North Santiam School District

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
Thursday, January 13, 2022 ~ 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 REGULAR 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 via Zoom. Since this is a presentation to and with board members and no District business will be voted on, there will be no public comment on the agenda. There will be an opportunity for this to occur at the Regular Session meeting on January 20, 2022.

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: ALISHA OLIVER
PLEDGE OF ALLEGIANCE: ALISAH OLIVER

2. **APPROVAL OF THE AGENDA**
Any changes to the agenda after posting on , 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. **OSBA COMMUNITY ENGAGEMENT WORKSHOP**   **4**
Janet Avila-Medina
OSBA Board Development Specialist, Janet Avila-Medina, will be attending the meeting virtually to facilitate a workshop on Community Engagement. The description of this workshop according to their website is as follows:

Community Engagement: How to work with parents, the public, and partner organizations to build understanding and active involvement in education, thereby increasing resources for academic achievement, reducing dropouts, and improving student behavior.

OSBA-North Santiam SD Board Work Session_1-13-22   4

    1. **Board Community Engagement Assessment**   **24**

    Community Engagement Assessment   24

    2. **Best Practices/Protocols**

4. **ADJOURN**
Time:

North Santiam School District

Serving Stayton, Sublimity, Lyons & Mehama

Janet Avila-Medina

Board Development Specialist, OSBA

January 13, 2022

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**Board Work Session
Community Engagement**

Why Are we Here?

AGENDA

Board Assessment

Best Practices/Tools

Next Steps

What is Community Engagement?

North Santiam School District

2019-2022

VISION

WE CHANGE KIDS' LIVES…THROUGH A COMMITMENT TO EXCELLENCE, INTEGRITY, EQUITY AND COMMUNITY ENGAGEMENT
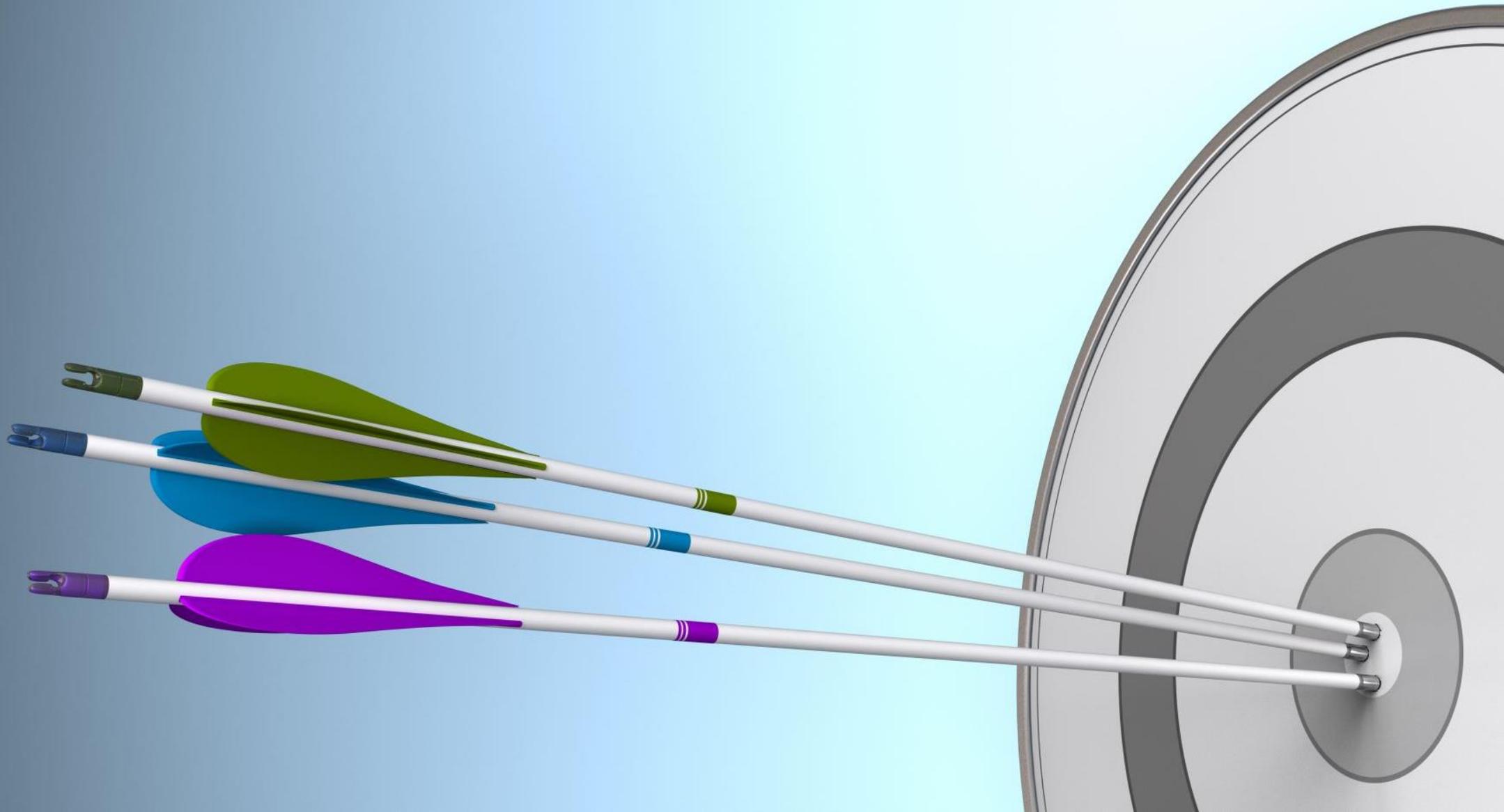
MISSION STATEMENT

