



PENINSULA SCHOOL DISTRICT

INSPIRING AND EMPOWERING
EVERY CHILD, EVERY DAY.



2024-2025
ANNUAL REPORT
TO OUR COMMUNITY

SUPERINTENDENT MESSAGE

Peninsula School District's 2024-25 Annual Report to Our Community showcases the dynamic stories, innovative achievements, and transformative progress that define our district. We continue to pursue our Strategic Plan vision: to inspire and empower every child, every day. The Strategic Plan creates purposeful alignment between our goals and the innovative work happening in classrooms throughout our district. This approach ensures we are making measurable progress toward our mission and vision while staying true to our core values.

Our educational community is home to 9,135 remarkable students and 921 dedicated staff members who engage in meaningful learning across our schools. Every Peninsula School District student possesses unique strengths and unlimited potential, and we remain committed to providing personalized pathways to empower each individual to achieve academic excellence and personal growth.

Explore the following pages to discover how we are delivering innovative learning opportunities to inspire each student's unique journey toward their fullest potential.

Superintendent Krestin Bahr



STRATEGIC PLAN GOALS



ACADEMIC EXCELLENCE
INNOVATION
FISCAL RESPONSIBILITY
LEARNING ENVIRONMENT
COMMUNITY ENGAGEMENT

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VISION

To inspire and empower every child, every day.

MISSION

To be the best school district in the state that prepares every child to be a successful global citizen by providing innovative, rigorous programs set within a culture of belonging.

VALUES

- **EXCELLENCE** - We believe all children deserve support on their own unique journey to excellence.
- **CHARACTER** - Every child is expected to be hardworking, respectful, honest, and kind.
- **CONFIDENCE** - Every child is encouraged to be courageous, take chances, and follow their dreams.
- **CULTURE** - Every child belongs, matters, and will be provided an environment in which to succeed.
- **CURIOSITY** - Every child is given opportunities to wonder, explore, and create every day.

OUR DISTRICT



9,135
TOTAL

STUDENT
ENROLLMENT



85
NUMBER
OF BUSES

1,220,398

TOTAL MILES
TRAVELED ANNUALLY



769,175

TOTAL MEALS served annually



199,543
breakfast



569,632
lunch



23.9%
LOW INCOME



15.5%
STUDENTS WITH DISABILITIES



2.8%
MULTILINGUAL LEARNERS

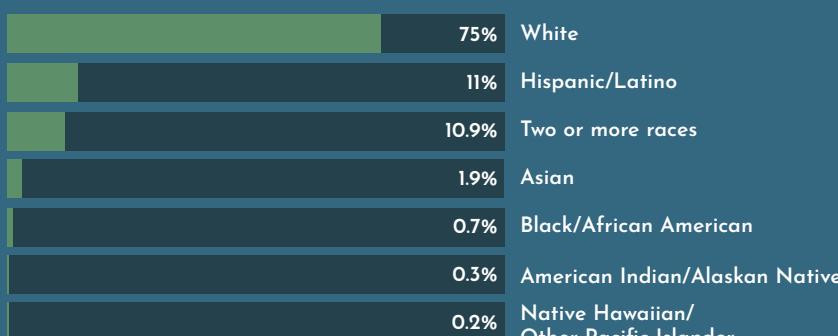
580 **NUMBER OF** certificated staff

341 **NUMBER OF** classified staff

 **921** **TOTAL**
NUMBER OF STAFF



STUDENT DEMOGRAPHICS (BY ETHNICITY)





