



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, March 2, 2023 ~ 5:30 PM

NSSD District Office/Santiam Room

1155 N 3rd Ave

Stayton, OR 97383

<https://youtube.com/live/51bc-7wkjYs?feature=share>

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 Regular Session of the North Santiam School District’s Board of Directors is called to order at 5:30 pm. It is an open meeting of the Board and the public is allowed to observe in-person and via livestream on YouTube.

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: ERIN CRAMER

PLEDGE OF ALLEGIANCE: ERIN CRAMER

2. **AGENDA APPROVAL**

Changes to the agenda after posting on February 24, 2023 will be acknowledged:

Added Agenda Items-

6.0- Board Announcements

RECOMMENDED MOTION-AGENDA APPROVAL

I move that the Board approve the agenda as modified.

3. **EQUITY COLLABORATIVE PRESENTATION/5:30-7:00 pm**

Jamie Almanzan & Jessica Gammell

Session Title: 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.

N Santiam Board Session 3.2.23

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4. **RECESS/7:00-7:15**

5. **APPROVAL OF LICENSED CONTRACTS/7:15-8:00 pm**

Danielle Blackwell

HR Director, Danielle Blackwell, will provide a list of contract extensions and renewals of administrative and licensed staff for Board approval. This list will also include notices of resignations and retirements that have been received thus far however, these do not require Board approval.

1. **Executive Session (ORS 192.660(2)(b))**

The Board will enter into Executive Session to discuss any nonrenewal of staff contracts. The staff members involved have been properly notified and did not request the discussion to be held in open session.

2. **Return to Open Session**

3. **Action on Licensed Contracts**

The Board will vote on the list of proposed extensions/renewals.

RECOMMENDED MOTION

Motion that the Board extend and/or renew contracts for the individuals and time periods as

proposed by the Superintendent.

6. **BOARD ANNOUNCEMENTS**

This item is for things such as reports from board members (E.g. conferences or community events they attended) or to request volunteers for upcoming activities.

Possible Future Agenda Items:

- Board Resolution affirming commitment to anti-racism and identifying action steps

7. **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

North Santiam School District - Board Engagement Three

March 2, 2023

Jamie Almanzán & Jessica Gammell

theequitycollaborative.com



TheEquityCollaborative.com

I'm Jamie!



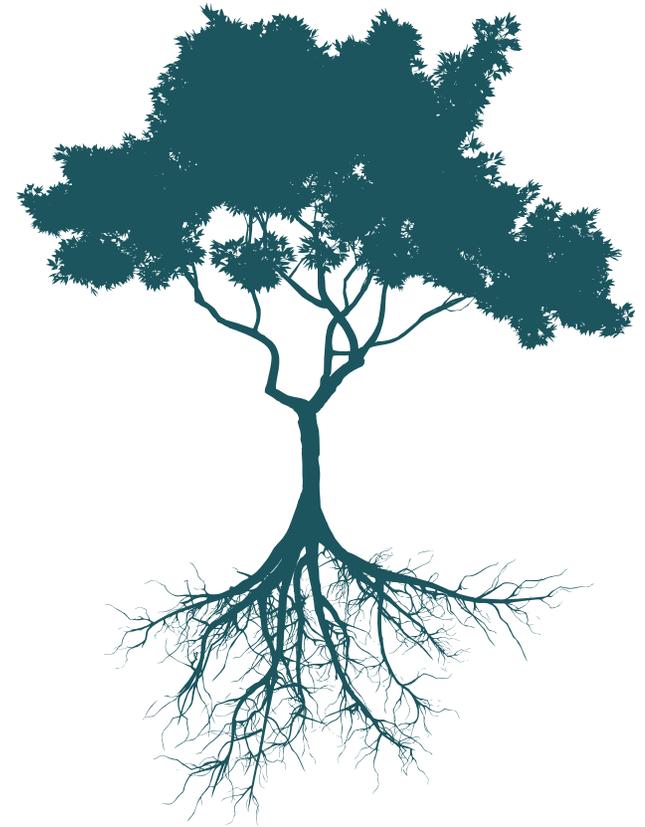
I'm Jessica!



Affective Opener

Find a partner ...

Who is the person outside of your family who most shaped your identity?



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Exploring Identity

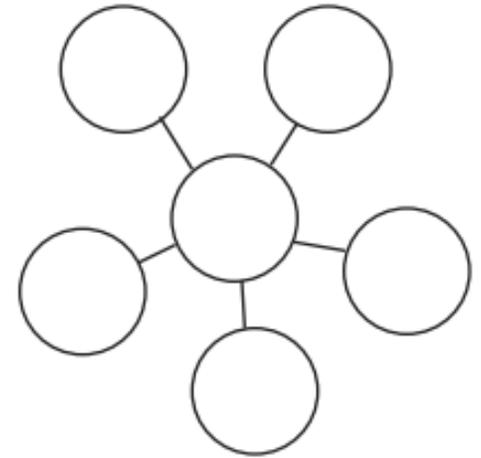
Key Idea

One aspect of the role of any person charged with supporting change and growth in others and with addressing and supporting folks across difference, is getting comfortable talking about identity. Identity and our own experience and interpretation of our identities is deeply personal. Comfort in our own identities allows us to be humble, make room for the learning of others, and listen intently with care.

