & King County to help them meet SPP quality standards. Since 2015, 17 Pathway classrooms have transitioned into SPP.

Unlike regular SPP classrooms, which offer full-day (six-hour) instruction only, Pathway classrooms may offer half-day or full-day programs. During the 2021-2022 school year, 12 Pathway classrooms served 133 children.

### Early Childhood Education Assistance Program (ECEAP)

Within the department's preschool investments is the administration of the state's Early Childhood Education Assistance Program (ECEAP), which provides free early learning child care or preschool for income-eligible families or those with multiple support needs based on environmental or developmental factors. The City of Seattle has been an ECEAP partner since 1986.

Children qualifying for free preschool services under ECEAP are served within Seattle Preschool Program classrooms. Many of these classrooms are considered SPP-ECEAP blended, meaning they serve mixed-income families with both funding streams. Seventeen classrooms are SPP/ECEAP blended classes, with an additional 15 ECEAP-only classrooms. State funding supports children's baseline tuition costs within a certain range and payments for complex needs and equity grants. DEEL funding provides additional payments for teacher credentials, family supports, classroom supplies and maintenance, and other tuition needs above the state rate.

In the 2021-2022 school year, DEEL and our preschool providers served 271 children in ECEAP-only classrooms.

## SEATTLE PRESCHOOL PROGRAM FINDINGS

**SPP continues to serve more historically underserved populations than the overall SPS kindergarten population,**

with higher percentages of students of color, those from immigrant and refugee backgrounds, and those from homes **UNDER 185% FEDERAL POVERTY LEVEL**





# SEATTLE PRESCHOOL PROGRAM FINDINGS

## BLACK/AFRICAN AMERICAN SPP PARTICIPANTS

continue to be more likely than their non-SPP peers to be kindergarten ready (49% vs 47%) and

**OVER 1/2 OF BLACK SPS KINDERGARTENERS HAVE PARTICIPATED IN SPP**



Peter Harris III / Shotz by Stoll

## SPP KINDERGARTEN READINESS BY RACE/ETHNICITY

Percentage changes over FEPP Year 2 results are indicated with +/- below. For example, 62% of SPP participants in 2021-2022 assessed as kindergarten ready, one point lower than Year 2 results.

● SPP % K-Ready / Change from SY 2020-21\*\*

**ALL SPS Kindergartners**  
**3651** (24% participated in SPP)



62% / -1%

*Black/African American*  
**479** (53% participated in SPP)



49% / -7%

*Hispanic/ Latino*  
**492** (27% participated in SPP)



48% / 0%

*Asian*  
**441** (34% participated in SPP)



67% / +1%

*Two or more races*  
**492** (18% participated in SPP)



65% / -1%

*White*  
**1723** (14% participated in SPP)



79% / +6%

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

\*\* Data represents a comparison of WaKIDS kindergarten readiness assessment scores between SPP cohorts in SY 2020-21 and SY 2021-22, not a comparison of overall of kindergarten readiness among all SPS students. This report shares key performance indicators using the best and most recent data available but does not purport to be an evaluation of department investments.



# COLLEGE & CAREER READINESS

TARGET RESULT

*All Seattle students graduate  
from high school college  
and career ready.*





# COLLEGE AND CAREER READINESS

## COLLEGE AND CAREER READINESS INVESTMENTS

**\$60.8M**

**37%** of DEEL's 2022  
Planned Spending



While the state primarily funds basic K-12 education, local education levies play an important role in supplementing services and programs in, and out, of schools to support student achievement. The City's history of supporting K-12 students and families dates back to 1990 when voters passed the first Families and Education Levy designed to help Seattle students to be "safe, healthy, and ready to learn." Since then, voters have passed five consecutive education levies that expanded each renewal cycle with an increased commitment to improving outcomes for students furthest from educational justice.

Students returned to in-person learning in the fall of 2021 to face a new set of challenges ranging from viral outbreaks and classroom closures, academic setbacks caused by remote learning, and unprecedented need for social, emotional, and mental health services. In 2022, DEEL supported schools, community organizations, and government agencies as they worked with students and families on recovery from pandemic impacts.

DEEL supports on-time high school graduation and college and career readiness for Seattle students by funding school and community-based investments, culturally specific and responsive programs, and school health services with a focus on closing opportunity gaps for historically underserved students, schools, and communities. K-12 programs and services enrich students' public-school experience by providing both academic and non-academic supports, from expanded learning opportunities to college readiness and career exploration programs to access to medical and mental health services that address health-related barriers to learning. Approaches that reflect the backgrounds and cultures of student participants are applied in service delivery, in partnership with families and communities.

Strategies contributing to college and career readiness include School-Based Investments, Culturally Specific and Responsive, Opportunity & Access, Wraparound Services, and School Health—all funded by the FEPP Levy. Within these strategies are a variety of investment areas, including Homelessness and Housing Supports, Family Supports, and Sports and Transportation Services (Wraparound Services); Educator Diversity, Culturally Specific Programming, and Mentoring (Culturally Specific and Responsive Investments); and School-Based Health Centers, School Nursing, Oral Health, and Health System Enhancements (School Health). Additional investments contributing to college and career readiness include Black Girls, Young Women, Black Queer, and Transgender Youth programs, financed by the City's General Fund.

### *Supporting Pandemic Recovery for K-12 Students*

Since the onset of the pandemic, these investments have been increasingly focused on addressing long-term academic recovery from the ongoing impact of COVID-19. After 14 months of remote learning, Seattle Public Schools returned to full-time, in-person instruction. Consistent with national trends, Washington State math and English Language Arts (ELA) assessment scores, released each fall, showed most students entered the school year needing additional support to overcome academic and non-academic barriers to meet grade-level standards.

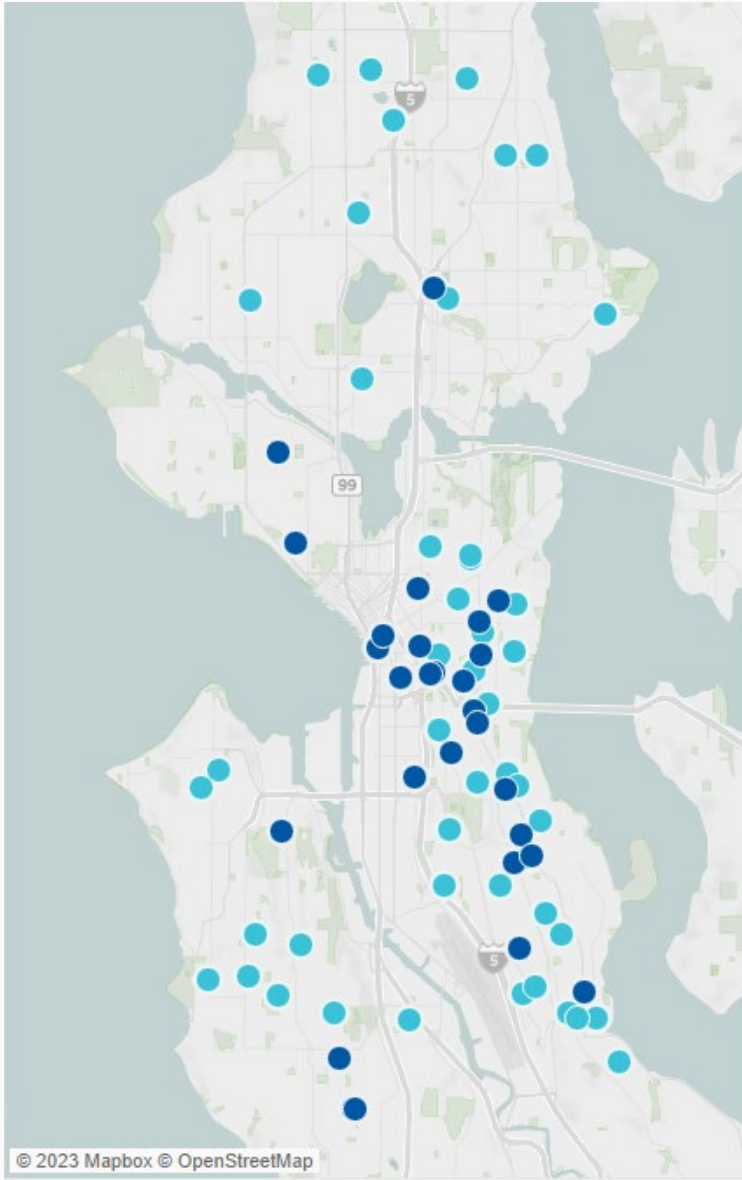
### *School Based Investments*

Sixteen thousand K-12 students were served by School-Based Investments (SBI) during the 2021-22 school year. Eighty percent identified as students of color, with Black and African American students most likely served by more than one DEEL investment. Thirty-six percent were from refugee and immigrant backgrounds, 27% were English Language Learners, and 62% qualified for free and reduced price lunch. DEEL's investments impacted more than 70% of SPS students who were either experiencing homelessness, from immigrant and refugee backgrounds, or enrolled in ELL classes.