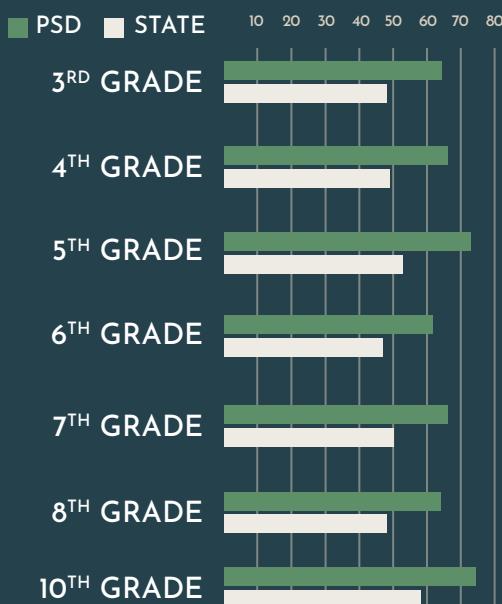
STRATEGIC PLAN GOAL ACADEMIC EXCELLENCE

We will provide every child with a high-quality education that is personalized and responsive to their unique learning needs.

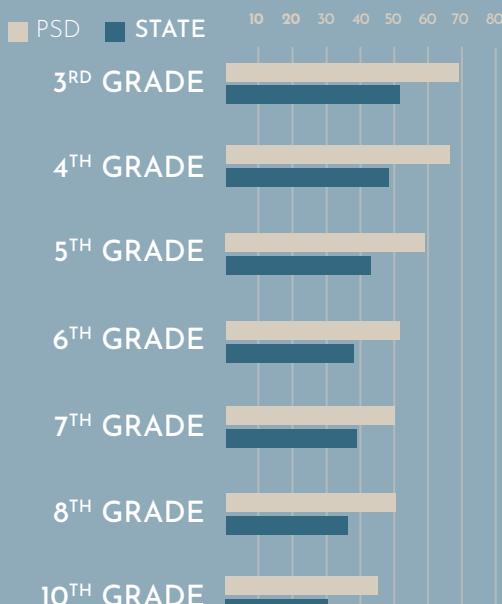
PENINSULA SCHOOL DISTRICT OVERALL PROFICIENCY RATES BY GRADE LEVEL AND SUBJECT



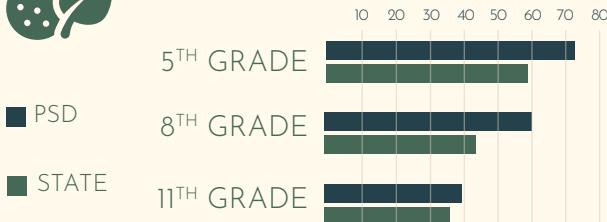
ENGLISH LANGUAGE ARTS SMARTER BALANCED



MATH SMARTER BALANCED



WASHINGTON COMPREHENSIVE ASSESSMENT OF SCIENCE



Source: Washington Office of Superintendent of Public Instruction



EDUCATIONAL PROGRAMS



996 STUDENTS

took one or more College in the High School courses



3,285 STUDENTS

took a Career and Technical Education course



877 STUDENTS

identified as Highly Capable



DISTRICT HIGH SCHOOL GRADUATION RATE

88.7% OVERALL



88.2%



91.0%



81.1%

PENINSULA SCHOOL DISTRICT CELEBRATES FOUR STATE-RECOGNIZED SCHOOLS

Four Peninsula School District elementary schools were honored through the Washington State School Recognition Program. This prestigious recognition celebrates schools demonstrating exceptional progress in student success.

Discovery Elementary was recognized for growth for diverse student groups, and Achievement in ELA and Math. Harbor Heights Elementary was recognized for growth for low-income students and Achievement in ELA and Math. Both Purdy and Swift Water elementaries were honored for achievement in ELA and Math.

The award is presented by the State Board of Education, the Office of Superintendent of Public Instruction, and the Educational Opportunity Gap Oversight and Accountability Committee. Only 16% of Washington public schools received this prestigious recognition last year, making this achievement even more significant.



HENDERSON BAY HIGH SCHOOL LEADS WITH INNOVATION AND STUDENT SUCCESS

Henderson Bay High School has achieved remarkable growth in student achievement, with graduation rates soaring more than 40% over the past three years. At the heart of this success is a commitment to building a positive and inclusive culture where relationships matter. Through meaningful connections, staff members get to know each student's individual needs. Every student works with a counselor to develop a personalized plan that ensures they're meeting graduation requirements and preparing for life after high school.