Exploring Identity

Journal...

- **Write your name in the center**
- **Draw a web of circles connecting to your name**
- **Within each circle, write a word or phrase that captures some element of your identity.**
(Consider terms or descriptors that have helped shape who you are / how you see the world)



Exploring Identity

The “Paseo” Protocol

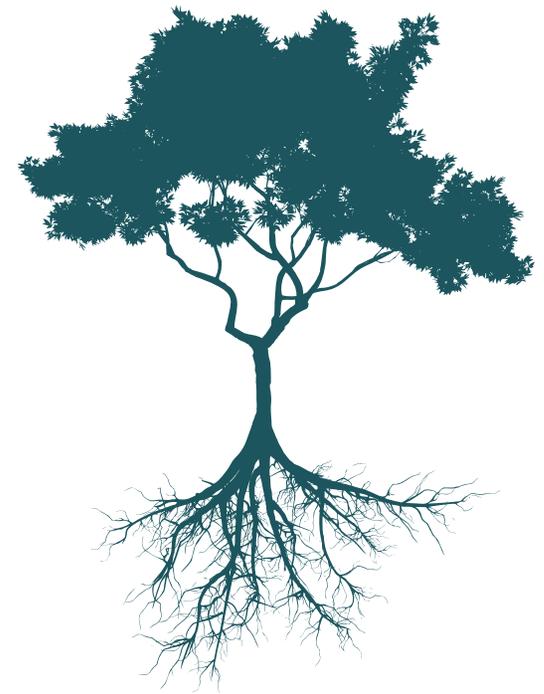


- **Sharing and Listening in pairs focused on a question for several rounds.**
- **One minute think time at the introduction of the prompt - to ensure you're able to fully listen to your partners**
- **Each person will have 2 minutes to respond. Honor silence to allow the speaker to think and continue their response.**

Exploring Identity

Prompt ONE

With which descriptor do others identify you most strongly? How do you feel about that?

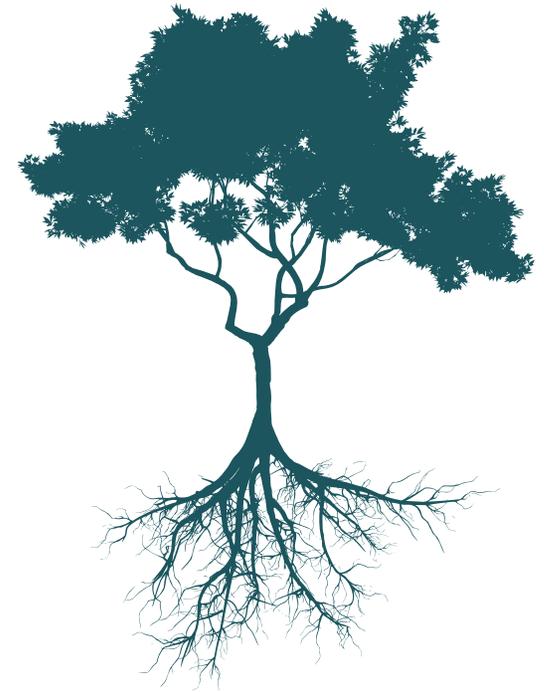


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Exploring Identity

Prompt TWO

What is an aspect of your identity that is important to you, that you feel others don't tend to know or see? How does that feel?

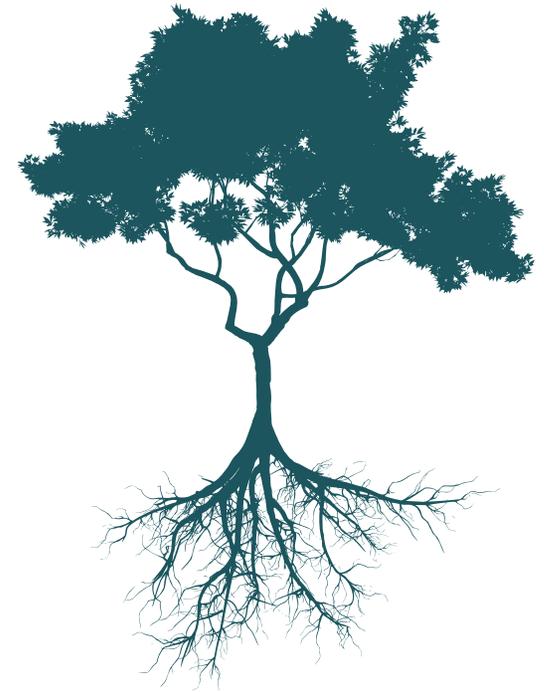


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Exploring Identity

Prompt THREE

How does it feel to support the creation of a safe and inclusive school environment? How is that work connected to your identity?



