



2022-23 Board of Directors

Board Chair, Alisha Oliver **Board Vice-Chair**, Erin Cramer

Board Members: Mike Wagner, Laura Wipper, Mark Henderson, Coral Ford & Mackenzie Strawn

Student Representative to the Board, Omar Garcia & Rori Bentz

Superintendent, Lee W. Loving

Assoc. Superintendent, Dave Bolin

Director of Business & Fiscal Services, Rhonda Allen

Director of Human Resources, Danielle Blackwell

Superintendent/School Board Executive Assistant, Tonia Whisman

Special Session/Listening Forum

Monday, October 18, 2021 ~ 6:00 PM

NSSD District Office/Santiam Room

1155 N 3rd Ave

Stayton, OR 97383

NSSD VISION

We change kids' lives through a commitment to excellence, integrity, equity, and community engagement

NSSD MISSION STATEMENT

Ensure students reach their highest academic and vocational potential and develop into productive citizens

NSSD GUIDING PRINCIPLE

Do what is best for all kids

BOARD GOALS

- 1) Offer the most comprehensive program possible for students and the appropriate staffing to support our commitment to doing what is best for all kids
- 2) Celebrate the successes of the District and community
- 3) Routinely monitor the effectiveness of District programs and services in order to better serve all kids
- 4) Build and sustain dynamic relationships with stakeholders of the District through proactive communication exchanges

1. **CALL SPECIAL SESSION TO ORDER**

The Special Session of the North Santiam School District’s Board of Directors is called to order at 6:00 pm. It is an open meeting of the Board and the public is allowed to observe in-person, as room occupancy allows, and via Zoom.

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: ALISHA OLIVER

PLEDGE OF ALLEGIANCE: ALISHA OLIVER

2. **APPROVAL OF THE AGENDA**

Any changes to the agenda after posting on October 12, 2021 are noted below:

Added Attachments-

Added Agenda Items-

Removed Agenda Items-

DRAFT MOTION

Motion that the Board approves the meeting agenda as modified.

Motion Made By:
Vote:

3. **SYSTEMIC EQUITY ASSESSMENT**

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Jamie Almanzan & Jessica Gammell

Representatives from The Equity Collaborative will conduct a group interview with Board members to gather experiences, observations and ideas on how the District can improve educational outcomes for its underserved student population. The facilitators will combine comments with those from staff, students, and parents to generate themes. Once interviews are completed, The Equity Collaborative staff will compile, organize, and analyze data to complete a final report to North Santiam School District leadership.

NSSD Board 10.18.21 presentation

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4. **ADJOURN**

Time:

EQUAL OPPORTUNITY EMPLOYER

Equal employment opportunity and treatment shall be practiced by the North Santiam School District regardless of an individual's perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, economic status, veterans' status, or of any other persons with whom the individual associates is able to perform the essential functions of the position, with or without reasonable accommodation. This

meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours prior to the meeting. If you require special accommodations, please contact Tonia Whisman at the North Santiam School District Office at 503-769-4928.

the equity collaborative

Creating Culturally Responsive Schools

North Santiam School District
Board Engagement
October 18, 2021

Aaron Johnson, Jamie Almanzán and Jessica

Gammell
theequitycollaborative.com



TheEquityCollaborative.com

I'm Jessica!

Twitter
@equitycollab



I'm Aaron!

Twitter
[@i2_sing_america](https://twitter.com/i2_sing_america)

