



ALLIANCE
for EDUCATION

Investing in Equity for Seattle Students

ANNUAL REPORT 2025

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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.

■ ■ ■
WHO WE ARE

A Year of Transition & Change

2025 was a year of transition for the Alliance, for our city and across our nation. Yet through a challenging year, our community came together to support one another, invest in our schools and create meaningful opportunities for students. The moral arc of the universe bends toward justice, and Seattle is driving meaningful progress toward a more just future for our youth.

Across Seattle Public Schools, the Alliance continues to show up in both immediate and long-term ways. Through the Right Now Needs Fund, students and their families can access shelter, food, clothing, and other basic needs, giving students the stability they need to focus on learning. With our Seattle Teacher Residency, students learn from diverse, well-prepared educators who are committed to their success. And, by stewarding philanthropic investments to create the new SPS 2025-30 Strategic Plan, we help create excellent educational experiences that prepare students for graduation and beyond.

This work is possible because our community continues to move forward together. 2025 brought a new FEPP (Families, Education, Preschool & Promise) Levy approved by voters at record levels, a national search for a new Superintendent, the election of a new Mayor and a new President to lead the Alliance. We all remain focused on what matters most: ensuring every student has the opportunity to thrive.

But there is still work to do. Breaking down the walls of inequity and removing barriers to student success takes all of us. Thank you for being in community with us and making an impact for Seattle students.

Yonas Fikak

Vice President of Impact
Alliance for Education



Our District

We are honored to be a steady partner to Seattle Public Schools through the leadership transition of Dr. Brent Jones to Fred Podesta serving as interim superintendent. We also thank the departing School Board Directors for their public service and welcome new board members elected in November 2025.



The Alliance connects the broader community with Seattle Public Schools. When businesses, philanthropists and community leaders show up alongside educators and families, it can open up more opportunities for students. It takes all of us to educate the next generation, and at its core, education is about access to opportunity. I appreciate the role the Alliance plays in helping bring those connections together and supporting this work across our community.”

