



ALLIANCE
for EDUCATION



Investing in Equity for Seattle Students

ANNUAL REPORT 2023

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Who We Are

Since 1995, the Alliance for Education has stewarded philanthropic funding and innovative programming on behalf of Seattle students and educators. Serving as a bridge between the community and the district, the Alliance catalyzes understanding, trust, partnership, investment and innovation.

Our mission evolved in 2019 to focus on advancing racial equity and educational justice for Seattle students. Seattle schools have excellent qualities – and educational experiences for students are not yet equitable. We persist in our work aware that only by achieving racial equity and educational justice can we truly call our public school system excellent.

2023 was a remarkable year at the Alliance. We celebrated the completion of a \$3.7M fund for SPS' Office of African American Male Achievement. Our Right Now Needs Fund distributed over \$1M to Seattle families to address gaps in basic needs so students can focus on learning. Our Seattle Teacher Residency celebrated its tenth anniversary, and graduated another class of educators trained in equitable teaching practices who reflect the rich diversity of Seattle students. These accomplishments would not have been possible without the support and engagement of our community.

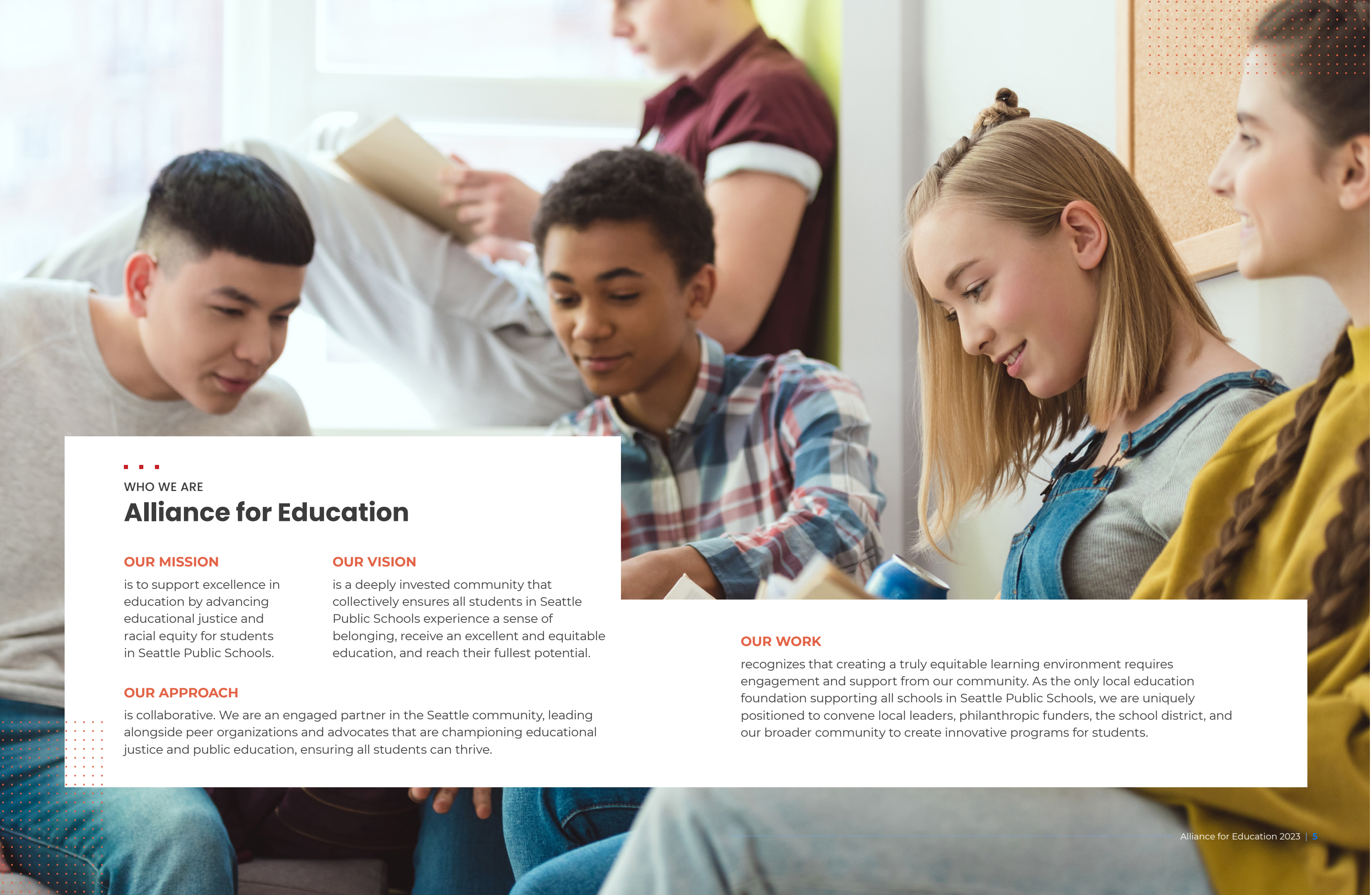
It's my hope that this report amplifies what's possible when we work in collaboration on behalf of Seattle students, and inspires new vision about what we can accomplish together going forward. Thank you for your support for the Alliance for Education – we are so grateful for your commitment to an excellent and equitable education for all Seattle students.

