Inspiring Excellence
LAKE STEVENS
School District

Lake Stevens School District |12309 22nd St. NE | Lake Stevens, WA 98258-9500
425-335-1500 (office) | 425-335-1549 (fax)

BOARD OF DIRECTORS' REGULAR SESSION MINUTES
WORK SESSION MINUTES
September 24, 2025

Board Members:
Mari Taylor, President
Nina Hanson
David Iseminger
Vildan Kirby
Paul Lund
Mary Templeton, Superintendent/Board Secretary

Student Advisory Council Officers:
Aashisri Bendalam
Afebia Aemere

The Lake Stevens School District Board of Directors met in a Work Session Meeting at 5:00 at the Educational Service Center. President Taylor called the meeting to otder at 5:00 p.m. During the Work Session EPO/Tech Levy and Communication Process was discussed. No decisions were made.

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. followed by the pledge of allegiance.

ROLL CALL

Present: President Mari Taylor, Director Paul Lund, Director David Iseminger, Superintendent Dr. Mary Templeton and SACo members Aashi Bendalam, Afebia Aemere. Director Hanson attended via Zoom and Director Kirby was unable to attend.

AGENDA/MINUTES

Director Iseminger made a motion to approve the September 24, 2025 Agenda. The motion was seconded by Director Lund and unanimously approved. Director Lund made a motion to approve the September 10, 2025 Regular Meeting Minutes. The motion was seconded by Director Iseminger and unanimously approved. Director Hanson abstained due to being unable to attend the September 10, 2025 meeting.

RECOGNITION OF STUDENTS, STAFF, AND COMMUNITY MEMBERS

No recognition of students/staff and community members at this time.

REPORTS OF SCHOOL BUILDINGS AND PROGRAMS

Mt. Pilchuck Principal Malissa Weatherbie spoke about how this year they began implementing the Professional Learning Community (PLC) process by creating a shared mission and vision. Our mission is to foster joy in learning, belonging, and build the knowledge, skills, and character that open doors to opportunity. Our vision is that every adult foster rigorous learning with high expectations while building relationships and supporting each learner. These commitments guide how we collaborate, make decisions, and measure success.
Building on this foundation, we set measurable targets in literacy and math.

- Literacy: SBA proficiency goal of 66% (5% increase, +13 students). Long-term goal: 80%. iReady reading stretch goal: 80% (+26 students).
- Math: SBA proficiency goal of 67% (7% increase, +14 students). Long-term goal: 80%. iReady math goal: 80% (+37 students). These targets are ambitious but grounded in data and our belief that all students can succeed with intentional instruction.

Our PLC teams are engaging in cycles of inquiry: setting goals, analyzing data, and adjusting instruction. With the support of our new School Improvement TOSA, Kaity Bailey, staff are building stronger instructional practices and targeted interventions to raise student achievement.

Associate Principal Bethany Anderson spoke about behavior and social-emotional learning. Last year, 40 students received 2–5 referrals and 19 had 6+. This year our goal is to reduce those numbers by 16 students overall, meaning more students meeting expectations and learning successfully. To achieve this, we are strengthening Tier 2 and 3 supports, shifting our counselor's time to small groups, collaborating across PLC teams, and expanding opportunities through our new librarian and hands-on learning supports.

What excites us most is the intentional work itself. Our teachers are engaging in authentic PLC conversations that represent a true culture shift at Mt. Pilchuck. By staying committed to our promises and working together, we will equip every child with the knowledge and skills that open doors for their future.

Stevens Creek Principal Matt Pewitt shared the school's progress and outlined their 2025–26 goals. Principal Pewitt introduced Associate Principal Becky Selby, Counselor Teresa Nickerson and TOSA Marie Chudnofsky. Associate Principal Becky Selby spoke about ELA and Math SBA target for 80% of 3rd - 5th grade students to demonstrate consistent grade-level knowledge.

TOSA Mari Chudnofsky presented information on their Sense of Belonging, the goal is to show growth on each "Sense of Belonging Survey," given three times a year. End-of-year Panorama results were 69%, with a goal of 80%. Attendance was 86% with a goal of 90%. Behavior data showed 94% of students with 0 - 1 referral (goal 96%) and 89% with 0 referrals (goal 92%).

Principal Pewitt presented their Action steps which include:

- Strengthening Tier 1 Instruction by increasing data-sharing, collaboration, and review of best practices.
- Strengthening PLC Culture through morning meetings with interventionists, Friday team collaboration, and shared data analysis.
- Building Belonging and Culture with "STC Ways" (stand to speak, callbacks), the House system with ASB input, student voice surveys three times a year, staff surveys mid- and end-of-year, and community involvement through PTA.

Counselor Teresa Nickerson said they want everyone students, staff and parents to feel welcome and like family when they walk in the building. She also reviewed 2024 - 25 Panorama data, noting an increase from 67% to 69%. Looking ahead, the 2025 - 26 student well-being and belonging survey will help measure how students feel at school, giving them a voice in shaping STC's culture. They want to focus on leadership and student voice. She also explained the interview process for the house leadership roles and invited the board to be a part of or watch the process.