Students take ownership of their learning and contribute to the school culture, ensuring everyone feels a sense of belonging. Student leadership is visible throughout the school, and students lead all-school meetings and have a voice in building-wide initiatives.

Staff have embraced Universal Design for Learning (UDL), partnering with educational consultant Katie Novak to integrate UDL principles into every classroom. This approach gives students multiple options for accessing instructional materials and demonstrating their learning. By removing barriers to learning, UDL allows students to engage with content in ways that work best for them. HBHS teachers incorporate Artificial Intelligence (AI) tools into their planning to help reduce these barriers further. A school-wide focus on academic vocabulary and reading skills, using both AI and UDL strategies, has driven ELA proficiency from 40% to 60%.





STRATEGIC PLAN GOAL INNOVATION

We will develop and adopt practices and programs that encourage children to remain curious, take chances, and learn from failure.

DUAL CREDITS GIVE HIGH SCHOOLERS A HEAD START ON COLLEGE

Students at all three of our district high schools can earn college credits while still in high school, providing a valuable head start on post-secondary education and significant cost savings on college tuition. Studies show students who take dual credit classes are more likely to graduate on time, enroll in college, stay in college, and launch their careers right after high school. These classes count toward Washington's credit requirements for graduation while giving students a taste of college-level work.

The district's Career and Technical Education (CTE) dual credit courses allow students to earn both high school and college credits by completing CTE courses taught by certified high school instructors. During the 2024-25 school year alone, students earned 659 CTE dual credits, representing a potential cost savings of \$1,484,919 on college tuition. This program aligns high school coursework with college-level standards and industry needs, providing students with practical, career-focused education.

Beyond college credits, CTE students can earn valuable industry certifications that demonstrate job-ready skills to employers. Last year, students earned 2,859 industry certifications across career pathways, giving them a competitive edge in the workforce.

In addition to CTE dual credit courses, PSD students may earn college credit through Advanced Placement (AP) classes and College in the High School courses. All programs are offered at no cost to students, ensuring every student has access to opportunities that prepare them for success in the workforce or postsecondary learning.

 **LEVY FUNDED**

CAREER AND TECHNICAL EDUCATION POSTSECONDARY BENEFITS




\$1,484,919
College Savings for Families


39
College Credit Classes Offered


659
College Credit Registrations




50+
Industry Recognized Certifications offered


2859
Industry-Recognized Certifications Earned


54%
of Students graduate using the CTE pathway to graduation



YOUNG BUILDERS TACKLE REAL-WORLD CHALLENGES IN FIRST LEGO LEAGUE

Students from five of PSD's elementary schools entered the FIRST LEGO League Challenge for the first time, and the results were impressive. Nearly 100 students on 13 teams from Artondale, Swift Water, Discovery, Evergreen, and Vaughn elementaries participated in the ocean-themed challenge titled "Submerged," creating new ways to build a better world with healthy oceans.



Two teams earned awards for their outstanding performance. The fifth-grade team from Swift Water Elementary received the Robotics Design Award for building and coding a Lego robot and advanced to the semi-finals. Artondale Elementary earned the Breakthrough Award, celebrating progress in their confidence and capability in the Robot Game and Innovation Project.

With guidance from teachers and volunteer coaches, fourth and fifth-grade students were introduced to STEM (science, technology, engineering, and math) through exciting hands-on learning. The teams met during recess, before and after school, to plan their competition entries. While robotics serves as the exciting entry point, students develop critical cross-curricular skills including collaboration, communication, creative problem-solving, and persistence through challenges—skills that serve them well in every classroom and beyond.

Our students demonstrate daily that when we provide hands-on, engaging learning opportunities, kids can rise to meet high expectations while having fun in the process. Building on last year's success and with additional funding from the Safety, Security, and Technology Levy, First Lego League is expanding to more elementary schools this year with an archaeology-inspired theme titled "Unearthed."