This school year represented the second year of the FEPP SBI strategy, maintaining support for 30 Seattle public schools from the prior year—20 Elementary/K-8 schools, five middle schools, and five high schools. SBI schools serve historically underserved student populations and have the greatest opportunity for improving student performance. Schools are empowered to provide intensive, supplemental support in areas such as ELA, mathematics, social-emotional learning, and additional expanded academic experiences to boost on-time promotion to the next grade level and on-time graduation.



## SEATTLE PUBLIC SCHOOLS, SCHOOL HEALTH, AND COMMUNITY PARTNER SITES



● School partner (SBI, SBHCs)

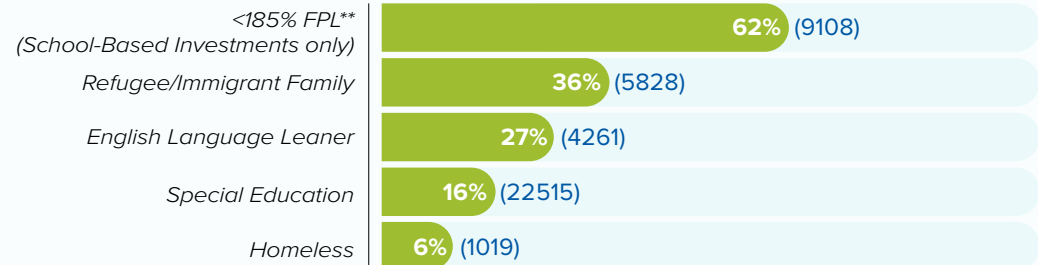
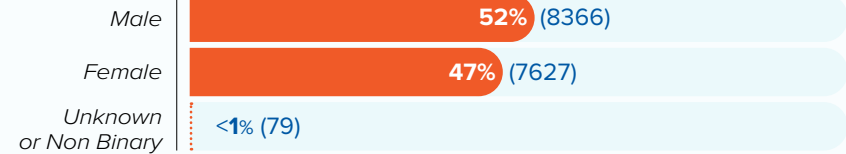
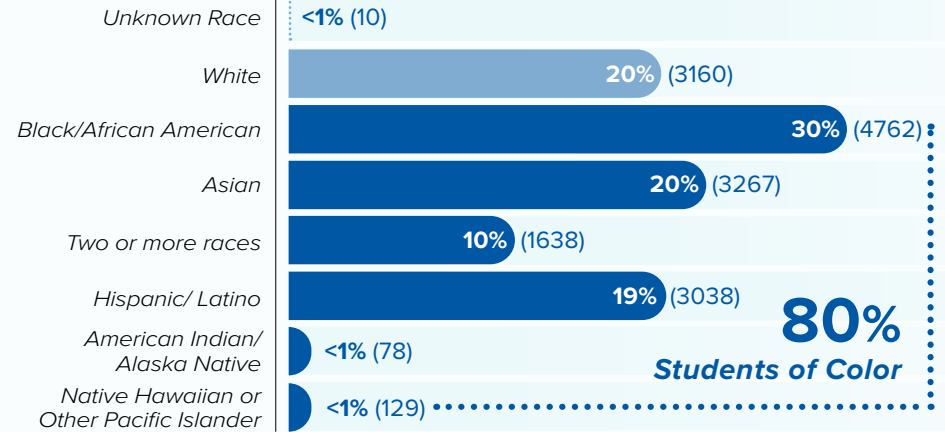
● Community partner

## K-12 SCHOOL & COMMUNITY INVESTMENTS

# WHO DID WE SERVE?

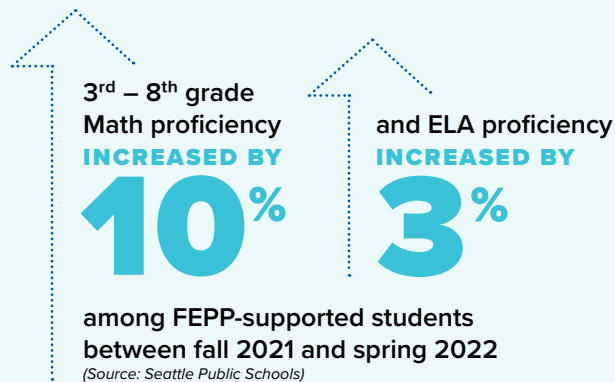
# 16K

**STUDENTS OVERALL**  
THROUGH **30** SCHOOL PARTNERS  
AND **31** COMMUNITY PARTNERS



\*\*Represents only SBI, O&A, Family Supports, school-based culturally specific and responsive mentoring programs, and Summer Learning investments.

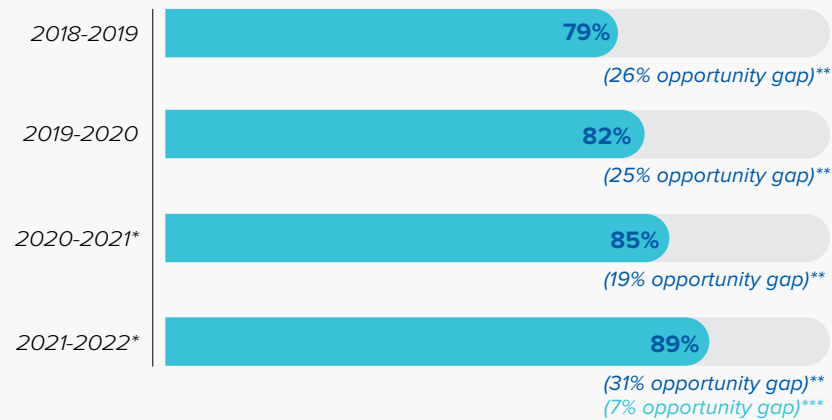
# K-12 SCHOOL AND COMMUNITY FINDINGS



Four-year graduation rates were likely influenced by policy that relaxed SPS graduation requirements in response to COVID-19, consistent with nationwide trends. At baseline, graduation rates for five levy-supported high schools are similar to District graduation rates

**89% vs. 88%  
RESPECTIVELY**

## ON-TIME, FOUR-YEAR GRADUATION RATES for Partner Schools Receiving School-Based Investments



\*The number of schools funded and students served changed between 2019-2020 and 2020-2021 school years due to the transition from Families and Education Levy (FEL) to the FEPP Levy. Percentages reflect data from SBI schools only.

\*\* Race-based opportunity gaps are determined by comparing the rates of the racial group with the lowest outcome with the racial group with the highest outcome.

\*\*\*Data suppresses American Indian/Alaskan Native and Native Hawaiians/other Pacific Islanders, which have small sample sizes of 16 or fewer students. This calculation was determined by comparing the group with the second highest outcome (Asian, 93%, with 336 students) with the second lowest outcome (Hispanic/Latino, 86%, with 166 students).

A comparison of fall 2021 to spring 2022 math and ELA scores showed Seattle students who received SBI interventions experienced academic gains, with a 10% increase in math, and 3% in ELA, reversing a respective 25% and 12% decline from the previous year. Graduation rates increased by 4% among SBI schools, likely influenced by Seattle Public Schools policy—consistent with nationwide trends—that relaxed graduation requirements in response to COVID-19. Under state guidelines from the Office of the Superintendent of Public Instruction, Seattle schools were permitted to waive some requirements needed for graduation for students most impacted by COVID-19. [See graduation results by racial demographic on page 29.](#)

With all student populations considered, the race-based four-year graduation gap—which measures the difference between the highest and lowest performing demographic groups—increased by 12 points. However, the two student populations at the high and low end of the gap comparison—Native Hawaiian or other Pacific Islander and American Indian/Alaska Native—have a significantly smaller sample size than other groups, with 10 and 16 students, respectively. This small sample size—where the experience of six or fewer students can have a drastic effect on group results—had a significant effect on population-level results

for this year's four-year graduation rates. When considering all other student groups minus the two smallest, the opportunity gap shrinks to only 7%, a 12-point closure from the previous year.

Mercer Middle School utilized SBI funding provide staff with professional development in partnership with University of Washington's Family Leadership Design Collaborative to build family partnership structures to support student achievement in math. Staff worked closely with families to develop new programs for the 2022-2023 school year including student-led math carnivals, and focus groups aimed to equip families with strategies they can use at home to help students improve math scores.

DEEL also oversees the Upward Bound (UB) program, funded by federal TRIO grants, serving 9th, 10th and 11th grade students at Rainier Beach and Garfield High Schools. UB is a national program focused on preparing lower-income and first-generation students for college by supporting academic achievement through tutoring and mentoring, career exploration, and helping students navigate the college application process.



## PARTNER SPOTLIGHT

# TONJA DAVIS

*Student & Family Advocate,  
Mercer Middle School*

INVESTMENT STRATEGY:

*School Based Investments (SBI)*



“Parents and caregivers are our student’s first teachers. When they participate in the learning process, our students have a more equitable and successful learning experience. Funding for family co-design and engagement ensures we can continue building staff and caregiver capacity in support of student achievement.”





