MESSAGE FROM THE SUPERINTENDENT

Dear Monroe community,

We are pleased to share our Annual Report, featuring highlights of the past year from throughout the Monroe School District. As I enter my fourth year as Superintendent, I want to express my deep appreciation to our community for your positive engagement and ongoing partnerships with our schools.

In this report, you will find information about student and staff achievements, school bond construction updates, and how we are using the resources our community has entrusted to us to support student achievement. We are very proud to announce that last year’s Annual Report publication received state-wide top honors for effective school communication, demonstrating that we are sending the very best to our community.

Other news this past year included the election of Jim Langston and Jerry Martin and the re-election of Darcy Cheesman to our Monroe School District Board of Directors. In addition, Shawn Anderson was appointed in August to fill a board director vacancy. These four board members join long-time board member, Nancy Truitt Pierce, along with our outstanding student representative to the board, Maelynn George. We thank them all for their continued service to our students!

We are very proud of the students we serve and the experience certainly would not be the same without your active involvement and continual engagement in our schools.

On behalf of the Monroe School District Board of Directors and myself, I would like to sincerely thank you for your ongoing support for our students and families. We are very proud of the students we serve and the experience certainly would not be the same without your active involvement and continual engagement in our schools.

Sincerely,

DR. FREDRIKA SMITH
Superintendent

COMMUNITY CONVERSATIONS WITH THE BOARD OF DIRECTORS

The Monroe Board of Directors value community engagement and have scheduled opportunities for community members to join in conversation directly with board members. Whether you have questions, input to share, or would like more information about things going on throughout the district, you are invited to join our board of directors for informal conversation on the following dates:

FEB. 21 THURSDAY
6:00 p.m.
Monroe High School Library

JUN. 13 THURSDAY
6:00 p.m.
Monroe High School Library

On these dates, all regular board meetings are open to the public and we welcome parent, student, teacher and community involvement.”

Pictured left to right: Nancy Truitt Pierce, Jim Langston, Darcy Cheesman, Shawn Anderson, Jerry Martin
**WHO WE ARE**

**DISTRICT PROFILE AND DEMOGRAPHICS**

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**STUDENT DEMOGRAPHICS**

**WHITE** 69.0%

**Hispanic/Latino of any race(s)** 21.7%

**Two or more races** 4.9%

**Asian** 2.4%

**Black/African American** 1.2%

**American Indian/Alaska Native** 0.6%

**Native Hawaiian/Pacific Islander** 0.2%

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**FEMALE STUDENTS** 48.9%

**MALE STUDENTS** 51.1%

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**Low Income** 26.7%

**Students with Disabilities (Special Ed.)** 12.5%

**Section 504** 3.7%

**Migrant** 0.1%

**Unexcused Absence Rate** 0.61%

**English Learners** 9.1%

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**7,018 STUDENTS ENROLLED**

**DISTRICT GRADUATION RATE**

**4-YEAR GRADUATION RATE**

**WA STATE AVERAGE GRADUATION RATE 82.4%**

**5-YEAR GRADUATION RATE**

**WA STATE AVERAGE GRADUATION RATE 86.7%**

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**TEST SCORES**

The district-wide test scores along with those for each individual school can be found by visiting [http://reportcard.ospi.k12.wa.us](http://reportcard.ospi.k12.wa.us). You may also inquire at each school's office for a detailed test score report.

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**TEACHERS AND CERTIFICATED STAFF**

- **399** Teachers
- **13.2** Average Years of Teaching

**TEACHERS WITH AT LEAST A MASTER'S DEGREE**

- **250**

**NATIONAL BOARD CERTIFIED STAFF**

- **41**

**CLASSIFIED SUPPORT STAFF**

- **316**
Monroe High School’s drama production of “Guys & Dolls” earned seven nominations and seven honorable mentions by Seattle’s 5th Avenue Theatre, including a nomination for the top honor of “Best Overall Musical.” The 5th Avenue Awards are the theatre equivalent of a high school state sports tournament. Or, let’s say, they’re the state high school Tony awards.

Impressed with the implementation of school-wide inclusion and co-teaching practices for all students needing accommodations (special education, English language learners, learning assistance program, etc) at many of our schools, leaders from the Washington State Office of the Superintendent for Public Instruction (OSPI) and other state directors from across the country paid a visit to our district. These special education leaders spent a day learning about how we are leading the way in providing equitable education opportunities for students with disabilities. While many other districts have incorporated inclusive special education practices into their schools, Monroe is one of the first districts in Washington to openly talk about specific implementation strategies and the positive impacts this work has had on students.

A record number of employees (63) voluntarily participated in Gallup’s Strengths-Based Coaching Sessions, designed to help employees identify their Top 5 natural talents and apply those effectively in their respective roles. The goal of this work is to build employee engagement, a key indicator for job satisfaction, higher quality performance, and increased student success.

Monroe High School’s athletic training program received national recognition for its work in keeping student athletes safe. MHS was only one of six schools in the state to receive a First Team Safe Sports School award from the National Athletic Trainers’ Association, and the only one in Snohomish County. The award celebrates schools that create a safe environment for athletes and focus on injury prevention.

