



Dear Federal Way Public Schools Parents and Community,

Six years ago in May, the FWPS School Board appointed me Superintendent. I can remember it like it was yesterday, the pride, sheer joy, and immense responsibility I felt when getting that call.

Reflecting on my roots as a young black girl growing up in the Louisiana Delta, I was now seeing my dream come true. I wanted to lead a large school system so that I could do for the scholars of Federal Way what my teachers had done for me: inspire, empower, and educate me so my future could be limitless.

Although the board extended my contract for another three years, I conveyed to them my intention to begin succession planning and transition to support the next leader in Federal Way Public Schools. I've given every part of myself to the work of educating our children and serving the community of Federal Way Public Schools over the past 6+ years. However, this past year of COVID has prompted me to reassess some parts of my life that have an even greater pull on me, my family.

As I prepare for this transition, I want to share what we have accomplished together over the last six years. Our district has attained remarkable achievements and are the direct results of a strong superintendent and board team. I've had the great fortune of working with incredible school board members beginning with the original board who hired me: Geoffery McAnallo, Claire Wilson, Danny Peterson, Carol Gregory, and Hiroshi Eto; other board members who joined the work include Liz Drake and Dr. Mildred Ollée; and current sitting board members: Geoffery McAnallo, Dr. Jennifer Jones, Luckisha Phillips, Trudy Davis, and Hiroshi Eto.

We've accomplished so much in support of scholars, families, and the community. I'd like to express gratitude and appreciation to our families who send their most precious gift to us to learn and grow in our care—their child/ren. I want to acknowledge our school and district staff who've played a large role in our district's accomplishments with their unrelenting focus on our scholars' success. Additionally, I'd like to recognize the unique collaborative partnership with our labor partners that's resulted in working more effectively together on behalf of our children.

Because schools can't do it alone, I want to extend a big shout out to our publicly elected officials, community-based organizations, faith-based organizations, and numerous others who've helped make a positive difference for our scholars and families.



Over the past six years, our district has:

This year, I've received inquiries from dozens of local and national districts about the use of our tools like our remote learning guides, our scholar voice process, our outline for equity training, our policy governance model, our learning partnership guides, and other resources that reflect the voices of our stakeholders. Federal Way Public Schools is leading the way in equity and excellence.

FWPS Board President Geoffery McAnallo shared, "Although the Board is heartbroken over Supt. Campbell's decision, we want to continue to build upon our successes. We are confident in Dr. Pfeiffer's ability to continue the great work of Federal Way Public Schools."

We know that the one constant in any organization is change. But what I know about the 3,000+ educators in Federal Way is that we will continue to do great things for our scholars. The best is yet to come.

Sincerely,

Dr. Tammy Campbell, Superintendent



Created one common district course catalog supporting career & college readiness, and partnered with parents in creating K-12 learning partnership guides.	Began staff recognition celebrations with the Because of You Awards and a district sponsored Retirement Dinner .	Supported our rich arts programs across our district and began a " Scholar Art in the City " initiative to showcase the artistic and written talents of our K-12 scholars at local businesses.	Expanded communication efforts with the Scholar Chronicle, 100% of all schools having a social media presence with 140% greater reach on the district's FB page over a 3-year period, and the launch of a district e-newsletter during the pandemic to keep all staff and parents informed on a weekly basis.
Passed the largest bond measure in school district history at \$450 million and completed schools within budget, and in some instances under budget.	Sustained a focus on learning and building a culture of social justice and racial equity including adopting a racial equity policy.	Launched an annual STEM Expo for PreK-12 scholars to infuse excitement in STEM/STEAM pathways in a region rich with STEM careers.	To highlight the importance of investing in the whole child as well as the value of the arts, a significant one-time investment is being made that will totally revitalize access to musical instruments across our district.
Launched the first strategic plan in 20 years resulting in system-wide improvements in culture and scholar outcomes.	Made a significant investment in curriculum adoptions to ensure high-quality, culturally responsive instruction.	To highlight the importance of investing in the whole child as well as the value of the arts, a significant one-time investment is being made that will totally revitalize access to musical instruments across our district.	Launched scholar voice and scholar advisories across the district.



Achieved the highest graduation rate ever at 88.2% with the class of 2020.	Attained one of the highest college going and persistence rates in the region with 87% of scholars who attended a 4-year postsecondary institution continuously enrolled.	Increased parent engagement with an average student-led conference participation rate of 99% .
Reimagined and expanded our partnership with the Technology Access Foundation (TAF) to merge TAF Academy with Saghalie Middle School to create TAF@Saghalie , a regional Project-Based Learning (PBL)/STEM program.	Increased rates of advanced course taking with 76% of high school scholars in at least one advanced placement course.	Recognized by Washington State School Directors' Association (WSSDA) as a " Board of Distinction " for 5 consecutive years and " 2020 Large School Board of the Year ".

