On behalf of the students, staff and administrators at the Marysville School District, I am pleased to present the 2015-16 Annual Report to the Board of Directors and make it available to all stakeholders.

It has been a year of growth and development for the Marysville School District and I am incredibly proud of the work performed by each one of our departments. From Technology and Facility Maintenance, to Learning and Teaching, Human Resources and Special Education, the Marysville School District has made many gains this past year and will continue to build on current efforts.

Our district continues to refine our core mission and Strategic Directions of ENGAGING our community, INSPIRING our students and PREPARING our graduates with our North Star Indicators to guide us in support of student success.

We hope this report provides a solid update on where the Marysville School District is to-date and our path forward to building a great community of students and educators. If you have any questions, please do not hesitate to reach out to me.

I am honored to work alongside all of you every day as we achieve our goals and appreciate your ongoing commitment to the success of our students and community.

In Service,

Dr. Becky J. Berg,
Superintendent
**DEMOGRAPHICS**

### Revenues
- Local Levy/Fees: $29,220,727.05
- State Funding: $96,762,511.29
- Federal Funding: $9,859,877.95
- Other Sources/Grants: $248,538.97

### Expenditures
- Staffing/Salaries: $85,378,928.34
- Benefit Costs: $30,872,897.24
- Supplies/Materials: $4,907,749.85
- Contracted Services: $13,678,321.03
- Travel & Capital Outlay: $394,414.53

### Expenditures Per Student

**Enrollment**
- October 2015: 11,211
- May 2016: 11,085

**Race/Ethnicity**
- Hispanic: 21.7%
- American Indian/Alaskan Native: 6.1%*
- Asian: 5.1%
- Black/African American: 1.6%
- Native Hawaiian: 1.6%
- Other Pacific Islander: 8%
- White: 54.5%
- Two or more races: 10.2%

*Note: There are 1,117 self-identified Native students through MSD’s Indian Education Department.

**Special Programs**
- Free/Reduced Lunch: 46.6%
- Special Education: 15.8%
- ELL: 8.2%
- Migrant: 1.6%
- Section 504: 1.6%

**Finances**
- General Fund: $135.3 million
- ASB Fund: $1.1 million
- Debt Service: $8.5 million
- Capital Projects: $6.5 million
- Transportation Veh: $638,000
- Excess levies: $25.9 million

Local Levy/Fees: $29,220,727.05
State Funding: $96,762,511.29
Federal Funding: $9,859,877.95
Other Sources/Grants: $248,538.97
Total Expenditures Per Student: $12,571.86
The Marysville School District continues to build upon efforts related to technology and learning. With Chief Technology Officer Scott Beebe’s leadership, the District remains focused on the 1:1 Chromebook Initiative, now in its second year. Updated technology resources and professional development for certified staff, combined with the addition of web-based tools to support student learning and engagement, help ensure the Marysville School District continues to stay ahead of the curve when it comes to providing students with access to 21st century learning in the ever-advancing digital age.

**The Numbers**

- 9,572 Chrome devices in service
- 2,346 Macs and PCs in service
- Guest teacher Chromebooks (5 per school)
- 333 new elementary projectors
- 40 newer model projectors to move up to secondary schools
- Front door security camera at every school

**Professional Development**

Last year, 456 teachers in three cohorts worked on best practices for integrating technology in their classrooms and curriculum.
Internet Access

- Doubled bandwidth in December 2015 from 500 MBps to 1 Gbps.
- Quintupled bandwidth in summer of 2015 from 1 Gbps - 5 Gbps.
- Capacity to increase internet capacity to 10 Gbps when needed.

ALL SCHOOLS HAVE WI-FI AND FREE PUBLIC WI-FI IS ACTIVE EVERY EVENING AT 5PM AND ON WEEKENDS.

New Tools

Lucidpress
A desktop print and publishing tool available for all staff and secondary students.

Lightspeed
New filtering on student Chromebooks allowing teacher orchestration and control of devices in the classroom.

New server-based fax system
Staff can now scan to email addresses, and send and receive faxes via email.
The end of the 2015-16 school year brought many changes to the Marysville School District’s Learning and Teaching Department. The Department invested in new K through 5 English Language Arts curriculum and new grade 6 through 8 Math curriculum. Each set of curriculums were carefully selected by a team of teachers and administrators, and were vetted to ensure they fulfilled the common core standards set forth by Washington state and the Office of Superintendent of Public Instruction.

