

# 2022

## ANNUAL REPORT

TO THE COMMUNITY  
SUMMARY





# Welcome to our 2021–2022 Report to the Community

This report is Puget Sound Educational Service District's opportunity to share our progress in becoming an Antiracist Multicultural Organization (ARMCO) and collaborating with our partners to achieve racially just and humanizing school systems.

Through this process of reporting, we hope that the work of PSESD comes alive both in the data we present, and the reflections shared by students, staff, partners, and participants. Our Measures of Progress were developed as a means of holding ourselves accountable for achieving racially equitable outcomes and living our goal of being an Antiracist Multicultural Organization.

In 2022, the PSESD Board of Directors worked to provide more clarity in how we answer these questions by adopting five goal areas we call "Sub-Ends". These goal areas further describe what our end goal would look like if it were our reality.

In May of 2021, our board adopted a resolution to provide a platform for authentic student voice and engagement that advises their decision making. In this report, you will hear from board members and students about why and how authentic collaboration with students moves us closer to our end goal. You can read bios for all our student directors on our website.

Thank you for taking the time to engage with our report. To learn more about PSESD, please visit [psed.org](https://psed.org) or reach out to me at [jwelch@psed.org](mailto:jwelch@psed.org)

Warm regards,



John Welch, Superintendent

“

The key questions that our Outcomes and Measures of Progress try to answer are:  
How does our collective work move our agency closer to achieving our END — eliminating the opportunity gap by leading with racial equity?  
How do we know?”

Read these stories in their entirety and the full report online:



## Student Representatives Add a Powerful Voice to the PSESD Board of Directors

When it comes to governance and policy work, better outcomes are realized when those being served have a voice at the table. In March 2020, Puget Sound Educational Service District began developing its plan for student voice and representation. The PSESD board of directors welcomed its first cohort of students in May 2021.

Each student cohort represents both King and Pierce Counties and commits to two years of service during their junior and senior years of high school. Four talented candidates interviewed and were offered board positions. Mercer Island High School's Mustafa Agha and Auburn Riverside High School's Hyoju Park were selected as

the King County representatives, with Elijah Tuncap representing Clover Park High School and Nevaeh Ladson of the Science and Math Institute (SAMI) representing Pierce County.

"Having the student voice allows us to have more nuance in our decision-making processes, as well as providing them with the opportunity of bringing information back to their school districts," comments Board Chair Marcella Tomlin, who has shepherded the program since inception. "We are in our second year of this program," she comments, "so our first cohort will be graduating in 2023. It's really amazing to see how they have grown in this position."

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# Introducing Our Agency Sub-Ends

Our agency vision is referred to as our “End,” or end goal, and that is defined as:

**Success for each child and eliminate the opportunity gap by leading with racial equity**

It's a very powerful North Star for all of us. In 2021–22, the PSESD Board of Directors worked to provide more clarity regarding our End, and in spring of 2022, adopted five goal areas we refer to as “Sub-Ends.” These goal areas further describe what our End would look like if it were our reality.

Those five focus areas envision a day that we would:

- ▶ Achieve just and humanizing school communities throughout Puget sound ESD's region,
- ▶ View success for all of the children in our early learning programs,
- ▶ View success for students across K–12 and into young adulthood,
- ▶ View students ready for and completing the post-secondary path that is right for them, and
- ▶ Have school systems that are safe and that operate effectively.

In the words of our current PSESD Board of Directors Chair Joanne Seng, “The PSESD End goal is to ensure success for every child and a future filled with opportunities.”

We invite you to learn more and read the report in its entirety on our website.

1.5

**School Systems Educational and Operational Safety and Effectiveness**

1.4

**Post-Secondary Readiness**

1.3

**Child, Youth, and Young Adult Success**

1.2

**Early Years Success**

1.1

**Just and Humanizing (Antiracist and Multicultural) School Communities**

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Tomlin emphasizes the value of the process both for students as well as for their surrounding communities. “Student reps are able to meet with municipal leaders, they’re able to message school principals, or they’re able to create ideas and initiatives that actually get some traction,” she notes. “And one of the things that I really like about our first cohort of student representatives is that they are not afraid to speak up!” she adds. “They will tell us what they love, they will tell us their grievances, they will speak up during the meetings. They are very, very

astute, and it’s amazing to see how much this experience in one year has even changed them when it comes to their own educational outlooks.”

