



**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 Session**

**Thursday, May 16, 2024 ~ 4:00 PM**

**Stayton High School Library**

**757 W Locust St**

**Stayton, OR 97383**

<https://youtube.com/live/O4Vof2mjWRM?feature=share>

**1. CALL SPECIAL SESSION TO ORDER**

*The Special Session of the North Santiam School District’s Board of Directors is called to order at 4:00 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: Erin Cramer

PLEDGE OF ALLEGIANCE: Erin Cramer

**(times for agenda items are estimated)**

**2. AGENDA APPROVAL**

Changes to the agenda after posting on May 10, 2024 will be acknowledged:

**Added Attachments-**

**RECOMMENDED MOTION-AGENDA APPROVAL**

*I move that the Board approve the agenda as modified.*

**3. EQUITY COLLABORATIVE PRESENTATION**

Session #4 of #4: Staff will share their experiences and learning from the sessions this year with the Equity Collaborative.

May 16, 2024 Equity Collaborative Leadership Team Presentation

3

#### **4. RECESS INTO EXECUTIVE SESSION PER ORS 192.660 (2)(i)**

The Board of Directors will now recess into executive session pursuant to ORS 192.660(2)(i) -To review and evaluate the employment-related performance of the chief executive officer of any public body. 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.

(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. RECONVENE TO OPEN SESSION**

#### **6. ADJOURN**

#### **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.*

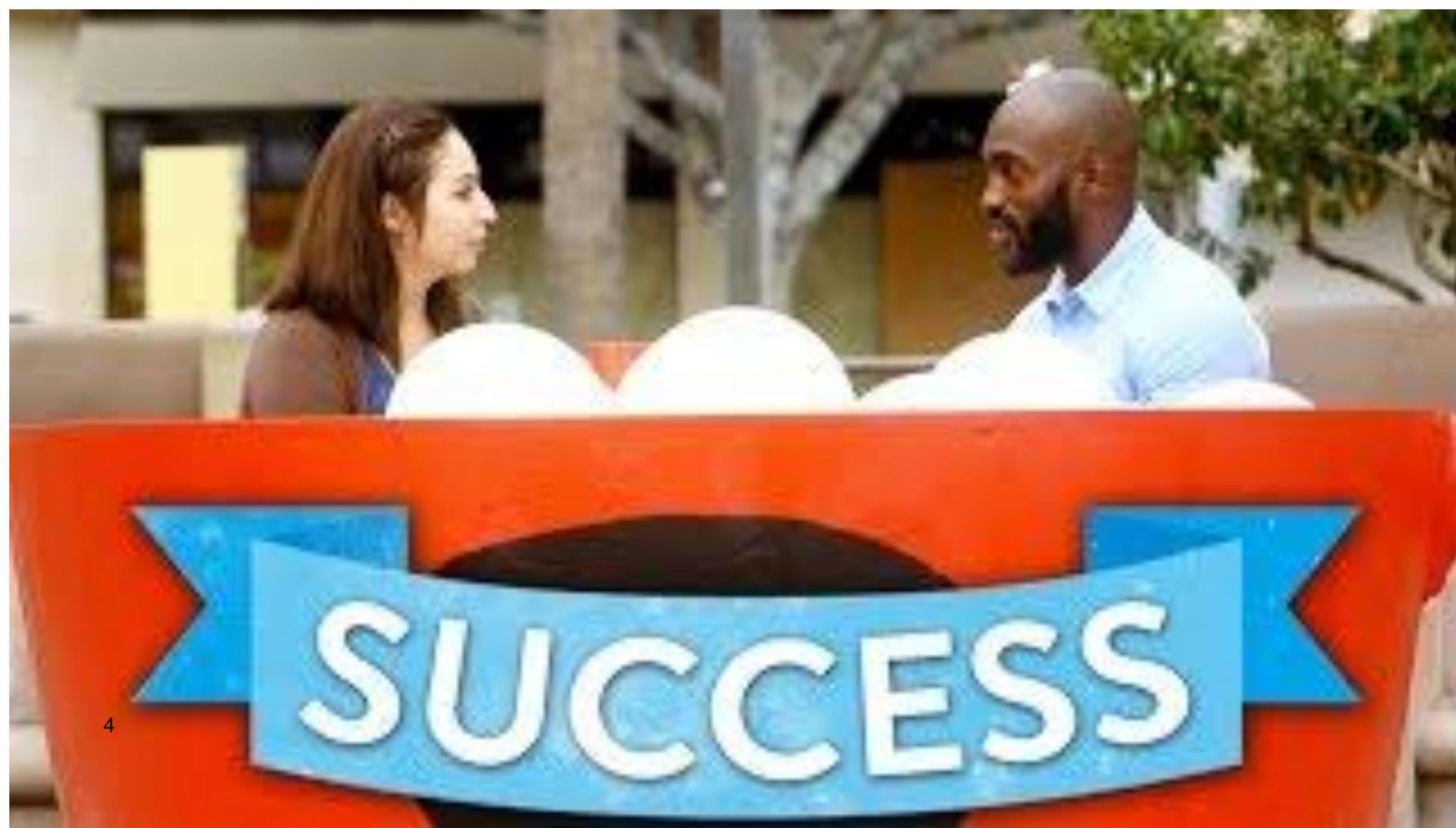
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# Increasing Belonging in NSSD

