



North Mason School District

Draft School Board Meeting Agenda

Published on May 12, 2026 at 11:48 AM PDT
Amended on June 24, 2026 at 2:21 PM PDT

Date and Time

Monday July 27, 2026 at 6:30 PM PDT

Location

North Mason School District Administration Office, 250 E. Campus Drive Belfair, WA 98528.

District Mission

The Mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

School Board: Rick Biehl, Nicole González Timmons, Leanna Krotzer, Nicholas Thomas, and Erik Youngberg

Superintendent: Dr. Kristine Michael

Student Board Members: Sophia Mairs, Camrynn Pike & Hayden Thomas

Agenda

	Purpose	Presenter	Time
--	---------	-----------	------

I.	Opening Items		6:30 PM
-----------	----------------------	--	----------------

A.	Call the Meeting to Order		
-----------	---------------------------	--	--

Board President Gonzalez Timmons will call the meeting to order.

	Purpose	Presenter	Time
B. Record Attendance			
C. Flag Salute			
	Board President Gonzalez Timmons will lead the Pledge of Allegiance.		
D. Approval of Agenda	Vote		
	The board will move to approve or amend the meeting agenda.		
E. Public Comments on Agenda Items			

- **Please sign in, state your name, and limit comments to three minutes.**
 The NMSD Board of Directors values the opinion and input of the community. This is an opportunity for the public to offer comments regarding issues being considered by the board. On matters of the day-to-day operation of the district, such as policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

II. Consent Items

The consent agenda enables the Board to efficiently deal with matters that have been delegated to the Superintendent, but by law must be approved by the Board. Items on the consent agenda are voted upon as one block and approved with one vote. An item may be removed from the consent agenda only upon approval of a majority of the Board.

The administration recommends that the Board of Directors...

... approve the consent agenda as presented (or as modified at the meeting).

- A. Minutes of previous meeting**
 Minutes from June 22, 2026 School Board Meeting.
- B. Accounts Payable**
 The board will consider approval of General Fund Warrants, Capital Projects Fund Warrants, and Associated Student Body Program Fund Warrants.
- C. Payroll**
 The board will consider approval of Payroll and Employee Benefits Warrants.
- D. Personnel Report**
 The board will consider approval of employee hire recommendations.
- E. Surplus Textbooks/Reading Material/Equipment**

	Purpose	Presenter	Time
B. GP Policies	The administration does not write a monitoring report for GP policies, as these are the board’s guiding documents.		
C. ER-2 Organizational Continuity	A monitoring report is included in this digital board packet. The administration believes that all provisions of this policy have been following and implemented. The administration recommends that... ... the board find the superintendent’s performance to comply with ER-2. The administration also invites comments regarding the superintendent's performance.		
D. E-5 Responsible Citizens	The Superintendent has provided a comprehensive monitoring report, presented in this packet. The administration recommends that the Board of Directors finds... 1) the Superintendent has reasonably interpreted the provisions of the Ends policy; and further finds of the Ends policy; and further finds 2) the district is making reasonable and satisfactory progress toward achieving the desired results called for in the policy.		
E. E-2 Student Success	The Superintendent has provided a comprehensive monitoring report, presented in this packet. The administration recommends that the Board of Directors finds... 1) the Superintendent has reasonably interpreted the provisions of the Ends policy; and further finds 2) the district is making reasonable and satisfactory progress toward achieving the desired results called for in the policy.		
F. Policy Review	This is the Board's opportunity to discuss, propose and/or make revisions to the policies. The Board reviewed these policies for compliance in its previous meeting. This is an opportunity for the board to consider any needed changes to these recently monitored policies. The Board did not indicate a need to revise these policies during our monitoring review.		
G. Policy Review - Second Reading and Possible Action			

Purpose	Presenter	Time
---------	-----------	------

VI. Closing Items

A. Announcements and Comments: Public

Please sign in, state your name, and limit comments to three minutes.

The NMSD Board of Directors values the opinion and input of the community. This is an opportunity for the public to offer comments whether or not they are on the agenda. On matters of the day-to-day operation of the district, such as personnel, policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

B. Good of the Order: Board & Superintendent

This is an opportunity for Board Members and the Superintendent to make any comments or announcements that may or may not be related to agenda items or public comments.

C. Board Self-Assessment of Meeting

Director Youngberg will process the board's self-assessment of the meeting.

D. Next Board Meeting Date

The next regular school board meeting will be held on August 24, 2026 at 6:30pm at the NMSD Administration Office Boardroom. The board will be holding a study session on August 10, 2026 at 6 pm at the NMSD Administration Office Boardroom.

E. Adjourn Meeting

President Gonzalez Timmons will adjourn the meeting.

Note: Persons with disabilities needing special accommodations should contact the North Mason School District Office at (360) 277-2300 prior to the date of this meeting.

