



BOARD OF DIRECTORS
Regular Study Meeting - 5:30 PM
March 7, 2023
364 S Park St
Walla Walla, WA 99362

IMPORTANT MEETING NOTICE: Pursuant to Board Policy 1400, written public comment for this meeting will be accepted until 12:00 noon the day of the meeting. Comments are to be submitted to sgolden@wwps.org or Susie Golden, 364 S. Park Street, Walla Walla, WA 99362. Individuals with disabilities and those individuals who may have difficulty attending a board meeting due to issues such as mobility limitations may contact the superintendent’s office at 509-526-6715 no later than three days before a regular meeting and as soon as possible in advance of a special meeting so the district can arrange for them to participate.

Spanish Agenda / Agenda Española: <https://www.wwps.org/district/information/school-board/board-meeting-schedule>

- I. **CALL TO ORDER:** (5:30 p.m.) *Mr. Sarley*
- II. **FLAG SALUTE:** *Mrs. Ruth Ladderud, Board of Directors*
- III. **ROLL CALL:**
 - Mr. Derek Sarley, President Mr. Eric Rindal
 - Ms. Kathy Mulkerin, Vice President Mrs. Terri Trick
 - Mrs. Ruth Ladderud
- IV. **APPROVAL OF AGENDA:** *Mr. Sarley*
- V. **CONSENT AGENDA:** *Mr. Sarley*
 - 1. Personnel Report 2
 - 2. Extracurricular Athletic Contracts 3
 - 3. March 7 Accounts Payable and February Payroll 4
 - 4. Superintendent's Evaluation 5
 - 5. Superintendent's Contract Renewal 6
 - 6. Regular Business Meeting & Executive Session Minutes of February 21, 2023 7
 - 7. Special Meeting/Strategic Planning Summit Minutes of February 23, 2023 9
 - 8. Special Meeting/Executive Session Minutes of February 28, 2023 10
 - 9. Special Meeting/Executive Session Minutes of March 2, 2023 11
- VI. **STUDY ITEMS:** (5:35 p.m.) *Mr. Sarley*
 - 1. Student Voice: *Mr. Derek Sarley*
 - 2. Strategic Summit Feedback and Review of Draft Strategic Plan Framework: *Dr. Wade Smith* 12
- VII. **ADJOURNMENT:** (7:00 p.m.) *Mr. Sarley*

PERSONNEL REPORT

March 7, 2023 – Board Meeting

Date: March 7, 2023

EMPLOYMENT

Administrative: Marlene Perez, Principal, Edison Elementary School

Classified: Rene Beach, Kitchen Assistant, WWCCF

RESIGNATION/RETIREMENT/SEPARATION OF EMPLOYMENT

Certificated: Margaret Cochran, Special Education Teacher, Sharpstein Elementary School, 22 years
Kasey Humbert, Second Grade Teacher, Sharpstein Elementary School, 6 years

- Kasey has been on a LOA for the 2022-2023 school year

Dawn Jepson, Math & World Languages Teacher, Walla Walla Online, 30 years
Garrett Jones, Math Teacher, Lincoln High School, 7 years
Diane McEuen, Math Teacher, Garrison Middle School, 31 years
Sydney Noble, Math Teacher, Pioneer Middle School, 5 years
Sue Schulz, Science Teacher, Garrison Middle School, 27 years

Classified: Margret Aquino, Assistant Secretary, Edison Elementary School, 2 years
Jennifer Hernandez, Bilingual Intervention Specialist/Home School Liaison,
Green Park Elementary School, 1.5 years
Miranda Niemeier, Para-Educator, Berney Elementary School, 3 years
Victoria Rogers, Health Clinician RN, Walla Walla High School, Lincoln High School,
SEATech, 14 years

