

BOARD OF DIRECTORS' REGULAR MEETING
November 8, 2023

**Board
Members:**

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

**Student
Advisory
Council
Officers:**

Riley Boerger
Hayden LaCelle
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. President Taylor welcomed Hayden Lacelle as vice president of SACo.

ROLL CALL

Director Hanson was unable to attend.

AGENDA/MINUTES

Director Lund made a motion to approve the November 8, 2023 agenda. The motion was seconded by Director Iseminger and unanimously approved.

Director Iseminger made a motion to approve the October 25, 2023 Regular Meeting 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 October: Audrina DeGuzman, Mason Ward, Chelsie Tsung, and Claudia Blaisdell.

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Principal Brad Abels and Associate Principal Sara Mack introduced the North Lake Students of the Month for October: Heathcliff Love, Alaa Alghazali, Ryan Beeler, and Abby Dewey. Heathcliff Love, Alaa Alghazali, and Ryan Beeler were unable to attend.

Principal James Sellers and Associate Principal Raphil Hasegawa introduced the Cavelero Mid High School Students of the Month for October: Katie Bishop, James Lee, Amanda Pfiester, and Devin Zhang.

Principal Leslie Ivelia and Associate Principal Tonya Grinde introduced the Lake Stevens High School Students of the Month for October: Gavin Brady, Kaitlyn Horner, Aiden Cary, Lukus Niebuhr, Julius Cesar, and Drew Geil. Gavin Brady and Julius Cesar were unable to attend.

Assistant Superintendent of Human Resources John Balmer introduced the APPLE Award recipients for the month of October: Lindsay Allison, Andrea Duerr, Sharlyn Galvez, Marc Horan-Spatz, and Brad Pollestad. Lindsay Allison and Brad Pollestad were unable to attend.

A break was held approximately from 7:15 p.m. until 7:25

REPORTS OF SCHOOL BUILDINGS AND PROGRAMS

Mt. Pilchuck Principal Malissa Weatherbie greeted President Taylor, Dr. Collins, and board members, and stated, as always, it was her pleasure to be before them all tonight to talk about Mt Pilchuck and the amazing things their staff is doing this year. Today she was excited to talk to them about where Mt. Pilchuck has been over the past few years and where they are headed, specifically about their academic goals. The first Learning Improvement Day that she had with staff in August 2021 as the new principal of Mt. Pilchuck Elementary School, she had them engage in an activity in which they visualized the ideal school. They brainstormed what it would feel like, sound like, look like, and what would the learning be like in their perfect school. As you can see, the answers are almost exclusively related to climate and culture - about having a positive, safe, welcoming environment. This was the first time they were all going to be back together full-time in person after the Covid shutdown so it's understandable that everyone wanted to build back a strong community feel and usher students back into this space together. And so, she took that feedback and as you've heard in her prior presentations, they have spent the past two years focusing on the school environment, social-emotional needs, and behavioral needs to create a safe place for students to learn and grow by implementing their PBIS system, Zones of Regulation programming, etc.

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This year when starting their first LID Day with staff, she brought up the ideal school list again and asked them to review it. She asked them if there was anything they would change or add to this list. They all appreciated the focus on climate and culture and many discussed the fact that it had been right after the shutdown so that it made sense. However, many recognized that there was a lack of emphasis on rigorous academic instruction. In light of the ideal school list, they then used Padlet to brainstorm the things that they are doing well at Mt. Pilchuck and their areas for growth. She spoke about an example of glowing and growing. Glowing should be welcoming with an inviting environment, celebrating wins, being student-focused, great communication (admin.-staff, staff-staff, staff-families), teamwork, common language, and interventions (behavioral and academic) including an intervention team. Growing should include the use of data to inform instruction, time management, providing timely feedback to students, high expectations, true inclusion for the students in the Life Skills program, learning around equity, diversity, inclusion, and implementation of the new curriculum. She then pulled up some of our academic data and asked staff to reflect on it...no judgment, blame, or excuses, just objective observations. Principal Weatherbie showed the school's SBA scores for last spring in grades 3-5 compared to the other elementary schools in the district. The numbers represent the number of students at grade level in ELA, math, and science. She then presented a graph showing student performance on the iReady reading diagnostic test relative to the national norm on the x-axis and median % typical growth on the y-axis. Mt. Pilchuck students are represented by the circled dot, meaning they had the 3rd highest growth in the district on the reading diagnostic but were 6th in overall performance level. The next graph is the same as the previous one with overall performance on the x-axis and growth on the y-axis but is for the math iReady diagnostic test. For this test, Mt. Pilchuck students were 6th out of the 7 elementary schools for both performance and growth. After reviewing this data, staff said they felt the data fell in line with what they had just discussed in terms of their glows and grows. They as a staff recognized the need for improved academic achievement there at Mt Pilchuck.