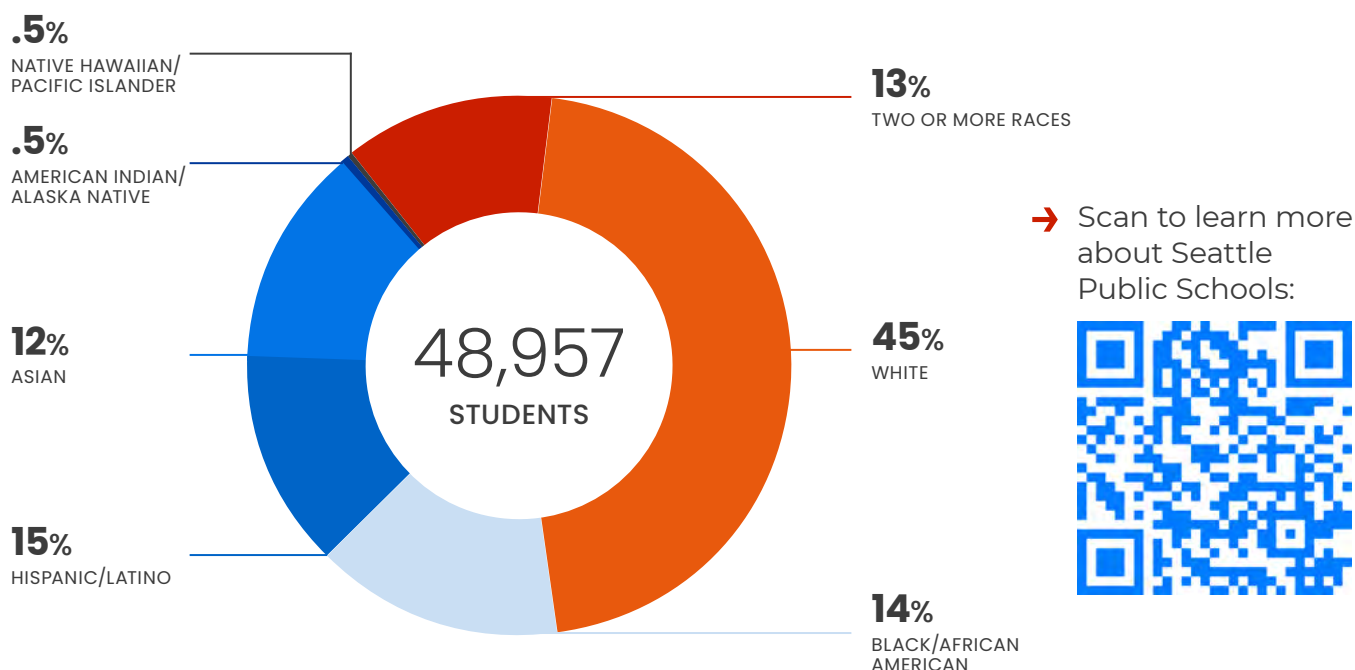
President Gina Topp

Board of Directors, Seattle Public Schools



Pictured: SPS and Alliance leadership presenting the 2025 Thomas B. Foster Award for Excellence at Madrona Elementary

The Alliance for Education is the only local education fund to proudly serve all **106 schools** in Seattle Public Schools (SPS). The district employs nearly **6,404 school-based staff** for approximately **48,957 students enrolled in 2025-26**. More than half of enrolled students identify as Black, Indigenous or people of color (BIPOC). Seattle Public Schools has a deep commitment to every student's journey, ensuring that each student will graduate ready for college, career and life.



500 national board certified staff
17th highest in the nation

12 years, on average, of teaching experience

158 languages or dialects spoken among SPS families

75% enroll in a 2 or 4-year school* within 1 year after graduation

24 Washington State Recognized Schools honored for student achievement

86% 4-year student graduation rate* class of 2025

Data from Seattle Public Schools unless asterisked*, denoting source from OSPI Report Card



OUR PROGRAMS

Right Now Needs Fund

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 like clothing, meals, and shelter. We know when students have their basic needs met, they are more likely to succeed within and beyond the classroom, though these needs are not funded in a traditional school budget.

In 2025, the Fund provided 12,839 instances of support totaling \$904,378, distributing funds to all schools in proportion to the percentage of students receiving free and reduced price meals.

Families lost a critical federal benefit during the Fall 2025 government shutdown —SNAP (Supplemental Nutrition Assistance Program). The Fund stepped forward with **additional \$150,000 in emergency resources** to ensure Seattle students stayed focused on learning and not where their next meal would come from.

An outpour of support from donors during this time allowed flexibility to use existing funds for additional needs facing families. For example, we received double the normal requests for shelter and housing support for families facing eviction. We would not have been able to support them if resources were depleted by requests for groceries alone. As temperatures dropped, this flexibility meant families could remain housed; students could get to school and stay connected to their classroom learning; and caregivers could avoid the cascading disruptions that housing displacement brings.

Read more about our Fall 2025 SNAP response online: alliance4ed.org/snap



Every dollar we invest through this fund represents more than a transaction; it's a signal to our students that their community sees them and values them."

Zeynab Abdulgadir

Director

Right Now Needs Fund



\$6.9M+
distributed to
students and
families in need



102,110+
instances of
student support

Data reported from Jan. 2019 to Dec. 2025



Media Spotlights and Praise for the Fund



Chelsea Dziedzic
Principal,
Lowell
Elementary
School



Because there's fewer resources for rental assistance, Right Now Needs Fund has been a real lifesaver for us."



Tracey Thompson
Social Worker,
West Seattle
Elementary
School



Food insecurity increases stress and forces impossible trade-offs. When families spend more on food, it means less money for rent, utilities or warm clothing as the weather turns cold. Many families are already on the fault line. This past week alone, several families have visited our school's food pantry, worried about how they'll feed their children. West Seattle is a magical and diverse community filled with hardworking immigrant families, and this loss of support will ripple through every part of our neighborhood."

**TYPES OF SUPPORT
2025 CALENDAR YEAR**

Type	\$ Amount	%
Shelter/Rent	\$211,538	23%
Food	\$315,792	35%
Utilities	\$57,214	6%
Clothing	\$85,532	10%
SNAP Pause	\$157,981	18%
Other	\$76,321	8%
Total	\$904,378	100%



OUR PROGRAMS

Seattle Teacher Residency

The Seattle Teacher Residency (STR) was founded in 2012 to prepare, support and retain teachers who reflect the diversity of Seattle Public Schools' students through a culturally-responsive teacher preparation program.