Together with the District’s Executive Director of Learning and Teaching Lori Knudson, and Executive Director of Assessment and Student Services Ray Houser, this department is taking huge strides in support of student learning and continues to build a framework for success.

**New K-5 English Language Arts Curriculum**

• Ten Council of International Schools (CIS) elementary teachers attended trainings on Fridays in September to ensure they are prepared to assist teachers with the implementation of the newly adopted curriculum.

• English Language Arts TOSA working closely with Director of Learning and Teaching and curriculum publishers to ensure all staff members have the materials they need to implement new tools.

• Chief Technology Officer Scott Beebe and his team continue to support teachers and students with technology access.
New 6-8 Math Curriculum

- Grades 6 through 8 Math TOSA working to support teachers at Liberty and Marshall four days a week and at all elementary schools on Fridays.

- Grades 6 through 12 TOSAs assisting teachers with the rollout of the new middle school math adoption and setting up weekly professional development trainings.

Looking Ahead...

- English Language Arts TOSA and Director working together to set up a timeline for adoption of new secondary curriculum.

- Middle school teachers working together with Learning and Teaching Department to create rigorous framework for offering high school credit when students take new English/Language Arts class.

BEST Mentor Grant

BEST grants are used by districts to create and implement systems of support that attract, train and retain novice teachers. These competitive grants are awarded to school districts and regional consortia when funds are made available by the State Legislature. This year the Marysville School District received a continuation grant.
Assessment

The 2015-16 school year marks the second year Marysville School District students took the Washington State Smarter Balanced Assessments (SBA).

Marysville School District assessment scores demonstrate an increase in the percentage of students in the District meeting or exceeding the State Standards in English Language Arts (Literacy) and Math from the 2014-15 school year to the 2015-16 school year.

Additionally, the results of the District’s STAR Reading and Math Assessments (assessments providing data on students’ reading and math skills) showed increases in the percentage of students at or above benchmark in Reading in grades 1, 2, 4, 5, and 8, and in Math in grades 1, 2, 3, 4 and 5, from spring 2015 to spring 2016.

Graduation

The Marysville School District’s “On-Time Graduation” percentage increased from 70.1 percent in 2015 to 74.8 percent in 2016.

The District implemented the Advancement Via Individual Determination (AVID) Program. The mission of this program is to close the achievement gap by preparing all students for college readiness and success in a global society. The Marysville School District is in the process of deploying AVID in each secondary school.
In April of 2016, the Marysville School Board approved funding for all Marysville School District juniors to take the SAT (Scholastic Assessment Test), a test of a student’s academic skills that is used for admission to United States colleges.

Of the 595 Juniors who participated, 79 percent met the Washington State School Board of Education’s determined cut score for English/Language Arts (Literacy), and 70 percent met the score for Mathematics. The cut score may be used in place of the State’s Smarter Balanced Assessment.

The School Board also approved funding for all District juniors to take the Preliminary Scholastic Aptitude Test or National Merit Scholarship Qualifying Test (PSAT/NMSQT), a preliminary version of the SAT. The 617 juniors who participated in October of 2015 received valuable information as to how to prepare for the SAT and potentially qualify for a National Merit Scholarship.
STUDENT SERVICES

Signs of Suicide (SOS) along with Social-Emotional Learning presentations and screening began at Cedarcrest Middle School last year and will be used in all secondary schools by the end of the 2016-17 school year. Signs of Suicide is the only school-based suicide prevention program listed on SAMSHA’s National Registry of Evidence-based Programs and Practices that addresses suicide risk and depression, while reducing suicide attempts.

Over a dozen Youth Mental Health First Aid (YMHFA) trainings for staff and local community members were provided last year. The District will continue to offer, free of charge, this widely successful training and certification. YMHFA provides an easy to understand and interactive training that educates, informs and de-stigmatizes issues related to mental health disorders. It also provides trainees with a practical plan and strategy to support an adolescent experiencing a mental health crisis. After successfully completing this course, trainees will receive a three-year certificate as a YMHFA responder.

The Marysville School District continued to partner with Victim Support Services (VSS) to provide mental health therapists at all high schools.
The Federally funded “Project Aware” grant provided mental health therapists, Student Assistance Professionals (SAPs), and Prevention/Intervention Specialists (PRIs) in all secondary schools. These professionals provide targeted assistance with mental health issues, drug and alcohol resources and support for students.