EXTRA-CURRICULAR ATHLETIC CONTRACTS 2022-2023

<u>Name</u>	<u>School</u>	<u>Assignment</u>
Jeffrey Bartlow	Pioneer Middle School	Head Tennis
Benjamin Bentley	Pioneer Middle School	Head Baseball 7th Grade
Michael Braddock	Garrison Middle School	Head Tennis 8th Grade
Reginald Byrd	Garrison Middle School	Head Baseball 7th Grade
Nathaniel Carrara	Garrison Middle School	Head Track
Amber Davin	Garrison Middle School	Head Tennis 7th Grade
To Be Determined	Pioneer Middle School	Track Assistant
To Be Determined	Garrison Middle School	Track Asst.
Nathan Ferraro	Garrison Middle School	Head Baseball 8th Grade
Stephanie Gomsrud	Pioneer Middle School	Track Assistant
Maurice Handcox	Walla Walla High School	Assistant Baseball
Spencer Hessler	Pioneer Middle School	Head Track
Vicki Johnson	Garrison Middle School	Head Softball 8th Grade
Amy Korslund	Garrison Middle School	Head Softball 7th Grade
Daniel Mears	Pioneer Middle School	Head Baseball 8th Grade
Maggie Nicholson	Pioneer Middle School	Head Softball 8th Grade
Stevie Noble	Garrison Middle School	Track Assistant
Allen Stanley	Walla Walla High School	Assistant Baseball
Felipe Virrueta	Pioneer Middle School	Tennis Assistant
Todd Will	Pioneer Middle School	Head Softball 7th Grade

WARRANT SUMMARY

Vouchers audited and certified by the auditing officer as required by RCW 42.24.080, and those expense reimbursement claims certified as required by RCW 42.24.090, are approved for payment. Those payments have been recorded on this listing which has been made available to the board.

As of March 7th, the Board, by a majority vote, does approve for payment those vouchers and electronic transfers included in the following list and described as follow:

Warrant Date	Warrant Number	Fund	Warrant Number	Amount
		General Fund		
3/7/2023	221942	Through	222048	\$ 664,813.93
3/7/2023	222300338	Wire Transfer	222300344	\$ 1,205.76

		Capital Projects		
3/7/2023	220114	Through	220124	\$ 944,040.38
		Wire Transfer		

		ASB		
3/7/2023	220099	Through	220106	\$ 6,814.44
3/7/2023	222300345	Wire Transfer	222300346	\$ 484.74

		Transportation Vehicle		
		Through		
		Wire Transfer		

		Payroll		
2/28/2023	221884	Through	221941	\$ 2,163,277.44
2/28/2023	1401097	Wire Transfer	1401117	\$ 3,194,745.77
2/28/2023	NA	Payroll Taxes	NA	\$ 1,056,667.93

TOTAL:	\$	8,032,050.39
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SCHOOL BOARD PRESIDENT:

Derek Sarley

SECRETARY OF THE BOARD:

Dr. Wade Smith, Superintendent



Superintendent's Evaluation

March 7, 2023

The following summarizes the performance evaluation of Dr. Wade Smith, Superintendent of Walla Walla Public Schools, for the period of March 2022 through February 2023. The evaluation was completed by the Board of Directors of Walla Walla Public Schools using performance standards for the superintendency established by the American Association of School Administrators (AASA) in partnership with the National School Boards Association (NSBA).

The board rated Dr. Smith at the highest level – outstanding – for leadership and district culture, policy and governance, communications and community relations, organization and budget management, and the values and ethics of leadership. Dr. Smith received the second-highest rating for his work in human resources / labor relations and instructional leadership. The board also recognizes that Dr. Smith exceeded his two performance goals, as evaluated during this annual timeframe, for increased student learning and planning to ensure long-term financial stability for the district.

In its evaluation, the board puts emphasis on Dr. Smith's work to promote a district-wide culture of belonging and civility during a time of deep social divisions. The board remains committed to working in partnership with Dr. Smith to ensure this district-wide commitment is felt by students, staff, and parents in all their interactions with the district.

