



**LAKE STEVENS**  
School District

Lake Stevens School District | 12309 22nd St. NE | Lake Stevens, WA 98258-9500  
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**BOARD OF DIRECTORS' REGULAR MEETING**  
**April 12, 2023**

**Board  
Members:**

Mari Taylor, President  
Nina Hanson  
David Iseminger  
Vildan Kirby  
Paul Lund  
Ken D. Collins, Superintendent/Board Secretary

**Student  
Advisory  
Council  
Officers:**

Samuel Orduna  
Riley Boerger  
MacKenzie Conniff

The Lake Stevens School District Board of Directors met in a Regular Session at the Educational Service Center. A Zoom option was available for this meeting that President Taylor called to order at 6:30 p.m.

**ROLL CALL**

All board members were present.

**AGENDA/MINUTES**

Director Lund made a motion to approve the April 12, 2023 agenda. The motion was seconded by Director Iseminger and unanimously approved.

Director Iseminger made a motion to approve the March 22, 2023 minutes. The motion was seconded by Director Kirby and unanimously approved.

**RECOGNITION OF STUDENTS, STAFF, AND COMMUNITY  
MEMBERS**

Principal Lisa Sanchez and Associate Principal Jamie Sinning introduced the Lake Stevens Middle School Students of the Month for March: Agam Lisbon, Sylvia Oduor, Arnav Pareek, and Sydnee Stuart. Arnav Pareek was unable to attend.

Principal Brad Ables and Associate Principal Sara Mack introduced the North Lake Middle School Students of the Month for March: Cash Fryberg, Olivia Chudnofsky, Benjamin Newby, and Brielle Peterson.

Principal James Sellers and CTE Director Dan Tedor introduced the Cavelero Mid High School Students of the Month for March: Emma Smith, Isaac Lalone, Gavin Brady, and Leandro Barcenas.

Principal Leslie Ivelia and Associate Principal Josh Roehl introduced the Lake Stevens High School Students of the Month for March: Isaac Burks, Bethany (Faith) Haack, David Free III, Ruby Pfeifer, Chaya Diego, and Cole Thacker. David Free III was unable to attend.

Assistant Superintendent of Human Resources John Balmer introduced the March APPLE Award Recipients: Jenelle Erickson, Marnie Haynes, Brittany Kubec, Ana Ross, and Denise Webb. Denise Webb was unable to attend.

A break was held approximately from 7:23 p.m. – 7:30 p.m.

### **REPORTS OF SCHOOL BUILDINGS AND PROGRAMS**

Cavelero Mid High School Principal Dr. James Sellers thanked the Board members and Dr. Collins for allowing the Cavelero administrative team to shine a light on the great things going on at Cavelero. He said they will be sharing the 4 A's about their school, Academics, Athletics, Arts, and Activities. Principal Sellers stated at Cavelero, they believe that one ingredient in fostering a positive and collaborative culture starts with recognizing and celebrating their great staff and giving them opportunities to work and play together. The Cavelero staff is top-notch, from our administrators to our paraeducators and district support personnel. Athletic Director and Dean of Students Sydney Fee talked about a few of the great assemblies they have had at Cavelero. Cavelero had Olympic Medalist Sarah Wells speak at an assembly. She inspired students with her personal story showcasing the values of self-belief and resilience. Cavelero Mid High School had Lynnwood Councilman Josh Binda speak at the MLK Assembly illustrating the importance of continuing to break down the walls of racial injustice. Student Leadership teamed up with CMHS band and choir students to host a touching and powerful Veterans Day assembly. While military families from the community watched CMHS students interview staff members who served in the armed forces.

