SUMNER-BONNEY LAKE SCHOOL DISTRICT

A GREAT PLACE TO LEARN.

Board of Directors
Kevin Lewis, President
Bill Gaines, Vice President
Erin Markquart, Member
Johanneke Smith, Member
Tom Watson, Member

Our Promise

We will **know**, **value**, and **support** every student, helping them **graduate ready** to pursue a **promising future**.

December 9, 2025 - Study Session Minutes

Child Nutrition Training Room
19701 104th St E
Bonney Lake 98391

Call to Order

School board Vice President Bill Gaines called the December 9, 2025 board study session for the Board of Directors at Sumner-Bonney Lake School District No. 320 came to order at 6:02pm.

Directors Kevin Lewis and Tom Watson were excused

Operational Leadership Update

Operational leaders from Human Resources, Technology, Project Management, Communications, Athletics and Business Services shared how their departments strengthen the district's capacity to improve communication and build systems that increase district wide efficiency and excellence. Prior to their presentation, board members were taken on a tour of the Bus Barn, the warehouse and the freezers maintained by Child Nutrition to understand the magnitude of the operational staff's work in the district.

Dr. Dent opened the presentation by sharing that as the district grows operations become more complex across Transportation, Child Nutrition, Technology, Maintenance and Communications; this growth requires a high level of services. One way the district accomplishes the goal of providing this service is through the development of sustainable systems that foster efficiency.

Operational team representatives shared by number the magnitude of their work across the district, starting with Business Services which currently manages over $360 million annually, Human Resources processing over 400 new hires across all groups and 500 substitute placements each year. Technology shared that they support approximately 20,000 devices and 13,000 network users across the district. Communications connects with over 11,000 families, 2000 staff and 20,000 residents using at least ten different communication platforms. Facilities & Maintenance cares for 1.3 million square feet of learning space as well as 350 acres of grounds (38 football fields) per grounds tech. Transportation drives over 6,000 students per day over 3000 miles.

Nutritional Services serves more than 1 million meals per year, while Safety & Security monitor 720 cameras across sixteen school sites. Capital Projects oversees more than 20 major/minor projects totaling over $740 million.

With all the moving pieces, reliable communication is critical. One tool currently used to develop leaders that work together in a cohesive manner is the DISC Assessment. Department leaders shared with the board how the DISC training impacted their self-awareness and team understanding as they work inter-departmentally. This training was based on John Maxwell's 16 Laws of Communication and allowed department leaders and their Executive Support to understand the importance of developing consistent messaging, increased cross-department coordination and faster problem-solving.

The current phase of system leadership development focuses on how operational leaders share a common communication language that fosters strong alignments, ensuring clarity and accountability across all departments. This work allows the district to move from individual excellence to organizational reliability. Operational directors and managers are engaging in collaborative learning focused on leading through systems thinking, identifying where departments depend on one another and clarifying how information, resources, and decisions flow between them and engaging in reflection cycles that include peer feedback and coaching to improve system awareness.

Dr. Dent shared that this new approach is an intentional capacity-building effort that shifts how the district thinks, leads and collaborates. As the district moves forward there will continue to be a measure of the success on these systems as families and community members are served.

Director Bill Gaines shared his excitement in observing the district's intentional efforts to move from good to great as departments serve the district.

Director JB Smith asked, how does the district keep this effort going as the district experiences turnover on the operational team? Both Robyn and Dr. Dent communicated that intentionality in coaching new leaders is the key to continued growth.

Board Discussion
There was not board discussion

Attest

Laurie Dent, Secretary
Board of Directors

Bill Gaines, Vice President
Board of Directors