Dr. Smith has a deep dedication to effective, two-way communication. This year, the board especially appreciates his efforts to bring more student voice into building-level and district-wide decision-making. In the coming years, we look forward to collaborating with Dr. Smith to continue welcoming diverse voices through new listening initiatives tied to the strategic plan.

The board commends Dr. Smith for careful management of the district's finances. In carrying out a board commitment to post-pandemic student recovery, Dr. Smith has prudently and aggressively applied the district's supplemental ESSER funds to initiatives that support students' learning, school connection, and mental health. The board also recognizes the successful and under-budget completion of community-funded construction projects, which led to the return of more than \$300,000 to Walla Walla taxpayers.

In summary, the board highly values Dr. Smith's dedication and focus on staff and student well-being. We appreciate the careful attention he gives to activities at other levels of state and local government, ensuring the board is rarely surprised by external events. We enthusiastically approve the annual extension of his contract and look forward to a long future of collaboratively leading a school district that brings pride to the community it serves.

Mr. Derek Sarley, School Board President



~ Annual Renewal of Superintendent's Contract ~

1. This annual amendment (the "Amendment") to renew the SUPERINTENDENT'S CONTRACT is made this 7th day of March, 2023, by and between Walla Walla School District and Dr. Wade Smith, parties to the SUPERINTENDENT'S CONTRACT, dated March 15, 2016 (the "Contract"), including previous amendment renewals.
2. The first unnumbered paragraph of the Contract shall be revised as follows (additions indicated by underlining and deletions indicated by strikethroughs):

...in accordance with its action as found in the minutes of the meeting on March 7, 2023 ~~March 1, 2022~~, does employ Dr. Wade Smith as Superintendent of Schools for a three (3) year period commencing July 1, 2023 ~~2022~~ and continuing through June 30, 2026 ~~2025~~.

3. The last sentence of numbered Paragraph 1 of the Contract shall be revised as follows (additions indicated by underlining and deletions indicated by strikethroughs):

During the ~~2022-23~~, 2023-24 and 2024-25 school years the salary of the Superintendent shall be increased at a rate commensurate with the raises granted other administrators in the district.

4. Numbered Paragraph 2 of the Contract shall be revised as follows (additions indicated by underlining and deletions indicated by strikethroughs):

The Board, by specific action, shall notify the Superintendent of its intention to renew this agreement by March 15, of each calendar year. The first notification in this regard shall take place prior to March 15, 2024 ~~2023~~.

ALL OTHER TERMS AND CONDITIONS OF THE ORIGINAL PERSONAL SERVICES CONTRACT AND AMENDMENTS AGREED UPON HERETOFORE OF SUPERINTENDENT REMAIN IN FULL FORCE AND EFFECT.

The parties hereto have executed this Amendment the day and year first above written.

Derek Sarley, President
Board of Directors

Dr. Wade Smith, Superintendent

BOARD OF DIRECTORS
Regular Business Meeting & Executive Session – 5:30 p.m.
February 21, 2023
WWPS Administration Building / 364 S. Park Street

PRESENT

BOARD OF DIRECTORS

Mr. Derek Sarley, President
Ms. Kathy Mulkerin, Vice President
Mrs. Ruth Ladderud
Mr. Eric Rindal
Mrs. Terri Trick

ADMINISTRATORS

Dr. Wade Smith, Superintendent
Mrs. Christy Krutulis, Executive Director of Teaching & Learning
Dr. Julie Perron, Director of Equity & Dual Programs
Mrs. Nancy Taylor, Director of Fiscal Services
Mrs. Michelle Carpenter, Principal of Berney Elementary School
Mrs. Maria Garcia, Principal of Sharpstein Elementary School
Mrs. Kim Doepker, Principal of Garrison Middle School
Mrs. Kris Duncan, Principal of Pioneer Middle School

AUDIENCE

Including board members, administrators and guests, approximately 40 were in attendance.

