



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, April 17, 2025 ~ 4:00 PM

Mari-Linn School Cafeteria

641 5th St

Lyons, OR 97358

<https://youtube.com/live/O6jrZ0XZIU0?feature=share>

1. CALL SPECIAL SESSION TO ORDER

2. APPROVAL OF THE AGENDA

Any changes to the agenda after posting on April 11, 2025 are noted below:

Added Attachments-

Added Agenda Items-

RECOMMENDED MOTION

Motion that the Board approves the meeting agenda as modified.

3. APC LEADERSHIP COLLABORATIVE PRESENTATION

3

Jamie Almanzan & Jessica Gammell from APC Leadership Collaborative will present a cumulative report of their work thus far with NSSD staff and students.

NSSD Board Sessions April 17 2025

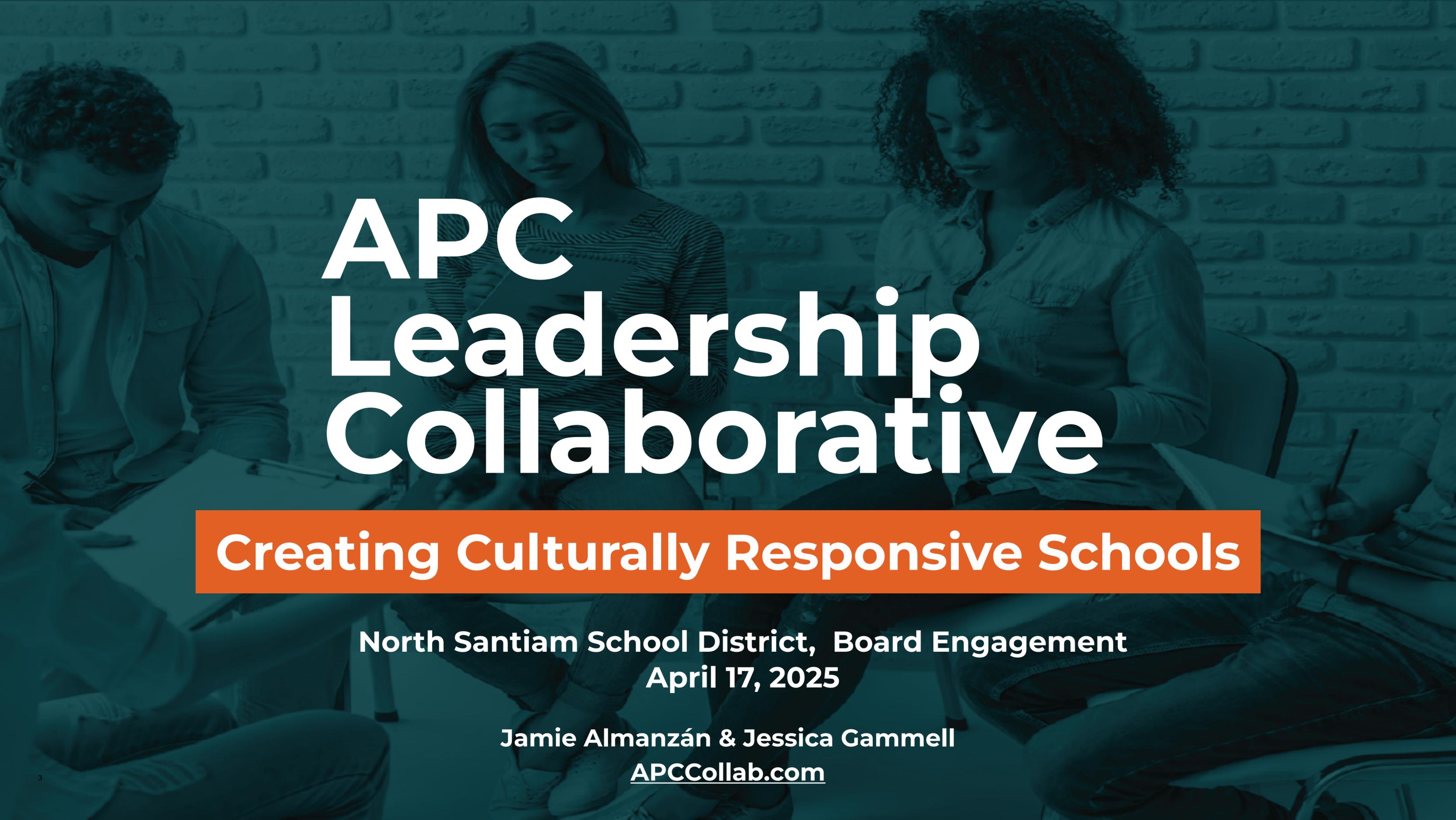
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4. ADJOURN

