

*Citizens' Commission on
Salaries for Elected Officials:*

Cover Letter

2024

August 5, 2024

Dear Members of the Citizens' Commission on Salaries for Elected Officials:

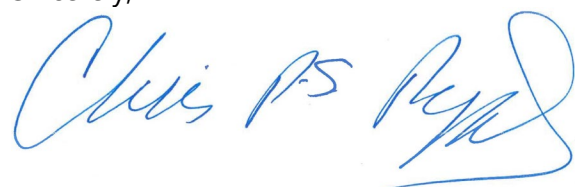
Thank you for the opportunity to share updated information with you about the role of the State Superintendent of Public Instruction in Washington state.

The State Superintendent holds a non-partisan position and is elected by voters every four years. The Superintendent sets the state's vision for K–12 public schools and directs an agency of 490+ employees responsible for a variety of activities critical to the functioning of Washington's schools. This agency holds oversight and responsibility for allocations and approvals of over \$17 billion per year (state fiscal year 2023); setting the standards for student learning at each grade level; certifying educators and providing continued professional development; overseeing the provision of nutritious school meals; ensuring federal accountability are met (civil rights, assessments, services and supports for targeted student populations, and more); and providing high-quality education data analysis and research.

This office and the Superintendent's role were established in the State Constitution to directly administer the state's paramount duty: basic education for all children residing within the state's borders. In the Constitution, the role is described as having, "supervision over all matters pertaining to public schools." The State Superintendent's budget allocations, total employees, and overall scope of work exceeds that of all the other statewide elected officials combined (outside of the Governor). The total number of impacted employees in the public K–12 system exceeds that of the entire general government agencies in aggregate – 140,000+ public K–12 employees versus 75,000 in general state government.

Thank you for your time, attention, and effort to ensure Washington state is poised to elect highly trained and competent leaders across state government. Please do not hesitate to reach out if you have questions.

Sincerely,



Chris Reykdal
Superintendent of
Public Instruction

*Citizens' Commission on
Salaries for Elected Officials:*

Position Description

2024

Washington State Superintendent of Public Instruction

The Washington State Constitution specifies that the state's **paramount duty** is *"to make ample provision for the education of all children residing within its borders, without distinction or preference on account of race, color, caste, or sex"* (Article IX, Sec. 1).

The person **leading** this charge **for Washington's K–12 education students, educators, and schools** is the Superintendent of Public Instruction. According to Article III, Section 22 of the State Constitution, the Superintendent has "supervision over all matters pertaining to public schools." This means setting each of our **1+ million public school students** up with the resources, supports, and opportunity to graduate with a meaningful high school diploma.

The Superintendent **ensures all state and federal laws are followed** by providing regular and continuous guidance, support, and compliance reviews of the state's **295 school districts**, 8 state-tribal education compact schools, and 2,300 schools. The Superintendent directs an agency of over 490 employees and supports a state K–12 workforce of approximately 156,000 staff, including 69,499 certificated teachers directly certified by OSPI. In addition, the Superintendent **sets our state's vision** for K–12 education, **advancing policy and funding changes** so Washington's schools are the best in the nation and are equipped to meet the evolving needs of our students, our communities, and our economy.

Third, the Superintendent is responsible for the **accurate and timely distribution of state and federal funding** to school districts, tribal compact schools, educational service districts, and charter schools. In fiscal year 2023, OSPI managed the distribution of \$17.1 billion of the state's Operating Budget and \$374 million of the state's Capital Budget.

Since taking office in 2017, the current incumbent has **spearheaded some of the most transformational changes** our K–12 system has seen in decades. Under the incumbent's leadership, the state has made significant investments in services for students with disabilities, expanded **pathways to graduation** to align with student interests and goals, provided market rate salaries for Washington's teachers, grew and diversified our **career and technical education** opportunities for students, started a first-of-its-kind residency program to support teacher recruitment, increased **dual and tribal language** learning options for our youngest learners, made significant progress in eliminating out-of-pocket costs for high school students in college-level courses, and much more.

Job Description

Position Title: Superintendent of Public Instruction

1. Position Objective

The Superintendent of Public Instruction is a statewide elected executive officer of state government. Article III, Section 22 of the State Constitution charges the Superintendent "to supervise all matters pertaining to public schools and perform such specific duties as may be prescribed by law." That includes, but is not limited to:

- Assisting the state's 295 public school districts to improve student learning to meet academic standards for the state's 1+ million public school students.
- Apportioning and distributing state and federal dollars to school districts; administering capital projects; and coordinating district organization and boundary issues.
- Performing certain administrative functions (such as informational technology and human resources support) for agencies called out in state law (the State Board of Education, the Professional Educator Standards Board, the Financial Education Public-Private Partnership, and the State Charter School Commission).
- Implementing a variety of federal education laws, including the Every Student Succeeds Act, the Individuals with Disabilities Education Act, and many others.

2. Financial Dimensions

- a. Number of employees in your organization: 490 FTEs
- b. Your annual budget*: Operating: \$240,582,774
Capital: \$2,141,000
- c. Other annualized dollar amounts your job controls or influences:
Allocations to districts, schools, and others:
Operating Budget, Fiscal Year 2023: \$17,085,375,057
Capital budget, Fiscal Year 2023: \$370,002,805

Fiscal Year	Operating OSPI Managed Funds	Capital OSPI Managed Funds
2021	\$14.4 billion	\$624 million
2023	\$17.1 billion	\$374 million
2023-25 biennium (projected)	\$31 billion	\$950 million

(Total school district employment in 2022–23 was about 156,000.)

**Direct control budget – salaries, benefits, etc., of organization staff plus other items under direct control.*

3. Principal Responsibilities

- Provide resources, tools, technical assistance, and professional development to assist the state's 295 school districts, 8 state-tribal education compact schools, and about 2,300 K–12 schools to improve student learning to meet academic standards.
- Implement the federal Every Student Succeeds Act, which has an enormous impact on all school districts in meeting high accountability standards.
- Advocate for, build coalitions of support behind, and secure needed laws and appropriations from the state and federal governments and implement enacted laws. More than 200 bills affecting public schools are introduced in a typical session of the Washington State Legislature. Usually, 10–20% are passed into law and require OSPI to implement new programs, policies, rules, or procedures.
- Gather and report school and student data to state and federal authorities, prepare requested reports each year, and provide other entities of state government (the Legislature, Legislative Evaluation and Accountability Program, and the Office of Financial Management) with information for policymaking and budget preparations as needed.
- Collect and maintain a variety of data, including student enrollment, attendance, course-taking, state test scores, and educator assignments and salaries. These data drive, affect, and influence decisions on how to make changes that support historically underserved student populations, closing opportunity and achievement gaps, and providing needed student supports.
- Accurately distribute state and federal dollars to all school districts, tribal compact schools, educational service districts, and charter schools in a timely manner.
- Approve and monitor the budgets of the state's nine regional educational service districts (ESDs) and all 295 school districts.
- Administer the School Construction Assistance Program, the state's matching program to support the funding for school construction projects, and other special capital projects and coordinate school district organization and boundary issues.
- Provide technical assistance in finance and curriculum to ESDs and school districts. Monitoring and consultation are conducted in such areas as basic education, the student testing program, student learning objectives and curriculum development, programs for special student populations, and educational technology.
- Issue certificates for teachers, support personnel, and administrators of the K–12 system. Support the safety of students and staff by conducting timely investigations when certificated personnel are accused of misconduct.
- Represent the interests and needs of our students, educators, and communities – and advocate for policy changes – by serving on various state boards, including:
 - State Board of Education
 - State Board of Natural Resources
 - Governor's Resilient Washington Subcabinet

- Workforce Training and Education Coordinating Board
 - Professional Educator Standards Board
 - State Board for Technical and Community Colleges
 - Educational Opportunity Gap Oversight and Accountability Committee
 - Washington Student Achievement Council
 - Traffic Safety Commission
- Approve local levy ballots for enrichment and transportation prior to public release. Each levy must have an expenditure plan for the money generated by the levy, and OSPI is required to review and approve of the submission within 30 days.

4. Chris Reykdal: Current Incumbent Résumé

As a former classroom teacher, soccer coach, school board director, state legislator, and executive for our state’s community and technical college system, Superintendent Reykdal has a unique perspective of the K–12 education system and how our state supports learners from preschool through higher education. Superintendent Reykdal leverages his vast knowledge and experience in education to advance policy and budget priorities that truly make a difference for our students, educators, families, and communities.

A. Education

Master of Public Administration, May 1999

The University of North Carolina at Chapel Hill

Emphasis on Government Finance, Budgeting, and Performance Management

Bachelor of Arts in Social Studies with a Minor in Political Science and Geology, May 1994

Washington State University

- Earned a Teaching Certificate
- Graduated Summa Cum Laude
- Member of the Phi Beta Kappa Honor Society

Snohomish High School, Class of 1990

B. Experience, including management experience:

Superintendent of Public Instruction

Washington State

2017–Current

Associate Director, Education Division

State Board for Community and Technical Colleges

2011–2016

State Representative, 22nd Legislative District
Washington State House of Representatives
2011–2016

Deputy Executive Director
State Board for Community and Technical Colleges
2005–2010

Operating Budget Director
State Board for Community and Technical Colleges
2002–2005

Fiscal Analyst
Senate Transportation Committee, Washington State Senate
1999–2002

History Teacher
Mark Morris High School, Longview, Washington
1994–1997

C. Awards and Recognitions

Since taking office, the incumbent has received awards for his leadership from the National Association for Bilingual Educators, the Washington State Auditor’s Office, Association of Washington School Principals, Washington Association of School Administrators, and MESA USA (Mathematics, Engineering, and Science Achievement). In addition, the incumbent was recently selected to participate in the national Council of State Governments Henry Toll Fellowship, the nation’s premier leadership development program for state government officials, as one of 48 leaders representing 32 states.

D. Specialized (job content) knowledge and skills:

In order to be successful in advancing legislative changes and ensuring school districts and state-tribal education compact schools have the support they need to provide each student with a high-quality public education, the Superintendent of Public Instruction must be a collaborative relationship builder, experienced negotiator, innovative problem solver, influential public speaker, effective budgeter, clear communicator, and visionary leader. A successful incumbent must have extensive knowledge of and experience with the K–12 education system, including the system’s governance and structure, laws and regulations, as well as the innerworkings of both school finance and student learning.

5. Nature and Scope

A. Organization

The Office of Superintendent of Public Instruction (OSPI) comprises 490 full-time equivalent (FTE) staff who have vast and multilayered responsibilities. The agency operates on the concept of cross-agency work teams to accomplish its tasks.

The Superintendent's leadership Cabinet includes 19 professional educators and experts in educational content, law, research and data, finance, informational technology, communications, human resources, and government relations. See the attached Organizational Chart for more information.

B. Management environment

I. Challenges, sensitivities, unique requirements or risks inherent in the position or the political environment.

The Washington State Constitution is unique among state constitutions. Not only is "the ample provision for education" considered the "paramount duty" of the state, but the Legislature is tasked with providing for "a general and uniform system of public schools" (Article IX, Sections 1–2).

The Superintendent is charged with regulatory oversight for the state's entire K–12 public education system. As such, the Superintendent must negotiate a complex environment made up of diverse stakeholders to build consensus around key issues related to education. Among those stakeholders are educators, school boards and administrators, legislators, business and labor leaders, the higher education community, state officials, non-profit organizations, families, and many others.

This complex environment requires a leader who is adept at, among other things:

- articulating a clear vision and direction for the state's public school system;
- collaborating with diverse stakeholders in advancing and implementing legislation related to education;
- advocating for funding and policy changes on behalf of the state's schools with state and federal lawmakers;
- representing the state of Washington in the national education arena and staying well-informed of nationwide education issues;
- providing guidance, direction, and support to the state's 295 public school districts as they provide a world class education to 1+ million students;
- communicating effectively through statewide and national news media;
- working effectively with other state agencies on areas of joint responsibility such as children's health and school construction financing; and
- leading a state agency of 490 full-time employees who are responsible for distributing more than \$17 billion annually in state and federal funding to Washington's public schools.

II. Key Interfaces

- Public School Districts – 295
- State-Tribal Education Compact Schools – 8
- Charter Schools – 18
- Federally Recognized Tribes – 29
- Statewide Education Organizations – 13
- Families – of more than 1 million children
- Community Groups – representing Washington’s diverse population
- Higher Education – community and technical colleges, universities
- Business and Labor – private and non-profit organizations
- Governor, Legislature, and Congress

To be successful, the Superintendent of Public Instruction must possess demonstrated competencies in the following key areas:

- *School Finance*: Allocates and distributes billions of dollars of state and federal funding to school districts annually. Ensures fiscal accountability by way of a regularly updated accounting manual and alignment with the State Auditor. Has a demonstrated understanding of how schools are funded and the budgeting process at the local school district level; recommends changes in policy to improve processes.
- *Dynamic Leadership*: Coaches, inspires, and empowers staff; promotes a cooperative and ethical work environment; values and works to build a diverse and inclusive workforce; and develops the agency’s vision. Demonstrates a proven record of accomplishments and management experience; the ability to set direction and align organizational units to advance that vision; a commitment to employees; and a collaborative and team-oriented work style.
- *Organizational Relationships*: Collaborates and builds relationships with partners and stakeholders to improve the state’s public schools; identifies and combats issues that may affect the delivery of essential public service; and works effectively within a political environment to keep the needs of Washington’s students at the core of all decisions.

C. Problem-solving/decision-making requirements

The Washington State Constitution gives the Superintendent of Public Instruction “supervision over all matters pertaining to public schools.” That supervision includes adhering to all applicable federal and state laws, and it includes proposing and advocating for legislation that will benefit students, educators, and communities now and in the future.

The Superintendent must also maintain and update the section of state law that applies to school districts. As a “local control” state, the Superintendent must be aware of the balance between state and district interests and areas of authority.

Because so many organizations have a stake in our schools, the Superintendent’s supervisory duties require constant collaboration and the ability to set a vision with stakeholder buy-in.

D. Accountability

As a statewide elected official, the Superintendent of Public Instruction is accountable to the electorate.

The Superintendent is also required to act in a quasi-judicial capacity. These include appeals listed in Washington Administrative Code (WAC) 392-101 for teacher certification, special education, gender equity, nonresident student transfer, traffic safety, and child nutrition program disputes. In those cases, the Superintendent has delegated final decision-making authority to administrative law judges from the Office of Administrative Hearings.

As part of federal legislation (the Every Student Succeeds Act), OSPI created a school accountability system. Included in the system is a performance framework that helps families and the public understand how each school and school district in the state is providing a high-quality and equitable education to every student. The framework contains as many as nine indicators, depending on the size and demographic makeup of the school. Indicators include measures like graduation rates, attendance rates, growth on state test scores, and opportunities for high school students to take college-level courses.

E. Planning

To advance OSPI’s mission and vision for Washington’s students, the Superintendent of Public Instruction must engage in short- and long-term planning that continuously changes as priorities and needs evolve.

Key partners in planning include:

- *Parents, Families, and Communities.* The mission of OSPI is to provide local school districts with the tools, resources, and technical assistance needed to prepare and support children and youth to become responsible, engaged members of their communities. OSPI partners regularly with family and community groups to understand the evolving needs in our schools and to work together to solve solutions.
- *Business, Labor, and the Public Sector.* To support the long-term success of our students, OSPI partners with employers and labor groups to understand the evolving

needs of the economy and to ensure Washington’s students are learning the skills and knowledge they need during their K–12 experience to thrive in the 21st century. This includes informing educators of the career skills students need, providing students with hands-on experiences to apply their learning to real-world problems, and supporting students in earning their high school diploma through course-taking that aligns to their individual interests and goals.

- *Community and Technical Colleges and Universities.* Most Washingtonians engage in training and/or educational opportunities beyond their K–12 education, and students should learn about their options while they are in high school. OSPI coordinates with higher education partners to build student pathways to additional training and learning beyond their K–12 experience, including expanding access to earning college credit or participating in pre-apprenticeship programs while in high school.

6. Recent Change(s) in this Position

- *Elementary and Secondary School Emergency Relief (ESSER).* In response to the COVID-19 pandemic, the U.S. Department of Education passed three federally enacted laws, each with authorizing legislation for its respective ESSER fund:
 - Coronavirus Aid, Relief, and Economic Security (CARES) Act – enacted on March 27, 2020
 - Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act – enacted on December 27, 2020
 - American Rescue Plan (ARP) Act – enacted on March 11, 2021

These funds are intended to support school districts and state education agencies (like OSPI) in addressing student and staff physical health and safety; ensuring a continuity of learning during remote learning; meeting students’ academic, social, emotional, and other needs; supporting student learning and well-being recovery and acceleration in the short and long term; and ensuring operational continuity as states responded to the impacts of the pandemic. OSPI is responsible for distributing funds, monitoring spending, and submitting reports to the U.S. Department of Education.

- *Senate Bill 5882.* Passed in 2024, this bill provides funding to assist school districts in hiring additional support staff or providing the staff they already have with better wages. OSPI must adopt rules that require school districts to use the additional funding to support increased staffing, prevent layoffs, or increase salaries for paraeducators, office support, and noninstructional aides in the 2024–25 school year.
- *House Bill 1701.* Passed in 2023, this bill modifies provisions relating to the general powers and duties of the Office of Superintendent of Public Instruction. Beginning September 1, 2027, the Superintendent of Public Instruction (SPI) is responsible for the delivery and oversight of basic education services to justice-involved students who are under the age of 21 and served through institutional education programs in facilities

that are not under the jurisdiction of the Department of Social and Health Services (DSHS) or the Department of Corrections (DOC).

- *House Bill 2381. Passed in 2024, this bill increases the number of waivers that OSPI may grant to school districts for reducing the number of school days required in a school year and makes additional schools eligible for the waivers.*
- *House Bill 5462. Passed in 2024, this bill requires OSPI to include a screening for biased content in each development or revision of a state learning standard and ensure that concepts of diversity, equity, and inclusion are incorporated into each new or revised learning standard.*
- *House Bill 1238. Passed in 2023, this bill tasks certain public schools serving grades K–4 to provide breakfast and lunch each school day at no charge to any student who requests these meals. Requirement is phased-in, beginning in schools with 40 percent or more of their students eligible for free or reduced-price meals in the 2023–24 school year, and then to include schools with 30 percent or more of their students eligible in the 2024–25 school year.*
- *Senate Bill 5315. Passed in 2023, this bill tasks OSPI with creating additional processes and procedures necessary to monitor school district partnerships with “authorized entities”, or private entities who provide some element of a student’s basic education.*
- *Senate Bill 5243. Passed in 2023, this bill requires OSPI to facilitate the transition to a universal online High School and Beyond Plan (HSBP) platform that will ensure consistent and equitable access to the needed information and support to guide students’ educational experience and ensure preparation for their postsecondary plans.*
- *House Bill 1436. Passed in 2023, this bill increases the special education excess cost multiplier for Pre-K and K–12 students. OSPI is required to develop an allocation cost and accounting methodology that ensures state general apportionment funding is allocated to a student’s special education program when basic education services are provided in an alternative setting.*
- *House Bill 1550. Passed in 2023, this bill establishes the Transition to Kindergarten (TTK) program, a program for students who are four years old and who have been determined to benefit from additional preparation for kindergarten. OSPI is responsible for creating rules and guidance to administer TTK.*
- *House Bill 1308. Passed in 2023, this bill establishes completing a performance-based learning experience as an additional graduation pathway option. OSPI is responsible for data collection and support of implementation for all graduation pathways.*
- *New workgroups and task forces.* Various groups have recently been established by a legislative directive, such as:
 - *Institutional Education Joint Select Committee House Bill (HB)1701 (2023)*

7. General Comments

Superintendent Reykdal has continued to advance policy and budget priorities to transform Washington's K-12 schools. Over his tenure, Superintendent Reykdal has propelled Washington's schools ahead as far as pathways to graduation, career and technical education options, access to advanced learning opportunities, funding and staffing, and ensuring each and every student in Washington state is set up to thrive in K-12 and beyond.

