

**BOARD OF DIRECTORS' REGULAR MEETING**  
**May 22, 2024**

**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 p.m.

**ROLL CALL**

Director Hanson was unable to attend.

**AGENDA/MINUTES**

Director Lund made a motion to approve the May 22, 2024 agenda. The motion was seconded by Director Iseminger and unanimously approved.

Director Kirby made a motion to approve the May 8, 2024, Regular Meeting Minutes. The motion was seconded by Director Lund and unanimously approved. Director Iseminger abstained because he could not attend the May 8, 2024 School Board Meeting.

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

Superintendent Collins recognized the employees who have served the district for twenty-five years. He announced that he would deliver lunch to them next week and expressed gratitude for their years of service. Superintendent Collins, on behalf of himself and the Board, thanked the 25-year employees for their dedicated service. The employees honored were Kaleb Allinson, Debra Ames, Heather Coe, Mary Freeman, Connie Tangen, and Kathryn Van Klaveren.

Superintendent Collins also extended his congratulations to the SACo Seniors, including SACo Secretary MacKenzie Conniff and SACo Vice-President Hayden LaCelle. SACo President Riley Boerger delivered a heartfelt and sentimental farewell to her fellow SACo graduates. Hayden will be attending Washington State University to study Computer Engineering. MacKenzie will be attending Western Washington University, where she will study Education.

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

Hillcrest Principal Katy Rudolph presented information on Hillcrest Elementary. She gave a recap from Hillcrest on SIP Goals including Reading, Math, SEL, Attendance, Collaborative Educator Teams, WSIF and School Culture.

Principal Rudolph gave an ELA update. Their ELA SIP Goal by the end of the year was for 583 out of 778 students to be at grade level based on iReady diagnostic results, bringing them to 75% proficiency. They are getting close to their goal. She presented their Math SIP Goal which was by the end of the year, 623 of their 778 students would be at grade level based on iReady diagnostic results, bringing them to a total of 80% proficiency. They are trying to reach their goal and not giving up. They will have a dunk tank at the end of the year to celebrate their hard work.

Principal Rudolph gave a Winter-Spring Assessment Update for Reading. She then presented an SEL update on their SIP Goal. While utilizing Panorama, they will increase their sense of belonging with students from 68% to 75% by the end of the year as measured from spring to spring. From the spring of 23 to the spring of 24, they had similar results from 68% to 66%. Their next steps will focus on groups to help identify ways to improve their sense of belonging and continue with PBIS work, ASB, and Equity Representation. They are excited to have systems in place and look forward to their fall-to-fall results.

Their SIP Collaborative Educator Teams update is that all Certified staff at Hillcrest will engage in effective collaborative educator teams to improve instruction and student achievement. Each team will have an area of focus and specific assessments they are using to progress and monitor throughout the year. Their actions will be to create a master schedule that allows for common plan time, use of collaborative notes, provide collaboration time during PD times, and have staff share their progress. Their next steps will be keeping everything as is but adding release times for additional collaboration. They want to continue to have and celebrate fun while they learn.



Principal Rudolph shared pictures from their music concert, fun run, and various classroom activities. Principal Rudolph asked if there were any questions. President Taylor responded enthusiastically, expressing how much they enjoyed their visit to the building and found it inspiring. Director Iseminger thanked Principal Rudolph for her presentation, appreciating her focus on their SIP and keeping the Board informed.

Highland Elementary's Principal Ryan Henderson stated they are continuing with their Gather Round Theme and presented information on Highland's attendance. As of April 26, 2024, 21.88% of kindergarten students were chronically absent. This represents a reduction in chronic absenteeism amongst kindergartners by 20.48% in one year.

Principal Henderson discussed the progress of WIDA Multilingual Learners. Highland's exit percentage increased to 22% from last year's 16%. The Lake Stevens School District's elementary exit percentage rose to 19.6% from 16.6%, and the district-wide K-12 exit percentage improved to 14% from 12.6%. Additionally, kindergarten has completed the iReady Diagnostics, achieving 92% in tier 1. Director Iseminger asked how much of the progress could be attributed to the new curriculum. Principal Henderson replied that the new materials and approaches are indeed making a significant difference.