With love and gratitude,

Lisa Chick

Parent, Seattle Public Schools
President, Alliance for Education





WHO WE ARE

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 APPROACH

is collaborative. We are an engaged partner in the Seattle community, leading alongside peer organizations and advocates that are championing educational justice and public education, ensuring all students can thrive.

OUR WORK

recognizes that creating a truly equitable learning environment requires engagement and support from our community. As the only local education foundation supporting all 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.

WHO WE ARE

Highlights from 2023



Annual Gala, Auction + After Party

Gathered over 200 supporters at the Fairmont Olympic Hotel to raise funds to support the Alliance's mission



Seattle Teacher Residency 10 Year Anniversary

Celebrated a decade of the program with a reunion & anniversary event for alumni and partners at the Northwest African American Museum



New cohort of residents

Seattle Teacher Residency's Cohort 11 began coursework over the summer ahead of the 2023-24 school year

Philanthropic funder convenings

Hosted 10+ convenings for regional philanthropic partners who support Seattle Public Schools initiatives



Bites & Ballots: A Candidate Forum on Education

Held a candidate forum to meet school board and city council candidates alongside Black Education Strategy Roundtable, League of Education Voters, Seattle Council PTSA, Seattle Student Union, South Seattle Emerald and SESEC at Rainier Avenue Church



Thomas B. Foster Award

Awarded \$25,000 to two principals advancing racial equity and educational justice. The award was presented to Pam McCowan-Conyers at West Seattle Elementary School and Dr. William Jackson at Nathan Hale High School.



Two new Seattle Teacher Residency funds

Launched the Classroom Resource Fund which provides high quality and responsive classroom supplies and the Residency Emergency Fund which meets basic needs for residents



Community event participation

Joined community events such as the Urban League of Metro Seattle's Summer Resource Fair



Convening Seattle Community Luncheon

Engaged 275+ supporters in a panel conversation on community alignment to provide students and families with immediate, basic needs in order to thrive. The panel included Amazon, Seattle Foundation and Seattle Public Schools.



