



North Santiam School District
1155 N 3rd Ave - Stayton, OR 97383
www.nstantiam.k12.or.us

2023-24 Board of Directors

Board Chair, Erin Cramer **Board Vice-Chair**, Mackenzie Strawn

Board Members: Mike Wagner, Laura Wipper, Mark Henderson, Coral Ford & Alisha Oliver

Student Representatives to the Board, Benjamin Perez & Lucas Joyce

Superintendent, Lee W. Loving

Director of Business & Fiscal Services, Rhonda Allen

Director of Human Resources, Danielle Blackwell

Director of Teaching & Learning, Nicole Duncan

Interim Director of Special Programs, Jeri Harbison-Jones

Director of Nutrition Services, John Barnes

Director of Safety, Security and Health Services, Gary Rychard

Director of Facilities, Dave Parsons

Superintendent/School Board Executive Assistant, Tonia Whisman

Special Work Session

Thursday, November 2, 2023 ~ 5:30 PM

NSSD District Office/Santiam Room

1155 N 3rd Ave

Stayton, OR 97383

<https://youtube.com/live/EkMVRC0JiY4?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 SPECIAL SESSION TO ORDER

(5 minutes, 6:00-6:05)

The Regular 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 and via livestream on YouTube.

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: Mackenzie Strawn

PLEDGE OF ALLEGIANCE: Mackenzie Strawn

2. AGENDA APPROVAL

There were no changes to the agenda after posting on October 30, 2023.

RECOMMENDED MOTION-AGENDA APPROVAL

I move that the Board approve the agenda as modified.

3. EQUITY COLLABORATIVE PRESENTATION

(90 minutes)

Session #1 of #4: Every Student Belongs: Addressing the Culture and Belonging Goals

Nov 2 2023 NSSD BoardSession Slides

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4. ADJOURN

Time:

the equity collaborative

**Every Student Belongs Board Session:
Addressing the Culture and Belonging Goals**

**North Santiam School District, Board Engagement
November 2, 2023**

Jamie Almanzán & Jessica Gammell

theequitycollaborative.com



TheEquityCollaborative.com

I'm Jamie!

Please reach out to engage in a dialogue or ask questions!



I'm Jessica!

Please reach out to engage in a dialogue or ask questions!

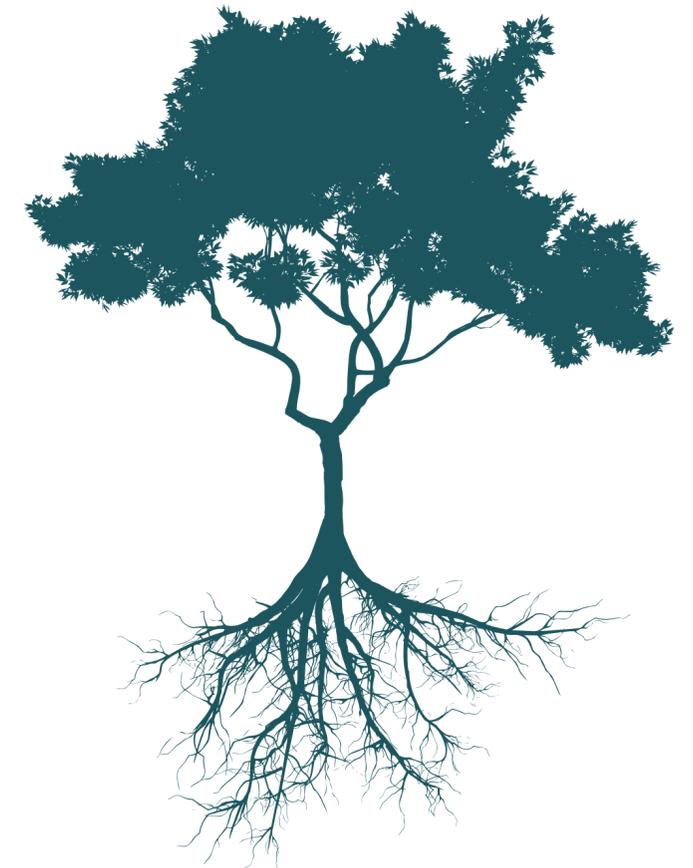


Our Time Together

Six Sessions with Site Teams - opportunities for remote support between each Session.

Four Board Sessions (in **ORANGE**)

- **Site Team Session: September 28**
- **Session One: YOU ARE HERE**
- **Session Two: February 8**
- **Session Three: March 7**
- **Site Team Session: April 3**
- **Session Four: May 16**