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Salary Comparison Information

2024

Education Associations (2024)			
Title	Salary	Number of Employees	
State Board for Community and Technical Colleges ED (2022 salary)	\$260,900	240	
WA Association of State Administrators Exec. Dir. (2022 salary)	\$225,470	12	
Council of Presidents Exec. Dir.	\$225,000	5	
Charter School Commissioner Exec. Dir.	\$203,532	9	
AVERAGE	\$195,336	94	
WA Student Achievement Council Director (2022 salary)	\$194,700	108 (2022)	
State Board of Education Exec. Dir.	\$188,268	14	
PELB Exec. Dir.	\$187,464	34	
WA State School Directors' Assoc. Exec. Dir. (2022 salary)	\$172,717	16	
Superintendent of Public Instruct.	\$166,762	490	
FEPPP Exec. Dir.	\$128,544	7	

Educational Service District (ESD) Superintendents (2023-24)			
ESD	Salary	Number of Employees	
ESD 112	\$300,000	600	
Puget Sound ESD (121)	\$291,060	400	
ESD 105	\$289,911	130	
ESD 123	\$269,620	150	
ESD 113	\$268,175	450	
Northwest ESD (189)	\$262,852	260	
AVERAGE	\$260,260	309	
North Central ESD (171)	\$258,210	168	
ESD 101	\$257,176	244	
Olympic ESD (114)	\$243,695	198	
Superintendent of Public Instruct.	\$161,905	490	

Superintendents of School Districts with 400-500 District Employees (2023-24)		
District	Salary	
Riverview	\$267,377	
East Valley (Yakima)	\$254,565	
Tukwila	\$248,963	
Sequim	\$241,960	
Chehalis	\$225,000	
Lakewood	\$223,860	
AVERAGE	\$218,223	
Wapato	\$219,258	
Pullman	\$206,959	
Washougal	\$205,069	
Woodland	\$203,961	
Ephrata	\$197,500	
Wahluke	\$180,516	
Superintendent of Public Instruct.	\$161,905	

Governor-Appointed State Agency Leads (2022)

Title	Salary		Title	Salary
Health Secretary	\$314,000		AVERAGE	\$175,738
Department of Social & Health Services Secretary	\$229,000		School for the Blind Director	\$167,600
Financial Management Director	\$225,200		Lottery Commission Director	\$164,800
Transportation Secretary	\$220,000		Dept. of Revenue Director	\$162,500
Washington State Patrol Chief	\$220,000		Puget Sound Partnership Director	\$161,200
Department of Children, Youth, and Families Secretary	\$220,000		Superintendent of Public Instruct.	\$155,678
Health Care Authority Director	\$220,000		Administrative Hearings Chief	\$152,400
Corrections Secretary	\$220,000		Services for the Blind Director	\$151,500
Dept. of Military General	\$201,300		Recreation & Conservation Director	\$147,100
Consolidated Technology Services Chief Info. Officer	\$196,800		Childhood Deafness/Hearing Loss Director	\$138,000
Labor & Industries Director	\$196,400		Workforce Training Board Director	\$137,700
Enterprise Services Director	\$194,300		Archaeology & Historic Preservation Exec. Dir.	\$137,700
Dept. of Ecology Director	\$194,300		Traffic Safety Commission Director	\$137,600
Veterans Affairs Director	\$194,300		Pollution Liability Insurance Program	\$134,300
Commerce Director	\$194,300		Minority & Women's Business Director	\$132,000
Licensing Director	\$194,300		African American Affairs Exec. Dir.	\$119,600
Retirement Systems Director	\$194,300		Hispanic Affairs Director	\$119,600
Employment Security Comm.	\$191,700		Asian Pacific Amer. Affairs Exec. Dir.	\$118,400
Agriculture Director	\$188,700		Indian Affairs Director	\$118,200
Financial Institutions Director	\$186,500		Board of Accountancy Director	\$102,500

*Citizens' Commission on
Salaries for Elected Officials:*

Organization Chart

2024

Superintendent of Public Instruction

Chris Reykdal
Superintendent

Tennille Jeffries-Simmons
Chief of Staff
360-725-6309

Michaela Miller
Deputy Superintendent
360-725-6343

Tania May, Assistant Superintendent
Special Education
360/725-6075

Veronica Gallardo, Assistant Superintendent
System and School Improvement
360-725-4960

Henry Strom, Executive Director
Native Education
360-725-6160

Jon Mishra, Assistant Superintendent
Elementary & Early Lrqn. Special Programs &
Federal Accountability
360-701-9321

Rebecca Wallace, Assistant Superintendent
Secondary Education & Pathway Prep.
360-725-6243

Deb Came, Assistant Superintendent
Data Strategies & Student Information
360-725-6334

Anna Marie Dufault, Assistant Superintendent
Student Engagement and Support
360-725-6175

Susan Lathrop Assistant Superintendent
Educator Growth and Development
360-725-4991

Information
Technology Services
Chief Information Officer
Ted Lorán
360-725-4995

Financial Resources
Chief Financial Officer
T.J. Kelly
360-725-6111

Director Agency Financial Svcs.
Amy Kollar
360-725-6283

Chief of Child Nutrition Svcs.
Leanne Eko
360-725-6400

Legal Affairs
Chief Legal Officer
Matthew Schultz
360-725-6004

Center for the Improvement of
Student Learning
Executive Director
Maria Flores
360-725-6032

Government Relations
Executive Director
Jenny Plaja
360-725-6311

Human Resources
Executive Director
Ramon Alvarez
360-725-6272

Communications
Executive Director
Katy Payne
360-725-6015

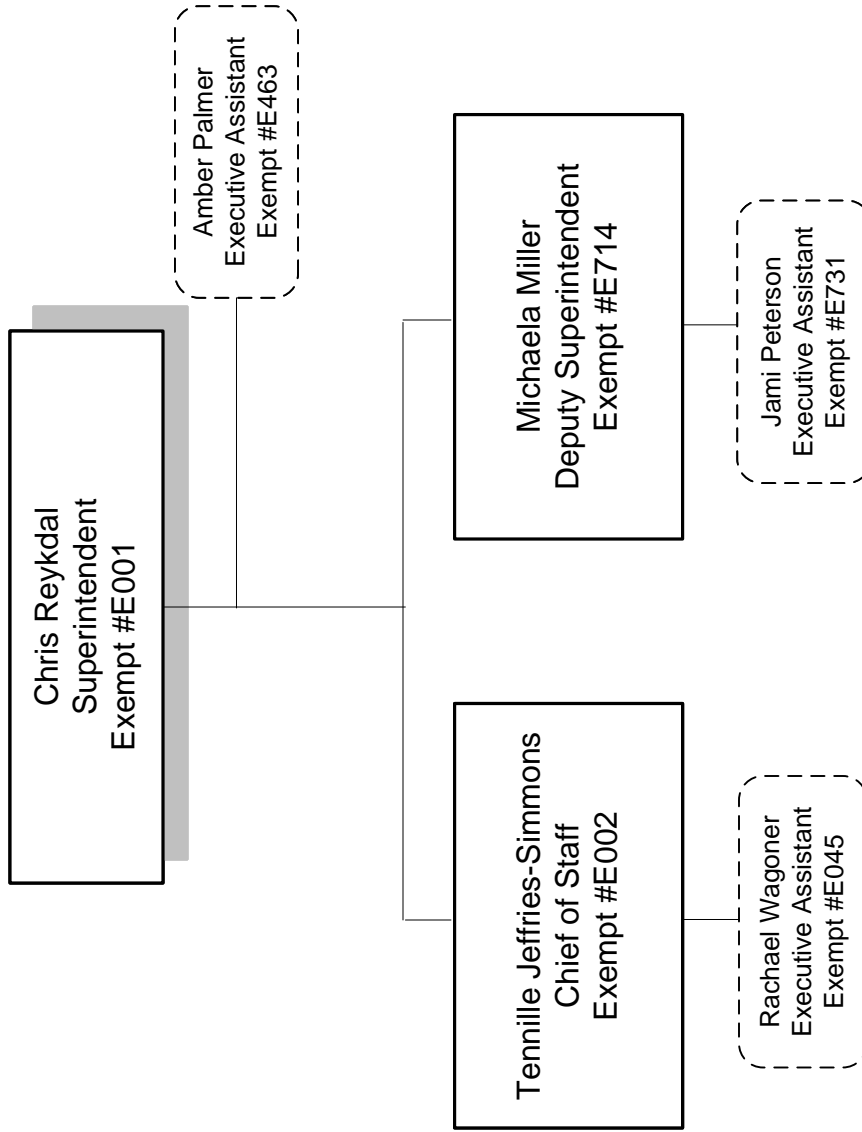
Legend:

E- Exempt Position

G- WGS Position

M- WMS Position

Superintendent of Public Instruction June 2024

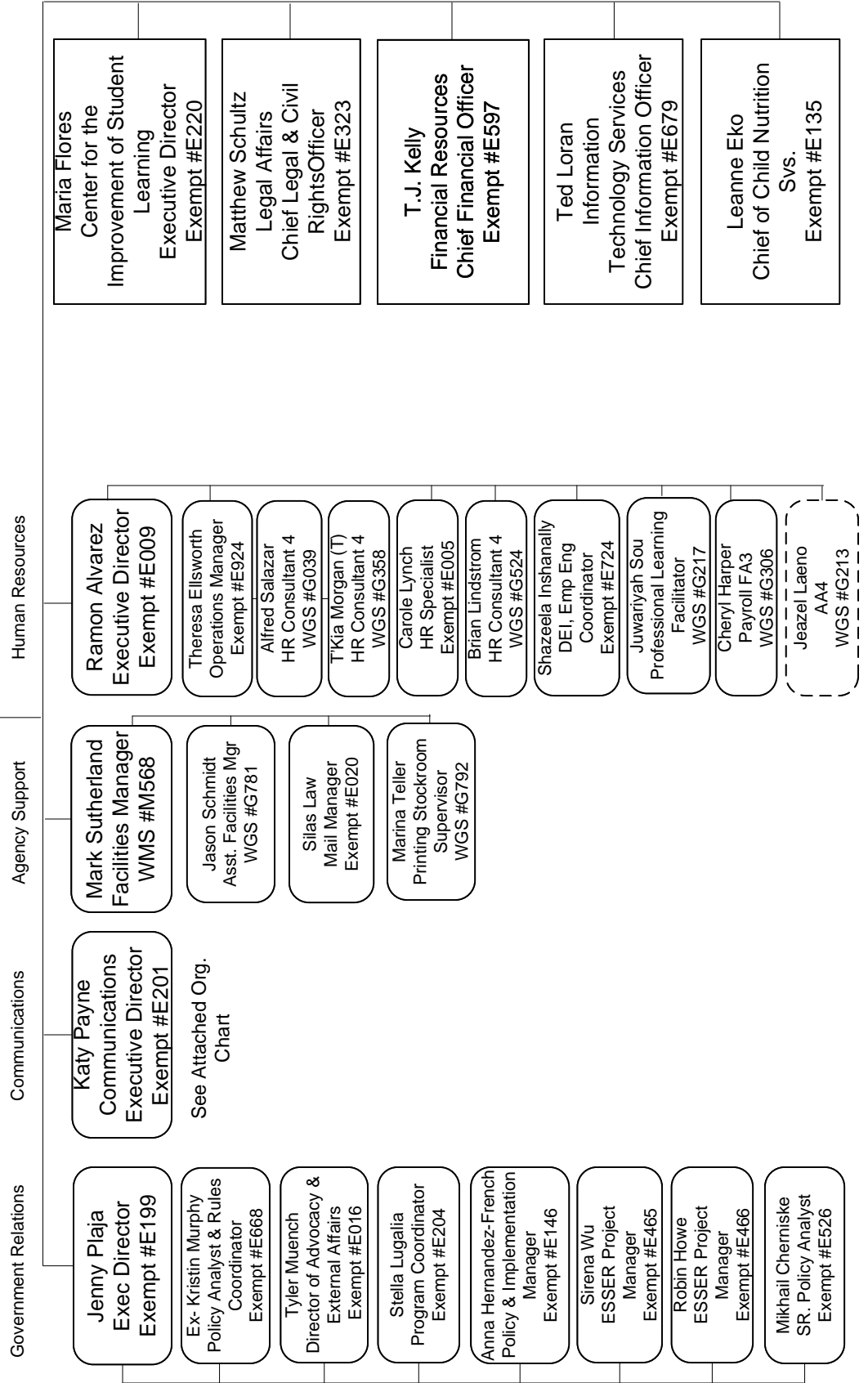


Chief of Staff June 2024

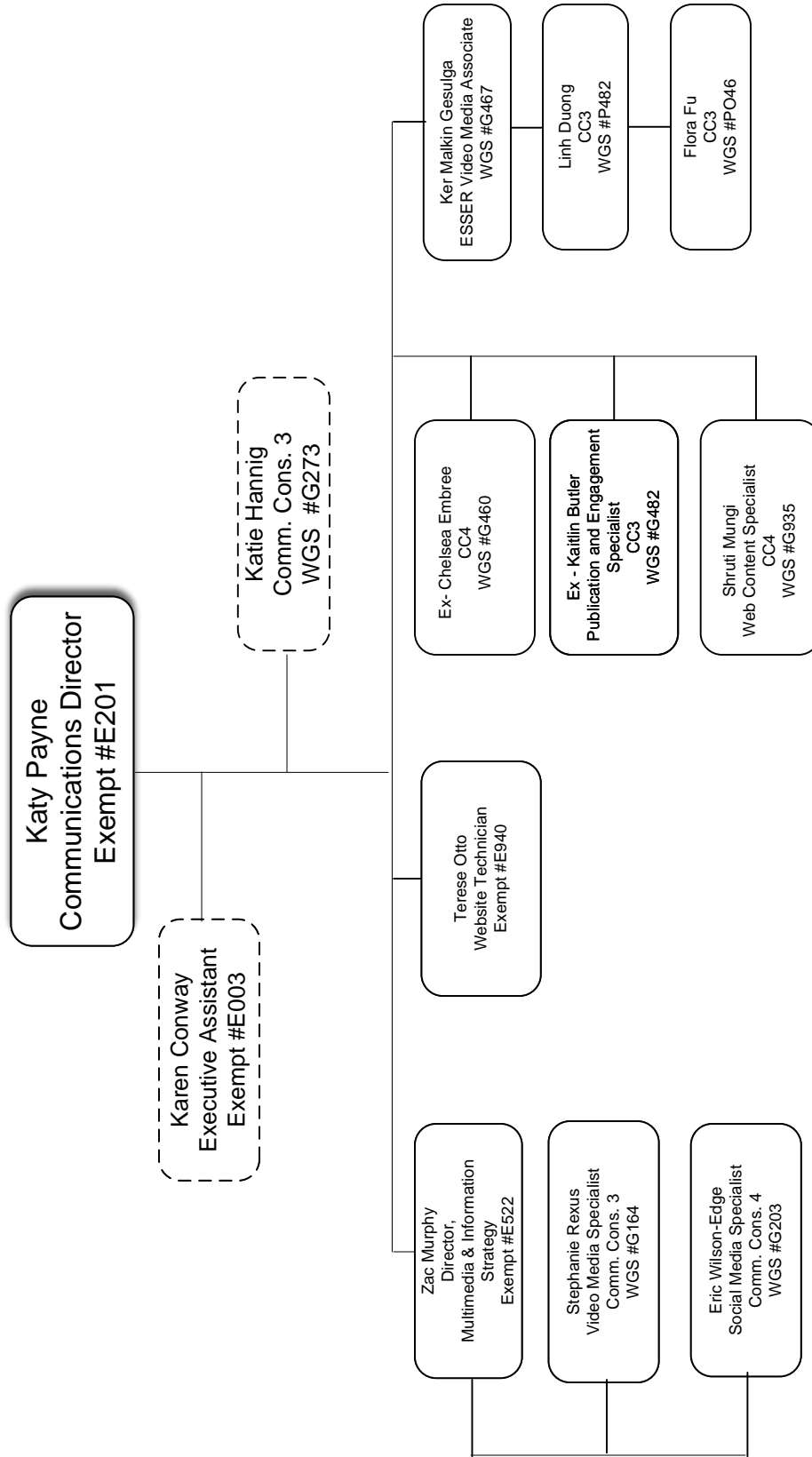
Tennille Jeffries-Simmons
Chief of Staff
Exempt #E002