Holocaust survivor Peter Metzelaar captivated students with his personal stories from his childhood in Holland fleeing and hiding from the Nazis. The winter pep assembly ended a great week of spirited dress-up including a staff musical chair competition. Athletic Director and Dean of Students Sydney Fee talked about the Girls Basketball C Team finishing the season by winning their last nine games! The team recruited others, even though some had never played before and they ended up league champs. This is why these teams are so important. They keep students engaged and aware of their grades and allow positive connections with staff members. Athletic Director Sydney Fee was excited to talk about wrestler Kamron Mason receiving 4<sup>th</sup> in State and the 8th-grade boys basketball team having an undefeated season! Dean of Students Jack Donley reported about PBIS and rewarding positive behaviors. When students show positive behaviors, they receive a card that can be saved and used for a variety of items from books to earbuds. Associate Principal Jerry Grisham spoke about PBIS and being kind, safe, and responsible. They have developed a strategy-based "Campaign" in which they update staff via email on the cultural needs of the school. The campaign is a combination of administration teaching expected norms, daily announcements, teacher reinforcement through PBIS Cards, rewarding and naming the behavior approach that they target bi-weekly, and most importantly videos produced by students for students (under the guidance of Jack Donley) to reinforce the expected positive behavior. They use SWIS data, and student listening sessions to identify the important behavior needed to improve the culture of the school and will revisit the data weekly. They also publish SWIS data to staff on Mondays via the Colts Corral PBIS link. Associate Principal Grisham spoke on SWIS Data on average monthly referrals per day, per month. In November Cavelero had twenty-three referrals and in March the number of referrals had decreased to nine. Associate Principal Hasegawa spoke about academics and how Cavelero celebrated 142 Gold Scholars (4.0 GPA) and 124 Crimson Scholars (3.8 GPA and above) with a total of 564 certificates during Cavelero Student Recognition Night. Principal Hasegawa talked about STAR testing data stating Cavelero had 137 levels increased in STAR Reading (fall-winter) and 220 levels increased in STAR Math (fall-winter). Associate Principal Hasegawa spoke about the Language Proficiency Test that included sixteen students with fifty-five credits earned and ten students earning the "Seal of Biliteracy". He also stated that 509 students are on track to receive dual credit.

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Principal Sellers shared information on Diversity, Equity, and Inclusion, and how they benefit from their clubs to help all students feel welcome and that they belong at Cavelero. A few clubs and resources that assist with diversity, equity, and inclusion are MEChA (unity makes strength), Diversity Club, and Gender Sexuality Alliance. CTE Director Dan Tedor talked about Career and Technical Education at Cavelero Mid High School. Every CTE Course is aligned to rigorous, grade-level appropriate academic and industry standards. High school-aged students have access to Dual Credit (over 48 credits) and industry-recognized credentials through CTE courses. They provide equal access for all students and promote enrollment for non-traditional students to engage in application-based learning. CTE Director Tedor talked about technology and stated Cavelero students have access to innovative and emerging technologies. They ensure students have access to equipment and technology that is current to industry standards. They ensure the facilities and equipment meet or exceed federal, state, and local safety standards. They also provide extended learning opportunities in CTE that build on skills and knowledge learned in CTE courses. Students demonstrate leadership skills and other learned skills in opportunities such as DECA, VEX Robotics, FCCLA, and more! Athletic Director Fee spoke on club highlights including the National Junior Honor Society which is a club where students demonstrate the qualities of character, citizenship, leadership, scholarship, and service. In order to become a member, students must uphold their qualities, earn a 3.0+ GPA, complete four hours of community service, and participate in one of their group projects. Cavelero currently has 140 students working towards earning NJHS membership for this school year. Group projects include collecting food donations for Hungry Hearts, writing postcards welcoming refugees into the United States, and donating time to tutor their peers. Another club is Robotics. Cavelero is home to both the CBots (8<sup>th</sup> - 9<sup>th</sup> grade) and VBots (10<sup>th</sup> - 12<sup>th</sup> grade). Nearly 100 robot enthusiasts of all skill levels have worked on their teamwork, problem-solving, engineering, and programming skills throughout the year since August. Athletic Director Fee talked about Drama Club and the upcoming play "BLONDE JR." and said there were about fifty students that have been involved between the cast and crew of the show. Associate Principal Raphil Hasegawa spoke about Social Media Analytics. He talked about Smore newsletters with 300 thousand views and 1.5 thousand Facebook followers. Cavelero also has had a 651% increase on Instagram since September. Dr. Sellers thanked his team and asked if there were any questions.

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Director Kirby stated she was excited about the data referrals decreasing and expressed how she is so thankful for the Cavelero team. Director Kirby said she has two eighth-grade students at Cavelero and said it is a hard age group. Director Lund stated that the presentation was fantastic and he appreciated Dr. Sellers inviting his administration team to join the presentation. Director Iseminger thanked the Cavelero administration team and said their presentation was a nice mix of data and culture.