SUCCESSION PLAN ENSURES STABILITY AND CONTINUED GROWTH FOR FWPS SCHOLARS

Since the announcement of the succession plan for the Superintendent of Federal Way Public Schools, it's been encouraging to hear from so many staff and parents. Many have reaffirmed the positive impact of Dr. Campbell's leadership in FWPS over the past six years and shared their support of the decision to appoint Dr. Pfeiffer as the Superintendent for the 2021-22 school year.

The Board's decision to maintain continuity of strong leadership will allow us to continuously improve, aligns with research, and is embedded in board policy, which is especially important during this time of COVID-19. Continuity of leadership is a powerful strategy that will ensure district effectiveness. Starting and restarting initiatives can create challenges and disruptions to school systems. Dr. Pfeiffer is a proven leader who's been in FWPS for six years, serving as the Deputy Superintendent for five years. She will continue the tradition of excellence in Federal Way Public Schools.

As a Board, we intentionally require the superintendent to engage in succession planning. Specifically, Board policy B/SR-6 Superintendent Role Expectations states the superintendent's responsibility is to "develop and implement

effective succession planning and leadership development throughout the organization, to ensure the continued effective performance of the organization over time."

The alternative to a succession plan would entail significant costs and district resources to run a superintendent search. The succession plan allows us a year of support from an exceptional superintendent in Dr. Campbell, and we're extremely fortunate to have her leadership in Federal Way Public Schools in order to support the transition as we continue to navigate the many changes due to COVID-19. We would like to thank Dr. Campbell who's committed her 25th year in education to the future of FWPS.

There is an extensive list of what the district has accomplished under her leadership over the past 6 years. We want our district's incredible progress and the systems Dr Campbell has built with the support of a strong team, including Dr. Pfeiffer, to continue. We must ensure that our students thrive and are offered every opportunity to excel.

FWPS employs 3,000 staff and serves 23,000 students plus their families. As the largest employer in Federal Way, it's our responsibility to ensure that we're on solid ground and continue to build upon progress as we move forward.

By FWPS Board President **Geoffery McAnallo**, on behalf of the FWPS Board Directors

Welcome Dr. Danielle Pfeiffer, Superintendent for the 2021-22 School Year!



We're excited to welcome Dr. Danielle (Dani) Pfeiffer to the role of superintendent for the 2021-22 school year! Dr. Pfeiffer has 29 years of experience in education with the last six years in Federal Way Public Schools—one year as Chief Academic Officer and the last five years as Deputy Superintendent.

Prior to coming to Federal Way, she served in two other school districts in various positions including Area Instructional Chief, Learning Improvement Officer, principal and assistant principal at all three levels, director of a technology academy, director of school technology services, and a teacher at the elementary and middle school levels.

Dr. Pfeiffer obtained a doctorate in Educational Leadership, Management and Policy from Seton Hall University, a superintendent's certification from Washington State University, a master's in curriculum and instruction from Lesley University, a principal certification from Western Washington University and a Bachelor of Science in Elementary Education from Oklahoma State University, where she also played collegiate softball.

Dr. Pfeiffer believes in the unlimited potential of every scholar and that it is our collective responsibility to create conditions that provide the highest quality education in a welcoming, equitable, and inclusive environment.

Be on the lookout for Dr. Pfeiffer's letter to the community in the fall Scholar Chronicle.

SUMMER LEARNING

EDUCATORS RECEIVE "BECAUSE OF YOU" AWARD AT BOARD MEETINGS

Educators do extraordinary things for our scholars and schools each day. To recognize these difference-makers, scholars nominate Federal Way Public Schools staff for the "Because of You" award who have had a positive influence and impact on scholars, their school, or their community. Nominations are reviewed and selected by the Superintendent's Scholar Advisory team, and each month staff members are honored at a board meeting.



Check out the educators who recently received the "Because of You" award! For information about how each of these educators is making a difference, check out www.fwps.org/becauseofyou.



