

From Strategy to System

Growing Inclusive Instruction Districtwide with GLAD

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Lake Stevens School District

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MEd - English language Learning

Certificate in Educational Leadership/Administration

Be GLAD Certified Agency Trainer

Learning Goals

Building understanding:

How GLAD supports language development & access for multilingual learners/ALL learners

Road map that made districtwide implementation successful for LSSD

Key structures that support scaling

GLAD grows naturally through interest



New life by Karla Medina Hurtado

New life

Moving isn't just changing houses.
It's changing worlds.
One day, you wake up,
and your whole life fits into boxes,
and the next you're breathing air
that doesn't know your name yet.

The first days feel heavy:
Everything is different, even the silence.
The streets speak another language,
One you understand only halfway,
But promise yourself you'll learn with time.
Every new word is a small victory,
like lighting a candle in the dark.

The people are new, too,
Their greetings, their habits,
The laughter you don't recognize yet.

You look into *the eyes of strangers*
and wonder if one day you'll feel
that you belong here.
And even so, "*You try*
You ask, You listen, You adapt."

The schedule changes your body,
"*You wake up earlier,*
You go to bed later,"
and you grow used to the sun rising
In a way, little by little,
your routine begins to breathe with you,
as if whispering, "*You're doing well. Keep going.*"

Moving is losing a little
to gain something you can't see yet.
It's walking into the unknown
with the hope that, somewhere,
This new life will start to feel like your own.

And even though you miss what you left behind,
You know these changes also change you,
"*The new language opens doors,*
The new people teach you different ways to care,"
and the new schedule reminds you
that you can always begin again.

by Karla Medina Hurtado

What is GLAD?

GLAD is a set of strategies built to support language acquisition for Multilingual learners.