Glenwood Elementary Principal Johnson spoke on working to build a more inclusive community. Equitable learning for all relationships including respect, integrity, and responsibility. Their vision is to nurture and grow lifelong learners prepared to positively impact their families, communities, and the world. Glenwood's mission is to provide individualized learning for all students through equitable and culturally inclusive, evidence-based practices in a safe and welcoming environment. Principal Johnson stated this is done by knowing and serving each student by name, strength, and need; academic, social, and emotional. Their core beliefs are respect, integrity, and responsibility to form the foundation of their strong partnership among students, parents, community, and staff, united by a passion for learning. They define excellence by the beliefs they have in students. Their beliefs are all students will be given the opportunity and support they need to learn at high levels; all students deserve the right to a safe and equitable learning environment; diversity is a strength to be celebrated; relationships with each student, their families, and the community are vital to their work; they value teaching and learning that integrate academics, the arts, health, physical fitness, and student interests in a technologically enriched environment; social-emotional learning is important; professional learning and collaboration drive student success. Principal Johnson also talked about promoting a positive school culture through an increased sense of belonging, increased self-efficacy, and increased engagement. They have been focused on literacy instructions this year, which has been wonderful and such a gift. They shared learning opportunities around the science of reading and a move toward more inclusive schools. Principal Johnson said if they know how to better serve a student, especially in the early grades, to have them be able to fully access the general education curriculum, the more time they will spend in class accessing Tier One instruction. Beyond LETRS (language essentials for teachers of reading and spelling), they continue their mission of providing each student with the individualized learning experience they need to grow academically, socially, and emotionally.

Their focus this year on the Zones of Regulation and adding shared language to their Tiered Systems of Support has been hugely successful. As students gain the language and advocacy skills to express themselves, this increases their sense of belonging and increases engagement allowing students to use the tools within the classroom to self-regulate. This is work that was introduced this year, with minimal staff training and collaboration. They will continue to build on these practices for next year. For our time tonight, they would like to focus on this statement: Diversity is a fact. Inclusion is an act. Principal Johnson shared a few of the things they have going on at Glenwood as they continue on their journey to become a more inclusive learning community for all students. Principal Johnson shared a collage that represents just a few of the things going on at Glenwood and in individual classrooms. She was proud of the staff for their dedication and commitment to education for all. She stated it is awe-inspiring. Principal Johnson said doing what is right and just for all of their learners requires them to shift their thinking and practices as well. Professional Learning continues to be a shared value at Glenwood. This year their book study has been around this text: *Collective Equity* by Sonja Hollins-Alexander, Nicole V. Law. This is a small, but mighty group that gathers together on Friday mornings once a month to talk about this topic. They hope to continue this work with their whole staff next year as this text serves as a workbook to engage in the processes of building relational trust to be able to truly live the ideals set forth by the school's mission and vision. They can't wait to bring more of the community together with this work. *Ways to Make Sunshine* was the heart project of one of Gator's great teachers, Colleen Miller. Colleen wanted to create an opportunity for their school community to reconnect with each other after COVID. With the help of the fabulous LSEF grant process, Colleen was able to bring this event to Glenwood through the Read to the Them Project. This company provided the needed support to get this project started including communication tools, family engagement ideas, and school community event planning guides. As with any project of this size and scope, they learned a lot this first year, but are so excited by the number of families that engaged in this together. *Ways to Make Sunshine* is set in Portland Oregon and follows a family of four through a year in their life in their community.

