

# City of Seattle



## Director of Education

**Confirmation Packet  
October 9, 2015**

**Dwane Chappelle**

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CITY OF SEATTLE  
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**City of Seattle**  
Edward B. Murray  
Mayor

October 9, 2015

The Honorable Tim Burgess  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Burgess:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Dwane Chappelle as the City's Director of Education.

The materials in this packet are divided into two sections:

**A. Dwane Chappelle**

This section contains Mr. Chappelle's appointment and oath of office forms, his resume, and the press release announcing his appointment.

**B. Background Checks**

This section contains the report to the Mayor's Office on Mr. Chappelle's background check.

Dwane Chappelle has a track record of excellence as an educator and administrator. He has done a remarkable job at Rainier Beach High School, creating a model for success that we know will benefit all Seattle students. His students leave high school better prepared for college and the 21<sup>st</sup> century workplace. Dwane's vision and experience will be instrumental as we work together to address the opportunity gap and ensuring our education system serves all students, regardless of their background or family income.

Under Dwane's leadership and with the support of students, parents, teachers and the community, the graduation rate at Rainier Beach has increased 25 percentage points. By 2014, the graduation rate at the school reached 79 percent, exceeding the district average. The school's International Baccalaureate program has generated widespread acclaim, challenging students to high achievement and winning praise from parents.

The Honorable Tim Burgess  
October 9, 2015  
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Dwane Chappelle has demonstrated excellence and leadership in his career and will be highly successfully in leading the Department of Education and Early Learning. I strongly urge you to confirm him as the Director of Education.

If you have any questions about the attached materials or need additional information, please contact Deputy Mayor Kate Joncas at 206-684-3790, or via e-mail, at [kate.joncas@seattle.gov](mailto:kate.joncas@seattle.gov).

Sincerely,



Edward B. Murray  
Mayor, City of Seattle

**SECTION**

**A**



**City of Seattle**  
Edward B. Murray  
Mayor

October 9, 2015

Dwane Chappelle  
Seattle, WA 98118  
Transmitted via e-mail

Dear Dwane,

It gives me great pleasure to appoint you to the position of Director of Education (Executive 3), effective January 1, 2016 at an annual salary of \$158,688.

Your term of office is four years and you serve at the pleasure of the Mayor. Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings.

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave. If you have questions about your employment with the City of Seattle please contact Susan Coskey, Human Resources Director, at 206-615-1622.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Department of Education and Early Learning will thrive beyond expectation under your leadership.


Sincerely,

Edward B. Murray  
Mayor, City of Seattle

cc: Seattle Department of Human Resources



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Dwane Chappelle</i>		
<b>City Department Name:</b> <i>Department of Education and Early Learning</i>		<b>Position Title:</b> <i>Director of Education</i>
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other:		<b>Term of Office:</b> <i>1/1/2016 to 1/1/2020</i>
<b>Legislated Authority:</b> <i>SMC 3.36.020</i>		
<b>Background:</b> Dwane Chappelle has a track record of excellence as an educator and administrator. He has done a remarkable job at Rainier Beach High School, creating a model for success that we know will benefit all Seattle students. His students leave high school better prepared for college and the 21 <sup>st</sup> century workplace. Dwane's vision and experience will be instrumental as we work together to address the opportunity gap and ensuring our education system serves all students, regardless of their background or family income.  Under Dwane's leadership and with the support of students, parents, teachers and the community, the graduation rate at Rainier Beach has increased 25 percentage points. By 2014, the graduation rate at the school reached 79 percent, exceeding the district average. The school's International Baccalaureate program has generated widespread acclaim, challenging students to high achievement and winning praise from parents.		
<b>Date of Appointment:</b> <i>10/9/2015</i>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Edward B. Murray</i> <i>Mayor</i>



**CITY OF SEATTLE - STATE OF WASHINGTON  
OATH OF OFFICE**

**STATE OF WASHINGTON**

**COUNTY OF KING**

**I, Dwane Chappelle, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of Education; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as *Director of Education*.**

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**Dwane Chappelle**

**Subscribed and sworn to before me  
this \_\_\_\_\_ day of \_\_\_\_\_, 2015**

(affix seal)

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**Monica Martinez Simmons, City Clerk**