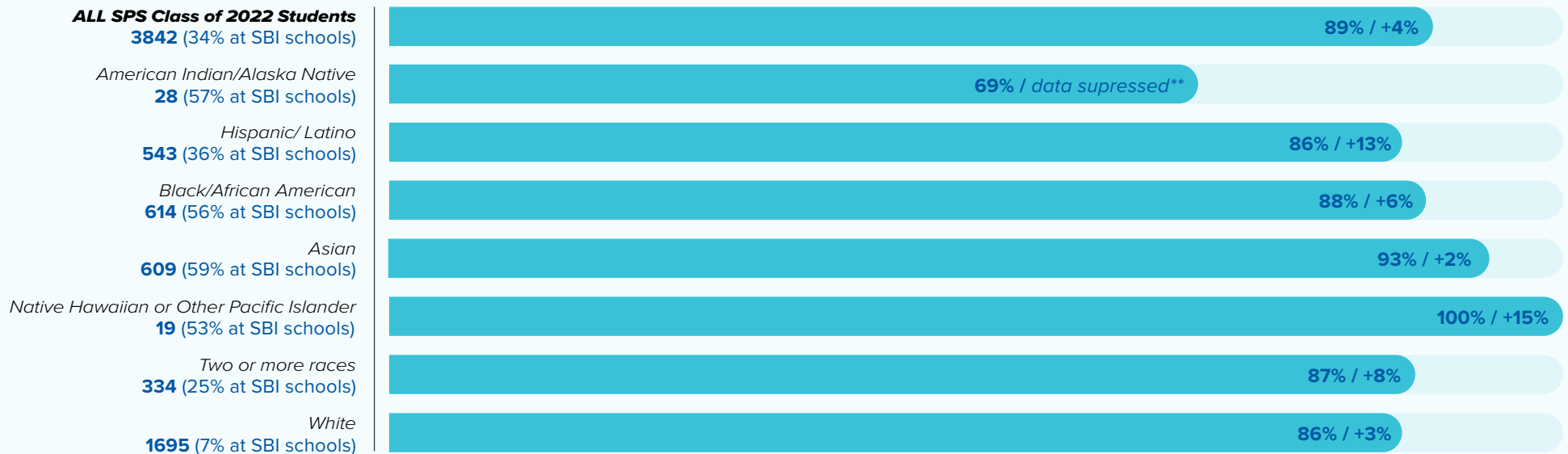
Courtesy of Rainier Beach High School

Peter Harris III / Shotz by Stoli

## 4-YEAR GRADUATION OPPORTUNITY GAPS *School-Based investments, Class of 2022\**

Graduation rates for high school seniors at levy-supported schools, broken down by race/ethnicity. Percentage changes over FEPP Year 2 results are indicated with +/- below.

● Levy-funded School\* % Graduating On-Time



\*Chief Sealth International, Cleveland STEM, Franklin, Interagency, and Rainier Beach

\*\*Fewer than 10 students who identified as American Indian/Alaska Native were served at SBI schools. Their results have been excluded from view due to privacy and reliability concerns.

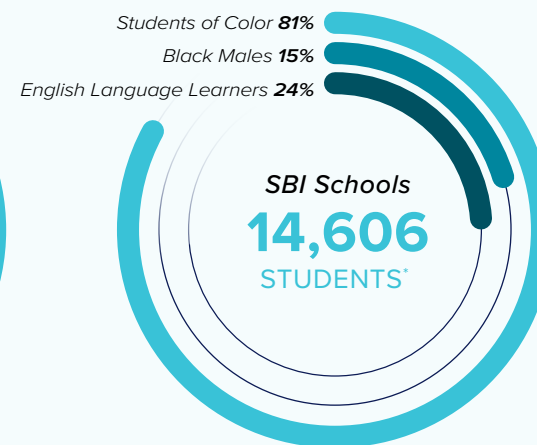
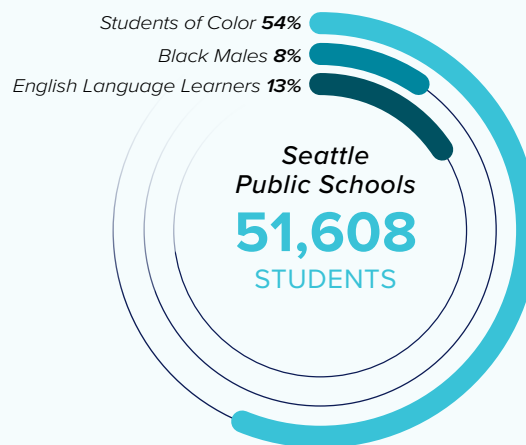
### Wraparound Services

Wraparound service investments are intended to help reduce and prevent non-academic and socio-economic barriers to student learning, covering three service areas: family support, homelessness and housing support, and sports and transportation support. Wraparound services impact a student's ability to be successful in the classroom by connecting students and families to essential resources including meeting basic needs. The return of SPS districtwide athletics and sporting events marked the first year of DEEL's sports and transportation investments. Schools were challenged to safely provide sports and transportation services in alignment with COVID-19 protocols while impacted by a bus driver workforce shortage. DEEL funded stipends for middle school sports coaches, and transportation to get students to and from expanded learning programs, mentorship opportunities, and enrichment activities at community centers provided by Seattle Public Schools and Seattle Parks and Recreation.

Family Support Services (FSS) remained a critical resource for helping students and families by providing financial resources and supplies for basic needs. Services continued at a high volume, serving 722 students and their families with rent and utility assistance, clothing distribution, technology and internet connectivity access, food, and case management. FSS workers were concentrated according to student need at 15 elementary schools, Rainier Beach High School, and SPS's Native American Program. Still, they furthered their reach by leveraging DEEL's investments in Alliance for Education's Right Now Needs Fund to expand access to housing resources and basic needs supplies throughout the school district.

Due to the financial pressures families faced during the pandemic, rent and utility assistance were in high demand and more so following the end of the eviction moratorium in March 2022 and the utility shut-off moratorium in April 2022. According to the Seattle Public Schools' FSS office, living situations changed for some students as they moved in with extended relatives or were placed in foster care. FSS workers helped coordinate transportation for foster youth that allowed them to remain in their school community of origin to lessen the burden of their transition, regardless of foster placement location. Through DEEL's investments, the YWCA also provided housing assistance and resources to 57 families experiencing homelessness or housing instability.

## SBI SCHOOLS WITHIN SEATTLE PUBLIC SCHOOLS



LEVY PARTNER (SBI) SCHOOLS ENROLL **55% OF ALL BLACK MALES**  
WHO ATTEND SPS SCHOOLS

Source: Seattle Public Schools





PARTNER SPOTLIGHT

## SHANA BECKWITH

Executive Director of Education,  
STEM Paths Innovation Network

INVESTMENT STRATEGY:  
Opportunity & Access (O&A)



“SPIN introduces girls of color to careers that will change our STEM industry landscape and improve life outcomes for themselves and their communities. We help them develop confidence in their STEM skills while building a support system of other girls and women that will follow them through high school and into their post-secondary experiences.”



Photos by Tim Durkan / Seattle IT



### ***K-12 Community Partnerships***

Expanded learning and college and career exploration programs occurring outside of school are included within DEEL's college and career readiness investments through community partnerships. DEEL-funded Summer Learning Enhancements supported students' ongoing recovery from the academic and social-emotional impacts of remote instruction through a Request for Investment (RFI) process. Eighteen community-based organizations received grants totaling \$1 million to provide nearly 1,500 students with academic, health and wellness, enrichment, and college and career programs. Organizations provided in-person programming, with COVID-19 contingency plans on file in case a surge of infections required a shift to virtual service delivery. Among 1,059 student survey responses to a climate survey that followed program participation, 83% reported feeling more prepared for school, and 85% reported growth in social-emotional skills like self-awareness, confidence, and self-advocacy.

Fourteen community-based Opportunity and Access (O&A) partners served 1,093 students. Of that total, 966 students participated in expanded learning opportunities, and 540 students participated in college and career exploration, with some overlap. Of 662 students reporting racial identity, 93% identified as students of color. O&A partners accommodated student need with programs available in-person and virtually and delivering program supplies and care kits for home use. O&A programs and activities are offered during and outside of school, including summer.

### ***Culturally Specific and Responsive Programs***

The department's Culturally Specific and Responsive (CSR) investments are a multipronged strategy comprised of mentoring, educator diversity, and culturally specific programs to support college and career readiness for underserved students of color, with an explicit commitment to young Black men and boys. DEEL's commitment to improving educational outcomes for Black youth was informed by a 2018 community advisory board, which preceded the FEPP levy and aligns with Seattle Public Schools' strategy for Black male achievement. The CSR strategy intends to increase school attendance and on-time graduation, improve academic performance, reduce the occurrence of disciplinary action, and increase enrollment in postsecondary pathways. School- and community-based CSR programs deliver instruction that encourages youth to strive towards their fullest potential using

an intersectional understanding of student identity and diversity while engaging families to support student success.