BANDS HIT HIGH NOTES WITH TOP STATE HONORS

Peninsula School District music programs achieved strong results across competitions and festivals this year. For the third consecutive year, Peninsula High School's Jazz Band and both Concert Bands received Superior ratings—the highest possible designation—at the Regional Commencement Bay Music Educators Association (COMBMEA) festival. Gig Harbor High School's Wind Symphony, Symphonic Band, and Concert Band all earned Superior ratings at COMBMEA, while Goodman Middle School's Jazz Band, Intermediate Band, and Advanced Band also secured Superior ratings.



At the COMBMEA Solo & Ensemble Contest, PHS and GHHS students qualified for state in nearly all categories, with nearly half of the PHS Band Program advancing to the state competition at Central Washington University. The PHS marching band won Best Marching Band at three parades: the Armed Forces Day Parade in Bremerton, Viking Fest Parade in Poulsbo, and Maritime Parade in Gig Harbor.

At the Anaheim Heritage Festival in California, the PHS band received a Gold Award and the GHHS band received two Gold Awards. The GHHS Jazz Band also received first place for best overall performance at the Quincy Square Jazz Festival. These accomplishments and many more reflect the continued growth and dedication of students and staff across the district's music programs.





STRATEGIC PLAN GOAL FISCAL RESPONSIBILITY

We will efficiently and transparently align human, financial, and physical resources to support effective, innovative, educational programs and facilities.

STATE AND LOCAL GRANTS INVEST DOLLARS IN STUDENT OPPORTUNITIES

Across the Peninsula School District, schools have been awarded dozens of state and local funding grants in recent years, investing dollars in new programs and helping expand existing opportunities. During the 2024-25 school year alone, staff at every district building received more than \$775,000 in competitive state and local grants.

Grants were awarded for a wide variety of programs and equipment, such as musical equipment, books for classroom libraries, Arts Impact training, and Career and Technical Education, including computer science, health sciences, and dual credits. A particularly exciting Lego and Robotics grant came from First Washington to expand elementary Lego League teams. The district is grateful to community partners who continue to invest in local schools and thankful for diligent levy-funded staff who submit applications, as the number of grants continues to grow.



BETTER MEALS, LOWER COSTS: PSD PARTNERS WITH NEW FOOD SERVICE PROVIDER

Peninsula School District changed food service providers this year, working with Aramark to deliver higher-quality meals while reducing costs. The district now pays \$4.42 per meal compared to \$4.64 under the previous contract, which is a 4.7% cost savings. Based on last year's meal service data of nearly 570,000 lunches and 200,000 breakfasts, this reduction translates to approximately \$154,585 in annual savings for the district.

The switch to Aramark has brought more than just financial benefits. Students and staff have noticed improved meal quality, with fresh ingredients and appealing menu options that encourage healthy eating habits. The new partnership demonstrates the district's commitment to fiscal responsibility and reinvesting savings into other educational priorities while keeping the focus on student nutrition and satisfaction.

"Our work with PSD goes beyond serving meals—it's about supporting students in ways that make a difference in the classroom," said Patrick Durgan, General Manager, Aramark Student Nutrition. "By providing fresh, high-quality food and operating efficiently, we're helping the district improve the hospitality experience and manage resources wisely, partnering with schools to deliver culinary innovation and value."



BUDGET AT A GLANCE





STRATEGIC PLAN GOAL LEARNING ENVIRONMENT

We will ensure an inclusive community and culture where everyone is safe, valued, respected, and finds a sense of belonging.

EAGLE QUEST: GROWING ROOTS IN OUTDOOR LEARNING

Eagle Quest launched in the fall of 2024 as an innovative educational program at Evergreen Elementary, bringing together Key Peninsula second through fifth-grade students to explore learning through the lens of their local environment. The program's first year established a strong foundation rooted in place-based education, envisioning our district's natural spaces as powerful learning tools and fostering students' connections to the land, its history, and their role as community stewards.