CITY OF SEATTLE • STATE OF WASHINGTON

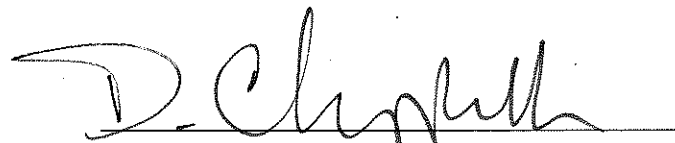
OATH OF OFFICE

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State of Washington

County of King

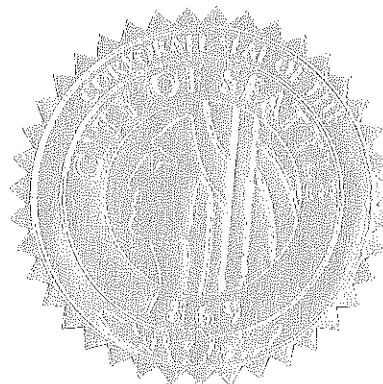
I, Dwane Chappelle, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of Education; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as *Director of Education*.

  
Dwane Chappelle

SUBSCRIBED AND SWORN TO BEFORE ME

THIS 8<sup>TH</sup> DAY OF FEBRUARY, 2016.

  
MONICA MARTINEZ SIMMONS, CITY CLERK





**DWANE CHAPPELLE**

**PERSONAL DATA**

**Address:**

[REDACTED]  
Seattle, Washington 98118

**Telephone:**

[REDACTED]

**EDUCATIONAL BACKGROUND**

Texas A&M University, Commerce, Texas  
Masters of Secondary and Higher Education, 2007

Grambling State University, Grambling, Louisiana  
Bachelor of Science, Criminal Justice, 2005

**SUMMARY OF EXPERIENCE**

- |               |   |
|---------------|---|
| 2011- Present | <b>SEATTLE PUBLIC SCHOOLS</b><br>Seattle, Washington<br><b>High School Principal, Rainier Beach</b>                   |
| 2009-2011     | <b>ARLINGTON INDEPENDENT SCHOOL DISTRICT</b><br>Arlington, Texas<br><b>High School Assistant Principal</b>            |
| 2006-2009     | <b>PLANO INDEPENDENT SCHOOL DISTRICT</b><br>Plano, Texas  |
| 2007-2009     | <b>High School Assistant Principal</b>  |
| 2006-2007     | <b>Dean of Students</b>   |
| 2002-2006     | <b>RICHARDSON INDEPENDENT SCHOOL DISTRICT</b><br>Richardson, Texas<br><b>High School Teacher (Math &amp; Reading)</b> |

Dwane Chappelle

Seattle, WA 98118

## **EDUCATION**

Superintendent Certification (6 hours completed)  
Texas A&M University Commerce Commerce, TX 2011  
Principal Certification  
Texas Woman's University Denton, TX 2007  
Masters of Secondary and Higher Education,  
Texas A&M University Commerce Commerce, TX 2005  
Bachelor of Science, Criminal Justice  
Grambling State University, Grambling, LA 1998

## **KEY QUALIFICATIONS**

**High School Principal** Seattle Public Schools Seattle, WA

- Support students in all capacities
- Analyzed school and district data to guide and support building leaders and teachers for optimum instruction
- Coach and support principals and teachers with goal setting, planning and the development of action plans that will assist school leaders in meeting their instructional leadership objectives and schools to meet performance targets
- Implemented the Turnaround Model in which I replaced more than 50% of staff creating greater autonomy while implementing research based strategies to change the academic culture of the school.
- Utilize Charlotte Danielson Frameworks for Teaching to conduct regular, formal and Informal classroom walk-throughs.
- Helped reading (17%), writing (15%), math (25%), and science (25%) as well as on time graduation (18%) increase by the percent reflected in the parentheses.
- Created and implemented school-based meetings and events to foster a culture of engagement with staff, parents and community.
- As a school community I facilitate quarterly gap analysis/needs assessments against school-based targets with students, teachers, parents and community members.
- Build instructional leadership capacity of administrators and teacher leaders with particular focus on instruction, data analysis and aligned interventions.
- Created and implemented a triangulation with my feeder elementary and middle school of ongoing Somali Fathers & Mothers Family Engagement Action Teams to address specific instructional and cultural needs with the our community.
- Coordinate Targeted Technical Assistance Providers in reading, instructional strategies, and ELL.
- Oversee professional development in reading, instructional strategies, and ELL to all staff members.