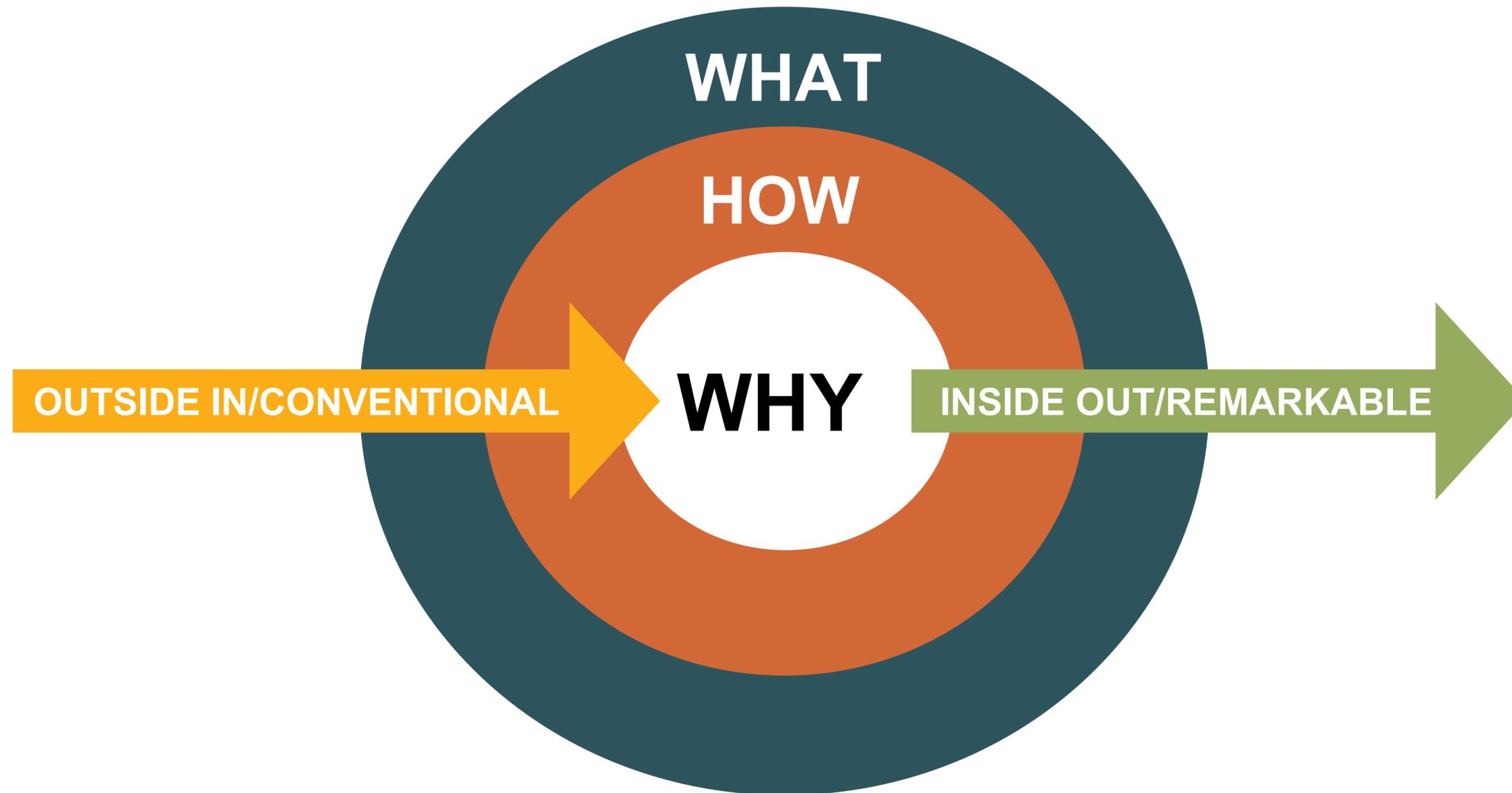


I'm Jamie!

Twitter
@jalmanzan
@equitycollab



Starting with the Why



8 “How Great Leaders Inspire Action,”
Simon Sinek, The Golden Circle



TheEquityCollaborative.com

Getting Connected to the Why...

Journal Prompt...

Why do you work as a board member in education? Why here?



Getting Connected to the Why...

Share a highlight from your journal with the group



Working towards equity means...

Journal

What does “equity” mean to you?



Getting Connected to the Why...

Partner Conversation



Working towards equity means...

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor



Interrupting inequitable practices, challenging biases, and creating inclusive school environments for all

Working towards equity means...

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor

Who succeeds in North Santiam schools?