STR graduates are more racially and linguistically diverse than the larger educator workforce, increasing the district's teacher diversity and retention which research¹ indicates positively impacts students' educational experiences.

In 2025, STR recommitted to justice with new leadership at the helm, by:

- Deepening community partnerships like the Black Prisoner's Caucus
- Hosting visits to Wing Luke Museum, Northwest African American Museum, Sea Mar Museum of Chicano/a/Latino/a Culture
- Strengthening a pathway for instructional assistants (IAs) already serving in Seattle Public Schools to have new opportunities for professional and economic mobility.
- Recruiting with an intentional focus on future Special Education educators
- Developing leadership pathways and coaching opportunities for residency alumni

COHORT 13 (2025–26)

55%

of residents
are Black,
Indigenous or
people of color

RESIDENCY PARTNERS



289

educators
have graduated from the
residency since 2012²

74%

stay in the field
teaching through their 3rd
year in the classroom³

2/3

mentors are grads
supporting current residents,
while also receiving coaching⁴

87%

of Title I Schools
in Seattle have STR
teachers in the classroom⁵

¹Darling-Hammond et al, 2020, Learning Policy Institute;
Data current as of ²August 2025, ³February 2026, ⁴June 2026, ⁵June 2025



Pictured: Seattle Teacher Residency Cohort 13
at University of Washington's Miller Hall

Growing Black Leadership

STR's 'C-Suite' is a cohort supporting Black STR alumni as they advance into senior leadership roles across Seattle Public Schools, strengthening a network of Black educators and creating systems of support for their continued growth. As these leaders step into positions of influence, they also serve as visible role models for Black students, demonstrating what is possible and helping shape schools where students can see themselves reflected in leadership.



Core Components of our Residency



Earn a Masters in Teaching (M.I.T.) from the University of Washington



Washington State Residency Teaching Certificate, in either Special Education or K-8 Education with an English Language Learner endorsement



Mentorship & connections for hiring at Title I buildings within Seattle Public Schools



Ongoing support & access to the STR network of graduates, mentors, instructors & principals

OUR INVESTMENTS

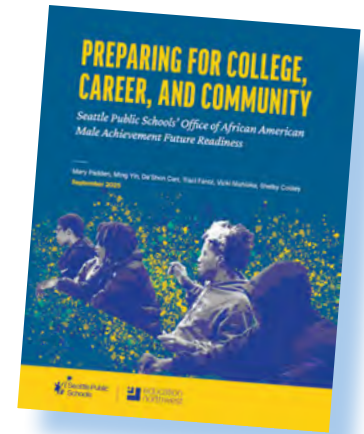
Office of AAMA 'Future Ready' Report

Future Readiness, an initiative of Seattle Public Schools' Office of African American Male Achievement (AAMA), helps prepare Black boys and teens for college, career and life after high school through mentorship, hands-on learning, and workforce and postsecondary opportunities.

Future Readiness aims to improve student engagement; rates of core course taking; and student interest and enrollment in two-year, four-year, and technical postsecondary pathways for Black boys and teens in SPS. In uplifting novel programming and district-workforce partnerships, AAMA's Future Readiness fortifies a college-going culture systemwide.

In 2023–24 and 2024–25, students in two AAMA programs—Kingmakers of Seattle and WHOLE (With Hope Our Life Excels) Mentoring—participated in Future Readiness activities including scholarship preparation, job site visits, guest speakers, internships and externships, and college and career mentoring.

Early outcomes like improved attendance, graduation readiness and GPA growth (compared to nonparticipants) suggest Future Readiness is helping students build the skills, experiences and support networks needed for long-term success.



84%

participant attendance rate, higher than nonparticipant peers' 81% attendance



98%

students said they were satisfied or very satisfied with how Kingmakers supports them to be college and career ready

“

Kingmakers has helped him connect with colleges and different career opportunities that otherwise wouldn't be available.”

Kingmakers Family

→ Scan to read more in the 'Future Ready' report:



OUR INVESTMENTS

Public Education Advocacy Award

The Public Education Advocacy Award celebrates community by recognizing individuals and organizations that have demonstrated exemplary leadership and unwavering dedication to public education in Seattle. Recipients are chosen by the Alliance president for their support of our mission advancing educational justice and racial equity for students in Seattle Public Schools. The award is presented annually at the Alliance's Gala, Auction & After Party.

