



**2024-25 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**, Lucas Joyce & Haley Butenschoen  
**Superintendent**, Lee W. Loving  
**Director of Business & Fiscal Services**, Rhonda Allen  
**Director of Human Resources**, Danielle Blackwell  
**Director of Teaching & Learning**, Nicole Duncan  
**Director of Special Programs**, Melissa Glover  
**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 Session**  
**Thursday, February 8, 2024 ~ 5:30 PM**  
**NSSD District Office/Santiam Room**  
**1155 N 3rd Ave**  
**Stayton, OR 97383**  
<https://youtube.com/live/1vviHRo34Z0?feature=share>

**1. CALL SPECIAL SESSION TO ORDER**

5:30-5:35

*The Special 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, with the exception of the Executive Session, the public is allowed to observe in-person and via Zoom livestream on YouTube.*

ACKNOWLEDGEMENT OF BOARD MEMBERS PRESENT: Erin Cramer  
PLEDGE OF ALLEGIANCE: Erin Cramer

**2. APPROVAL OF THE AGENDA**

Any changes to the agenda after posting on February 5, 2024 will be acknowledged:

**RECOMMENDED MOTION**

*I move that the Board approves the meeting agenda as presented.*

**3. EQUITY COLLABORATIVE PRESENTATION**

5:35-7:00

Session #2 of #4: Site-Based Belonging Work

**4. EXECUTIVE SESSION ORS 192.660(2)(h)**

7:05-8:30 (time listed is estimated)

*The Board of Directors will now meet in executive session pursuant to 192.660(2)(h) - to consult with legal counsel. Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room and the audio/video will be turned off for those viewing virtually.*

*No board action may be taken in executive session. At the end of the executive session, the Board will return to open session and welcome the audience back into the meeting.*

*(read if present) Representatives of the news media are specifically directed not to report on or otherwise disclose any of the deliberations or anything said about these subjects during the executive session except to state the general subject of the session as previously announced.*

**5. RETURN TO OPEN SESSION**

**6. ADJOURN**

Time:

**EQUAL OPPORTUNITY EMPLOYER**

*The North Santiam School District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, national origin, gender identity (including gender expression), sexual orientation, disability, marital status or age or because of the race, color, religion, sex, national origin, disability, marital status or age of any other persons with whom the individual associates. 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

**Every Student Belongs Board Session:  
Site Based Belonging Work**

**North Santiam School District, Board Engagement  
February 8, 2024**

**Jamie Almanzán & Jessica Gammell**

[theequitycollaborative.com](http://theequitycollaborative.com)



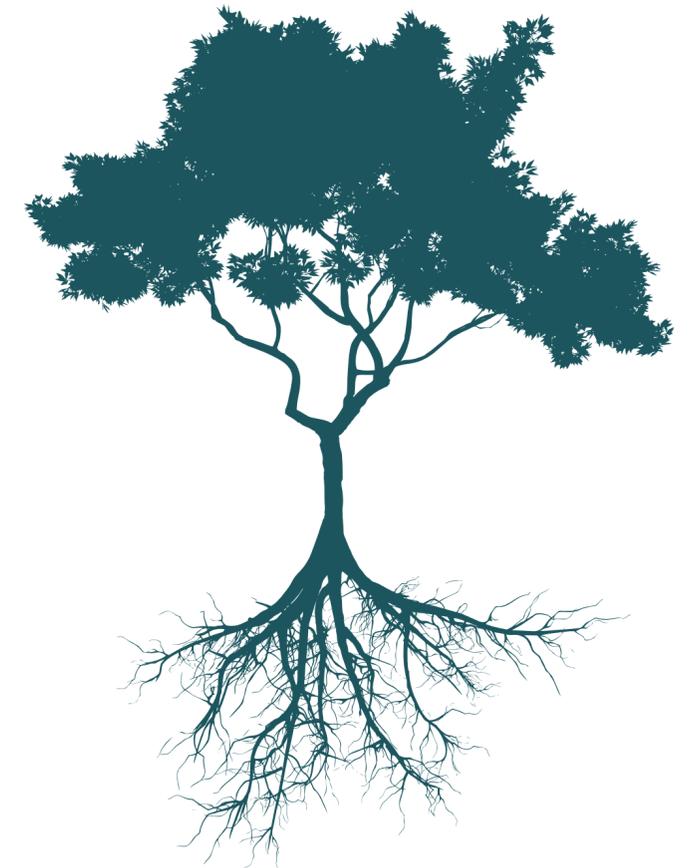
[TheEquityCollaborative.com](http://TheEquityCollaborative.com)