Dreya Bundesen Elizabeth Copeland Matt Vaena



Robert Foster Heather Gooch Kurt Lauer



Phil Natsiopoulos Jonathan Scott Heather Oliver



Joan Eilertson Joel Lindberg

MONTESSORI-INSPIRED PRESCHOOL PROGRAM COMES TO FEDERAL WAY

Superintendent Tammy Campbell has launched a new early learning initiative with Bezos Academy to bring their tuition-free, Montessori-inspired program to our community. More than half of families with preschool aged children in Federal Way don't have access to affordable preschool, and it is gratifying to have Bezos Academy invest in the community. Their full-day, year-round, tuition-free preschool model for children ages 3-5 directly aligns with the district's Early Years strategic plan goal. The Bezos Academy Federal Way site is slated to open in the fall of 2021 starting with two classrooms, and the program is expected to grow to reach more students in the future.

We've got some great opportunities planned for learning this summer! We're building on last year's "Summer for All" by planning a variety of offerings for scholars. **These opportunities include:**

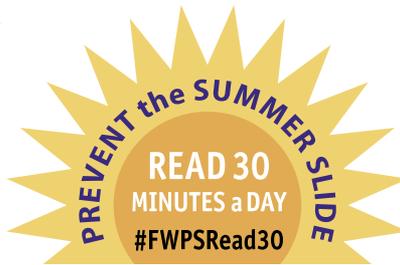
- Learning packets for all scholars
- Video lessons for grades K-5
- Online resources like iReady, MyOn, Mathia, and Legends of Learning

We also have targeted learning opportunities, both in-person and virtual, for identified scholars, that include:

- Music camps
- Fitness activities
- Industry certifications
- Debate
- STEAM camps
- And more!



Check out our video lessons for scholars in grades K-5 online at www.fwps.org or on Federal Way local channel 21 from July 5-30, 2021.

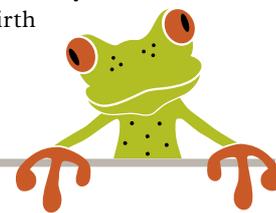


Research shows that students who read for one hour a day make almost two years of growth in reading. Encourage your child to be curious about books—practice reading skills and read 30 minutes a day this summer.

We're excited to be offering these great opportunities that support our scholars' continued learning during the summer months and are aligned with our strategic plan goals, including Goal 2: The Whole Child, and Goal 5: High School Graduation Through Successful Transitions.

VISIT THE FRED BUS

Fred—it's a big, green bus with a whole lot of fun! This year, FRED activities will include grab and go meals and take-home activity kits for scholars. All kids, birth to 18, are welcome!



FRED'S SCHEDULE

JUNE 30 – JULY 28, 2021

WEDNESDAYS

FRED #1	LOCATION
10:15–11:15 am	Camelot Square
12:15–1:15 pm	Appian Way
2:15–3:00 pm	Crestview West
FRED #2	LOCATION
10:15–11:15 am	View at the Lakes
12:15–1:00 pm	Uptown Square
2:00–3:00 pm	Kitts Corner
FRED #3	LOCATION
10:15–11:15 am	Enchanted Woods
12:15–1:15 pm	Park 16
2:15–3:00 pm	The Pavilion

Scholar, staff and community celebrated at 2021 WASA 110 Recognition Awards

Federal Way Public Schools had the privilege of recognizing the great contributions of a scholar, staff and a community member through the 2021 Washington Association of School Administrators (WASA) 110 Recognition Awards on May 21, 2021.



The WASA Student Achievement Leadership Award Dr. Tammy Campbell, FWPS Superintendent

Dr. Campbell earned this award as a result of her work implementing Graduation Assurance Committees at every high school. As a result, graduation rates have continued to rise, with the highest rate of 88.2% for the Class of 2020. Opportunity gaps are also beginning to close, and for the Class of 2020, every racial group was within 5% of the district average, graduating higher than the state average. FWPS graduates also have one of the highest college-going and persistence rates in the region, with 87% of scholars attending a postsecondary institution continuously enrolled.



The Community Leadership Award Gerald Smiley, founder and CEO of Chip-in

Gerald and his organization were recognized for the significant impact he and his organization made for scholars and families during the 2020-21 school year. FWPS is grateful for Gerald and Chip-in's support, which includes organizing a fundraiser that raised \$43,092.75 toward computers for scholars, partnering to help distribute 15,000 pounds of food and essential supplies to 125 families, and raising \$7,000 to provide 300 turkeys to FWPS families.



WASA Student Leadership Award Amy Ojeaburu, Thomas Jefferson High School senior

Amy has consistently demonstrated leadership qualities that exemplify integrity, a strong work ethic, and commitment to equity. She has participated in multiple student leadership groups, including Students Organized Against Racism (SOAR), and Scholar Advisory to the Superintendent. She is also a gifted writer and speaker and serves as co-president of the speech and debate team, where she is a top-performer at local, state, and national events.