Our District

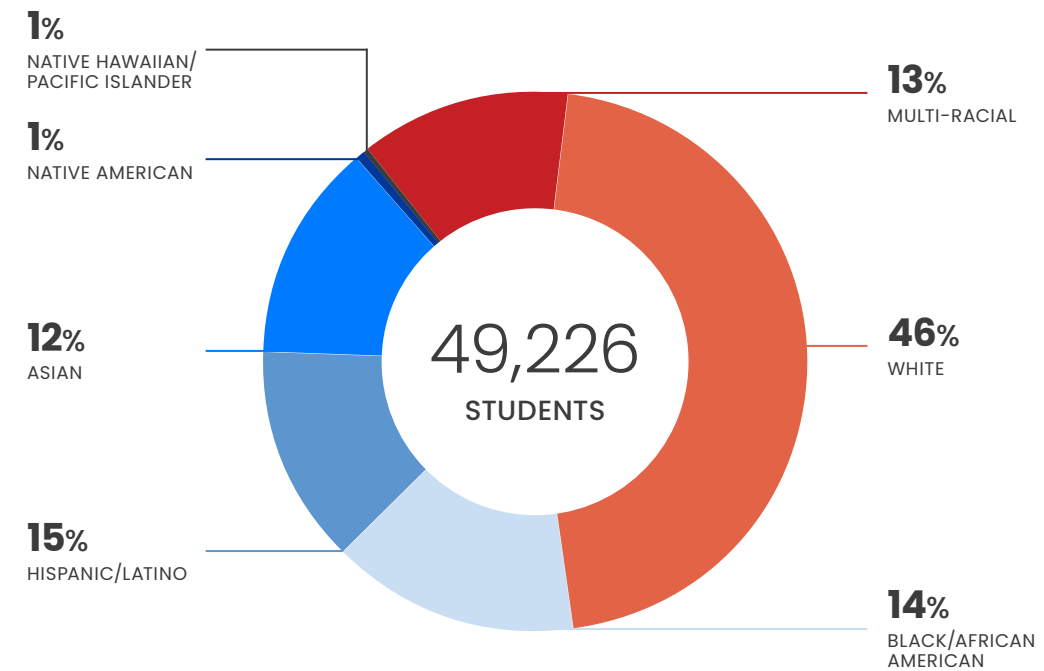
A word from Dr. Brent Jones, Superintendent
Seattle Public Schools



“Seattle Public Schools is a thriving district that is centered on student success and initiatives that increase equity for students furthest from educational justice. Our advancement in equity leads the way, ahead of nearly every other urban school district from coast to coast. The Alliance is a proven, essential partner as we garner community buy-in for the successes of our district.”

Superintendent Jones, Ph.D.

The Alliance for Education is the only local education fund to proudly serve all **104 schools** in Seattle Public Schools. The district employs **6,486 school-based staff** for approximately **50,000 currently enrolled students**. More than half of enrolled students identify as Black, Indigenous or people of color (BIPOC).



→ Scan to learn more about the rich diversity of Seattle Public Schools:



700 national board certified teachers & administrators

11 years, on average, of teaching experience

159 countries of origin among SPS families

150 languages or dialects spoken among SPS families

200+ community partners providing student supports

88% 4-year student graduation rate class of 2023

Student and staff demographics are based on 2023-2024 school year enrollment data.

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 clothing, meals, and shelter 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 in its fifth school year.


In 2023 the Fund provided 14,333 instances of support, distributing funds to all schools in proportion to the percentage of students receiving free and reduced price meals. As the first line of support for many schools, the Fund saw a 45% increase in requests for support for rent and shelter compared to the previous year. This underscores the pressure and barriers families often face when seeking support for hard-to-meet immediate needs.

Types of Support, 2023 Calendar Year		
Type	\$ Amount	%
Shelter/Rent	\$228,244	21%
Food	\$546,945	50%
Utilities	\$59,410	5%
Clothing	\$226,226	20%
School Supplies	\$13,861	1%
Other	\$29,808	3%
Total	\$1,104,495	100%




With federal and state COVID relief funds now diminished, the Fund has seen an increased need for support for students and families, now more than ever, as we go into our fifth year.”

Zeynab Abdulgadir
Director
Right Now Needs Fund



\$4.9M+

distributed to students and families in need



78,035+

instances of student support

Data reported from Jan. 2019 to Dec. 2023

OUR PROGRAMS

Impact of the Right Now Needs Fund

The school community expresses deep appreciation for this fast, flexible, and impactful low-barrier resource. Read more stories at alliance4ed.org/stories



At Graham Hill, we are incredibly proud of our community and the support that we are able to provide all of our families. The Right Now Needs Fund allows our social worker to provide needs right now to our families. These needs can include groceries, extra diapers or even a coat with a warm hood. In one month, our social worker was able to provide brand new glasses to one of our scholars and one of my students received a new bed to help support their sleep at home. The Fund makes such a powerful and tangible difference to our students.”

