



ALLIANCE
for EDUCATION

Investing in Equity for Seattle Students

ANNUAL REPORT 2021

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Who We Are

In 1995, the Alliance for Education (The Alliance) was created to ensure Seattle Public Schools (SPS) would have the community support necessary to thrive. Since then we have served as a convener, connector, and collaborator stewarding philanthropic funding, innovation, and expertise on behalf of the local public school system. Today, the Alliance continues to serve Seattle students, families, and educators while working to advance racial equity and educational justice in SPS.

The Alliance raises dollars and implements programs that increase equity across the district. As a result of these efforts, Seattle students benefit from the Seattle Teacher Residency program, the Right Now Needs Fund, the Education Equity Fund, the Office of African American Male Achievement, and more. This annual report highlights the impact of these strategies.

The Alliance's work is rooted in partnership and collaboration to challenge systemic inequities in public schools. We are grateful to local leaders, community partners, philanthropic funders, and the Seattle school district for the many ways we work together to strengthen public schools. We know that with your continued support we can move toward a more equitable and just education system that allows all Seattle students to thrive.

With gratitude,

Lisa Chick

SPS Parent, President & CEO,
Alliance for Education





WHO WE ARE

At the Alliance for Education...

OUR MISSION

is to support excellence in education by advancing educational justice and racial equity for students in Seattle Public Schools.

OUR VISION

is a deeply invested community that collectively ensures all students in Seattle Public Schools experience a sense of belonging, receive an excellent and equitable education, and reach their fullest potential.

OUR WORK

is focused on achieving racial equity and educational justice for Seattle students. We recognize that creating a true equitable learning environment requires engagement from our community. As the only local education foundation supporting all 106 schools in Seattle Public Schools, we are uniquely positioned to convene local leaders, philanthropic funders, the school district, and our broader community to create innovative programs for students.