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.



APC Leadership Collaborative

Creating Culturally Responsive Schools

**North Santiam School District, Board Engagement
April 17, 2025**

Jamie Almanzán & Jessica Gammell
APCCollab.com

APC Leadership Collaborative

Systems change when people change

I'm Jamie!



I'm Graig!



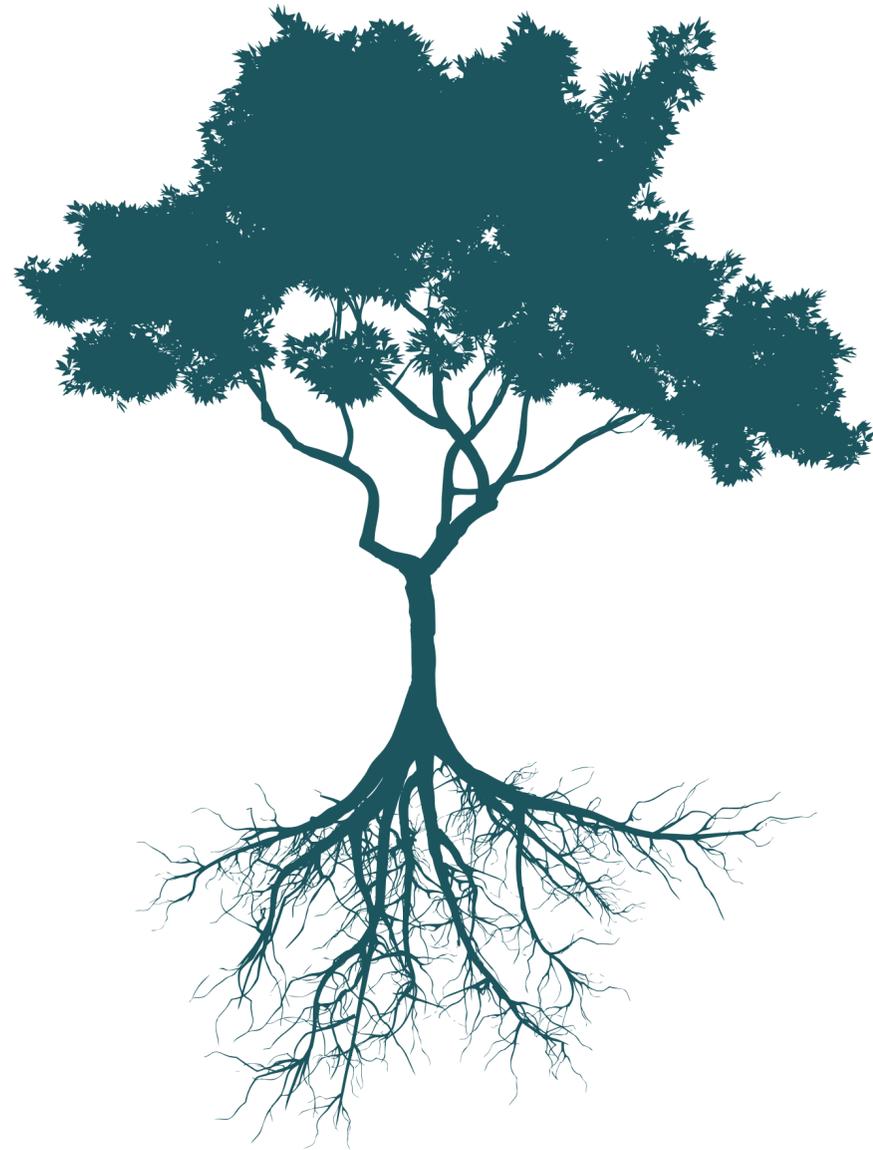
I'm Bettina!