Mentorship is a key investment area promoting academic success for students of color across DEEL's CSR investments. According to the Regional Educational Laboratory Northeast and Islands, strong relationships with adults and peers sharing similar life experiences can impact academic outcomes, resiliency, and long-term wellbeing for Black boys and teens. Academy for Creating Excellence's (ACE Academy) FAME program connects ninth and 11th grade Black male teens with adult mentors to help build social and emotional skills, develop positive health and wellness habits, engage in STEM learning, and plan for college and careers. ACE FAME served 30 students in 2021-2022.

Kingmakers of Seattle is a school-based education and mentorship program provided in partnership with the Seattle Public Schools' Office of African American Male Achievement. Middle and high school participants take a Black studies course and receive guidance and leadership development from Black male mentors. In 2021-2022, Kingmakers expanded to Cleveland STEM and Franklin high schools, bringing the number of participating schools to six. The expansion provided program continuity for students transitioning from middle to high school, and strengthened supports for high school boys on their path to college and careers. Kingmakers served more than 200 students in the 2021-22 school year.

Project M.I.S.T.E.R. (Male Involvement & Service to Encourage Responsibility) is another culturally specific and responsive school-based mentorship program for Black boys/teens available at Garfield, Franklin, Cleveland STEM, and Rainier Beach high schools. The program teaches how to set and achieve goals, manage finances, and plan for college and careers. Project M.I.S.T.E.R. served 80 students in 2021-2022.

During this school year, DEEL expanded the CSR program strategy to increase mentorship, dedicated safe spaces, and mental wellness programs specifically designed for Black girls, young women, Black queer, and transgender youth. Five community-based organizations served 249 girls and queer youth with activities focused on cultural empowerment, creative self-expression, social justice, and community building. Young Women Empowered's Black Girls Matter Mentorship Program

### **College and Career Readiness**

## **DEFINITIONS**

DEEL elevates **culturally responsive** approaches to child and student learning across all strategies from prenatal to postsecondary that encourage respectful learning and relationship building opportunities between people with shared and different cultures. Examples of culturally responsive teaching practices include incorporating multicultural content, recognizing student and family linguistic and cultural contributions, and contextualizing learning for diverse student groups.

Within the K-12 body of work, a **Culturally Specific and Responsive** (CSR) strategy is defined as programming that includes curricula, instruction, and learning environments that center and affirm a specific race, ethnicity, culture, language, or gender of students served by the investment with the aim of improving educational outcomes for that student population.

**Social-Emotional Learning** refers to experiences in which students acquire knowledge, skills, and attitudes to develop healthy identities, manage emotions, and achieve goals, feel and show empathy for others, build relationships, and make caring and age-appropriate decisions.



provided monthly individual and group mentorship circles, self-portrait activities promoting self-love and confidence, and a tulip festival trip celebrating Black joy and community. Upon program completion, 100% of youth survey respondents reported a stronger sense of identity as Black women or nonbinary persons and closer connections to a welcoming and affirming Black community. DEEL's CSR mentorship investments supported approximately 559 students in 2021-2022.

Studies show investments supporting a diverse community of educators entering and remaining in the field lead to improved test scores, higher enrollment in advanced-level coursework, increased graduation rates, and college matriculation for students of color. According to data from the Washington State Office of Superintendent of Public Instruction, 833 (22%) SPS classroom teachers and 27,929 (54%) students identified as people of color

in the 2021-2022 school year. DEEL supports partners working to address this imbalance, including ACE Academy's Black Educator Café program, which provides a professional learning community for educators in training to address the need for more cultural representation amongst educators.

In partnership with SPS, DEEL invests in tuition assistance, culturally responsive mentorship, and teacher preparation and certification programs, including Academy for Rising Educators, Classified to Certificated Program, Seattle Teacher Residency certification pathways, and My Brother's Teacher in partnership with University of Washington. Scholarships are also available to Seattle Preschool Program teachers to help them complete the requirement for a Bachelor's Degree in Early Learning. Throughout the 2021-2022 school year, 135 educators participated in DEEL-funded educator diversity investments.

## DEEL-Funded Educator Preparation and Certification Pathways

**Seattle Preschool Program Scholars** provides preschool teachers with scholarships toward a Bachelor's in Early Learning to retain experienced teachers by helping them meet the B.A. requirement of the SPP program.

**Academy for Rising Educators (ARE)** provides career advancement opportunities to increase educators of color supporting student achievement at SPS. The program is offered in partnership with SPS, Seattle Central College, and four-year higher learning institutions.

**ACE Academy Black Educator Café** provides Black educators with career advancement and support through safe learning spaces, and hands-on classroom development training, mentoring, and family engagement.

**Classified to Certificated Program (C2C)** is one of SPS's original pathway programs that recruits classified educators and individuals who have already earned an associate degree or bachelor's degree outside of education to become certificated classroom teachers.

**Seattle Teacher Residency (STR)** is a master in teaching program completed through the University of Washington. Graduates of the program commit to teaching in a Title I school in Seattle Public Schools for five years following their residency year.

**My Brother's Teacher (MBT)** recruits high school African American males of color to become early learning educators through a fellowship and internships in Seattle Preschool Program classrooms. MBT Fellows may choose to enter the ARE program or choose another education route towards becoming a certificated teacher.



## PARTNER SPOTLIGHT

# ALEX RANKIN

*South Shore K-8 Educator; ACE Academy Summer Program Instructor and Black Educator Café Participant*

### INVESTMENT STRATEGY:

*Culturally Specific and Responsive (CSR) Investments*



“ACE Academy inspired me to pursue my teaching certificate by opening my eyes to the impact I can have on students who look like me. ACE convenes Black educators that I can learn from to be the best educator I can, and help cultivate confidence and self-awareness of my students.”





## SCHOOL HEALTH INVESTMENTS INVESTMENTS

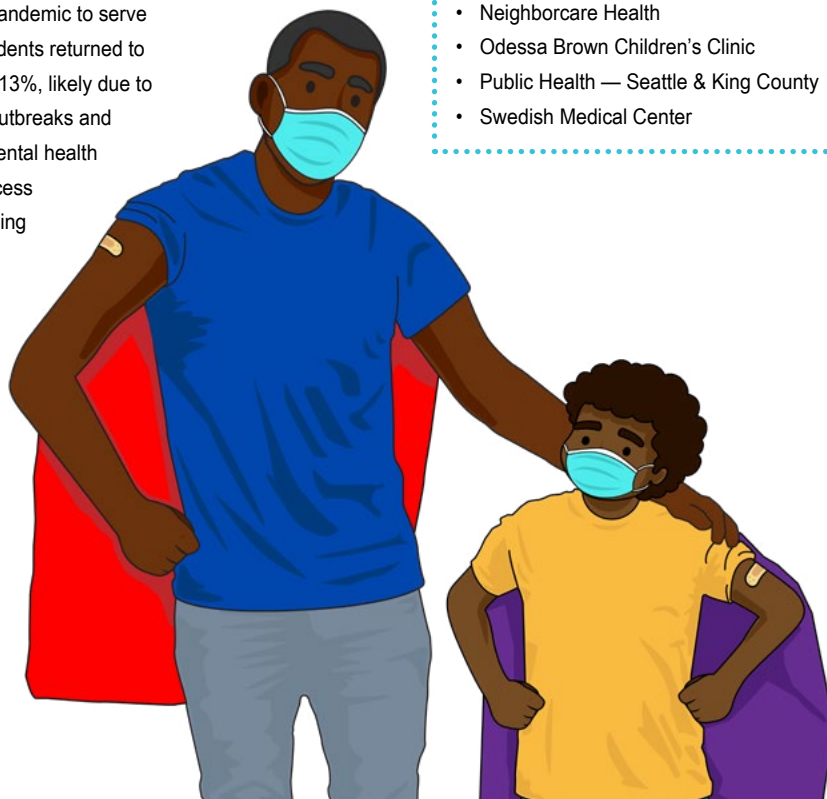
**\$13.4M**

8% of DEEL's 2022  
Planned Spending

### School Health

In partnership with Public Health — Seattle & King County and Seattle Public Schools (SPS), DEEL provides funding for comprehensive medical and mental health services in 29 School-Based Health Centers (SBHCs), and school nurses to promote school attendance and academic achievement for K-12 students. Seven community health providers offer services that are available to all SPS students regardless of SBHC site location. Services include preventative care and immunizations, comprehensive primary care, oral and mental health services, and age-appropriate reproductive health care.