I. CALL TO ORDER

The meeting was called to order in the administration building Anne Golden Boardroom at 5:30 p.m. by President Mr. Derek Sarley.

II. FLAG SALUTE

The flag salute and pledge of allegiance was led by Ms. Kathy Mulkerin, Board of Directors.

III. ROLL CALL

All board members were present in person, except Mrs. Trick who attended virtually.

IV. APPROVAL OF AGENDA

Mrs. Ladderud moved and Mr. Rindal seconded approval of the agenda as presented; the motion carried unanimously.

V. CONSENT AGENDA

President Sarley asked if there were any objections to the proposed five item consent agenda: 1) personnel report; 2) extracurricular athletic contracts; 3) February 21 accounts payable; 4) January financial report; and 5) regular study meeting minutes of February 7, 2023. Approved, as there were no objections.

VI. SPECIAL PROGRAMS/INTRODUCTIONS/ANNOUNCEMENTS

Building Belonging Recognition: Director of Equity and Dual Programs Dr. Julie Perron presented a Building Belonging award to Lea Davalos. Dr. Perron noted this award was established to recognize students who promote activities that create and sustain a sense of belonging, fairness, and justice for all.

National Board Certified Teachers: Mrs. Krutulis recognized and presented a National Board Certified Teacher pin to district teacher Michelle Paine for achieving NBCT standards in 2022.

Education Support Professionals Week, March 13-17, 2023: Dr. Smith honored Education Support Professionals by reading a proclamation from Governor Jay Inslee declaring the week of March 13-17 as Education Support Professionals Week. He and the board of directors thanked the local Public School Employees of Washington for their dedication and outstanding contributions to Walla Walla Public Schools.

VII. STUDENT REPRESENTATIVE

Student Representative Mr. Joseph Segovia reported on student activities at Walla Walla High School, and introduced Walla Walla High School Mascot Dante B. Devil.

VIII. CITIZENS' COMMENTS

Public comment was received by two individuals.

IX. REPORTS

Board of Directors Report: President Sarley extended an invitation to all to attend the February 23 Strategic Planning Summit at the Walla Walla High School Commons facility from 5:30-7:00 p.m. The Board members shared of events and activities in which they participated or attended since the last Board meeting, noting board committee work and testifying at state legislative hearings.

Superintendent's Report: Dr. Smith thanked Mr. Sarley and Ms. Mulkerin for their time and energy to write, correspond and testify at state legislative hearings on school related bills; reported on winter athletics including post-season participation in state tournament competitions; extended an invitation to attend this week's Prospect Point and Edison Elementary School principal candidate meet and greet events; and noted February enrollment is 5440 FTE.

Monthly Financial Dashboard Report: Mrs. Taylor provided a review of revenues, expenditures and ending fund balance.

Fall to Winter iReady Data Review: Dr. Smith, Mrs. Krutulis, Mrs. Carpenter, Mrs. Garcia, Mrs. Doepker and Mrs. Duncan facilitated a review of fall to winter iReady data.

X. ACTION ITEMS

XI. RECESS TO EXECUTIVE SESSION

At 7:10 p.m., President Sarley announced the board of directors would be recessing to executive session for approximately fifty minutes to review the performance of a public employee. All board members were present in person, except Mrs. Trick who attended virtually. The executive session concluded at 8:05 p.m. and was not open to the public.

XII. RECONVENE REGULAR MEETING & ADJOURNMENT

President Sarley declared the meeting adjourned at 8:05 p.m.

Minutes to be presented for board approval on March 7, 2023.

APPROVED:

Dr. Wade Smith, Superintendent
and Secretary of the Board
- Susie Golden, Recorder

Derek Sarley
School Board President

BOARD OF DIRECTORS
Special Meeting/Strategic Planning Summit – 5:30 p.m.
February 23, 2023
Walla Walla High School Commons / 800 Abbott Rd.