Individual: Brent Jones, Ph.D.

Dr. Brent Jones, a proud graduate of Seattle Public Schools and past superintendent, was recognized for his courageous leadership and steadfast dedication to educational justice. Under his guidance, SPS navigated through some of the most complex and challenging years in recent history—from pandemic recovery and structural budget shortfalls to reimagining systems to better serve students, families and educators. Dr. Jones' vision as superintendent was to ensure every student had access to high-quality instructional time, intellectually ambitious curriculum, culturally responsive experiences and ample opportunities for self-identity and success—aligning fully with the Alliance's mission.



Organization: Southeast Seattle Education Coalition (SESEC)

SESEC has stood as a trusted convener and a powerful force for change, advocating for students and families in Southeast Seattle and beyond. Their work is deeply rooted in community and authentically sharing power with community. Their coalition-based model brings together community organizations, schools, parents, and educators to drive culturally responsive advocacy and dismantle systemic barriers to equity. As a thought partner to the Alliance and Seattle Public Schools, and a leader in racial equity policy, SESEC continues to advance solutions grounded in the lived experiences of Southeast Seattle families.



“

The Foster Award is a recognition of those who dare to envision schools where every student thrives—where educational justice is not just a concept, but a daily practice. Principal Stowell and Principal Carter lead with courage, compassion and self-reflection that makes a difference for their students, their staff, and to the Seattle community.”

Brent Jones, Ph.D.

Past Superintendent, Seattle Public Schools



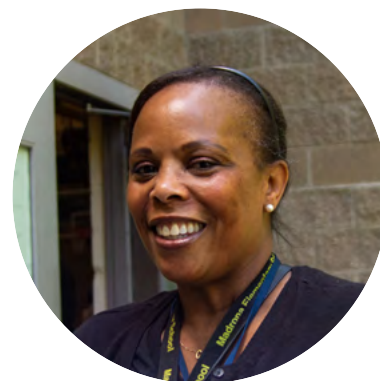
OUR INVESTMENTS

Thomas B. Foster Award for Excellence

The Alliance for Education administers endowed awards and grants that acknowledge and elevate excellence, boost morale, and deepen impact among staff who are advancing racial equity and educational justice in their school community.

In 2025, 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: **Regina Carter at Madrona Elementary School** and **Zachary Stowell at Robert Eagle Staff Middle 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 \$30,000 grant** to be utilized at the school. The selection process considers colleague and community nominations alongside school data, principal commitment and effectiveness.



Regina Carter

Principal, Madrona Elementary School



Zachary Stowell

Principal, Robert Eagle Staff Middle School

\$1M awarded to 25 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 lifelong, passionate advocate for public education. All recipients were **awarded a \$3,000 grant** for professional development (PD), travel associated with PD or classroom projects or supplies.

2024-25 SWAIN AWARDEES

- **Keenen Allen Ladd**, Denny International Middle School
- **Diana Bridges**, Pathfinder K-8
- **Ross Humphries**, Interagency Academy
- **Kels Isaacson**, Eckstein Middle School
- **Rachel Myers**, West Seattle High School
- **Nicole Petty**, Rainier Beach High School
- **Baljinder Sohal**, Interagency Academy
- **Emery Walters**, Interagency Academy

The Adrienne Weaver Science Teaching Award is given annually to science teachers who promote 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, science and believed in hands-on learning. The recipients were **awarded a \$3,000 grant**. The recipient must be teaching science or STEM content at a Title I school.

2024-25 WEAVER AWARDEES

- **Jordyn FrostKing**, Denny International Middle School
- **Karla Nyquist**, Rainier Beach High School
- **Micah Ventura**, Maple Elementary School

63

staff & educators awarded from 2000-2025



Ms. Sohal recognizes the need to shift from punitive disciplinary methods to restorative practices for our [Interagency] students.... She helps them by understanding the impact of their behavior on others within the school, family and community. Her approach helps to build stronger relationships and more successfully productive students.”