Rachael Wagoner
Executive Assistant
Exempt #E045

Anya Boettcher (T)
Office Assistant
WGS #G759

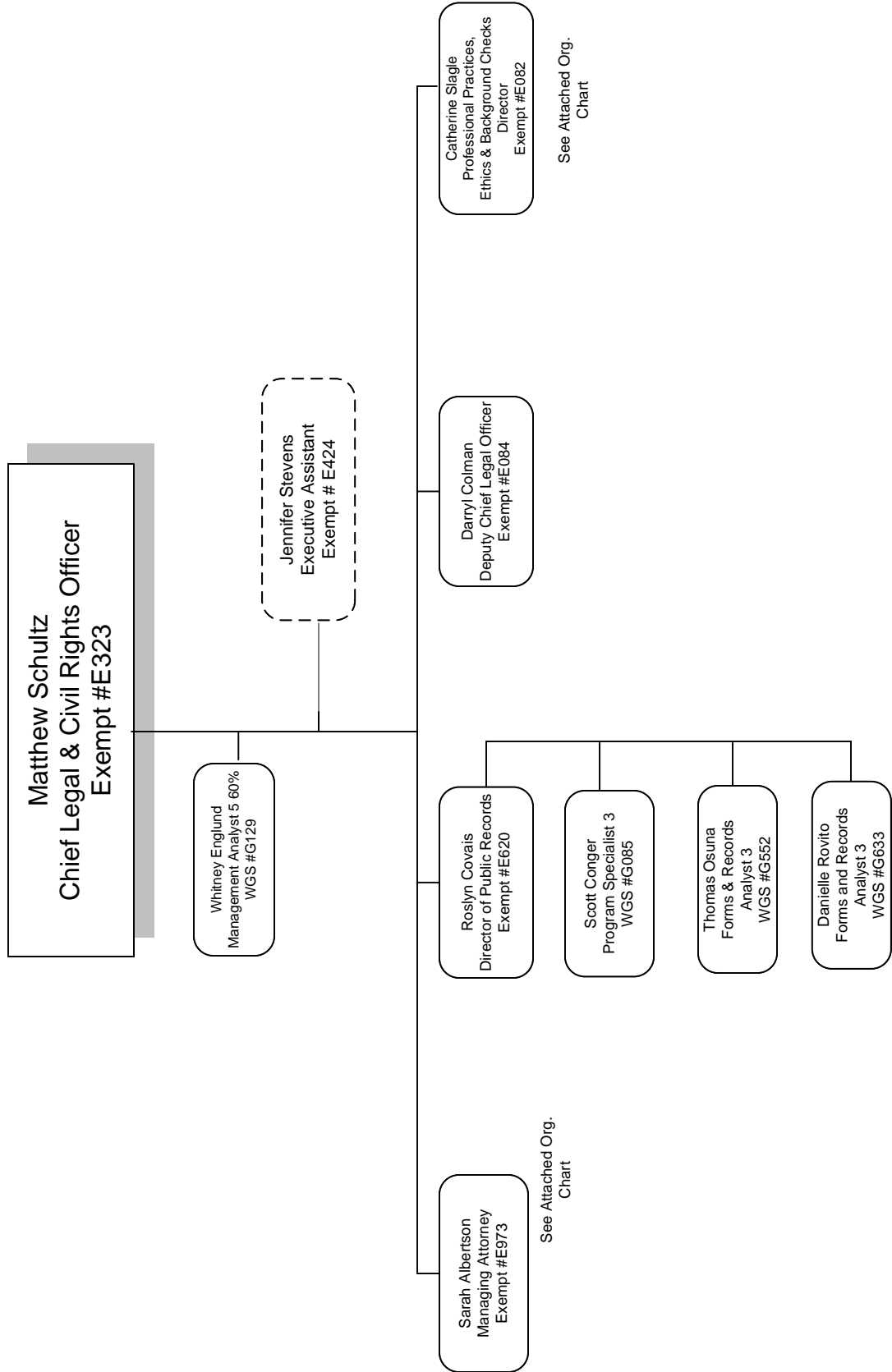


Communications June 2024



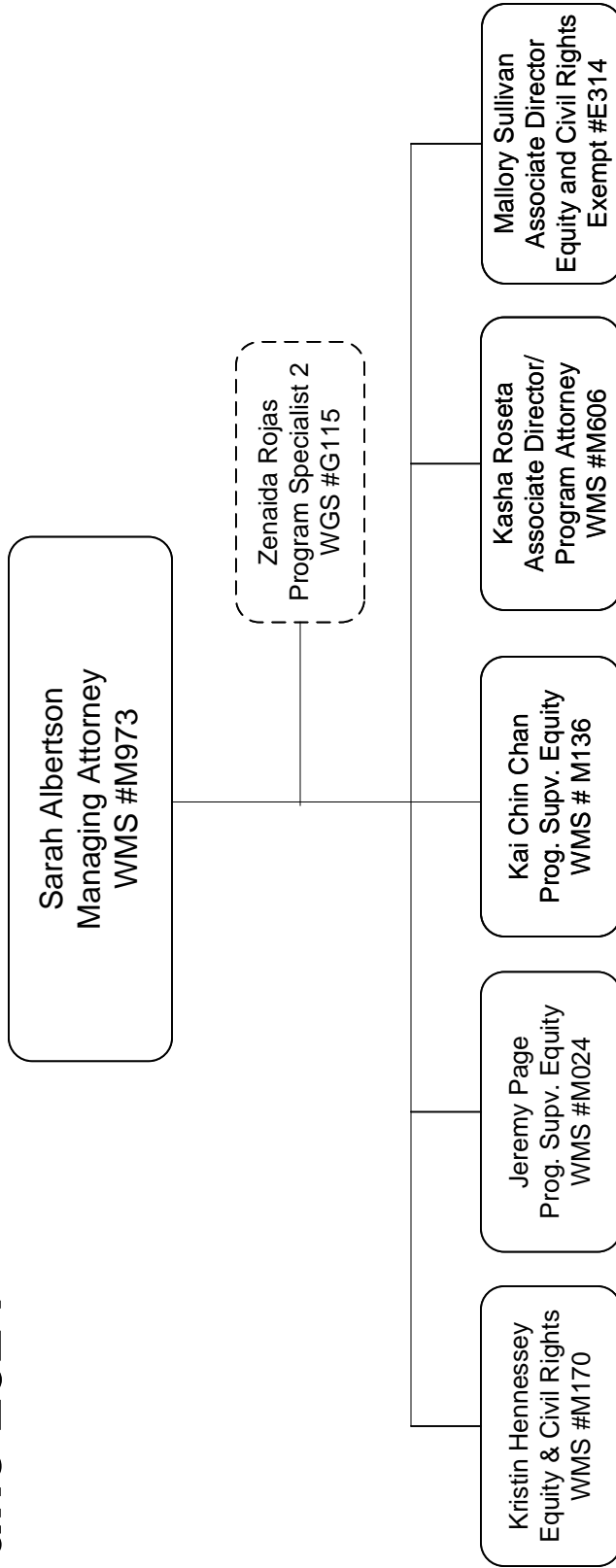
Legal Affairs

June 2024

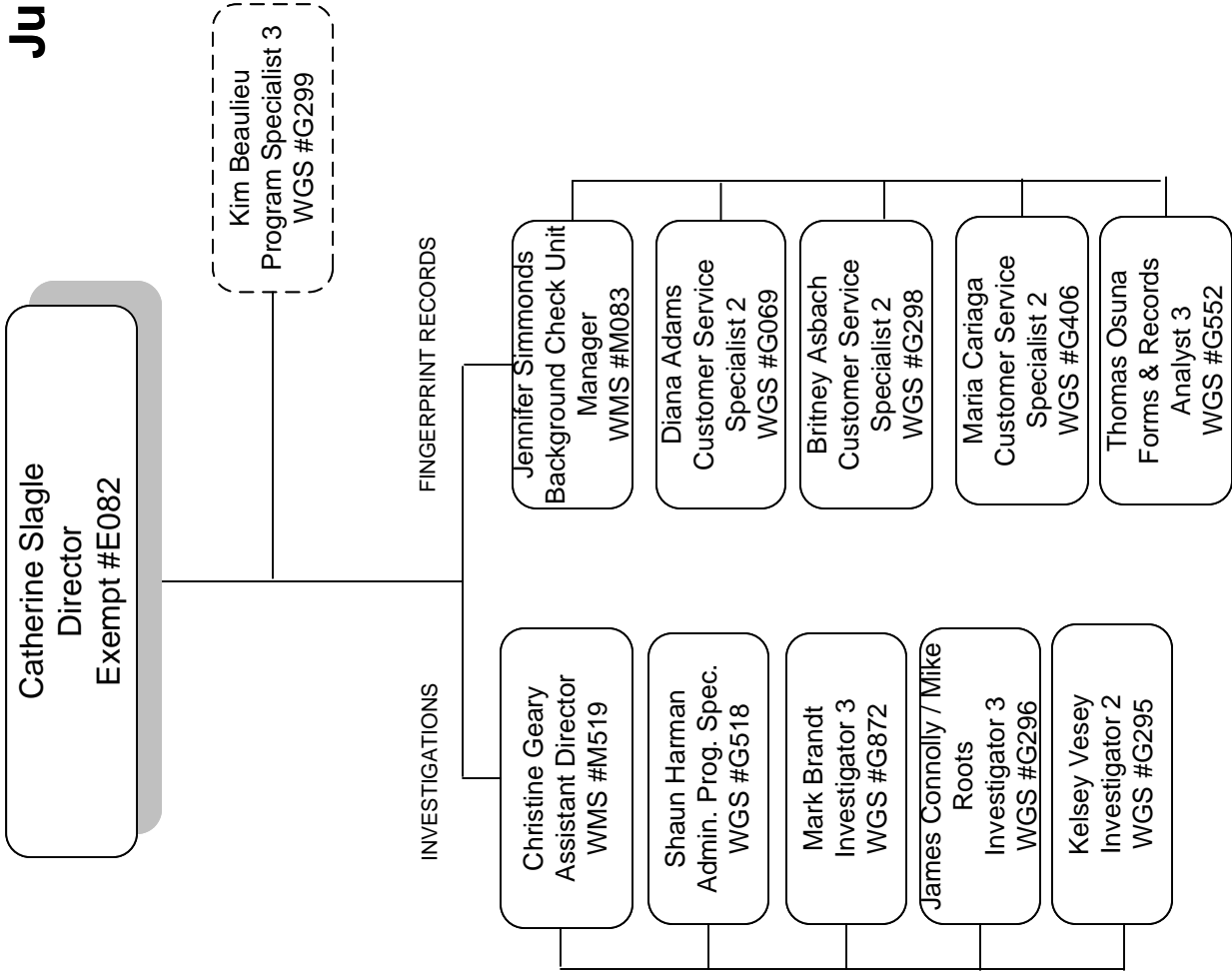


Equity and Civil Rights

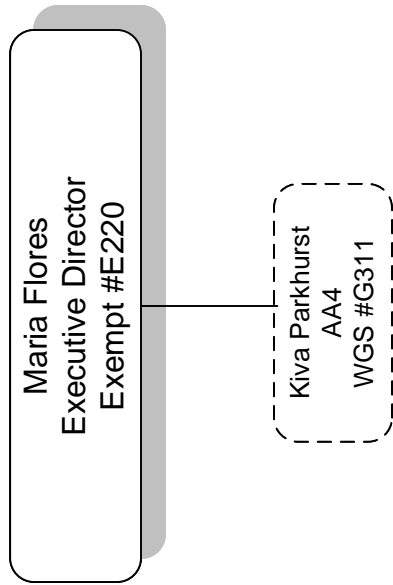
June 2024



Office of Professional Practices, Ethics and Background Checks June 2024

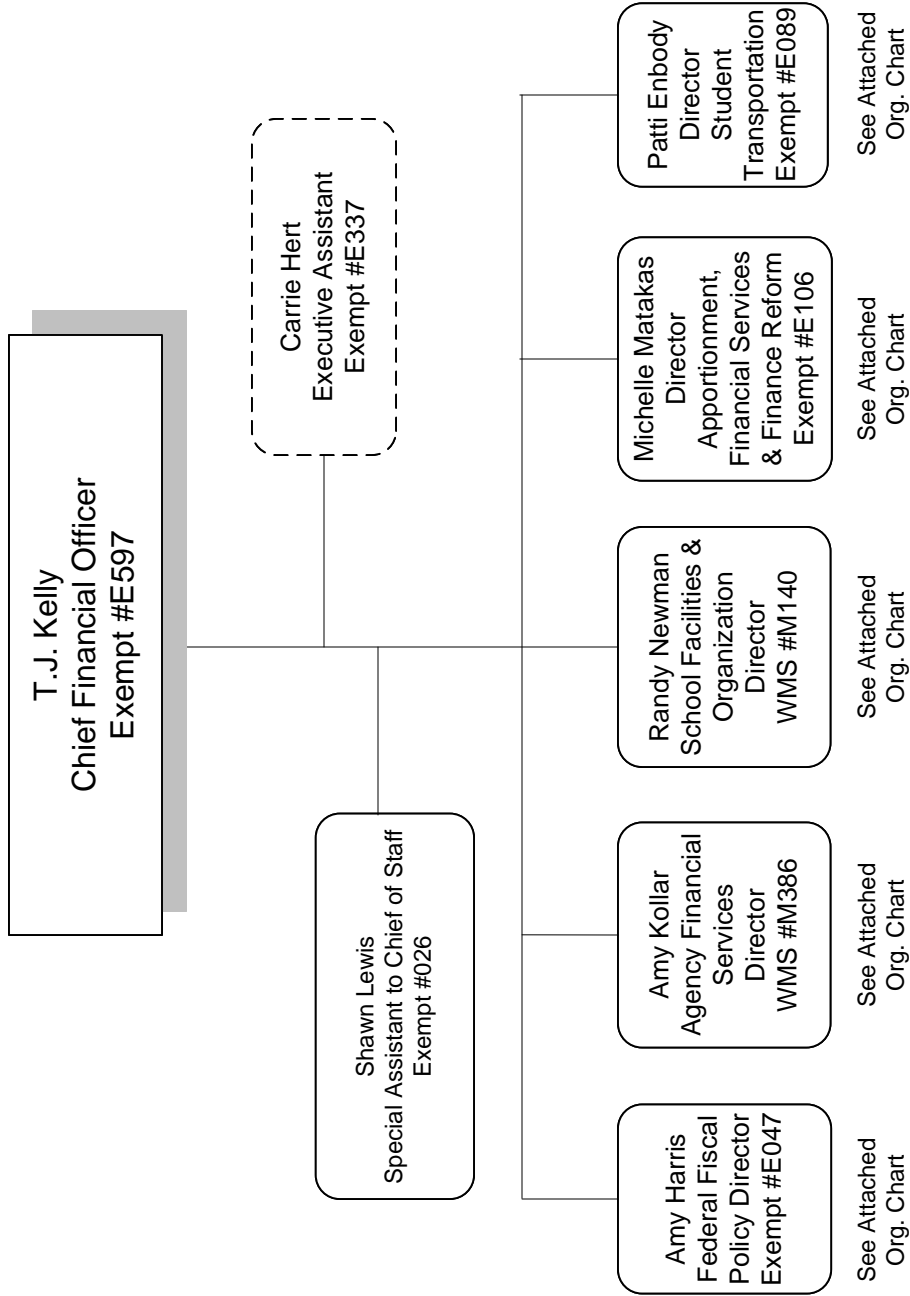


Center for the Improvement of Student Learning June 2024



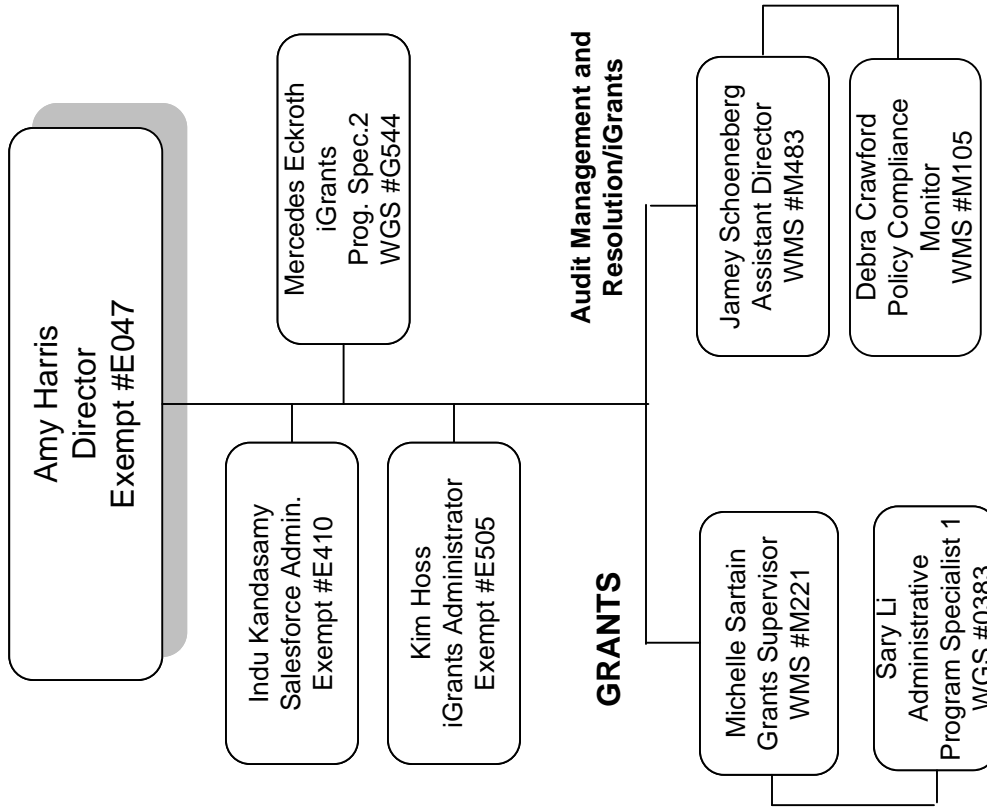
Financial Resources

June 2024

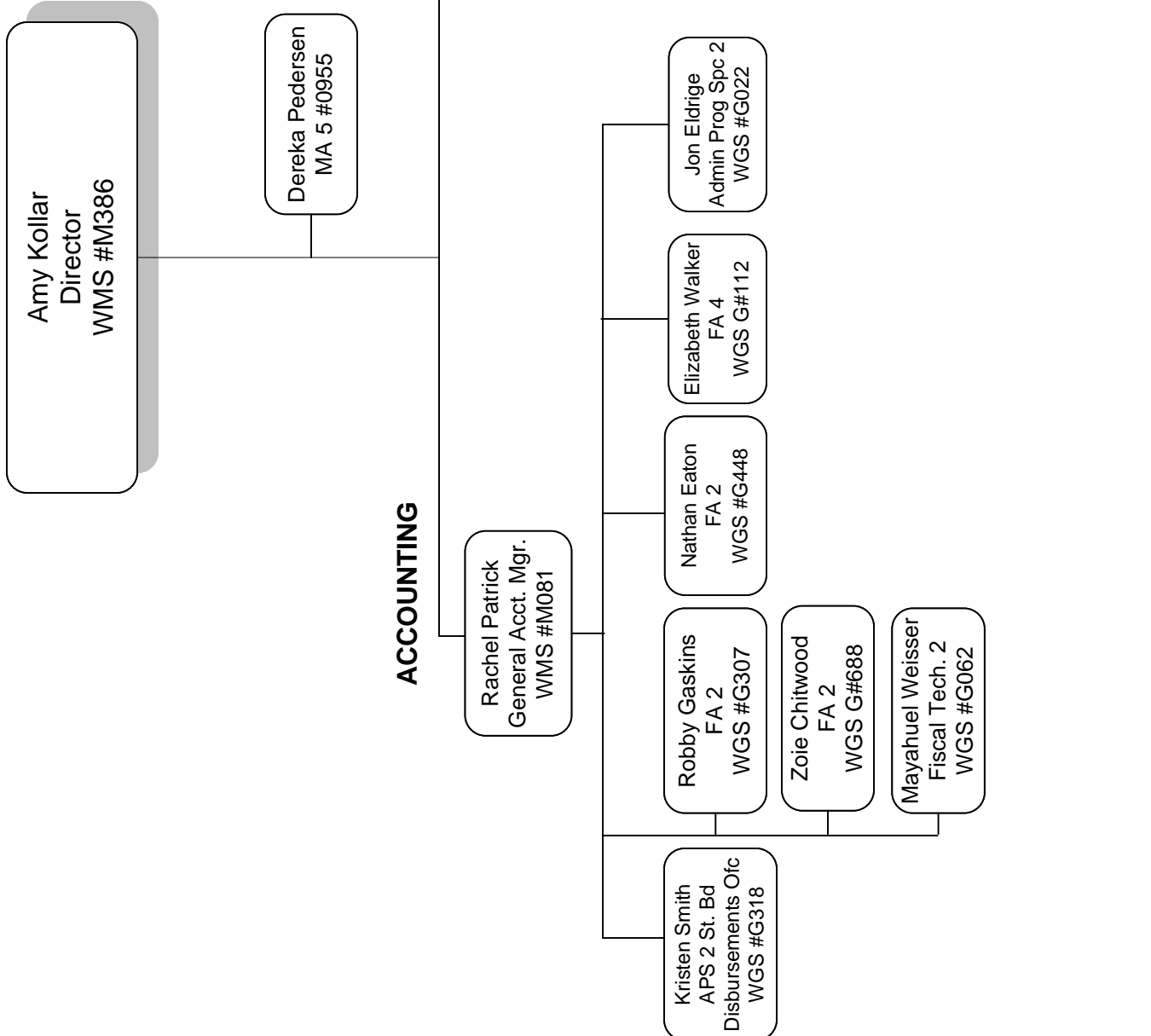


Federal Fiscal Policy

June 2024

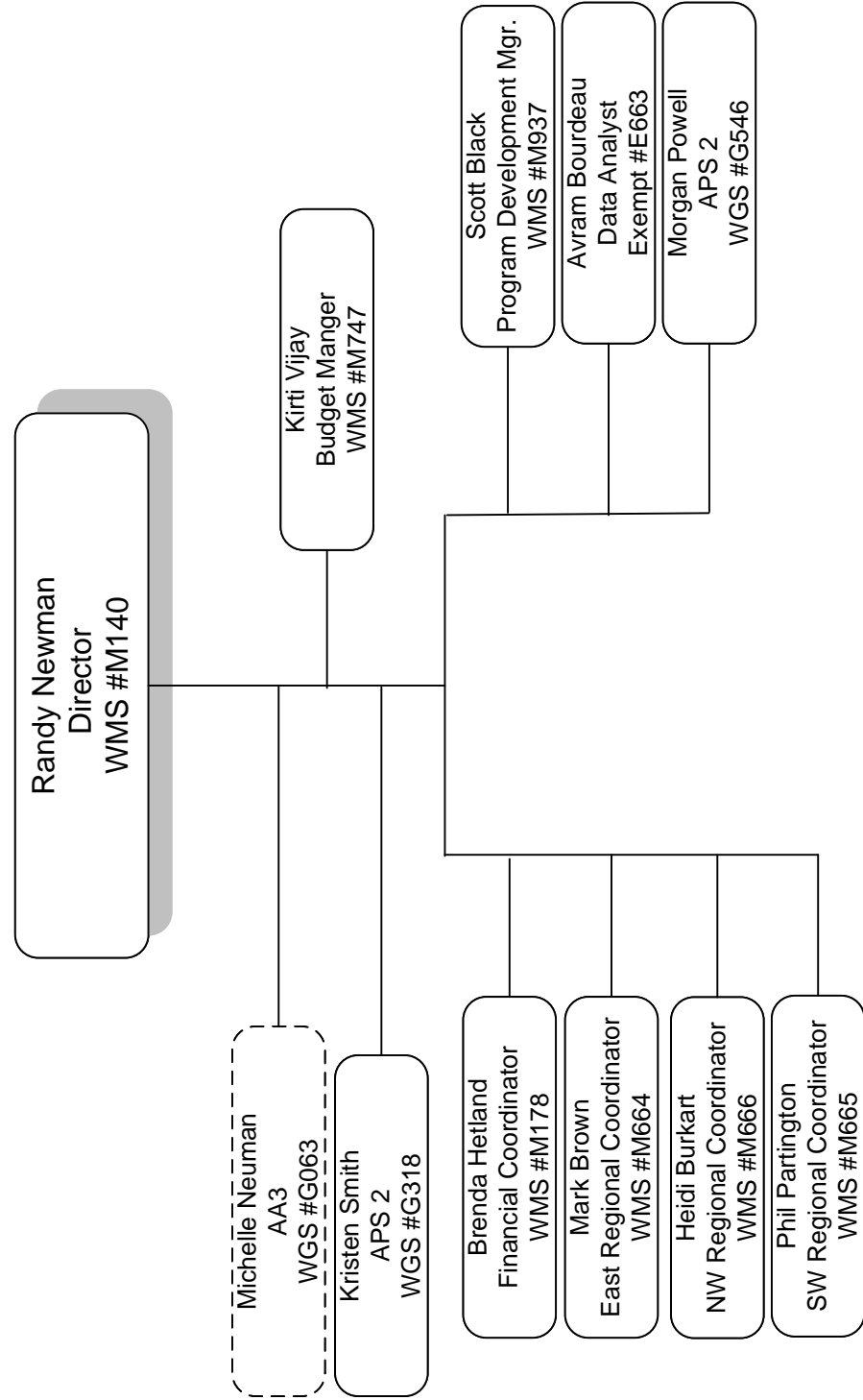


Agency Financial Services June 2024

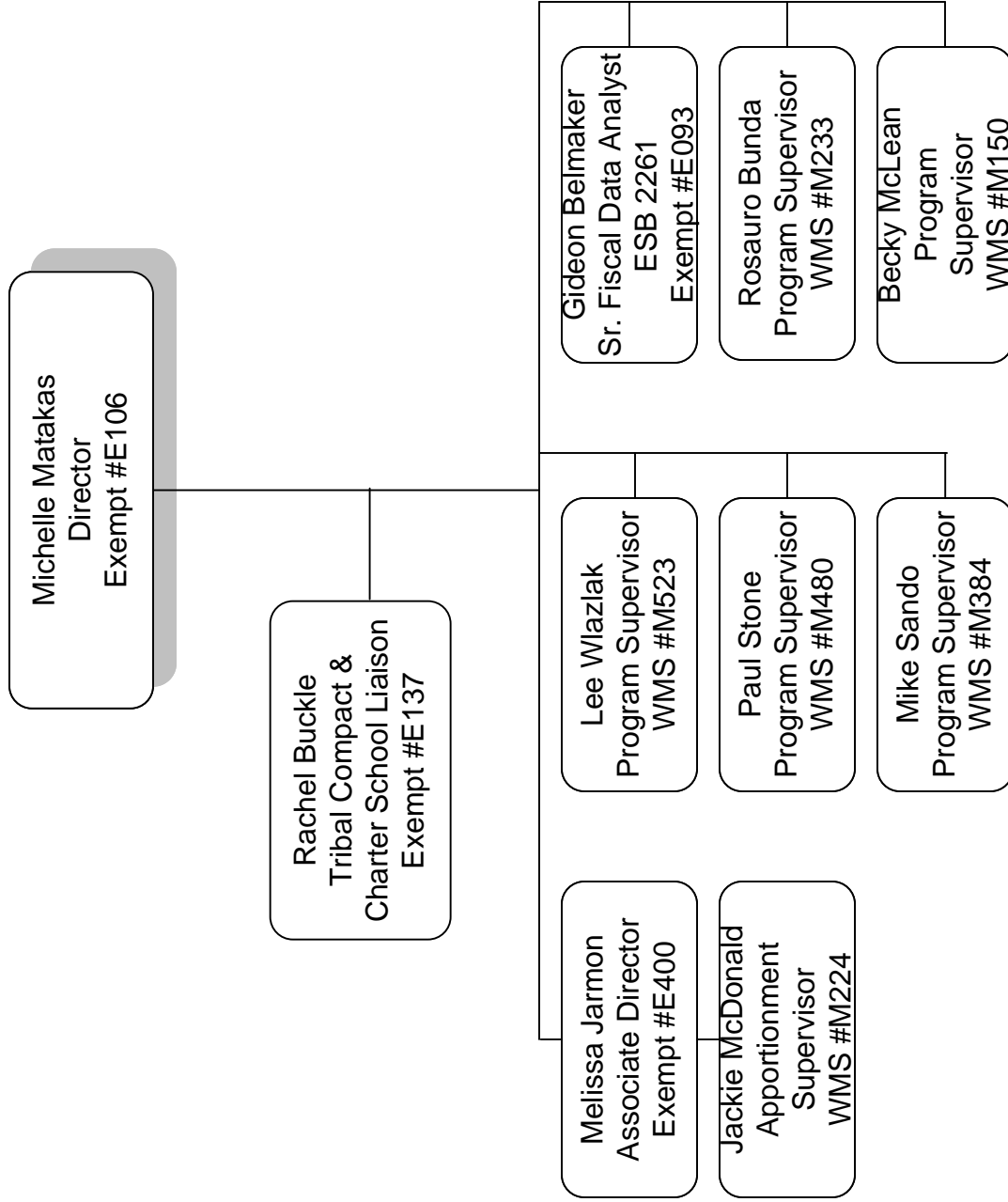


School Facilities & Organization

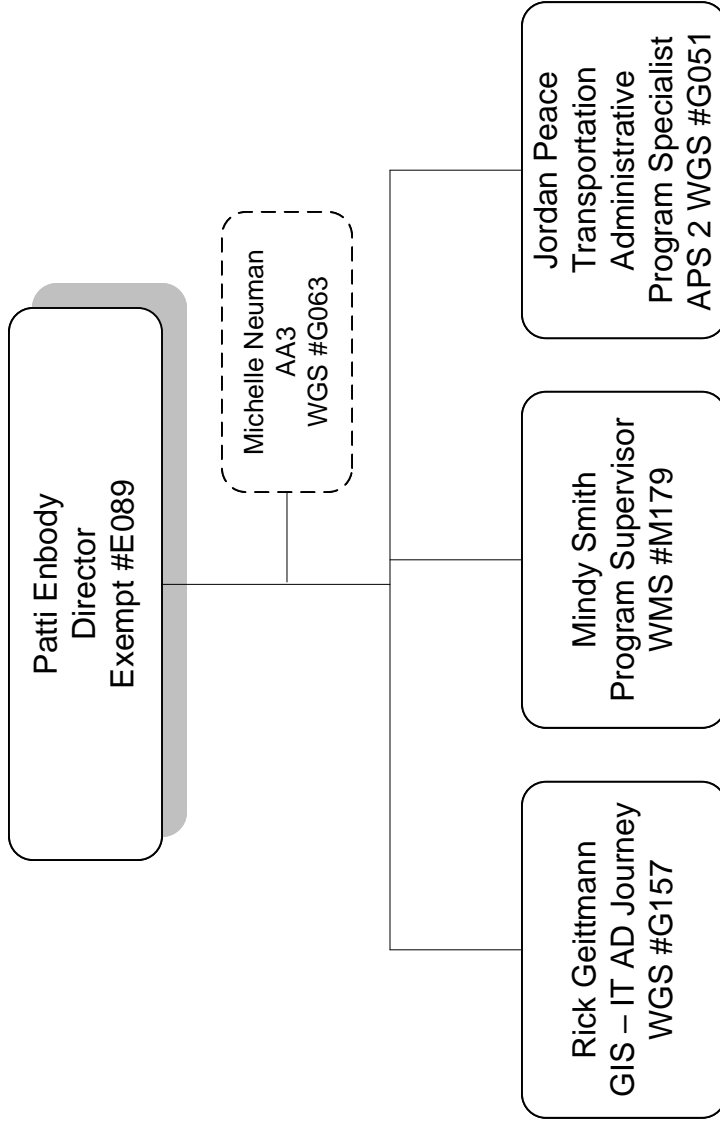
June 2024



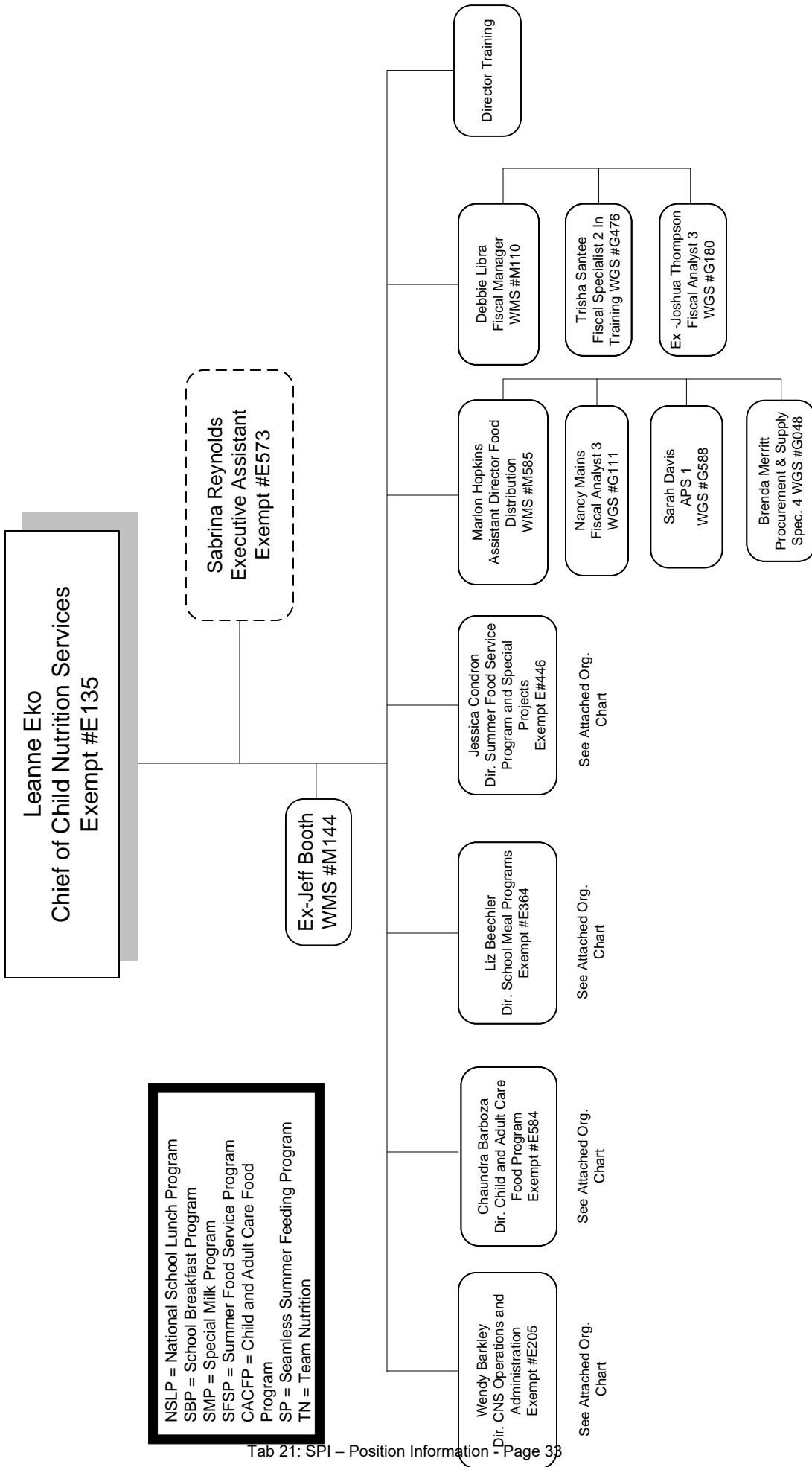
School Apportionment and Financial Services June 2024