Our students learned about our neighbor state Oregon, the Loon, Ryan's favorite bird, native to the area, and community markets, just to name a few. One of the funny moments in the story is when Ryan was angry with her brother and put extra hot sauce on his wings, burning his mouth. Our fabulous specialist crew recreated this scene as a skit that was shared at our closing assembly. This led to a perfect kick-off into our March theme...Integrity. We culminated the event with a Glenwood Ways to Make Sunshine Parade, also connected to the book, which showcased each class and their ideas for how they can spread sunshine in our community. We look forward to returning to this program next year and building more ways to engage our community. In closing, Principal Johnson wanted to share with you a couple of areas that they are very proud and passionate about at Glenwood. The inclusion of special education students in the school community. This statement is from OSPI's Inclusionary Practices Professional Development Project. All students have a right to meaningfully participate in the general education setting, both academically and socially to the fullest extent possible. Inclusion is realized when all students, regardless of their designation to receive special education services, are provided with targeted services, supports, and accommodations; allowing them to learn in the general education classroom, interact with peers, and engage the core curriculum. Principal Johnson stated that a few weeks ago she had the opportunity to visit Ruby Bridges Elementary in the Northshore school district with a few others in the district. Ruby Bridges is part of the OSPI project. They have upended the traditional structures of special education and self-contained classrooms to support all students in the general education classroom. This was such a powerful experience and also validated the work they have been doing this year at Glenwood. Their school is proud to be the home of the district's self-contained program. This program, referred to as the REACH program, is designed to support students with behavior disabilities that have a significant impact on their ability to engage in the general education setting. This type of disability is often not thought of the same as other qualifying areas when thinking of inclusion and inclusionary practices. Inclusive instruction rebukes the problematic perspective that students receiving special education services need to 'fit in' or 'earn their way' into general education classes. This year they are working toward adjusting their mindset as a school community around the inclusion of students impacted by their behaviors. They are transitioning away from the "earn their way out" mindset to one where every student belongs and has the right to the opportunity of the least restrictive learning environment possible.

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In the 2022-2023 school year, each student enrolled in this self-contained program was dual enrolled in a general education classroom. A classroom where they have a desk with their name on it, their birthday on the birthday wall, supplies, etc. This is the physical first step to increasing student sense of belonging. Next is building up each student's self-efficacy that they can be a student in a "regular" classroom. These journeys are unique for each student and they have experienced varied successes. All students that have engaged in this inclusion model, have done so without incident, with the need for adult intervention other than a friendly escort back to their other classroom when they have expressed that they are done and ready for a break. This self-advocacy is so important to the success of a student's full inclusion and progress toward reduced LRE (least restrictive environment). Principal Johnson gave an example of how this is working. She showed a picture of a 2nd-grade student and how you can see a snapshot of her Student Inclusion Plan. These plans have been compared to a Seed Packet. On the back of a seed packet, it describes what that seed will look like when provided the necessary environmental conditions to thrive. The Student Inclusion Plans are meant to give the general education classroom teacher a similar snapshot of their student. Inclusion doesn't come without challenges. Staffing and space are a challenge. Accessible classrooms are a challenge. Balancing the needs of all learners in the classroom and meeting the complex needs of these students. We continue to learn and collaborate. We continue to center on what is best for each student as an individual, which may evolve as the students get older and new challenges arise. Principal Johnson talked about the next steps for Glenwood will be to continue to learn and grow in our understanding and practice toward greater inclusion for all Gators. They want all Gators to feel a true sense of belonging at Glenwood. To feel welcome and valued. To feel heard and seen. They need to live it. They need to let their actions speak louder than their words. They are excited to see how this journey will progress next year and beyond. President Taylor thanked Principal Johnson and her amazing team and told her how much it matters what they are doing for their students. Director Lund told Principal Johnson it was so great to hear her presentation and he was speechless when she finished. Your team is building a creative way to make it real and to help kids. Director Iseminger stated that having a desk and supplies in the room available for the student so they know they have a welcoming place when they are ready. He stated that is amazing!



### **COMMUNITY COMMENTS**

President Taylor read the protocols for community comments. She noted comments are welcome and important to the board members and they value the input. She called for community comments. Katie Forbes, joined by her friends said good evening to everyone and stated that she is a mother of three and has been a teacher for fifteen years. She stated she would like a formal reconsideration of a book in the Cavelero library. She feels the book is inappropriate for students. She stated she would not be permitted to speak to students using the same content as the book. Eric Fetters-Welp said he has three students in the Lake Stevens School District. He stated that the book in the Cavelero library is very informative, frank, and true. Cynthia Tamlyn gave Glenwood kudos on what they are doing for their students. They deserve a big applause. She said she is an ally for diversity. She talked about education on child abuse. She also stated that nobody else gets to decide what her child gets to learn in school. Rae Suba stated she is a mother of three children with one gay son and is a pediatric occupational therapist of nearly 30 years. She fully supports the resources that help reduce suicide. She stated resources like this dramatically decrease vulnerability. Student Hayden LaCelle stated book bans hurt families, kids, and the entire community. He said books have sensitive topics. Hayden said banning a book shuts off how the students know they are not alone in this. Mary Dickinson spoke as a mom and not a counselor, stating her daughter is gay and that in June there will be a pride celebration at Lundeen Park to celebrate everyone. She said to stay strong Lake Stevens and shine on. President Taylor thanked everyone for being respectful. President Taylor called for additional community comments. Hearing none, she closed this portion of the meeting.