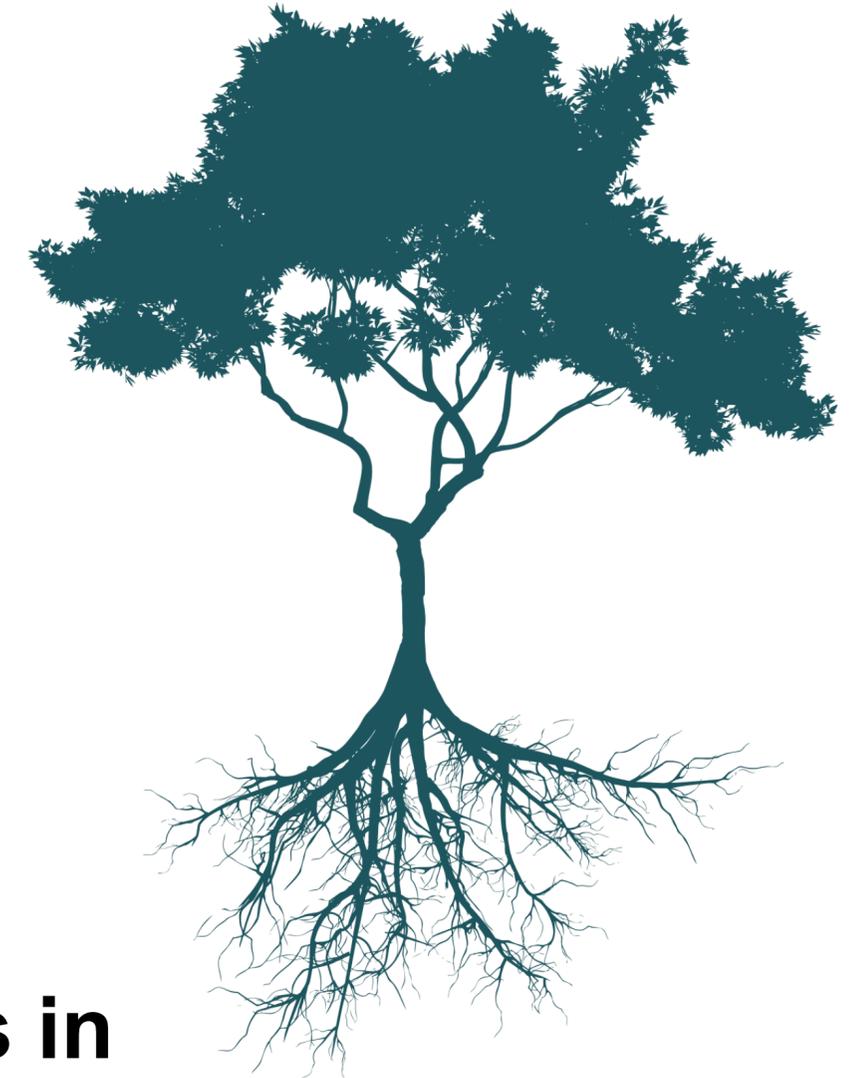


Interrupting inequitable practices, challenging biases, and creating inclusive school environments for all

What gets in the way?

Diversity, Equity, and Inclusion

Diversity = Presence
Inclusion = Participation
Equity = Outcome



We value the **DIVERSITY** of the students, staff and community. We strive for the **INCLUSION** of all students in every measure of success. We believe this requires a system of **EQUITY** to achieve this outcome.

Processing what we see

According to a researcher at Nottingham University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole.

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The Impact of Implicit Bias



Table Group Discussion

What did you see and hear in the video?

Destin Sandlin, “Smarter Everyday”

“The Backwards Bike”

<https://www.youtube.com/watch?v=MFzDaBzBIL0>



theequitycollaborative.com

The Impact of Implicit Bias

The positive and negative impact of subconscious biases toward our students and families will cause us to create and offer support and **OPPORTUNITIES** that are inequitable, thus creating a system that privilege some and oppress others.



The Impact of Implicit Bias

Pair reflection:

How do you feel about how your own biases, positive or negative, may affect your interactions with students, families and/or the community?



NSSD Equity Policy: 3 Step Analysis

Step one:

- **What stands out to you? What do you see?**

Step two:

- **What questions or concerns does this policy raise for you?**

Step three:

- **If North Santiam were to fully deliver on this policy ...**
 - **What are your hopes about what could be possible for your students?**

District Equity Policy

As each student enters a North Santiam school, dreams are nurtured, history and cultural heritage are celebrated, love of learning is fostered, educational, physical, emotional and social needs are supported. The North Santiam School District is a community of learners committed to equity and the success of each student. This commitment means that student success will not be predicted nor predetermined by any factor. The principle of equity goes beyond formal equality where all persons are treated the same. Instead, equity fosters an inclusive and barrier-free environment in which everyone will fully benefit. The District will apply this principle of equity to all policies, programs, operations, practices and resource allocations. All students will have access and opportunity to a high-quality education.



