



Highline Public Schools

Highline Forum
Workforce Development
04.24.24

Dr. Steve Grubb, Associate Superintendent

OUR PROMISE

Every student in Highline Public Schools is known by **name, strength and need** and graduates prepared for the **future they choose.**






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WORKFORCE CHALLENGES

***Our primary challenge:
The national educator shortage***

Exacerbated by:

-  The regional affordable housing crisis.
-  The challenges (and costs) of commutes from more affordable or stable housing markets.
-  A highly stressed workforce.

Delivering On The Highline Promise

WORKFORCE PLANNING & DEVELOPMENT STRATEGY

Partnerships for Equity

Values-driven relationships with labor partners, community organizations & families.

Culturally Affirming Environments

Programs designed to ensure culturally affirming learning and working environments.

Transforming our Systems

HR processes and procedures designed to support human dignity and agency.

Strategically Staffing

Staffing strategies centering student-defined and data-driven success.

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WORKFORCE PLANNING & DEVELOPMENT PROGRAMS



STAFF-LED LEARNING

- ✓ On-demand training
- ✓ Clock hours & PLCs
- ✓ Professional growth funds
- ✓ Affinity groups



HIGHER ED PARTNERSHIPS

- ✓ BA programs (DL, SpEd)
- ✓ MA program (DL)
- ✓ Endorsement add-ons



MENTORSHIP & COACHING

- ✓ Early career teachers
- ✓ Mentor training (OSPI)
- ✓ (In)formal site-based mentoring



LEADERSHIP DEVELOPMENT

- ✓ Admin Internship Cohort
- ✓ Pre-Service Teaching
- ✓ Teaching Academy Redesign
- ✓ Paraeducator Certificate

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PREPARING STUDENTS FOR THE FUTURE THEY CHOOSE

- ✓ **CTE programs** at every secondary school, leading to Industry Recognized Credentials
- ✓ **Dual & World Language programs** K-12
- ✓ **Post-secondary & career exploration visits:** 7th - 11th
- ✓ **Hands-on learning** *Maritime careers, aviation careers, pathways for careers in health, education, technology, civil service and culinary arts and more.*



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