Student Transportation June 2024

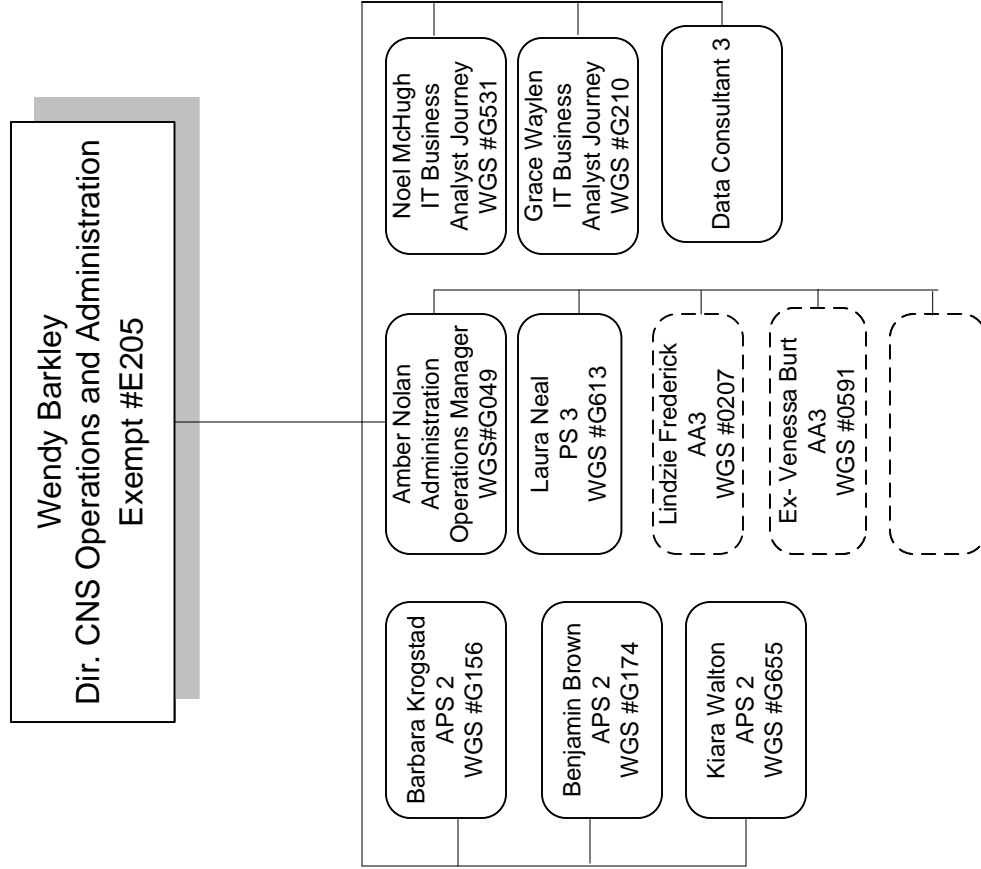


Child Nutrition Services June 2024

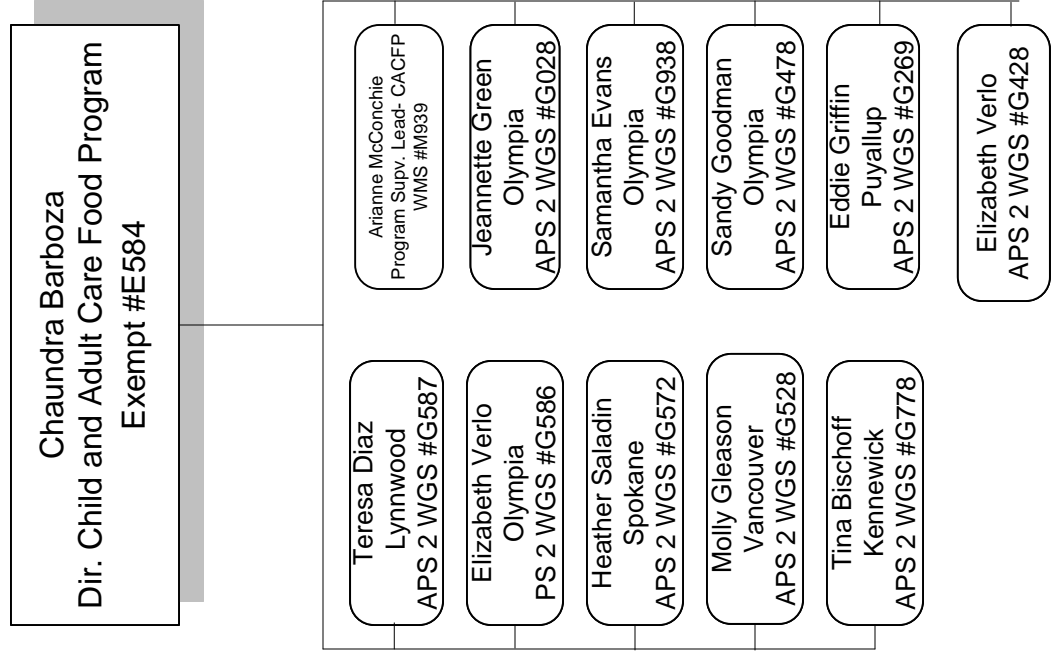


NSLP = National School Lunch Program
 SBP = School Breakfast Program
 SMP = Special Milk Program
 SFSP = Summer Food Service Program
 CACFP = Child and Adult Care Food Program
 SP = Seamless Summer Feeding Program
 TN = Team Nutrition

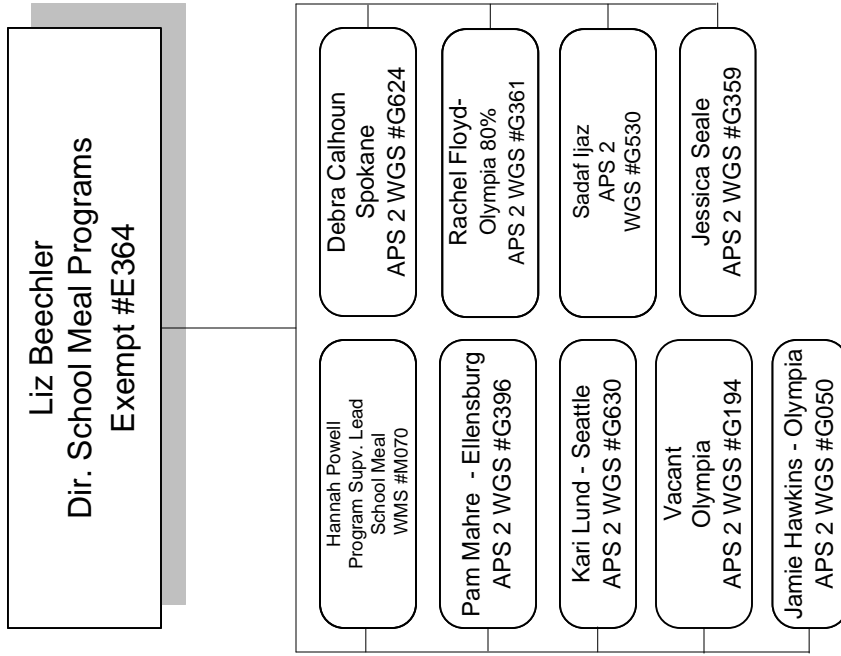
Child Nutrition Services Operations and Administration June 2024



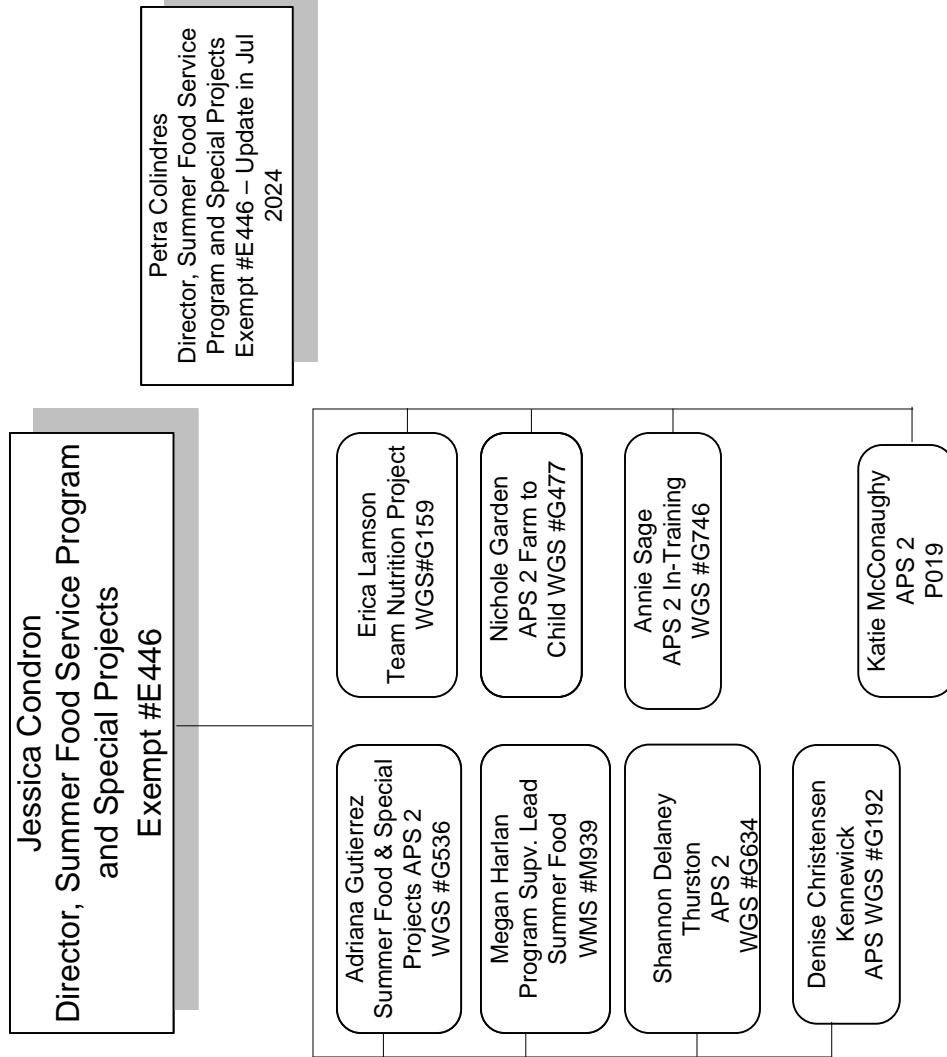
Child Nutrition Services Child and Adult Care Food Program June 2024



Child Nutrition Services School Meal Programs June 2024

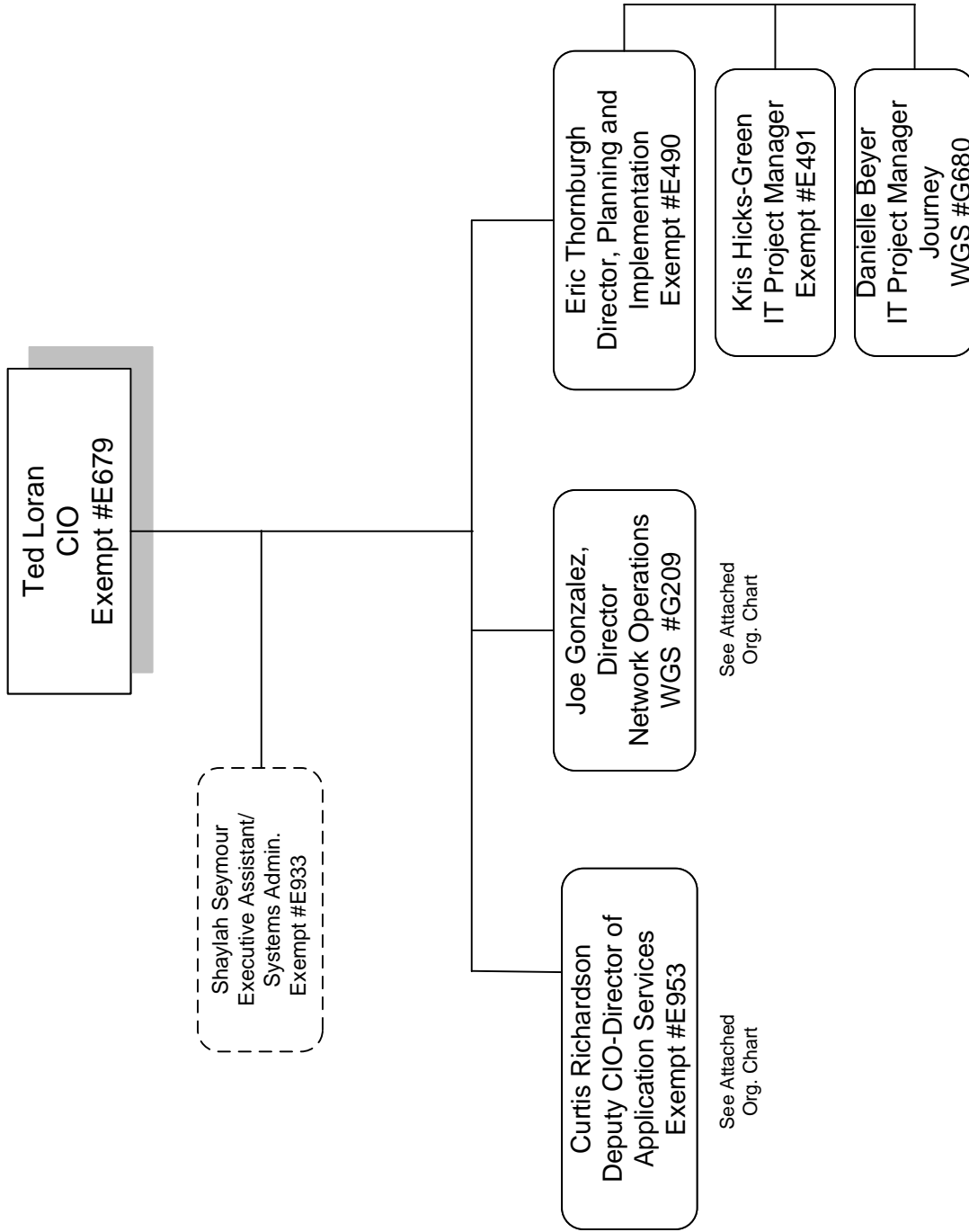


Child Nutrition Services Summer Food Service Program and Special Projects June 2024