Year one brought field experiences that transformed ordinary field trips into deep community engagement and helped students create connections between classroom standards and their outdoor environment. Through a partnership with Key Peninsula Parks, students participated in purposeful outdoor learning at Gateway Park on Earth Day and Joemma Beach State Park for World Oceans Day. These experiences connected students with expert community partners, including Tahoma Bird Alliance for ornithology studies, Nisqually River Education Project for water quality testing, Harbor WildWatch for ecosystem exploration, and Beavers Northwest for wildlife conservation.

Students used professional tools like binoculars and the Merlin Bird ID app, conducted BioBlitz species surveys with quadrats, and even explored a touch tank featuring local marine species collected by the school's scuba diving office manager. The 4TH class also built connections through a buddy program with a transitional kindergarten outdoor classroom, creating field guides and collaborative class books together.

Daily outdoor routines became woven into Eagle Quest's fabric, with students developing "Sit Spots" to record sensory observations across seasons and engaging in outdoor reading, math, nature photography, and field sketching. Thanks to grant funding, students received quality outdoor gear that built their confidence spending time in nature, regardless of the Pacific Northwest weather. As Eagle Quest grows, the program aims to deepen partnerships with local organizations, businesses, and families while continuing to utilize natural areas as outdoor classrooms for community science projects.

 **LEVY FUNDED**



SPECIAL OLYMPICS HONORS PHS AS A NATIONAL BANNER UNIFIED CHAMPION

Peninsula High School (PHS) was officially recognized as a National Banner Unified Champion School by Special Olympics North America for the 2024-25 school year. This prestigious award places PHS among only 807 institutions across the country to earn this distinction. The Unified Sports program joins students with and without intellectual disabilities to compete on the same sports teams, creating more inclusive schools. The program is based on the idea that playing together can lead to friendship and understanding.

The National Banner Unified Champion honor recognizes PHS's outstanding commitment to inclusion, engagement, and creating a positive school climate where every student belongs. To receive this recognition, schools must meet 10 rigorous national standards of excellence developed by a national panel of leaders in education and the Special Olympics. This achievement is a testament to PHS students, staff, and families for their unwavering commitment to creating an inclusive environment where every student can thrive.

Both Gig Harbor High School and Peninsula High School were honored to be named Special Olympics Unified Champion Schools of the Month in 2024. We are proud of our students, staff, and community members who have worked tirelessly to foster this culture of belonging.



NEW SURVEY AND FOCUS GROUPS HELP STUDENT WELL-BEING

The Peninsula School District successfully piloted the Center for Educational Effectiveness (CEE) surveys for students, staff, and families during the 2024-25 school year. The yearly surveys are designed to monitor student well-being and success, strengthen family-school connections, and develop instructional and school leaders. CEE surveys replace Panorama, which was used to measure only student perceptions.

At the middle school level, in addition to the yearly survey, principals came together to prioritize helping students feel a sense of belonging at their schools. Staff implemented monthly student focus groups to talk with specific students about their experiences. Schools also initiated short monthly sense of belonging surveys to capture schoolwide and student-specific data and provide support and intervention to individual students.

"Our entire team uses the data to identify students who don't have an adult they are connected to and initiate communication and intentionality about developing positive working relationships with these students," said Luke Grunberg, Principal at Key Peninsula Middle School.



Staff recognize students daily for meeting expectations and showing PRIDE: Perseverance, Responsibility, Integrity, Dignity, and Excellence. Teachers also greet students at classroom doors and positively engage with students to create a warm welcome and safe space for students to learn.



STRATEGIC PLAN GOAL COMMUNITY ENGAGEMENT

We will foster relationships with parents, caregivers, and our community built on mutual respect, collaboration, communication, and our shared commitment to student success.

PURPLE STAR SCHOOL DISTRICT HONORS MILITARY FAMILIES



As a designated Purple Star School District, we are committed to recognizing and honoring military families. Throughout the year, we celebrate military students with events such as the Military Family Carnival. Last April, more than 225 people enjoyed basketball, bowling, and a bouncy house, along with a pizza and hot dog dinner.

