



# Investing in Equity for Seattle Students

ANNUAL REPORT 2022



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## Who We Are

The Alliance for Education was created in 1995 to ensure Seattle Public Schools (SPS) would have the community support necessary to thrive. We have always served as a convener, connector, and collaborator, stewarding philanthropic funding, innovation, and expertise on behalf of Seattle students. We share the district's commitment to advancing racial equity and educational justice and maintain that focus in everything we do.

2022 was an extraordinary year—students were back in the classroom after learning from home, the Seattle Teacher Residency marked a decade of preparing classroom educators, the Right Now Needs Fund continued to quickly and effectively support the basic needs of SPS students and families, and we exceeded our goal in raising \$3.6M+ in support of SPS' Office of African American Male Achievement with committed philanthropic partners.

Like our incredible SPS students, we are learners at the Alliance. If the last few years have taught us anything, it's that the constant change and challenge in our schools and our community requires us to be agile, strategic, persistent, and collaborative. This report shares some examples of how, in 2022, we brought that learning to life.

Our success depends on partners like you. Thank you so much for your support over the course of the last year - we couldn't do it without you.

With gratitude,

**Lisa Chick**

SPS Parent

President, 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 students in Seattle Public Schools. We recognize that creating a truly equitable learning environment requires engagement from our community. As the only local education fund supporting all 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