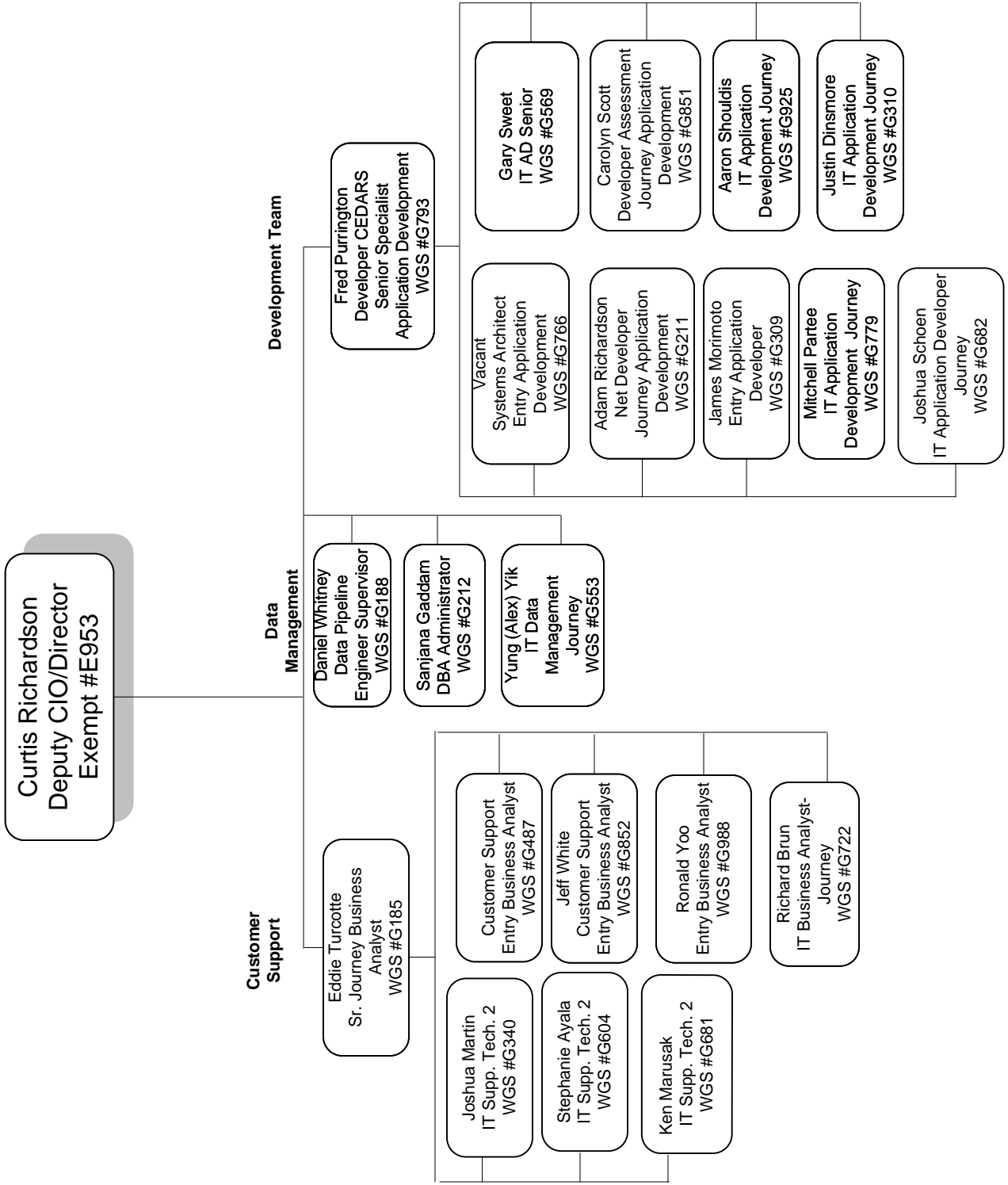


Information Technology Services

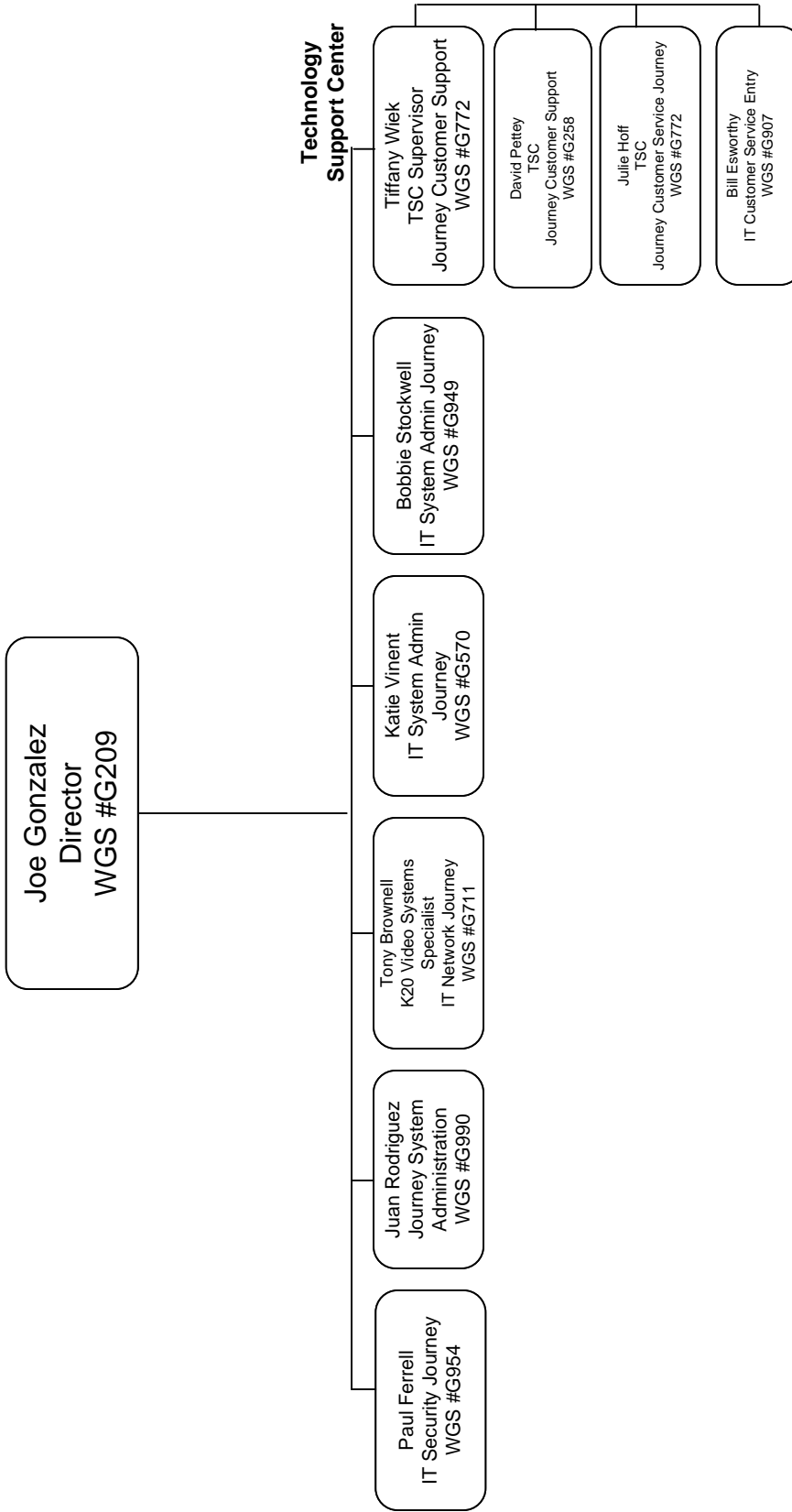
June 2024



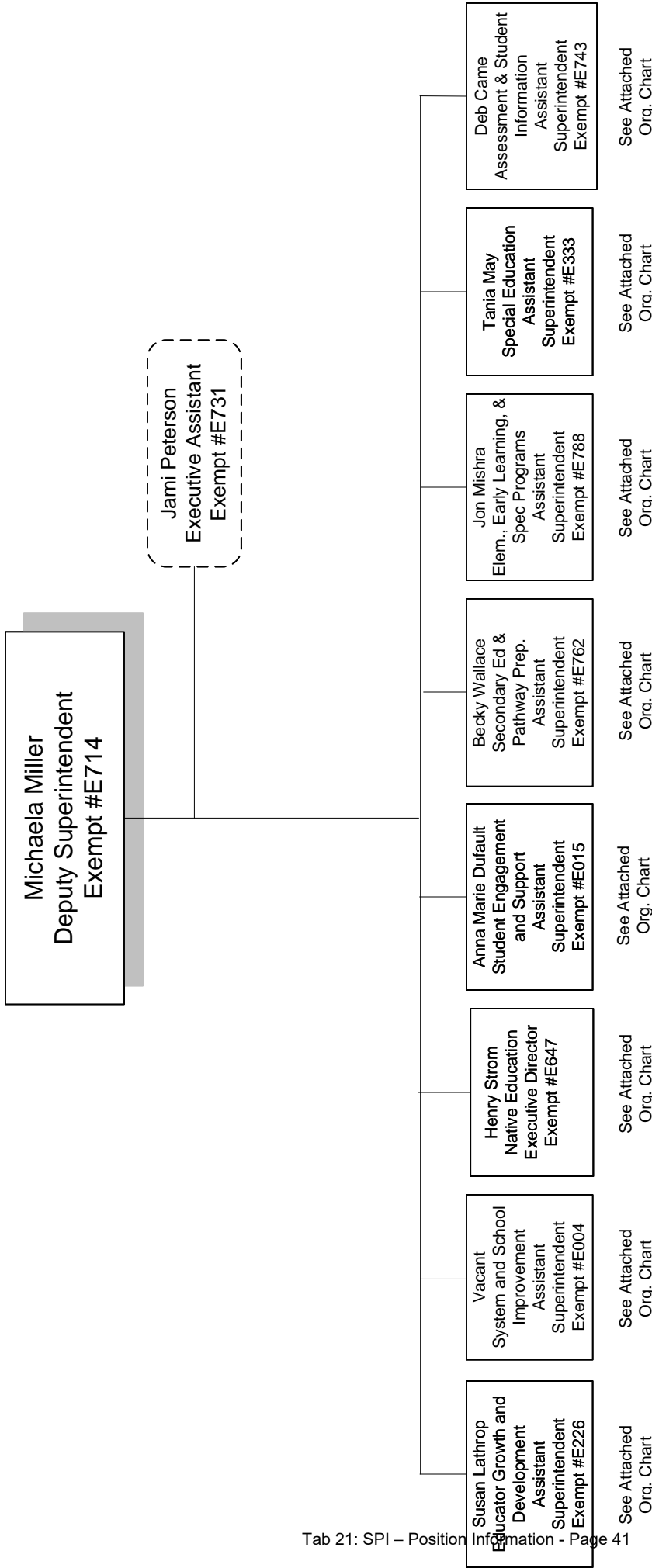
Application Services June 2024



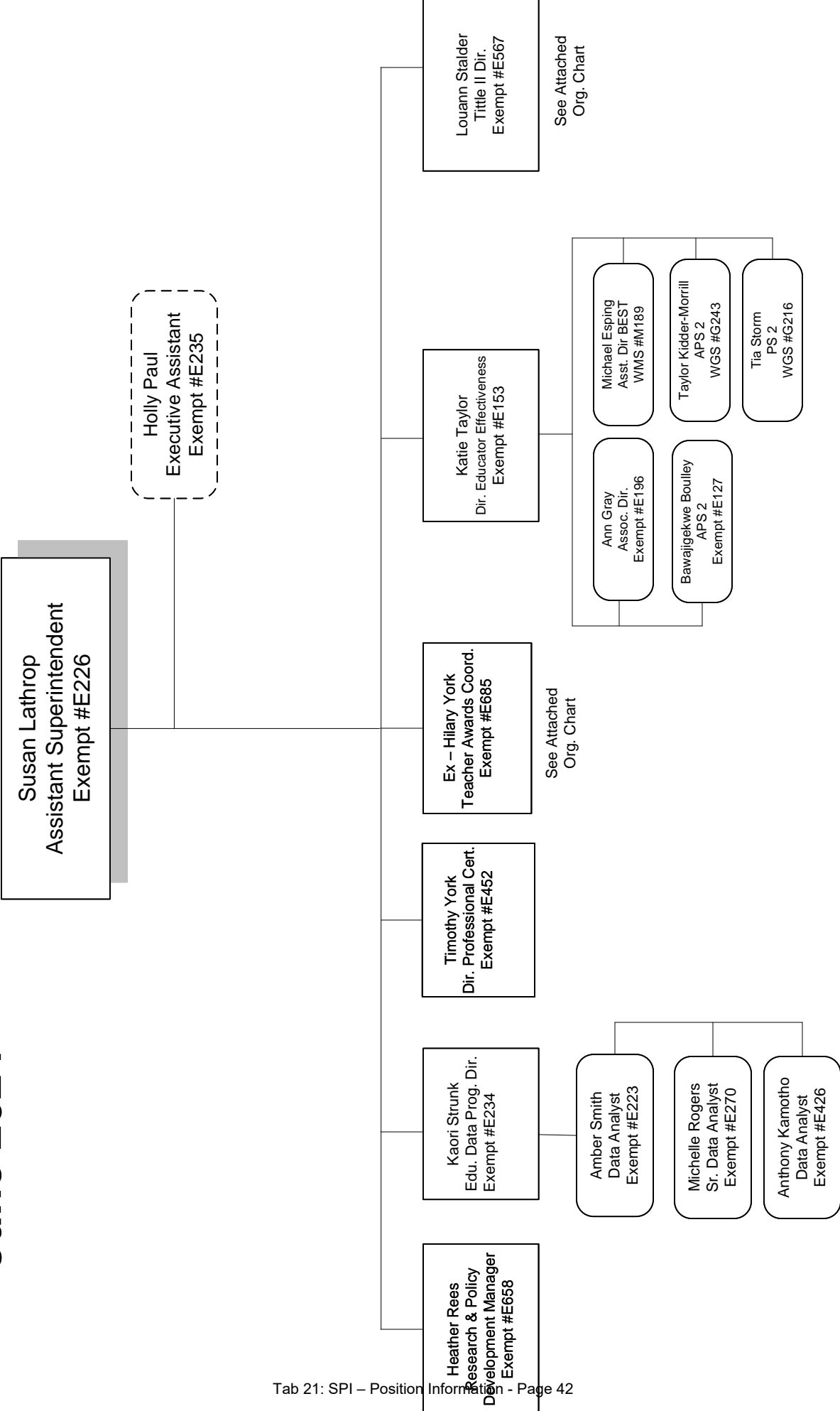
Network Operations June 2024



Deputy Superintendent June 2024

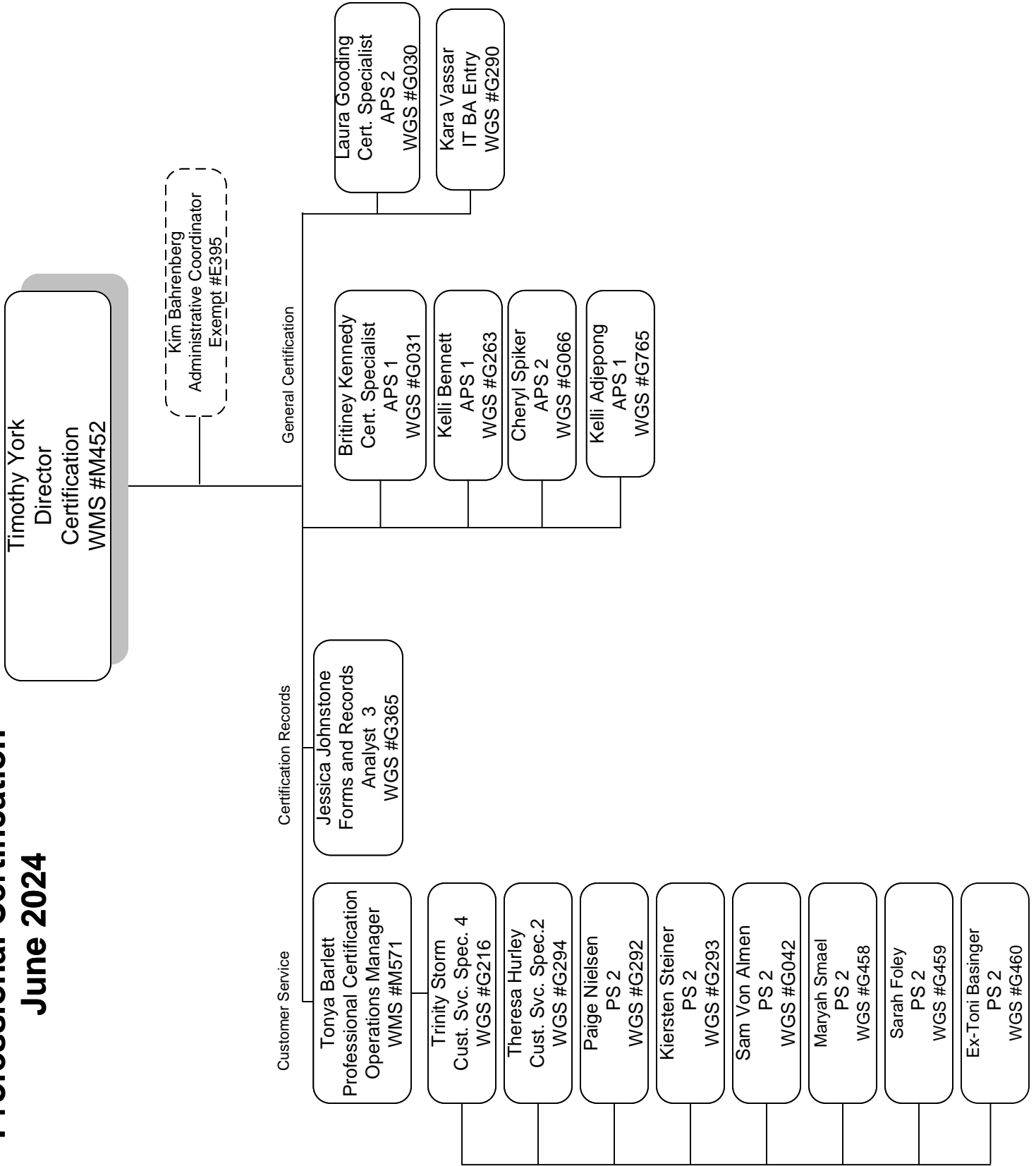


Educator Growth and Development June 2024

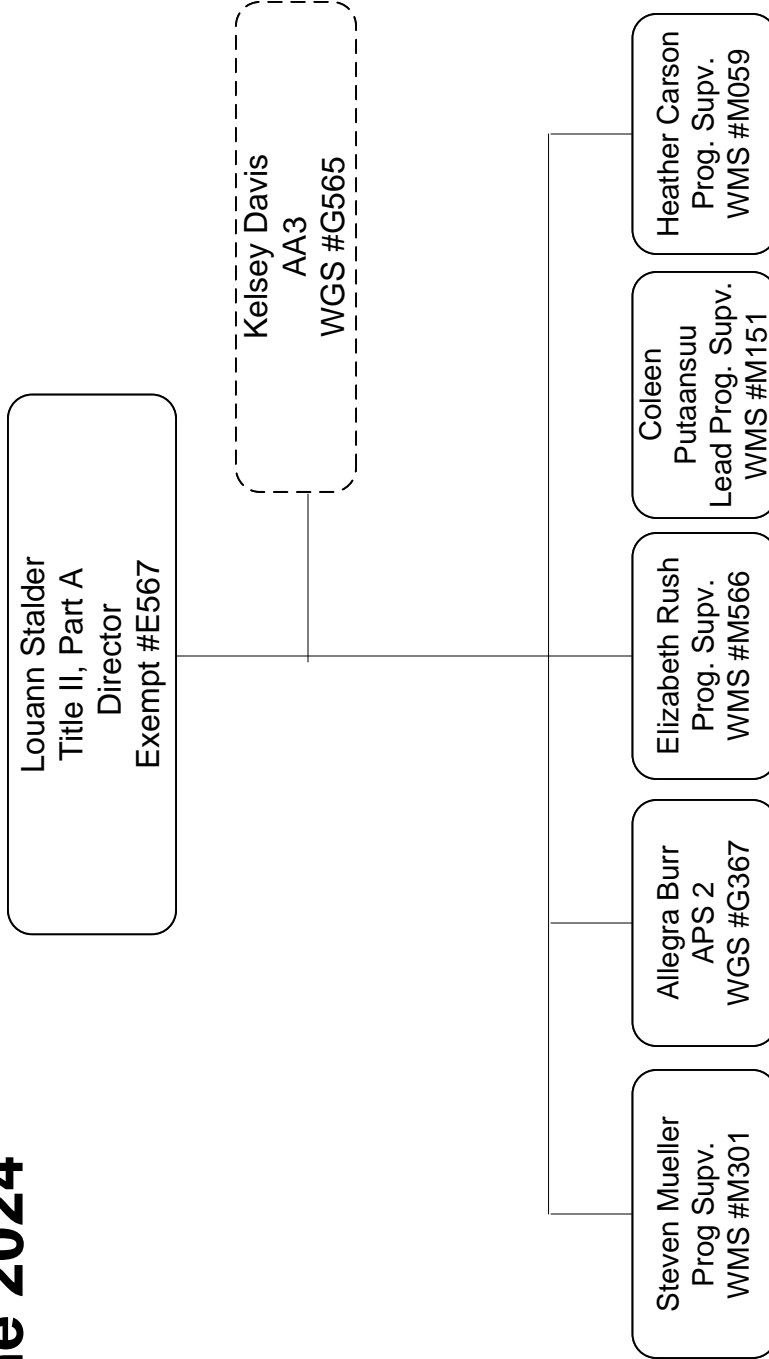


Tab 21: SPI – Position Information - Page 42

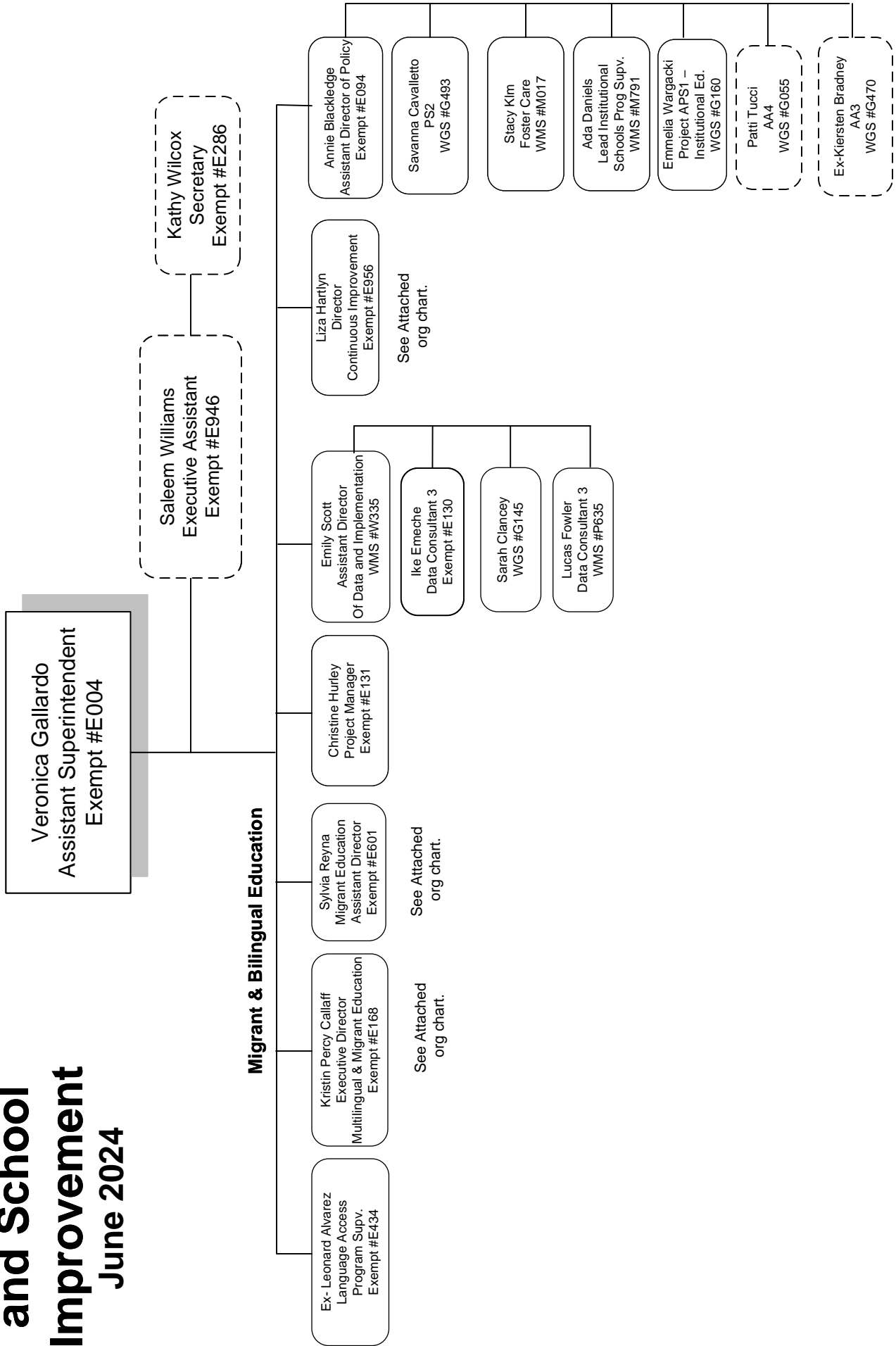
Professional Certification June 2024