SBHCs remained open throughout the pandemic to serve students despite school closures. As students returned to in-person learning, attendance rates fell 13%, likely due to pandemic-related challenges including outbreaks and worsening mental health. Demand for mental health care soared and providers increased access to group sessions and individual counseling to reduce barriers to behavioral health services and reach as many students as possible. Web- and phone-based telehealth services remained available to students by request and pandemic-deferred health services resumed including sports physicals, routine immunizations, and reproductive health care. In the 2021-2022 school year, school-based health clinics served nearly 18,000 students, surpassing pre-pandemic service levels.



Seattle Public Schools and Public Health — Seattle & King County coordinated districtwide COVID-19 vaccine clinics to provide education and vaccinations. DEEL supported this effort with in-language flyers that centered BIPOC youth aged 5-11, for participating SBHCs. In addition, DEEL designed and distributed more than 8,000 COVID-19 vaccine comic books. "Handbook for Health Heroes: Answers to Your Family's Questions About COVID-19 Vaccines for Kids" was available in English, French, Somali (pictured below), Spanish, and Vietnamese. DEEL also promoted vaccine clinics hosted at levy partner schools. According to the Centers for Disease Control and Prevention Morbidity and Mortality Weekly Report (MMWR), these efforts helped increase COVID-19 vaccination uptake among SPS students ages 5-18 from 57% to 80% between December 2021 and June 2022. Clinics were culturally responsive, providing multilingual information to students and families.

#### SBHC PARTNERS

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





## POSTSECONDARY ACCESS & COMPLETION

### TARGET RESULT

*All Seattle students achieve a  
postsecondary degree, certificate,  
or credential by age 26.*



# POSTSECONDARY ACCESS AND COMPLETION

## POSTSECONDARY ACCESS & COMPLETION INVESTMENTS

**\$19.3M** 12% of DEEL's 2022  
Planned Spending



## Postsecondary DEFINITIONS

DEEL's Seattle Promise Process Evaluation report provided insights into scholar motivations for applying to the Seattle Promise program, with the following top themes emerging:

**Persistence** refers to a student's continued enrollment or program completion through to degree completion.

**Retention** refers to scholars remaining in the Seattle Promise program.

**Completion** refers to the attainment of a certificate, associate degree, or transfer to a 4-year university.

Seattle Promise is a universal-access college success and tuition program, that is distinct nationally in its intentional design to close opportunity gaps in education for students furthest from educational justice. Seattle Promise was created in 2017 to bridge a gap between students and the skills required to earn high-paying, local jobs. This gap persists today, with only about 50% of Washington's high school class of 2021 applying to two- and four-year institutions within a year of graduation. Fewer still persist toward completion by age 26, according to an analysis by Washington Student Achievement Council. With our K-12 school and college partners, early data shows promising trends with newly implemented strategies to address persistence and completion.

The program, administered by Seattle Colleges in partnership with the City of Seattle and Seattle Public Schools (SPS), prepares students for participation in our region's vibrant workforce and economy through certificate, credential, degree attainment, or transfer to a four-year institution. Outreach Specialists guide all public high school students through financial aid application processes, regardless of their decision to pursue Seattle Promise, or attend another higher education institution. Seattle Promise supports students through their first 90 credits at the Seattle Colleges without taking on insurmountable college debt.

Seattle public school graduates are eligible for the program regardless of grade point average (GPA), income, ability, or citizenship status. The program has three core components: college preparation and persistence supports, a "last-dollar" tuition scholarship that covers tuition costs after applying all other public funding or grants, and quarterly equity scholarships for students with the greatest financial need. The equity scholarship provides flexible funding that students can use to pay for non-tuition related expenses such as books, fees, child care, food, housing, transportation, or other expenses.

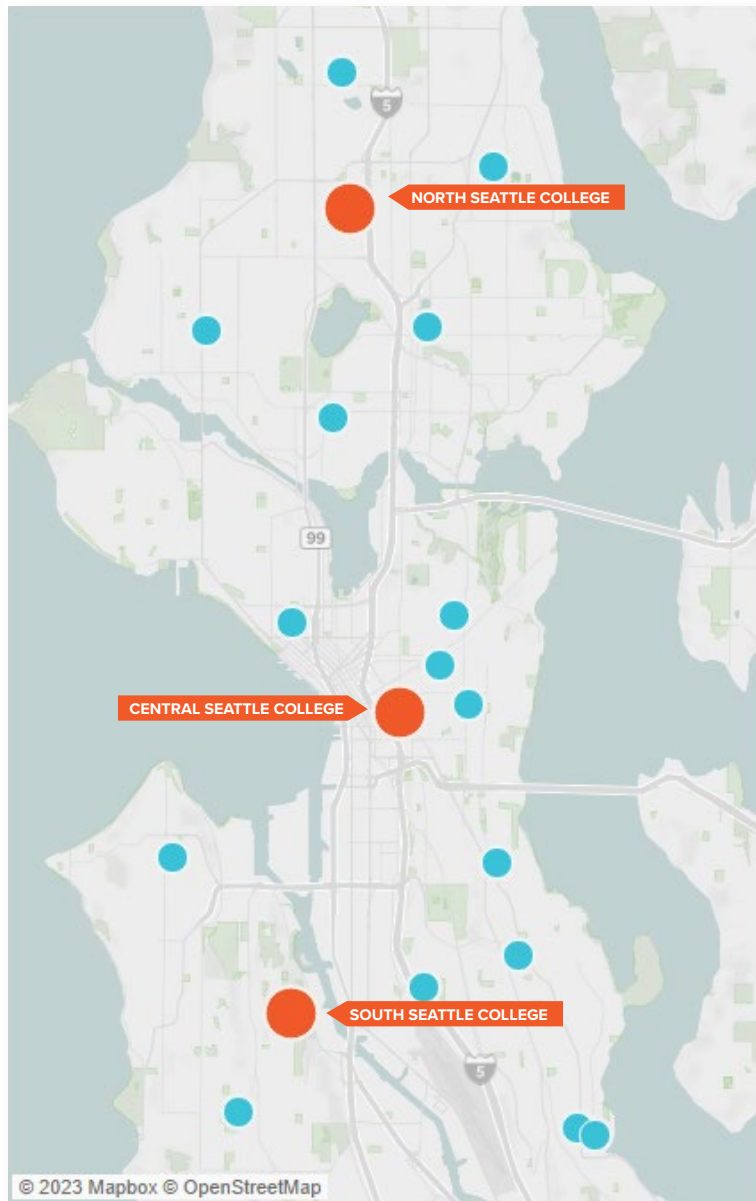
As SPS in-person learning resumed, Seattle Promise Outreach Specialists returned to high school campuses to expand student experiences to include college and career paths aligned with their interests, and advise juniors and seniors on successful transition strategies to move from high school to Promise. Promise scholars receive persistence supports and are eligible for tuition and equity scholarships based on financial need, upon program enrollment.

According to Columbia University's Community College Research Center, Washington State community college enrollment has declined 20% since the start of the pandemic, including an eight percent decline in 2021-2022. Despite the downward trend, Seattle Promise enrollment continued to rise. Enrollment increased by 277 in the 2021-2022 school year to serve a record 1,114 students at the three Seattle Colleges campuses (North, Central, and South). DEEL implemented policy changes in the fall of 2020 that remained in effect, which extended enrollment eligibility to a third year and allowed scholars to enroll part-time or defer enrollment if needed due to pandemic-related challenges.

For the second consecutive year, the incoming cohort matriculated from all 17 SPS high schools into a mostly virtual learning environment at Seattle Colleges. Seven hundred eight high school graduates started their first year at Seattle Colleges, representing about 20% of the SPS 2021 graduating class. Three hundred sixty-six Promise scholars continued into their second year, and 40 scholars entered their third year using newly implemented program enhancements. The majority of the program's scholars are students of color (69% students of color in the 2021 cohort vs 67% in the 2020 cohort). Nearly one-third of the 2021 cohort reported being a first-generation college student with neither parent or guardian having completed a bachelor's degree.