Swain Award Nominator

➔ Scan to learn more about the awardees:



OUR COMMUNITY

Public Engagement & Convenings

STEPPING UP FOR SCHOOLS

Co-hosted a panel discussion of community members on running for school board



FAMILY NAVIGATOR COHORT

Partnered with SESEC to lead a cohort of CBOs serving targeted family populations, who published an open letter to SPS

FAMILIES, EDUCATION, PRESCHOOL & PROMISE (FEPP) LEVY

Signed on as a supporting organization & ran voter education campaign

COMMUNITY LUNCHEON

Convened 250 advocates to hear from SPS Principal Antonia Gray & students from Speak With Purpose



CHANGING OUR FUTURE

Co-sponsored Stand for Children book reading on foster care & systems-impacted youth

COMMUNITY BUILDING SOCIAL

Building connection with school board members, district leaders & CBO partners



I have had teachers and principals crying in my office feeling like they have failed their students, but yet they come back the next day, next month, next year. This resilience is not just about enduring; it's about fighting with unwavering hope, compassion, and fierce love for the kids we serve. When the system feels like an uphill battle, educators are the steady force that refuses to let those students fall behind."

Antonia Gray

Principal, John Stanford International Elementary
Graduate, Seattle Teacher Residency

2025 Keynote, Convening Seattle Community Luncheon



OUR COMMUNITY

Seattle Education Candidate Forum

The Seattle Education Forum brought 150 families, students, and neighbors into authentic conversation face-to-face with candidates running for Seattle School Board, City Council, Mayoral and King County offices at Rainier Beach High School in October before the election.

The forum was co-hosted with Southeast Seattle Education Coalition, League of Education Voters, Black Education Strategy Roundtable and Washington Youth Alliance, centering the voices of those most impacted by education policy but too often left out of decision-making.



OUR COMMUNITY

Celebrating 30 Years – Pearl Anniversary

See the Alliance's full 30-year history at alliance4ed.org/history

Alliance for Education Established

Collaboration has always been in our DNA, forming from a merge of three organizations: Seattle Alliance for Education, Seattle Metro Chamber of Commerce Education Committee and Partners in Public Education (PIPE).

1995



Pictured: 2006 Leadership Breakfast

Community Convenings

"Community Dialogues" engaged more than 7,000 Seattle residents on school issues.

2003

'Our Schools' Coalition

Our Schools Coalition was formed, leading to key teacher contract reforms.

2010

1996

'Every Child a Reader' program and the Principal Leadership Institute launched.

Every Child a Reader campaign engaged thousands of volunteers & tutors, including a fundraising concert with Pearl Jam & school-based reading competition with artist Dave Chihuly.



Pictured: 2005 Back2School Bash

2011

Seattle College Access Network

The Seattle College Access Network was formed, which enrolled all eligible eighth graders in the Washington State College Bound Scholarship.



Pictured: 2011 Student Career Fair



Pictured: Highland Park Elementary Family Resource Center

Right Now Needs Fund

The Right Now Needs Fund (RNNF) was launched in partnership with Amazon to provide basic needs for students.

2018

A Refined Mission

The Alliance refocused their mission, centering on racial equity and educational justice.

2018



Education Equity Fund

The Education Equity Fund supported students through the COVID pandemic, raising \$3M and providing 10,000 laptops & 25,000 meals during remote learning.

2020

2025

2012

Seattle Teacher Residency

Seattle Teacher Residency is launched as the first residency in the nation to include the teacher's union. Cohort 1 begins coursework at University of Washington in 2013.



Pictured: First STR Cohort in 2012

2019

Office of African American Male Achievement

The Alliance raised \$4M to launch and sustain the Office of African American Male Achievement (AAMA) in Seattle Public Schools.



Pictured: AAMA Microsoft field trip in 2022

...

Our Sponsors

Thank you to our 2025 Presenting and Champion Sponsors!

PRESENTING



CHAMPION



...