PRESENT

BOARD OF DIRECTORS

Mr. Derek Sarley, President
Ms. Kathy Mulkerin, Vice President
Mrs. Ruth Ladderud
Mr. Eric Rindal

ADMINISTRATORS

Dr. Wade Smith, Superintendent
Mr. Chris Gardea, Assistant Superintendent
Mrs. Christy Krutulis, Executive Director of Teaching & Learning
Mr. Keith Ross, Director of Technology & Information Services
Mr. Mark Higgins, Director of Communications
Dr. Julie Perron, Director of Equity & Dual Programs
Mrs. Nancy Taylor, Director of Fiscal Services
Mr. Robert Foster, Director of Facilities & Operations
Mrs. Barb Casey, Director of Special Education
Mrs. Michelle Carpenter, Principal of Berney Elementary
Mrs. Amy Kasenga, Interim Principal of Edison Elementary
Mr. Cesar Hernandez, Principal of Green Park Elementary
Mrs. Maria Garcia, Principal of Sharpstein Elementary
Mrs. Kim Doepker, Principal of Garrison Middle School
Mr. Scott Kasenga, Assistant Principal of Garrison Middle School
Mrs. Kris Duncan, Principal of Pioneer Middle School
Mr. Jerry Maher, Director of CTE & SEATech Skills Center
Mr. John Schumacher, Principal of Walla Walla High School
Mrs. Claudia Salazar, Asst Principal of Walla Walla High School

The Board of Directors conducted a special meeting on February 23 at 5:30 p.m. for the purpose of a community Strategic Planning Summit. All board members were present, except Mrs. Trick. The special meeting concluded at 7:00 p.m. and was open to the public.

Minutes to be presented for board approval on March 7, 2023.

APPROVED:

Dr. Wade Smith, Superintendent
and Secretary of the Board
- Susie Golden, Recorder

Derek Sarley
School Board President

**BOARD OF DIRECTORS
Special Meeting/Executive Session – 4:00 p.m.
February 28, 2023
525 Campus Loop
Walla Walla, WA 99362**

PRESENT

BOARD OF DIRECTORS

Mr. Derek Sarley, President

Ms. Kathy Mulkerin, Vice President

Mrs. Ruth Ladderud

Mr. Eric Rindal

Mrs. Terri Trick

The Board of Directors met in executive session on February 28 at 4:00 p.m. to review the performance of a public employee. All board members were present. The executive session concluded at 6:42 p.m. and was not open to the public.

Minutes to be presented for board approval on March 7, 2023.

APPROVED:

Derek Sarley
School Board President

BOARD OF DIRECTORS
Special Meeting/Executive Session – 5:00 p.m.
March 2, 2023
WWPS Administration Building / 364 S. Park Street

PRESENT

BOARD OF DIRECTORS

Mr. Derek Sarley, President

Ms. Kathy Mulkerin, Vice President

Mr. Eric Rindal

Mrs. Terri Trick

ADMINISTRATORS

Dr. Wade Smith, Superintendent

The Board of Directors met in executive session on March 2 at 5:05 p.m. to review the performance of a public employee. All board members were present except Mrs. Ladderud. The executive session concluded at 5:17 p.m. and was not open to the public.

Minutes to be presented for board approval on March 7, 2023.

APPROVED:

Dr. Wade Smith, Superintendent
and Secretary of the Board

Derek Sarley
School Board President



WALLA WALLA PUBLIC SCHOOLS
**STRATEGIC
 PLANNING PROCESS**
 2022-2023

*****DRAFT*****

3-1-23

Goal #1: Ambitious Learning for All

Outcome Statement: WWPS prioritizes a districtwide culture where staff collaborate with their peers to ensure high quality instruction, analyze and respond to student learning needs, and maintain a collective sense of urgency around high achievement for all.