## SCHOOL SITES SERVED BY SEATTLE PROMISE



● Seattle Colleges campuses ● Graduating high school

## POSTSECONDARY ENROLLMENT & COMPLETION

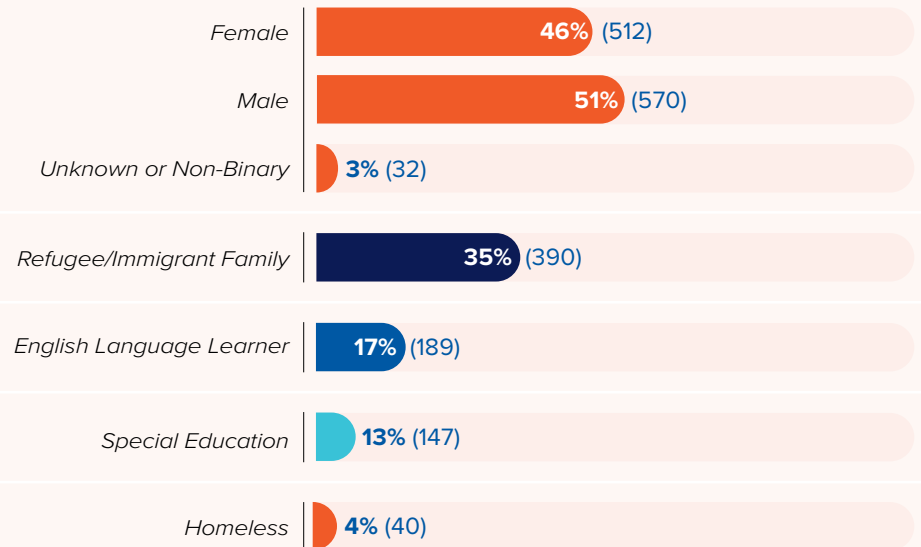
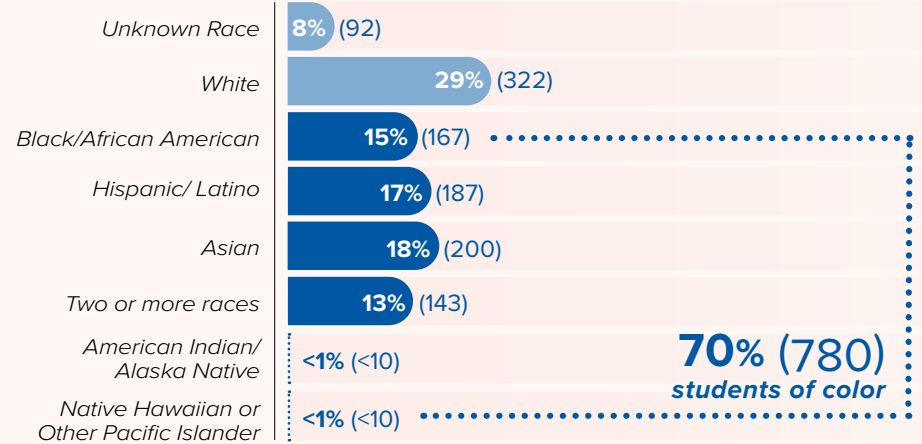
# WHO DID WE SERVE?

# 1,114

**SCHOLARS**

FROM 17 HIGH SCHOOLS

AT 3 SEATTLE COLLEGES CAMPUSES



STUDENT SPOTLIGHT

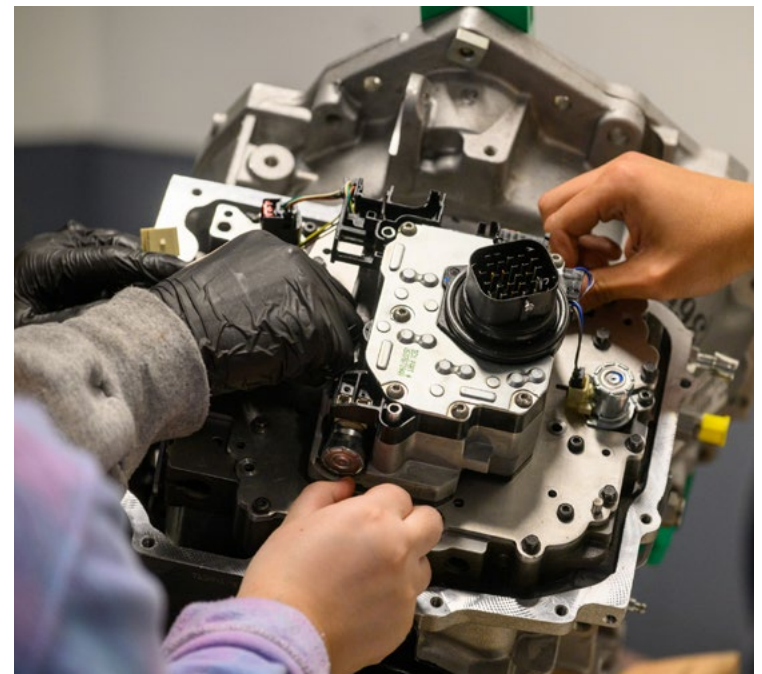
# JUAN HERNANDEZ

Seattle Promise Career and  
Technical Education Scholar

INVESTMENT STRATEGY:  
Seattle Promise



*“With online classes, I didn’t get the full college experience. I had a lot of questions since it was my first year of college, but my Retention Specialist helped answer them. If it weren’t for Seattle Promise, I might not be able to go to college. Now I’m on track to become a transmission mechanic.”*



Photos by Tim Durkan / Seattle IT



Seattle Promise persistence and completion rates rebounded slightly since the 2020-2021 school year despite pandemic-related impacts on Seattle students and communities of color. Although Promise reports a 30% three-year completion rate in alignment with the national average, race-based opportunity gaps persist in the program. Black and Latino scholars experienced lower 2-year retention and 3-year completion rates than their white and Asian peers. Equity enhancements were informed by students, staff, and community members, and implemented to address this trend.

### **Implementation of Equity Enhancements**

DEEL sponsored legislation authorizing a suite of equity enhancements that was approved by the Seattle City Council in fall 2020 and were implemented fall 2021 using \$10.7 million in federal Coronavirus Local Fiscal Recovery (CLFR) and FEPP funds to increase Seattle Promise enrollment, persistence, and transfer pathways for students furthest from educational justice through 2023 as part of the City's COVID-19 recovery plan. Equity enhancements were designed in alignment with recommendations from the December 2020 Seattle Promise Racial Equity Toolkit (RET) and student feedback from the 2020-21 Seattle Promise Persistence and Advising Process Evaluation, which revealed a need to invest in gap-closing strategies to support students furthest from educational justice. Students emphasized the need for greater financial assistance, more time to complete the program, flexible enrollment options, and additional support to transfer to 4-year universities. Enhancements included:

- More flexible part-time, deferment, and program re-entry policies.
- Up to one additional year to complete certificates, credentials, or degrees for students whose progress was impacted by COVID or other challenges.
- Expanded Equity Scholarship criteria and increased maximum award from \$500 to \$1,000 per quarter.
- Personalized and differentiated staffing supports reflective of student needs.
- Path to UW, a new transfer pathway supporting 4-year degree attainment at University of Washington.
- Washington State Opportunity Scholarship, a new partnership providing additional financial assistance and career-launching support services for students pursuing high-demand STEM, Career & Technical Education, and health care majors.

Seattle Promise is primarily funded by the FEPP Levy, with \$19.3M in planned spending for the 2021-2022 year. Funding for the enhancements is primarily weighted toward flexible scholarships and student advising support. In November 2022, Mayor Harrell's approved budget sustained equity enhancements through 2025.

With only one year of implementation data, more time is needed to understand how equity enhancements will support persistence and completion outcomes for scholars. Evaluations that began in 2022 will assess true impacts and identify program areas that need further refining. However, early data suggests enhancements positively impacted students in 2021-2022, with scholars of color representing 95% of equity scholarship recipients—a 24% increase from the prior year.

Seattle Promise eligibility was expanded to allow applicants from three public charter schools in January 2022, to further DEEL's commitment to eliminating educational disparities. Rainier Valley Leadership Academy (RVLA) and Summit Atlas and Sierra (Summit) public schools, where more than 70% of the senior classes identified as Black, Indigenous, and students of color and 47% come from low-income backgrounds, were allowed to apply for the program. The 2022-2023 school year will include the first charter school graduates as part of a Seattle Promise cohort.

### **Services provided by Retention Specialists include:**

**Eligibility and enrollment support** including help registering for classes, academic planning, supporting financial aid processes, and general help completing eligibility requirements.

**Transfer and career support** including transfer and career planning and connections to employment opportunities, including referrals to the Path to UW program.

**General resources supporting student success**, including college transition advice, time management, developing effective study skills, where to go for help, and healthy ways to manage stress.