A word from Dr. Brent Jones, Superintendent  
Seattle Public Schools

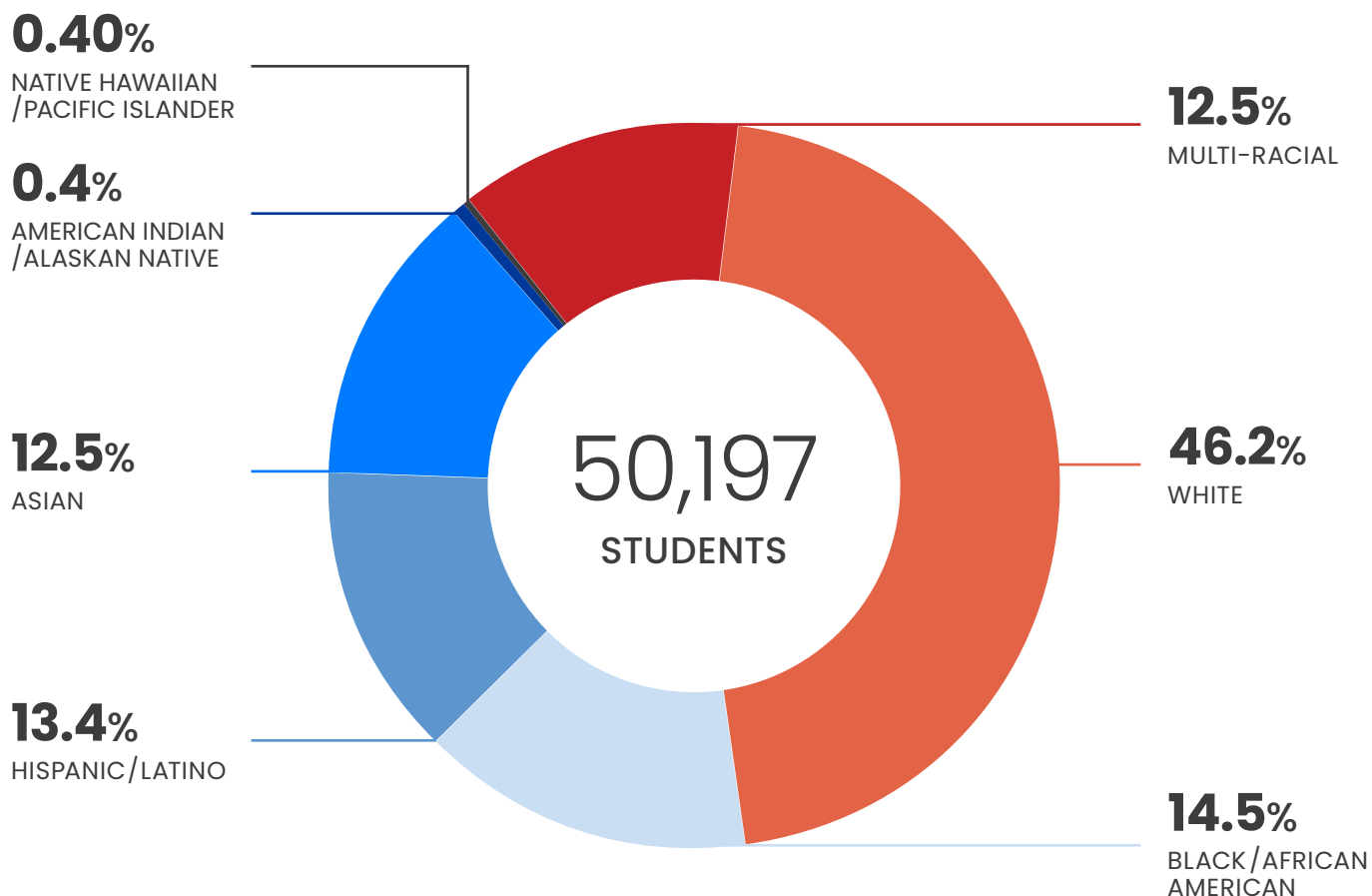


“

Seattle Public Schools and The Alliance make great strides when we partner closely with a shared vision of an education system that works for our students, **particularly** those furthest from educational justice. We are thankful for the support The Alliance provides to our students that ensures the schools in our community are well-resourced.”

**Superintendent Jones**





The Alliance for Education is the only local education fund to proudly serve all **106 schools** in Seattle Public Schools. Approximately 50,000 students are currently enrolled within the district and more than half identify as people of color.

*Student demographics are based on 2021-2022 data*

→ Learn more about SPS here:



## OUR PROGRAMS

# Right Now Needs Fund

When students have their basic needs met, they are more likely to succeed within and beyond the classroom. The Right Now Needs Fund works at the individual school level to provide funds to Seattle Public Schools' students and families to support their immediate basic needs such as covering the cost of warm clothing, meals, technology access, and housing that are not otherwise funded in a school budget. Initiated by a generous lead investment from Amazon in 2018, the fund continues to be fueled by Amazon and additional partners, raising a total **investment of over \$7 million.**

The fund works at the individual school level equitably and efficiently fulfilling requests for support. **In 2022 the fund provided 12,832 instances of support**, distributing funds to all SPS schools in proportion to the percentage of students receiving free and reduced price meals.

### 2022 CALENDAR YEAR BREAKDOWN OF INSTANCES OF SUPPORT

Type	\$ Amount	%
Rent	\$156,849	15%
Food	\$548,304	51%
Utilities	\$64,400	6%
School Supplies	\$17,075	2%
Clothing	\$237,296	22%
Other	\$51,206	5%
<b>Total</b>	<b>\$1,075,131</b>	<b>100%</b>



“Our program has had a profound impact on the lives of the students we serve, giving them the stability and security they deserve to focus on their education and thrive.”

**Zeynab Abdulgadir**  
Manager,  
Right Now Needs Fund



**\$3.8M+**  
distributed to  
students and  
families in need



**56,056+**  
instances of  
student support

*Data reported from Jan. 2019 to Dec. 2022*

## OUR STORIES

# Impact of the Right Now Needs Fund

Students, families and school and district staff express deep appreciation for this fast, flexible, and impactful low-barrier resource.



The Right Now Needs Fund positively impacted my family when my employer reduced my hours by 40 hours a month. It gave me hope that I didn't have for a while."

**Right Now Needs Fund Recipient**



A family reached out for assistance when their landlord told them with a month's notice that they would be selling the property. The family expressed the importance of staying at our school because they had already moved multiple times, and their child started feeling anxious about starting again at a new school mid-year. When the family found a new home near the school, they needed assistance making the deposit to secure the house. The Right Now Needs Fund provided the remaining balance of the rental deposit and they were able to move into the house. The relief on the student's face to not have to move again was priceless!"

**Family Support Worker, Gatewood Elementary School**



As a school, we often hear about students' needs and have a difficult time finding the necessary resources. But, the Right Now Needs Fund allows us some flexibility to be responsive to the needs in the way that students and families need RIGHT NOW! Families thank our staff daily for providing some support to create stability during this unpredictable time."