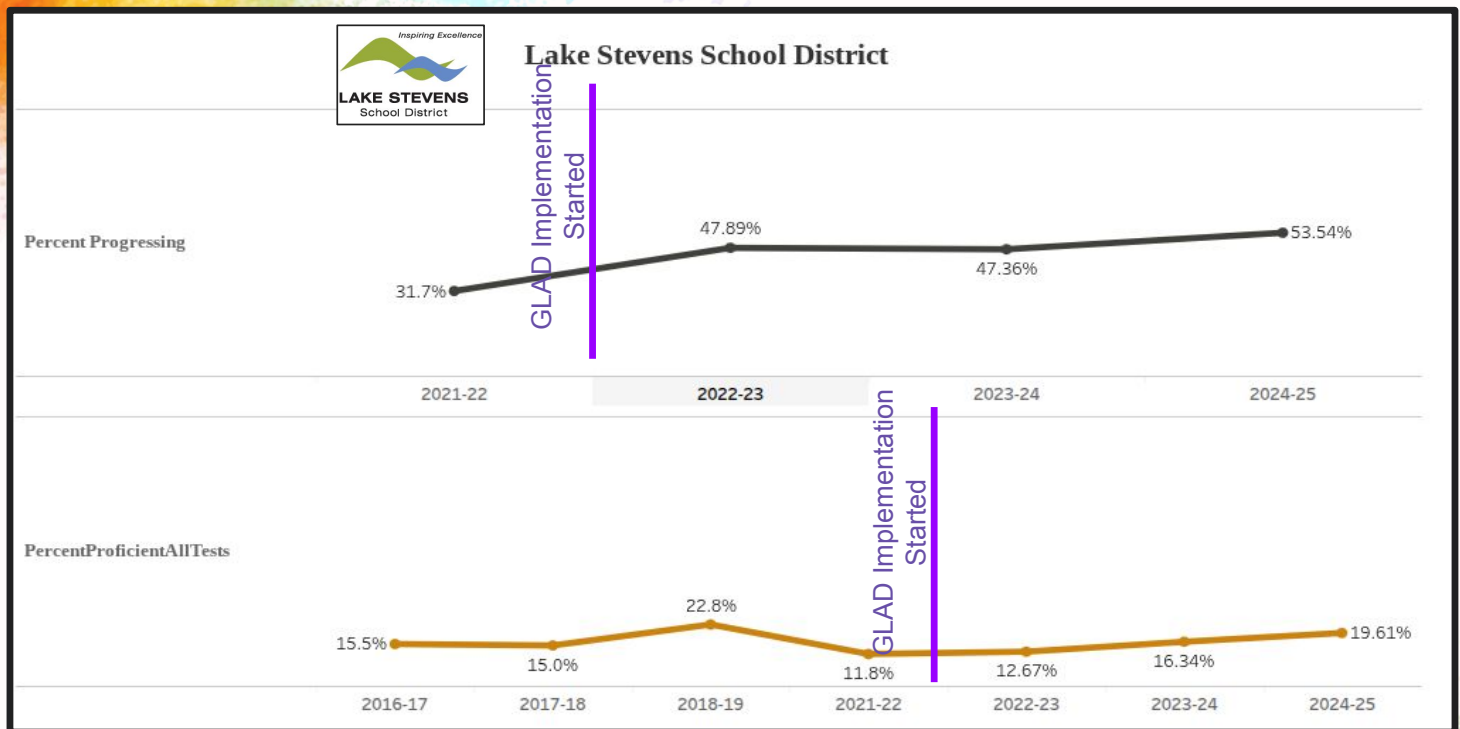
Charts are co-created,

- Built with students with visual scaffolds - pictures, sketches realia
- Builds schema (framework for learning)
- Build background knowledge