Coversheet

Public Comments on Agenda Items

Section: I. Opening Items
Item: E. Public Comments on Agenda Items
Purpose: FYI
Submitted by:
Related Material: Board Meeting Guidelines rev 12 31 19.pdf

North Mason School District #403 Board of Directors Meeting

Board Meeting Guidelines – How We Conduct our Meetings

Welcome to our meeting! The NMSD Board of Directors values the opinions, suggestions and thoughts of our community. We also appreciate members of our community “keeping an eye on us” by attending and observing our meetings. This notice will help you understand how the board meeting works, the roles of the Board and the superintendent, and how you might share your thoughts with the board during this meeting.

The NMSD Board of Directors and Superintendent adhere to the principles of **Policy Governance**[®]. The Board runs all meetings according to these principles. Under Policy Governance[®], the board has intentionally delegated administrative and management decisions to the superintendent. The Board is prohibited from making management decisions such as setting staffing levels, selecting instructional materials, or initiating school programs or services. While you are invited to provide input on such matters during the meeting, such decisions are the superintendent’s to make, and we encourage you to talk directly with the superintendent.

Under Policy Governance[®], the Board directs the superintendent through two sets of policies: **Ends** policies and **Executive Requirement** policies. The Ends policies specify the Board’s expectations for student learning and student growth. The Executive Requirements policies set very specific parameters for actions the superintendent may take to attain the expected results. The Board closely monitors the attainment of Ends policies and compliance with Executive Requirement policies. The superintendent’s evaluation is fully dependent on attainment of expected results and compliance with mandated procedures.

In addition to the Ends and Executive Requirement policies, the Board has also defined the relationship between the Board and Superintendent in a set of Board-Superintendent Relationship (BSR) policies, and the way the Board Members will conduct themselves in a set of Governance Process (GP) policies. We invite you to our web site, where these policies are posted, at www.northmasonschoools.org.

Community Participation at Board Meetings

Again, we welcome your comments. It is important that members of the public understand how public participation at board meetings will occur.

1. Board meetings are not community hearings or public forums. They are meetings of the Board, with discussion between board members, the superintendent, and the superintendent’s designees. While the meetings are held in public, they are not open to public participation except as described in items 2-4, below.
2. There is an opportunity on the agenda for public input during the meeting to comment on specific items on the board agenda at the beginning of the meeting. For matters not on the agenda please contact the Superintendent or a board member directly.
3. Comments should be limited to THREE MINUTES. This is not an opportunity to make a formal or extended presentation to the board. If the presenter wishes the board to have more information, the presenter is invited to present written comments.
4. The board will not enter into dialogue with community members during the comment period. It is an opportunity for the board to hear from community members, but not to enter into policy or program discussions. On matters of the day to day operation of the district such as policy, curriculum, academic standards, etc. the public is invited and encouraged to meet with the Superintendent.

Welcome, and thank you for coming.

Sincerely,

Nicole Gonzalez Timmons, Board President

Coversheet

Minutes of previous meeting

Section: II. Consent Items
Item: A. Minutes of previous meeting
Purpose:
Submitted by:
Related Material: 2026_06_22_board_meeting_minutes.pdf

DRAFT



North Mason School District

Minutes

School Board Meeting Agenda

Date and Time

Monday June 22, 2026 at 6:30 PM

Location

North Mason School District Administration Office, 250 E. Campus Drive Belfair, WA 98528.

District Mission

The Mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life's challenges and opportunities.

School Board: Rick Biehl, Nicole González Timmons, Leanna Krotzer, Nicholas Thomas, and Erik Youngberg

Superintendent: Dr. Kristine Michael

Student Board Members: Sophia Mairs, Camrynn Pike & Hayden Thomas

Directors Present

E. Youngberg, L. Krotzer, N. Gonzalez Timmons, N. Thomas, R. Biehl

Directors Absent

None

Guests Present

J. Young, K. Michael

I. Opening Items

A. Call the Meeting to Order

N. Gonzalez Timmons called a meeting of the board of directors of North Mason School District to order on Monday Jun 22, 2026 at 6:30 PM.

B. Record Attendance

Student board members not required to attend during summer.

C. Flag Salute

President Gonzalez Timmons led the Pledge of Allegiance.

D. Approval of Agenda

Director Krotzer moved to approve the agenda as presented.

E. Public Comments on Agenda Items

There were no public comments.

F. Student Board Member Comments

There were no student board member comments.

II. Consent Items

A. Minutes of previous meeting

E. Youngberg made a motion to approve the minutes from School Board Meeting Agenda on 05-19-26.

The board **VOTED** to approve the motion.

E. Youngberg made a motion to approve the minutes from School Board Study Session on 06-08-26.

The board **VOTED** to approve the motion.

E. Youngberg made a motion to approve the minutes from School Board Study Session on 05-15-26.

The board **VOTED** to approve the motion.

B. Accounts Payable

General Fund, Capital Projects and Associated Student Body Program Fund Warrants were approved as presented.

C. Payroll

Payroll and Employee Benefits Warrants were approved as presented.

D. Personnel Report

Personnel report was approved as presented.

E. Donations

Donations were approved as presented.

F. Surplus Textbooks/Reading Material/Equipment

All surplus was approved as presented.