# Our Time Together

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

**Four Board Sessions (in **ORANGE**)**

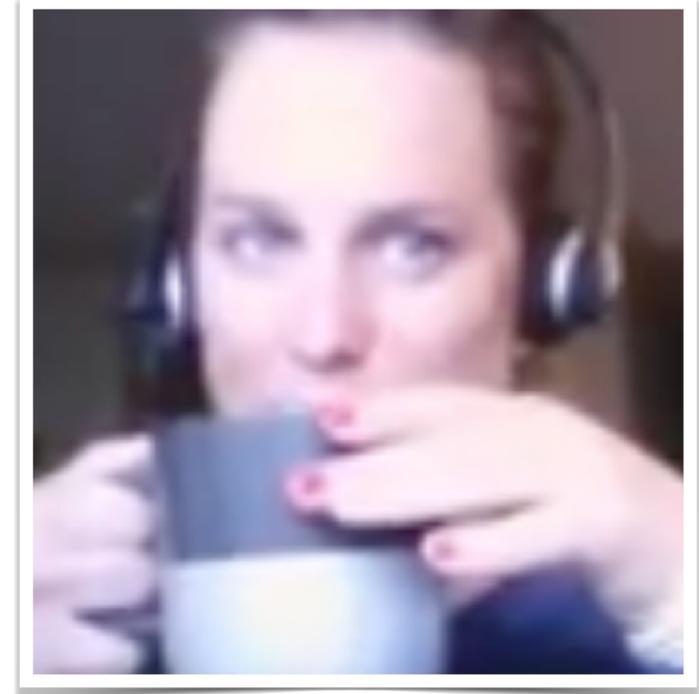
- **Site Team Session: September 28**
- **Session One: November 2**
- **Session Two: YOU ARE HERE**
- **Session Three: March 7**
- **Site Team Session: April 3**
- **Session Four: May 16**



# Why?



**Why are we here?  
Why this work?  
Why this group?**



# Appreciative Inquiry

## Assumptions:

- **Organizations move in the direction of the questions their members ask & the things they talk about**
- **Energy for positive change is created when remember & analyze when we were at our best rather than focused on problems**