Teaches students organization of information and supports writing

Background

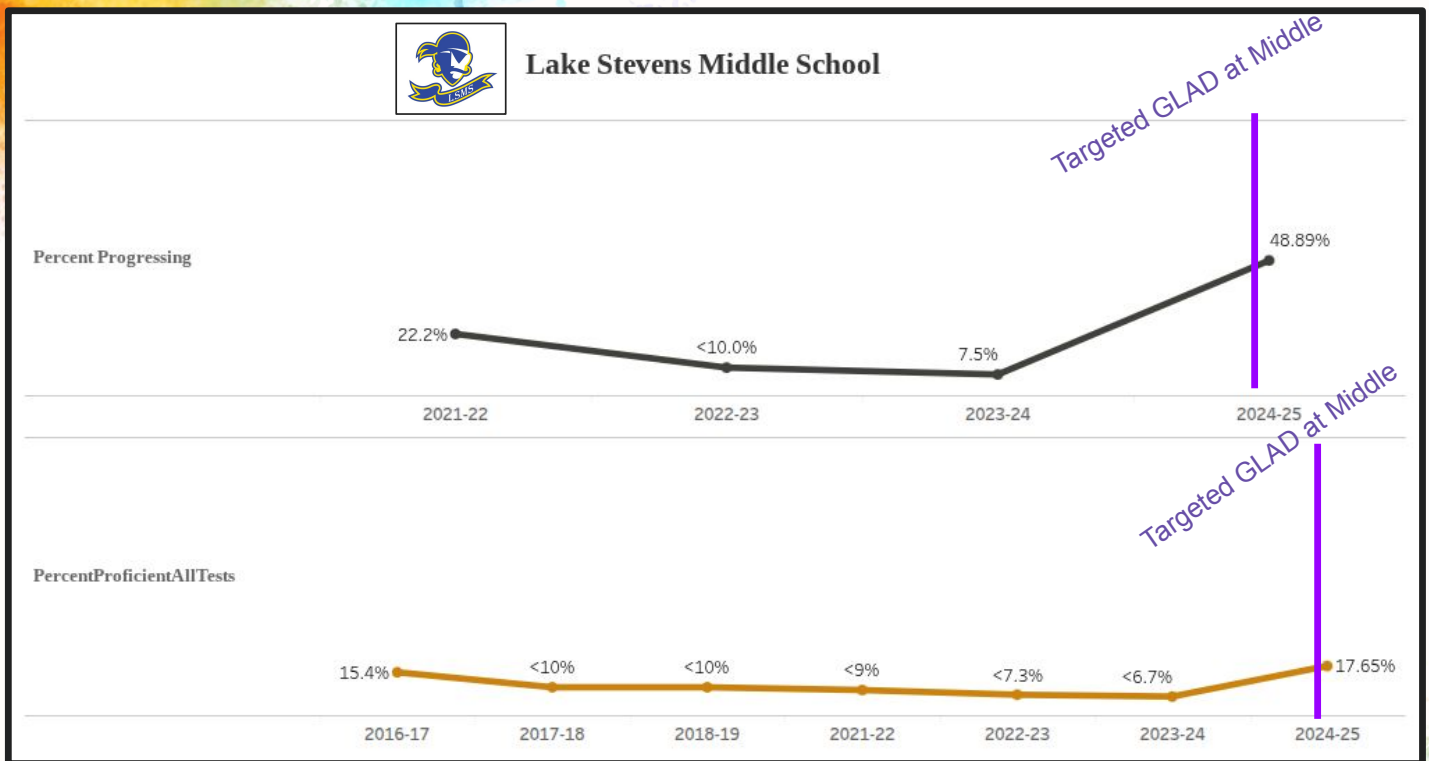
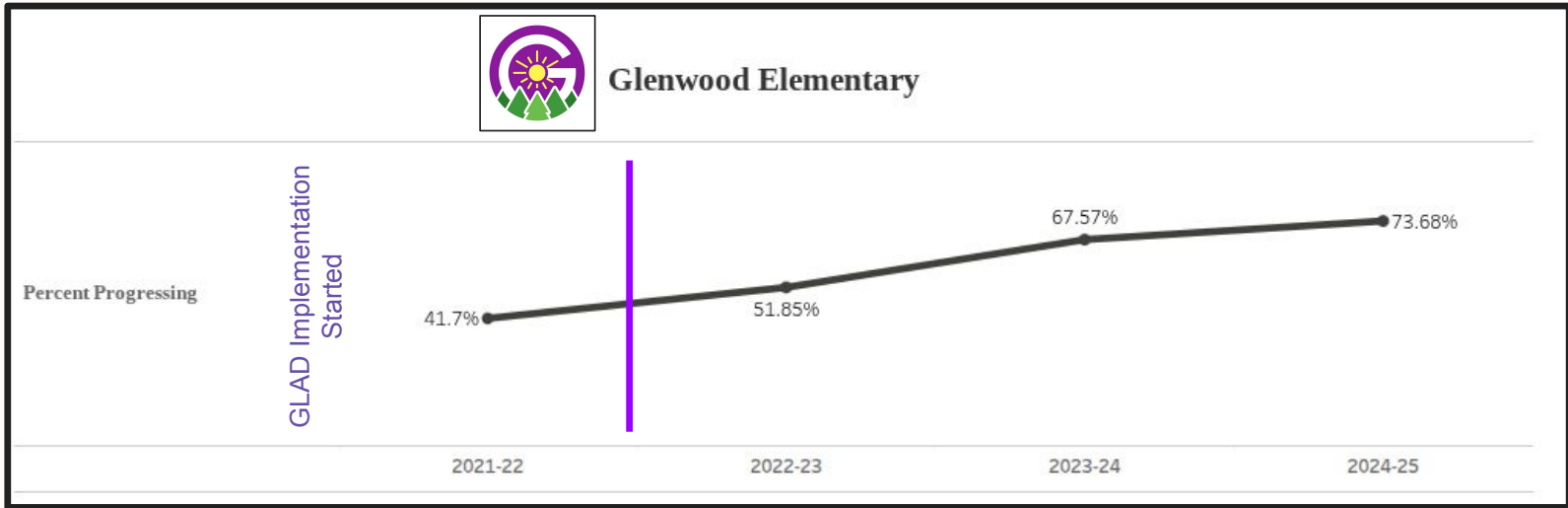
- ML population growing & doubled (2019–2026)
- Glenwood Principal offered online GLAD training during COVID
- 15 trained during COVID
- GLW data showed No slide back post COVID-2022
- ML Specialist hired



WIDA Growth since starting to implement Be GLAD across Lake Stevens School District

Early adopters - trained staff in 2020

Consistently have some of the highest scores in district



WIDA Growth GLAD Targeted Middle School
Lake Stevens School District

Year 1: What is GLAD?