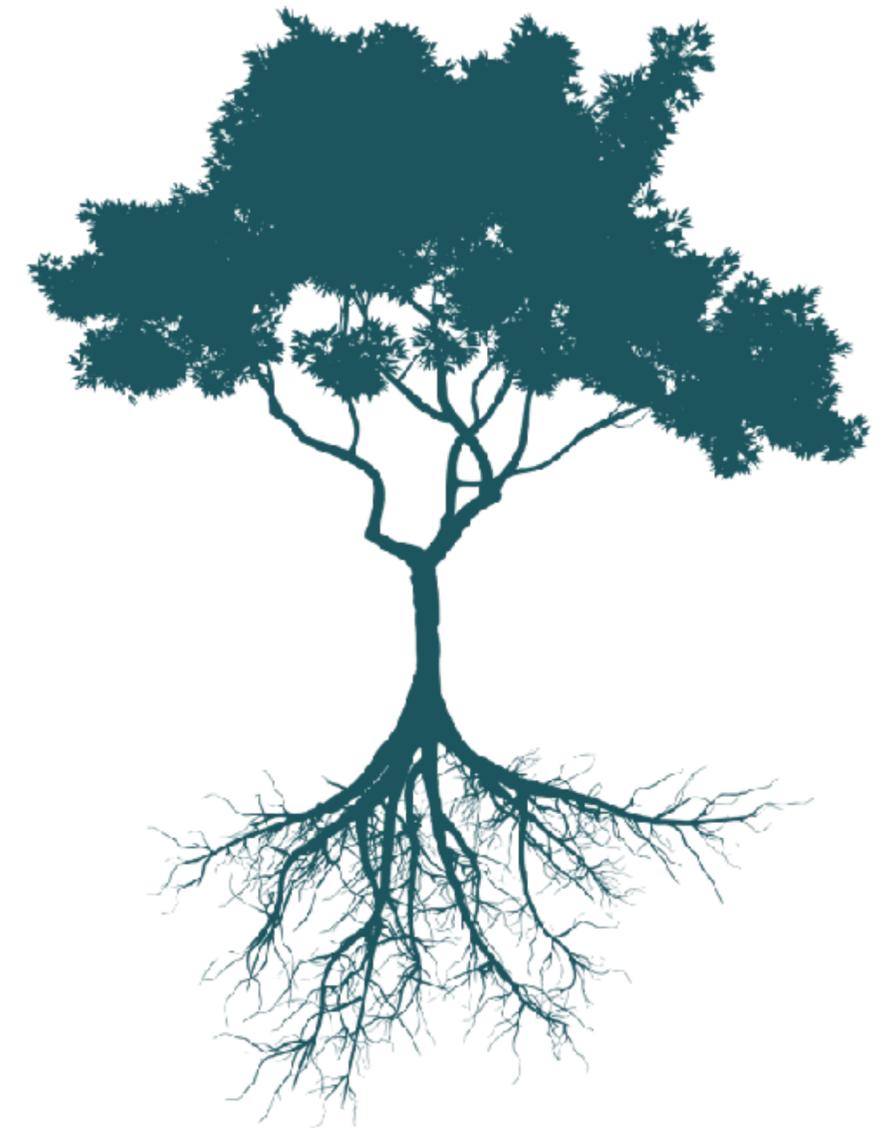


Student Inclusion and Belonging

With a Partner:

Think of a group in which you feel completely included. You feel accepted and respected and you feel a sense of belonging to the group.

What makes the group feel that way for you?



Student Inclusion and Belonging

We've named characteristics of an inclusive, belonging and responsive space.

- Imagine we you were to create this space in the classroom.....**
- In spaces for adults.....**



Youth Truth Student “Belonging”

Why “belonging” matters...

“Belonging is a vital ingredient for learning. In every learning environment, students pick up on cues and signals about their belonging. When these messages support students’ belonging, they can learn freely. When these messages render the environment physically or emotionally unsafe, or cause students to question their belonging, their cognitive resources are diverted away from learning and towards the environmental threats.”

- "Structures for Belonging: A Synthesis of Research on Belonging-Supportive Learning Environments" by SERN (Student Experience Research Network)



Youth Truth District Synthesis:

Theme of Culture:

Elementary School Students: the degree to which students experience an orderly, respectful classroom environment.

Secondary School Students: the degree to which students believe that their school fosters a culture of respect and fairness.

Families: the degree to which families believe their school fosters shared goals, respect, fairness, and diversity.

Staff: the degree to which staff believe that their school fosters a culture of shared vision, respect, and effective communication.



Youth Truth District Synthesis:

Theme of Belonging:

Elementary School Students: the degree to which students feel welcome in their school.

Secondary School Students: the degree to which students feel welcome in their school and have collaborative relationships with their classmates.

Families: no equivalent measure.

Staff: no equivalent measure.



Youth Truth District Synthesis:

Percent of Positive Responses on questions in this theme (Elementary):

Theme of Culture:

Student	Family	Staff
21%	78%	92%

Theme of Belonging:

Student	Family	Staff
35%	N/A	N/A

Text-Based Protocol

Read the Text

Identify a quote or phrase that you feel is significant and be prepared to share it.



Text-Based Protocol

With your partners:

- **Partner 1: Share your quote and why you chose it**
- **Partner 2: Share your quote and repeat process**



Site Teams said Belonging means being ...

- Connected
- Seen
- Integral
- Acknowledged
- Valued
- Accepted

- Accepted
- Welcomed
- Needed
- Wanted
- Included
- You wear the t-shirt...



A Belonging Lens

A lens is a piece of transparent glass which concentrates or disperses light to form an image ... **it can magnify or distort what we see.**



What is your lens on...?

A Belonging Lens

- Using the lens as a metaphor in equity work, typically takes the form of a set of questions, to **help us ‘see’ beyond our typical or familiar ways** of working and to broaden beyond our own experience and perspective.
- The lens should help draw explicit attention to the inclusion and belonging of the historically underserved in our system. It will not tell us **what** to do, but **will support us to reflect and slow down** as we make decisions that impact our community.
- Like an instructional scaffold, the lens should **support us as we build our capacity**, and eventually be removed and/or changed as we internalize the “lens”.



A Belonging Lens

Drafting a Lens:

A group of volunteers will meet to work on drafting a set of questions that they will bring back to the group in February.