Associate Principal Selby and Principal Pewitt concluded by emphasizing that teams have embraced the challenge of meeting the needs of all students. The 30% of students needing additional support to reach grade-level expectations and beyond will be supported by an entire team of teachers, rather than an individual. Teams are developing improvement plans to present to staff, while teachers are engaging in new learning and sharing their talents, strengths, and creativity beyond their own classrooms.

Hillcrest Principal Katy Rudolph shared goals for improving student achievement and belonging. For Literacy, the goal is to increase SBA scores from 57.3% to 70% at grade level. Strategies include two intervention blocks, scheduled data chats using PLC practices, intentional intervention cycles, and ongoing progress monitoring to allow timely adjustments. For Math, the goal is to raise SBA scores from 58.9% to 70%, using the same strategies.

Associate Principal Allison Porter highlighted a Sense of Belonging goal of 75%. To support this, Hillcrest will continue student surveys in winter and spring, implement intentional attendance monitoring, hold schoolwide PBIS celebrations, and provide monthly counselor lessons on topics such as Zones of Regulation, Bully Prevention, and College & Career readiness. Additional supports include a Behavior TOSA to address Tier 1–3 behavior, an ML TOSA to support multilingual learners, clear delineation of ML and LAP needs, a second intervention block for Math and/or SEL, 4th and 5th grade ASB leadership and support roles, and strengthened SEL through the Specialist team.

Principal Rudolph concluded by sharing Hillcrest's excitement about using data with intentionality to guide instruction as a professional learning community. Grade-level teams will analyze whole-grade data to set goals and design intervention cycles. They are also enthusiastic about Intervention Team Support, two built-in intervention blocks with a shared para supporting grade-level instruction, aligned scheduling so teams teach subjects at the same time, and a focus on strengthening existing systems rather than creating new ones.

COMMUNITY COMMENTS

President Taylor opened the floor for community comments Hearing no comments, President Taylor closed this portion of the meeting.

DECISION ITEMS

Consent Agenda:

Director Iseminger made a motion to approve the "Consent Agenda" items: Approval of the September 26, 2025 sum of said payroll and/or vouchers and invoices amounting to $9,800.24 is covered by warrants numbered 9000007870 through 9000007912 and manual warrants listed below drawn on the General & ASB Fund(s) (E:169/25). Approval of the September 26, 2025 sum of said VOIDS amounting to ($1,250.00) drawn on the General Fund (E:170/25). Approval of the sum of said September 26, 2025 VOIDS amounting to ($54.55)) drawn on the General Fund(s) (E171:/25). Approval of the September 26 2025 sum of said payroll and/or vouchers and invoices amounting to $1,817,022.41 is covered by warrants 318368 to 318516 and manual warrants listed below, drawn on the General, Capital Projects and ASB Fund(s) (E:172/25). Personnel Report: Certified Employment: Seth Beck 0.2 NLMS Resource Room Teacher, Jamie Davila 1.0 STC 2nd Grade Teacher, Melissa Dilling 1.0 LSHS TOSA: Grad & Post-Secondary Planning, MacGyver Glaser 0.8 CMHS Math Teacher, Staci Hale 1.0 NLMS Science & PE Teacher, Brendon Hood 0.5 SKY PE/Music Overflow Teacher, Amanda Lane 1.0 HLD Resource Room Teacher Lv. Rep., John May 1.0 LSMS SLC Teacher, Elena Nagamatsu 0.2 STC Library Media Specialist Lv. Rep., Rose Pax 1.0 HLD SLC Teacher, Libby Roundy 1.0 SUN 3rd Grade Teacher, Kathryn Salvadalena 1.0 SKY 5th Grade Teacher, Lauren Vance 1.0 STC 2nd Grade Teacher Lv. Rep.; Classified Employment: Deepti Solanki PSE-Lake GLW Gen Support Para, Denise Warstler PSE-Lake GLW Resource Room Para, Sara Daniels PSE-Lake SKY 1:1 Elementary Support Para, Avery Henderson PSE-Lake LSMS 1:1 Specialized Program Para, Gregory Myers PSE-Lake STC 1:1 Elementary Support Para, Francisco Pacheco Non-Rep ESC; Resignations: Emily Taylor Classified GLW 9/30/25 (E:173/25). Approval of the Co-Curricular Report (E:174/25). Approval of a donation from LSHS Purple & Gold Club in the amount of $3,000.00 to the LSHS ASB General Fund to assist with cost of ASB Leadership Camp (E:175/25). Approval of a donation from Stevens Creek PTA to Stevens Creek Elementary in the amount of $463.08. These funds will be used to support a 4th clay bowl project that will support the Lake Stevens Food Bank Empty Bowls fundraiser (E:176/25). Approval of a donation from Stevens Creek PTA to Stevens Creek Elementary ASB in the amount of $2,000.00. These funds will be used to support their spring play which will include performance rights, costumes, backdrops, etc. (E:177/25). Approval to surplus textbooks and library books from various schools (E:178/:25). The motion was seconded by Director Lund and unanimously approved.

Director Lund made a motion to approve the Final Acceptance of the Public Works Projects. The motion was seconded by Director Iseminger and unanimously approved (E:179/25).