Achieved Through	Strategies
Collective Efficacy	<ul style="list-style-type: none"> Ensure a productive climate of collaboration (PLC's) where all instructional staff analyze student data, are encouraged to take risks, learn from successes/failures and continue to refine professional practices in order to maximize student learning
A Guaranteed and Viable Curriculum	<ul style="list-style-type: none"> Ensure district-wide Promise Standards are taught, assessed and met for every student Ensure all WWPS students are fluent readers by the end of second grade

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Goal #2: Relevant and Rigorous Experience

Outcome Statement: WWPS commits to ensuring all students will receive a relevant and rigorous educational experience, where every senior graduates with 21st century-skills and a post-secondary plan to enroll, enlist or attain gainful employment after high school.

Achieved Through	Strategies
Post-Secondary Plans	<ul style="list-style-type: none"> Enhance, refine and promote PK-12 pathways and opportunities Develop student advocacy and ownership towards their post-secondary plans and aspirations
Access to Rigorous Curriculum and Courses	<ul style="list-style-type: none"> Intentionally advocate and promote student access to rigorous and challenging courses by expanding opportunities to accelerate learning for all students Increase integrated honors course offerings, where students access advanced levels of rigor while in a traditional setting Increase access and the number of college credit bearing classes and industry certifications available
Developing 21st Century Skills	<ul style="list-style-type: none"> Collaborate with industry and post-secondary partners to develop and implement a PK-12 set of 21st Century Skill Promise Standards Expand student internship opportunities and exposure through increased partnerships with business and industry

Goal #3: Culture of Equity and Belonging

Outcome Statement: WWPS ensures an equitable educational experience where all students feel a sense of belonging as they develop connections with peers and adults in a safe, supportive, inclusive and culturally responsive learning environment.

Achieved Through	Strategies
A Culture of Belonging and Equity	<ul style="list-style-type: none">• Continue to promote, prioritize and celebrate “We All Belong Here” strategies• Prioritize and promote the building of positive adult-student relationships and connection• Implement culturally responsive practices and curriculum
Elevating Student Voice	<ul style="list-style-type: none">• Prioritize opportunities for student voice and agency
Implementing Inclusionary Practices	<ul style="list-style-type: none">• Facilitate training, support and implementation of inclusionary practices and Universal Design for Learning in order to increase access and opportunity for all students
Ensuring a Culture of Support and Collective Accountability	<ul style="list-style-type: none">• In order to ensure a safe and supportive learning environment, all staff will implement PBIS (Positive Behavioral Interventions and Support) strategies, trauma-informed practices and building-level behavior plans with fidelity

Goal #4: Partnership with Family and Community

Outcome Statement: WWPS leverages family, community and business partnerships in order to enhance student learning and their educational experience. 13

Achieved Through	Strategies
Maximizing Family Engagement	<ul style="list-style-type: none">• Implement systems and opportunities to maximize family engagement with schools and each other• Increase two-way outreach, support and access to maximize family inclusion in their child’s learning and post-secondary plans• Promote family involvement in after school activities/extra-curricular experiences
Assuring Community Involvement and Volunteerism	<ul style="list-style-type: none">• Advance systems, outreach and opportunities in order to increase volunteerism and community inclusion across our schools• Implement training and coordination to maximize effectiveness and the experience for volunteers and the schools/classrooms they serve



Walla Walla Public Schools

Developing Washington's Most Sought-After Graduates

- DRAFT -

Vision:

Developing Washington's Most Sought-after Graduates

Mission:

In partnership with families and community, Walla Walla Public Schools ensures a culture of equity and belonging where every student achieves ambitious levels of learning through relevant and rigorous educational experiences.

Commented [WS1]: Mission captures the four goals

Commented [WS2]: Goal #4

Commented [WS3]: Goal #3

Commented [WS4]: Goal #1

Commented [WS5]: Goal #2

Belief Statements:

We believe:

- diversity is a strength
- in challenging and supporting all students
- quality instruction is critical to student success
- in investing in staff to ensure excellence
- in maximizing the impact of our resources
- in collaborative and transparent operation
- in the importance of family and community