



ALLIANCE
for EDUCATION

Investing in Equity for Seattle Students

ANNUAL REPORT 2024

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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.

Pictured: Kim Echols, 2022 Seattle Teacher Residency Graduate,
Rising Star Elementary School

WHO WE ARE

Celebrating Three Decades

2025 marks 30 years of partnership and progress as we celebrate the Alliance for Education's 'Pearl' anniversary. The Alliance was intentionally designed in 1995 to garner community support and be a hub for the philanthropic community to invest in Seattle Public Schools students, families, educators and systems.

For the past 30 years, we have had a consistent commitment to supporting our city's public schools and are proud to have fundraised and invested over \$200M in Seattle's students, families and educators.

As our work has changed over 30 years, we stand firm knowing that the most impactful strategy for change is to dismantle systems of oppression that prevent students from thriving. This work is not easy or fast. We are reminded from history and the shoulders of community leaders we build upon that resiliency, unity, community and a shared mission are required to advance educational justice and racial equity.

Our 30th anniversary is a momentous occasion to reflect on our legacy, celebrate our impact, and rally the community to continue championing our strengths built over the years.

This report is one layer of celebration and reflection. Thank you for your commitment to educational justice, challenging systems to do better for our students, and your ongoing support for the Alliance.

With love and gratitude,

Lisa Chick

Parent, Seattle Public Schools
President, Alliance for Education



Our District

A word from the Office of the Superintendent
at Seattle Public Schools



“

Seattle Public Schools serve as the backbone of our community. As a lifelong Seattleite and SPS grad, I know the importance a quality public education can make. Students today learn from the best dedicated educators, have access to world-class extracurriculars and outperform their peers in other districts across the state and country. We could not make this happen without the decades of partnership and community support the Alliance cultivates.”

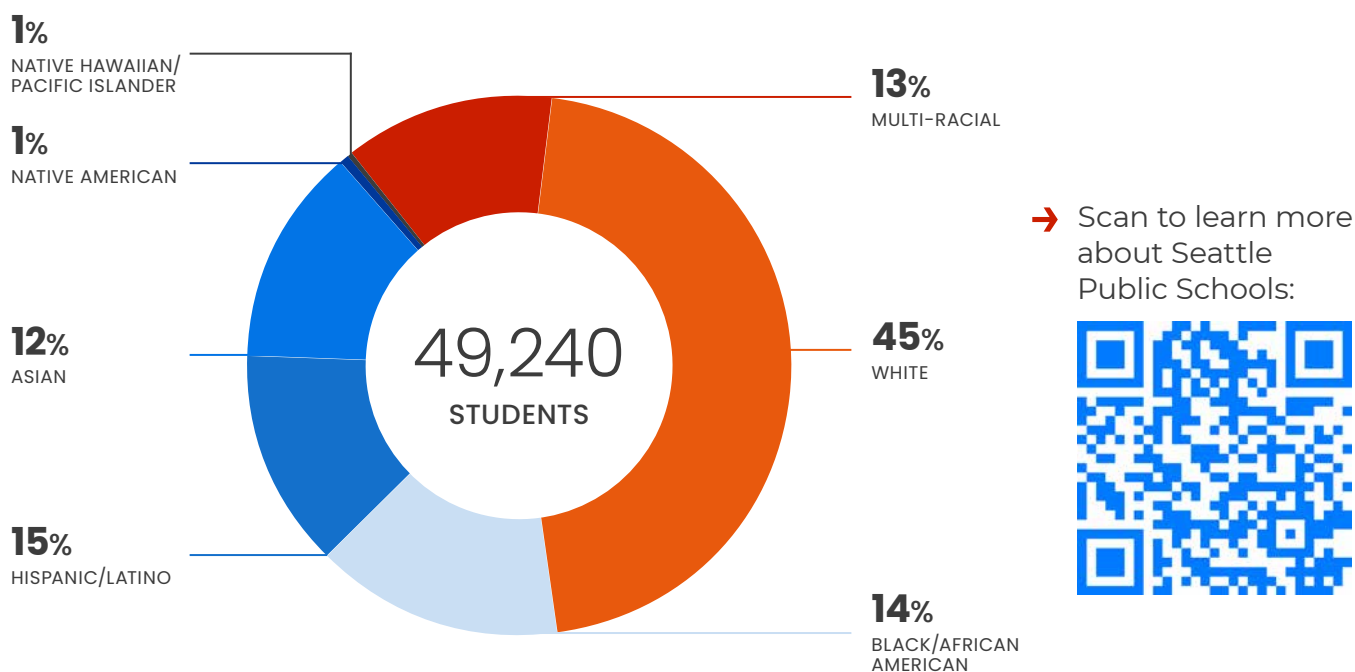
Brent Jones, Ph.D.