**School Social Worker, Robert Eagle Staff Middle School**



## OUR PROGRAMS

# Seattle Teacher Residency

Research suggests<sup>1</sup> that educator training and diversity have a direct positive impact on all students. Now in its tenth year, the Seattle Teacher Residency (STR) program was developed in partnership with the University of Washington, Seattle Education Association, and Seattle Public Schools in order to recruit, diversify, prepare, and retain an excellent pipeline of teachers for students furthest from educational justice in SPS Title I elementary schools (a school receiving federal assistance with a high number of low-income students).

The program trains educators to teach in culturally and linguistically diverse communities and supports them in securing teaching positions in SPS Title I schools.

STR participants earn a Masters in Teaching (MIT) degree from the University of Washington, and upon graduation, commit to teaching in a Seattle elementary or special education setting

COHORT 9 (2021–2022)

**100%**  
of last year's  
STR graduates  
currently teach  
in SPS

for five years. Residency graduates reflect the rich diversity of the SPS students they teach with more than 50% of STR graduates identifying as people of color. The community developed in STR supports keeping educators connected and in the profession long term. As reported by school leaders, this close-knit community positively impacts school building culture.

<sup>1</sup>Darling-Hammond et al, 2020, Learning Policy Institute

**80%** stay in the field  
teaching through their fifth  
year in the classroom

**50%** are racially  
diverse  
identifying as people of color

**35%** surveyed grads  
have a school or district  
leadership role

**1/3** current mentors  
are STR graduates

**180** teach in SPS  
mainly in K-5 and  
special education

**4,575** students  
learn with STR  
educators daily

Data is approximate as of October 2022 via data sharing agreements with partners

“

When I saw the structure of the program, I was very impressed. Even in my own personal experience, I did not get the amount of experience that these STR graduates have. I was blown away at the ‘get-go’ of these teachers.”

**Huyen Lam**

Principal, Rising Star Elementary

## No End to Teaching in Sight

Glenn is a fourth grade teacher at Rising Star Elementary and a graduate of the Seattle Teacher Residency’s (STR) second cohort. He heard about STR while working in Seattle schools as an Americorps member. He was intrigued at the possibility of teaching in Seattle in a Title I school, with the community of students that he was already working to support.

It was important to Glenn that STR was intentionally recruiting future teachers of color. He wanted to become an educator and saw STR as the right pathway. When he became an STR resident, he gained knowledge about best practices, tools, and strategies to become an effective teacher. Years later, as an STR mentor, he was able to see what new ideas were being brought to the table with a current resident in his classroom. Glenn says, "There's constant learning and constant growth that goes into being a resident and being a mentor. I'm not just staying stale or staying put in my profession, I'm getting new ideas constantly."

Glenn loves the work that he does in the classroom and goes in every day knowing how to engage his students in meaningful and rigorous learning opportunities that honor their identities and backgrounds. Glenn sums it up saying, "This is my eighth year of teaching and there's no end in sight because I had such a strong start."



**Glenn Ford**

Fourth Grade Teacher,  
Rising Star Elementary

→ Learn more about  
the program:



## Creating Community for Educators

Jordan Rocco is a third grade teacher at Olympic Hills Elementary and a graduate of the Seattle Teacher Residency's (STR) fifth cohort, and the first in his family to earn a Master's degree. Jordan has always deeply valued community, and that was one of the reasons he pursued a career in education. At Olympic Hills, Jordan has 13 STR alumni as colleagues to lean on for support. He felt the impact of having a strong teaching community in his first year of teaching in 2020, a year that was not easy for even the most seasoned teachers. Jordan was able to navigate a year teaching amidst the COVID-19 pandemic with the help of the community he built through the STR program.

Jordan credits the life lessons and values his mother instilled in him as his first inspiration for wanting to teach. After her passing when he was a young adult, it was the way his own teachers, coaches, and mentors showed their support that solidified his choice – he knew he was destined to help young people in some way.

"Not having my mom as that teacher in my life anymore is when other people stepped in. Through extracurriculars like football and track, those mentors and coaches were my teachers," says Jordan.

Much like the supporters in his life throughout childhood, Jordan found mentors who introduced him to the STR program. While in STR, residents benefit from the hands-on experience of learning alongside their mentor teacher, while engaging in university coursework aligned with district priorities and focused on racial equity. Jordan attests to the rigor of the program, and attributes that rigor to his success in the profession.