Our district is home to about 425 military-connected students, including families with active-duty service members, reserve members, and veterans. Other military family celebrations include special family lunches, a Fall Celebration, and a Holiday Gift Shop where students can shop for gifts for their family at no or low cost. Schools also recognize military families on Veterans Day and in April, the Month of the Military Child.

In the 2024-25 school year, our district qualified for federal Impact Aid for the first time. Impact Aid is awarded to school districts that have a certain number of military-connected students. PSD met the threshold to receive federal funding from this grant, which will go toward purchasing textbooks, materials, transportation, personnel, and other education-related expenditures.



NJROTC CADETS SOAR THROUGH CAREER AND TECHNICAL STUDENT ORGANIZATIONS

Career and Technical Student Organizations (CTSOs) offer co-curricular opportunities for students in career and technical education programs. Peninsula School District's Navy Junior Reserve Officer Training Corps (NJROTC) has embraced CTSOs, providing cadets with diverse opportunities to excel. Through hands-on activities, leadership development, and competitive events, CTSOs extend classroom learning into practical experiences that help students explore career paths, develop critical thinking, and connect with industry professionals.

In CyberPatriot, students compete in the National Youth Cyber Defense Competition, working in teams of five to secure virtual networks by identifying and fixing cybersecurity vulnerabilities while maintaining critical services, like real IT professionals. The Orienteering Team challenges cadets to navigate unfamiliar terrain using only a map and compass. Through Stellar Explorers, teams tackle authentic space design challenges, including orbit planning, satellite component selection, and launch vehicle planning. This hands-on competition builds interest in STEM fields.

More than 30 NJROTC cadets participated in CTSO programs during the 2024-25 school year. Their dedication helped secure an impressive \$2 million in higher education scholarships. These achievements reflect the power of teamwork, perseverance, and vision. By seizing these opportunities, cadets prove that when they challenge themselves and dream big, there is no limit to what they can accomplish.





SPECIAL EDUCATION PARENT ADVISORY COMMITTEE ADVOCATES FOR FAMILIES

The Special Education Parent Advisory Committee (SEPAC) has been instrumental in advocating for systemic changes that directly impact PSD families, staff, and students. A perfect example is the district's first inclusive and adapted field day, the Day of Champions, which was held in June. More than 300 volunteers, staff members, and students of all ages from schools across the district joined together to participate in this exciting event at Roy Anderson Field.

SEPAC regularly promotes inclusion through equal opportunities and quality education for all students, regardless of their abilities, backgrounds, or differences. The group offers workshops, resources, and direct engagement, helping to empower parents and guardians with the knowledge and tools to advocate for their students' needs.

The monthly Family Education Series brings families together for meaningful conversations, helpful resources, and expert guidance on topics that matter most to students receiving special education services. From navigating IEPs and building strong school partnerships to understanding resources and supporting social-emotional development, families gain practical tools and a stronger sense of community. View the Family Education topics for the 2025-26 school year at psd401.net/specialeducation.



HIGH SCHOOL STUDENTS LOG MORE THAN 21,000 HOURS OF COMMUNITY SERVICE

Almost 200 Peninsula School District high school students earned their Varsity Letter in Community Service for the 2024-25 school year, totalling 21,711 hours in community service. Each student completed at least 100 hours of community service and maintained a grade point average of 2.0 or higher.

These incredible students dedicated time and energy to many organizations across our community, making an impact on the lives of others. This opportunity is available to students in 9th through 12th grade and can be repeated each year of high school. Students nearly doubled the number of hours they served compared to the previous year, which is a remarkable accomplishment that showcases how important community engagement is and the resulting positive impacts.





SAFETY AND SECURITY

SCHOOL SAFETY OFFICERS BUILD RELATIONSHIPS TO HELP KEEP STUDENTS SAFE

Brent Campbell and Michael "Moose" Janke are familiar faces across the Peninsula School District, whether they're high-fiving elementary students, attending middle school basketball games, or talking with high schoolers in the commons. As the district's two School Safety Officers (SSOs), they both bring law enforcement backgrounds and a relationship-focused approach to their work.