Superintendent, Seattle Public Schools



Pictured: Keenen Allen Ladd, Kingmakers Facilitator,
Denny International Middle School

The Alliance for Education is the only local education fund to proudly serve all **104 schools** in Seattle Public Schools (SPS). The district employs nearly **4,266 educators** for approximately **49,000 currently enrolled students**. More than half of enrolled students identify as Black, Indigenous or people of color (BIPOC).



405 national board certified teachers

12 years, on average, of teaching experience

153 countries of origin among SPS families

158 languages or dialects spoken among SPS families

200+ community partners providing student supports

87% 4-year student graduation rate class of 2024

Student and staff demographics are based on 2024-2025 school year enrollment data.



OUR PROGRAMS

Seattle Teacher Residency

We founded the Seattle Teacher Residency (STR) program in 2012 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. STR graduates reflect the diversity of SPS students and **teach in 87% of Title I schools across the city.**²

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 receive up to a \$26K scholarship** to complete graduate coursework integrated with a 14-month mentored practicum to **earn a Masters in Teaching (MIT) degree from the University of Washington** College of Education. Upon graduation, they are offered a contract in SPS.

Residency Partners



COHORT 12 (2024–25)

68%

of residents
are Black,
Indigenous or
people of color

Graduates make a commitment to teaching in an elementary or special education setting for five years with ongoing community, professional development and financial support from STR. These graduates continue to increase the district's educator diversity and retention which research¹ indicates positively impacts students' educational experiences.

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

268

educators
have graduated from the
residency since 2012³

80%

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

2/3

grads are mentors
for current residents, while also
receiving coaching & support⁶

87%

of Title I Schools
in Seattle have STR
teachers in the classroom²

Data is current as of ²June 2025, ³December 2024, ⁴July 2024, ⁵October 2022, ⁶June 2025
(STR cohorts are ~60% BIPOC, non-STR Seattle Public School teachers are 21% BIPOC)

How do we sustain a cohort of committed educators?



Recruit

Identify potential educators & support them through the application process



Prepare

Receive scholarship to become certified educators & learn from mentor teachers



Retain

Reduce burnout & teacher turnover with a sense of community & ongoing resources



Compelling Stories from Alumni

Emily Monteiro '24,
Thurgood Marshall Elementary



Zane Hashmi '22,
John Rogers Elementary

Tess Perkins '22,
West Seattle Elementary



Inez Tapia '14,
Highland Park Elementary



Nirvana Scott '24,
Olympic Hills Elementary



→ Scan to read & watch stories from graduates:





OUR PROGRAMS

Right Now Needs Fund

We know 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 (SPS) 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. Supported by generous investments from Amazon since 2018, the fund continues to meet student needs into its sixth school year.

In 2024, the Fund provided 14,840 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 an increase in requests for support compared to the previous year. This underscores the pressure and systemic barriers families often face when seeking support for hard-to-meet basic needs.

Types of Support, 2024 Calendar Year

Type	\$ Amount	%
Shelter/Rent	\$237,540	21%
Food	\$478,536	41%
Utilities	\$54,468	5%
Clothing	\$152,210	13%
School Supplies	\$23,044	2%
Other	\$205,648	18%
Total	\$1,151,446	100%



The students we serve experience adult challenges that require resilience during these turbulent times, especially when combating the rising costs of food, housing and goods.”

Zeynab Abdulgadir

Director

Right Now Needs Fund



\$6M+
distributed to
students and
families in need



89,271+
instances of
student support

Data reported from Jan. 2019 to Dec. 2024



Reflecting on 5 Years of Impact



Zeynab Abdulgadir and Alesia Jessie sit down for a conversation to reflect on five years of impact, understand community needs and connect to their own lived experiences.