"I looked around my class at my 25 students and thought to myself, 'I'm here every day teaching 25 kids. Whether or not I make an impact on their life, I know every single day that they make an impact on mine. And that's why I keep going back to work'"

**Jordan Rocco,**  
Third Grade Teacher,  
Olympic Hills Elementary

→ Hear more stories from STR alumni:



# Celebrating a Decade of Preparing Educators for Seattle Public Schools

For over 10 years, STR alumni and current residents alike have been positively impacting students and families furthest from educational justice in Seattle Public Schools. As of December 2022, STR has graduated 220 educators from the program, and are currently preparing the tenth cohort of residents. Retention is critical in the teaching profession and STR graduates stay in the education profession with over 88% remaining for three years, 80% for five years, and over 70% past their fifth year.

Since STR was founded, alumni, residents, district leaders, and external partners have shared that they greatly value the community and collaboration cultivated by the residency. That connectivity ensures that STR graduates support each other while in the classroom even years after they graduate from the program.

We look forward to impacting the next decade (and beyond) of students and educators, with a focus on educational justice and racial equity.





Thank you for your generous commitment to the Office of African American Male Achievement. Your investment helps ensure that the educational environment across Seattle Public Schools supports the brilliance and excellence of Black boys and teens.



“

I feel like a lot of [my challenges] stemmed from people having ideas of me before I even could have ideas for myself.”

**Middle School Student**

We need people who look like our children to be mentors, to be an advocate for them, to run interference for them, to just love on them during the school day.”

**Mother, Central Seattle**

→ Learn more about the Office of AAMA and read more quotes from SPS' **'Our Voice, Our Vision'** community engagement report:



## OUR INVESTMENTS

# Office of African American Male Achievement

The Office of African American Male Achievement (AAMA) was established to reimagine and build a school system that intentionally cultivates the strength of Black boys and teens, ensuring each and every student recognizes his own potential and feels supported in his education. By listening to the expressed concerns of Black male students, their families and their community, SPS created 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 male students to excel.

The Alliance supported Seattle Public Schools in their commitment to ensure that students furthest from educational justice can thrive by partnering with the philanthropic community to invest in the Office of AAMA. In 2019, the Alliance began fundraising with a goal of raising \$3 million to support the office's first three years. In the fall of 2022, **that goal was exceeded by raising \$3.6 million from the Seattle philanthropic community.**

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.

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## Our Champion Partners

Thank you to our annual Champion Partners.

*Alaska*  
AIRLINES

amazon

*BOEING*

 Microsoft

NORDSTROM

The Seattle Times

...

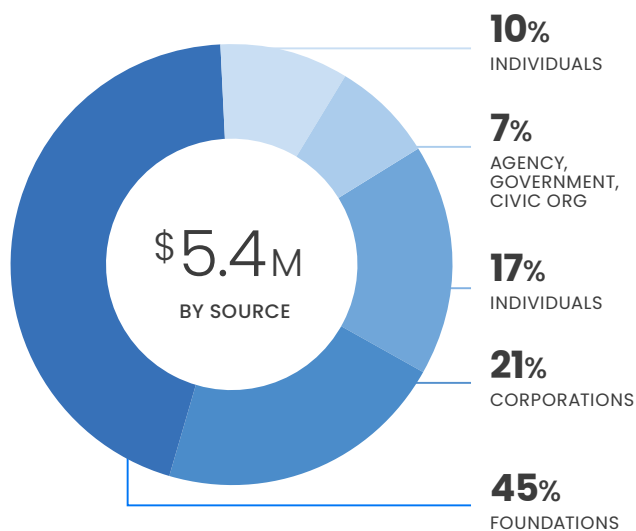
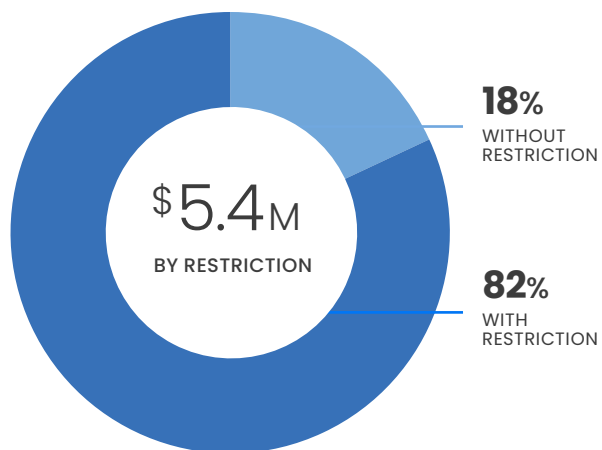
## Our Donors

Thank you to all of our 2022 contributors.  
Gifts of every size make a big difference and  
enables us to profoundly impact Seattle  
students, families, and educators.