The Marysville School District partnered with Sound Mental Health (SMH) to provide support for the District’s Special Education population. Sound Mental Health provided specialized trauma support, direct therapy service, group therapy, case management, professional skill development and public presentations on the unique needs of special education students and how trauma impacts them.

The Marysville School District consulted with the National Center for School Crisis and Bereavement (NCSCB), and their Director, Dr. David Schonfeld, MD, FAAP. Dr. Schonfeld and NCSCB gave support and assistance to our schools through resources, training materials, consultation services and technical assistance.
The Marysville School District’s Special Education Department has made many great strides in support of students and families. The Department strives to be a step above the rest when it comes to providing for the needs of all students. Understanding that no two students are the same, or have the same needs, the District’s Special Education Department continues to identify how best to serve the unique needs of each student and ensure they have the resources and support needed to build a foundation for success.

**Our dedicated team has:**

- Implemented clear line of behavior support staff from grades K through 12.

- Successfully procured and deployed Ablenet Math to high-needs classrooms, and Step-Up to Writing (Literacy curriculum) to all resource rooms.

- Implemented district-wide system for iPad application purchase and student use.

- Focused on early and effective recruiting for 2016-17 staffing needs.

- Found a 27 percent reduction in high-needs rooms following an emphasis on student integration.

- Created Continuum of Transition services for students age 18 to 21.
Career & Technical Education (CTE) is the golden ticket connecting learning to earning for students in the Marysville School District. The growth in CTE course offerings have resulted in more real-world, hands-on, project based learning opportunities for students in the Marysville School District, and ensures they have the resources to support their success.

- Marysville School District’s Career and Tech Programs are currently serving 4,799 middle and high school students in multiple classrooms around the District.


- Students can earn two for one high school credits by taking a CTE class that offers a credit equivalency. For example, a student taking Graphic Design can earn credit in Fine Arts, and can also check off their Career and Technical Education graduation credit requirement as “met requirement”.

- Many CTE courses offer college credit and valuable certifications and credentials directly connected to industry and post-secondary standards.
This year the Marysville School District was proud to welcome new Executive Director of Finance and Operations, Mike Sullivan. Mr. Sullivan comes to the District after six years with the Granite Falls School District. In his short time with Marysville, Mr. Sullivan has been instrumental in the District’s work to build upon facility maintenance goals, improve accounting and budgeting processes, and educate the public on school finances related to bonds and levies.

**Food Service**

The District partnered with food service provider Sodexo to focus on high-quality fresh foods resulting in **71,522 more meals served** to Marysville students.

**Accounting and Budgeting**

The Annual State Audit was “finding free” within all areas audited in both the state and federal areas of accountability.

**Payroll**

Payroll transitioned to electronic pay stubs, saving the District printing, handling and postage expenses, and giving employees 24/7 access to their electronic payroll records.

**Facilities**

- Maintenance and Grounds completed **3,787 work orders**.
- Facilities Scheduling scheduled **18,758 events** district-wide.
- Stripped and waxed floors at Shoultes, Grove, Quil Ceda Tulalip, Kellogg Marsh and Allen Creek.
- Stripped, repainted and waxed gym floors at Totem and Liberty.
- Screened and recoated gym floors at Cascade, MP, MG, MTC, MMS and CMS.
- Replaced gym roof at Allen Creek.
• Liberty Elementary was awarded the Health Kids-Healthy School Grant from OSPI for a new Playground in the amount of $47,746.

• The District successfully completed the Washington Schools Risk Management Pool (WSRMP) Risk Assessment Survey (RAS) and received an applied credit to the 2016-17 district liability insurance premiums in the amount of $48,452.

• The District was awarded the School Security Grant from WSRMP in the amount of $62,834. The grant went toward the replacement of all two-way radios in the transportation department, providing coverage in radio dead zones throughout the District.

• The Purchasing Department fully implemented digital Purchase Orders (POs), saving the District significant printing cost.

Risk Management and Purchasing

Transportation

• Annual winter and summer transportation inspections performed by the Washington State Patrol were again, exceptional.

• Marysville School District buses traveled a total of 1,389,353 miles, which includes to and from route to schools, field trips, athletic trips, and after school and summer school programs.

• The District’s Transportation Department provided a total of 19,847 McKinney-Vento (Homeless/Transitional) student trips to and from school, for total of 266,111 miles.
From creating more resources and support for District staff and refining existing structures, to partnering with our labor partners and implementing new ways to recruit great staff, the Marysville School District’s Human Resources Department continues to strengthen their efforts when it comes to building a committed workforce and team.