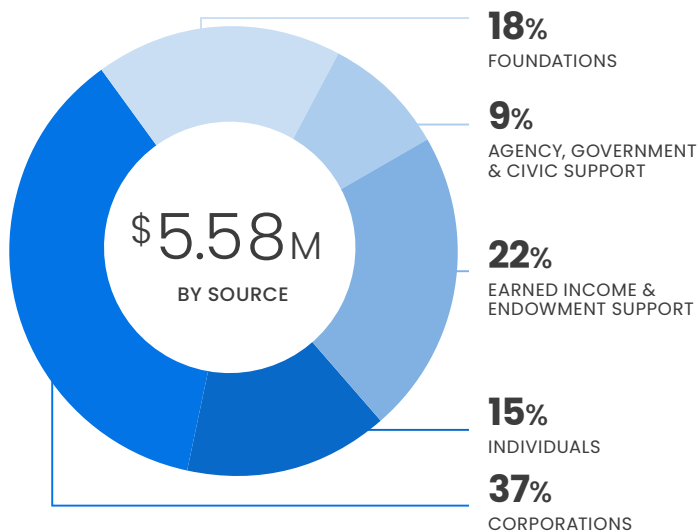
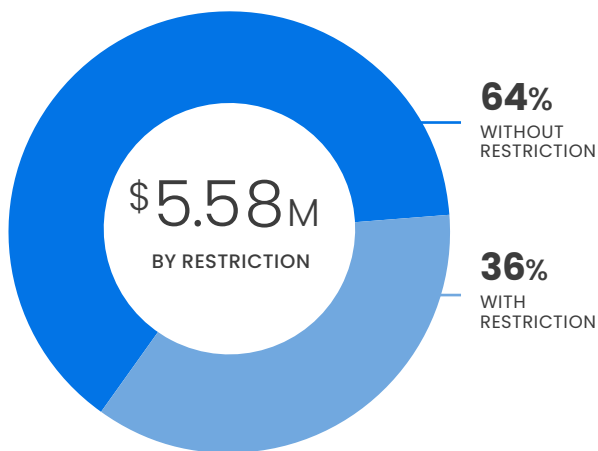
Our Donors

Thank you to all of our 2025 contributors!
Gifts of every size make a difference and
make an impact for Seattle students,
families, and educators.

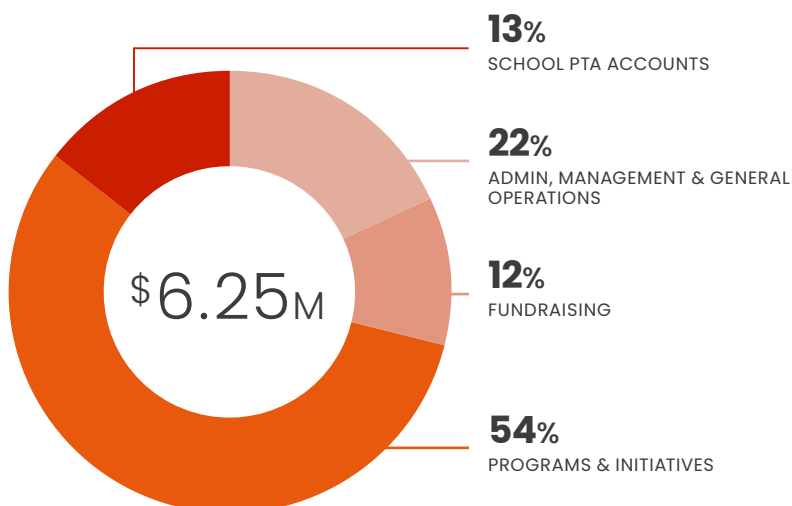
→ Scan to see the full donor recognition list:



2025 REVENUE



2025 EXPENSES



Our Financials & Fiscal Services

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

**Balance difference uses prior years' reserves to support program operations and one-time investments*

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:



182 sponsored PTA & community groups



OUR LEADERSHIP

Presidential Transition

After more than eight years of dedicated and transformative leadership, Lisa Chick made the decision to conclude her tenure as President of the Alliance for Education. Since stepping into the role in October 2016, she has strengthened the Alliance's operations, deepened its impact, and expanded its partnerships evolving the organization into a more equity-focused, collaborative, and community-centered institution.

The Alliance Board of Directors, staff and community partners extended their deep gratitude to Chick for her outstanding leadership, service and unwavering commitment to educational justice in Seattle at a farewell social in July.



The foundational strengths of the Seattle Public Schools system are significant. SPS has strong graduation rates, excellent teaching staff, positive student outcomes and continues to improve its facilities. Should you walk into schools in other urban districts across the country and compare—as I have—you would be proud of the state of Seattle schools.”