The North Santiam School District is committed to the following foundational beliefs:

1. Each student can learn with adequate support at the highest levels when all staff provide equitable access and opportunity for learning, and hold each student to high expectations;
2. Maximizing the academic achievement of every child requires allocating resources equitably, not necessarily equally;
3. Everyone in the District will act to eliminate disparities to prepare all students for college and career and;
4. An inclusive and welcoming environment plays a critical role in supporting a child's educational goals.

To realize our beliefs the North Santiam School District will:

1. Systematically use Districtwide and individual school level disaggregated data to inform decision making.
2. Provide students with equitable access to high quality curriculum, programs, teachers and administrators, extracurricular activities and support services, even when this means differentiating resource allocation;
3. Affirm the identity of each student, acknowledge and celebrate differences to create a sense of belonging for each student;
4. Incorporate the voice, culture and perspectives of students, staff, families and communities that reflect student demographics to support and enhance student success;
5. Identify and counteract biased practices that perpetuate achievement disparities and lead to disproportionate levels of student success;
6. Provide multiple and varied opportunities in order to meet the needs of the diverse student body;
7. Actively recruit, hire, and retain staff that reflect student demographics at all organizational levels and support employees to engage in culturally responsive practices and delivery of quality instruction and service; and Ensure that the North Santiam District Strategic Plan embraces the principle of equity as a key feature and presents measurable outcomes to prepare all students for college, career and life.



NSSD Equity Policy: 3 Step Analysis

Step one:

- **What stands out to you? What do you see?**

Step two:

- **What questions or concerns does this policy raise for you?**

Step three:

- **If North Santiam were to fully deliver on this policy ...**
 - **What are your hopes about what could be possible for your students?**
 - **What are your hopes about what could be possible for the community outside of your schools?**



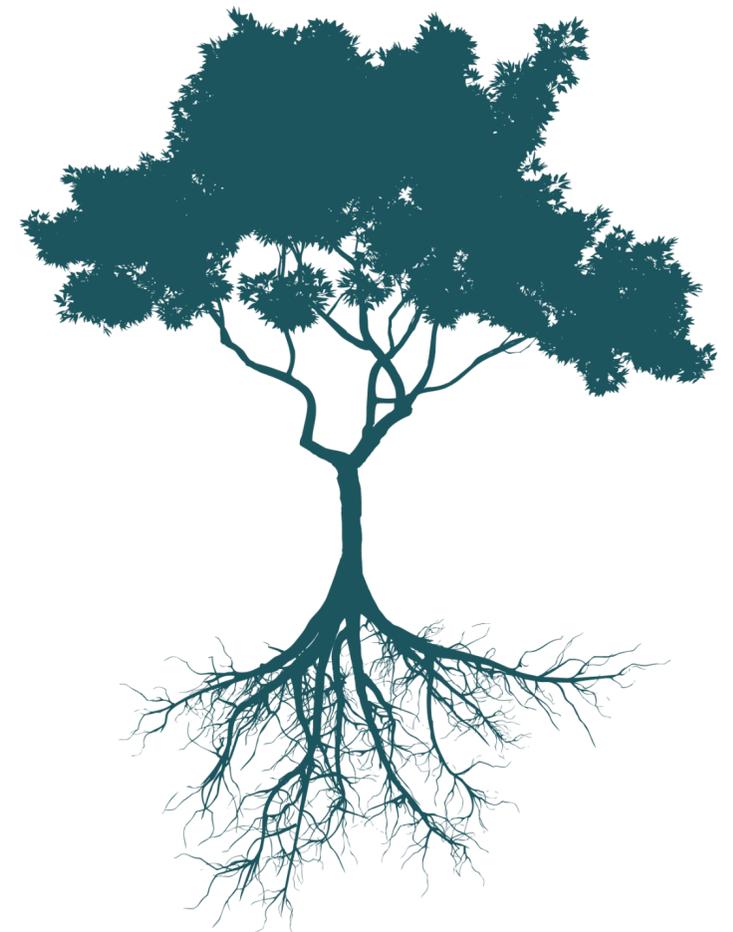
What's Next?

Completion of Systemic Equity Assessment:

- **Listening to students and families.**
- **Create a report with themes and recommendations**

Support Principals to lead discussions with staff

Develop and support an Equity Leadership Team to lead toward Equity Policy Outcomes



Thank You!