- Guide schools in the development of an infrastructure necessary to support and implement the use of research-based instruction, interventions and assessments through multi-tiered models.
- Oversight of the development and Implementation of Reading, Math, Science, Social Studies, ELL, and PLC/Professional development Modules.
- School Improvement Pilot of developing and implementing CCSS Reading and Math Benchmark Assessments
- Facilitate Community, Families Engagement and Action Teams.
- Facilitates staff, family, community, student and Board Members Design Team for analyzing school, district and state data while focusing on student equity.

**High School Assistant Principal Arlington ISD**

**Arlington, TX**

- Support students in all capacities
- Analyzed school and district data to guide and support building leaders and teachers for optimum instruction
- Organized and facilitated classroom observations and walkthroughs.
- Interview, select and orient new staff; approve personnel assigned to campus.
- Student supervision, Attendance, and Discipline.
- Co-coordinate master schedule.
- Oversight of the development and Implementation of Reading, ELL, and Instructional Strategist Professional development Modules
- Utilize Marzano's framework to evaluate teachers

**High School Assistant Principal Plano ISD**

**Plano, TX**

- Support students in all capacities
- Analyzed school and district data to guide and support building leaders and teachers for optimum instruction
- Organize and oversee faculty duty schedule.
- Organized and facilitated classroom observations and walkthroughs.
- Interview, select and orient new staff; approve personnel assigned to campus.
- Student supervision, Attendance, and Discipline.
- Co-coordinate master schedule.
- Oversight of the development and Implementation of Reading, ELL, and Instructional Strategist Professional development Modules
- Utilize Marzano's framework to evaluate teachers
- Interview, select and orient new staff; approve personnel assigned to campus.
- Coordinate new teacher transition meetings.
- Perform Power Walk-Thru observations using Robert Marzano strategies.

**High School Dean of Students Plano ISD**

**Plano, TX**

- Support students in all capacities
- Analyzed school and district data to guide and support building leaders and teachers for optimum instruction

- Conduct conferences on student and school issues with parents, students and teachers.
- Participate in development and evaluation of education programs.
- Supervise keys, telephones, crisis plan and conduct monthly safety fire drills.
- Response to Intervention Coordinator for all elective courses.
- Interview, select and orient new staff; approve personnel assigned to campus.
- Student supervision, Attendance, and Discipline.
- Perform Power Walk-Thru observations using Robert Marzano strategies.

#### **ENDORSEMENTS**

- Early Childhood Education (K-12)
- Special Education All Level (K-12)
- Texas Principal Credential All Level
- Washington State Administrators Credential

#### **PROFESSIONAL AFFILIATIONS**

*WASBE Washington Alliance of Black Student Educators*  
*AWSP Association of Washington School Principals*  
*NASSP National Association of Secondary School Principals*  
*Breakfast Group*  
*TASBE Texas Association of Black School Educators*  
*SASBE Seattle Alliance of Black School Educators*  
*WIAA Committee Member*  
*TPEP Trainer of Teacher Evaluative Frameworks*

#### **Quotes Of My Work**

*"Dwane's greatest strength as an educational leader is her understanding of the pedagogy of instruction coupled with his extensive knowledge in early childhood education."*

**Keisha Scarlett, Administrator**

*"Through Dwane's leadership, administrators and teachers are able to grow their capacity as learners. He is an empowering person with knowledge and commitment to improve the quality of learning for all adults and students while improving systems to create efficiency."*

**Dr. Sara Talbot, Administrator**

*"Dwane demonstrates the ability to work in a team, solve problems with others, and work towards common goals."*

**Robert Bramer, Parent**

*"Dwane as a mentor & Collegial Coach has the knowledge and expertise beyond what one could experience or capture a single conversation"*

**Judi Mosby, Washington State Reading Specialist**

**REFERENCES**

*Kelly Aramaki, Current Supervisor Regional Director [kearamaki@seattleschools.org](mailto:kearamaki@seattleschools.org) (206)*

*Beverley McReynolds, Former Supervisor, [bevmcreynolds@aisd.net](mailto:bevmcreynolds@aisd.net) (214) 549-0758*