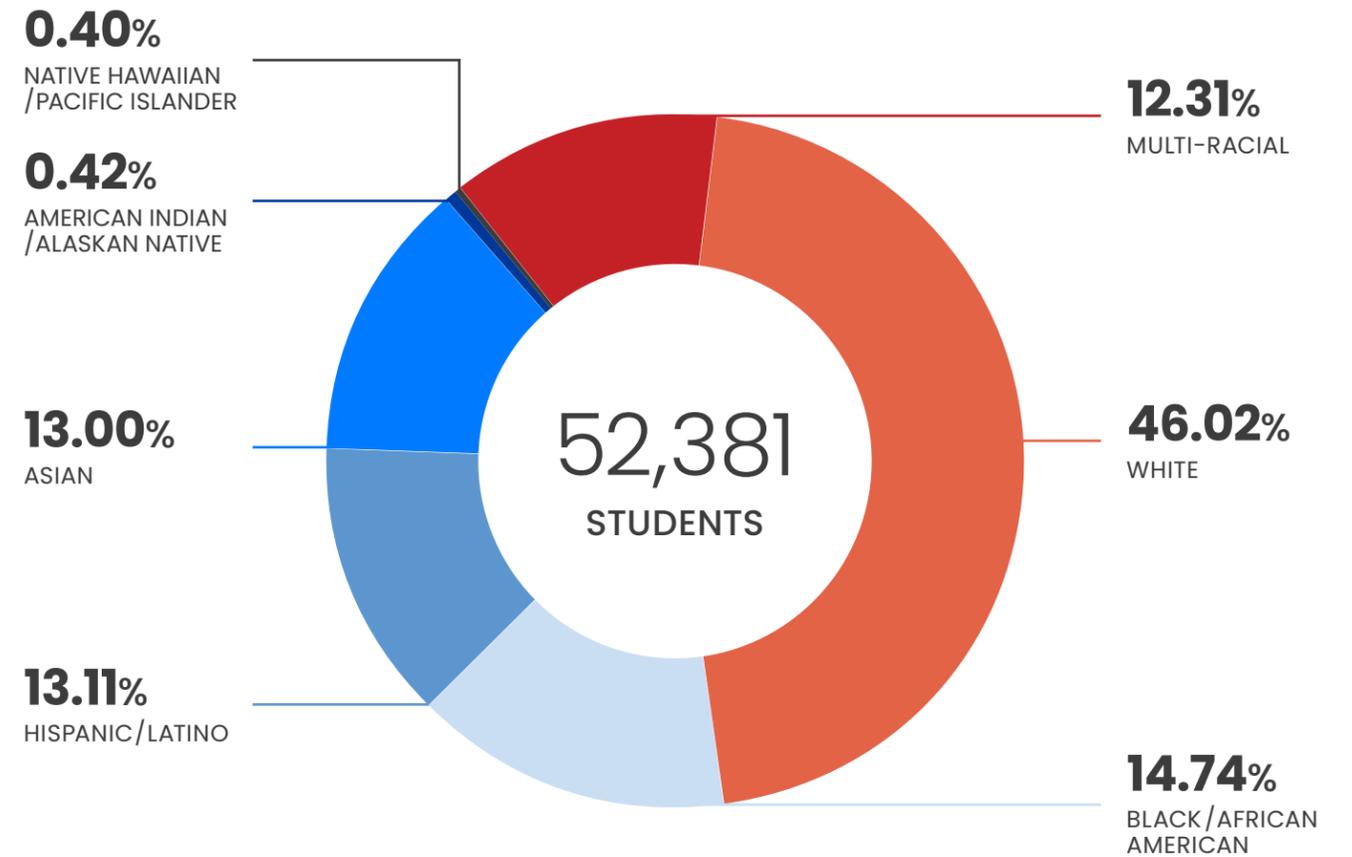
Our District

Welcome Dr. Brent Jones,
Seattle Public Schools Superintendent.



“Seattle Public Schools and the Alliance for Education are on a shared mission to rebuild an educational system that works for students of color furthest from education justice. The Alliance is an invaluable partner, bringing community, resources, and support to our shared vision.”

Superintendent Jones



The Alliance for Education is the only local education foundation to proudly serve all **106 schools** in the Seattle Public Schools district. Approximately 52,000 students are currently enrolled within the district and more than half identify as people of color.

Student demographics are based on 2020-2021 data.

→ Learn more about SPS here:



OUR PROGRAMS

Seattle Teacher Residency

Research suggests that educator training and diversity have a direct positive impact on all students. The Seattle Teacher Residency (STR) program was **developed in partnership with the University of Washington, Seattle Education Association, and SPS** in order to recruit, diversify, prepare, and retain an excellent pipeline of teachers for Seattle's Title I schools, which are most impacted by the effects of poverty.

The program trains educators to teach in culturally and linguistically diverse communities and places highly-qualified teachers in Title I schools to help students thrive.

STR participants receive a Masters degree in teaching from the University of Washington, and upon graduation, commit to working for five years in Seattle's Title I schools. Residency graduates reflect the rich diversity of the Seattle students they teach with **more than 50% of STR graduates identifying as people of color**. STR graduates make up one third of all SPS Title I elementary school hires, allowing for approximately **3,950 students to learn with STR educators daily**.

→ To learn more about the program visit seattleteacherresidency.org



STR aims to prepare teachers to be the catalysts in our Seattle schools with values centered on social justice and closing opportunity gaps for students. The program gave me the opportunity to see greater purpose in the work I've done and equipped me with the tools to seek equity and advocate for my students."

Karl Gapuz, STR Graduate



Like many of my STR peers, my classroom aims to engage in restorative practices for students to feel part of our community when factors outside of school can be too heavy. My classroom walls reflect the identity of my students and who they will become. Each curriculum is analyzed and adjusted to meet the different learning modalities of my students. Social justice is present in my classroom, opportunity gaps can be closed in my classroom, and relationships are built and solidified in my classroom," said Karl.

