



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, November 3, 2022 ~ 5:30 PM

NSSD District Office/Santiam Room

1155 N 3rd Ave

Stayton, OR 97383

<https://youtu.be/bZj7jQ8aWQE>

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 5:30 pm. The purpose of the meeting is to receive a presentation from the Equity Collaborative regarding the training that will be provided to NSSD staff this school year. It is an open meeting of the Board and the public is allowed to observe in-person and via Zoom livestream on YouTube.

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: ALISHA OLIVER

PLEDGE OF ALLEGIANCE: ALISHA OLIVER

2. **AGENDA APPROVAL**

Any changes to the agenda after posting on October 31, 2022 will be acknowledged:

Added Attachments-

Revised Attachments-

RECOMMENDED MOTION- AGENDA APPROVAL

Motion that the Board approves the meeting agenda as modified.

3. **EQUITY COLLABORATIVE PRESENTATION**

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Jamie Almanzan

Session Title: *Building Internal Mechanisms for Accountability - Systems to support the board to make and keep the commitments they've made along the way.*

NSSD Board 11.03.22

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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.



North Santiam School District, Board Engagement

Building Internal Mechanisms for Accountability

Systems to Support the Board to Make and Keep the Commitments They've Made Along the Way
November 3, 2022

School Based Teams Overall Outcomes

Develop common language and understandings about diversity, equity, and inclusion with a focus on increasing our capacity to talk about and address the ways identity (race, gender, LGBTQ, religion, etc) and school experience intersect.

- **Create a supportive environment for regular conversations about diversity, equity and inclusion.**
- **Utilize norms for the conversation**
- **Increase our knowledge and awareness of the difference between race and racism, and develop our own positive racial identity.**
- **Improve our use of protocols for structured dialogue and promote all voices being heard.**
- **Better understand multiple aspects of the student experience in our schools through listening.**
- **Utilize scenarios and role play to practice what to say and how to intervene when people in the school community use hurtful language (slurs, etc.)**
- **Measure the impact of our work through the collection of qualitative data from building activities/conversations/products and by leveraging current data collection tools that help inform the work.**

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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Subconscious and Conscious Processing

Subconscious Processing

- 85-90% of our brain power
- Processes the MASSIVE amount of information that is being taken in.
- **Our brains use *implicit bias* as a filter to organize that information.**
- Is responsible for the bulk of our cognitive functioning (physically and mentally).
- Reading is a subconscious processing skill.

Conscious Processing

- 10-15% of our brain power
- Is focused on our primary function as a species, to survive and scan for threat. Both physical threat and social threat.
- *Learning to read* is conscious processing skill.

Implicit Bias

Implicit bias is the subconscious brain organizing information coming in that creates subconscious associations (attitudes, feelings, beliefs, actions, etc.) thus making meaning of the world that we live in. The process of implicit bias is neutral, neither positive or negative. It is the IMPACT of implicit bias that can be experienced as positive or negative.

Implicit Bias and Cultural Schema

Share with a partner:

What music did you listen to when you were in high school? Why? What do you love about it?