*Mike Lanningham, Former Supervisor [mike.lanningham@pisd.edu](mailto:mike.lanningham@pisd.edu) (972)-489-2886*

*Michael Tolley, Assistant Superintendent Seattle Public Schools, [mjtolley@seattleschools.org](mailto:mjtolley@seattleschools.org)  
206-252-0150*

*Andrew Kelly, Washington State Assistant Superintendent of OSPI, [Andrew.Kelly@ki2.wa.us](mailto:Andrew.Kelly@ki2.wa.us)*



**City of Seattle**  
Edward B. Murray, Mayor

## **NEWS RELEASE**

**FROM THE OFFICE OF THE MAYOR**

**FOR IMMEDIATE RELEASE:**

**Contact:** Jason Kelly, Mayor's Office Press Secretary, 206.684.8379

### **Murray names Rainier Beach's Dwane Chappelle director of Education and Early Learning**

**SEATTLE** (Oct. 1, 2015) – Today Mayor Ed Murray nominated Dwane Chappelle to be the first director for the Seattle Department of Early Education and Learning (DEEL). Chappelle has been the principal at Rainier Beach High School since 2011.

“Dwane has done a remarkable job at Rainier Beach High School, a model of success that we want to benefit all Seattle students,” said Murray. “His students leave high school better prepared for college and the 21<sup>st</sup> century workplace. Dwane’s vision and experience will be instrumental as we work together to address the opportunity gap, ensuring our education system serves all our students, regardless of their background or family income.”

Under Chappelle’s leadership and with the support of students, parents, teachers and the community, the graduation rate at Rainier Beach has increased 25 percentage points. By 2014, the graduation rate at the school reached 79 percent, exceeding the district average. The school’s International Baccalaureate program has generated widespread acclaim, challenging students to high achievement and winning praise from parents.

“I am looking forward to this incredible opportunity to serve the kids and families of Seattle,” said Chappelle. “Throughout my career as an educator, I have seen students rise to new challenges again and again. As a community, we must always send the message that every student can achieve.”

Statewide studies have shown that readiness to learn in Kindergarten varies widely and that for many students of color, those from lower-income families, and immigrant and refugee students, an opportunity gap is evident in the first few weeks of school. That opportunity gap persists

through elementary and secondary schools, leading to disparities in educational attainment between students of color and their peers.

Mayor Murray announced the creation of DEEL in September of 2014. DEEL's mission is to foster opportunities for Seattle children to succeed in school and graduate from high school prepared for continuing education and success in the workplace.

Chappelle will seek to form stronger strategic partnerships with Seattle Public Schools, institutions of higher learning and other education stakeholders throughout the region, with an eye to improving outcomes for all Seattle children.

DEEL oversees the Seattle Preschool Program that seeks to provide high-quality preschool services for young children to help improve their readiness for school, regardless of family income.

Since 1990, the City's Families and Education Levy has grown to fund community and school-based family supports, preschool programs, academic supports, summer learning opportunities, school-based health programs and other services for students. In 2015, DEEL will administer \$32 million in grants and services funded by the levy.

Prior to joining Seattle Public Schools, Chappelle was an assistant principal in Arlington, Texas and Plano, Texas. He earned his Bachelor of Science in Criminal Justice from Grambling State University and his Masters of Secondary and Higher Education at Texas A&M University.

Chappelle will start with the City on Jan. 1, 2016 with an annual salary at the level of the current interim Director: \$158,688.

In the meantime, interim Director Holly Miller will stay on with DEEL.

"My thanks to Holly for her incredible work to help stand up this new department," said Murray. "Throughout her long career with the City, Holly has provided strong leadership and deep devotion to public service."

Chappelle's nomination requires review and approval by the Seattle City Council.

**SECTION**

**B**





# City of Seattle

Edward B. Murray, Mayor

Seattle Department of Human Resources

Susan L. Coskey, Director

Date: October 8, 2015

To: Adam Schaefer, City Budget Office

From: Bailey Spingola, HR Generalist for Melissa Beatty, HR Manager  
Seattle Department of Human Resources

Subject: **BACKGROUND CHECK – Dwane Chappelle**

The HR Department has received a copy of Dwane Chappelle's background check run by A-Check Global. There were no findings that would impact the employment eligibility of Mr. Chappelle.

cc: Personnel File, Department of Education and Early Learning Director