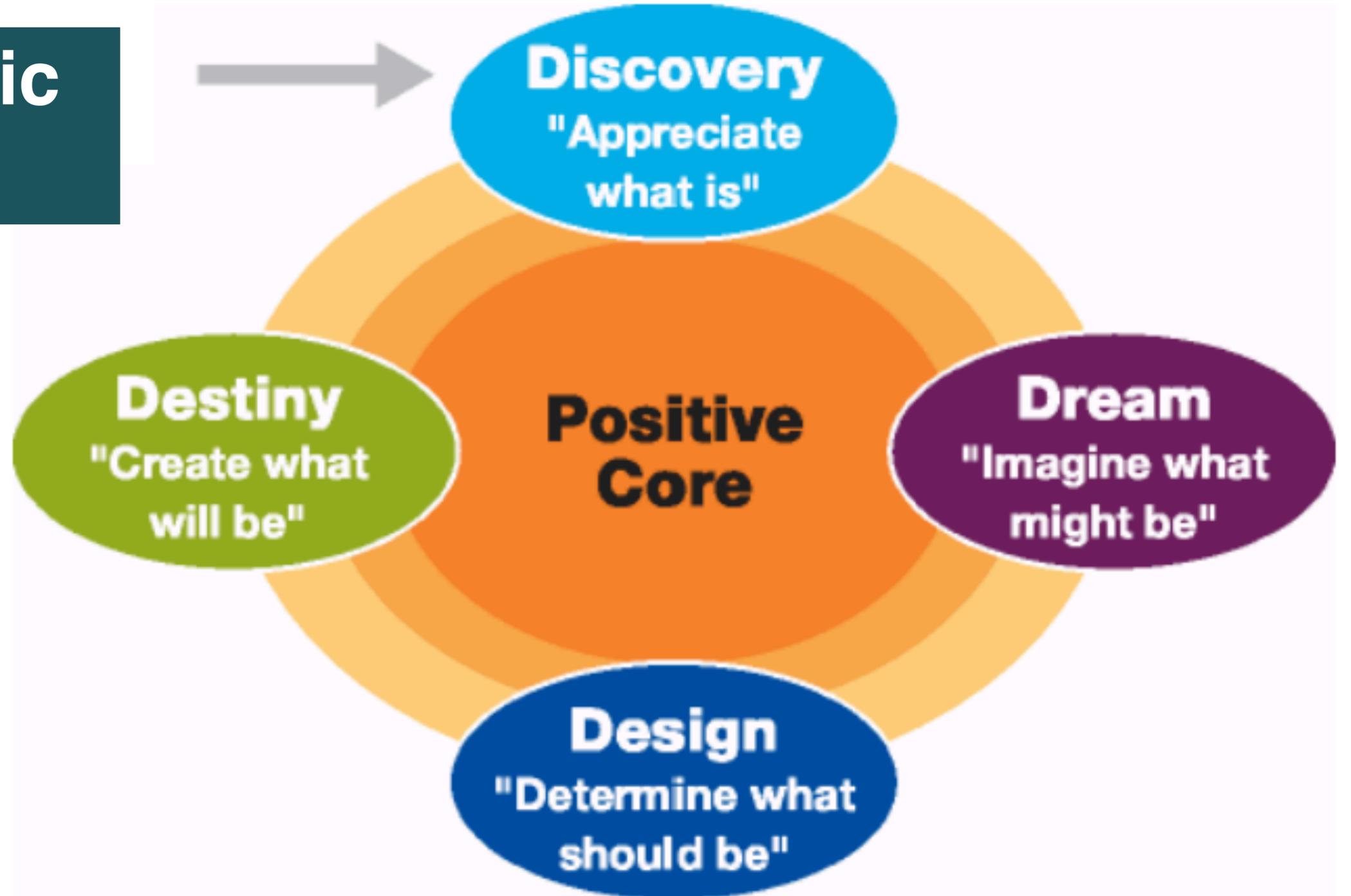
# Appreciative Inquiry

<b>Problem Focus</b>	<b>Appreciative Inquiry</b>
<b>What to fix</b>	<b>What to grow</b>
<b>Breaks things into pieces - can result in fragmented response</b>	<b>Expands vision of preferred future - what is good, better, possible</b>
<b>Assumes orgs are constellations of problems to be overcome</b>	<b>Assumes orgs are sources of infinite capacity and imagination</b>
<b>Do less of what we don't do well</b>	<b>Do more of what works</b>