Our 2016-17 Annual Report publication and summer 2017 edition of the #WeAreMSD publication both received ‘Best in Category’ awards for Washington state school districts with an enrollment less than 10,000 students by the Washington School Public Relations Association (WSPRA). The annual WSPRA awards recognize creative and effective work in school communications.
REVENUE
WHERE FUNDING COMES FROM

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>State Dollars</td>
<td>$58,324,440.00</td>
<td>72.48%</td>
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<tr>
<td>Local Learning Levy Dollars</td>
<td>$18,872,281.00</td>
<td>23.45%</td>
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<tr>
<td>Federal Dollars</td>
<td>$3,063,293.00</td>
<td>3.81%</td>
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<tr>
<td>Other Sources</td>
<td>$209,278.00</td>
<td>0.26%</td>
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</tbody>
</table>

ANNUAL REVENUE $80,469,292.00

EXPENSES
WHERE FUNDING GOES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching &amp; Teaching Support</td>
<td>$57,785,261.00</td>
<td>73.18%</td>
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<tr>
<td>School &amp; District Office Staff</td>
<td>$7,882,235.00</td>
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<tr>
<td>Custodial, Maint. &amp; Grounds</td>
<td>$4,304,307.00</td>
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<tr>
<td>Transportation</td>
<td>$3,854,696.00</td>
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<tr>
<td>All other Support Services</td>
<td>$2,125,359.00</td>
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<tr>
<td>Utilities</td>
<td>$1,651,844.00</td>
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<tr>
<td>Nutritional Services</td>
<td>$1,362,241.00</td>
<td>1.73%</td>
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ANNUAL EXPENSES $78,965,943.00
Fryelands Elementary

- Inlaid gym lines - COMPLETED
- Noise reduction in hallways
- Replace main entry window wall

Maltby Elementary

- Resurface playground asphalt - COMPLETED
- Gym floor lines - COMPLETED

Monroe High School

- All-weather ball fields - COMPLETED
- Track repairs & resurfacing
- Access to stadium for athletic teams - COMPLETED
- Upgrade/additional lighting in Performing Arts Center
Salem Woods Elementary

**SQUARE FEET**

42,021 of new construction (approximately 12,000 SF larger than the old facility)

**FEATURES**

- Replaced the majority of the school with a new 2-story instructional building and added capacity for more students
- Indoor hallways for added safety and security and protection from inclement weather
- New main office, library, special education spaces
- Addition of 4 more classrooms (24 new classrooms total), grouped together into grade level pods surrounding shared learning spaces
- Outdoor learning spaces, including a learning dock and a covered deck off of the library
- Improved safety and security systems
- New bus loop separate from parking lot
- Expanded parking lot (increased by 51 spaces from the past)

**FUNDING**

Approximately $23.8 million ($4.25 million from state construction program assistance dollars and $19.5 million from the bond)

Hidden River Middle School

**SQUARE FEET**

An addition of 23,653 SF

**FEATURES**

- Addition of a new wing, which will contain a new commons/cafeteria, kitchen, 2 science classrooms, 2 general classrooms, a visual arts classroom, and a Science, Technology, Engineering and Math (STEM) lab
- New football/soccer field and a baseball field, both with synthetic turf. There will also be a jogging track.

**FUNDING**

The construction contract amount is $15.64 million (including tax)

Sky Valley Education Center

- Update electrical - COMPLETED
- Replace worst flooring - COMPLETED
- Climber/lift for ADA access to band room
- Upgrade/expand fire alarm system
- Plumbing repairs & upgrades
- Off-street parking
- Replace heat pump compressors and refrigerant - COMPLETED

Wagner Center

- New gutters & downspouts
- Replace heat pump compressors & refrigerant - COMPLETED

Other District Facilities

- Various other maintenance and improvement projects district-wide
INVITATION TO THE COMMUNITY

There are many ways which you can get involved in our schools. We invite you to contact your local school to ask how you can help or visit our website at https://www.monroe.wednet.edu/community/volunteer to learn about volunteer opportunities and our requirements for all volunteers. Thank you for your interest in partnering to assist in shaping our district’s future. We hope to see you in one of our buildings soon!

Questioning why you are receiving this publication?

The intent of the Monroe School District Annual Report is to let all members of our community know about the programs and activities taking place throughout the district. It so happens that an estimated 70 percent of the residents within the school district do not have school-age children. To greatly reduce the cost of postage, we use a bulk mailing process that delivers our Annual Report to every residential customer on each letter carrier’s route. Enjoy!

Notice of Non-discrimination

The Monroe School District does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

- Title IX Coordinator - Joanne Dickinson
- Section 504/ADA Coordinator - David Paratore
- Compliance Coordinator for 28A.640 and 28A.642 RCW - Joanne Dickinson, 200 East Fremont Street, Monroe, WA 98272, (360) 804-2500

The Monroe School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact: Ginnie Ayres, (360) 804.2558

Citizen Complaints - Federal Programs

For written complaint procedures for resolving issues of violation(s) of a federal statute or regulation that applies to Title I, Part A programs, please visit OSPI's website at http://www.k12.wa.us/TitleI/CitizenComplaint.aspx

CONNECT WITH US: www.monroe.wednet.edu