The Facilities and School Planning and Construction Departments have reviewed the work of the contractors listed below on the following public work projects for adherence to contract documents, specifications and public work requirements.

Projects

- Backflow preventer repairs at multiple schools (Advance Testing Services)
- Install fall protection on roof over pool mechanical room at Lake Stevens HS (Cornerstone General Contractors)
- Replace window in library at Hillcrest ES (Glass by Lund)
- Provide power for new appliance at Mt Pilchuck ES (Quality Electric)
- Replace stage lighting at Cavelero MHS (Stagecraft)

Service Calls

- Service dishwasher at Glenwood ES (3Wire)
- Service access control system at Lake Stevens MS (LONG Building Technologies)

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

Director Iseminger made a motion to approve the award of a public work contract for installation of field lighting at Cavelero Mid High School and North Lake Middle School to Musco Sports Lighting, LLC and KCDA in the amount of $1,180,138.00. The motion was seconded by Director Lund and unanimously approved (E:180/25).

DISCUSSION ITEMS

hool Chief of Innovation, Compliance and School Support Operations Gina Anderson gave a first reading on proposed revisions of Policies 1020: Equity, 1410: Community Use of School Buildings, Equipment and Grounds, 4005: Staff nondiscrimination and Affirmative Action, 4010: Personal Recruitment Selection and Assignment – Nondiscrimination, 5090: Student Nondiscrimination, 5580: Prohibition of Harassment, Intimidation and Bullying, 5585: Hate Speech and Bias Incidents.

Superintendent Mary Templeton spoke about the Board and Superintendent Goals for 2024–2025 and led a discussion on the goal areas of focus for the 2025–2026 school year. The Strategic Plan, *Foundations for Excellence*, will serve as the guiding document for this work. The superintendent will use the selected goal areas to establish her evaluation goals for 2025–2026. The Board, along with SACo members, discussed and presented their priority goals, ultimately agreeing on the following: Safe and Inclusive Environments, Continuous Growth for Each Student and Staff Member, and Needs-Based Facilities Improvements.

INFORMATION ITEMS

Executive Director of Student Learning and Family Engagement Sarah Danielson introduced Summer School Teacher Diana Etheridge who presented an update on summer school. Ms. Etheridge explained how Summer Credit Retrieval works, highlighting its strengths: rigorous online courses also used in Secondary Distance Learning, asynchronous support from Edgenuity teachers, IEP and 504 accommodations, and clear standards requiring students to complete at least 80% of a course at 70% or higher to earn credit. The program provides a welcoming and supportive experience for students. Success by the numbers included 261 student participants, with 85% completing at least one course. A total of 344 courses were completed, 31% of students are now on track, and 14 additional seniors graduated.

SUPERINTENDENT'S UPDATE

Superintendent Mary Templeton shared a couple of highlights. First, she recognized Executive Director of Secondary Learning Dr. Mike Snow for his work with Principal Ivelia on creating opportunities for students to earn an AA degree while still on campus, noting her excitement for this initiative. She also highlighted attending a Lake Stevens High School girls JV soccer game, congratulating SACo member Ginelle on the team's win. Finally, she shared her enjoyment of the Little Viking Cheer Camp, where it was wonderful to see all the young students with their pom-poms and some high kicks that were stunning.

BOARD COMMENTS

Director Iseminger thanked everyone and said he appreciated the building reports, the work that goes into them, the focus you have, the goals you are setting, and the intent and excitement you bring. Those are all very important. What you saw tonight which was a good process, was the setting of focus areas for the superintendent over the next year - goals on which we will measure her performance and hold high expectations for each of those goals. We did not come in already agreeing on the top priority, but through discussion, student voice, and collaboration, each of us was able to secure at least one or two goals that will enable us to chart a course aligned with our values - that we can measure, that we can nail. It is a good process with a board that works well together that can disagree and yet come together for our common purpose of making Lake Stevens the best school district in the galaxy.

Director Lund thanked everyone for being there and shared how much he appreciated the energy in the reports. He noted how wonderful it was to hear about the exciting work taking place, the consistency across buildings, and the sense of collaboration. He highlighted how teams are borrowing and building on each other's innovations, which he loves to see. He also expressed gratitude for the discussion on board goals and accountability.

SACo member Aashi Bendalam praised Stevens Creek, saying they are amazing. She especially appreciated that students complete a sense of belonging survey three times a year and that the survey is personalized. She also enjoyed the board goal discussion. Aashi thanked Ms. Etheridge, calling her amazing, and shared her excitement about summer school and the 14 additional graduates.

SACo member Afebia Aemere thanked Stevens Creek for their presentation and appreciated how they make all students feel comfortable and valued through student voice. She shared that Hillcrest is her elementary school and she loved the clubs offered during the day. She said the board goal discussion was important, and regarding Summer School, she noted how powerful it is to have even one person who believes in you.

President Taylor thanked everyone for a wonderful evening, expressed her appreciation, and wished them all a good night.

ADJOURNMENT

With no other objections from other directors, President Taylor adjourned the Regular Session at 8:35 p.m.

President

Secretary