→ Scan to read
& watch their
conversation:



“

SPS has provided summer learning for decades, with thousands of students participating over the years. 2024 was the first year we were able to offer Right Now Needs Fund supports to keep students engaged. The Fund provided housing assistance to four families facing eviction and kept 100 students engaged by helping them buy summer clothing and food for home. We could confidently reach out to parents knowing that we had the resources available to keep students focused on learning through the summer."

Lisa Clayton, Summer Learning Program Coordinator, College and Career Readiness, Seattle Public Schools

“

We're grateful for the support and generosity to make necessary repairs to our family vehicle. This vehicle is vital to us as we do everything we can to keep my student engaged in learning outside of school. Having the vehicle repaired and functioning means we can continue to provide these opportunities for him, just as other families do. This help came at a time when we were truly in need, lifting a tremendous burden off our shoulders and eliminating some financial strain."

Family Recipient, Jane Addams Middle School



OUR PROGRAMS

School Fiscal Services

We serve as the fiscal sponsor for 175 PTAs, booster clubs and school community organizations across the city that raise funds on behalf of students and help bolster and maintain the quality of our schools. Providing school fiscal services allows school-serving organizations to focus their efforts and resources on fundraising, rather than administration and finance.

PTA Equity 'Fund-Shifting'

In recent years, we have been proud to support the work of West Seattle Public Schools Equity Fund and Central and North Seattle Schools PTA Alliance (CANSSPA), groups 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.

CANSSPA started in 2022 and **works with over 15 schools north of I-90** in a 3-pronged approach to shift funds, create community advocacy, and share information about school funding. From the CANSSPA website: "Some SPS schools raise \$300,000 or more in supplemental funding for supplies, classroom support, and additional full-time teachers. Other SPS schools have no community-based fundraising whatsoever. This creates a huge equity gap throughout the district."

West Seattle Public Schools Equity Fund **works with all schools in West Seattle**. Both organizations were founded with inspiration from Southeast Seattle Schools Fundraising Alliance (SESSFA).



In a highly segregated city such as Seattle, the income from PTA fundraising varies widely, leading to very different opportunities and access for our students. Grassroots efforts like the West Seattle Public School Equity Fund is a great example of how to build community between PTAs and have the hard conversations with our families about the income inequalities and systemic racism that contribute to the vast differences in PTA fundraising abilities."

Erin Dury

Past President, Seattle Council PTSA

175 sponsored PTA & community groups



OUR COMMUNITY

Right Now Needs Fund 5-Year Celebration

The Right Now Needs Fund celebrated five years by gathering school district partners like counselors, social workers and family support workers for a summer thank you event.



Future of Youth College & Career Forum

We co-hosted the first Future of Youth Forum with Washington Youth Alliance and Seattle Public Schools to connect high school students to post-grad opportunities.



OUR COMMUNITY

Community Highlights from 2024



Annual Gala, Auction + After Party

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



Right Now Needs Fund 5-Year Celebration Event

Honored five years of the Fund with a celebratory event for school counselors, social workers, and family support staff at Flora Bakehouse

January

April

May

June

Right Now Needs Fund School & Community Events

Tabled at Sanislo Elementary School's Resource Fair and West Seattle High School's Multicultural Night to meet with students and families, sharing about the Fund and available resources



Thomas B. Foster Award

Awarded \$25,000 to two principals advancing racial equity and educational justice. The award was presented to Eyva Winet at Nova High School and Huyen Lam at Rising Star Elementary School



Pictured: Rising Star Elementary School staff during surprise Foster Award presentation assembly



New cohort of STR residents

Seattle Teacher Residency's Cohort 12 began coursework over the summer ahead of the 2024-25 school year

Philanthropic funder convenings

Hosted 15+ convenings for regional philanthropic partners who support Seattle Public Schools initiatives



Future of the Youth Forum

Held an inaugural youth-led college, trades and career fair in partnership with Washington Youth Alliance and Seattle Public Schools at Seattle University. 150 students from five schools learned professional skills and networked with trade unions, employers and colleges

August

October

December

Swain & Weaver Awards

Re-launched two endowed awards post-COVID, awarding 6 school staff and educators with a total of \$17,500



Convening Seattle Community Luncheon

Engaged 300+ supporters in a panel conversation on the potential of a citywide collective impact strategy. The panel included leaders from Civic Commons, Southeast Seattle Education Coalition and King County DCCHS



“

We are proud to celebrate Principal Lam and Principal Winet's outstanding contributions to their school communities. These two exemplify dedication and positive leadership, and the tremendous impact they have made on their school communities is evident. They are creating the conditions for all students to thrive and setting the standard for excellence in education.”