So Principal Weatherbie asked how are they going to get there and how are they going to reach their goals related to academic rigor. Well, first, the work they have done over the past two years related to creating a positive climate and culture is the foundation for academic growth to happen. If kids don't feel safe and welcome at school, they can't learn. The answer is collective efficacy. As defined in the attached article, "The Power of Collective Efficacy," it is a group's shared belief in its conjoint capability to organize and execute the courses of action required to produce given levels of attainment.

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This concept is used in many career fields such as in medicine when teams perform daily rounds to collaborate on how to best support a patient by getting multiple perspectives and working together for collective action. It goes beyond merely sharing ideas and is characterized by a level of interdependence where individual success is contingent upon the efforts of the entire team. As educators, this looks like shifting the focus of collaboration from nuts-and-bolts conversations and task-related discussions such as when are they going to teach blank to broader impact concerns such as how were kids affected when she did this teacher move and what the data says about how they taught this concept and how should they adjust their instruction to improve student learning. Research shows that when educators engage in this kind of collective action, there are significantly higher levels of academic achievement for students. Collective efficacy is more than three times more powerful and predictive of student achievement than socioeconomic status. It is more than double the effect of prior achievement and more than triple the effect of home environment and parental involvement. It is also greater than three times more predictive of student achievement than student motivation and concentration, persistence, and engagement. This graphic is all about the work of their collaborative educator teams across the district where they align instruction and practices for tier one and two instruction and intervention and preview common assessments through the use of the unpacking a unit protocol as well as how they examine data to inform classroom-based tier one and tier two instruction and intervention through the use of the SLOPES protocol or Here's What, So What, Now What protocol. It is so exciting that as a district they are all on the same page and have a common language for use in this important collective efficacy work for improved student achievement. It all aligns with the Foundations for Excellence in regards to strengthening a multi-tiered system of support and continuous growth for each student and staff member.

Principal Weatherbie stated once again, that it was a pleasure talking to them about the ways they are working together as a staff, through creating collective efficacy, to improve student learning. She is confident that this work, along with the positive climate and culture they have created there over the past several years, will lead them to increased learning and ultimately higher test scores. She is excited to talk to them about some more specifics related to their academic goals and action plans for reaching those goals but hopefully, this has at least given you a taste of what they as a school were doing and where they recognize the need to improve and a broad overview of how they plan to make changes.

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Principal Weatherbie stated Mt. Pilchuck truly is a wonderful place for students and staff and if you ever want to stop by to check out the great work they are doing there, you are always welcome...whether it's during the school day when students are there learning or during their time working together in collaborative educator teams. The door is always open. Principal Weatherbie asked if there were any questions. Director Lund thanked her for the great data and for recognizing where they are at and what they need to do. Director Iseminger said he was looking forward to the School Improvement Plans. SACo Vice President LaCelle said he liked the collective efficacy that places a priority on how to help students.

Skyline Elementary Principal Tori Thomas said good evening and talked about Foundational Principles from the Lake Stevens School District Foundation for Excellence. She spoke about Foundational Principles and how they are the building blocks of student, staff, and family success in the Lake Stevens School District. These principles provide a durable framework for their practices, programs, and systems. Because of these principles, their goals are possible. Excellence in teaching and learning provides engaging and effective instruction making it the core of everything they do. They are responsive to each student's unique strengths and needs in their academic, behavioral, social, and emotional growth within a multi-tiered system of support. By utilizing effective and innovative practices, and technology tools from pre-K through graduation, they identify and disrupt systemic barriers to learning and can achieve equitable outcomes for students. Safe, Equitable, and Inclusive climate and culture is their collective responsibility to create and foster environments that are welcoming, safe, nurturing, and inclusive. They welcome and honor their diversity and are committed to creating a culture of dignity that is inclusive, culturally responsive, and grounded in equitable practices. They solicit and value student, staff, family, and community voices to bring out the personal best in students and staff in both academics and character. Principal Thomas introduced Dean of Students Katie Scott, Counselor Nicky Dunn, and MTSS Specialist Kristen Smutz to share Skyline's Recipe for Success including a heaping cup of learning, intervention, and extension, 180 teaspoons of attendance, three liters of explorer expedition, a whole lot of student support including noticing, recognizing, love and care, and pinches and pinches of learning and reflection. Dean of Students Katie Scott started with 180 teaspoons of attendance. They are elevating Tier 1 attendance with bulletin boards in the main hallway with lights for each of the classes that have 80% of their class there for the day. They have a large Mr. Potato Head where they place a piece on Mr. Potato Head when the whole school has 80% attendance for the week. When he is complete, they celebrate!

