APPROVED

Griffin School District #324

Minutes

Griffin School Board Study Session

Date and Time
Wednesday September 9, 2026 at 6:00 PM

Location
Griffin School District - *Library*
6530 33rd Avenue NW
Olympia, WA 98502

Zoom Link

Directors Present
Blair Baker, Emma Rose, Julie Osterberg, Tesa Frevert, Trish Hefton

Directors Absent
None

Guests Present
Allison Adair, Erin Hagen, Kirsten Rue, Kyler Mower, Rebekah Keiser

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Trish Hefton called a meeting of the board of directors of Griffin School District #324 to order on Wednesday Sep 9, 2026 at 6:00 PM.

C. Pledge of Allegiance

D. Approval of Agenda

Blair Baker made a motion to Approve the Agenda.
Tesa Frevert seconded the motion.
The board **VOTED** to approve the motion.

II. New Business

A. School Improvement Plan (SIP)

Superintendent Rue presented the draft School Improvement Plan (SIP) for the 2026–2027 school year, outlining goals focused on literacy, attendance, and behavioral support systems.

Literacy Initiatives: The district aims to increase overall iReady spring reading proficiency from 63% to 68% by Spring 2027, while reducing the number of third-grade students requiring Tier 2 reading support from 44 to 20. Tier 2 interventions have been standardized across grade levels using UFLI for Grades K–2 and Reading REV for Grades 3–5. Professional development will be supported through three whole-staff Science of Reading sessions conducted in partnership with the Educational Service District (ESD), along with internal coaching led by Literacy Specialist Tanisha Smith.

Attendance & Tribal Data Alignment: To support Washington School Improvement Framework (WSIF) metrics, the district is working to raise attendance rates. State data currently reflects 12 American Indian/Alaska Native students, whereas internal records identify over 40 students affiliated with the Squaxin Island Tribe. The district is partnering with the tribe to establish a FERPA agreement and internal tracking protocols to measure Native student attendance accurately. Additional attendance strategies include targeted seasonal attendance drives, tracking via Homeroom software, and family outreach through ParentSquare and a dedicated Tribal Advocate.

Behavior Systems: Building on last year's increase in Tiered Fidelity Inventory (TFI) scores from 30% to 67%, the district aims to reach an 80% implementation score for Tier 1 behavior systems. Administrators Erin and Janelle Hutnick trained staff in Crisis Prevention Institute (CPI) de-escalation protocols to shift discipline toward proactive management and reflection. The Grizzly Compass Crew will also reframe campus expectations into student-friendly, aspirational behavioral values.

Funding & Approval: Section 9 of the SIP maps specific grant and district funding streams to planned strategies. Based on board feedback, administrative staff will

complete narrative rationales for target student groups prior to the formal board vote in two weeks.

B. Student Performance Review from 2025-26

The board reviewed preliminary state assessment data and WSIF performance trends presented as a template for future annual updates.

Attendance Trends: Overall regular attendance improved to 81.35% during the 2025–2026 school year, recovering from a low of 69.82% in 2021–2022, with a target goal of 84% set for the current year. Data highlighted that 83.7% of students with disabilities maintained regular attendance last year.

Preliminary Assessment Scores: Preliminary 2025–2026 state assessment results showed 65% proficiency in ELA (88% scoring Levels 2–4), 57% proficiency in Math (82% scoring Levels 2–4), and 67% proficiency in Science (89% scoring Levels 2–4). Formal student growth percentiles will be provided once released by OSPI.

WSIF Multi-Year Metrics: Multi-year WSIF data showed upward trends across subcategories, particularly for students with disabilities, whose academic growth score increased from 1.5 to 7.0 over the recent evaluation cycle.

C. Superintendent's Goals for 2026-27

Superintendent Rue presented a first reading of the draft 2026–2027 Superintendent Goals, organized into three key operational areas:

Goal 1 (Community Engagement): Build proactive communication by establishing parent and long-range facilities advisory groups, hosting Community Cafes, delivering the annual State of the District address, recognizing community volunteers quarterly, and expanding ParentSquare integration.

Goal 2 (Student Support Systems): Develop sustainable trauma-informed de-escalation protocols, implement multi-tiered behavioral support frameworks, and monitor systems using the PBIS TFI.

Goal 3 (Board Governance): Support board professional development, schedule individual director meetings, review board-superintendent operating agreements, and address governance knowledge gaps identified in the board self-assessment.