G. Agreements/Contracts

All agreements and contracts were approved as presented.

H. Budget Status 2025-2026

2025-2026 Budget Status was approved as presented.

I. Establishing a Club

Trail Keepers Club was approved as presented.

J. "Authority to Employ" Resolutions

Authority to Employ Certificated Supervisory Personnel Resolution 11-G-26 and Non-Represented Classified Personnel Resolution 13-G-26 were approved as presented.

K. Policy Review

Policy 5411 Staff Vacations was approved as presented.

L. Theler Lease agreement and Resolution

Theler lease agreement and Resolution 18-G-26 Lease of Mary E. Theler building to Hive-Care Preschool were approved as presented.

M. Course Proposals

Course proposals: LS Physical Science, LS Civics, LS Life Science, LS Social Communications, LS Art Fundamentals, LS Practical Science, LS World History, LS US History, ELD Civics, and ELD World History were approved as presented.

III. Child Nutrition Presentation

A. 2025-2026 Child Nutrition Presentation

Child Nutrition Director Mackenna Long presented the annual Child Nutrition Program update for the 2025–26 school year. The presentation highlighted that the district served

approximately 440,135 meals across six school sites, with all students receiving free meals under the Community Eligibility Provision (CEP).

Mackenna reviewed program funding through the National School Lunch Program (NSLP) and Washington Integrated Nutrition System (WINS), with projected reimbursement revenue of \$1.84 million. She noted that while participation remains strong, increasing food and supply costs—estimated at approximately 30%—continue to place pressure on the program budget.

The Board was informed that the program maintains high operational standards, including perfect health inspection scores across all school kitchens and ongoing recognition at the state and national level.

Financial updates indicated that most budget areas are on track, with cost overruns primarily driven by rising food prices rather than operational decisions. The projected year-end position reflects a positive balance due to federal reimbursement revenue.

Ms. Long also outlined steps being taken for the 2026–27 school year to manage costs, including operational efficiencies, supply adjustments, and continued vendor review.

The Board thanked Ms. Long for the comprehensive update and ongoing commitment to student nutrition and program excellence.

IV. Career & Technical Education 4 year Plan

A. CTE 4 Year Plan

CTE Director Travis Quinn presented an overview of the district's Career & Technical Education (CTE) program, including current programming, areas of growth, and the district's four-year plan. The presentation emphasized continued expansion and alignment of middle school and high school pathways to better prepare students for both career and college readiness.

Mr. Quinn highlighted strong student engagement and enrollment growth across multiple pathways, including Natural Resources, STEM, Health Sciences, Culinary Arts, and Skilled Trades. The program continues to focus on hands-on, real-world learning opportunities and alignment with workforce and industry needs.

The Board was informed of key strengths, including increased access to dual credit opportunities, industry-recognized credentials, and strong partnerships with local businesses and community organizations.

Areas identified for continued improvement include strengthening core curriculum alignment, expanding industry and community partnerships, and addressing facility and space constraints.

Mr. Quinn also outlined strategic goals moving forward, including increasing opportunities for internships, apprenticeships, and work-based learning; continuing to modernize CTE learning environments; and expanding equitable access and participation across all student groups.

The Board thanked Mr. Quinn for the informative presentation and expressed appreciation for the continued growth and development of the CTE program.

V. Board Development and Linkage

A. Superintendent Update

Superintendent Dr. Kristine Michael presented information regarding Washington State Honored Schools for the 2024–25 school year. The presentation highlighted that approximately 16% of schools statewide were recognized, representing 379 schools across 150 districts.

Belfair Elementary School was recognized as a Washington State Honored School for its achievement and growth in English Language Learners (ELL).

Dr. Michael acknowledged the outstanding efforts of the Belfair Elementary staff and students. The Board congratulated the school community on this accomplishment and expressed appreciation for their continued dedication to student success.

B. Year End Academic Review

Curriculum Director Kyle Ehlis presented a comprehensive review of the district's 2025–26 academic performance, including progress toward district goals, student achievement data, and areas for continued improvement.

Mr. Ehlis reviewed the district's long-term vision, including goals for early literacy, middle school readiness, ninth-grade on-track status, and overall graduation rates. He also outlined specific academic goals related to student growth on Smarter Balanced Assessments and district assessments such as iReady and FastBridge.

The Board was presented with detailed achievement and growth data in English Language Arts and mathematics, including disaggregated data for student groups. Overall results showed gains in Smarter Balanced Assessment performance, with districtwide increases in both ELA and math achievement.

Mr. Ehlis highlighted key accomplishments, including improved assessment outcomes at the highest levels since pre-COVID, increased high school ELA proficiency, and recognition of Belfair Elementary for student growth.

The presentation also identified ongoing priorities, including strengthening Tier 1 instruction, refining intervention systems, advancing curriculum development, and continuing efforts to close achievement gaps.

The Board thanked Mr. Ehlis for the detailed report and expressed appreciation for the continued focus on improving student outcomes across the district.