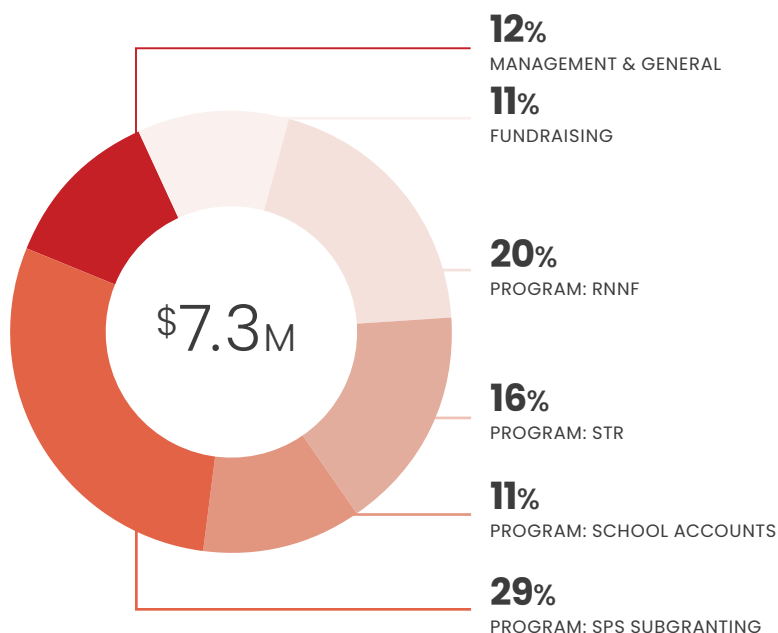
→ Scan to see the full donor recognition list.



## 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

- SPS Program Subgranting
- Right Now Needs Fund
- Seattle Teacher Residency
- School Accounts  
(fiscal sponsorship for 150+ schools and community groups)

→ Learn more about our financials here:



*Note, 2022 expenses reflect restricted program funds received in prior years.*



GET INVOLVED

# Meet the Alliance for Education Board of Directors

We thank our Board of Directors for the guidance and leadership they provide that carries our mission forward.

## 2022 Board Officers

**Sherry Williams**  
Chair

**Darrell Powell**  
Treasurer

**Grace Fosado**  
Chair Elect

**Sally Yates**  
Immediate Past Chair and Secretary

## 2022 Board of Directors

**Jonathan J. Bridge** Ben Bridge Jeweler

**Jane Broom** Microsoft Corporation

**Fay Chapman** Community Volunteer

**Lisa Chick** Alliance for Education\*

**Erle Cohen** Community Volunteer

**Mathew Dailey** BECU

**Alicia Eng** Kaiser Permanente

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**Dr. Brent Jones** Seattle Public Schools\*

**Bruce Leader** Community Volunteer

**Jennifer McAleer** Overlake Medical Center and Clinics

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**Nate Miles** Eli Lilly

**Darrell Powell** Community Volunteer

**Manny Rivera** RALLY

**Rachel Smith** Seattle Metropolitan Chamber of Commerce\*

**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

\*ex-officio



GET INVOLVED

## Ways to Give

There is much more work to be done to advance racial equity and educational justice in Seattle Public Schools, ensuring that every student receives the education they need to thrive. With your continued support, we can continue to design, implement, and fund programs and strategies that make Seattle Public Schools the strongest public education system we can imagine.

Your gift can be a direct contribution to the Alliance for Education, the Right Now Needs Fund, the Seattle Teacher Residency, or to a school specified account.

→ To learn more, visit  
**[alliance4ed.org](https://alliance4ed.org)**

→ Make a gift today!