Growing up as a Filipino student

and English Language Learner in Seattle Public Schools, Karl Gapuz understands firsthand the obstacles and assets of being a person of color within the school system. Throughout high school and college, Karl volunteered as a reading tutor at Title I schools across Seattle in hopes of helping others like him and to get a closer look at the systemic barriers that he planned to challenge.

Karl went on to join the Seattle Teacher Residency program where he learned to advocate for and recognize the needs of his students. Six years later, he is still in the classroom, serving as a fifth grade teacher at Seattle's Rising Star Elementary. He takes an empathetic educator approach and leverages his experiences to build connections with his students in order to have them engage in learning.

The STR program ignites a deeper purpose for teachers like Karl, giving them the tools to ensure Seattle Public Schools is a culturally responsive and high-performing system where all students can succeed. With the support of philanthropic investments, the STR program prepares diverse cohorts of highly qualified and effectively trained teachers to break down systemic barriers to education and unlock new doors of opportunity for their students.

→ Learn more about Karl's story here:



COHORT 8 (2020-2021)

23 OUT OF **24**

STR graduates currently teach at SPS



155

STR graduates currently teaching in SPS as of December 2021

A 75% retention rate since the program began.

OUR INVESTMENTS

Right Now Needs Fund

When students' basic needs are not met, children cannot learn. An effective education system that advances academic success requires strategies that go beyond the classroom to address overall well-being, including ensuring access to supports that address basic needs like warm clothing, meals, and housing. The Right Now Needs Fund was created to provide these supports for Seattle students. Launched in 2018 with a **\$2 million, two-year contribution from Amazon**, the Right Now Needs Fund was designed to support the basic needs of students affected by poverty in Seattle Public Schools. Since 2018, Amazon and other partners have invested a total of \$4.8 million in this unique and impactful strategy.

Donations to the Right Now Needs Fund help address the immediate needs of students and families, by enabling them to fully participate in classroom activities. Funds cover the cost of expenses not included in individual school budgets. The fund works at the individual school level to minimize bureaucracy and respond quickly and efficiently to requests for support for warm clothing, food, school supplies, housing, and utilities. To ensure that we equitably meet the immediate needs of students, the Alliance for Education distributes funds to all 106 schools in proportion to the percentage of students in each school receiving free and reduced-cost lunch.



“The Right Now Needs Fund removes the stigma of asking for help by serving as a safe and accessible resource that prioritizes the dignity of Seattle students and their families. We ensure that each school has available funds and work directly with school staff to fulfill student needs in real time while respecting the privacy and circumstance of the student.”

Petaki Cobell
Director of the Right Now Needs Fund, Alliance for Education



35,052+ instances of student support

The Right Now Needs Fund serves all 106 schools in Seattle.