Even in its nascency, the student voice program has yielded rewards that outweigh any hurdles. “It’s important that we’re allowing ourselves to give new programs and initiatives a chance,” adds Tomlin. “To not just survive—but to thrive.”

We invite you to read the full story online.

# Student Voice and the Path Toward Creating Racially Just, Humanizing School Systems

## A NEW PARADIGM IN PUBLIC EDUCATION VIA MEANINGFUL COLLABORATIONS WITH STUDENTS

As an institution, public education faces challenges in moving toward a system where power is shared. The historically hierarchal and bureaucratic nature of the system has long presented challenges to innovation and co-partnership, especially when it comes to partnering with the youth it serves.

The Youth Wisdom Council, established in November 2020 was created to bring forward youth voice to inform how schools and districts could engage in a meaningful collaboration with students.

The council launched community conversations in 2021 and held its first professional development training session, Elevating Youth of Color Voice and Leadership, for school district administrators in 2022. Fully designed and delivered by students, the session focused on co-leadership, regard for youth within institutional spaces where hierarchy is embedded, and what meaningful

collaboration looks and feels like from the point of view of the students.

And the students led with the heart. Council member Ny'Saiah Fly set the tone by delivering a spoken word poem about what that relationship looks like to open the session. It was a truly powerful moment for everyone in the room.

"Educational justice is about developing truly responsive resources and partnering directly with our youth, including those that are receiving the services we are providing," explains Clint Weckerly with PSESD's Equity in Education department. "Socially and historically, we are combating narratives about adults needing to teach leadership and youth readiness. We are flipping the script by acknowledging that youth carry tremendous skill, are leaders already, and preparing adults to work with student leaders."

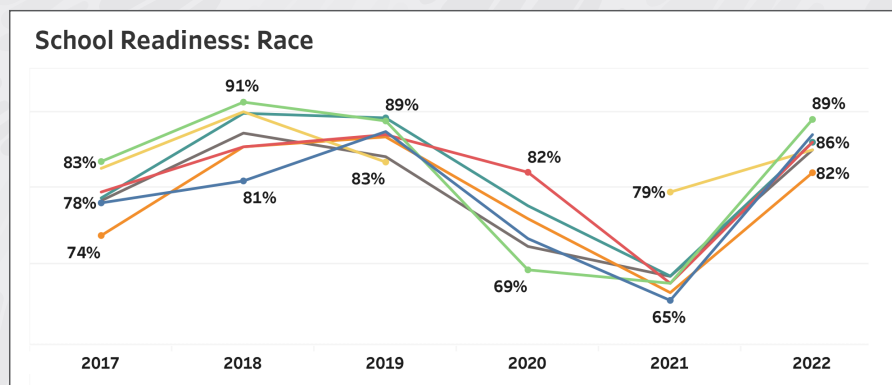
It is important to note that a system of hierarchy and bureaucracy also puts pressure on adults. Adults come into educational spaces feeling that they should know everything. The heaviness of that responsibility makes it hard to reach out and share control. The question at hand asks, Are we most accountable to the system or to our students? The dream is that by modeling the way, in a grassroots effort, programs such as the Youth Wisdom Council will catalyze a true paradigm shift in the administration of public education.

Read more online about student voice initiatives, including the Road Map Improvement Collaborative and Youth Equity Stewardship (YES!) Initiative as well as Ny'Saiah Fly's poem.

## Accountability and Transparency

We invite you to explore the complex data that helps us to evaluate achievements towards our end goal.

PSESD's Measures of Progress are one way in which we are accountable to ourselves and the communities to which we are in service. Information from the Measures helps us to set priorities toward our End: Success for each child and eliminate the opportunity gap by leading with racial equity. The Measures also help our Board to assess our progress toward this goal.



Scan to review the Measures of Progress online report

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