Dustin Cole, Special Education Teacher
Graham Hill Elementary School

→ Scan to hear more from Dustin:



My role as a social worker is multifaceted advocating for families and connecting them to community resources. I appreciate the Right Now Needs Fund because when a family comes to us with a need, they do not have to jump through a lot of red tape and invasive assessments. They bring us their need, I do a soft assessment, submit the request and there's a quick turnaround. I have seen a tremendous increase in needs lately - middle class families making requests that I have never supported before. Federal supports families received during COVID have now been removed - though families continue to experience gaps in available resources. This fund makes the difference.”

Tracey Thompson, Social Worker

→ Scan to hear more from Tracey:



OUR PROGRAMS

Seattle Teacher Residency

The Seattle Teacher Residency (STR) program was developed in 2012 by the Alliance in partnership with the University of Washington, Seattle Education Association and Seattle Public Schools to recruit, prepare and retain high quality elementary and special education teachers for students furthest from educational justice in Seattle Public Schools. Educators primarily come from the communities they serve, teaching mainly in Title I elementary schools.

The 14-month program is intentionally designed to recruit and prepare future educators who share a passion for educational justice. Once accepted and enrolled, residents complete coursework integrated with a 1-year mentored-practicum to earn a Masters in Teaching (MIT) degree from the University of Washington College of Education. Upon graduation, they receive priority in securing teaching positions

Program Partners



COHORT 11 (2023–24)

77%
of residents are Black, Indigenous or people of color

and make a commitment to teaching in a Seattle elementary or special education setting for five years with ongoing support from the STR community. The diversity of STR residents continues to increase the district's overall percent of BIPOC educators, positively impacting students' educational experiences, according to research.¹

¹Darling-Hammond et al, 2020, Learning Policy Institute

How do we sustain a cohort of classroom educators?



Recruit

Identify potential educators & support them through the application process



Prepare

Become certified educators by learning from the expertise of mentor teachers



Retain

A sense of community & ongoing resources reduce annual turnover & burnout

Becoming the Teacher I Never Had

At the end of a cul-de-sac in a quaint, north Seattle neighborhood, you'll find Sand Point Elementary, where Evanni Roberson teaches 5th grade.

After growing up in a predominantly white school and neighborhood in Washington, Evanni remembers not fully fitting in. "I'm biracial and I grew up just knowing I felt different and not fully accepted in educational spaces all throughout my schooling career. But I couldn't put a name to what I was feeling," she reflects.

Eventually attending the University of Washington for undergrad, she was able to learn more about herself and put words to feelings. "I distinctly remember sitting in class learning about the word microaggression. It just clicked for me. I was like, 'that's it. This is what I've experienced my whole life.'"

Having words for her experiences inspired Evanni to go into teaching, selecting STR due to the amount of experience and pairing with a mentor teacher support that makes going into the classroom more seamless.

"I never really had a teacher that I identified with or clicked with and I wanted to go into teaching because I realized that I could help students and little Black girls like me realize what they are experiencing and find spaces that they fit in with earlier than I did. I wanted to be the teacher they relate to and connect with."



Evanni Roberson '21
Fifth Grade Teacher,
Sand Point Elementary

→ Scan to hear more from Evanni:



Ten Years of the Seattle Teacher Residency

265 educators have graduated from the STR program since 2012³

60% are BIPOC identifying as Black, Indigenous or people of color⁴

80% stay in the field teaching through their fifth year in the classroom⁵

5,000 students learn with STR educators daily⁶

Data is current as of ³June 2023, ⁴April 2024, ⁵October 2022, ⁶October 2023 (avg. class size of 25 x ~200 currently employed grads)

Resilience and Growth, from Brazil to Seattle Classrooms

Nestled in the vibrant Capitol Hill neighborhood of central Seattle lies Lowell Elementary. This is where Laís Seus both completed her residency and is now a multilingual educator, bringing her passion for teaching to life. Laís' path to teaching began in 2014 when she embarked on a Bachelor's degree in Education in Brazil. "My journey to teaching has been quite long," Laís reflects. "I obtained my teaching certification in Brazil, specializing in ESL and Portuguese."