ML Specialist (GLAD Trainer) K-5
After-school workshops

- Stem/Equity Hours
- 4:30-6:00
- 2 nights/2 weeks
- GLAD intro at all elementary
- Co-planning
- Summer training
- Monthly touchpoints with Reading Specialists
- WIDA Can Do Meetings with ML cluster



ENSURING EXCELLENT INSTRUCTION THROUGH
Universal Instructional Strategies

LSSD has identified nine high-leverage instructional practices that lead to increased intellectual engagement and student achievement that will be fully implemented in each classroom across the system by 2028

<p>MORNING MEETINGS/ POSITIVE GREETINGS AT THE DOOR</p>	<p>CO-CREATED CLASSROOM NORMS</p>
<p>SMALL GROUP INSTRUCTION</p>	<p>VOCABULARY ROUTINES</p>
<p>SUPPORTING STUDENT DISCOURSE</p> <p>SENTENCE STARTERS</p>	<p>NON-VERBAL GESTURES</p> <p>10 TALK:2 REFLECT</p>
<p>STUDENT GOAL SETTING</p>	<p>PROVE IT: CITE YOUR SOURCE</p>

Year 2: District Adoption

- 9 Tier 1 Strategies
- 7 Hip Pocket tools
- Embedded in PD
- Presentations at ALL elementary
- GLAD 101 for Secondary



Lake Stevens Middle School

Percent Progressing



Percent Proficient All Tests



WIDA Growth GLAD Targeted Middle School
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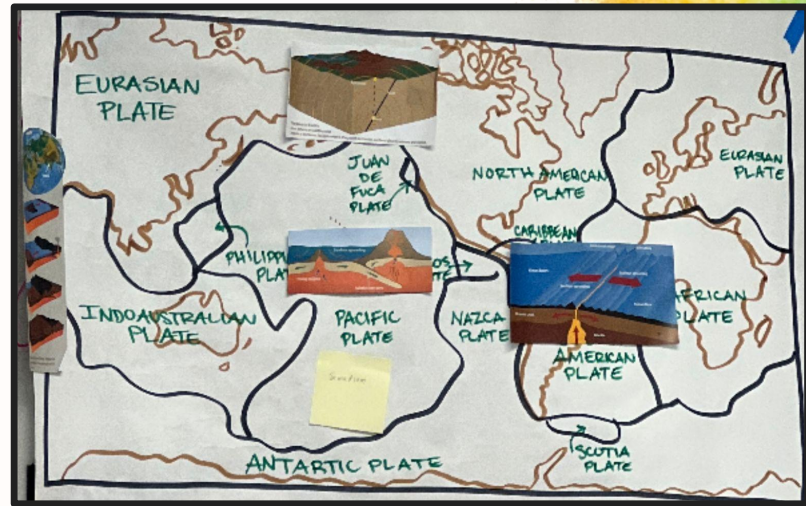
Year 3: Scaling



- Added ML Specialist K-7
- GLAD Presentations Middle Schools
- Advanced certification for Teacher Leaders
- Release days for grade level planning
- Monthly meetings with reading specialists (ML Coordinators)

Year 4: GLAD in Action

- Learning Walks
- GLAD in Core Content
- Shared Planning Time/Docs
- WIDA Can Do Meetings
- PLC Alignment



10/2 - Process with partner

• 10/2

What resonates with you from LSSDs Implementation timeline?

What do you have questions about?



Looking Ahead

- Adding ML staff to all K-5
 - We're Hiring! 😊
- Continue training
 - 2 trainings - Summer 2026 Middle/Elementary
- Add refresher trainings before/after school
- Expand Learning Walks
- Admin Learning Walks
- Deepen understanding of strategies
 - Continue to build strategy banks aligned with Curriculum
 - Build strategies with new ML staff



Reflection

- Planning for High School
- Training Administrators/Principals
 - Look fors/Professional Learning
- Implementation team
 - Building the resources
- Right people - trusted/respected
- Building relationships



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What are your takeaways?

What do you have questions about?



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Gots & Wants!

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The new people teach you different ways to care,”*

Karla Medina Hurtado