



North Mason School District

School Board Study Session

Published on April 22, 2026 at 7:58 AM PDT
Amended on April 22, 2026 at 8:21 AM PDT

Date and Time

Monday May 11, 2026 at 6:00 PM PDT

Location

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

North Mason School District #403

71 E Campus Drive
Belfair, WA 98528

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			6:00 PM
A. Record Attendance			
B. Call the Meeting to Order			

Purpose	Presenter	Time
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Board President Gonzalez Timmons will call the study session to order.

C. Flag Salute

Board President Gonzalez Timmons will lead the Pledge of Allegiance.

II. Policy E-6 Educational Equity & E-4 School Engagement

A. Policy E-4 & E-6

III. Closing Items

A. Next Board Meeting Date FYI

The next regular school board meeting will be held on May 19, 2026 at 6:30pm at the NMSD Administration Office Boardroom. The board will be holding a study session on June 8, 2026 at 6 pm at the NMSD Administration Office Boardroom.

B. Adjourn Meeting FYI

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

Policy E-4 & E-6

Section: II. Policy E-6 Educational Equity & E-4 School Engagement
Item: A. Policy E-4 & E-6
Purpose:
Submitted by:
Related Material: E-4 School Engagement rev 7 19 18 Final.pdf
E-6 Educational Equity .pdf

SCHOOL ENGAGEMENT

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It is the board’s expectation that all North Mason School District students demonstrate the individual character qualities, emotional strength and social skills to succeed. They understand the importance of work and how performance, effort, and decisions directly affect their future educational and career opportunities. They contribute to the betterment of school and community and understand their responsibility to contribute to both family and society.

Specifically, students will:

1. Engage in challenging learning activities that require higher order thinking.
2. Participate in a variety of co-curricular and extra-curricular activities.
3. Develop employability skills and positive work habits through engaging academic opportunities.

Cross Reference:	Policy 2130	Character Development
Legal Reference:	RCW 28A.230.020	Common school curriculum
<i>Monitoring Method:</i>	Internal Report	
<i>Monitoring Frequency:</i>	Annually in June	

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

EDUCATIONAL EQUITY

The North Mason School District acknowledges that complex societal and historical factors contribute to inequities within our school district. 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.

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 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.

II. 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.

II. 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.

1 A. Family, Student and Community Engagement
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3 NMSD employees will be expected to cultivate and implement equitable practices for and with our
4 students, their families and other community members including:
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- 7 • Intentionally seeking and including students' multiple perspectives, particularly racial
8 perspectives, in the development and implementation of culturally responsive teaching and
9 learning practices and curriculum;
- 10 • Engaging family and community members with staff and students, district-wide and at school
11 and program sites, in the development and implementation of culturally appropriate and
12 effective partnerships between home and school;
- 13 • Inviting and including community members to bring multiple cultural perspectives to
14 examining and solving issues that arise; and,
- 15 • Ensuring each NMSD site is welcoming and inclusive to all members.
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17 B. Leadership
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19 NMSD leaders will ensure that equity guides employee actions and leads to improved academic results
20 by:
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- 22 • Ensuring student voice is viewed as critical and incorporated routinely in decision-making;
- 23 • Recruiting, employing, supporting, retaining and continuously developing a workforce of
24 culturally conscious and responsive administrative, instructional and support personnel who
25 will bring their unique talents and skills into our school system;
- 26 • Modeling equity in professional practices including but not limited to decision-making and
27 resource allocation;
- 28 • Replacing inequitable operational practices with systems that support implementation of this
29 policy; and,
- 30 • Focusing accountability systems and metrics on equitable results with a priority on racial
31 equity.
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33 C. Teaching and Learning
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35 NMSD employees will work together to increase their individual and collective capacity to effectively
36 teach a diverse and changing student population by:
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- 38 • Ensuring a positive and academically rigorous school environment that engages all students
39 and includes multiple pathways for success;
- 40 • Collaborating as teachers and administrators to create and implement culturally responsive
41 instructional practices, curriculum and assessments; and,
- 42 • Eliminating practices that lead to the over- or underrepresentation of any student group
43 compared to peers.
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46 NMSD will ensure that every child gets what they need every day in order to have all the skills and
47 tools to pursue what ever they want after leaving our schools to live a fulfilling life. Equity is about
48 outcomes and experiences for every child every day.
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1 **Cross References:**

2 Board Policy 2020 - Curriculum Development and Adoption of Instructional
3 Materials Board Policy 2133 - Diversity and Multicultural Education
4 Board Policy 2190 - Highly Capable Program

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6 Board Policy 2340 - Religious-Related Activities or
7 Practices Board Policy 3205 - Sexual Harassment of
8 Students Prohibited
9 Board Policy 3207 - Prohibition of Harassment, Intimidation, And
10 Bullying

11 Board Policy 3210 - Nondiscrimination
12 Board Policy 3211 – Gender Inclusive Schools
13 Board Policy 4130 – Title 1 Parent and Family Engagement
14 Policy 5010 - Nondiscrimination and Affirmative Action
15 Board Policy 5011– Sexual Harassment of District Staff Prohibited

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17 **Legal References:**

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

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28 *Monitoring Method:* Internal Report
29 *Monitoring Frequency:* Annually in March

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31 Adoption Date: 07.15.21