I'm Jessica!



Affective Opener

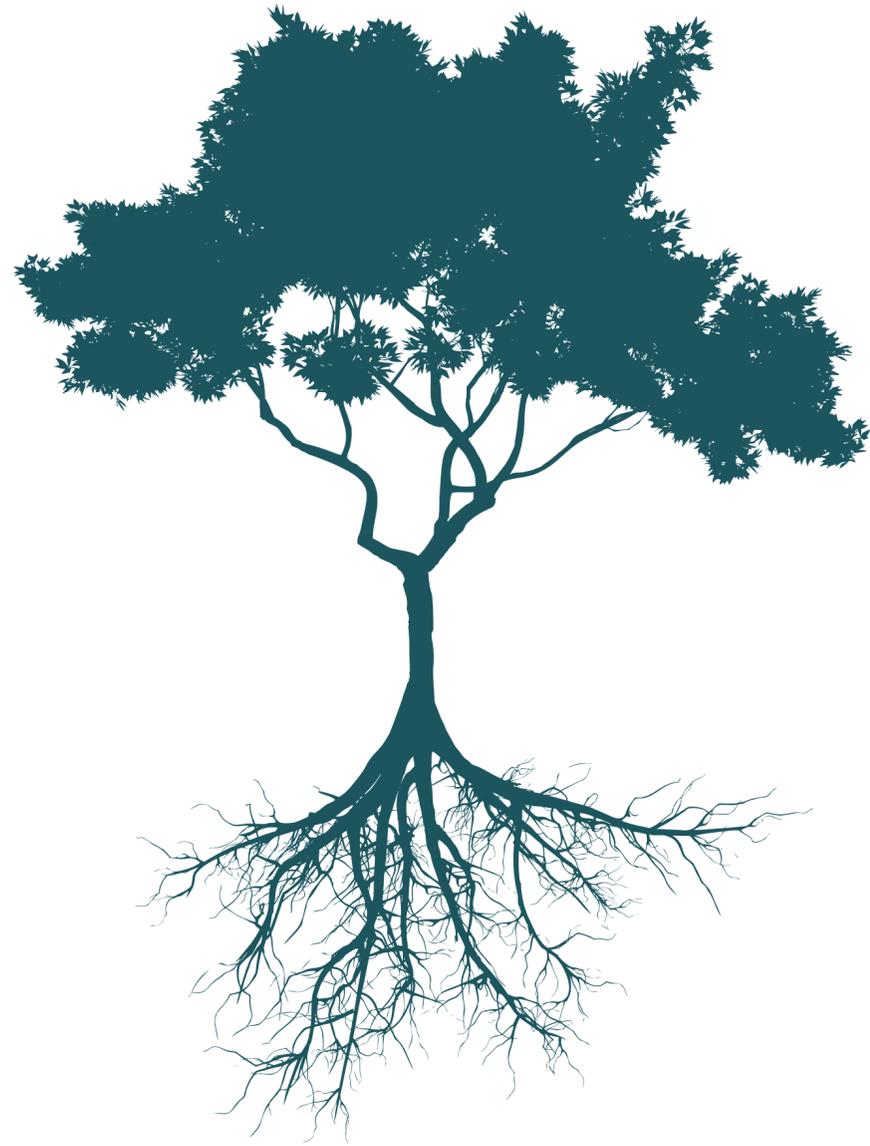


Look back to look forward:

Where were YOU 4 years ago?