Once a month, they celebrate with Attendance Experiences. October was a whole school hallway dance party. Picture over 600 students dancing their hearts out in the hallways! Woohoo! In their MTSS Monthly Family Newsletter, one section is dedicated to communication with families about attendance. Dean Katie Scott said they have Tier 2 and Tier 3 programs for individual students who need more individualized and intensive support for attendance. Their three tiers of explorer expedition include Explorer Tickets where students earn tickets when they are respectful, responsible, and safe. Teams and Points include teams that are made up of two grade levels. Teams earn points through earning Exceptional Explorer Tickets. One Ticket is equal to one point. Experiences include individual, class, team, and Silver Barrel. She shared that one of the individual experiences is they have stuffed dogs throughout the hallways and students get to take their choice of dog to class with them.

MTSS Specialist Kristen Smutz spoke about 100% access to Tiers of Instruction and Intervention as needed. She stated all students are in class for full Tier 1 CKLA and math instruction. Students provided Tier 2 support (as needed) with scaffolds provided by push-in instructional support. All students participate in: What I Need (WIN) which includes Tier 2 pull-out literacy/math instruction, Special Education IEP instruction, and enrichment/skill maintenance. MTSS Specialist Smutz presented information on Pinches and Pinches of Vocabulary scattered throughout the day. This showed the percentage of Vocabulary Grade-Level Placement. By looking at the data they see what they need to improve on. She said phonics is one thing they need to work on and coming this year vocabulary will be their big push. As a school, through teacher collaboration, they are focusing on including vocabulary in math instructions, 3–5-minute reading warm-ups, and several other activities. They are also working with multilingual learners using oral language protocol with their main objective being to get them to the next level.

Counselor Nicky Dunn talked about Character Traits of the Month. Character traits are essential to helping students grow as individuals and members of society. Each month at Skyline they explore a different character trait and students have many opportunities to learn, practice, and demonstrate each trait throughout the month. The counselor supports classroom teachers with monthly character trait lessons. September is Responsible, October is Respectful, November is Proactive, December/January is Kindness, February is Empathy, March is Engaged, April is Perseverance, and May is Better Together. Every student will receive an Explorers page at the beginning of the month. This page defines the Character Trait of the Month and allows students to show their understanding of the trait by illustrating a picture and completing a sentence.

Students will get to color in the Explorers' letters based on the Explorer Tickets they earn. If students complete this page within the first two weeks of the month, they will earn the opportunity to enter a drawing to have lunch with Principal Thomas. Principal Thomas stated this recipe keeps getting better and hopes their work is baking a world a better place one explorer at a time. Dean Scott passed out cookies to the Board members.

SACo Vice President LaCelle asked how they received their vocabulary scores. Principal Thomas said they had an iReady test in the fall. Director Iseminger asked if this was separate from the SBA and wanted to know the coalition between the two. Principal Thomas stated that iReady goes deeper into the domains of letters and comprehension. President Taylor stated how much work it must have been to create Tier 1 instruction for everyone. Principal Thomas said it was a tight schedule to make everything fit and have everyone be in the right place at the right time. President Taylor asked if they had to give anything up. Principal Thomas said there is not much flexibility and if it replaces Free Friday, she said she was okay with that. She stated the knowledge they bring through CKLA is incredible. SACo Vice President LaCelle stated how he loved how students are allowed to talk about the questions but still are given the independence to problem solve by themselves.

COMMUNITY COMMENTS

President Taylor called for 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. 310103 to 310257 - \$709,009.06 (E:192/23) and Warrant Nos. 232400006 to 232400007 - \$1,754.74 (E:193/23);
2. Personnel Report: certified employment of Sharon Stillwell; classified employment of Kathleen Batrack, Natalie Biedina, Curtis Myers, Marcelle Padilla, Sarah Rasmusen, Bria Styles, Jenna Tiedge, Andrea Vanderschel, and Kristine Vincent; volunteer Madison Benintendi; resignation of Jami Powell; retirement of Catherine Richardson (E:194/23); Co-curricular Report (E:195/23) the October payroll, Warrant Nos. 309712 to 309716 and 310053 to 310102 - \$11,954,347.28 (E:196/23); and

3. the acceptance of a donation for Cavelero Mid High School in the amount of \$200.00 (in debit card) from the Institute of Education Sciences (E:197/23). Director Iseminger thanked the Institute of Education Sciences for their donation.