However, her transition to the United States posed challenges. Transferring her certifications was costly and time intensive. Undeterred, Laís sought a practical solution that would allow her to both obtain certification in the U.S. and gain firsthand experience in American schools.

After extensive research, she found the Seattle Teacher Residency (STR). The STR program's residency model resonated deeply with Laís, affirming her belief in the power of practical experience.

"The mentorship and focus on social equity were invaluable," she emphasizes. "My mentor's guidance and the program's emphasis on social justice push me forward to always have equity top of mind in my teaching philosophy."

Yet, beyond pedagogy, the STR program fostered personal growth for Laís. "Before joining, I really felt a lot of doubt about myself from English not being my first language and not having had experience being a student in the U.S." she admits. "But the STR program showed me that's not something to be ashamed of, but something I have to actually be proud of. Now, I feel so much more confident. My identity is an asset I can share with my students in the classroom."



I tell my other teachers to experience joy. Teachers are people, and our students are too, both experiencing joy in so many ways outside of school. If we want our students to keep their joy and not have it taken from them, we need to experience joy ourselves. Our joy in life and in the classroom only make our teaching stronger."

Laís Seus '23
Multilingual Educator,
Lowell Elementary School

→ Scan to hear more from Laís:



OUR PROGRAMS

Celebrating a Decade of STR Educators

The STR program celebrated 10 years of preparing future educators with a reunion, anniversary and celebration event in June that gathered residents, alumni and community partners at the Northwest African American Museum.



“These two school leaders are the embodiment of academic excellence, creating school climates for belonging, emotional safety and thriving for students. They lead their staff with compassion, care, empathy, and high expectations. They build in accountability in everything they do, with a focus on student outcomes.”

Dr. Brent Jones
Superintendent, Seattle Public Schools

OUR INVESTMENTS

Educator & School Leader Awards

The Alliance for Education administers endowed awards and grants that celebrate excellence among principals, educators and counselors who are advancing racial equity and educational justice in their school community.

In 2023, the Alliance gave the Thomas B. Foster Award for Excellence to two principals who demonstrated success in promoting educational justice and racial equity at their school: **Pamela McCowan-Conyers at West Seattle Elementary School** and **Dr. William Jackson at Nathan Hale High School**. The award has been given since 1999 and commemorates Thomas B. Foster, a prominent Seattle attorney who displayed a strong personal commitment to public education.

The award publicly recognizes strides led by the principal and awards a \$25,000 grant to be utilized at the school. The selection process considers colleague and community nominations alongside school data, principal commitment and effectiveness.

Other endowed awards include the Philip B. Swain Excellence in Education Award, the Adrienne Weaver Science Teaching Award and the Margaret Covey Excellence in Teaching Award.



Dr. William Jackson
Principal, Nathan Hale High School



Pamela McCowan-Conyers
Principal, West Seattle Elementary School

OUR INVESTMENTS

Office of African American Male Achievement

Seattle Public Schools' Office of African American Male Achievement (AAMA) was established in 2019, and has received \$3.7M in philanthropic funding to date, stewarded by the Alliance. The Office works 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 support SPS in developing the culture, conditions, staff competencies, and community connections in place for all Black male students to excel.

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.

Now in its fourth year, the Office has begun to make strides system-wide in increasing Black male student outcomes and enhancing experiences. The release of the Seeding Success report in 2023 illustrates that progress.

Learn more about The Office of African American Male Achievement at seattleschools.org/aama

Photos and data about The Office come from Seattle Public Schools and are shared in partnership to increase awareness of this innovative approach.