C. Legislative Representative Report

No legislative report.

D. Washington Interscholastic Activities Association (WIAA) Report

Director Thomas shared an update on WIAA activity.

VI. General Fund Budget Extension

A. Public Hearing-2025-2026 General Fund Budget Extension

At 7:19 pm, President Gonzalez Timmons opened the public hearing to hear from members of the public who wished to speak for or against the budget extension. President Gonzalez Timmons invited testimony from the public and received no comment. President Gonzalez Timmons closed the public hearing at 7:20 pm and the regular board meeting was reconvened.

B. Resolution 15-G-26 General Fund Budget Extension

Director Youngberg moved to approve Resolution 15-G-26 General Fund budget extension as presented. Motion carried.

C. Mason County Registered Warrant Information

Business Manager Patti Johnson presented information regarding registered warrants and related budget transfers, explaining the process used when temporary cash shortfalls occur within a fund. She clarified that registered warrants are a legally authorized mechanism that allows the district to meet financial obligations while awaiting incoming revenues, with repayment occurring once sufficient funds are available.

D. Resolution 17-G-26 Budget Transfer

Director Krotzer moved to approve Resolution 17-G-26 Budget Transfer as presented. Motion carried.

VII. Five-Minute Recess

A. Five-Minute Recess

The board did not take a 5-minute recess at this time.

VIII. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY REVIEW

A. Monitoring Reports

B. Policy E-4 School Engagement

Director Thomas moved to find that the Superintendent's performance complies with the requirements of E-4. Motion carried.

C. Policy E-1 District Mission

Director Krotzer moved to find that the Superintendent's performance complies with the requirements of E-1. Motion carried.

D. Policy Review - First Reading

The Board conducted a first reading of revised governance policies previously reviewed during the June 8 study session. As part of its ongoing work to improve clarity, consistency, and alignment with the Board's monitoring and evaluation of the

Superintendent, the Board completed revisions to Policy E-6 Educational Equity. The revisions refocus the policy on governance and oversight rather than procedural detail. The Board also reviewed revisions to Policy GP-2-E6 Student Board Member, which are intended to increase Board involvement in the recruitment, interview, and selection process for student representatives.

Following discussion, the Board requested that both policies be brought back for a second reading and possible action at the July 27th Board meeting.

E. Policy Review - Second Reading and Possible Action

There were no new recommendations to change the updated Policy E-4 School Engagement. Director Youngberg moved to approve the suggested changes made at the May 11th Study Session. Motion Carried.

IX. Closing Items

A. Announcements and Comments: Public

There were no announcements or comments from the public.

B. Good of the Order: Board & Superintendent

Several Board Members offered comments for the Good of Order.

C. Board Self-Assessment of Meeting

Director Thomas processed the board self-assessment of their performance during this meeting and gave an overall score of Satisfactory.

D. Next Board Meeting Date

The next regular school board meeting will be held on July 27, 2026 at 6:30pm at the NMSD Administration Office Boardroom.

E. Executive Session- Superintendent Evaluation

In accordance with RCW 42.30.110(1)(g) for the purpose of discussing the annual evaluation of the Superintendent, President Gonzalez Timmons recessed the meeting into executive session at 7:55 pm, with a plan to reconvene at 8:30 pm. Vice President Thomas returned, from Executive Session, to notify that the session would be another 20 minutes, with a plan to reconvene at 8:50 pm. President Gonzalez Timmons reconvened the public meeting at 8:50 pm.

After reconvening in open session and completing the Superintendent's evaluation, Director Biehl moved to extend the Superintendent's contract by one year, through the 2028–2029 contract year. The motion carried.

F. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:51 PM.

Respectfully Submitted,
N. Gonzalez Timmons

Nicole Gonzalez Timmons, Board of Directors President

Dr. Kristine Michael, Secretary to the Board

Minutes approved at meeting on _____

Documents used during the meeting

- Board Meeting Guidelines rev 12 31 19.pdf
- 2026_05_15_school_board_study_session_minutes.pdf
- 2026_05_19_board_meeting_minutes.pdf
- 2026_06_08_school_board_study_session_minutes.pdf
- Accounts Payable.pdf
- Accounts Payable II.pdf
- Accounts Payable III.pdf
- Payroll Report.pdf
- Payroll Report II.pdf
- June 2026 Personnel Report.pdf
- Donation Report to board - June 22 .pdf
- HomeLink 6 22 26.pdf
- NMHS 6 22 26.pdf
- District Psych Chasity Johnson 26.27 (1).pdf
- Madrona 26.27.pdf
- Proposal - IFS x Ednetics x North Mason Finance Program 1 (1).pdf
- UFCW MOU 6 22 26.pdf
- Budget Financial Report 6 22 26.pdf
- Budget Status Report.pdf
- Establishing a club - Trail keepers club.pdf
- Resolution 13-G-26 Auth to Employ Non-rep Class Final.pdf
- Resolution 11-G-26 Auth to Employ Certificated Supervisory Staff Final.pdf