SEPTEMBER 2020 – AUGUST 2021

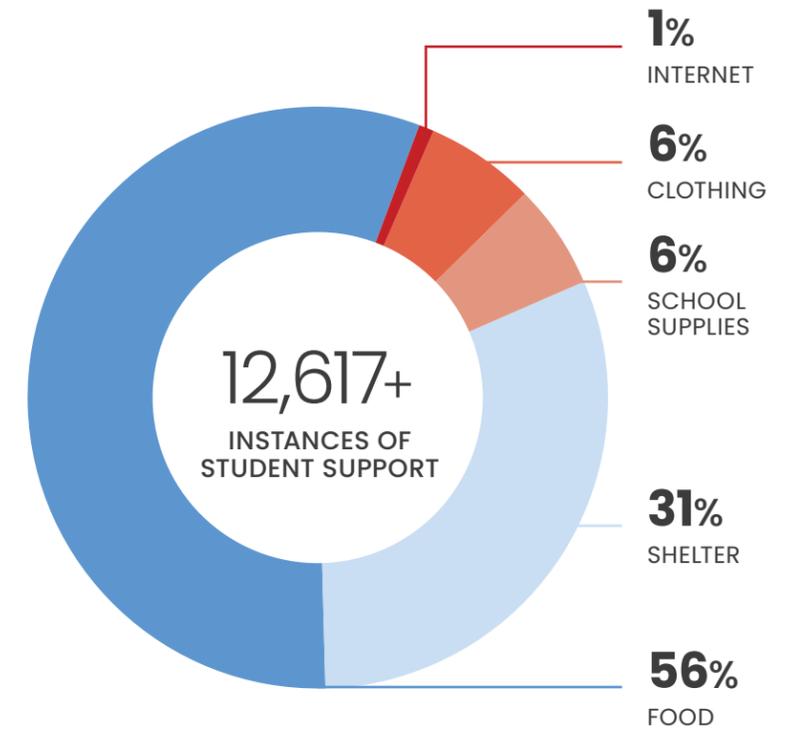
Right Now Needs Fund 2020–2021

Students, families, school staff, and district staff express deep appreciation for this fast, flexible, and impactful low-barrier resource. The Alliance will continue to grow this fund with new partnerships and community contributions, so we can support students' learning and well-being for years to come.



The Right Now Needs Fund is a unique resource that allows the Alliance to enact systemic change by offering support directly at the individual school level to quickly respond to the needs of students and their families.”

JoLynn Berge
Associate Superintendent for Finance, Seattle Public Schools



Type	\$ Amount	%
Shelter	309,519	31
Food	553,046	56
Health	739	0
School Supplies	63,327	6
Clothing	55,387	6
Internet	4,888	1
Total	986,906	100



Thank you for your generous contribution to support the Education Equity Fund. Your commitment to Seattle Public School students has helped to ensure they can continue to learn, despite the challenges of a global pandemic.



10,000

laptops for students and educators



24/7

tech helpline for families funded



25,000

meals for students and families funded



Remote learning training for district educators provided

OUR INVESTMENTS

Education Equity Fund

When the pandemic first began, most institutions scrambled to adapt to a new remote lifestyle, and Seattle Public Schools was no exception. At that time, SPS did not provide a computer to every student, and many Seattle students did not have access to laptops or the internet — the basic technology needed to learn. Teachers were required to begin remote instruction immediately with little guidance. Through the Education Equity Fund, the Alliance worked with the district and convened philanthropic donors to offer support to local students and educators during a collective time of crisis.

In addition to gaps in technology and teacher preparation, many families who relied on school meals faced food shortages. The Alliance reached out to the local community for help. With partners like Amazon, Microsoft, the Gates Foundation, and many more, we were able to secure donations of more than 10,000 laptops for students and educators, fund the development of a 24/7 tech helpline for families, provide remote learning training for district educators, and fund 25,000 meals for students and families.

Contributions to the Education Equity Fund address challenges within public education in the long-term and in immediate moments of crisis. We continue to confront systemic inequities by ensuring that all donations to this fund support Seattle students, families, and teachers' access to continuous and equitable learning opportunities.

OUR INVESTMENTS

Office of African American Male Achievement

The Alliance supports SPS in their commitment to actively become an anti-racist educational system to ensure that students furthest away from educational equity can thrive. In 2019, the Alliance for Education partnered with SPS and the philanthropic community to support the launch of the first ever Office of African American Male Achievement (AAMA) in Seattle, with a goal of raising a \$3 million fund to support the Office's first three years. To date, \$2.3 million has been raised in support of AAMA.

AAMA was established to reimagine and build a school system that intentionally cultivates the strength of Black boys and teens, ensuring each and every Black student recognizes their own potential and feels supported in their education. By listening to the expressed concerns of Black male students, AAMA will create a framework that aligns work and practices across the district to ensure SPS has the culture, conditions, staff competencies, and community connections in place for all Black boys and teens to excel in their education.

Seattle Public Schools is the first district in Washington state, and one of only a few across the nation, to create an office that intentionally cultivates the cultural and academic strengths of Black male students while simultaneously addressing their needs. The Alliance continues to invest in this strategic and innovative approach as we work to reach the \$3 million goal in support for this effort.