Principal Henderson discussed their SIP goal, highlighting the progress in Kindergarten and iReady Diagnostics. The objective was to reduce the number of students in Instructional Grouping 1 (those lacking foundational skills like phonics) by 75%. In kindergarten reading, the goal was to decrease from 31 to 8 students, and they have achieved a reduction to 10 students (67%). In first-grade reading, the goal was to decrease from 59 to 15 students, and they have reduced the number to 21 students (64%).

Principal Henderson presented a video showcasing students' work from this year. He thanked the district leadership and Board of Directors for supporting the exciting new curriculum, acknowledged Steve Burleigh and the Literacy Implementation Team, and expressed his gratitude to the Highland teachers for bringing the curriculum to life every day. He also thanked the students for sharing their perspectives. Director Iseminger said he fully encourages them to shoot for the stars even if they just get to the moon.

Director Kirby complimented the video, calling it a great pick-me-up, and mentioned she enjoyed hearing the students discuss topics like Shakespeare and earth layers. Director Lund described the video as powerful and inspirational, praising the students for their confidence



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and determination, saying it was a "slam dunk" and noting that these kids believe in themselves and won't shy away from challenges. SACo Secretary MacKenzie Conniff said the students were collaborative and she thinks CKLA is working.

Executive Director of Student Intervention Sarah Danielson presented information on the HiCap program. The law change is intended to increase representation in the program and to reflect the student body's diversity. In the current HiCap Program as of May 2024, there are 931 students 10% of the student body. She presented information on the ethnic groups in HiCap. She stated that 8.8% of the students ever served in ML are served in HiCap. She presented a graph comparing heritage students in HiCap and the full student body and a graph showing the HiCap students that have a 504, are in Special Education, and are on free and reduced lunch.

Executive Director of Student Intervention Danielson presented a pie chart showing the different languages as a full student body and in the HiCap Program as of spring 2024. Executive Director of Student Interventions Danielson spoke about the Historical Nomination and Qualification Trend changes from 2019-2020 to 2023-2024.

She presented how students who are qualified for HiCap growth and the ELA and math student growth percentile.

Some PLP modules are:

- Supporting Perfectionism in Gifted Students
- Differentiating Instruction for HiCap Students
- Using Depth and Complexity to Ignite Engagement

They are looking forward to additional professional learning opportunities and continuing to look for ways to increase proportionate representation in their HiCap Program. They also would like to continue to look for ways to communicate with families about their programming and how students are being challenged. Director Iseminger spoke about having a flag in homeroom so they don't miss testing new incoming students. Director Kirby asked if they have to stay in HiCap once they test. Sarah Danielson said that students can make choices and do not have to take advanced courses in every area. SACO President Boerger spoke about how limiting the exclusive HiCap time benefits the students in the programs and how a large part of the things they need to learn are social skills. She applauded that they were moving away from pushing students into future core levels and gathering a deeper understanding of the content.

**COMMUNITY COMMENTS**

President Taylor called for community comments and read the community comment protocol. City Council member Kymm Shipman, speaking as a mom, shared that her son asked to drop the HiCap Program during COVID-19. He felt it was isolating and didn't want to be grouped with the same kids all the time so she appreciated SACo President Boerger's input on HiCap. Hearing no other requests President Taylor closed this portion of the meeting.

**DECISION ITEMS**

**Consent Agenda:**

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

1. Warrant Nos. 312475 to 312627 - \$844,142.79 (E:111/24)
2. Personnel Report: classified employment: Yevgeniya Arkhipchuk and Cassie Plummer; resignations: Jodi Cain; retirements: Tammie Enders and Todd Martina (E:112/24); the Co-curricular Report (E:113/24)
3. Acceptance of a donation in the amount of \$761.23 from Skyline Elementary PTA (E:114/24).  
Acceptance of a donation in the amount of \$587.00 from Skyline PTA (E:115/24).  
Acceptance of a donation in the amount of \$8,338.48 from Highland PTA and ASB (E:116/24).