WASA Twenty-Year Award and the Retirement Award Sally McLean, Chief of Finance and Operations

Sally McLean was recognized for her 33 years working as a school administrator in public education. Over the past 20 years, Federal Way Public Schools has benefitted from one of the brightest and most committed school finance leaders in the state, Sally McLean. Because of her deep knowledge and experience, FWPS has been able to do more with less. Sally has demonstrated unwavering support to the success of the district, our scholars, staff, families, and community.

NOW MORE THAN EVER SCHOOLS CAN'T DO IT ALONE

Thank you

to the following individuals and organizations who contributed to support our scholars and staff!

- **Federal Way Police Department**, whose donation of 4 pallets of hand sanitizer contributes to our safety efforts.
- **Chip-in and Peacekeepers Society** who partnered with Federal Way Public Schools to distribute 15,000 pounds of food and essential supplies to support 125 of our families.
- **Federal Way Korean American Association**, whose donation of 80,000 hand sanitizing wipes contributes to our safety efforts.
- **Virginia Manning**, whose donation of \$500 helps our scholars erase their school lunch debt.
- **McGranahan Architects**, whose donation of \$2,500 helped purchase umbrellas for this year's graduation ceremonies.
- **Bassetti Architects**, whose donation of \$2,500 helped purchase umbrellas for this year's graduation ceremonies.
- **Integrus Architecture**, whose donation of \$750 helped purchase umbrellas for this year's graduation ceremonies.

This list reflects donations received April 27 through June 8, 2021.

SCHOOL CONSTRUCTION UPDATES

Thank you, voters! Your support of the phase 2 bond in November 2017 made all of this possible, and your continual support of our scholars and community is much appreciated.

We're following through on our promise to rebuild our aging buildings, increase capacity for our K-5 scholars, and provide safety enhancements across the district. Four of the eight schools to be rebuilt as part of the phase 2 bond are in the final stages: Lake Grove and Wildwood elementary schools welcomed scholars earlier this year, and Mirror Lake Elementary and Thomas Jefferson High School are scheduled to welcome scholars this fall!

COMPLETED

WILDWOOD ELEMENTARY AND LAKE GROVE ELEMENTARY

Wildwood Elementary School and Lake Grove Elementary School both welcomed scholars when they returned to hybrid instruction this spring. Check out our website www.fwps.org/bond for upcoming virtual ribbon cutting celebrations.



DESIGN COMPLETE



OLYMPIC VIEW K-8

We've hit the milestone of 100% Design Development on the new Olympic View, which is being rebuilt as a K-8 school. This is an exciting milestone that gives us a good look at what the new school might look like.



Visit www.fwps.org/bond to check out a video walkthrough of the design!

SUBSCRIBE TO OUR WEEKLY E-NEWSLETTER

Get the latest updates delivered to your email inbox each Friday!

Email comments@fwps.org to sign up now!

Do you know neighbors or community members who want weekly updates from FWPS?

Encourage them to email comments@fwps.org to receive our e-newsletter!

Your Email

- A note from Supt. Tammy Campbell;
- Returning to in person instruction;
- Upcoming events;
- Scholar and staff awards and celebrations;
- School construction;
- And more.

IN PROGRESS



THOMAS JEFFERSON HIGH SCHOOL

Scholars are waiting in anticipation to kick off the 2021-22 school year in their new building! Construction crews are working on finishing touches of the new building, including cleaning and preparing classroom buildings, installing finishes and rails in the Commons, completing sitework, and installing landscaping.

STAR LAKE ELEMENTARY



Construction on the new Star Lake Elementary is right on schedule! The drywall installation has been completed in the classroom wing, and the exterior covered play area has been built. Construction crews continue to work on roadway improvements, site grading and more. We're looking forward to scholars occupying the new building in fall 2022.

NEXT UP

ILLAHEE MIDDLE SCHOOL: planning and design phases are scheduled to begin in 2022

FEDERAL WAY MEMORIAL STADIUM: planning and design phases are scheduled to begin in 2024

Photos and content are current as of May 2021.

FWPS partners to expand career pathway with a pre-apprenticeship program

Starting next year, students in grades 11-12 will have access to a pre-apprenticeship program to prepare them for careers in the trades. This allows students to graduate with a diploma and an industry certification, credential, and/or preferred entry into an apprenticeship program in areas such as construction, carpentry, or electrical.

This program will be offered at Federal Way High School and expands upon the district's offering of preparing students for career opportunities and good paying jobs in the region while offering high school and college credit.