Highlighting Success on a national level



86%

Black male graduation rate, third best in the nation



.01%

out of school suspensions for Black male students, the lowest in the nation



3rd

highest increase in Black male Pre-k enrollment in the nation

OUR INVESTMENTS

'Seeding Success' Report

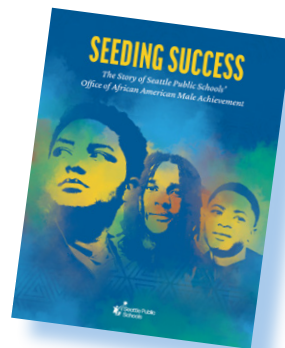
'Seeding Success' tells a K12 systems story about Seattle Public Schools' Office of African American Male Achievement.

As a driver of systemic change, professional development, and direct student support, AAMA's small team provides resources, focused programming, and data capacity. The 'Seeding Success' report was funded by investments stewarded by the Alliance. The report describes the Office's work, reflects on efforts to institutionalize student- and family-led practices, and provides generalizable insights for educators and practitioners.

Seattle Public Schools' graduates have Washington state's highest rate of direct enrollment in two- or four-year colleges—74 percent—at a time when such enrollment is down statewide¹. According to the 2022–23 Seattle Public Schools (SPS) Senior Survey, 80 percent of SPS Black male seniors aspire to attend a two- or four-year college after high school. However, of all Black students who graduated in 2021, 65 percent enrolled within one year of high school graduation.

Closing this aspiration gap is exactly the type of work the Office of AAMA is designed to address, identifying inequities in the system, and designing systemic shifts that will ensure our Black male students have the support they deserve to thrive.

→ Scan to read more in the 'Seeding Success' report:



¹ Enrollment in a two- or four-year college during the 2021–22 academic year among the graduating class of 2021. Education Research and Data Center High School Graduate Outcomes Report via OSPI CEDARS, NSC, SBCTC, and PCHEES databases