- Connected
- Seen
- Integral
- Acknowledged
- Valued
- Accepted
- Welcomed
- Needed
- Wanted
- Included
- You wear the shirt ...

Equity Collaborative Leadership Team  
May 16, 2024

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# Affective Opener: Cup of Success

**With a partner:**

**As you reflect on this year with our team:**

- **What is your greatest accomplishment?**
- **What ingredients / conditions contributed?**



# Our Journey as a Team:

## May 2023

- ***"Sometimes I find myself struggling with defensiveness, or even hopelessness when faced with bringing Equity work to the broader community. How can I better bolster myself (and my team) for the scariest part of this work?"***
- **"Would like us to work on supporting the district in creating the top down communication around policy, expectations, etc. That way building leaders and staff across the district are communicating and engaging in the same conversations. Right now I feel like buildings are left on their own to define things for our district"**

## April 2024

- ***"I love the make up of our team and the perspectives that everyone brings. There are so many angles that I don't think about due to my own bias and the more we have conversations, the more I'm able to see it through a different perspective."***
- **"This work is messy and at the same time so clear. As we move forward we need to keep our why around safety and belonging front and center. That clear why will help clarify why the messy really isn't as messy as we think."**
- ***" Proud of this group. Empowers me to do the right things even when hard."***



# Meet the Committee

## Stayton High/Options

Elijah Neves  
Christi Robinson  
Sarah Connolly  
Brad Emmert  
Joseph Traeger  
Vicky Storey



## SIMS

Maria Paradis  
Tamra Southerton  
Morgan Fredricks  
Matt Olson  
Mike Proctor



## SES

Kristi Flemming  
Alli Hill  
Lena Mahurin  
Ashley Mitchell  
Wendy Moore



## ML

Gina Rooney  
Sophia Duerst



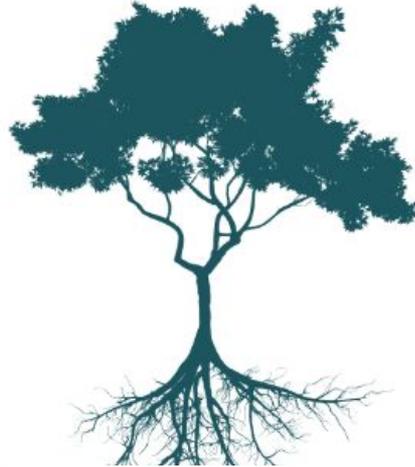
## SUB

Scott Hawkins  
Uli Sparks  
Ryan Westenskow



# Working towards equity means...

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor



Interrupting inequitable practices, challenging biases, and creating inclusive school environments for all

the  
equity  
collaborative

# Our Journey: Key Shifts

- Pausing and reflecting
- Increased curiosity
- Interrupting practices
- Collaborative Goals on what we dream



**“Conflicts are opportunities.”**

# Shared Leadership

- Site Team Work
  - Sense of Community
  - Participants are heard and have value
-

# Making **Connections**

- Developing skills for students entering the “real world”
- Aligning to the District’s mission and vision
- Academic expectations



**“If any kid is not getting our best, that needs to change.”**

**-Jaime Almanzán**

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# Impact of our collaboration with The Equity Collaborative