Lisa Chick

Past President,
Alliance for Education

➔ Scan to read Lisa's parting reflections:





Roxanne Christian Named as New Leader

After a competitive executive search, **Roxanne Christian was selected to lead the Alliance for Education** after serving as interim President. Roxanne is a mission-focused, purpose-driven leader with over two decades of experience advancing equity through public education, philanthropy and community-centered partnership. She brings a unique blend of strategic thinking, relational leadership and equity-informed practice to every aspect of her work.

She joined the Alliance in 2019 as Vice President of Advancement, and has played a central role in strengthening the organization's mission, partnerships and impact while overseeing fundraising, stakeholder engagement, strategic communications and constituent relations.



I'm looking forward to building on the Alliance's great work, leading its next chapter, and bringing our strategic direction to life for students, educators, and public education in Seattle."

Roxanne Christian
President,
Alliance for Education

Q&A with Roxanne

UNDERRATED SEATTLE

The water views, everywhere! Sitting on the dock looking out over Lake Washington as the sun sets helps me slow down & appreciate the beauty of Seattle.

CONNECTING TO RECHARGE

I love engaging through community boards & connecting with leaders across the city. I'm energized by learning from others, building relationships, & contributing to my community.

LEADERSHIP LESSON

Find confidence in being your true self & embrace your quirkiness—It creates space for empathy & grace as a leader, from & for you.

MEDIA THAT INSPIRES

Lately, I've been listening to current events podcasts, reading education journals & papers, and watching Ziwe interviews. I love anything that gives me a new perspective or makes me think differently.

STORIES I LOVE

I'm drawn to stories that transport me elsewhere like dystopian futures, mythical creatures, & time travel. Give me a good alternate universe, a little mystery, & a story that makes me wonder "what if?" I'm in!



OUR LEADERSHIP

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.

2025 Board Officers

Grace Fosado
Chair

Darrell Powell
Treasurer

Sherry Williams
Immediate Past Chair

Sally Yates
Secretary

2025 Board of Directors

Tami Becker Gomez Alaska Airlines

Jonathan J. Bridge Ben Bridge Jeweler

Jane Broom Microsoft Corporation

Michael Brown Civic Commons

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

Liz Huizar Southeast Seattle Education Coalition

Brent Jones, Ph.D. Seattle Public Schools*

Bruce Leader Community Volunteer

Karen Lewis Smith Kaiser Permanente Washington

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

Drew Wolff BECU

Sally Yates Community Volunteer

David Zapolsky Amazon



“For 30 years, the Alliance has brought our community together to invest in students & strengthen public education.”

Grace Fosado

Chair, Board of Directors,
Alliance for Education

*ex-officio



OUR FUTURE

2025–30 Strategic Plan

The Alliance’s 2025–2030 Strategic Plan arrives at a defining moment for public education in Seattle, and nationally. The 2025–2030 Strategic Plan is designed to meet this moment of opportunity and challenge with both clarity and conviction, ultimately serving as a blueprint for collective action.

The Strategic Plan was developed in 2025 by Gilded Knight Consulting through a rigorous, equity-centered, and community-informed process involving over 120 stakeholders.

Over the next 5 years, the Alliance will deepen its partnership with SPS and community-based organizations to advance the district’s central goals of literacy, numeracy, and life readiness, while simultaneously expanding its systems-level influence across philanthropy, business, and civic sectors.

The Alliance is well-positioned to sustain steady progress to serve students, turning our vision into actionable commitments and outcomes over the next 5 years:

- **Align with and support SPS’ goals** in literacy, numeracy, and life readiness
- **Strengthen internal systems** to ensure credibility, transparency, and disciplined execution
- **Mobilize partners and funders** around shared priorities
- **Invest in programs and strategies** that meaningfully improve outcomes for students furthest from opportunity

Thank you to the community leaders whose feedback built this plan and will continue to power progress these next 5 years!

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.



→ Donate



→ Connect With Us

Visit alliance4ed.org

Drop us a line at
info@alliance4ed.org

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



**THANK YOU TO ALL OF OUR GENEROUS SUPPORTERS
FOR 30 YEARS OF IMPACT FOR STUDENTS.**