→ Connect With Us

509 Olive Way, Suite 500  
Seattle, WA 98101-2556

**[info@alliance4ed.org](mailto:info@alliance4ed.org)**

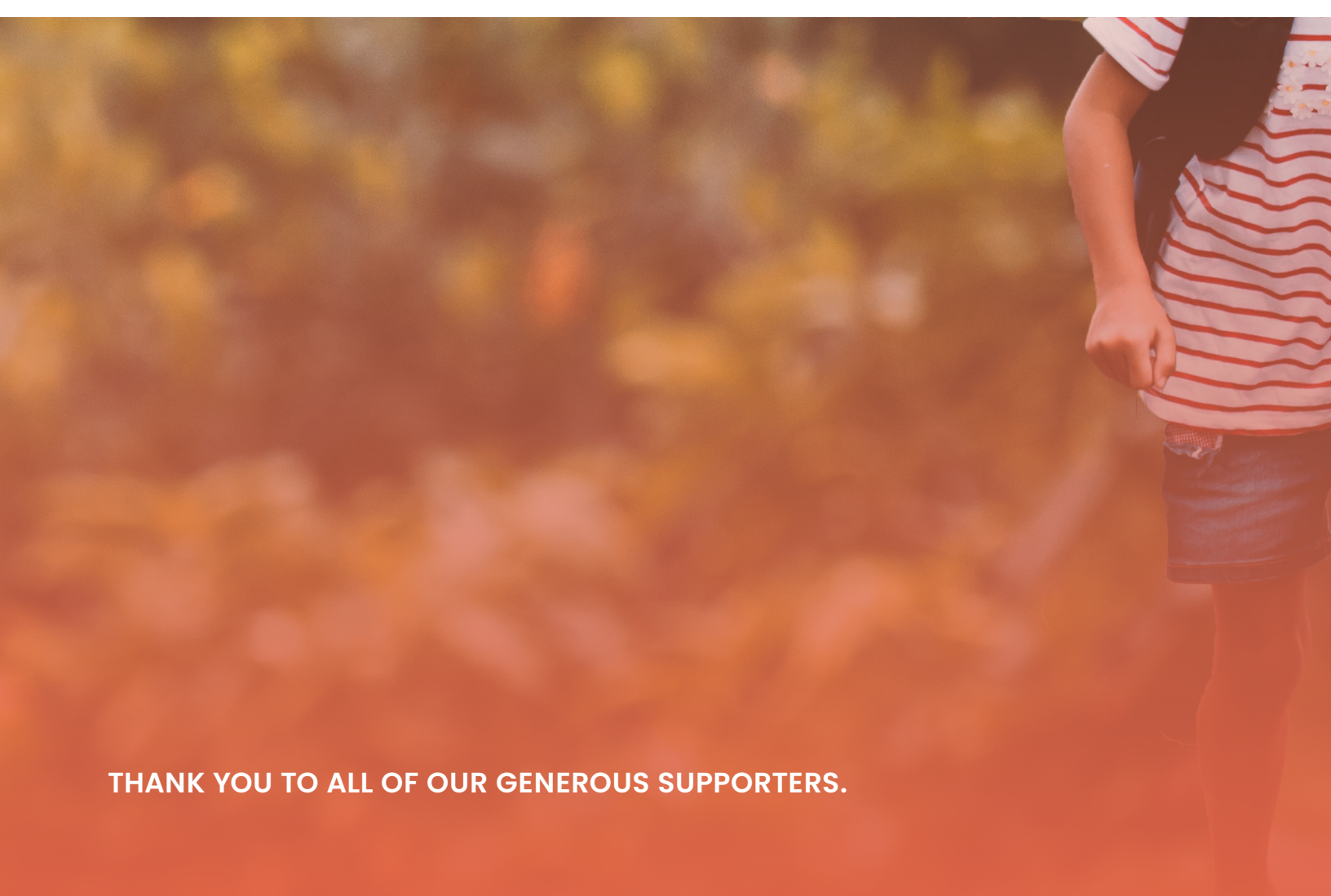
Follow **@Alliance4Ed** on  
social media platforms



It takes all of us to show up and support a quality public education system in our beloved city. I urge you to join us in supporting the Alliance and its important mission of advancing educational justice and racial equity for students in Seattle Public Schools. We are at a pivotal time in Seattle and your gifts have a lasting impact.”

**Grace Fosado**

2023 Incoming Chair,  
Alliance for Education



THANK YOU TO ALL OF OUR GENEROUS SUPPORTERS.