### **DECISION ITEMS**

#### **Consent Agenda:**

Director Iseminger made a motion to approve the "Consent Agenda" items:

1. Warrant Nos. 222300018 to 2222300019 - \$1,132.09 (E: 69/23); and Warrant Nos. 307577 to 307765 - \$1,986,589.36 (E:70/23)
2. Personnel Report: classified employment of Crystal Young and Amy Palmieri; resignations of Katelyn Hershaw and Dawn Bourque; retirements of Betsy Baron and Connie Manning (E: 71/23); the Co-curricular report (E: 72/23) and the March payroll Warrant Nos. 3075424 – 307576 - \$11,733,139.95 (E: 73/23).

The motion was seconded by Director Kirby and unanimously approved.

Director Kirby made a motion to approve the attendance of six students to participate in the FCCLA CTSO Program, at the FCCLA National Leadership Conference (competition) which will be held in Denver, Colorado from July 2 – July 6 with travel on July 1 and July 7. The motion was seconded by Director Iseminger and was unanimously approved (E: 74/23).

Director Lund made a motion to approve the final acceptance of the public works projects. The motion was seconded by Director Kirby and was unanimously approved (E: 75/23).

Director Kirby made a motion to authorize the solicitation of bids to install interactive displays in classrooms and other learning spaces district-wide. The motion was seconded by Director Lund and unanimously approved (E: 76/23).

Director Lund made a motion to approve the 2023 – 2024 District Calendar recommendations. The motion was seconded by Director Iseminger and unanimously approved (E: 77/23).

#### **DISCUSSION ITEMS**

#### **INFORMATION ITEMS**

Jayne Taylor, Executive Director of Communication & Community Services, requested attendance at the National School Public Relations Association's Annual (NSPRA) Seminar in St. Louis, MO July 16-19, 2023.

Lake Stevens High School teacher Jon Dufay requested to attend a five-day training in forensic science in Wytheville, VA June 12-16, 2023.

The Board is apprised of changes to procedures in Policy 3022 – Architectural and Engineering Services.

#### **BOARD COMMENTS**

Director Kirby thanked everyone and said how great it was to listen to the presentations from Cavelero and Glenwood. She wanted to remind everyone about freedom by sharing her experience growing up in Turkey.

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Director Kirby stated she had to bury her books in the middle of the night to avoid jail time. She had to risk her life. This doesn't happen in America. She loves this country and her freedom.

Director Iseminger congratulated the Students of the Month and the APPLE Award recipients. He thanked Cavelero and Glenwood for their wonderful presentations. He echoed President Taylor for the respectful community comments. He stated people have different views and the fact that we can have a discussion and understand thoughts contribute to a better understanding of the community whether it changes the decision or not it is great to hear it in a civil way.

Director Lund congratulated the Students of the Month and the APPLE Award recipients. He said it is wonderful to hear from the kids and how they articulate. He also wanted to thank Cavelero and Glenwood for the great reports. It is important to have conversations otherwise we would never learn. He said he learned so much tonight.

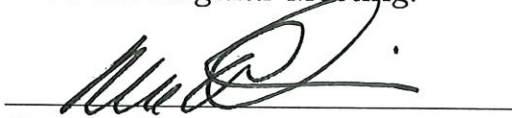
Director Hanson congratulated the Students of the Month and the APPLE Award recipients. She stated she is proud of the Students of the Month for having so much integrity and kindness. She thanked Cavelero and Glenwood for their amazing work with PBIS.

President Taylor stated she is grateful for the calendar committee and having the calendar dates available for parents and staff for the 2023-2024 school year. She thanked Cavelero and Glenwood Elementary for their informative presentations and the awesome work they are doing in the schools. President Taylor said thank you to everyone for a great night.

**ADJOURNMENT**

At 9:01 p.m., President Taylor adjourned the Regular Meeting.

  
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President

  
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Secretary