



Tumwater School District

Kevin Bogatin
Superintendent

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Payroll/Benefits:
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Student Learning:
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Special Services:
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School Director's Agenda Regular Meeting & Executive Session

Thursday, August 10, 2023

Start Time: 6:00pm

Location: District Office and YouTube
621 Linwood Ave. SW Tumwater, WA 98512

Please Note: Public Comment is only available to those who have signed up in advance by filling out the [Public Comment Form](#) by 12 PM on the day of the meeting. Please see our website for more information.

- 6:00pm Call Regular Meeting to Order** (*President Killough*)
- Recognition/Flag Salute
- 6:01pm Public Comment Reminder** (*President Killough*)
- 6:02pm Agenda Discussion/Approval** (*President Killough/Superintendent Bogatin*)
- 6:03pm Public Comment**-*In the interest of maintaining the integrity of the published agenda, individual speakers are asked to limit their comments to not more than 3 minutes. A maximum of 30 minutes will be reserved on the agenda for all public comment.*
- Speakers-Agenda and Non-Agenda Items (*Becky Parsons*)
- 6:33pm Recess Regular Meeting**
- Executive Session to discuss Personnel Performance, Evaluation or Qualifications for Employment per RCW 42.30.110(1)(g).
- 7:30pm Reconvene Regular Meeting**
- 7:31pm Action Items**
- Approve and Adopt 2023-24 Superintendent Goals
- 7:35pm Board Discussion**
- Board Goals
- 8:00pm Adjourn Regular Meeting**

NEXT BOARD MEETING: Regular Meeting on August 24, 2023.

The Board may also schedule additional special or emergency meetings consistent with RCW 28A.343.380.

BOARD OF DIRECTORS

JILL ADAMS MELISSA BEARD DARBY KAIKKONEN SCOTT KILLOUGH CASEY TAYLOR

"Continuous Student Learning in a Caring, Engaging Environment"



Prepared for: Tumwater School Board
Prepared by: Kevin Bogatin, Superintendent
Meeting Date: August 10, 2023

*****Review in Executive Session** Approve in Regular Session*****

ACTION REQUESTED

Superintendent Process & Goals

1. Superintendent Evaluation Tool

In 2013 the Washington State School Director' Association (WSSDA) the Washington Association of School Administrators (WASA) partnered to produce and co-endorse a superintendent evaluation process. The first step in the evaluation process is to mutually agree and adopt performance standards. Included in the board packet is a copy of the Washington Standards-Based Superintendent Evaluation (WSBSE) that includes six performance standards. Each standard has one or two strands and themes to guide the evaluation process, however the standards are rated overall on a scale of Unsatisfactory to Distinguished.

Standard 1: Visionary Leadership
Standard 2: Instructional Leadership
Standard 3: Effective Management
Standard 4: Inclusive Practice
Standard 5: Ethical Leadership
Standard 6: Socio-Political Context

Action Requested:

Affirm the WSSDA/WASA Washington Standards-Based Superintendent Evaluation tool as presented.

2. Superintendent Goals

Boards and superintendents have the option to narrow and adopt a limited scope of standards to be used in the evaluation process. These goals should be based on the superintendent's previous evaluation and/or the district's current strategic initiatives or goals. Ideally, these goals should be developed collaboratively. A draft of proposed superintendent goals will be presented.

Action Requested:

Approve and adopt, in regular session, superintendent goals for 2023-2024.

Motion Requested:

"I move to adopt the superintendent goals as presented (or as amended)."

3. **Timeline**

WSSDA has developed a recommended timeline for the superintendent evaluation process.

2023-2024 Proposed Timeline

August 10, 2023 Work Session: Review Evaluation tool, superintendent goals, and evaluation timeline.

August 24, 2023: Approve Evaluation Tool, Superintendent Goals, and Evaluation Timeline in consent agenda.

January 11, 2024 Executive Session: Check-in to give the superintendent an opportunity to provide information related to the goals and standards, and for the board to ask questions about progress and provide additional guidance and support.

March 14, 2024 Executive Session: Superintendent self-evaluation is presented to the board. The board will also have the opportunity to ask questions about the goals and objectives of the evaluation.

April 11, 2024 Executive Session: The board meets to complete the evaluation without the superintendent. When the evaluation is completed, the board will meet with the superintendent to review evaluation results.

April 25, 2024 Regular Session: Generally, the board crafts a short narrative statement about the evaluation to be shared and adopted in regular session.

2024-2025 Proposed Timeline

April / May: Pre-evaluation: Adopt standards, goals, etc.

June, 2024 - January, 2025: Schedule board/superintendent check-ins.

March, 2025: Superintendent self-evaluation

April, 2025: Evaluation review

Action Requested:

Affirm the superintendent evaluation timeline for 2023-2024.