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It was my honor to take over as the new leader of Central Kitsap Schools on July 1, 2019. I am grateful for the work of your former superintendent, David McVicker, who served our students, staff and community (in various district roles) for more than 30 years. His warm and gracious welcome helped ensure our smooth transition of leadership.

During my first six months, I connected with hundreds of people across our district and community. Students, families, staff, labor associations, community members, local partners, business leaders and elected officials took the time to share their insights. This work is important to me, because that’s how relationships are built: through listening and learning.

These meetings, as well as an online survey and my review of district data and reports, helped me develop a better understanding of CK Schools. It also allowed me to identify our strengths, as well as our areas for growth. I’ve learned that our greatest strengths are our staff and our supportive community.
Parents, students and community members appreciate our caring and loyal staff. Here, everyone plays a part in helping all students succeed. I will continue to support our staff by being visible and accessible; this will include spending time out in schools.

Our community has a solid history of support for its schools, including consistent financial investments. We’ve also built strong local partnerships that are making a difference for our students, families and community. We are grateful for this support.

While our staff and community helped us get to where we are today, our work is not done. I’ve also learned that we have some areas of improvement. Moving forward, we will continue to focus on ensuring success for ALL students through inclusionary and equitable practices. We will also strategize ways to improve our communication.

The next step is to use what I’ve learned as we begin considering revisions to our strategic plan. This isn’t the end of my listening! We’ll be doing this work together. There will be more opportunities for engaging throughout the strategic planning process.

In the meantime—as this annual report details—exciting things are happening in CK Schools. It’s hard to imagine a district with more promise. I’m looking forward to what’s ahead!

Erin Prince, Ph.D.
Superintendent
Central Kitsap School District

Moving forward, we will continue to focus on ensuring success for ALL students through inclusionary and equitable practices.
2018-19 School Board

Jeanie Schulze  
President

Bruce Richards  
Vice President

Scott Woehrman  
Legislative Representative

Eric Greene  
Member

Rob MacDermid  
Member

Welcome, Drayton Jackson!  
Drayton replaced Scott Woehrman as Director of District 3 in December 2019.
Our mission is to equip our students with the knowledge and skills to succeed and prosper in an ever-changing global society. To achieve this mission, we’ve set five goals:

**All students engaged and learning**
Ensure that all students have the knowledge and skills to prepare for new challenges, both in school and beyond graduation.

**Safe and supportive schools**
Promote positive learning environments that are secure, welcoming and culturally respectful.

**A well-developed, highly skilled and effective staff**
Build a foundation for quality instruction and personalized learning.

**Family and community engagement**
Cultivate community support for our schools and school support for our community.

**Fiscal responsibility**
Align resources with strategic goals to realize our mission and vision.
About Our School District

Our district covers a 110 square-mile area in and around Silverdale, Washington. We are the fifth-largest employer in Kitsap County. Like other school districts across the state, our demographics are changing. Each year, we welcome more and more students of diverse backgrounds.

During the 2018-19 school year, about half of our students were federally connected, and 20 percent were active-duty military family dependents. In addition, more than 30 percent of our students qualified for free or reduced price meals and nearly 400 qualified for homeless services.

Our changing student population means we are also changing the way we connect with families and meet our students’ needs—because we want every student to succeed!
Our Focus Areas

Our five priorities support our district goals and are critical to our mission.

Reading
We are passionate about reading because it’s the key to almost everything, including learning. Strong literacy skills are the foundation for our students’ growth and development.

Math
Understanding the fundamental, basic concepts of math strengthens our students’ thinking skills and helps them understand the world around us.

Equity
Ensuring equity means that we won’t let our students’ personal circumstances (things like income, zip code, race or language) be the predictors of their success. Instead, we will ensure that every student has what he or she needs, individually, to succeed.

Multi-tiered Systems of Support (MTSS)
We use a systematic approach to finding each student’s needs—academic, behavioral or social/emotional—and matching them to the right supports. This includes data-based decision making, a clear path of tiered supports, a team approach to supports, evidence-based practices, and family and community partnerships.

Safety
Underlying every effort to help our students succeed is our resolve to keep them safe. We prioritize facility security, operational safety and social/emotional safety in each of our schools.
**Graduation Rates**

Percentage of students who graduate in four and five years.

<table>
<thead>
<tr>
<th>School</th>
<th>Class of 2016</th>
<th>5-year</th>
<th>Class of 2017</th>
<th>5-year</th>
<th>Class of 2018</th>
<th>5-year</th>
<th>Class of 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Kitsap High School</td>
<td>92.6%</td>
<td>93.3%</td>
<td>91.5%</td>
<td>94.9%</td>
<td>92.4%</td>
<td>93.1%</td>
<td>91.7%</td>
</tr>
<tr>
<td>Klahowya Secondary School</td>
<td>93.1%</td>
<td>96.2%</td>
<td>94.8%</td>
<td>95.5%</td>
<td>91.5%</td>
<td>98.0%</td>
<td>91.2%</td>
</tr>
<tr>
<td>Olympic High School</td>
<td>86.1%</td>
<td>91.5%</td>
<td>86.5%</td>
<td>90.2%</td>
<td>90.3%</td>
<td>95.7%</td>
<td>90.4%</td>
</tr>
<tr>
<td>Barker Creek Community School</td>
<td>n/a*</td>
<td>n/a*</td>
<td>43.8%</td>
<td>66.7%</td>
<td>59.3%</td>
<td>79.6%</td>
<td>64.2%</td>
</tr>
</tbody>
</table>

*This school opened in 2016-17. The Class of 2017 was its first graduating class.*
Third Grade Reading Success Matters

Why do we focus on third grade reading? It’s important to us because it’s critical to our students. Reading is the foundation for all other learning. Students who read at grade level by the end of third grade are set up for success—and that’s what we want for all our students.