- 5411 Staff Vacations Rev 6 22 26.pdf
- Resolution 18-G-26 Lease of Mary E. Theler Building.pdf
- Draft Lease Agreement - Theler Center - Hive Care (6.22.26)Troy.pdf
- Course Proposal - LS Physical Science.pdf
- Course Proposal - LS Civics.pdf
- Course Proposal - LS Life Science.pdf
- Course Proposal - LS Current World Problems.pdf
- Course Proposal - LS Social Communication.pdf
- Course Proposal - LS Art Fundamentals.pdf
- Course Proposal - LS Practical Science.pdf
- Course Proposal - LS World History.pdf
- Course Proposal - LS U.S History.pdf
- Course Proposal - ELD Civics.pdf
- Course Proposal - ELD World History.pdf
- Child Nutrition Presentation.pdf
- NMSD CTE Board Presentation 25-26.pdf
- 24-25 Honored Schools- Board Meeting.pdf
- NMSD Academic School Year Review.pdf
- Resolution 15-G-26 GF Budget Extension.pdf
- Mason County Registered Warrant Information.pdf
- Resolution 17-G-26 Budget Transfer.pdf
- E-4 School Engagement rev 7 19 18 Final.pdf
- E-4_School_Engagement_Monitoring_Report June_2026.pdf
- E 4 Monitoring Response 6 22 26.pdf
- E-1 District Mission re 8 14.pdf
- E-1_District_Mission_Monitoring_Report__June_2026.pdf
- E 1 Monitoring Response 6 22 26.pdf
- GP-02-E6 STUDENT BOARD MEMBER rev 6 8 26 Markup.pdf
- E-6 Educational Equity rev 6 22 26 Markup.pdf
- E-4 School Engagement rev 6 22 26 Markup.pdf
- BOARD SELF ASSESSMENT .pdf

Note: Persons with disabilities needing special accommodations should contact the North Mason School District Office at (360) 277-2300 prior to the date of this meeting.

Coversheet

ER-2 Organizational Continuity

Section: V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY
REVIEW

Item: C. ER-2 Organizational Continuity

Purpose:

Submitted by:

Related Material: ER-2 Organizational Continuity and Executive Succession.pdf
ER 2 Monitoring Reponse 7 27 26.pdf

1 **ORGANIZATIONAL CONTINUITY AND EXECUTIVE SUCCESSION**

2 In order to ensure continuity of district operations, the Superintendent shall ensure that the district's
3 leadership and all critical functions are prepared to respond to conditions that can stop or otherwise
4 impede district operations:

5 Accordingly, the Superintendent shall:

- 6 1. Ensure that at least one other executive staff member is familiar with Board and
7 Superintendent issues and processes and is capable of assuming Superintendent
8 responsibilities on an emergency basis.
- 9 2. Ensure that continuity of leadership exists at each level of the district's management.
- 10 3. Ensure that district plans include a projection of foreseeable disasters or emergency
11 situations.
- 12 4. Ensure that the district tests disaster/emergency preparedness plans for their ability to
13 assure organizational continuity.

14 Cross Reference: Policy 3432 Emergencies

15 Legal Reference: RCW 19.27.110 International Fire Code

16 *Monitoring Method:* Internal Report
17 *Monitoring Frequency:* Annually in July

18 **Adoption Date: 01/22/09**

1 **MONITORING RESPONSE DOCUMENT (EXECUTIVE REQUIREMENTS)**

2 Policy Being Monitored: **ER-2 Organizational Continuity and Executive Succession**

3 Date Report Submitted: **July 27, 2026**

4 The Board on the date shown above received and reviewed the official internal monitoring report of the
5 above cited policy submitted by the Superintendent. Following its review of the report, the Board
6 concludes:

7 1. With respect to the provisions of its policy, the North Mason School District Board of Directors
8 concludes that the Superintendent's performance during the previous year has been (check one)

9 In compliance

10 In compliance with the following exceptions:

11 Not in compliance

12 2. Compliance Exceptions and Additional Remarks

13

14 Signed: _____, Chair Date: _____

15 Signed: _____, Superintendent Date: _____

16 *Monitoring Method:* Board self-assessment

17 *Monitoring Frequency:* Annually in October

18 **Adoption Date: 10/17/13**

Coversheet

E-5 Responsible Citizens

Section: V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY
REVIEW

Item: D. E-5 Responsible Citizens

Purpose:

Submitted by:

Related Material: E-5 Responsible Citizens Rev 10 17 13 Final.pdf
E 5 Monitoring Response 7 27 26.pdf

RESPONSIBLE CITIZENS

1

2 It is the board's expectation that all North Mason School District students demonstrate the individual
3 character qualities, emotional strength and social skills to succeed. They contribute to the betterment of
4 school and community, and understand their responsibility to contribute to both family and society.
5 They demonstrate knowledge and skills that reflect responsible citizenship in a democratic society.

