



## MEETING MINUTES

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A board summit of the Board of Trustees, West Ada School District, is scheduled for Wednesday, July 9, 2025, at 2929 W Navigator Dr., Suite 400, Meridian, Idaho. The Board will convene in special session at 8:30 a.m.

Agenda items are identified according to West Ada School District Strategic Plan, aligning with focus areas such as communication and collaboration, personalized student success, safe and well equipped schools, and teaching, learning, and innovation. For a more detailed overview of the West Ada School District Strategic Plan, please visit: <https://www.westada.org/page/our-values>.

**Note:** If any auxiliary aids or services are needed for an individual with a disability, please contact 208-350-5800.

### Attendance

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#### Voting Members

Lori Frasure, Chairman, Trustee Zone 1  
Lucas Baclayon, Trustee Zone 2  
Angie Redford, Trustee Zone 3  
David Binetti, Trustee Zone 4  
Rene Ozuna, Vice-Chair, Trustee Zone 5

#### Non-Voting Members

Dr. Derek Bub, Superintendent  
Dave Roberts, Chief Financial Officer  
Devan DeLashmutt, Chief Technology Officer  
Renee Senander, Chief Human Resources Officer  
Dr. David Reinhart, Chief Operations Officer  
Niki Scheppers, Chief of Staff, Communications  
Amy White, General Counsel  
Sarah Ingle, Clerk of the Board

## I. CALL TO ORDER

The meeting to order at 8:40 a.m.

## II. Welcome - Introductions - Org Chart - Celebrations - Goals - Dr. Derek Bub, Superintendent

**Welcome:** Dr. Bub welcomed everyone and expressed appreciation for their time, dedication to education, and commitment to the West Ada School District.

**Icebreaker:** Participants shared their most memorable 4th of July experiences.

## **Year in Review**

### **Academics**

- **Celebration:** Growth in Kindergarten proficiency and continued success at the Flyers Center.
- **Area of Focus:** Addressing the decline in math performance.

### **Finance**

- **Celebration:** Successful implementation of the new ERP (Enterprise Resource Planning) system.
- **Area of Focus:** Enhancing budget visibility and improving financial controls.

### **Operations**

- **Celebration:** Development of efficient service systems supporting schools.
- **Area of Focus:** Facility modernization, planning, and school boundary adjustments.

### **Technology**

- **Celebration:** Adoption of new cybersecurity tools and successful ERP implementation.
- **Areas of Focus:** Strengthening cybersecurity, including implementation of Multi-Factor Authentication (MFA) for staff, and ensuring secure access to academic data.

### **Human Resources**

- **Celebration:** Progress in policy development and building HR systems.
- **Area of Focus:** Leadership development and succession planning.

### **Legal**

- **Celebration:** Positive outcome in the Panicacci trial.
- **Area of Focus:** Enhancing systems and structures for contracts and records management.

### **Communications**

- **Celebration:** Successful graduation ceremonies across the district.
- **Area of Focus:** Transition from REMIND to the ROOMS communication platform.

### **Superintendent's Office**

- **Celebration:** Ongoing leadership development efforts.
- **Area of Focus:** Strengthening relationships with teachers, families, local partners, and stakeholders to build transparency, trust, and support for district initiatives.

### **Organizational Chart**

The updated organizational chart for the 2025–2026 school year was shared with the group.

### **III. Strategic Plan Report - Dr. Derek bub, Superintendent**

- **Communications and Collaboration** – Legislative Affairs, Foundation, Public Engagement and Media Officer
- **Personalized Student Success** – Foundational commitments, Attendance (1.5% increase during 2024-25), Culture of Assessment Process over Product, DOSA Positions
- **Safe and Well Equipped Schools** - Transportation, Safety Audits, Financial Transparency (Qmlativ), 10 Year Facilities Plan.
- **Teaching Learning and Innovation** - Literacy, Grading Committee, Recruit and Retain, Academy Transition

### **IV. Facilities -10 Year Plan - Boundary Updates - Dr. Dave Reinhart, Chief Operation Officer**

Dr. David Reinhart presented an overview of the district's current facilities plan, funding status, and projects that have already been committed.

### **V. Funding Plan - Dave Roberts, Chief Financial Officer**

Dave Roberts provided an overview of the West Ada School District's budget process and presented the district's long-range financial outlook. The finance committee will meet to discuss these topics in greater detail.

### **VI. Technology Safety Plan - Devan Delashmut, Chief Technology Officer**

Devan Delashmut presented an update on technology safety initiatives across the West Ada School District.

### **VII. Policy Plan - Time - Agenda - Attendance - Niki Scheppers, Chief of Staff**

Niki Scheppers provided updates on the following topics:

- **Office Move & Meetings:** Updates on department office moves and scheduling of recurring meetings.
- **Agenda Review:** Will take place from 10–11 a.m. on Tuesdays before each board meeting.

#### **Patron Input Updates:**

- **Patron Input:** Patron input on agendized items will continue to be taken during the Patron Input period, before any board votes.
- **Good of the Order:** Reserved for general public comments not related to agendized topics, to be made at the end of the meeting.
  - The same guidelines as historical Patron Input apply to both.

#### **ROOMS Communication Platform:**

Niki introduced ROOMS, which will replace REMIND. The new platform will allow two-way messaging between parents and teachers.

### **VIII. Academic Update CIP - Marcus Myers, Chief Academic Officer: Student Success, and Rhonda McDonough, Chief Academic Officer: Teaching and Learning**

Marcus Myers shared successes from the Strategic Plan.

- Academics are strong district-wide.

Rhonda McDonough spoke about consistent routines across schools.

- Focus on clear instruction and more student discussion.

Marcus Myers gave an update on the CIP, which is due by **October 1st**.

### **IX. Graduation - Niki Scheppers, Chief of Staff**

Niki Scheppers provided an overview of the **2025 graduation season**, including:

- Discussion on maintaining and continuing the use of the Idaho Center for future graduation ceremonies.

Feedback from the **2024–25 graduation season** was highly positive.

### **X. Tort - Contracts - Amy White, General Counsel**

Amy White presented on contracts, emphasizing the priority of developing a streamlined process for vetting and approving contracts this year. She noted significant improvements made

over the past few years.

## **XI. 400 Training Plan - Renee Senander, Chief Human Resource Officer**

Renee Senander provided updates on human resources initiatives:

- **Policy Session 400 (Staff Training):** The updated policy will be approved on July 14th, with staff training scheduled to begin at the end of July.
- **Skyward Implementation**
- **Hiring Process Improvements:**
  - Introduction of a uniform rubric for evaluating candidates
  - Standardized interview process, including reference checks and consistent interview questions
- **Staffing:** The district is preparing to welcome 152 new teachers for the 2025–26 school year.
- **Teacher Evaluation Platform:**
  - 2GnoMe is the new teacher evaluation system.
  - It was piloted in 2025–26 and will be piloted again this year.
  - Full district-wide rollout is planned for 2026–27.

## **XII. ADJOURNMENT**

The meeting adjourned at 1:33 p.m.