



Funds Distribution Report

Recipient Organization:
Northwest School for Deaf and Hard-of-Hearing Children

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Organization's General Goals:
Using Signing Exact English (S.E.E.) and oral communication we prepare deaf and hard-of-hearing children to be self-confident, articulate and academically competitive learners, and engaged community members.

Date of Award:	Level:
2023 Q1	\$2,501 to \$5,000

For more information, please read the attached report from Northwest School for Deaf and Hard-of-Hearing Children.

8802 27th Ave NE
Tulalip, WA 98271

TulalipCares.org

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Northwest School for Deaf and Hard-of-Hearing Grant Report to Tulalip Tribes Charitable Fund

On behalf of our team at Northwest School for Deaf and Hard-of-Hearing Children (NWSDDH), we are so grateful for support from the Tulalip Tribes Charitable Fund this past year. We are pleased to share highlights to help illustrate the important impact of your investment in our organization.

Completion of our Campus Renovation Project

We are very pleased to share that we completed our two-year renovation project upgrading the interior and exterior of our main campus in Shoreline this past fall. These transformational upgrades will have a lasting impact on creating a welcoming, inclusive, and accessible environment for our community's children, families, and staff. The following offers an overview of the progress made through our Campus Renovation project, and we also attached a recent newsletter, which includes photos and other highlights.

- Implemented an updated design for the exterior of all buildings: Stripping the exterior of the modular and main buildings and adding new windows and siding throughout.
- Tore down and replaced two exterior walls and ceilings in our main building to address moisture vulnerability that we discovered to be more extensive than originally anticipated through this process.
- Integrated inspiring, age-appropriate design for play areas, including a mural that expands across two large walls in our recess area.
- Updated signage and building finishes to reflect a modern, fresh reflection of our school's branding, mission, and values.
- Expanded spaces for small group family programming on-site; and the entryway, reception, and staff work rooms.

The following pages include photos of the newly renovated space, including pictures of the interior and exterior updates and of our students helping with the beautiful new mural.





Served more families and designed responsive programming to address their needs

Over this past year, we served a total of approximately 400 families with deaf and hard-of-hearing children, increasing over past years, including growing numbers of students in our birth to three and Preschool - 8th-grade programs; particularly in our earliest grades. We not only served more families but are in a period of being intentional in discerning the specific needs of children and families - both as a result of the impacts of the pandemic and related to the changing needs and demographics of children engaged with our services.

As with past years, we again saw the positive results of our school programs with the following outcomes:

- The school served a population of approximately 60% low to moderate income families and majority students of color.
- The school provided partial scholarships to all students who attend our school.
- Students made progress on goals identified in their Individualized Education Plans (IEPs).
- 100% of eighth-grade students graduated on time and will enter mainstream high school.

A more diverse, supported staff with access to training and resources

We onboarded staff to address needs related to mitigating learning loss and the effects of the pandemic and to better reflect the diversity of our community and student population. For example, as our population of Spanish-speaking families has grown to one-third of our community, we hired multiple Spanish-speaking staff members. We have also significantly increased the number of staff who are Deaf/Hard-of-Hearing, including recruiting multiple alumni. We have also expanded specialized services, including high-touch resource room instruction, audiology, and speech-language pathology, all of which contribute toward safeguarding both the quality of education and the evolving needs of students as we mitigate the effects of the pandemic.

In line with the cost of living increases, which are especially high in the Seattle area, we also increased our salaries to ensure we remain a competitive employer. Additionally, we implemented a new training program for new teachers and expanded training for all instructional staff. We have increased our investment in staff training and professional development as long-time educators retire and more people leave the field in general. We recognize that NWSDDH's success throughout its history is inherently connected to providing our staff with the best possible training and holistic support.

The following quote from one of our Teachers of the Deaf, who retired this past year after 41 years of teaching, speaks to the dedication and commitment of our team: "This was my favorite year of all 41 years of teaching! There have been so many highlights working at NWSDDH. The greatest one has been watching young Deaf and hard-of-hearing students develop confidence in their abilities and become ready to take on the world. When graduates come back to visit, it's always such a pleasure to see what they are doing and hear how much NWSDDH has helped them be successful. I've also loved the opportunity to work with the students' families who want the very best for their children. Another highlight is working with dedicated and caring staff members who support the students and their families in a myriad of ways."