6 Specifically, students will:

- 7 1. participate in school and community service at increasing rates; and
8 2. contribute to a safe and respectful environment as shown by low incidence rates of:
- 9 a. harassment and bullying
 - 10 b. fighting and assault
 - 11 c. property damage
 - 12 d. drug/alcohol infractions
 - 13 e. other disciplinary infractions which result in suspensions or expulsions.

14

15 Cross Reference:	Policy 2130	Character Development
16 Legal Reference:	RCW 28A.230.020	Common school curriculum

17 *Monitoring Method:* Internal Report

18 *Monitoring Frequency:* Annually in July

19 **Adoption Date:** 01/22/09

20 **Revision Date:** 04/21/11

21 **Revision Date:** 06/21/12

22 **Revision Date:** 10/17/13

Coversheet

E-2 Student Success

Section: V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY
REVIEW

Item: E. E-2 Student Success

Purpose:

Submitted by:

Related Material: E-2 Student Success rev 2 22 19 Final.pdf
E-2 Monitoring Response 7 27 26.pdf

1

STUDENT SUCCESS

2 The Board expects all students will acquire the knowledge and skills essential for success in post-
3 secondary education, the world of work and citizenship. The Board establishes the following standards
4 by which academic progress is to be measured:

5 **Ends Policy 2a – High Academic Achievement**

6 Each student will:

- 7 • Build strong content knowledge
- 8 • Adapt their communication in relation to audience, occasion, task, purpose and subject
- 9 • Use technology strategically and capably
- 10 • Come to understand other perspectives and cultures
- 11 • Use evidence to construct viable arguments and critique the reasoning of others
- 12 • Have the opportunity to earn college credits prior to graduation

13 **Ends Policy 2b – Personal Skills Development**

14 Each student will:

- 15 • Demonstrate critical thinking and independent problem-solving skills
- 16 • Demonstrate financial literacy and employability skills
- 17 • Establish and maintain healthy and rewarding relationships with diverse individuals and groups
- 18 • Participate in school and/or non-school activities that build their understanding of citizenship
- 19 • Acquire readiness behaviors such as goal setting, persistence and resourcefulness

20 **Ends Policy 2c – Social Skills Development**

21 Each student will:

- 22 • Share, negotiate solutions to problems, respect diversity and act assertively
- 23 • Treat one another with civility (Policy 4201)
- 24 • Be responsible and safe in the digital world
- 25 • Develop and maintain healthy relationships with diverse individuals and groups

26

27

28 Cross Reference: Policy 2000 Student Learning Goals

29

30

31 Legal Reference: RCW 28A.150.210 Basic Education Act-Goal
32 28A.655.010 Washington Commission on Student Learning

33

34

35

36 *Monitoring Method:* Internal Report

37 *Monitoring Frequency:* Annually in July

38

39

40 **Adoption Date:** 01/22/09

41 **Revised:** 12/10/09

E-2
Ends

- 1 **Revised:** 03/17/11
- 2 **Revised:** 06/21/12
- 3 **Revised:** 10/17/13
- 4 **Revised:** 10/20/16
- 5 **Revised:** 12/27/18
- 6 **Revised:** 02/21/19

Coversheet

Policy Review

Section: V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY
REVIEW

Item: F. Policy Review

Purpose:

Submitted by:

Related Material: E-1 District Mission re 8 14.pdf
E-4 School Engagement rev 6 22 26 Final.pdf

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42

DISTRICT MISSION

The Mission of North Mason School District, together with our community, is to educate, empower, inspire and prepare all students to graduate confident in their abilities to meet life’s challenges and opportunities.

Monitoring Method: Internal Report
Monitoring Frequency: Annually in June

Adoption Date: 01/22/09
Revised: 08/21/14

1 **SCHOOL ENGAGEMENT**

2 It is the board’s expectation that all North Mason School District students contribute to the betterment
3 of school and community and understand their responsibility to support both family and society.

4 Specifically, students will:

- 5 1. Engage in challenging learning activities that require higher order thinking.
- 6 2. Participate in a variety of co-curricular and extra-curricular activities.
- 7 3. Develop career-ready skills and strong work habits through meaningful academic experiences.

9	Cross Reference:	Policy 2130	Character Development
10	Legal Reference:	RCW 28A.230.020	Common school curriculum

11	<i>Monitoring Method:</i>	Internal Report
12	<i>Monitoring Frequency:</i>	Annually in June

13	Adoption Date:	01/22/09
14	Revision Date:	04/21/11
15	Revision Date:	06/21/12
16	Revision Date:	10/17/13
17	Revised:	10/20/16
18	Revised:	07/19/18
19	Revised:	06/22/2026

20

Coversheet

Policy Review - Second Reading and Possible Action

Section: V. ASSURANCE OF ORGANIZATIONAL PERFORMANCE AND POLICY
REVIEW

Item: G. Policy Review - Second Reading and Possible Action

Purpose:

Submitted by:

Related Material: E-6 Educational Equity rev 6 22 26 Markup.pdf
GP-02-E6 STUDENT BOARD MEMBER rev 6 8 26 Markup.pdf

EDUCATIONAL EQUITY

The North Mason School District acknowledges that complex societal and historical factors ~~contribute to inequities within our school district exist. This policy confronts the institutional bias that results in predictability of student performance based on race, background and/or circumstances.~~ We resolve to address opportunity gaps at every level of our organization through policy, procedure, and practice in order to eliminate persistent achievement gaps. Our aim is that every child gets what they need in our schools, regardless ~~of where they come from, what they look like, who their parents are, what their temperament is, or what they show up knowing or not knowing~~ of race, background and/or circumstances. The core purpose of the North Mason School District (NMSD) is to nurture the potential in each student.