SSO responsibilities include school security, lockdown training, staff and parent education, law enforcement coordination, and investigations. Both officers build trust with students and families—essential to preventing problems from escalating.

"The best way to deter violence or threats is to build those relationships with kids," Campbell said. "I can't tell you how many times we have avoided things because somebody has come in and said, 'Hey, can we talk?' That wouldn't happen if we didn't have an approachable attitude. The better relationships we have with kids, the more we're able to prevent stuff downstream."

Both SSOs provide drug education, teaching students about dangers like fentanyl and sharing current risks with families. They recommend parents stay informed by checking backpacks, reviewing phones, and knowing their students' friends.

While each SSO is assigned to half the district's schools, they back each other up when needed. Campbell educates staff on recognizing drug paraphernalia and warning signs. Janke creates event action plans for sporting events and works closely with paraeducators and special needs students. Both work with administrators and counselors on behavioral management at all schools.

"I work closely with parents, who appreciate the team effort it takes for students to succeed in an educational setting," Janke said. "If anybody is more welcoming than parents, it's the students. They feel safer and more grounded—they give high fives in the hallways and ask to take pictures and videos with me."

Both officers joined PSD in 2023 and now drive electric vehicles funded by the Safety, Security, and Technology Levy as they visit schools throughout the district. In addition to the two SSOs, each of the three high schools has its own Security Specialist, for a total of five dedicated security staff.





ATHLETICS



NEARLY 2,200 STUDENTS COMPETE AS ATHLETICS PROGRAMS EXPAND



Participation in middle and high school athletics has grown steadily over the past few years in the Peninsula School District. Nearly 1,000 middle school athletes competed in one or more sports during the 2024-25 school year, from Cross Country and Wrestling to Basketball, Soccer, Volleyball, and Track & Field. More than 500 families responded to a district survey about middle school sports, and the results showed strong interest in adding new opportunities and skills squads across our middle schools.

At the high school level, more than 1,220 athletes took part in 27 different sports in 2024-25, including Baseball, Boys and Girls Basketball, Boys and Girls Golf, Boys and Girls Soccer, Boys and Girls Swim & Dive, Boys and Girls Tennis, Boys and Girls Water Polo, Cheer, Cross Country, Dance Team, Fastpitch, Football, Girls Bowling, Girls Lacrosse, Track & Field, Unified Basketball, Unified Cheer, Unified Soccer, Unified Track, Volleyball, and Wrestling. The benefits extend well beyond the field or court, as athletics help students thrive both academically and socially. In fact, nearly all PSD teams earned distinguished or outstanding grade point average awards from the Washington Interscholastic Activities Association.

STUDENT ATHLETES PROMOTE SPORTSMANSHIP AND DRIVE POSITIVE CHANGE

Student athletes from Peninsula High School (PHS) and Gig Harbor High School (GHHS) came together to launch the Student Athlete Leadership Council (SALC) in the 2024-25 school year. The group has already implemented pivotal changes, including hosting a Fall Athlete Leadership Academy that drew more than 185 students from both schools for a day of leadership and relationship building.

The council represents all PSD high school athletes and works to promote sportsmanship, shape district athletics, and lead district-wide initiatives. Athletes come together monthly to discuss how to promote a positive environment for all student athletes and foster collaboration, leadership, and a shared sense of community.

SALC recently revised the Student Code of Conduct for Athletics, which is now implemented district-wide. This fall, the group added 10 new members, bringing the total to 30 students. The council is also planning a Puget Sound League sportsmanship event that will invite all 12 PSL schools for a morning of relationship building and collaboration.





**PENINSULA
SCHOOL
DISTRICT**

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PSD AI Website: psd401.ai

Peninsula School District Board of Directors: Natalie Wimberley, Jennifer Butler, Lori Glover, David Olson, Chuck West | Superintendent: Krestin Bahr

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