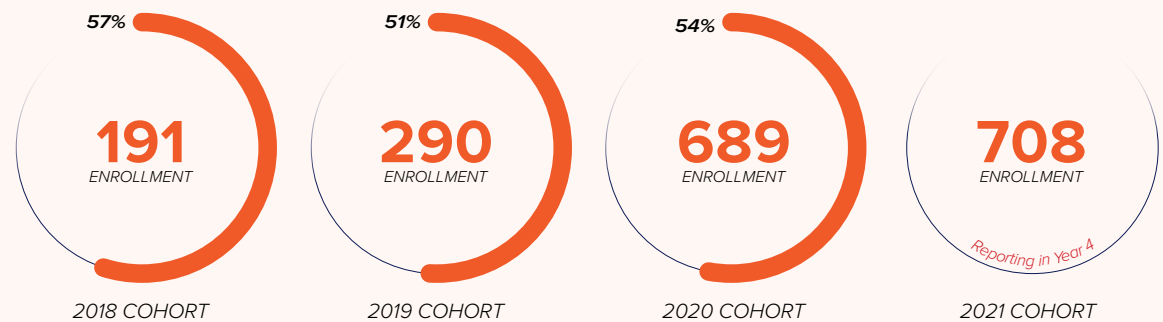
Photo courtesy of Seattle Colleges

## RACIAL EQUITY FINDINGS

While Washington State community college enrollment declined 20% since the start of the pandemic\*, **SEATTLE PROMISE ENROLLMENT CONTINUED TO RISE AND SERVE A MAJORITY OF STUDENTS OF COLOR.**

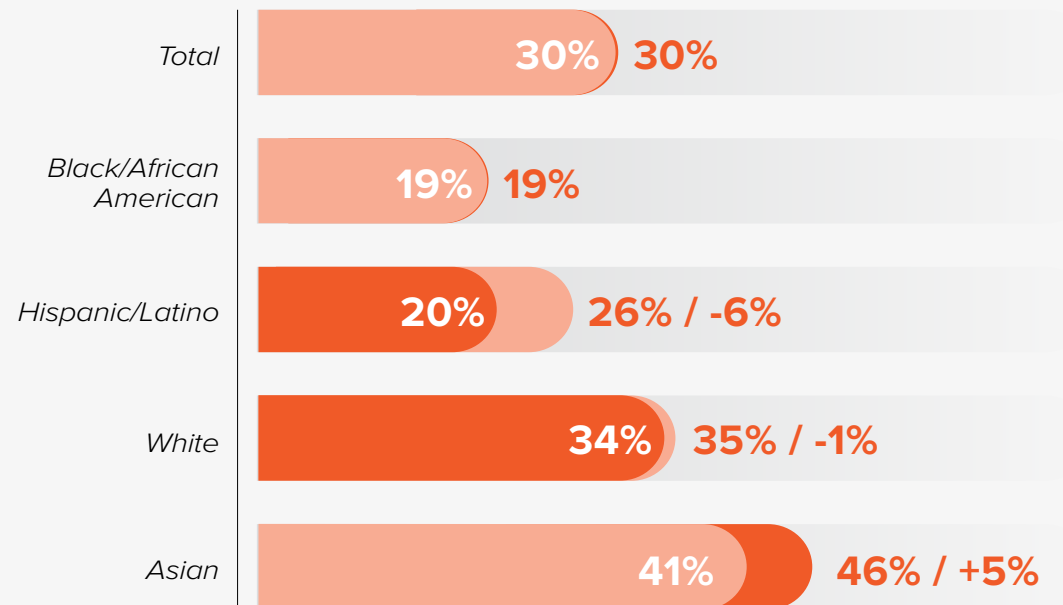
\*Data source: Columbia University Community College Research Center.

## SEATTLE PROMISE COHORT SIZE AND PERSISTENCE RATES TO FALL OF THEIR 2ND YEAR



## SEATTLE PROMISE 3-YEAR COMPLETION RATES 2019 COHORT\*\*

● National 3-year completion rate\* ● Seattle Promise 3-year completion rate



\*Data source: National Center for Education Statistics, students entering public 2-year postsecondary institutions in 2016

\*\*Fewer than 10 students who identified as American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, or Two or More Races from the 2018 Cohort completed their certificate, credential, or degree within the Seattle Promise program. Their results have been data suppressed from view due to privacy and reliability concerns.

Photos by Tim Durkan / Seattle IT



## PARTNER SPOTLIGHT

# KÁREN CALLES

*Seattle Promise Retention Specialist,  
Seattle Colleges*

INVESTMENT STRATEGY:

*Seattle Promise*

*College can be challenging, and at times seem unrealistic, however, Seattle Promise bridges that gap by supporting students furthest from educational justice to go to college. Retention specialists dedicate their time and expertise helping students navigate opportunities, options, and planning towards their academic and career goals.”*







## **BUDGET SUMMARY & PARTNERSHIPS**





# 2022 BUDGET SUMMARY\*

## BY INVESTMENTS AND STRATEGIES

	Revised Budget**	Planned Spending***	Balance	% Committed
<i>Early Learning</i>				
 <b>CHILD CARE ACCESS</b>	<b>\$12,754,532</b>	<b>\$11,454,563</b>	<b>\$1,299,969</b>	<b>90%</b>
Child Care Assistance Program	\$10,346,207	\$9,046,238	\$1,299,969	87%
Child Care Workforce Investments	\$2,408,325	\$2,408,325	\$0	100%
 <b>KINDERGARTEN READINESS</b>	<b>\$70,031,333</b>	<b>\$66,771,242</b>	<b>\$3,260,092</b>	<b>95%</b>
ECEAP	\$5,972,218	\$5,818,741	\$153,476	97%
Health & Development	\$5,153,827	\$5,151,681	\$2,145	100%
Home Visiting	\$5,712,522	\$5,584,562	\$127,960	98%
Prenatal-3 Community Grants	\$3,013,000	\$2,988,876	\$24,124	99%
Seattle Preschool Program	\$50,179,766	\$47,227,381	\$2,952,385	94%
<i>Postsecondary Access &amp; Completion</i>				
 <b>COLLEGE AND CAREER READINESS</b>	<b>\$61,667,807</b>	<b>\$60,790,192</b>	<b>\$877,615</b>	<b>99%</b>
Culturally Specific and Responsive	\$9,134,966	\$9,087,953	\$47,013	99%
Extended Learning Opportunities	\$1,936,587	\$1,919,001	\$17,586	99%
School Health	\$13,545,413	\$13,358,386	\$187,027	99%
Opportunities and Access	\$2,664,567	\$2,657,161	\$7,406	100%
School Based Investments	\$26,558,958	\$26,212,639	\$346,319	99%
Upward Bound Grant	\$812,591	\$806,581	\$6,010	99%
Wraparound Support	\$7,014,725	\$6,748,470	\$266,254	96%
 <b>POSTSECONDARY</b>	<b>\$19,372,200</b>	<b>\$19,320,465</b>	<b>\$51,735</b>	<b>100%</b>
Seattle Promise	\$19,372,200	\$19,320,465	\$51,735	100%
<b>DEEL ADMINISTRATION****</b>	<b>\$7,973,109</b>	<b>\$7,731,635</b>	<b>\$241,474</b>	<b>97%</b>
<b>TOTAL</b>	<b>\$171,798,981</b>	<b>\$166,068,096</b>	<b>\$5,730,884</b>	<b>97%</b>

\*This financial report includes financial data for fiscal year 2022 (January-December 2022). DEEL's programming, however, is primarily school-year based (July-June). As such, full alignment between program and financial data is not possible.

\*\*Revised budget includes adopted budget plus mid-year adjustments (excluding excess fund balances from old levies).

\*\*\*Planned Spending includes year-to-date actual expenditures, open purchase orders, and other commitments.

\*\*\*\*DEEL Administration includes DEEL leadership and central administration costs, including City of Seattle rates for occupancy, human resources, and IT services.

# PARTNERSHIPS IN EDUCATION

This report spotlights several community partnerships—among many—that play an integral role in increasing access to equitable educational opportunities, high-quality learning environments, and supports for students and families historically underserved in education. DEEL is proud to invest in community organizations supporting youth and families with culturally responsive learning opportunities that complement public school experiences and prepare young people for college and careers.

In addition to the vast number of community partnerships, DEEL also recognizes the invaluable support of government agencies and educational institutions that serve as the primary provider of K-12 educational services. The City's local education dollars are used to equitably supplement and expand access to K-12 school programs and services that support student success.

DEEL monitors investment performance using a results-based accountability framework to track progress toward advancing educational equity, closing opportunity gaps, and building a better future for Seattle students. Within this framework, DEEL measures how the department contributes to the

wellbeing of all Seattle children, youth, and families in partnership with community organizations, educational institutions, and other government agencies.

The institutional partnerships below are integral to DEEL's investments across the prenatal to postsecondary education continuum, spanning child and student health supports, our mixed-delivery universal preschool programming, expanded K-12 academic opportunities, and pathways to college and careers through the Seattle Promise program. Without these partnerships, our impact on the wellbeing and educational outcomes of Seattle children, youth, and families at the population level would be significantly limited.