We appreciate our philanthropic partners and their work to uplift the initiatives and movements coming out of our office. Their investment in our work means we can continue to invest in the brilliance and excellence of our Black boys and teens in Seattle.”

Dr. Mia Williams,
Assistant Superintendent
of the Office of African
American Male Achievement

\$2.3M has been raised
in support of
AAMA.

How Students Become Catalysts for Change in Seattle Public Schools

Meet LeManuel Donaldson, a senior at Rainier Beach High School and member of the Student Leadership Council of the Office of African American Male Achievement (AAMA). In his work on the Student Leadership Council, LeManuel has a seat at the table with district departments and leadership and offers his perspective and guidance to them as they work to make SPS a more welcoming school environment. While most seniors can't wait to start their next chapter, LeManuel is eager to one day return to SPS as a history teacher. LeManuel has experienced the benefit of AAMA advancing Black male achievement in our local public school system and dreams of extending the support his teachers offered him to his future students.

Joining AAMA's Student Leadership Council brought LeManuel's valuable perspective to the district, while at the same time offering him leadership opportunities and community. He joined the Student Leadership Council in hopes of helping fellow Kings behind him. A 4.0 student, LeManuel has excelled in his academics, and his history teacher, Mr. Curtis Reed, ignited his passion to also become an educator. Mr. Reed's care and concern for students left a lasting impact on LeManuel.

Inspired by Mr. Reed, LeManuel sees the value of having Black male teachers across the district and is determined to become part of the solution. He plans to become a history teacher at SPS — but with his own style. As a teacher, he aspires to be a pillar of support for his students by incorporating a fun teaching style that makes learning something students want to do rather than something they have to do. He wants to help students focus their energy on learning the material rather than focusing on just high scores and grades. Supporting AAMA helps ensure that Black boys and teens like LeManuel have supportive systems and essential resources to achieve their goals and thrive.

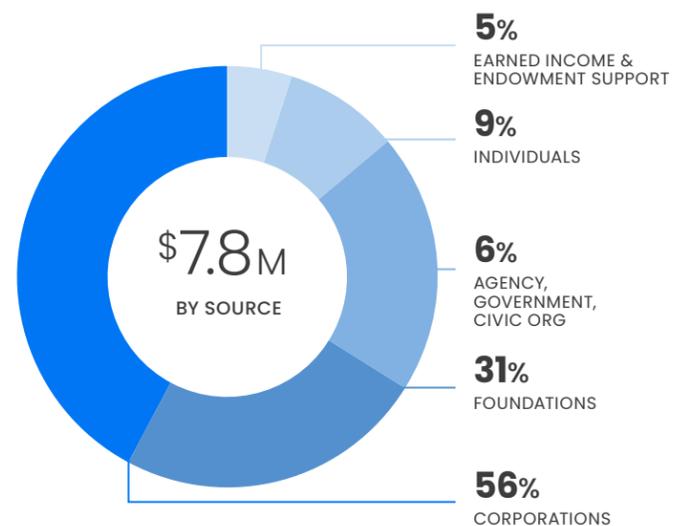
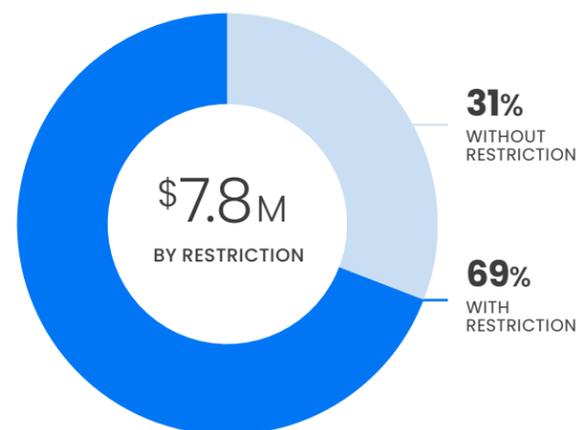


