

# WEST BONNER COUNTY SCHOOL DISTRICT #83



## Superintendent Report

Kim Spacek, Superintendent

July 2025 - UDATED

Board Meeting Date: Wednesday, July 16, 2025

Who should be recognized for their contribution to student growth and achievement?

- *Officer Chris Davis is this month's nomination. Officer Davis played a key role the last few weeks of the school year coordinating many end-of-year activities including graduation. The students and community are indebted to Chris for his dedication to student success.*

What has the superintendent been working on this past month?

- *Staffing - Focus has been on assuring credentials of certificated staff will bring in state funding. There is always a gap in which discretionary funding fills. Tracy Rusho, Human Resources Director, Kendra Salesky, Business Manager, and I have continued to shorten the gap. We have the opportunity to reduce our Maintenance of Effort in Special Education by \$154,000, and this has been work with Kristina Kenny, Director of Special Education. The Home Learning Network now has close to 100 students and working on the staff in this program has taken time as my desire is to have a strong program from the beginning. Many positions at the elementary schools and junior-senior high school continue to be open and filled. Tracy has worked with Loretta Glazier and Lynn Parker while my attention has been with Vanessa Haggett as she comes into the district.*

- Selection of Junior-Senior High School Principal - The timeline below highlights activities around the hiring process.

<i>Position Opening</i>	
<i>Timeline</i>	
<i>Position Opens</i>	<i>Friday, May 30, 2025</i>
<i>Position Closes</i>	<i>Friday, June 13, 2025</i>
<i>Interview Team Training</i>	<i>Monday, June 16, 2025</i>
<i>Interviews</i>	<i>Monday, June 23, 2025</i>
<i>Recommendation to the Board of Trustees</i>	<i>Wednesday, June 25, 2025</i>

*Many people made comments that the process involved a wide sector of the community. The community was purposefully involved in selecting this important position within the school district. I also received a comment indicating the community is still watching the actions of the school district. Actions speak louder than words. The success of any principal is dependent upon a staff focused on student learning, caring relationships with their students, and supporting students in the subjects they take in school and subjects that interest them in moving to the next phase of their life.*

What tasks need focus for the upcoming month?

- Principal Summative Meeting - With an eventful end of the year and the focus on hiring a new principal, meetings have been taken a back seat. Summative evaluations were submitted to the State Department of Education on time. Scheduling meetings to discuss evaluations with principals continues until finished.

*More details will be provided in person during the meeting.*

- Idaho Governor Executive Order 2024-11 - The Administrative Team took this topic up at its meeting on May 28, 2025, to come to a resolution. The focus on the meetings on June 4 and June 11, 2025, were to become knowledgeable about staffing for certificated staff and classified staff for the 2025-26 School Year. On June 11<sup>th</sup>, the team finalized its thoughts on this topic. Over the next few months, board policy will be updated and student handbooks will include our approach to potential distractions from learning by electronic communication devices.

Are there any other items of significance to report?

- Onboarding the Junior-Senior High School Principal - Vanessa Haggett was in the area between July 1st through July 10th. Vanessa was able to work with Tracy Rusho, Human Resources Director, and begin working on the items all employees complete when hired. She is now in her office and led the interview team for the counselor who will be working at the junior-senior high school this upcoming year
- Bus Routing for Board Approval - As you may be aware, the Board of Trustees is to approve To-From Bus Routes to submit to the State Department of Education in August each year. Ryan Carruth, Operations Director, Charity Hinshaw, Transportation Supervisor, Tracy Rusho, Human Resources Director, Kendra Salesky, Business Manager and I are working on this year's routing to propose to the board in August for approval.
- July 21<sup>st</sup> through July 25<sup>th</sup> of 2025- I promised Claudia, my wife, that I would take a week to visit the area where she grew up near Kellogg and finish projects at the house in Kettle Falls that we are attempting to sell. I may be reached at my cell phone number next week. The Financial Standards Manual and Cell Phone policy will also be projects to complete so the Board of Trustees can review and approve these two items in August.

How many corrective actions have resulted in a Temporary Suspension this past month? This information is provided based upon Board Policy 3340 - Corrective Actions and Punishment. The chart below outlines actions taken since the last board meeting:

# of Temporary Suspensions	Reason for Action	Response

Note: There will be no data for July and August as school is not in session.

#### Other Items of Interest

*I read the following documents to keep up with current issues in the field of education: (Reading is done during each mealtime in the morning, noon, and evening as well as on two weekends per month that I am staying at the house in Oldtown.)*

- Student Safety Procedures: Reporting Violence and Threats of Violence - This was published by the McCalmon Group. This was a good step-by-step safety protocol ready for any school to insert its name in the procedure. It could be a procedure used to inform the community on a district website.

- *The Role of Resiliency in Student Learning Recovery* - This Hanover Research report was from 2021. The report came out near the end of COVID-19 in the spring of 2021 to assist in bringing students back in the fall. More importantly, it brought to light the manner in which students respond to the structure of school when they may have Adverse Childhood Experiences. Strong student-teacher caring relationships are needed that are built throughout the year as well as supportive. Strategies and tips were given to help students build resiliency in our current academic culture where students are pressed to be proficient in reading and mathematics as they progress through school. Educators understand that students learn at different rates, however, assessment results only measure progress against the standard.
- *The Lens of Systemic Oppression* This reading was an introduction to the Instructional Leadership Network sponsored by the Washington Association of School Administrators. I was involved in this network my last two years in that state. The network purpose aligned with my vision of the superintendent as an instructional leader. I am still attempting to understand the idea of systemic oppression because the lens has assumptions that do not get to the root of the issue, we are all human and have innate biases. The learning intentions of the network were to foster the growth of others, again, my reason for what I do:
  - enhancing student engagement
  - elevating instructional strategies in the classroom
  - fostering teacher and leader collective efficacy
- *The Role of School Boards in Improving Student Achievement: Guiding Principles* - This is a brief from the Washington State School Directors Association describing the critical role of the school board in student achievement. Five roles were identified:
  - setting the vision
  - establishing goals
  - developing policy
  - allocating resources
  - assuring accountability

*These five roles provide a system-level of work for school boards. Success for all students in the district by coordinating policies and practice to support a coherent and sustained process of continuous improvement. Data plays a key role in this process.*

- *Benchmarking Analysis - District Equity Document Development* - The title is deceiving. The report from Hanover Research guides the development of equity in relation to removing barriers to student learning. In recent years, the focus has been on race. Case studies were reviewed to provide a framework of how

*to tackle equity. Ultimately, the district must take time for this effort to be successful. The research covered the following aspects:*

- developing equity statements, policies, and other documents*
- development of processes to guide the work*
- incorporating community feedback*

**Acronyms:**

*Education has terminology formed from the initial letters of other words and pronounced as a phrase of letters or word. (This list will expand as acronyms are used in this report.)*

- ASVAB = Armed Services Vocational Aptitude Battery*
- IHSAA = Idaho High School Activities Association*
- ICRMP = Idaho County Risk Management Program*
- IRI = Idaho Reading Indicator*
- MTSS = Multi-Tiered System of Supports*
- PLC = Professional Learning Community*
- STEAM = Science, Technology, Engineering, Arts, and Mathematics*
- STEM = Science, Technology, Engineering, and Mathematics*