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

Director Kirby made a motion to approve the Agile Minds: Intensified Algebra curriculum to be used in Cavelero's MHS-blocked Algebra/Algebra Support classes for SY 24/25. The motion was seconded by Director Lund and was unanimously approved (E:117/24)

Director Lund made a motion to approve the HiCap Program plan submission to OSPI to receive funding. The motion was seconded by Director Iseminger and unanimously approved (E:118/24).

Director Kirby motioned to approve the Final Acceptance of the public works projects. The motion was seconded by Director Iseminger and unanimously approved (E:119/24).



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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

Service Calls

Service boiler issue at Sunnycrest ES (SME Solutions)  
Repair sensor probe at Transportation (SME Solutions)  
Replace the keypad at Cavelero MHS (Sonitrol)  
Repair elevator phone issues at Stevens Creek (TK Elevator)

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

Director Lund motioned to approve the authorization to award contracts to the architectural firm NAC and Dykeman for general design services. The motion was seconded by Director Kirby and unanimously approved (E:120/24).

Director Iseminger motioned to approve the authorization to award a contract to NAC Architecture for design services for the elementary number eight project. The motion was seconded by Director Lund and unanimously approved (E:121/24).

Director Kirby motioned to approve the authorization to award a contract to NAC Architecture for design services for the Skyline and Lake Stevens Middle School modernizations. The motion was seconded by Director Lund and unanimously approved (E:122/24).

Director Kirby motioned to approve the authorization to award a public works contract for exterior painting at North Lake Middle School to Modern Painting Group, LLC in the amount of \$135,000.00. The motion was seconded by Director Lund and unanimously approved (E:123/24).

Director Lund motioned to approve the authorization to award a public works contract for flooring at North Lake Middle School to Rubenstein's Contract Carpet in the amount of \$218,962.00. The motion was seconded by Director Iseminger and unanimously approved (E:124/24).

## **DISCUSSION ITEMS**

Executive Director of Student Interventions Sarah Danielson spoke about the updates to Policy #6300: Highly Capable Programs. The new proposed update reflects adjustments to state requirements and vocabulary, current district practice, as well as our value of prioritizing equitable identification practices to strive for our HiCap program to reflect our student body as a whole. This policy was last revised in 2014. New state regulations were adopted in 2023 and we shifted our practices for the 2023-24 school year to align.

They want to update our policy to reflect the practices they put into place this year in alignment with updated state regulations and guidance on this program. This proposed update will bring us in line with current state regulations around our Highly Capable Program and our current practices in our district.

Director of Equity, Diversity, and Inclusion Dr. Meadows presented information on the first reading of the proposed new Policy #5585: Hate Speech and Bias Incident Policy. This policy offers clear definitions, consequences, and measures to outline accountability for expressing hate and bias in all spaces connected to school events. The purpose of this board policy is twofold: (1) to articulate the district's policy and response to hate speech when it occurs and (2) to articulate the designated procedures already in place to prevent hate speech through education and explicit training for students, staff, and our community.

Listening to the students from historically marginalized communities, their families, staff, and the wider student body, they understand that hate speech has a severe impact on the students and their ability to learn in safe and inclusive environments. They also understand that students need clear direction to develop a critical lens that can inform their choices as they move through the schools, community, and into their adult lives. Over the last two years, all staff members and students have received training on how to define hate speech, interrupt, and report what has happened using clear and consistent definitions. Building administrators are trained in response protocols and have guidance for the next steps. We've also begun training staff on restorative practices to ensure we do not exacerbate harm but work to restore relationships. Over the 2023/2024 school year, they have updated the athletic code. This policy and accompanying procedures are the logical next step in our effort to ensure all means.