Title II, Part A June 2024

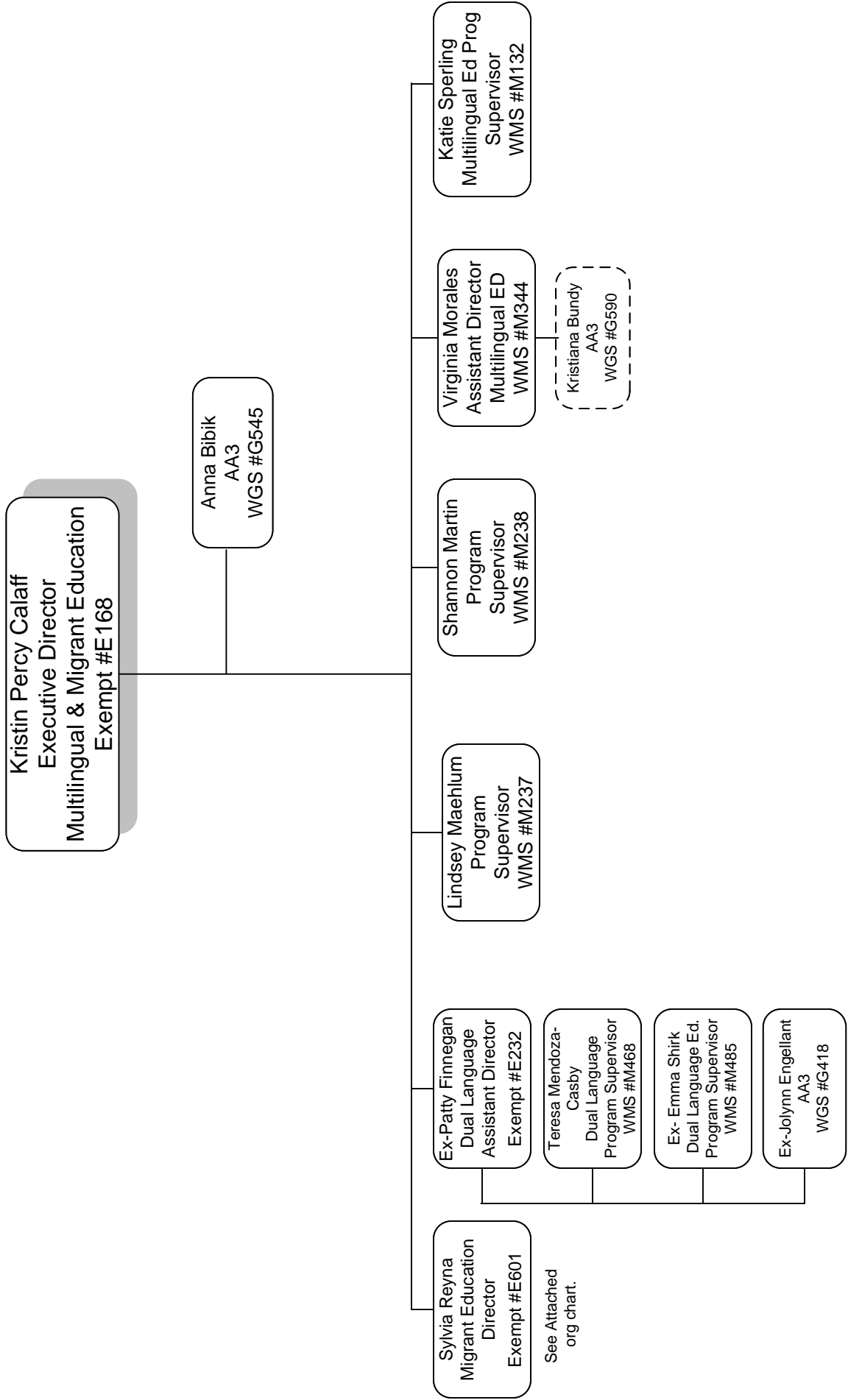


Office of System and School Improvement June 2024

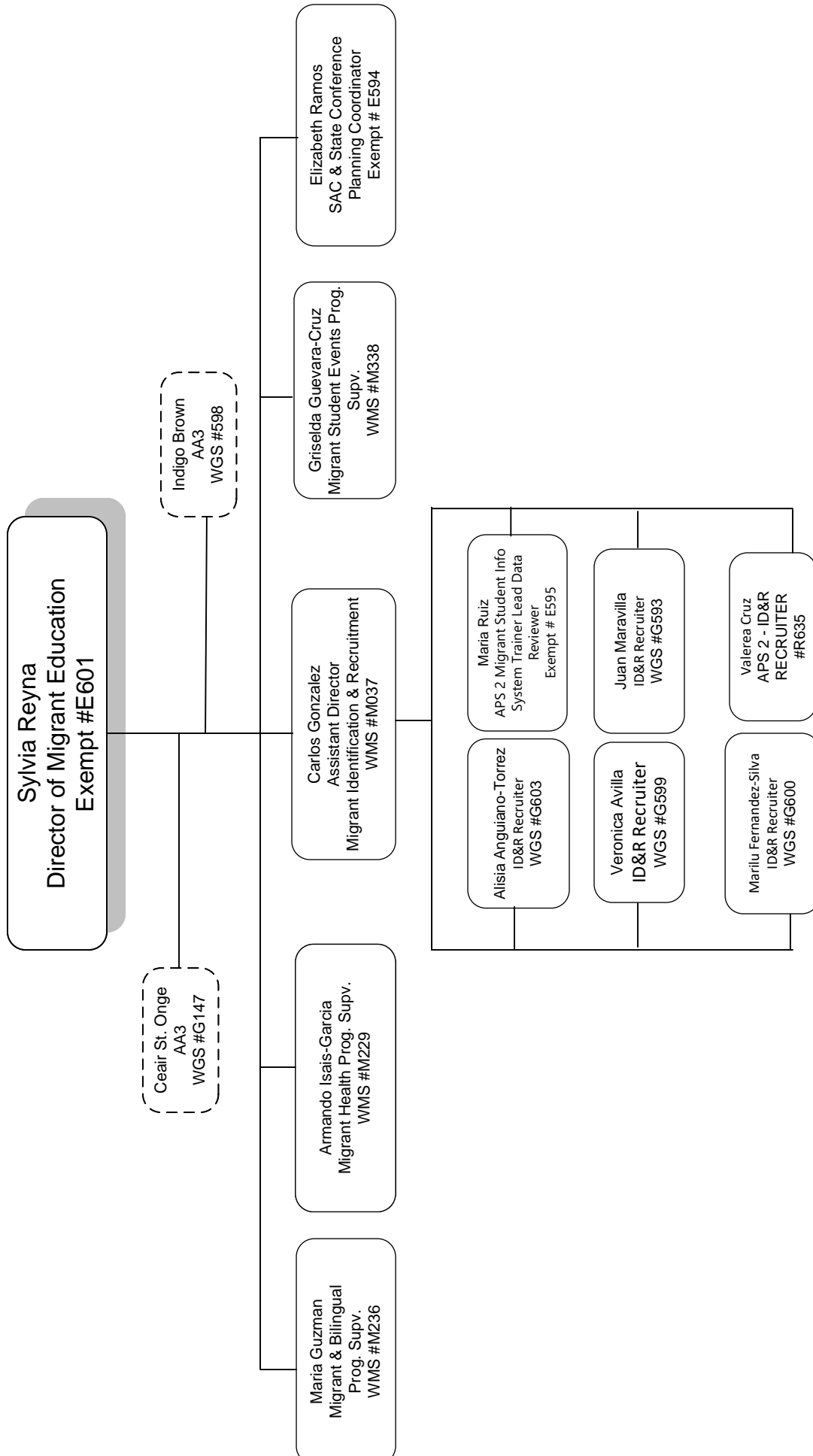


Bilingual Education

June 2024

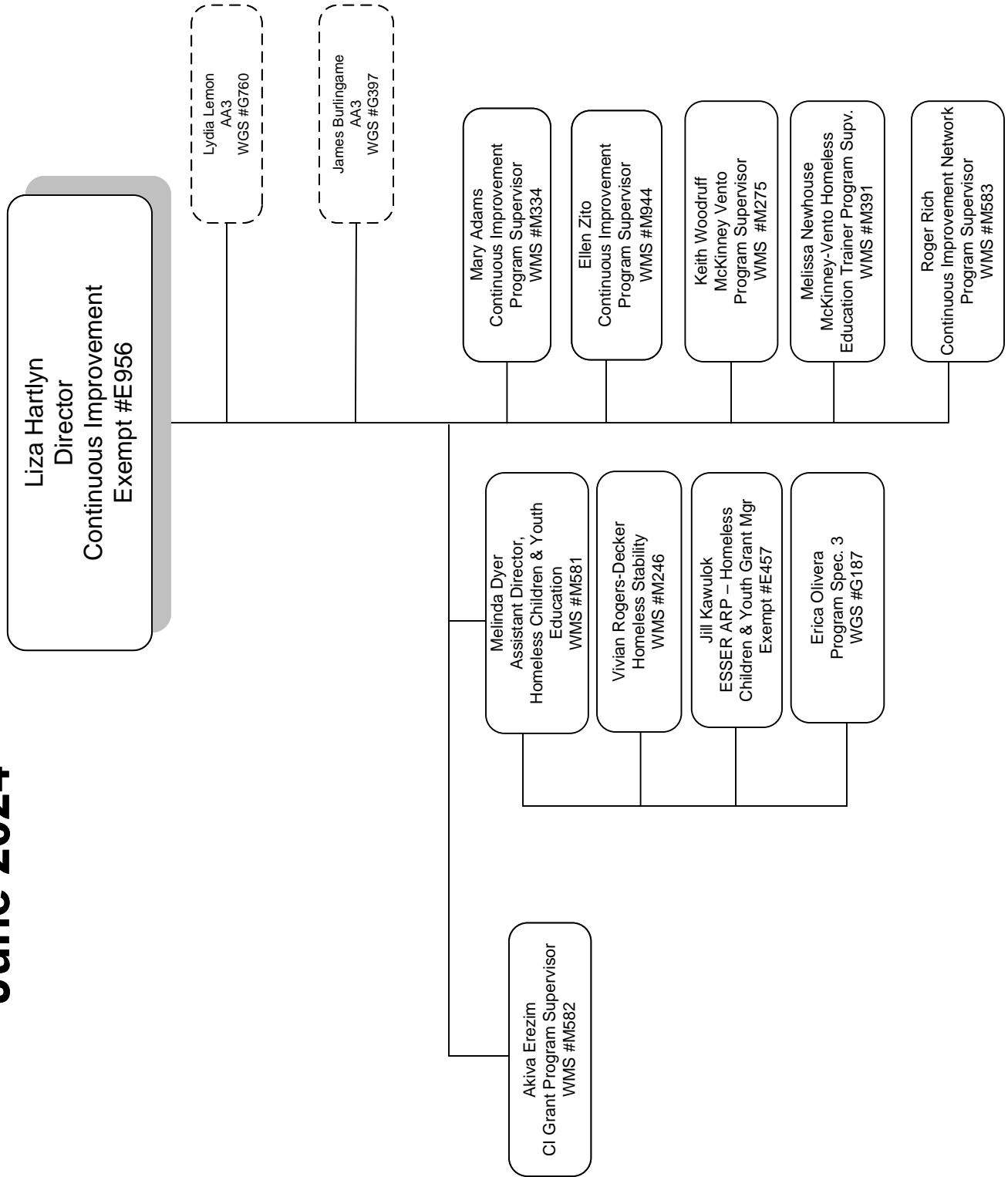


Migrant Education June 2024

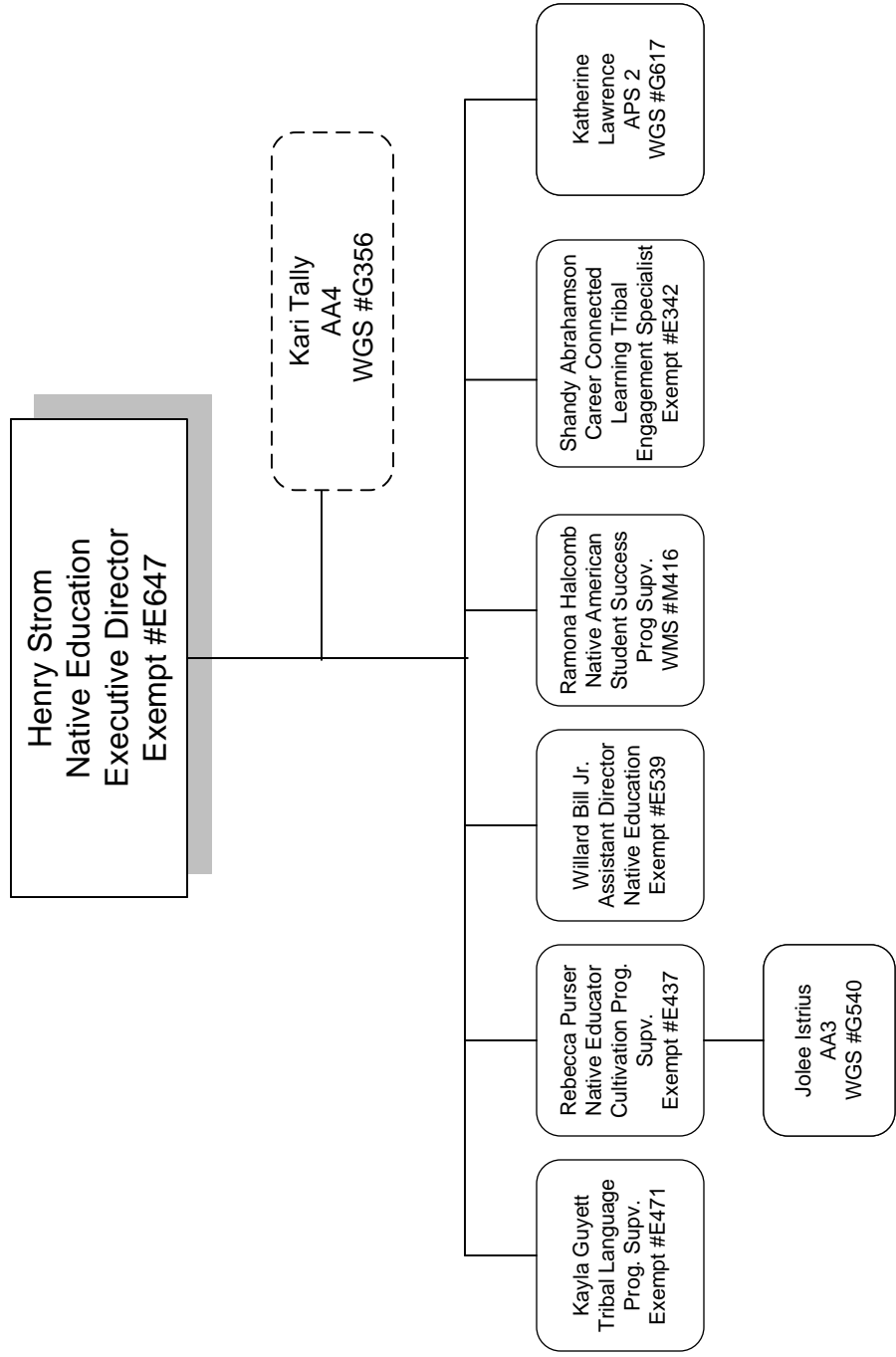


Continuous Improvement

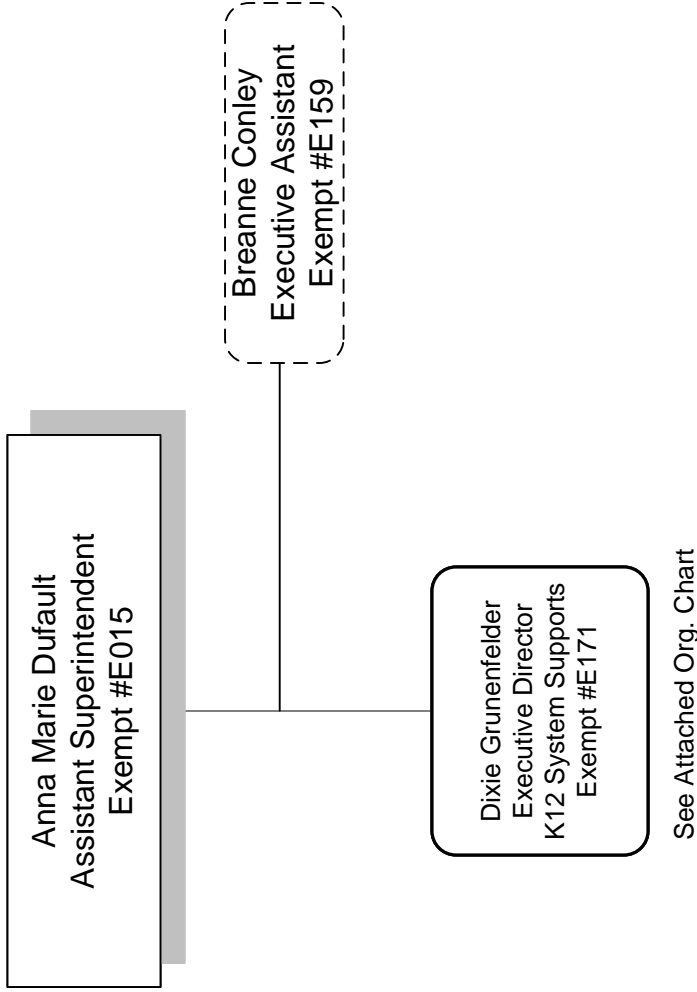
June 2024



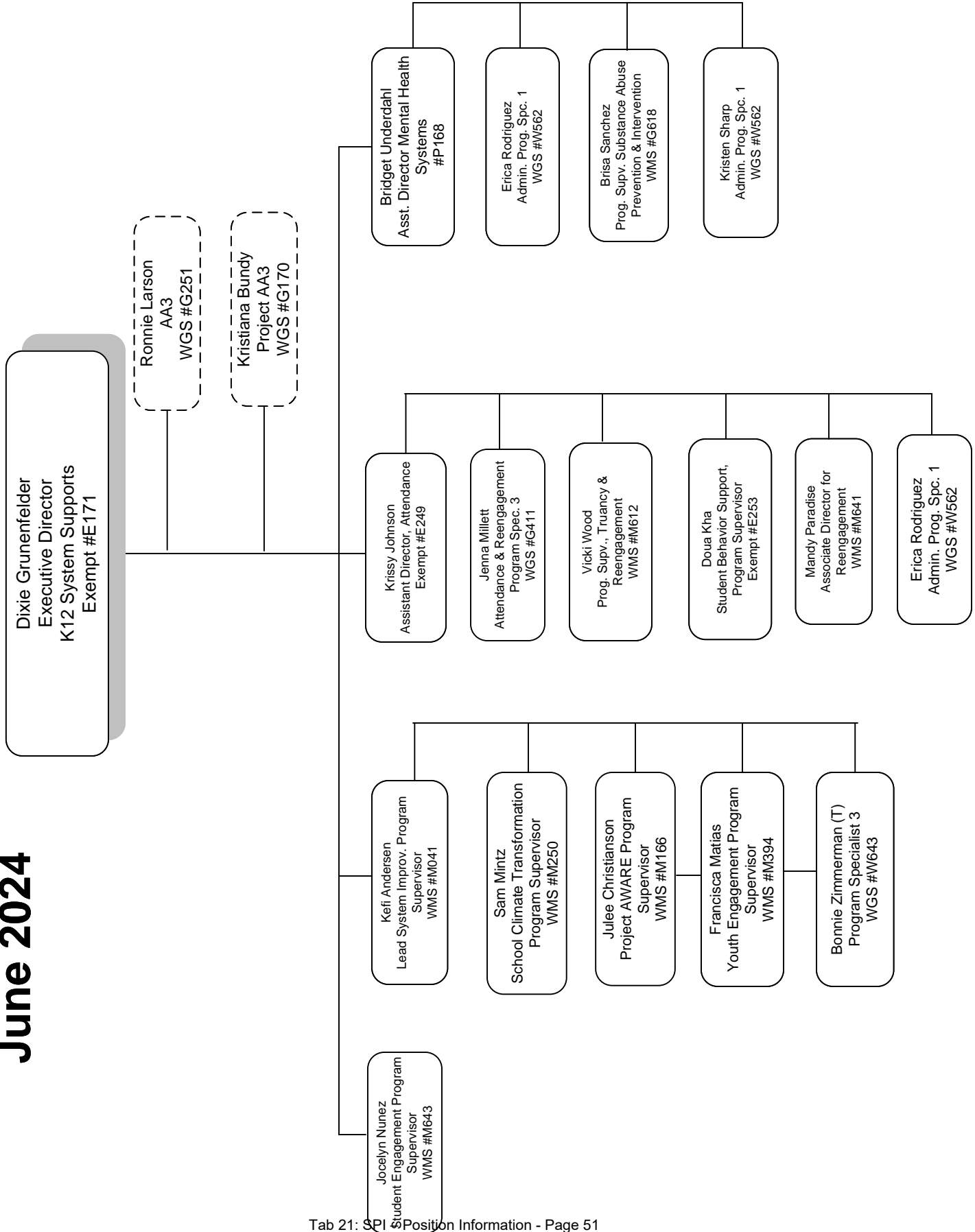
Native Education June 2024



Office of Student Engagement and Support June 2024

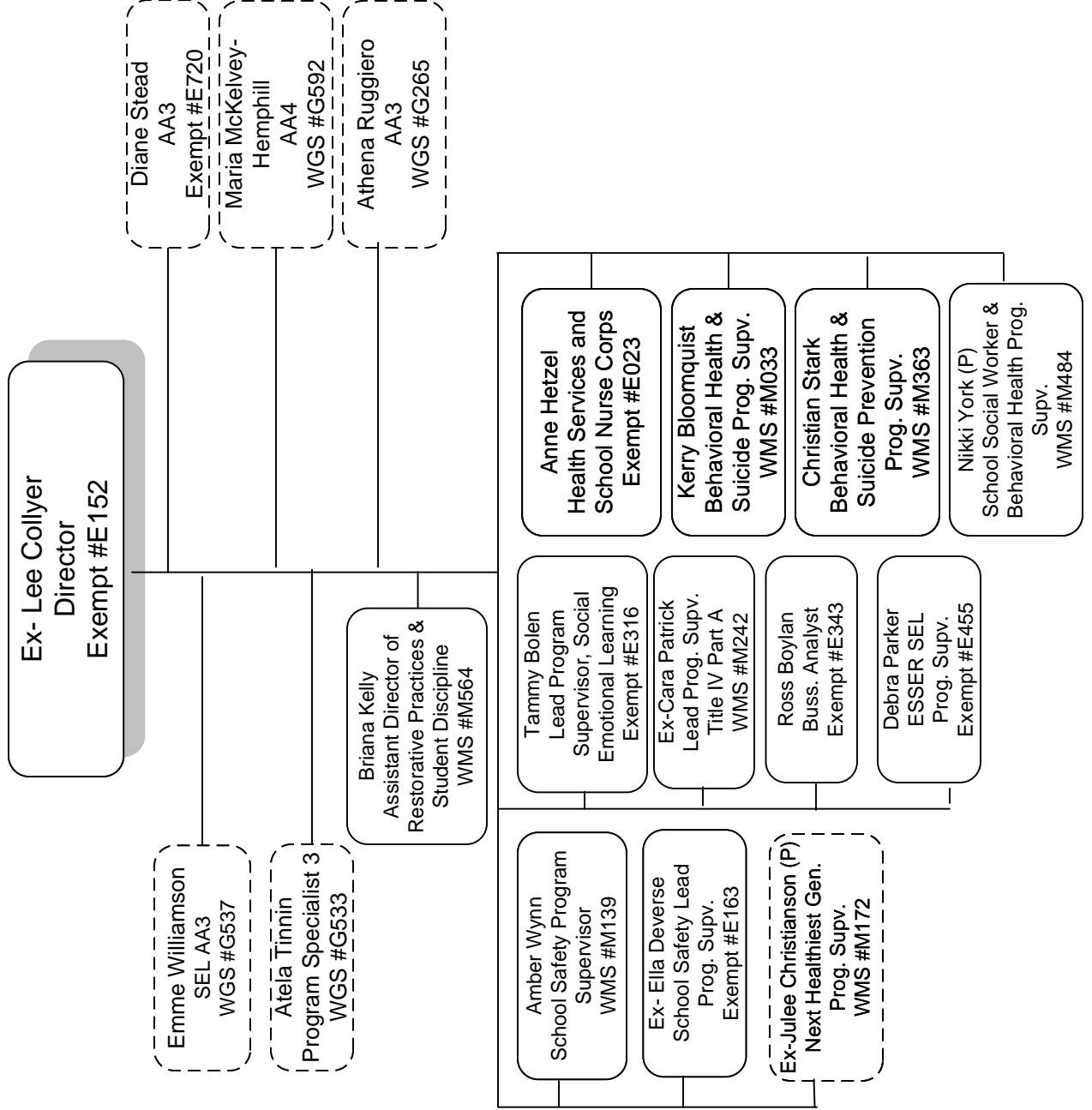


K12 System and Supports June 2024