Highlights from Seattle Public Schools 'Seeding Success' report

79%

of Kingmakers are on track to graduate, compared to 71% of Black peers

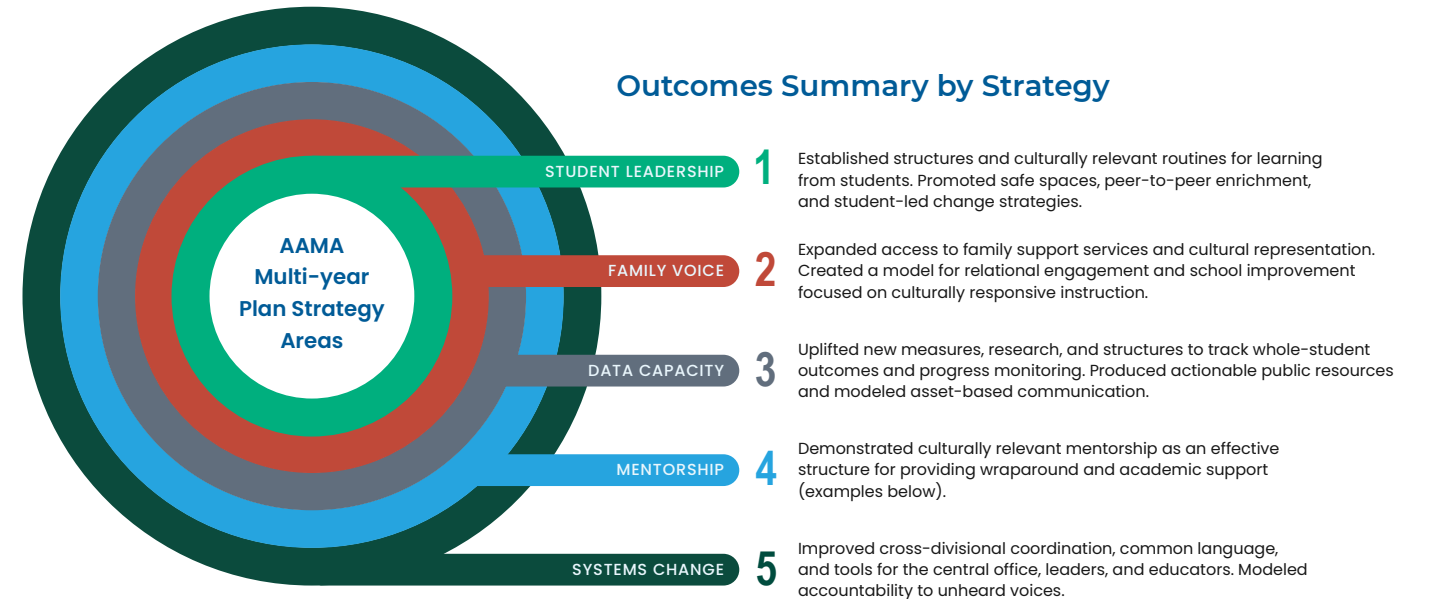
71%

of Kingmakers said they have a teacher who teaches them about their culture & history, compared to 42% of Black peers

OUR INVESTMENTS

Impact of SPS' Office of AAMA

The investment in and implementation of a targeted universalism approach by Seattle Public Schools has made a lasting impact on Black boys & teens across the district.



From top left: Kingmaker hosting First Bell video news production, college tour trip to Washington D.C. in front of the Smithsonian NMAAHC, Cleveland High School class of 2023 graduates

Our Partners

Thank you to our annual Champion Partners



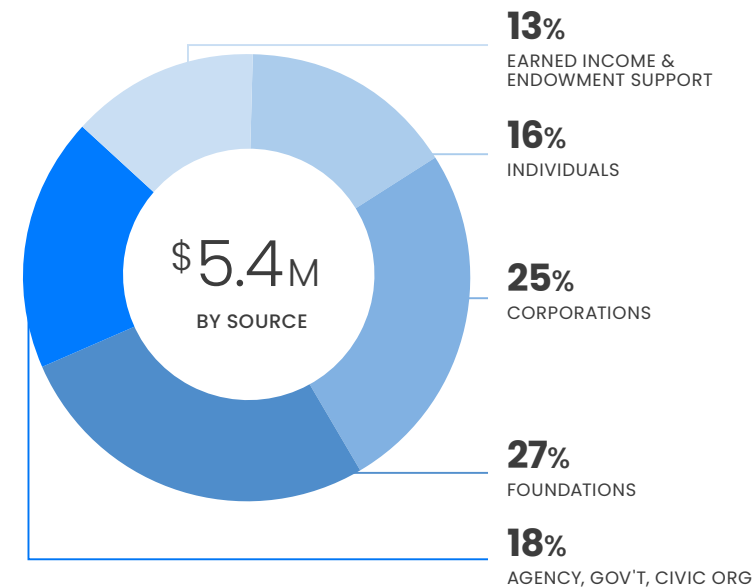
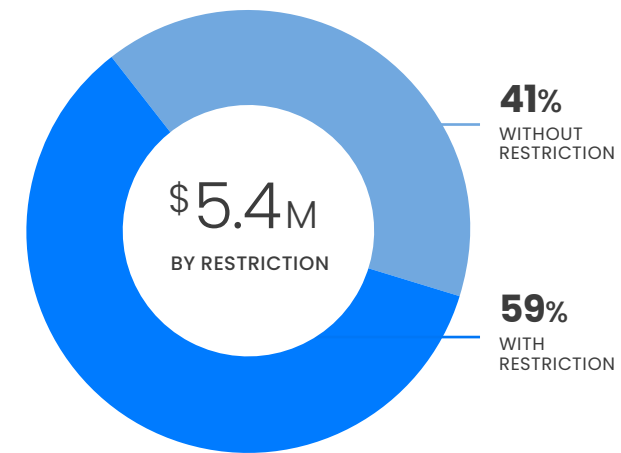
Our Donors

Thank you to all of our 2023 contributors. Gifts of every size make a difference and fuel our impact on behalf of Seattle students, families, and educators.