Our Champion Partners

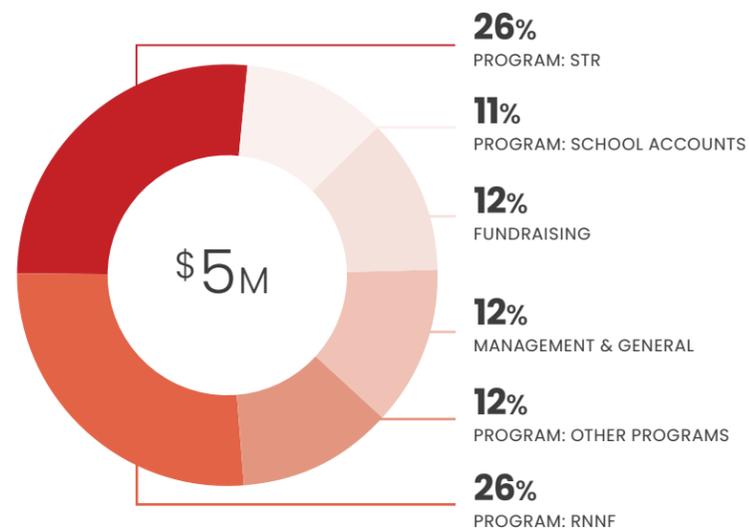
Thank you to our year-round Champion Partners.



REVENUE



EXPENSES



Our Financials

We develop and fund innovative programs and strategies based on proven best practices that increase racial equity district-wide.

OUR PROGRAMS INCLUDE

- Education Equity Fund
- Right Now Needs Fund
- Seattle Teacher Residency
- School Accounts (fiscal sponsorship for 167 schools and community groups)

→ Learn more here:



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GET INVOLVED

Meet the Alliance for Education's Board of Directors

Board Officers

Sherry Williams
Chair, Healthpoint

Darrell Powell
Treasurer, Community Volunteer

Grace Fosado
Chair Elect, The Boeing Company

Sally Yates
Immediate Past Chair and Secretary, Community Volunteer

Board of Directors

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Jonathan J. Bridge Ben Bridge Jeweler, Inc.
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Jennifer McAleer Swedish Medical Center

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Nate Miles Eli Lilly and Company
Darrell Powell Community Volunteer
Manny Rivera RALLY
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Rebecca Stephens RBC Wealth Management
Dr. Mia Tuan University of Washington College of Education
Sarah Waite Nordstrom
Sherry Williams Healthpoint
Sally Yates Community Volunteer
David Zapolsky Amazon.com

*ex-officio

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GET INVOLVED

Ways to Give

We have more work to do to advance racial equity and educational justice in Seattle Public Schools and to ensure that every student receives the education they need to thrive. With your collective support, we can continue to design, implement, and fund programs and strategies that make Seattle Public Schools the strongest and most effective public education system we can imagine.

Your gift can be a direct contribution to the Alliance for Education, the Right Now Needs Fund, the Education Equity Fund, or you can give directly to a School Account.

→ Make a gift today!



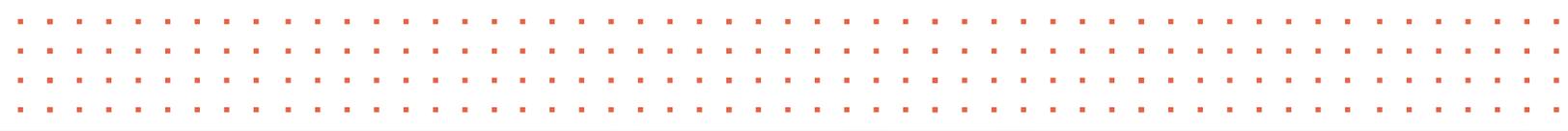
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“It's important to invest in public school education, especially the Seattle Public Schools, its students, teachers, staff, and administrators. It's essential to give your time, talent, and treasures as these are your individual donations.”

Sherry Williams
Chair of the Alliance for Education



THANK YOU TO ALL OF OUR GENEROUS SUPPORTERS.