Brent Jones, Ph.D.

Superintendent, Seattle Public Schools

■ ■ ■

OUR INVESTMENTS

Thomas B. Foster Award for Excellence

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

In 2024, we gave the Thomas B. Foster Award for Excellence to two principals who demonstrated success in promoting educational justice and racial equity at their school: **Huyen Lam at Rising Star Elementary School** and **Eyva Winet at Nova 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.



Eyva Winet

Principal, Nova High School



Huyen Lam

Principal, Rising Star Elementary School

\$950K awarded to 23 principals since 1999



OUR INVESTMENTS

Swain & Weaver Awards

The Philip B. Swain Excellence in Education Award is given annually to teachers, counselors or staff who promote educational justice and racial equity at their school. The award honors Mr. Philip B. Swain, a former teacher who was a passionate advocate for public education throughout his life. All recipients were publicly recognized and awarded a \$2,500 grant to be utilized for continuing professional development, for travel associated with such development or for classroom projects or supplies. Recipients must have worked in the district for at least three years, teaching in grades 6-12 at a Title I school.

2023-24 SWAIN AWARDEES

- **Alfreida McKinney**, Washington Middle School
- **Alvin Scott Griggs**, Franklin High School
- **Sade Brown**, Rainier Beach High School
- **Julia Reade**, Nova High School
- **Marcus Bradford**, Aki Kurose Middle School

The Adrienne Weaver Science Teaching Award is given annually to a science teacher who promotes educational justice, racial equity and hands-on STEM learning at their school. This award honors Ms. Adrienne Weaver, a former educator who had a love for teaching and science and believed in hands-on learning. The recipients was publicly recognized and awarded a \$5,000 grant to be used at their discretion. The recipient must have worked in the district for at least three years, teaching science or STEM content in grades K-8 at a Title I school.

2023-24 WEAVER AWARDEE

- **Kyle Tunstall**, West Seattle Elementary School

52

staff &
educators
awarded from
2000-2024

“

Mr. Tunstall incorporates culturally relevant content into his lessons, such as exploring specific countries and cultures represented at our school. By connecting science education to students' cultural identities and experiences, he creates a more inclusive and engaging learning environment that leaves students excited and inspired about science.”

Swain Award Nominator

→ Scan to learn more about the awardees:



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Our Sponsors

Thank you to our 2024 Presenting and Champion Sponsors

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HOMETOWN ALL-STAR

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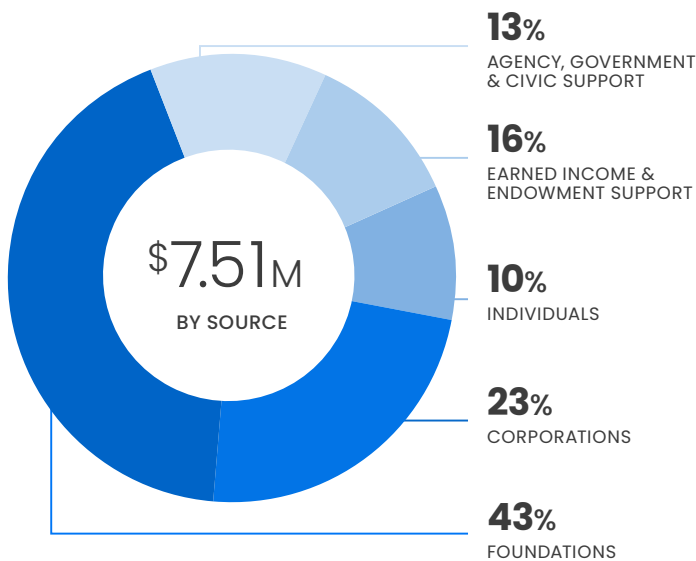
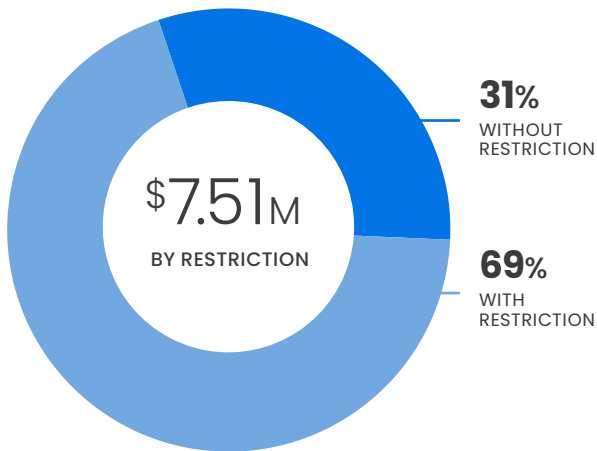
Our Donors