The updated policy and procedures provide clear direction and guidance for building principals and guidance for classroom teachers. It also outlines prevention measures we have put in place to inhibit these incidents.



Director Lund stated how proud he is of the work and how it is very intentional. This policy firmly lays down who they are and what they value. Director Kirby said how grateful she is for this policy even if one or two kids think about this what a great success. President Taylor said she wanted to acknowledge the great work staff, community members, and SACo members have done by recognizing the need for this policy and making it impossible to ignore. This policy is a critical step and is powerful. Director Iseminger thanked Dr. Meadows for the groundwork on this policy. He stated that one thing he would like to see is stronger consequences. President Taylor said the solution is to respond appropriately and to uphold their values of belonging and caring for humans. Superintendent Collins emphasized that it is important for administrators to be able to investigate. Director Iseminger expressed that regardless of the intent, they need to remember that someone is on the receiving end of it and they need to consider them.

### **INFORMATION ITEMS**

Director of Equity, Diversity, and Inclusion Dr. Monica Meadows, LSHS Assistant Principal Jason Pearson and Assistant Principal Sara Mack presented information on the updated Athletic Code. This update is both timely and in response to community requests to update our code, including consistent messaging around hate speech.

The code was last updated in 2019, and it is generally their practice to update every 4-5 years. As their school communities continue to grow, finding clear, equitable, and consistent ways to address challenges around the ways we treat each other is increasingly important. This fits the LSSD goal of what a student-athlete should be and continually follows district policy and procedures. They collected feedback from LSSD coaches, student-athletes & caregivers, the LSSD Discipline Committee and LSSD Secondary Principals. Dr. Meadows stated they wanted clear and consistent language around hate speech, consistent with interrupting hate speech protocols (training for adults and secondary students), as well as WIAA and OSPI.

They have updated their protocols for holding students accountable in school and there have been multiple requests from the community about holding their student-athletes to the same standard. Working with Athletic Directors: Jason Pearson, Sydney Fee, Sara Mack, and Jamie Sinning, they drafted an update and shared it with coaches for their feedback in January. Based on their feedback, they revised and created a second draft, and then took it to their caregivers and student-athletes for feedback in March and April.



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Their feedback gave them important insights into the kinds of information they need to share more widely and considerations for student-athlete and coach training as they implement the updated code. The updated code includes clear, consistent language around the purpose of participating in athletics, consequences for using hate speech and reporting guidelines that encourage and uphold positive sportsmanship.

Lake Stevens High School Associate Principal Jason Pearson talked about the LSSD Athletic Code. He stated the guidelines and expectations that all LSSD secondary student-athletes have to agree and abide by to participate in WIAA sports. The code is in effect 365 days a year and 24 hours a day, both in-season and off-season. The LSSD Athletic Code covers an overview of eligibility expectations to participate. Student-athlete expectations include behavior both in school and out of school, illicit drug, alcohol, or tobacco/vaping use, possession, or solicitation, and criminal law. Student-athlete expectations also include minimum grade standards to maintain eligibility. This fits the LSSD goal of what a student-athlete should be and continually follows district policy and procedures. The last review was done in June 2019. They collected feedback from LSSD coaches, student-athletes & caregivers, the LSSD Discipline Committee and LSSD Secondary Principals.

Assistant Principal Sara Mack presented a section added to the Athletic Code regarding Hate Speech. Associate Principal Pearson presented other updates in the Athletic Code sections Philosophy, Goals of Extracurricular Athletics, Game/Contest Conduct, and Attendance, but not use, at functions where minors are using drugs, alcohol, or Tobacco and Nicotine Products and Delivery Devices. The updated code effective in July 2024 will still be using an online registration, but moving to final forms. The updated code will be shared with student-athletes & caregivers and there is planned training for the updated code for coaches 2024/2025 school year. President Taylor asked about the training. Dr. Meadows stated they were going to place a video in the Vector Training.