**Organization and Structures**

- Converted personnel files to a new secure and fireproof system of filing cabinets, and converted storing and filing systems for all federal employment documents including a new storage system for Federal I-9 forms.
- Supported Directors, Principals, Managers, and Supervisors in employee investigation and discipline procedures district-wide.
- Revamped and improved records retention process.
- Documented and recorded performance evaluations for more than **1,200 employees** district-wide, and documented and recorded professional development and training for all employee groups and classifications.
- Continued transition to paperless filing and documentation systems.

**New Tools**

- Implemented a series of instructional employee training videos. Videos can be accessed through the Human Resources department website.
- Employee Handbook for all employees now accessible on website.
- Created Principal Handbook for issuance to all principals and assistant principals in conjunction with the Marysville Administrators Association.
- Conducted individual employee orientations for each new hire.
Outreach and Recruitment

- Implemented and expanded Social Media presence through the use of Twitter and Facebook for posting jobs, showcasing employees, and overall communication from the Human Resources Department.

- Increased presence at job and recruitment fairs, including the addition of attendance at events focused on hiring classified employees.

- Posted 446 job openings, processed 1,192 job applications, coordinated 234 interview sessions, and hired 271 new employees.

- Hired and processed 157 substitute employee positions for all employee classifications district-wide.

Staff Support

- Organized, promoted, and hosted the annual Marysville School District retirement celebration and annual New Employee Orientation for new teachers.

- Continued to improve employee attendance with both classified and certificated staff members.

- Processed 337 leave requests for employees including leave of absence for medical, disability, childcare, military and other discretionary leaves.

- Documented and recorded college credits and clock hours for certificated employee salary advancement.

Partnerships

- Completed negotiations of a new four-year contract with SEIU 10-month and SEIU 12-month bargaining units.

- Participated in monthly labor and management meetings with all Marysville School District bargaining units.
Students of the Marysville School District are prepared for further education, technology, economic change and social realities because they...

**Think** critically,

Create and Innovate,

**Collaborate** with others,

**Communicate** effectively, and

**Care** compassionately.
Engaging our community in support of students by:

1. Fostering family involvement;
2. Cultivating collective responsibility among staff for each student;
3. Nurturing partnerships and community support.

Inspiring students to find their passion and pathway by:

1. Ensuring our students and staff have a growth mindset;
2. Embracing students’ culture, language, and uniqueness;
3. Empowering students to be active partners in their education.

Preparing graduates for economic and social realities by:

1. Building skills in critical thinking, creativity, collaboration, communication, and compassion in a technology-infused environment;
2. Equipping graduates for further education, career and citizenship in our globally connected communities.
• All students reading at or above grade level by the end of first grade.

63 percent of first graders were at standard on the STAR Reading Assessment in the 2015-16 school year.

• All students attend school regularly.

68 percent of students had 90 percent attendance or better in the 2015-16 school year.

• All students achieve at or above state standard in English/Language Arts and Math.

Average percent of students meeting or exceeding state standards in ELA by grade level in the 2015-16 school year.

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary School</td>
<td>49.7 %</td>
</tr>
<tr>
<td>Middle School</td>
<td>43.43 %</td>
</tr>
<tr>
<td>High School</td>
<td>69.2 %</td>
</tr>
</tbody>
</table>

Average percent of students meeting or exceeding state standards in Math by grade level in the 2015-16 school year.

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary School</td>
<td>47.1 %</td>
</tr>
<tr>
<td>Middle School</td>
<td>30.33 %</td>
</tr>
<tr>
<td>High School</td>
<td>19.4 %</td>
</tr>
</tbody>
</table>

* An additional 66.8 percent of students met the Math requirement with an End of Course exam, for a total of 86.2 percent meeting or exceeding state standards in Math.

• All students graduate within five years of starting high school, with an identified post high school pathway.

74.8 percent of seniors graduated on time in the 2015-16 school year.

77.5 percent graduated within five years.
THANK YOU

Thank you again for taking the time to read about our shared efforts during the 2015-16 school year. In the Marysville School District, we focus on the whole child and are dedicated to ensuring every student’s K-12 experience meets their individual needs, and helps them build a full and fun educational experience.

Success for each of our students is determined by our Board of Directors, staff, parents, and community coming together to create a better future for each child and thus, a better future for us all.

We look forward to the year ahead as we work together to inspire, engage, and prepare future generations.