ENSURE STUDENTS REACH THEIR HIGHEST ACADEMIC AND VOCATIONAL POTENTIAL AND DEVELOP INTO PRODUCTIVE CITIZENS

GUIDING PRINCIPLE

DO WHAT IS BEST FOR ALL KIDS

DISTRICT GOALS

1. ENSURE THAT EACH STUDENT HAS THE OPPORTUNITY TO ACHIEVE EXCELLENCE THROUGH MEASURABLE PROGRESS AND PERSONAL GROWTH EACH YEAR

2. PROVIDE SUSTAINABLE, QUALITY FACILITIES AND PROMOTE POSITIVE SCHOOL CLIMATES

3. PROMOTE STUDENT AND STAFF INVOLVEMENT IN THE COMMUNITY AND INVOLVE THE COMMUNITY IN OUR SCHOOLS

4. RECRUIT, DEVELOP, VALUE, AND RETAIN HIGH QUALITY STAFF

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Goal #3: Routinely monitor the effectiveness of programs and services in order to better serve all kids
Strategies:

1. Regularly review academic and behavioral data in order to consider the need for additional budgetary support.
   a. Regular reports and presentations from District staff/administration.
   b. Periodic presentations from students on the effectiveness of programs, services and/or activities.
   c. Actively seek input from parents and other stakeholders on the effectiveness of programs, services and/or activities.
   d. Regularly review progress of goals and strategies at board meetings.

Goal #4: Build and sustain dynamic relationships with our stakeholders through proactive communication exchanges
Strategies:

1. Regularly review information on the broad effectiveness of communications using technology and/or social media.
2. Expect, support and resource effective methods to provide all stakeholders and other interested parties with timely information about District programs, students, activities and staff.
3. Seek and listen to the opinions of stakeholders regarding policy updates.
4. Seek professional development to increase knowledge and skills regarding effective board governance including, but not limited to, community engagement, equity and excellence in education.

SUPERINTENDENT - ANDY GARDNER

Immediate Goal

The NSSD will implement In-Person School, Five Days per Week, for the full calendar year

Intermediate Goal #1

Reinstate learning and observation systems in schools and classrooms in all District Schools beginning September 8, 2021.

Intermediate Goal #2

Engage in Equity Training for District Staff and Board that will result in the implementation of systems to increase equitable outcomes for underserved student populations, including focused listening with underserved parents and students, improving staff knowledge and skills to address equity issues, and commitment to sustaining equity work moving forward.

Long Range Goal

Create and sustain five outstanding schools within the NSSD that create future citizens, parents and an educated workforce that positively contributes to our communities.

Outstanding Schools:

- *Safe and orderly environment*
- *Climate of high expectations for student achievement*
- *Dynamic, goal-focused instructional leadership*
- *Collaborative work behavior with focus on specific products*
- *Clear and focused mission*
- *Opportunity to learn for all with 90% of students graduating*
- *Frequent monitoring of student progress*
- *Strong community-home-school relationships*

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Levels of Community Engagement

Inform

Consult

Involve

Collaborate

	INFORM	CONSULT	INVOLVE	COLLABORATE
Public participation goal	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives and/or solution.	To obtain public feedback on analysis, alternatives, and/or decision.	To work directly with the public throughout the process to ensure that public issues and concerns are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.
Promise to the public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.
Example techniques	• Fact sheets • Websites • Open houses	• Public comment • Focus Groups • Surveys • Public meetings	• Workshops • Deliberative polling	• Citizen Advisory committees • Consensus-building • Participatory decision-making