~~The core purpose of the North Mason School District (NMSD) is to nurture the potential in each student so that they are well equipped for a world of infinite possibilities. We are committed to creating and sustaining great schools where every student—without exception—learns at high levels. In light of this purpose, NMSD prioritizes closing achievement and opportunity gaps, while raising the achievement for all students.~~ Educational equity benefits all students and our entire community.

The diversity of our student body, ~~our~~ staff and ~~our~~ community is a strength and defining characteristic of this district and should be fostered. ~~NMSD believes the responsibility for student success is broadly shared by District staff, families, our community and our students' own efforts.~~ Each NMSD student deserves respectful learning environments in which diversity is valued and contributes to successful academic outcomes.

~~In order to address opportunity and achievement gaps, the North Mason School District will develop equity tools and procedures as strategies to eliminate systemic disparities and ensure systemic equity for students, staff, and families. NMSD commits to:~~

~~I. IMPLEMENTATION AND MONITORING~~

~~The Superintendent will develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measureable academic improvements for NMSD students. The Superintendent shall regularly report progress on the plan and outcomes to the NMSD Board of Directors and community.~~

~~H. Eliminate Systemic Disparities~~

~~To interrupt systems that perpetuate inequities, NMSD will:~~

~~A. Invite and include people from all backgrounds, inclusive of our families and community partners, to examine issues and develop solutions that address root causes and systems rather than one-time situational fixes;~~

~~B. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of bias, prejudice and racism; and,~~

~~C. Eliminate practices that result in predictably lower academic achievement for any student group compared to peers.~~

~~H. Ensure Systemic Equity~~

~~NMSD will lead from a system-wide equity plan that is anchored in three critical areas: Family, Student and Community Engagement; Leadership; and Teaching and Learning.~~

~~A. Family, Student and Community Engagement~~

~~NMSD employees will be expected to cultivate and implement equitable practices for and with our students, their families and other community members including:~~

- ~~● Intentionally seeking and including students' multiple perspectives, particularly racial perspectives, in the development and implementation of culturally responsive teaching and learning practices and curriculum;~~
- ~~● Engaging family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school;~~
- ~~● Inviting and including community members to bring multiple cultural perspectives to examining and solving issues that arise; and,~~
- ~~● Ensuring each NMSD site is welcoming and inclusive to all members.~~

~~B. Leadership~~

~~NMSD leaders will ensure that equity guides employee actions and leads to improved academic results by:~~

- ~~● Ensuring student voice is viewed as critical and incorporated routinely in decision-making;~~
- ~~● Recruiting, employing, supporting, retaining and continuously developing a workforce of culturally conscious and responsive administrative, instructional and support personnel who will bring their unique talents and skills into our school system;~~
- ~~● Modeling equity in professional practices including but not limited to decision-making and resource allocation;~~
- ~~● Replacing inequitable operational practices with systems that support implementation of this policy; and,~~
- ~~● Focusing accountability systems and metrics on equitable results with a priority on racial equity.~~

~~C. Teaching and Learning~~

~~NMSD employees will work together to increase their individual and collective capacity to effectively teach a diverse and changing student population by:~~

- ~~● Ensuring a positive and academically rigorous school environment that engages all students and includes multiple pathways for success;~~
- ~~● Collaborating as teachers and administrators to create and implement culturally responsive instructional practices, curriculum and assessments; and,~~
- ~~● Eliminating practices that lead to the over- or underrepresentation of any student group compared to peers.~~

~~NMSD will ensure that every child gets what they need every day in order to have all the skills and tools to pursue what ever they want after leaving our schools to live a fulfilling life. Equity is about outcomes and experiences for every child every day.~~

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

Cross References:

- Board Policy 2020 - Curriculum Development and Adoption of Instructional Materials
- Board Policy 2133 - Diversity and Multicultural Education
- Board Policy 2190 - Highly Capable Program
- Board Policy 2340 - Religious-Related Activities or Practices
- Board Policy 3205 - Sexual Harassment of Students Prohibited
- Board Policy 3207 - Prohibition of Harassment, Intimidation, And Bullying
- Board Policy 3210 - Nondiscrimination
- Board Policy 3211 – Gender Inclusive Schools
- Board Policy 4130 – Title 1 Parent and Family Engagement
- Policy 5010 - Nondiscrimination and Affirmative Action
- Board Policy 5011– Sexual Harassment of District Staff Prohibited

Legal References:

- RCW 28a.154.025 - Learning Assistance Program
- RCW 28A.605.020 - Parent access to classroom or school sponsored activities
- RCW 28A.640 - Regulations-Sexual Equality
- RCW 28A.642 - Discrimination Prohibition
- RCW 49.60 - Law Against Discrimination--Human Rights Commission
- WAC 180-40-227 - School district rules defining students' religious rights
- WAC 392-190 - Equal Education Opportunity—Unlawful Discrimination Prohibited
- WAC 392-190-020 - Training-- Staff responsibilities--Bias awareness
- WAC 392-172A - Rules for the Provision of Special Education WAC 392-400-215 Student Rights

Monitoring Method: Internal Report
Monitoring Frequency: Annually in March

Adoption Date: 07.15.21

Revised:

STUDENT BOARD MEMBER

The North Mason School District Board of Directors believes in the responsibility of citizens to participate in civic activities. The board further believes in providing North Mason School District high school students an opportunity to gain personal experience by serving as an ~~nonvoting~~ advisory member of the North Mason School District Board of Directors.

Each school year, one 10th or 11th grade student will be selected to serve for two years as ex officio "student" member of the board. Two student board members will serve overlapping terms, so the experienced student may serve as a mentor to the new student board member. The student board members will have the right to vote on issues at the same time as regular members; however, their vote will be considered as advisory only. Additionally, the student Board Members will have the following responsibilities:

1. Attend all regular and special meetings of the board. The student members will not attend executive sessions and closed personnel hearings;
2. Present potential agenda items that are of interest and concern to students;
3. Report back to North Mason High School; ~~and James A. Taylor High School~~ and
4. Consult with student councils in the District about issues of Board interest and of concern to students.

~~Criteria for acceptance as student board member shall be the same eligibility requirements as outlined in the North Mason High School constitution for ASB office. In addition, the student board members should be committed to board meeting attendance.~~

~~North Mason High School ASB will recruit, interview, and select one or more students as student board members and one student as alternate. The student board members term will be concurrent to the ASB President's term.~~

Student Board Members are expected to demonstrate a commitment to regular attendance and active participation in Board meetings.

The North Mason School Board is encouraged to work collaboratively with the Superintendent in the recruitment and outreach to students, as well as in the interview and selection process. Through this process, one or more students shall be selected to serve as Student Board Members, along with one student designated as an alternate.

The School Board, in partnership with the Superintendent, will also support newly selected Student Board Members by providing an introductory onboarding experience to ensure they are prepared to effectively participate in Board work.

Monitoring Method: Board self-assessment
Monitoring Frequency: Annually in July

Adoption Date: 01/22/09

GP-2-E6
Governance Process

- 1 **Revised: 08/27/09**
- 2 **Revised: 12/10/09**
- 3 **Revised: 02/17/11**
- 4 **Revised: 10/17/13**
- 5 **Revised: 02/21/18**
- 6
- 7

Coversheet

Board Self-Assessment of Meeting

Section: VI. Closing Items
Item: C. Board Self-Assessment of Meeting
Purpose:
Submitted by:
Related Material: BOARD SELF ASSESSMENT .pdf

BOARD SELF ASSESSMENT

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

The Board will use the following instrument to evaluate its performance during meetings.

Date of Meeting 07/27/2026 Youngberg Number of Members Present _____

I. General meeting behavior

Rate the Board's meeting behavior as "satisfactory" or "not satisfactory."

Satisfactory	Not Satisfactory	
		The agenda was well planned to focus on the real work of the Board.
		The Board followed its agenda and did not allow itself to get sidetracked
		Board members prepared for and contributed to the meeting
		The meeting proceeded without interruptions or distractions
		The Board's deliberations and decision-making processes were public
		Participation was balanced. All participated; no one dominated
		Members listened attentively, avoiding side conversations
		Work was conducted in an atmosphere of trust and openness
		Meeting participants treated each other with respect and courtesy

Remarks:

II. Governance principles review

Were these principles followed? Mark Yes or No. For any **not** followed, please add remarks.

YES	NO	N/A	
			1. Board actions occur at the policy level rather than at the operational level.
			2. The Board reviews policy about each topic before discussing that issue.
			3. In writing additional policies, the Board starts with a broad statement and becomes more detailed in a logical and disciplined sequence.
			4. The Board minimizes time spent monitoring past performance.
			5. The Board routinely dedicates time to reviewing/improving its own process.
			6. The Board clarifies priorities/values when considering potential outcomes, beneficiaries and costs of outcomes.
			7. The Board follows an annual calendar based on a plan for doing its work.
			8. The Board Chair helps the Board efficiently conduct its meeting.
			9. The Board spends most of its time deliberating issues, defining and clarifying its vision, and linking with its community, as opposed to "fixing things."
			10. The Board supports the Superintendent in any reasonable interpretation of its policies.

Remarks:

II. Overall Satisfactory Not Satisfactory

Comments:

Monitoring Method: Board self-assessment
Monitoring Frequency: Annually in July

Adoption Date: 01/22/09
Revised: 10/21/10