# Appreciative Inquiry: The 4 D Cycle

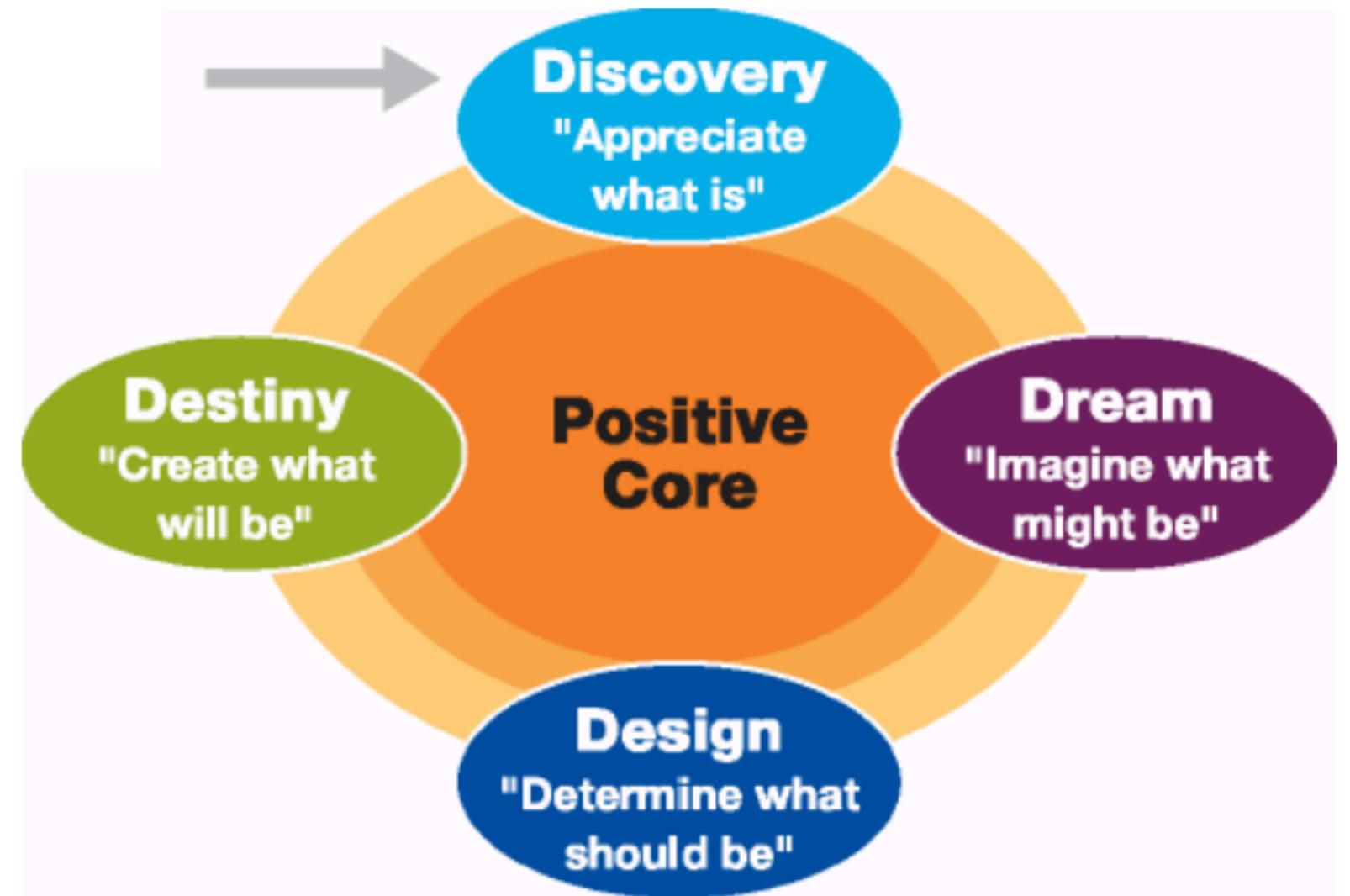
Affirmative Topic  
Choice ...



# Appreciative Inquiry: The 4 D Cycle

Reflect on the work  
you've been engaged in  
as a board.

What has been a  
powerful, positive and  
satisfying experience  
related to your work?



# Appreciative Inquiry: Discovery

## Journal Write:

*Reflect a powerful, positive, and satisfying experience you've had as a board member.*

- 1. Best Experience:** What made it an exciting experience? Who was involved? What conditions / enablers helped it occur?
- 2. Values:** In that experience, what did you value the most about yourself, your community, your work?
- 3. Core Values of the district:** What is it that, if it did not exist, would make your district totally different than it currently is?
- 4. If you had three wishes for your district that would heighten and spread that feeling, what would they be?**



# Appreciative Inquiry: Discovery

## Interview:

**Partner with another member of the group:**

- **You will take turns conducting an interview based on these questions.**
- **While you are interviewing:**
  - **resist thinking about your future responses**
  - **listen to the speaker**
  - **ask probing questions that will support them to deepen their reflection**