- **Look back in your photos to find a picture from 2021 that brings you joy.**
- **What is something from your life that has improved since then?**

Affective Opener



Look back to look forward:

Where were WE 4 years ago

- **What did “belonging” look like? sound like?**
- **How would you assess the state of “Belonging” in our district now? Why?**

Our Journey:

TRAIL
ENTRANCE



Our Journey:

- **December 2020 - Supe Gardner contracts with us to conduct a listening assessment. We interview staff & parents Spring '21.**
- **Fall '21 we interview students and finalize the assessment report.**
- **October 2021: district wide session on equity, bias and listening. Virtual sessions with Principals to share report**
- **2022 - 23: Lee takes the helm and the Belonging Leadership Cohort is launched along with Board learning sessions**
- **Spring 2024: Stayton 7 Student cohort launched. Fall '24 they teach their teachers about strategies that positively impact their learning and sense of belonging**
- **January 2025: District wide anti-harassment training**

Our Journey:



the equity collaborative

SYSTEMIC EQUITY ASSESSMENT REPORT
A Picture of Equity
Challenges and Opportunities in
North Santiam School District

Presented To:
Andy Gardner, Superintendent
North Santiam School District
1155 N 3rd Ave
Stayton, OR 97383



The role of student voice:

“Being around the environment for so long you figure out how to be comfortable with things that make you uncomfortable. You can deal with it or just figure out how to cope - it makes it easier. If you were to get upset with every little incident you’d stand out”

“I’ve noticed they don’t really talk about [race] at all. I don’t know why that is. Teachers don’t. The only time they’ve ever asked me about race was when I spoke in Spanish to someone and they were worried I was making fun of them or something because I have light skin.”

Students Taking Leadership:



TheEquityCollaborative.com

Students Taking Leadership:



Leads to ... Student AND Adult learning



NSSD Leading for Student Belonging!

Joe Traeger
facilitating a session
about Stayton 7 at the
MSAN conference
in Madison, WI



24-25 Equity Lead Team Outcomes:

Outcome 1: A Culture of Belonging (Site Level)

Our Every Student Belongs leadership teams **actively onboard new staff and maintain protocols and practices** to ensure a sustainable culture of belonging and equity throughout the site.

Outcome 2: Effective and Equitable Practices (Individual Level)

Staff members and students have the **knowledge, skills, and tools to *identify, address, and reduce*** incidents of racism, discrimination, and barriers to belonging in their classrooms and school communities. They can **effectively respond** to discriminatory practices and **engage in open and honest conversations** about race and ethnicity in a safe and supportive environment.

24-25 Equity Lead Team Outcomes:

Outcome 3: Belonging-Centered Decision-Making Informed by Data (District Level)

Belonging teams use a belonging lens as a foundational framework for all decision-making, ensuring that all individuals' needs, perspectives, and experiences are prioritized and considered. This approach is informed by both quantitative and qualitative data, allowing for a comprehensive understanding of students' experiences as they navigate school.

Outcome 4: Collaborative Partnerships

Belonging teams foster strong partnerships with students, families, and community members to create a shared vision for equity and inclusion.

Our Journey:



the equity collaborative

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**District Wide Session:
Promoting Inclusion
and Respect**

Our Journey:

Document YOUR SITE journey :

- 1. Describe your goal**
- 2. Identify actions taken**
- 3. Highlight your progress**
- 4. Learning & Next Steps**

Our Journey:

- **Who is NSSD now, given your journey thus far?**
- **How is the system better positioned as it relates to Belonging?**
- **How are you communicating this to your community? Both internally and externally?**



Stay Connected



APC
Leadership
Collaborative