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Exploring Identity

The “Paseo” Protocol



Debrief:

What did you hear or feel during this experience?

Bridging the Street and the Balcony



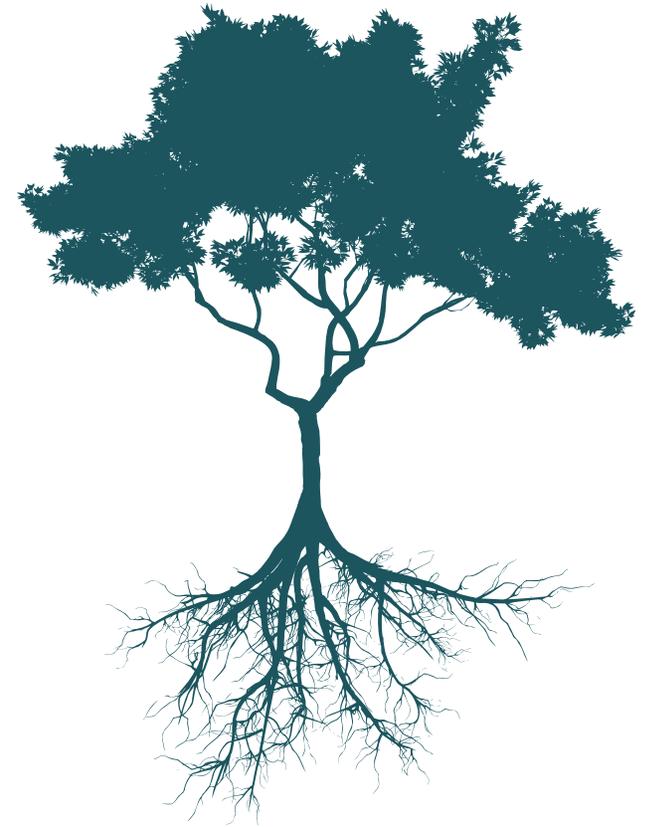
AC - Nondiscrimination

The district prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race¹, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates. The district prohibits discrimination and harassment in, but not limited to, employment, assignment and promotion of personnel; educational opportunities and services offered students; student assignment to schools and classes; student discipline; location and use of facilities; educational offerings and materials; and accommodating the public at public meetings.

Bridging the Street and the Balcony

With a partner...

- Who would you want to listen to in order to know whether this policy is effective?
- What questions would you ask?



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Good Probing Questions

- How did you get to this situation?
- What would have to change in order for...?
- What do you wish...?
- What's another way you might...?
- What would it look like if...?
- What do you think would happen if...?
- How was...different from...?
- What sort of an impact do you think...?
- What criteria did you use to...?

- When have you done/experienced something like this before?
- How did you decide/determine/conclude...?
- What is your hunch about?
- What was your intention when?
- What do you assume to be true about?
- What is the connection between... and...?
- What if the opposite were true? Then what?



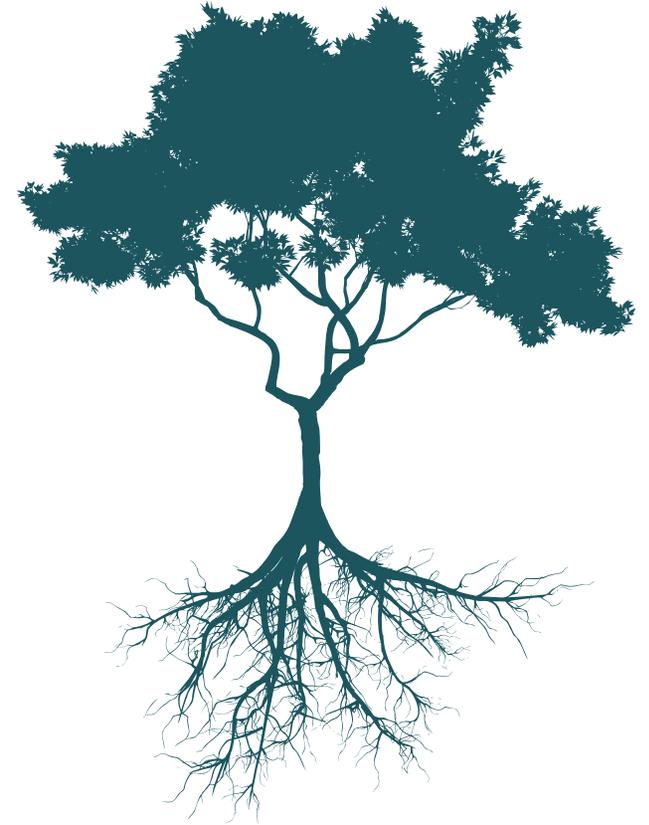
District Equity Policy

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.

Bridging the Street and the Balcony

With a different partner...

If we are successful in the implementation of this policy how do White students and families benefit?



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