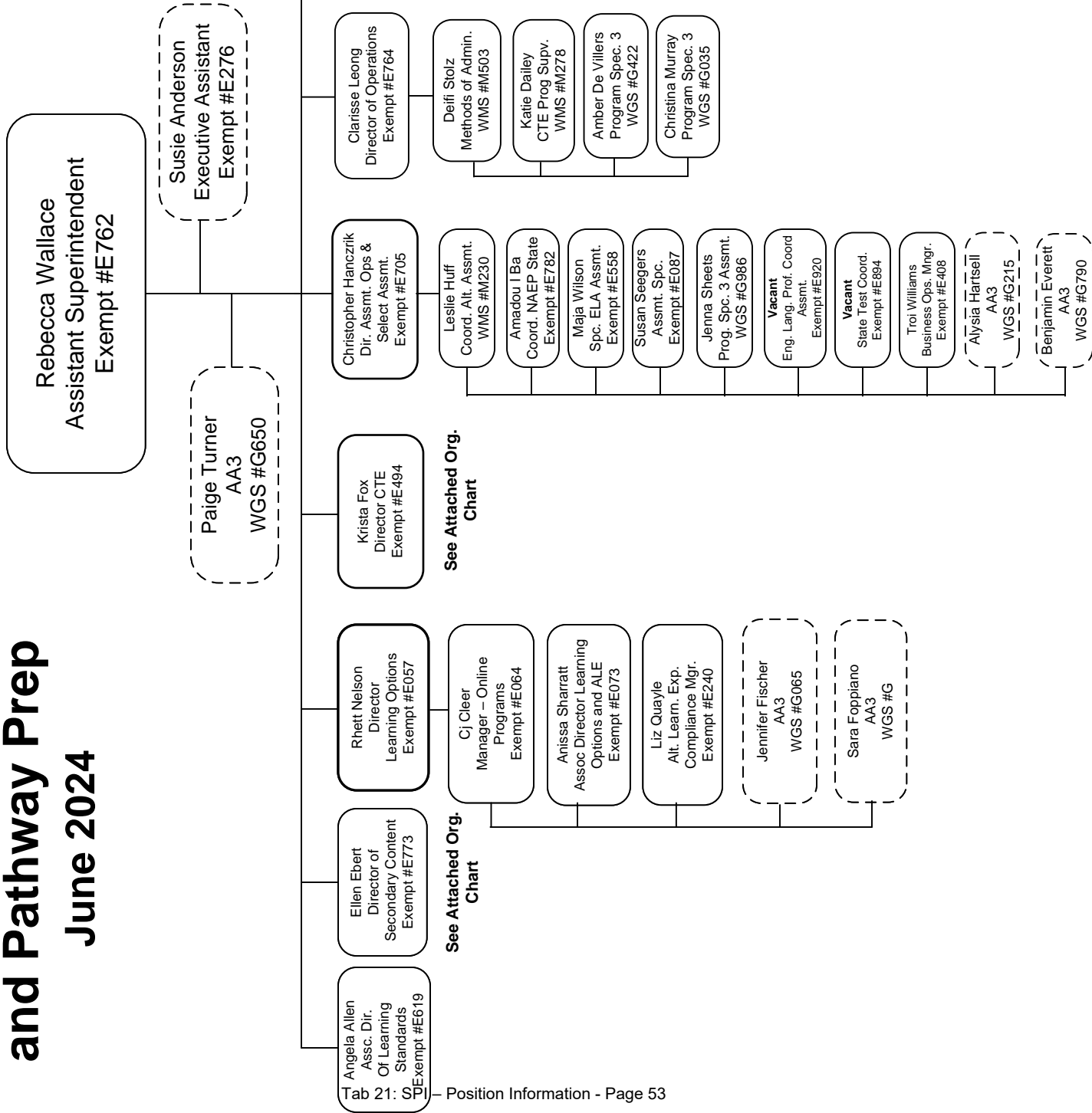
Tab 21: SPI Position Information - Page 51

Student Support June 2024



Secondary Education and Pathway Prep

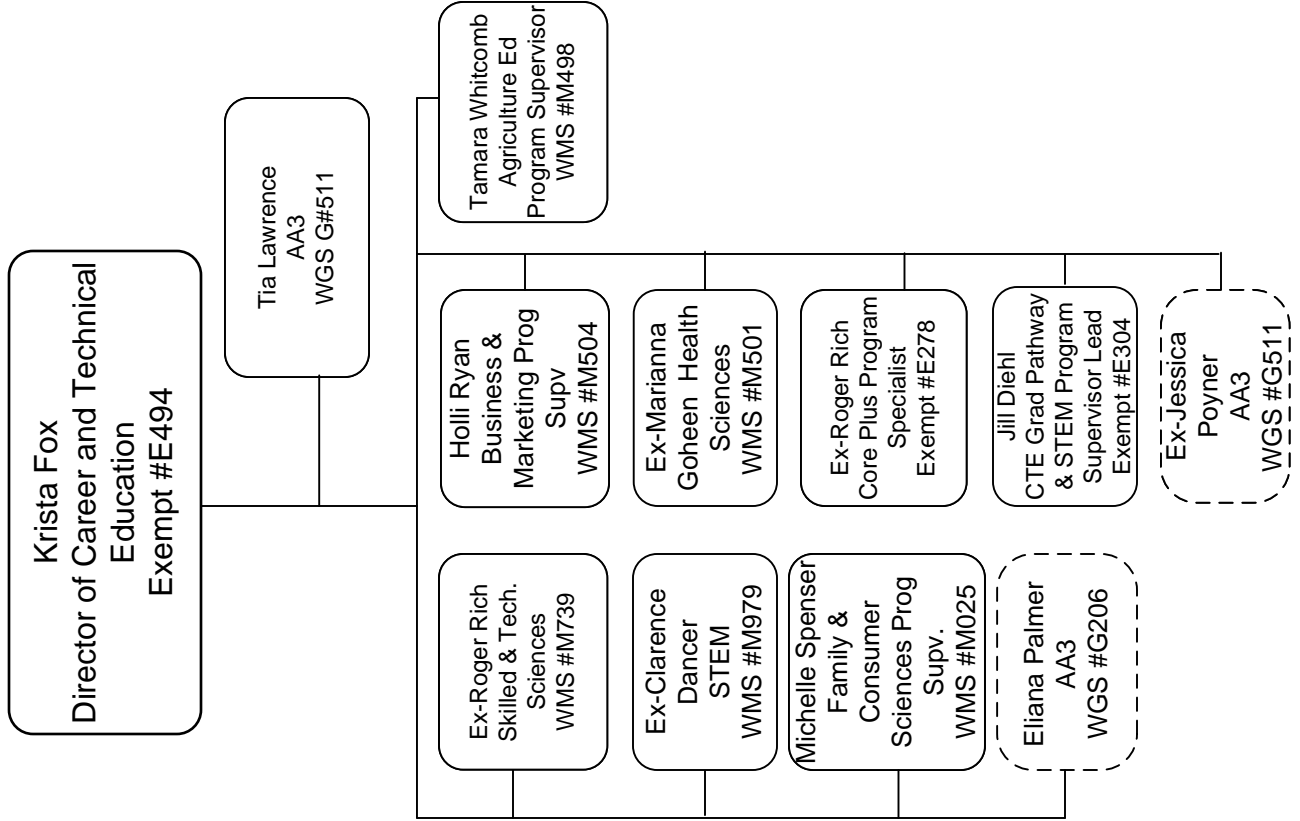
June 2024



Tab 21: Position Information - Page 53

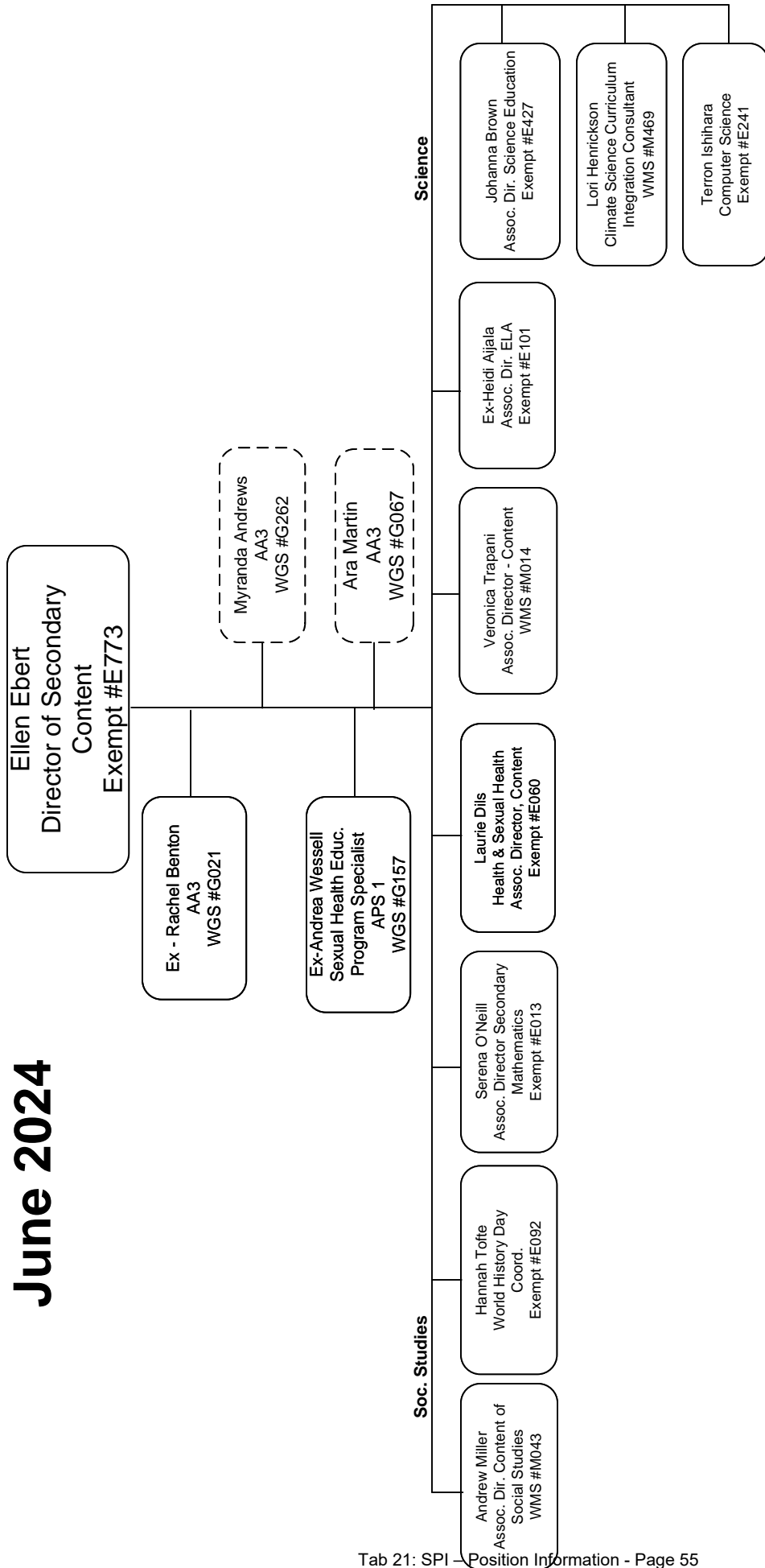
Career and Technical Education

June 2024



Secondary Content

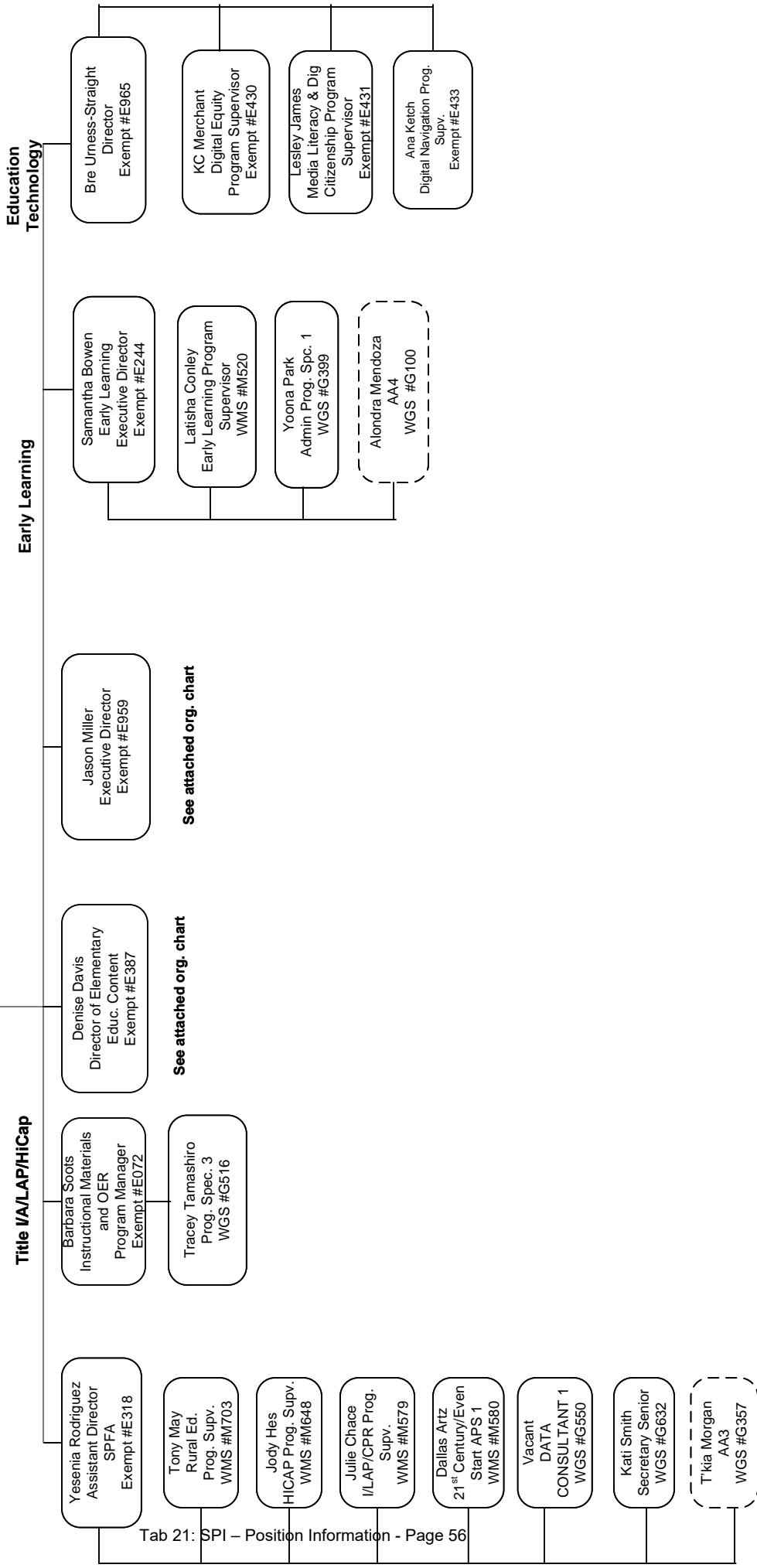
June 2024



Elementary Early Learning, and Federal Programs June 2024

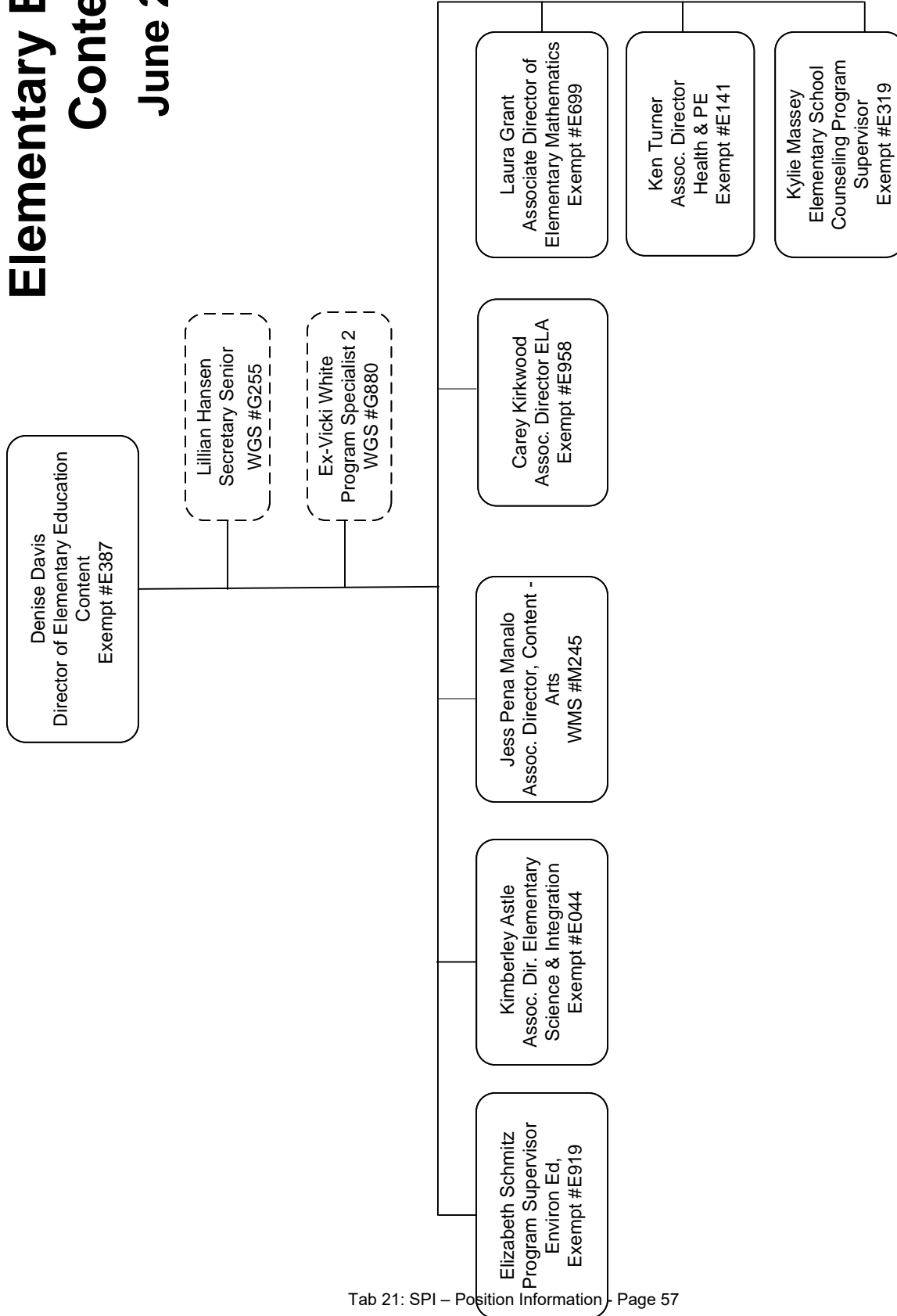
Jon Mishra
Assistant Superintendent
Exempt #E788