Assistant Superintendent of Business Services Teresa Main presented information on their first preliminary review of the General Fund budget for the 2024-25 fiscal year, including a 4-year outlook. Each year they review with the board members enrollment, staffing, revenue, and expenditure data for the General Fund so they have enough information to properly approve and adopt the budget in August.

Assistant Superintendent Main presented information on Levy/Bond Information Calendar Year Collections and Levy & LEA School Year Comparison. She also provided ESSER (Elementary and Secondary School Emergency Relief) information and the 2023/24 Projected



Ending Fund Balance as of March 2024. Assistant Superintendent Main also spoke about 2024/25 Budget Factors and Inflationary Rates as of May 2024. She ended by presenting Expenditures by Program, Activities, Object, and the General fund Preliminary 4-Yr. Outlook.

They expect to adopt all 2024-25 budgets at the board meeting on August 21, 2024. President Taylor said great overview and your detailed presentation helped them understand the 2024-25 Preliminary General Fund Budget.

### **BOARD COMMENTS**

The board members extended congratulations to the retirees and the 25-year service recipients. Director Kirby expressed her gratitude for the building reports. She thanked Executive Director of Student Interventions Sarah Danielson for her HiCap presentation and policy revision. She thanked Dr. Meadows for her work with the Hate Speech Policy and Athletic Directors, including Associate Principal Jason Pearson, Dr. Meadows, Sydney Fee, Sara Mack, and Jamie Sinning for their work with the updated Athletic code. Director Kirby thanked Assistant Superintendent Main for her work on the budget. She also expressed her appreciation for the opportunity to work with SACo Seniors Hayden LaCelle and MacKenzie Conniff and commended them for initiating the newsletter. Director Iseminger congratulated SACo Seniors Hayden LaCelle and MacKenzie Conniff and said SACo is such an important part of what they do and he appreciates all of their contributions. He thanked the retirees and wished them well in their next chapter. Additionally, Director Iseminger congratulated the employees on their 25 years of service. He thanked everyone for their reports, noting that their work reflects their dedication to the kids, culture, and environment, and stated that this is the best district around. Director Lund expressed excitement about celebrating the retirees and hearing their stories, highlighting the 700 years of combined experience and their heartfelt dedication. Director Lund told Hayden and MacKenzie the biggest thing is they didn't inherit a role they continued to push the envelope and create a positive momentum in the life of SACo that is good for everyone. He was in awe of the reports and thanked everyone for the level of professionalism that they bring to the district. SACo President Riley Boerger thanked everyone for their reports and the community that came tonight. SACo Vice President Hayden LaCelle thanked Principal Thomas, Principal Henderson, and Sarah Danielson for their reports. He emphasized the importance of the new Hate Speech Policy, noting that it addresses a significant concern for students and will help them feel safe in schools.

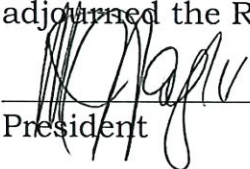


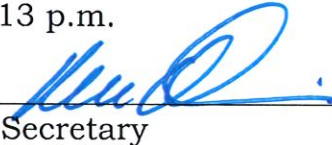
He expressed gratitude to all the schools he attended - Glenwood, LSMS, Cavelero Mid High School, and Lake Stevens High School - remarking on the amazing people he met during his school years. He concluded with a spirited "GO COUGS!" SACo Secretary MacKenzie Conniff thanked everyone for everything. She is excited about the future and she would like to eventually come back and teach in Lake Stevens. President Taylor thanked the retirees and employees who have worked for the LSSD for 25 years. She told Hayden and MacKenzie they had made their mark. She also thanked the student-athletes and families and told them how grateful she was that they attended the meeting.

**EXECUTIVE SESSION**

**ADJOURNMENT**

With no objections from the other directors, President Taylor adjourned the Regular Session at 9:13 p.m.

  
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President

  
\_\_\_\_\_  
Secretary