APPROVED

Enumclaw School District

Minutes

Board Work Study

Date and Time
Monday March 2, 2026 at 5:00 PM

Location
District Office - Nancy A. Merrell Boardroom

Directors Present
Ben Stouffer, Paul Fisher, Scott Mason (remote), Tara Cochran, Tyson Gamblin

Directors Absent
None

Guests Present
Jill Burnes, Stacey Whitten

I. Opening Items

A. Call the Meeting to Order

Tyson Gamblin called a meeting of the board of directors of Enumclaw School District to order on Monday Mar 2, 2026 at 5:01 PM.

B. Roll Call

II. WORK STUDY SESSION

A.

Superintendent Search Update

Consultants Dr. Wayne Robertson and Ms. Laurel Browning shared with the Board of Directors the timeline created for them to consider for the Superintendent Search.

They discussed with the Board of Directors details surrounding the action steps taken for stakeholder input including online surveys and focus group meetings. The focus group meetings will be scheduled on March 18. Superintendent Burnes will work with the consultants to create a schedule for the day and evening. Information received from the focus groups and online surveys will be summarized and shared with the Board at their April 6 retreat.

Director of Communications Jessica McCartney will create a *Superintendent Search* page on the district's website that outlines the search timeline for community members to be informed. Ms. McCartney will also share district and community highlights on this page for candidates to review.

The search closing date will be April 22 and candidate packets will be shared with the Board. On April 27, the Board will review candidate profiles in an Executive Session and make selections for the first round of interviews. The schedule for interviews was discussed and the Board agreed on the following dates:

- April 29 and 30 - Preliminary Interviews
- May 12, 13 and 14 - Finalist Interviews: Full day in district and Board Executive Session interviews in the evening
- May 15 - Special Board Meeting for action on superintendent selection

Other topics discussed included the recruiting process, the importance of confidentiality during the search, superintendent contracts, and interview questions, which the Board will review and approve.

The Board of Directors thanked Dr. Robertson and Ms. Browning for their information and time.

B. Progressive Design Build Update

Director of Facilities, Operations, and Athletics Phil Engebretsen shared with the Board of Directors that the Elementary School #6 information meeting held on Thursday, February 26, in Black Diamond was well attended by community members including Black Diamond Mayor John Adler. The presentation went great and there was a lot of excitement and questions.

Mr. Engebretsen also shared that the Friday, February 27 weekly meeting with Consertus and TCF brought up some communication concerns and needs with the City of Black Diamond. Superintendent Burnes was able to organize and facilitate a meeting for

Monday, March 2 with all parties including Consertus, TCF, Oakpointe, Black Diamond Mayor John Adler and City Administrator Kevin O'Neill along with district representatives. The meeting was positive and clarity on processes was provided.

The design committee will be meeting twice in March. Additional documents for Board review will be provided for the March 16 meeting.

III. WSSDA PROFESSIONAL DEVELOPMENT

A. WSSDA Leadership Representative Patty Wood

WSSDA representative Patty Wood introduced herself to the Board of Directors and shared that she was excited to be in attendance to share Board leadership information and tools for them. She shared that she was an Enumclaw High School graduate and happy to be in the area.

She shared the agenda for the meeting that included discussing board roles, board standards and operating protocol, and the Superintendent Search. She asked Board members to stay curious and not judgmental. She reminded them that perspectives can be right and different depending on people's roles.

Ms. Wood reviewed the role of the school board as determining the "what", the role of the superintendent as determining the "how", and the role of the staff as executing the "how" for the district. A slide was shared with an outline of the school board governing (guide and direct) and the superintendent managing (administer and operate).

She asked the Board to consider how expectations vary and change over time and how they might help the community understand their distinct roles as board members. The Board discussed their roles together and shared thoughts on their roles and what they thought it would be when they initially came on the Board.

Ms. Wood presented the Five Core Principles of Effective School Boards:

- Responsible school district governance
- Communicating and setting high expectations
- Creating conditions for district wide success
- Holding district accountable for student learning
- Engaging the community in education

Each of these standards have benchmarks with indicators. She discussed Board self-evaluations, operating protocol/principles/procedures. The Board discussed a timeline for implementing these items. They will be added to the agenda to discuss further at the April retreat.

The Board also discussed reviewing and updating the Superintendent evaluation process, including 360 reviews versus climate surveys. They agreed to add this topic to the April retreat agenda.

Ms. Wood encouraged the Board to discuss and prioritize what they are looking for in candidates during the Superintendent Search. She encouraged them to be prepared to answer candidates' difficult questions and to make decisions as a team. She confirmed with the Board the great opportunity for them to model their leadership to the community.

The Board thanked Ms. Wood for her time.

IV. BOARD PROCESS DEBRIEF

A. Debrief

The Board of Directors debriefed the Superintendent Search timeline. Meeting dates will be summarized and sent to the Board.

The Board of Directors discussed open meetings with community members before scheduled Board meetings and changing meeting locations. These items will be discussed in more detail at the April 6 Board Retreat.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:19 PM.

Respectfully Submitted,
Tyson Gamblin