**If we believe:**

**Diversity = Presence**  
**Inclusion = Participation**  
**Equity = Outcomes**

**Then:**

- What are we trying to do? Why are we doing it?
- 

- Does this decision increase or widen **belonging** and **access**?
  - What barriers do we have to remove for **participation**?
  - What can we do to **differentiate** to ensure inclusion?
- 

- How does this decision, **intentionally** or **unintentionally**, impact our students, staff, and families or (**partners**)?
  - How are the **voices** and **lived experiences** from **multiple perspectives** been included in the decision, including those of the impacted groups?
  - Where might we have a **limited** perspective on the issue?
- 

- Is the decision **reasonable** and **sustainable**? Do we have the **capacity** to do it?
- 

- **13** How might we add **individual commitment** on this lens? How might we add “individual responsibility” to our belonging/equity lens similar to pg 1 on Wake County Board of Ed



## Data to Explore

### → What

What can we learn from our YouthTruth results about the impact on belonging work?

### → Who

Staff , Students, Families

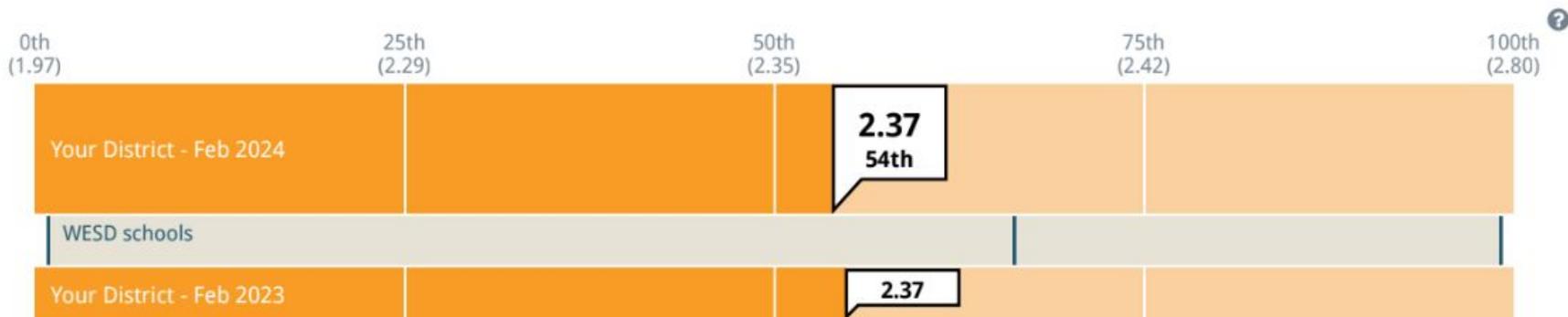
# YouthTruth

— LISTEN. LEARN. IMPROVE. —

# BELONGING

## Belonging Summary Measure

This summary measure describes the degree to which the students feel a sense of belonging at school.



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# BELONGING & PEER COLLABORATION