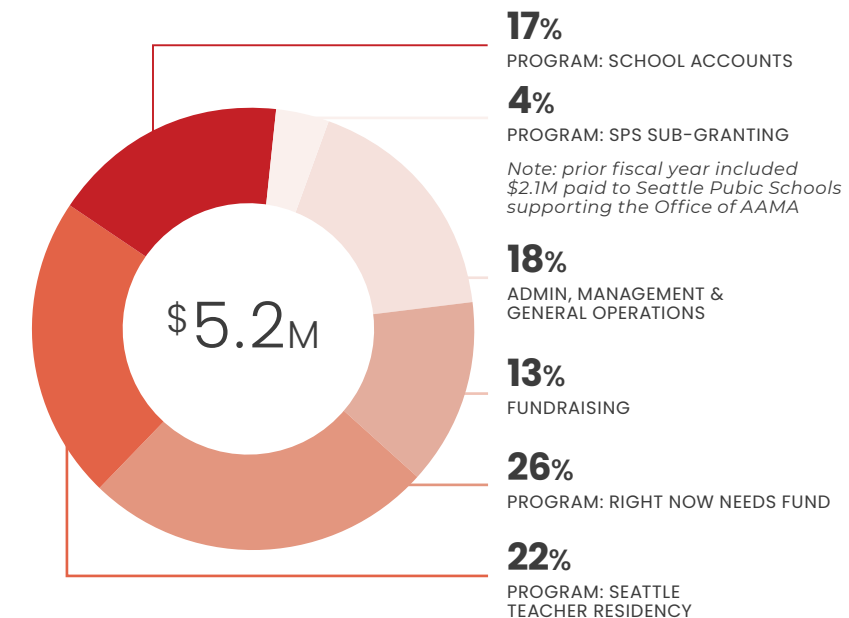
→ Scan to see the full donor recognition list:



REVENUE



EXPENSES



Our Financials

We develop and fund innovative programs and strategies based on proven best practices that increase racial equity district-wide. Our work includes supporting parent and community groups that raise funds on behalf of their school.

FISCAL SERVICES

We serve as the fiscal sponsor for 174 school and community groups across the city that raise funds on behalf of students. In recent years, we have also served as a partner of PTA equity funds that collaborate across communities to redistribute resources more equitably than traditional private fundraising. This approach is collaborative in nature, bridging divides, sharing and expanding resources, and connecting neighboring schools together.

→ Learn more about our financials here:



OUR BOARD

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.

2023 Board Officers

Grace Fosado
Chair

Darrell Powell
Treasurer

Sally Yates
Secretary

Sherry Williams
Immediate Past Chair

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Brent Jones, Ph.D. Seattle Public Schools*

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Mia Tuan, Ph.D. University of Washington College of Education

Sarah Waite Nordstrom

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Sally Yates Community Volunteer

David Zapolsky Amazon

*ex-officio



“Every child deserves the opportunity to thrive, and supporting public schools is our duty as stewards of the future.”

Grace Fosado
Chair, Board of Directors
Alliance for Education

GET INVOLVED

Looking to the Future

In 2024, the Alliance will design a 5-year strategic plan for 2025–2030. As we embark on this effort, we seek to deepen and strengthen our existing work, while designing innovative new partnerships and programs that advance racial equity and educational justice for Seattle students.

We know there are opportunities to support student literacy, STEM education, career connected learning and college and career readiness. We know the targeted universalism work we began in our support for the Office of African American Male Achievement (AAMA) is not complete. We know students need mentorship, family engagement and social and emotional support. The path forward for our work could take many forms, and definition of that path will come in dialogue with our community.

Our strategic planning process will evolve in close partnership with Seattle Public Schools, the City of Seattle Department of Education and Early Learning, community-based organizations, regional stakeholders, and Seattle students and families. We look forward to creating a plan that represents our strong commitment to racial equity and educational justice, cross-sector alignment and a shared sense of community purpose, with students always at the center.

→ Connect With Us

Visit alliance4ed.org

Drop us a line at info@alliance4ed.org

Follow [@Alliance4Ed](https://twitter.com/Alliance4Ed) on social media

Make a Gift

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 account.



→ Make a gift today!





THANK YOU TO ALL OF OUR GENEROUS SUPPORTERS.