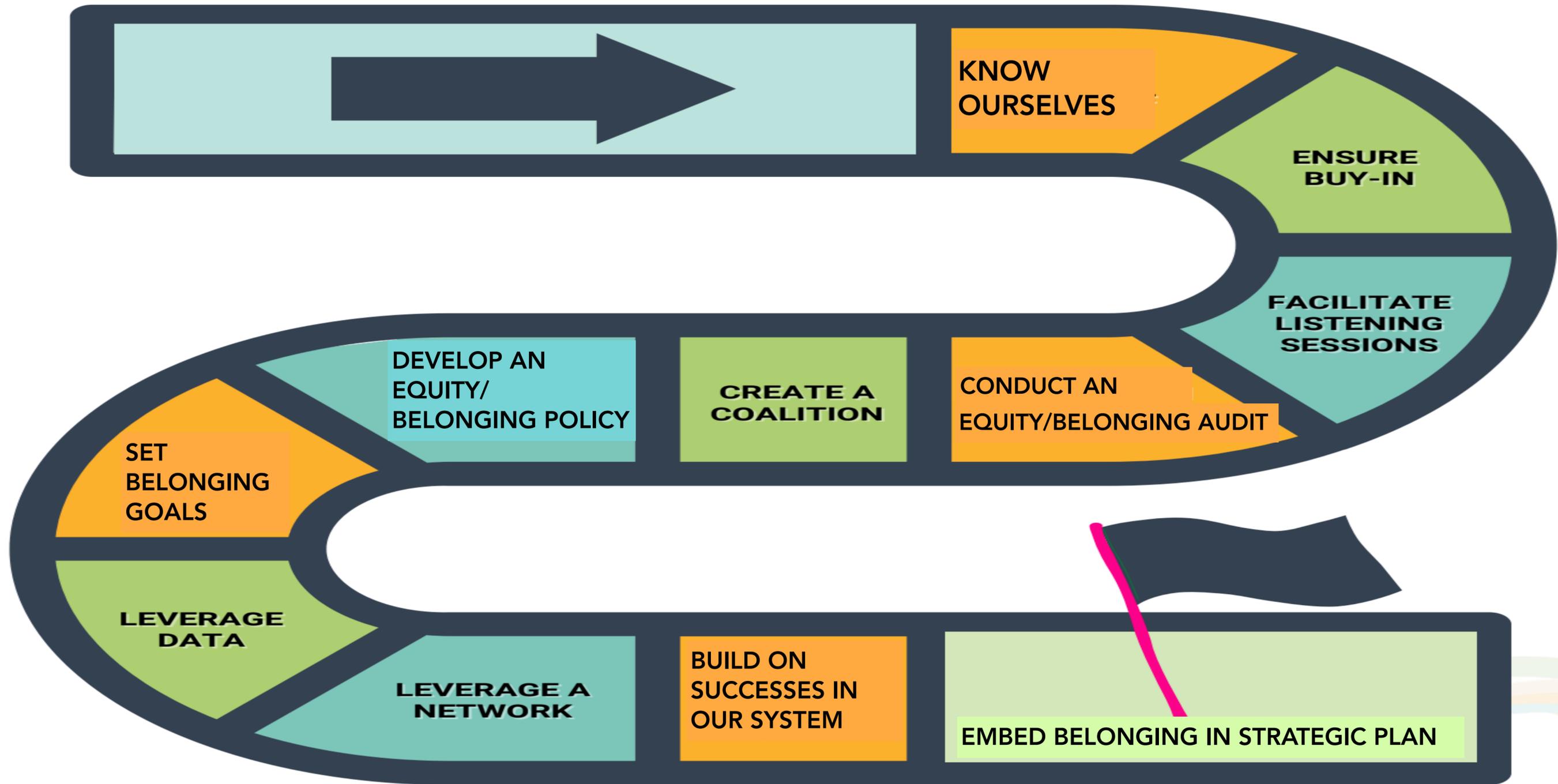
# Appreciative Inquiry: Dream

## Team Time:

**“People are encouraged to envision the organization identified earlier is the norm, rather than the exception.”**

- **What would that mean for the district?**
- **What would that mean for your leadership?**

# Belonging Roadmap:



# Stay Connected



**Ways to sign up for emails from The Equity Collaborative:**

**1. Text “equitycollab” to 22828.**

**2. Fill out the form at [bit.ly/equityemails](https://bit.ly/equityemails).**

**3. Fill out the pop-up form at [www.theequitycollaborative.com](http://www.theequitycollaborative.com).**