## Belonging & Peer Collaboration Summary Measure

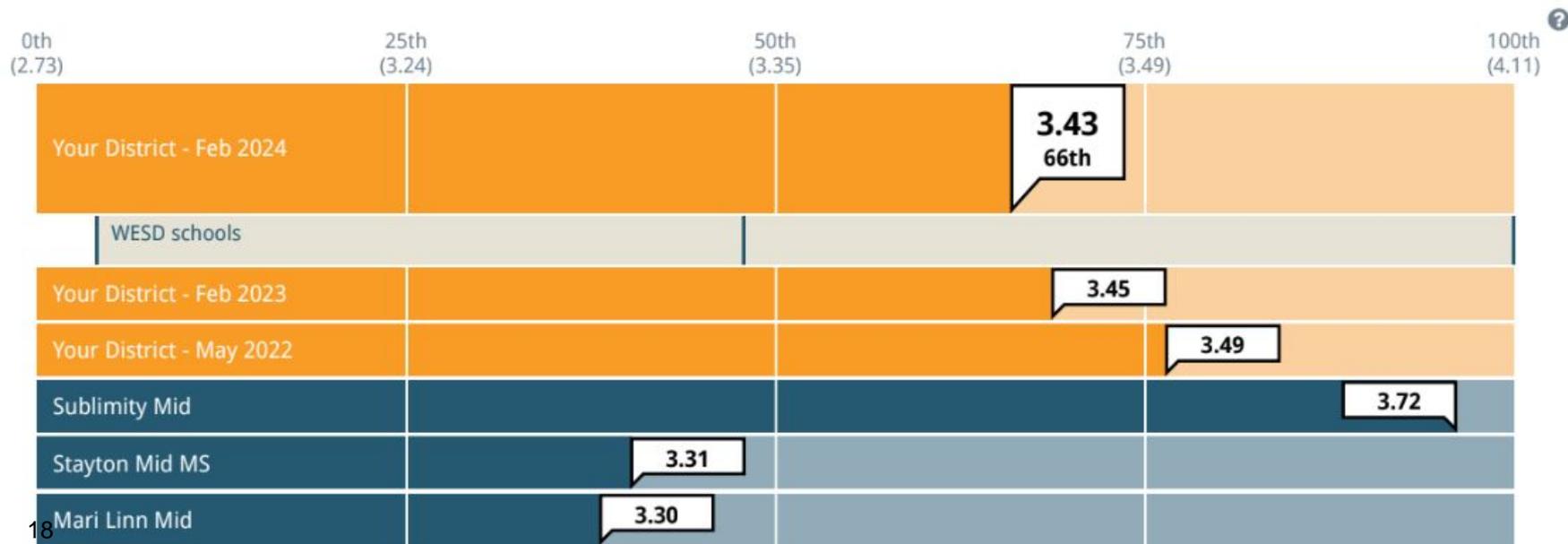
This summary measure describes the degree to which students feel welcome at their school and have collaborative relationships with their classmates.



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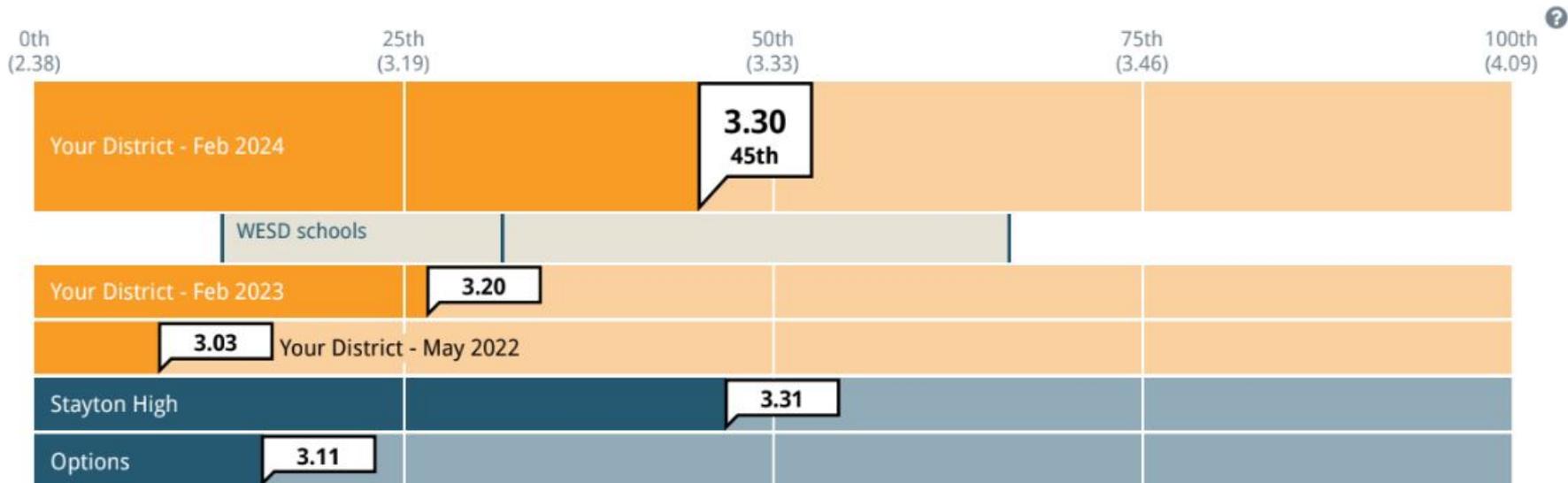
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Cohort: 2024 WESD schools Past results: on Subgroup: School



## Looking Ahead

- Continue to share work with staff, students, and community.
- Build and model the relationships we are forming through equity collaborative work
- Increase student voice and family voice

# Questions?