Debbie Guthrie
Executive Assistant
Exempt #E515

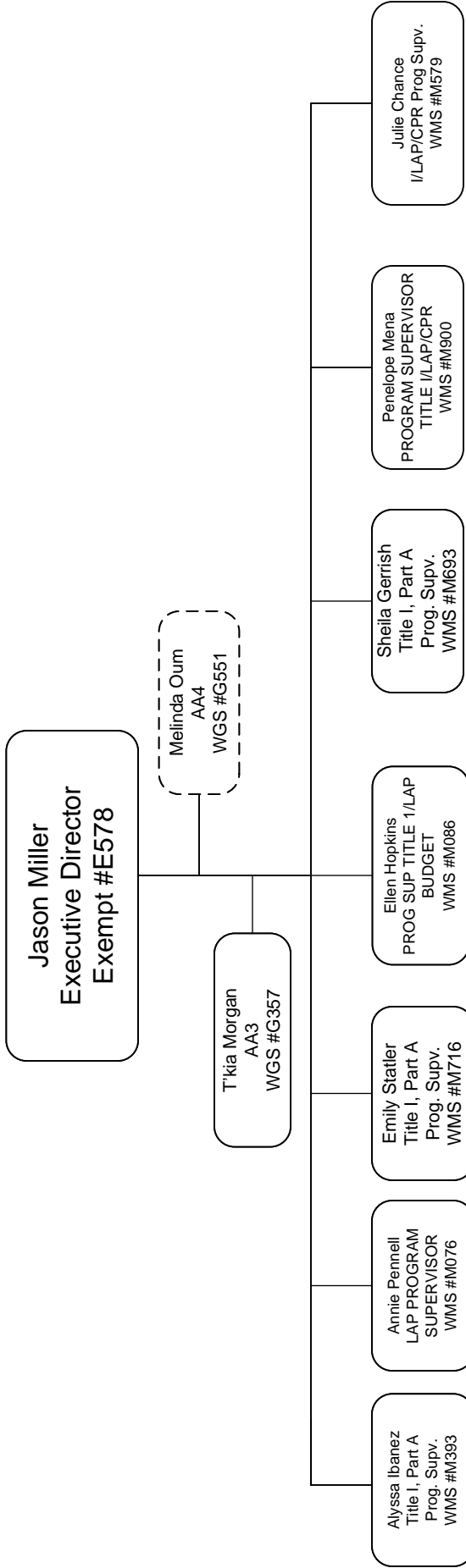


Elementary Education Content

June 2024



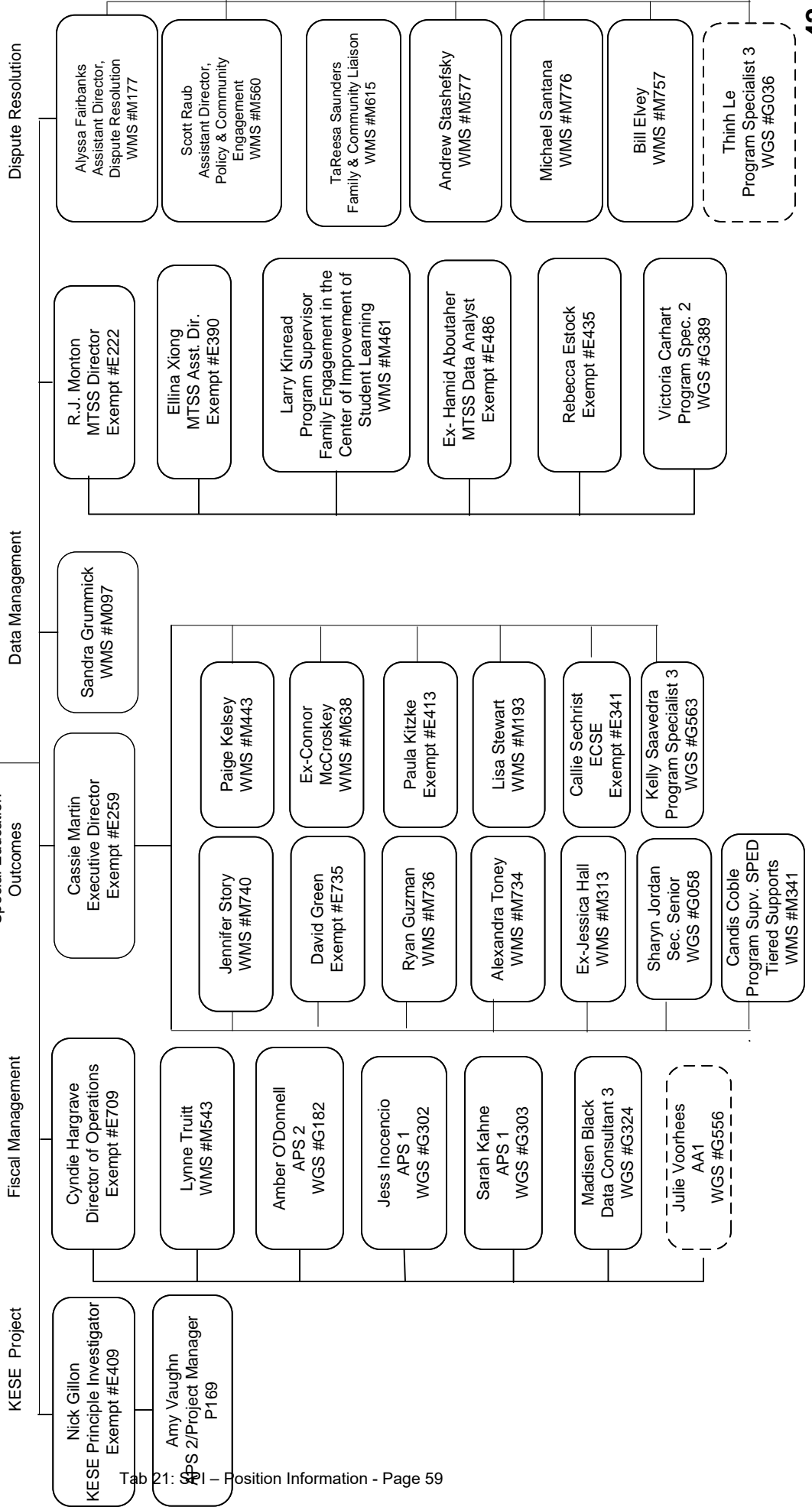
Title I LAP June 2024



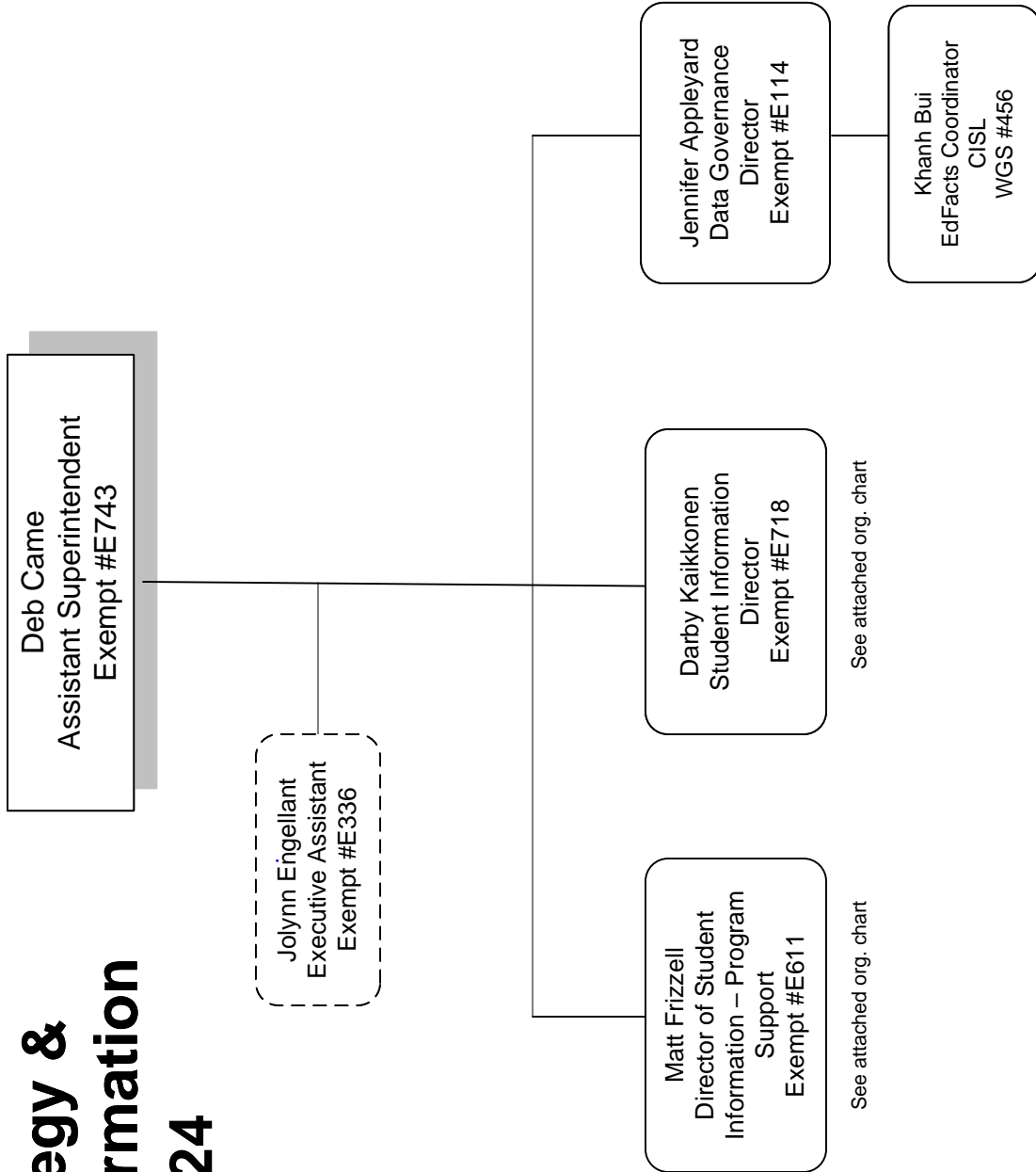
Special Education June 2024

Tania May
Assistant Superintendent
Exempt #E333

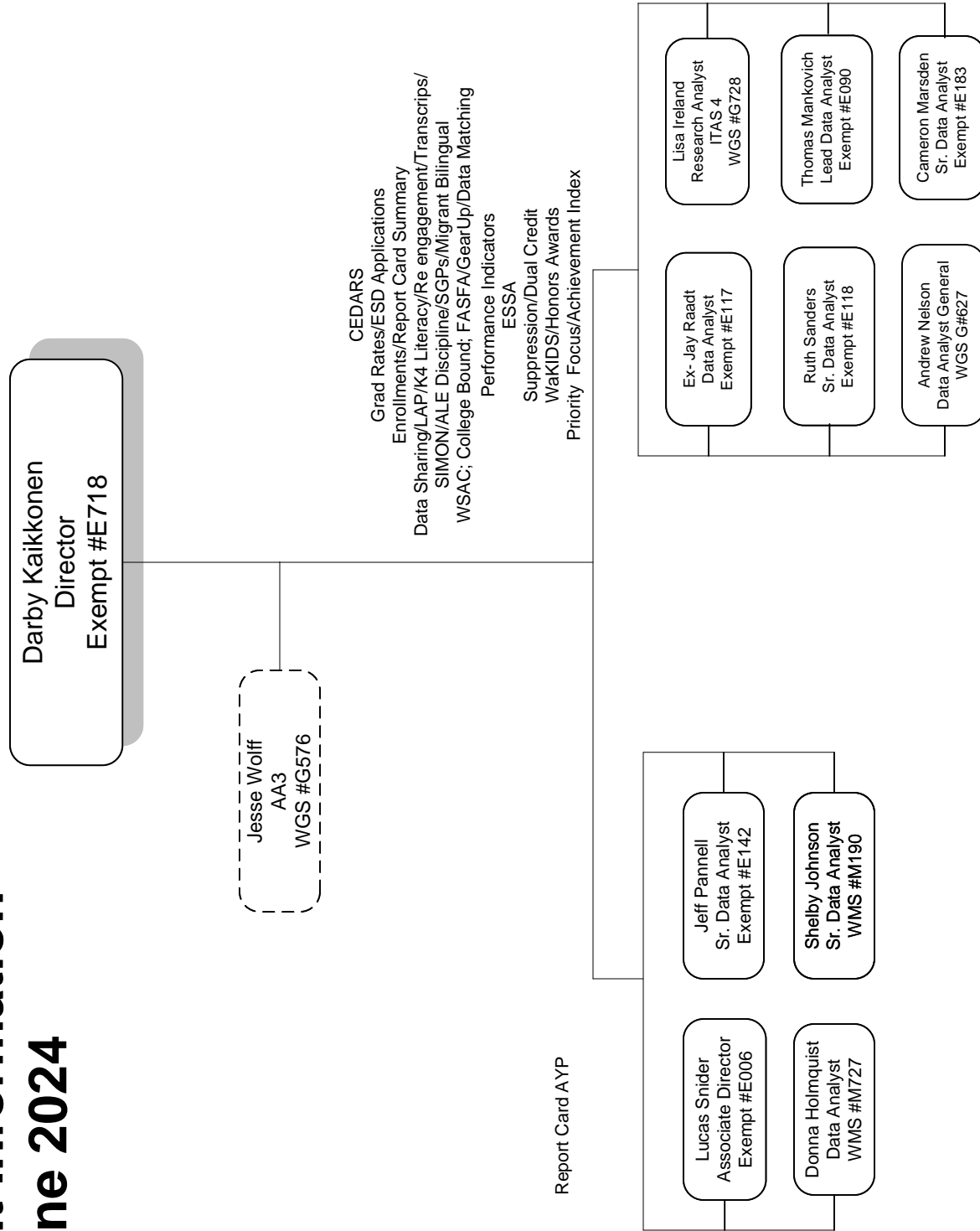
Beverly Mitchell
Executive Assistant
Exempt #E696



Data Strategy & Student Information June 2024

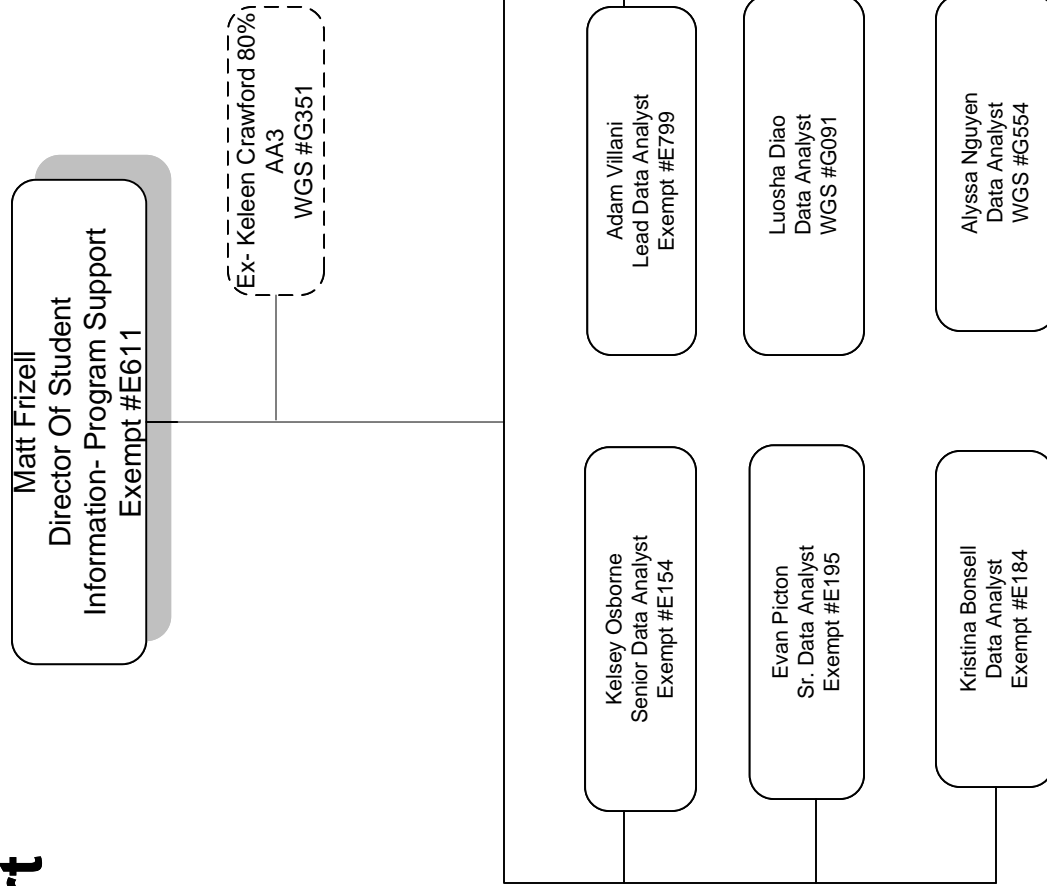


Student Information June 2024

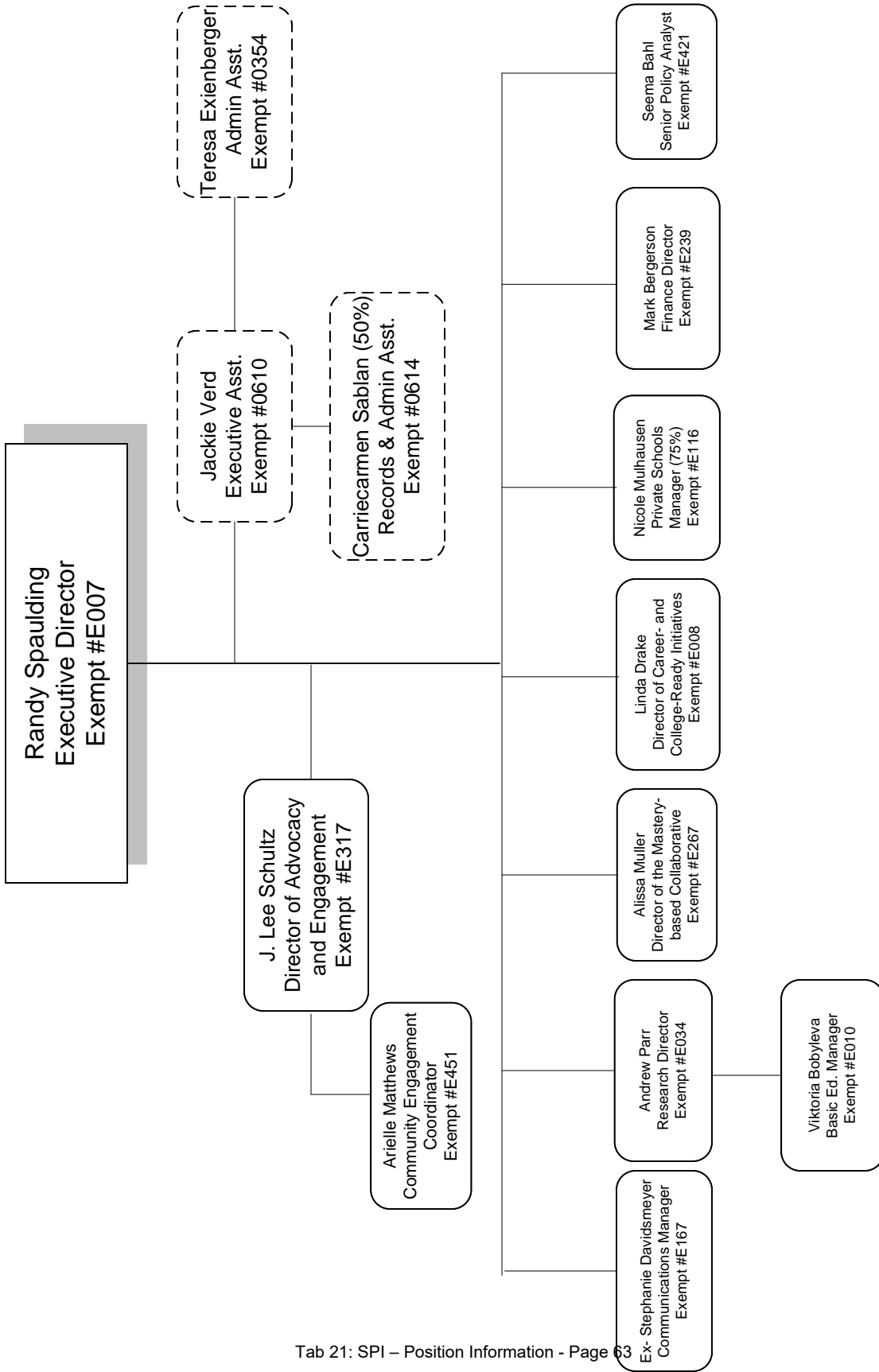


Student Information Program Support

June 2024



State Board of Education June 2024



16 Board Members

Professional Educator Standards Board (PESB)

June 2024

Erica Hernandez-Scott
Executive Director
Exempt #E741

Stefanie Cady
Executive Assistant
Exempt #E078

Systems, Equity, &
Workforce

Christine Nguyen
ESSER Project Manager
Exempt #0557

Preparation &
Credentialling

Educator Pathways &
Paraeducator Board

Austin Majors
Communications & Media
Relations Director
Exempt #E474

Ex-Jack Busbee
Associate Director
Paraeducator Board
Exempt #E231

Leslie Fernanda Diaz
Educator Pathways
Program Manager
Exempt #E745

K.O. Wilson
Program Manager,
Paraeducator Workforce
Development
Exempt #E547

Tristan Wiley
Program Manager
Paraeducator Operations
& Policy
Exempt #E542

Ex-Muzdah Malik
Pathways Program
Specialist
Exempt #E149

Sherridon Sweeney
Program Specialist
Exempt #E208

Ex-Alicia Erezim
Pathways Specialist
Exempt #E495

Ex-Victoria Moreland
Associate Director
Equity, Systems and
Workforce Development
Exempt #E074

Ex-Cameron Smith
Data & Technology
Program Specialist
Exempt #E079

Ex-Megan Rosenberg
Educator Workforce
Program Specialist
Exempt #E856 / 40%

Ex-Atela Tinnin
Systems, Equity and
Workforce
Development
Project Assistant
Exempt #E858

Alejandra Cruz Martinez
Educator Workforce
Coordinator
Exempt #E541

Anna Corrine Huffman
Legislative and Policy Liason
Exempt #E629

Jisu Ryu
Associate Director
Preparation & Credentialling
Exempt #E123

Jeffrey Youde
Educator Credentialling Prog Mgr
Exempt #E102

Michael Nguyen
Educator Credentialling & Dev
Program Manager
Exempt #E403

Koray Lynx
Program Manager Educator Prep
Exempt #E512

Lelani Sherwin
Prog. Mgr. for Professional Learning
Assignment and Prog. Supp.
Exempt #E744

KC Ramage
Educator Preparation Program Associate
Exempt #E401

Makenzie Dyer
Preparation & Credentialling
Grant Spc.
Exempt #E040

Mia Munoz
Program Coordinator, Prep and
Credentialling
Exempt #E080

Prajaktia Deshmukh
Preparation & Credentialling
Program Specialist
Exempt #E398

Constantino Montes
Teacher Academies Prog Manager
Exempt #E857

Zackary Turner
Associate Director
Internal Ops and External
Relations
Exempt #E119

Ex-Michael Cho
Educator Workforce
Project Specialist
Exempt #E027

Mark Bergeson
Finance Director
Exempt #E239

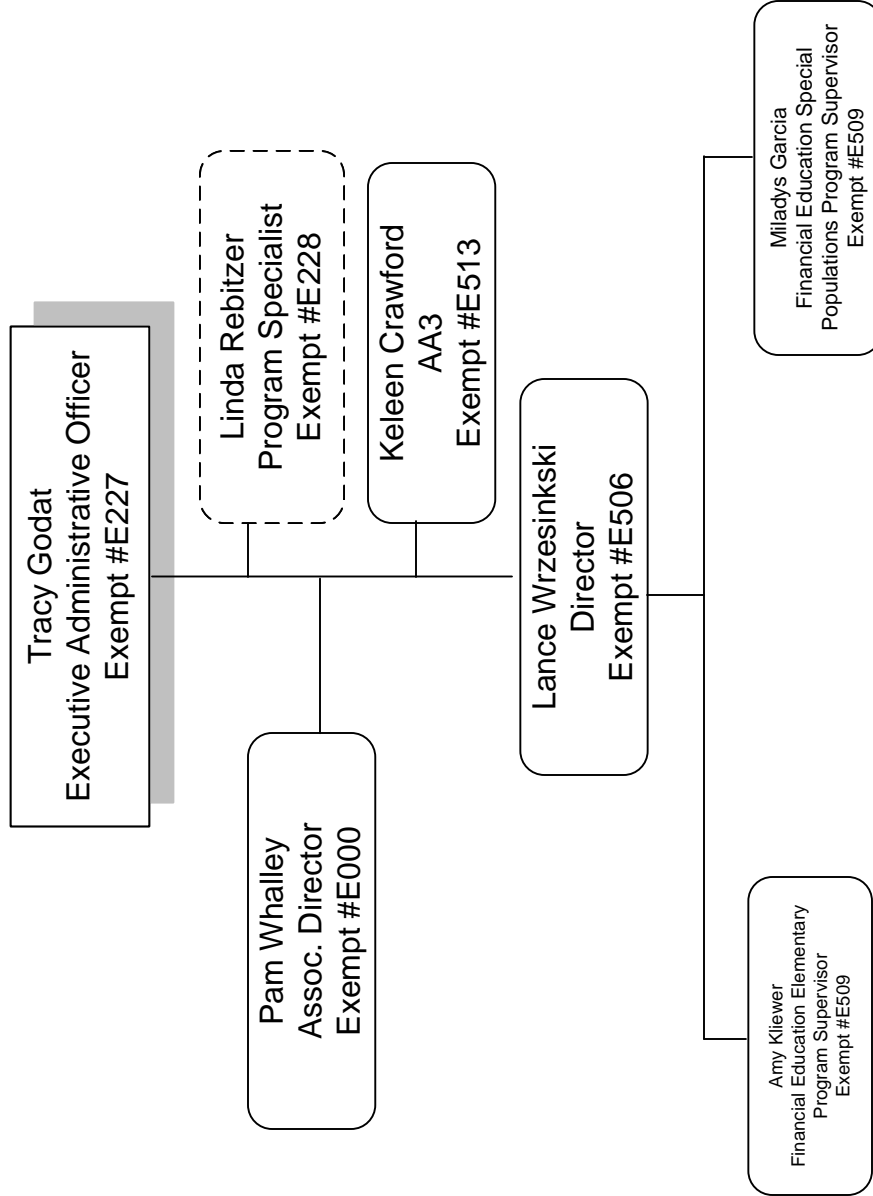
Theresa Leo
Operations Specialist
Exempt #E175

Ex-Anna Corinne Huffman
Government Relations
Specialist
Exempt #E555 / 50%

Ron Jacobson
Prog. Mngr. Educator Prep
Remote #R103

Matt Dressen
Policy and Grant Specialist
Exempt #E247

Financial Education Public Policy Partnership June 2024



Charter School Commission June 2024