- King County Government
- Public Health — Seattle & King County
- Seattle Colleges
- Seattle Public Schools
- Seattle University
- University of Washington
- Washington Department of Children, Youth & Families
- Washington State Opportunity Scholarship

*A complete list of DEEL's community and institutional partnerships in 2022 follows. We are thankful to all for their partnership.*

1st Start Learning Family Home Center	Ayan Family Child Care	Causey's Learning Center	Creative Kids Learning Center	Firststep Child Care Learning Center
501 Commons	B.F. Day Elementary	Cedar Park Elementary	Dalisha Cheree Phillips	Franklin High School
A Line in the Sand	BRAVE	Center for Linguistic & Cultural Democracy	David T. Denny International Middle School	Friends of the Children Seattle
A Mother's Touch Daycare	Bailey Gatzert Elementary	Chief Sealth International High School	Dearborn Park Int'l School	Garfield High School
A4 Apple Learning Center	Ballard High School	Child Learning and Care Center - UCUC	Delridge Neighborhood Development Assn	Giddens School
ABC Academy of Diversity LLC	Barakat Home Day Care	Children's Center	Denise Louie Education Center	Girls on the Run Puget Sound
ACE Academy	Beacon Hill International Elementary	Children's Home Society of WA	Discovery Child Care & Preschool	Gloria Scott
Aaliyah Family Learning Program LLC	Beginnings Child Care Center	Chinese Information and Service Center	Dunlap Elementary	Green Lake Preschool & Childcare Center
Adam Home Day Care	Blazing Trails Childcare	Circlestone LLC	Early Learning & Development Center	Green Lake School-Age Care Program
Ages in Stages Childcare	Boren STEM K-8	City Year Inc	East African Community Services	Green Tree Early Childhood Center
Aisha Family Childcare	Boru Family Child Care	Cleveland STEM High School	Ebla Family Childcare	Growing Hearts Childcare
Aki Kurose Middle School	Boys & Girls Clubs Of King County	Collaboration Station	Eckstein Middle School	Hamilton International Middle School
Amin Family Child Care	BrightSpark Early Learning Services (formerly Child Care Resources)	Communities of Rooted Brilliance	Education Northwest	Hanan Family Daycare
Amina Aboo Family Childcare	Bright Horizons	Community Center for Education Results	El Centro de la Raza	Happy Day Care
Anab Hash Haybe	Bright Minds Home Childcare	Community Day Center for Children	Emerson Elementary	Hawthorne Elementary
Anas Family Child Care	Broadview-Thomson K-8	Community Day School Association	Empowering Youth & Families Outreach	Hayat Family Home Childcare
Angels Nest Childcare	Brock Grubb Consulting LLC	Community School of West Seattle	Experimental Education Unit (EEU) at UW	Hazel Wolf K-8
Anisa Daycare LLC	Bulle Consulting LLC	Concord Int'l School	FEEST	Hearing, Speech & Deaf Center
Anjali Grant	Busy Bee Childcare	Cooperative Children's Center	Fahima Home Day Care	Hidaya Family Child Care LLC
Arbor Heights Elementary	Carlos F Venegas	Cosmopolitan Kids Downtown Academy	Fatah Child Care	HighScope Foundation
Asha's Family Child Care	Cascadia Elementary	Cottage School	Fatax Home Child Care	Highland Park Elementary
Associated Recreation Council	Cast Design LLC	Coyote Central	Fathiya Hassan	Hilltop Children's Center
Aster Blossom Child Care	Catholic Community Services of Western WA	Creative Beginnings	Fauntleroy Children's Center	Hinda Child Care
Atlantic Street Center		Creative Justice	First Place	Hip Hop Is Green

Hoa Mai Vietnamese Bilingual Preschool (SCCS)	Life Academy Childcare Center	One World Now	Seattle World School
Hoa Nguyen Home Daycare	Lil Peoples World Seattle	Orca K-8	Seattle Youth Employment Program
Hoby One Childcare	Lincoln High School	Our Beginning	Seed of Life Center for Early Learning
Hormuud Home Family	Little Blessings Daycare	Paradise Family Home Childcare	Senait Family Home Child Care
Horn Of Africa Services	Little Jewel Daycare LLC	Pathfinder K-8 School	Sheri Kabore
Iftin Childcare	Loveable Nest Child Care	Phinney Neighborhood Association - Whittier Kids	Simon Workman
Ilhan Home Day Care	Loving Hands Childcare	Phinney Ridge Lutheran Child Development Center	Small Faces Child Development Center
Imagine Institute	Lowell Elementary	Pike Market Child Care and Preschool	Small World Childcare
Iman Family Childcare	M&M Child Care	Pinehurst Child Care Center (SCCS)	Sofia Family Childcare
In Toddler Care	MARS Early Learning Academy	Pinehurst Hazel Wolf – Preschool & School Age (SCCS)	Somali Family Safety Task Force
Ingraham High School	Madison Middle School	Playmates Daycare	Sound Child Care Solutions (SCCS)
Innsha Allah Family Childcare	Madrona Elementary	Praxis Institute for Early Childhood	South End Stories
Insight Policy Research Inc	Magnolia Elementary	Preschool Adventures Learning Center	South Seattle Women's Health Foundation
Inspirational Workshops	Mai Thanh Day Care, Inc.	Primm ABC Child Care Center	South Shore PK-8
Interagency	Martin Luther King Jr Elementary	Public Health — Seattle & King County	Southeast Seattle Education Coalition
Interlake Child Care & Learning Center	Marvin Thomas Memorial Fund	Puget Sound ESD — Educare Seattle	Southeast Youth Family Services
Intiman Theatre Company	Mary's Place Seattle	Puget Sound Educational Service District	Southwest Early Learning Bilingual Preschool (SCCS)
Iqra Family Child Care	Maurice E Dolberry	RVC Seattle	St. George Parish Preschool
Ismahan Family Childcare	May May and Yan Yan's Family Day Care	Radwaan Family Child Care	St. Paul Early Learning Center
Jane Addams Middle School	McClure Middle School	Rahma Home Daycare	Start Early
Jannah Child Care	Meany Middle School	Rainier Beach High School	Stay and Play Childcare and Learning Center
Jennica Kantak	Mentoring Urban Students and Teens	Refugee & Immigrant Family Center (SCCS)	Student & Family Support Program
John Muir Elementary	Mercer Middle School	Refugee Womens Alliance (ReWA)	Sydney Holman
John Rogers Elementary	Miles of Smiles Family Child Care	Ridwan Family Daycare	TOPS K-8
Kandelina	Mother Africa	Rising Star Elementary	Takaba Childcare
Khayre Family Daycare	Movimiento Afrolatino Seattle (MAS)	Robert Eagle Staff Middle School	Takawal Family Childcare LLC
Khmer Community Of Seattle King County	Moyale Home Family Childcare	Roosevelt High School	Tasveer Corporation
Kids Club After School Program	Multimedia Resource & Training Institute	Roxhill Elementary	Teaching Strategies Inc
Kids Co.	Muna Childcare	STEM Paths Innovation Network	Technology Access Foundation
Kids First Early Learning	Naah Illahee Fund	Sabarchitects Inc	The Breakfast Group
Kids Inc	Nageeye Child Care Center	Sabastian's Bilingual Preschool	The Filipino American Educators Of WA
Kidspace Child Care Center	Nancy's Daycare, LLC	Salmaan Family Childcare	The Good Foot Arts Collective
Kidus Montessori	Nasiib Family Child Care	Salmon Bay K-8	The Maternal Coalition
Kimball Elementary	Nasri Family Child Care	Sand Point Elementary	The Washington STEM Center
King County	Nathan Hale High School	Sanislo Elementary	Thornton Creek Elementary
Korean Community Service Center	Neighborhood House Inc	Sankofa Academy	Thurgood Marshall Elementary
Kusum's Family Child Care	Nesteho Child Care	Schools Out Washington	Tina Abdinoor Falestin daycare
Kusumben Chohan	Noor Daycare	Scott RJ LLC	Tiny Tots Development Center
LASER	North Seattle College A.S.B. Child Care Center	Sea Mar Child Development Center	Tiny Trees Preschool
La Escuelita Bilingual School	Northgate Elementary	Sea Mar Community Health Center	Truss Leadership LLC
Laila Waran Childcare	Northwest Center for Kids Chinook	Seattle Amistad School	UW Children's Center
Latona Before & After School Program	Northwest Center for Kids Greenwood	Seattle Colleges	United Child Care
Launch	Northwest Education Access	Seattle Colleges Foundation	United Indians of All Tribes Foundation – Daybreak Star Preschool
Le Jardin Day Care and Preschool	Northwest's Child Seattle	Seattle Human Services Department	United Way of King County
Learning Tree Montessori	Nova High School	Seattle Institute for Early Childhood Development	University District Children's Center
Learning Way School & Daycare	Nurturing Hands Daycare	Seattle Parks and Recreation	University of Washington
Leschi Elementary	Nurturing Knowledge	Seattle School District #1	
Licton Springs K-8	Olympic Hills Elementary		
			View Point Child Care
			Villa Comunitaria
			Voices of Tomorrow
			WACC - One Family Learning Center
			Wallingford Child Care Center
			Washington Building Leaders of Change (WA-BLOC)
			Washington Middle School
			Washington Multicultural Services Link
			Washington State Opportunity Scholarship
			We Are the World Childcare and Early Learning Center
			Weeble Peeple Day Care
			Wellspring Early Learning Center
			Wellspring Family Services
			West African Community Council
			West Seattle Elementary
			West Seattle High School
			Whitman Middle School
			Whizz Kids Academy
			Willow Creek Children's House
			Wing Luke Elementary
			Woodland Hall Preschool
			World Mind Creation Academy
			YMCA of Greater Seattle
			YWCA of Seattle-King County-Snohomish County
			Young Women Empowered (Y-WE)
			Yusra Home Day Care
			Zamzam's Family Home Childcare
			Zhi Weng Ye