Board discussion centered on defining clear evidence metrics for systems-based goals and incorporating ongoing public education regarding state budget realities.

D. Board Commitments for 2026-27

Building on the recent board retreat and self-evaluation, directors discussed establishing formal board development goals to strengthen governance, legislative advocacy, and role clarity:

Individual Role Definitions: Directors agreed to meet with Superintendent Kirsten to establish 1–2 annual priorities tailored to their specific leadership roles (e.g., Tribal Liaison, Community Outreach Liaison, Legislative Representative).

Governance Knowledge Gaps: The board will systematically review and address identified governance knowledge gaps ("don't-knows") during regular study sessions, with individual directors taking ownership of research and brief presentations.

Strategic Alignment: Directors emphasized nesting board commitments, superintendent goals, the strategic plan, and the SIP into a cohesive framework to simplify long-term planning and future board onboarding.

E. Griffin School Board Student Representative Application

Superintendent Kirsten presented a draft application and operational outline for establishing 7th and 8th-grade Student Board Representatives:

Structure & Selection: Up to two student representatives will be selected following an application and interview process in October, with onboarding targeted for November 2026.

Meeting Participation: Student reps will attend monthly study sessions to engage in discussions and provide student voice. To accommodate middle school schedules and avoid confusion regarding non-voting status during formal action items, attendance at regular business meetings will be optional or ceremonial.

Onboarding & Governance: Administration will develop an onboarding program covering public records laws, meeting expectations, and appropriate conduct. The board plans to host a ceremonial swearing-in at a formal business meeting and schedule informal get-to-know-you sessions before study sessions.

III. New Policy

A. 2100 Educational Opportunities for Students with a Parent in the Military

Introduced to align district policy with the Interstate Compact on Educational Opportunity for Military Children. The policy removes enrollment barriers, accommodates paperwork delays, and provides instructional flexibility for military-connected families. Text will be adjusted to reflect the district's K–8 structure.

IV. Policy Updates

A. 2000 Student Learning Goals

Reviewed updated state language defining basic education program requirements.

B. 2004 Performance Improvement Goals

Discussion focused on state statutory requirements, including assessment goals, required press releases for local media, and the overlap in reporting requirements between both policies. Directors and administration discussed how goals across the Strategic Plan, SIP, and Superintendent Goals nest together and satisy policy reporting metrics. Administration will review legal language to establish operational compliance tasks and clarify reporting schedules for small district operations.

C. 2025 Copyright Compliance

Reviewed minor language updates clarifying copyright guidelines for instructional staff.

D. 2090 Program Evaluation

Updated language regarding this policy.

E. 2126 HIV-Aids Prevention Education

Reviewed statutory requirements regarding curriculum presentation options. Administration discussed fulfilling state rules—which require offering an evening or weekend presentation option—by providing online recorded curriculum summaries alongside direct parent communications.

V. Policy Review

A. 2005 School Improvement Plans

Reviewed state submission requirements. The board agreed to update the plan submission deadline from June 30 to October 31 to better align with OSPI template availability and state reporting timelines.

B. 2029 Animals as Part of the Instructional Program

Reviewed discretionary policy guidelines governing animals brought onto campus for educational purposes.

VI. Policy Removal

A. 2101 Instruction in Basic Skills & Work Skills

Board reviewed the removal of Policy 2101, noting that its contents are outdated and fully addressed through other active 2000-series policies and state learning standards.

VII. Superintendent Updates

A. Superintendent Kirsten Rue

WSSDA Conference & Schedule Shift: Board members were requested to finalize registration details with district staff for the upcoming WSSDA conference. The board noted a date change for the November board meeting, moving it from Wednesday, November 18, to Tuesday, November 17, 2026.

Paperless Meeting Preferences: Administration noted that meeting materials can be accessed digitally via direct links on the online agenda, and board members may request digital-only packets to reduce paper usage.

School Year Launch: Superintendent Rue commended the administrative team and staff for a smooth and positive start to the 2026–2027 school year.

Budget Extension Update: Staff reported that the state budget extension process opens in October, with formal budget updates scheduled for presentation at either the October or November board meeting.

VIII. Closing Items

A. For the Good of the Order

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:16 PM.

Respectfully Submitted,
Trish Hefton

"Where students thrive, feel valued, and shape a better world."