Thank you to all of our 2024 contributors!
Gifts of every size make a difference
and fuel our impact on behalf of Seattle
students, families, and educators.

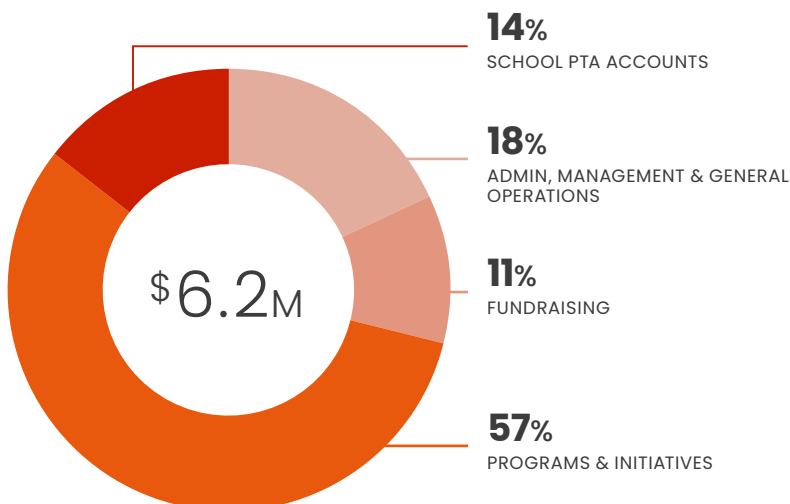
→ Scan to see the full donor recognition list:



2024 REVENUE



2024 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.

OUR PROGRAMS INCLUDE

- Philanthropic support for SPS initiatives
- Right Now Needs Fund
- Seattle Teacher Residency
- School & Educator Awards
- School Fiscal Services

→ Learn more about our audited 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.

2024 Board Officers

Grace Fosado
Chair

Darrell Powell
Treasurer

Manny Rivera
Chair-Elect

Sally Yates
Secretary

Sherry Williams
Immediate Past Chair



Public schools are the cornerstone of our community and democracy. Your investment is crucial, now more than ever.”

Grace Fosado

Chair, Board of Directors,
Alliance for Education

2024 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

Grace Fosado Boeing Commercial Airplanes

Yoshiko Harden, Ed.D. Renton Technical College

Brent Jones, Ph.D. Seattle Public Schools*

Bruce Leader Community Volunteer

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Jennifer McAleer Overlake Medical Center and Clinics

Michelle Merriweather Urban League of Metropolitan Seattle

Nate Miles Community Volunteer

Darrell Powell Community Volunteer

Manny Rivera Rivera Communications

Rachel Smith Seattle Metropolitan Chamber of Commerce*

Rebecca Stephens RBC Wealth Management

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

Sarah Waite Nordstrom

Sherry Williams HealthPoint

Sally Yates Community Volunteer

David Zapolsky Amazon

*ex-officio



GET INVOLVED

Looking to the Future

In 2025, we will begin a new 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 a multi-tiered system of support (MTSS), student literacy, STEM education, career connected learning and college and career readiness. We know the targeted universalism work we began by supporting the Office of African American Male Achievement (AAMA) must continue. 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 evolve in dialogue with our community.

Our strategic plan will complement the strategies of Seattle Public Schools, the City of Seattle Department of Education and Early Learning, community-based organizations and regional stakeholders to support Seattle students, families and educators. We look forward to collaborating with community to co-create a plan that represents our strong commitment to racial equity and educational justice, cross-sector alignment and a shared sense of 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 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.