The motion was seconded by Director Lund. The motion was unanimously approved.

Director Kirby made a motion to approve the removal of Policy No. 1310: Printed Materials, Publicity. The motion was seconded by Director Lund and was approved by a roll call vote. (E:198/23).

Director Lund made a motion to review and adopt Resolution No. 8-23: Certification for 2024 Excess Property Taxes. The motion was seconded by Director Iseminger and was approved by a roll call vote. (R:8-23). Director Iseminger said this is a process they go through every year.

Director Kirby made a motion to approve the new Career and Technical Education Graduation Pathways. The motion was seconded by Director Iseminger and was unanimously approved (E:199/23). Director Iseminger stated that this was thoughtful and thorough work. President Taylor stated this is a meaningful opportunity.

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:200/23).

The Operations Department has reviewed the work of the contractors listed below on the following public work projects for adherence to contract documents and specifications.

Projects

- Backflow preventer repairs found during inspections at various schools (Advance Testing)
- Playground installation at Skyline ES (Buell Recreation)
- Install sound panels in the gym at Sunnycrest ES (JC Killin General Contractor)
- Site preparation for the playground at Skyline ES (JC Killin General Contractor)
- Interactive display installation phase 1.5 at various schools (K12 Installs)
- Install gates between portables at Glenwood ES (Washington Fencing)

Service Calls

- Repair dishwasher at North Lake MS (3Wire)
- Repair steam kettle at North Lake MS (3Wire)

Monthly pool service (September 2023) (Aquatic Specialty Services)

Repair digital clock power at Cavelero MHS (Dimensional Communications)

Service stadium PA system at Lake Stevens HS (Dimensional Communications)

Standby for elevator smoke detector replacement at Cavelero MHS (TK Elevator)

Service door auto operator at Lake Stevens HS (Western Entrance)

All items on the construction punch list have been completed and all the necessary paperwork to accept the projects has been received.

DISCUSSION ITEMS

INFORMATION ITEMS

BOARD COMMENTS

The board members and SACo student officers congratulated the Students of the Month and the APPLE Award recipients. Director Kirby said her favorite part of the board meetings was celebrating the Students of the Month. She said they were awesome student speeches and she thanked everyone for their hard work and presentations. Director Iseminger said he enjoyed the student speeches because you never know what they are going to say. It is gratifying with never a dull moment. The presentations were great and knowing that we are coming out of COVID we will be able to manage the test scores. They will ensure how their students are learning and that will reflect in the test scores. Director Lund said it is encouraging to listen to students talk about their favorite teachers and talk about their families. The building reports were fantastic. This is a time of reflection and he is excited about the School Improvement Plans. Director Lund congratulated President Taylor, Director Iseminger, and himself on their incumbency. He feels it is an honor to serve on the School Board. He appreciated Shawn Schrader and said he had some good ideas that made him focus and reflect on what he wanted to see happen in the district. This is the best job he has ever had. SACo President Riley Boerger thanked everyone for coming tonight and stated they are going through some SACo restructuring. Hayden LaCelle is now SACo Vice President and she is SACo President. She loved how two of the Students of the Month wanted to be authors. She thanked Skyline and Mt. Pilchuck Elementary for their presentations.

President Riley Boerger said she liked Mt. Pilchuck's focus on climate and academics and Skyline's Tier support. She hopes SACo can visit Mt. Pilchuck and Skyline soon. SACo Vice President Hayden LaCelle appreciated the data and approach to the social-emotional aspect. He congratulated President Boerger and all of the incumbents on the School Board. He thanked the students and the community and he loves being a part of SACo. He said it was an honor to be on SACo during his senior year. Secretary MacKenzie Conniff loves to hear about what the students want to choose for a career and wonders if they will change their minds. She appreciates the school reports and their work with Tier 1. Her brother used to get pulled out of class all of the time. It is awesome that it is changing and he is doing better. President Taylor thanked everyone for all of the work that goes on with the building reports. She thanked Sam Orduna for his SACo contributions and appreciated the time they had with him. SACo recognizes how critical student voice is and how valuable to hear those voices and perspectives. She stated that SACo makes a huge difference and they will go far together. President Taylor loved the comments from the Students of the Month stating their school is like family.

ADJOURNMENT

At 8:19 p.m., with no objection by the other directors, President Taylor adjourned the Regular Session.



President



Secretary