State Test Results

Every spring students in specific grades are assessed in English language arts, math and science. The following shows the percent of students meeting standards in each grade.

English Language Arts

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>3rd Grade</td>
<td>66.4%</td>
</tr>
<tr>
<td>4th Grade</td>
<td>64.2%</td>
</tr>
<tr>
<td>5th Grade</td>
<td>69.8%</td>
</tr>
<tr>
<td>6th Grade</td>
<td>58.9%</td>
</tr>
<tr>
<td>7th Grade</td>
<td>63.3%</td>
</tr>
<tr>
<td>8th Grade</td>
<td>64.6%</td>
</tr>
<tr>
<td>10th Grade</td>
<td>70.8%</td>
</tr>
</tbody>
</table>

Math

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>3rd Grade</td>
<td>66.8%</td>
</tr>
<tr>
<td>4th Grade</td>
<td>59.7%</td>
</tr>
<tr>
<td>5th Grade</td>
<td>46.1%</td>
</tr>
<tr>
<td>6th Grade</td>
<td>49.0%</td>
</tr>
<tr>
<td>7th Grade</td>
<td>52.0%</td>
</tr>
<tr>
<td>8th Grade</td>
<td>55.9%</td>
</tr>
<tr>
<td>10th Grade</td>
<td>46.4%</td>
</tr>
</tbody>
</table>

Science

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>5th Grade</td>
<td>59.2%</td>
</tr>
<tr>
<td>8th Grade</td>
<td>54.5%</td>
</tr>
<tr>
<td>11th Grade</td>
<td>54.0%</td>
</tr>
</tbody>
</table>
Key Performance Indicators

Research shows these metrics predict graduation success. By focusing on these areas, we will help every student graduate career or college ready.

- Kindergarten Daily Attendance
  Baseline: 85.4%

- 3rd Grade Reading Achievement
  Baseline: 66.4%

- 6th Grade Daily Attendance
  Baseline: 82.7%

- 6th Grade Suspension
  Baseline: 4.5%

- 6th Grade Passing Math and English
  Baseline: 79.0%

- Graduation On Time (4 Years)
  Baseline: 87.2%

- 9th Grade Daily Attendance
  Baseline: 79.4%

- 9th Grade Suspension
  Baseline: 4.6%

- 9th Grade Passing All Classes
  Baseline: 68.7%

- 3rd Grade Reading Achievement
  Baseline: 66.4%

- 9th Grade Passing All Classes
  Baseline: 68.7%

Research shows these metrics predict graduation success. By focusing on these areas, we will help every student graduate career or college ready.
Most of our spending directly supports classroom instruction. In fact, we spend more money on teaching and teaching support than the state average—and less on administration. In every area, we strive to use your tax dollars responsibly. Reports from the Washington State Auditor’s Office confirm that we are meeting this goal.
Promises
Keeping Our

Our district is full of promise. But we also know how to make promises—and, more importantly, keep them! We cut the ribbon on three major projects during the 2018-19 school year. It was exciting to welcome students into new, permanent classrooms and safer, modern schools. We are grateful for our community’s investment in our future.

Safety and Security
Underlying every effort to help our students learn and grow is our resolve to keep them safe. During the 2018-19 school year, we built secure entryways, installed new locking systems and outside cameras, and implemented a new visitor screening process at 11 more of our schools. Work wrapped up at our remaining schools in December 2019.
Klahowya Secondary School
Addition
On the first day of school, students said hello to a two-story addition on the north side of the building. And they said goodbye to eight portables! In addition to new permanent classroom spaces, the Klahowya Secondary School addition included a new auxiliary gym and choir room.

Other work involved upgrades to the school’s athletic fields, including a new synthetic turf field and track. Thanks to these upgrades, the school’s athletes are able to host home games year-round for the first time in school history.

The new addition—and the new opportunities it brings—is stunning. Judging by the looks on students’ faces on the first day of school, they think so, too!
If you haven’t been to Olympic High School in a while you might not recognize it! We opened a significant portion of the school for the first day. Even more classrooms and the counseling and career center opened in October. In December, we opened the remainder of the addition, including the theater, library and main entrance.

We’re not the only ones impressed with this modernization project. Olympic High School received a Citation Award from the American Institute of Architects Washington Council. The award honors design excellence in publicly funded projects in our state. Awards are given to projects with the highest standards in sustainability, innovation and building performance. Work on the second phase of modernization will begin during the 2019-20 school year.
Central Kitsap Middle School Replacement

In February, Cubs past and present helped celebrate Central Kitsap Middle School and a building that served our community for 60 years. Then, on April 8, a new era of Cub history began. Students returned from spring break and classes began at the rebuilt CK Middle School. The replacement adds permanent classroom space to get students out of portables, state-of-the-art lab and career and technical areas, clear sight lines and a secure entryway.
Central Kitsap High School
Replacement
Six months after we welcomed students to the new CK Middle School, it was time to celebrate again. We invited our community to a grand opening for the CK Campus, home to both CK Middle School and the newly completed CK High School.

In total, the campus boasts 334,381 square feet of modern learning spaces, a 900-seat auditorium, new athletic facilities, and expanded parking. When CK High School opened for the 2019-20 school year, students and staff praised the spacious feel, the new technology and expanded opportunities the school is now able to provide.

This project was the final and largest of the major construction projects funded by the 2016 bond. We are grateful for our community’s support!