This program is funded through the leadership efforts of FWPS Supt. Campbell, King County Councilmember Pete von Reichbauer, and State Representative Jesse Johnson. King County donated \$250,000 towards this program and Rep. Johnson helped secure \$500,000 in state funding, while Federal Way Public Schools is



MIRROR LAKE ELEMENTARY

Work on the new Mirror Lake Elementary school is nearing completion. Interior finishes are completed, mechanical and electrical systems are operational, and furniture is coming soon. Work is being done to finish outside areas, such as parking areas, play areas, and landscaping—the final preparations needed for scholars to occupy the building.

TOTEM MIDDLE SCHOOL



Check out the latest progress on the new Totem Middle School! Construction on this school is

really moving—bathroom tile has been installed, painting in the classroom wing has been completed, light fixtures and casework are in the process of being installed, and exterior siding is being painted. You can really see crews are working hard to get this school ready to serve scholars in winter 2021-22.

SAFETY ENHANCEMENTS ACROSS THE DISTRICT

The district is moving forward with safety enhancements, starting with the installation of perimeter fencing and access gates at five schools: Decatur High School, Sacajawea Middle School, Woodmont K-8, Nautilus K-8, and Brigadoon Elementary. Twin Lakes and Mark Twain elementary schools and Kilo Middle School are next on the list for fencing and access gates, followed by another round of fencing that will include the remaining schools in the district. We value our scholars and are taking steps to keep our school safe.



Pictured above (from left to right): King County Councilmember Pete von Reichbauer, FWPS Superintendent Tammy Campbell, and Representative Jesse Johnson

allocating funds to sustain this valuable career training program. The district is partnering with several partners, including the Northwest Carpenters Institute, Laborers Union, Electricians Union, Carpenters Union, Boeing Core Plus, state recognized apprenticeship programs, among others.

The Scholar Chronicle

A VOICE. A DREAM. A BRIGHT FUTURE.

INSIDE:

- 1 Thank you, Dr. Tammy Campbell for 6 years of service as FWPS Supt.
- 1 Welcome, Dr. Danielle Pfeiffer as the 2021-22 Supt.
- 3 Check out the latest school construction updates
- 3 Pre-apprenticeship program comes to FWPS

Congratulations CLASS of 2021



The Scholar Chronicle is published periodically throughout the year by Federal Way Public Schools. Write us at 33330 8th Avenue South, Federal Way WA 98003, or call 253-945-2000. Visit our website at www.fwps.org. Follow us on Facebook: www.facebook.com/fwps210 Twitter: @fwps210



FEDERAL WAY PUBLIC SCHOOLS

FW School District #210
33330 8th Avenue South
Federal Way, WA 98003

NONDISCRIMINATION
and EQUAL EMPLOYMENT
OPPORTUNITY STATEMENT

Federal Way Public Schools does not discriminate in any programs or activities on the basis of race, color, national origin or ethnicity, religion, creed, sex or gender, sexual orientation, gender expression or identity, age, marital or family status, veteran or military status; disability, or the use of a trained dog guide or service animal. The District provides equal access to the Boy Scouts of America and other designated youth groups. For more information: www.fwps.org

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SCHOLAR ADVISORY SUMMIT

Scholar voice is one of our core values in Federal Way Public Schools. We view scholar feedback as critical to our success, which led to the creation of the Scholar Advisory to the Superintendent, with representatives in grades 6–12, as well as a Scholar Advisory to the Principal in every school across the district. These groups meet regularly throughout the school year to provide their principal and the superintendent insight into how things are going at their schools and across the district.



On May 26, 2021, all scholar advisories convened together by grade level for the first time, and it was powerful to hear the impact of scholar voice at all schools this year. These scholars shared:

- “Our scholar advisories helped us discuss what was working and what was not, and how to fix that. We also analyzed data and made use of it.”
—*Ilahaee Middle School scholar*
- “I feel more connected and heard.”
—*Twin Lakes Elementary scholar*
- “I think that the scholar advisory at my school went very well, and we met often! We reached out for student and staff input to see how we could improve the social environment.”
—*Todd Beamer High School scholar*
- “One thing that I like is that you can change things, improve, and help the school get better.”
—*Lakeland Elementary scholar*

Thanks to all scholars who participated and shared your experiences this school year!

CONGRATULATIONS TO OUR 2021 GRADUATES!



Congratulations to our 2021 graduates! We loved celebrating our graduates during ceremonies held June 10–13 at Federal Way Public Schools’ very own Memorial Stadium. We are so proud of our graduates and wish them the very best as they move on to the next chapter of their lives! For more graduation photos and videos visit www.fwps.org/graduation2021.