LEVELS OF COMMUNITY ENGAGEMENT

0	1	2	3	4
STANCE TOWARDS COMMUNITY				
IGNORE	**INFORM**	**CONSULT**	**INVOLVE**	**COLLABORATE**
INTENTION				
Protecting School/District Interests **Unintended Impact to Consider:** *Marginalizing Communities*	Keeping Communities Updated **Unintended Impact to Consider:** *Placating & Underestimating Community Wisdom*	Receiving Community Input **Unintended Impact to Consider:** *Tokenizing & Gatekeeping Community Engagement*	Meaningfully Engaging Community Voice **Unintended Impact to Consider:** *Community Voice is Not Heard*	Collaborating and Sharing Power with Communities **Unintended Impact to Consider:** *Collaborative Process Derailed by Power Dynamics & Lack of Relational Trust*
COMMUNITY ENGAGEMENT GOALS				
Deny access to decision-making processes	Provide students, families & community with relevant information for them to support district/school goals	Gather input from students, families & community without including them in decision-making	Ensure students, families & community needs and assets are integrated into district process & planning	Ensure student, family & community capacity play a leadership role in implementation of decisions
EXAMPLE ENGAGEMENT METHODS				
• Closed door meeting • Misinformation • Systematic effort to avoid engagement	• Fact sheets • Open houses • Presentations • Billboards or school electronic boards • Videos • Social media posts	• Input sessions • Focus groups • Empathy interviews • Surveys	• Collaboration or engagement with community organizing and community voices • House meetings • Interactive workshops & forums with accessibility and safety considerations • Student & Parent/Family Advisory Committees	• MOUs with Community-based organizations • Leadership Development • Resources & funding allocated for community organizing • Collaborative design and facilitation of community forums to ensure voice, safety & accessibility
KEY EXAMPLE STRATEGY TO CONSIDER FOR ENGAGEMENT METHODS				
Establish who the community is composed of	Language Accessibility	Hospitality and reciprocity practices	Staff training on anti-racist equity and culturally sustaining and responsive practice	Deeper strategy and visioning work with local community-based organizations (e.g. non-profits, churches, etc)
HOW COMMUNITY ENGAGEMENT EXISTS IN SIA PLAN				
Focal student groups not acknowledged and/or subsumed in another category (e.g. students of color lumped into students experiencing poverty) **Associated Challenge:** *Students of color continue to be invisibilized by a system of White Supremacy*	Communities informed that SIA is occurring but not engaged for input **Associated Challenge:** *Community needs continue to be invisible because they are merely informed of the SIA, not solicited for input*	Data (including disaggregated data) are used as primary resource to inform SIA strategies/activities **Associated Challenge:** *Communities are only engaged once in the process of SIA plan creation and follow-through is limited*	Tribal consultation and engagement is central to the development of SIA plans **Associated Challenge:** *Community (and Tribal) voice is taken but not actually incorporated*	Partnerships with community-based organizations, organizers, and other agencies **Associated Challenge:** *Partnerships are created but not honored through continual reciprocity and shared work*

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Community Engagement Overview

Complex & Systemic

Assess the Situation

Identify Level of Community Engagement

Determine Strategies

Identify Board Role vs. Superintendent Role

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Community Engagement Assessment Activity

Next Steps/Guiding Questions

- Looking specifically at your board's effort to raise student achievement, do you see areas of vision, goal setting, implementation, accountability or advocacy where public advice, approval or assistance would be beneficial?

- In what areas do you want the public's role to be advisory, and in what areas do you want the public to share in decision making?

- Whom do you want to engage with and why? What will their involvement look like?

Questions

Contact

Janet Avila-Medina
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Vince Adams
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Steve Kelley
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Photo Credits

- **North Santiam School District Logo:** https://www.nsantiam.k12.or.us/

- **Focus Group:** https://healthydurham2020.org/wp-content/uploads/2018/05/healthy-durham-2020-community-listening-session-fall-2017.jpg

- **Illinois Association of School Boards, Connecting with the Community, 2018:** https://www.iasb.com/IASB/media/Documents/communityengagement.pdf

- **Oregon Department of Education, Student Investment Account: Community Engagement Toolkit 2021-2022:** https://www.oregon.gov/ode/StudentSuccess/Documents/69236_ODE_CommunityEngagementToolkit_2021-web%5B1%5D.pdf

North Santiam School District Board
Community Engagement Assessment

Current/Past Stakeholders *(within the past 2-4 years)*
- Underserved populations (e.g., Hispanic, students of color, and special education students)
- Students
- Staff
- Content matter experts
- Business community members
- Community members
- Extended families
- Post-secondary education (e.g., technical training, universities, etc.)
- District students' parents
- Government

Gaps/Missing Stakeholders
- Parents (e.g., homeschool and private schools)
- Poverty should be included in underserved populations
- TAG students
- Employers
- Church communities
- Alumni
- NGOs (e.g., food bank, rotary club, etc.)
- Voters with no district connection

Other
- COVID Impacts
- Advocacy

Current/Past Methods *(within the past 2-4 years)*
- 4th of July Booth
- Summer Fest
- Fire dept. annual gathering
- Student/staff/parent surveys
- Newsletters
- City Council presentations
- District app
- Boosters club

Gaps/Missing Methods
- Partnering & deepening the current connections that exist
- Identify how to navigate and engage in a two-way dialogue with the community

Other – N/A