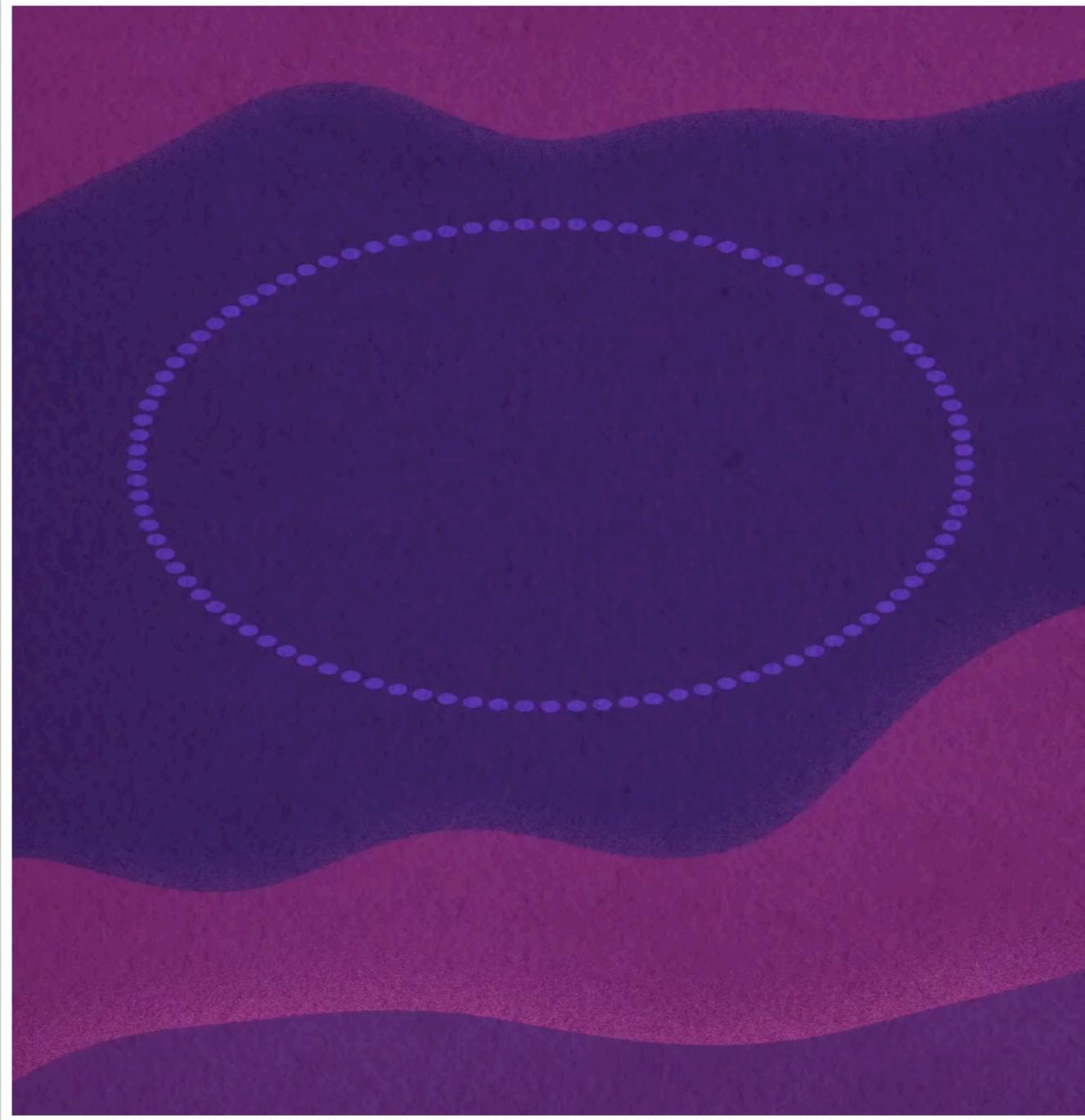
NPR: All Things Considered

“How Our Brains Create Meaning From the Sounds Around Us”

“Well, you know, our brain does a really good job picking up what is going on in our sonic world. And so if we're getting garbled information, if we're getting information that has background noise, it's going to affect the signal that the brain hears in the first place. That said, each one of our hearing brains is different, and it will process the information that we hear based on our life in sound. As we have, throughout our lives, made sound to meaning connections, eventually much of what we do happens automatically.”

- Nina Kraus, *Sound Mind*

The Process of Implicit Bias



Share with a partner:

**What resonates for you
in this short video?**

The Process of Implicit Bias

Share with a Partner

How does this description of implicit bias compare to your understanding of the concept previously?

How might this framing of implicit bias impact your work as a school board member?

The Process of Implicit Bias

Key Ideas:

Implicit bias creates subconscious associations that may contradict our intentions, beliefs and values.

Being aware of our biases allows us to make conscious decisions that can change our attitudes, behaviors, actions and ultimately our leadership and instructional delivery.

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 privileged system for some and an oppressive system for others.

The Process of Implicit Bias

Small group discussion:

How might our implicit biases negatively or positively impact the students and families we serve?

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 careers 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 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?

NSSD School Board Sessions

- **Session 2:** Using Listening as a Culturally Responsive Leadership Skill - Learning to use structures and practices for listening to and on behalf of others;
- **Session 3:** Bridging the Margins and the Mainstream - Listening to those people who don't have access to or aren't represented on the board, highlighting the voices of marginalized communities;
- **Session 4:** TBD

What's Next?

School Based Teams

Four Quarterly In-Person Sessions (with three 90 minute remote support sessions in between each in person session.)

- **Session One: (Today!) November 3, 2022**
- **Session Two: January/February 2023?**
- **Session Three: March/April 2023?**
- **Session Four: May/June 2023?**