

ANNUAL REPORT

2019-2020
2020-2021



NORTH SANTIAM SCHOOL DISTRICT

Serving the communities of Stayton,
Sublimity, Lyons and Mehama

**We change
kids' lives**

through a commitment to
Excellence, Integrity, Equity
and Community Engagement



LEADERSHIP

A message from the Board of Education

Board members 19-20 and 20-21 Mike Wagner, Chair, Alisha Oliver, Vice Chair, Erin Cramer, Tass Morrison, Tod Nau, Garrett Trott, Laura Wipper Coral Ford (appointed in May 2021), replacing Tod Nau Mark Henderson (appointed in May 2021) replacing Garrett Trott Mya Joyce, Student Representative, Stayton High School

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

Board duties:

Planning, policy-making, budgeting, monitoring, and public relations.

Recipients of Annual Board Awards 2020:

Golden Eagle Award *The District's highest level of recognition. To honor a significant and long-lasting contribution that exemplifies the District's Mission, Guiding Principles and Vision and substantially improves the ability of the District to meet the needs of students.*
Robin Meier for 20 years of dedication to excellence as the Stayton Highlights dance team coach, which included 15 state championship titles.

Santiam Award *Presented to Students/Staff for Outstanding Accomplishments in Citizenship, Work, or Education*

Carlin Croff, selected Stayton Area Rotary club's Future First Citizen from Stayton HS

Recipients of Annual Board Awards 2021:

Community Partnership Award *Presented to Organizations That Have Helped Make A Difference In The Lives Of NSSD Students:*
Dorothy Loftin for providing technical assistance in implementing CANVAS, a learning management system for K-12 distance learning.

Santiam Award: Mya Joyce, selected Stayton Area Rotary Club's Future First Citizen from Stayton HS



Coral Ford



Mark Henderson

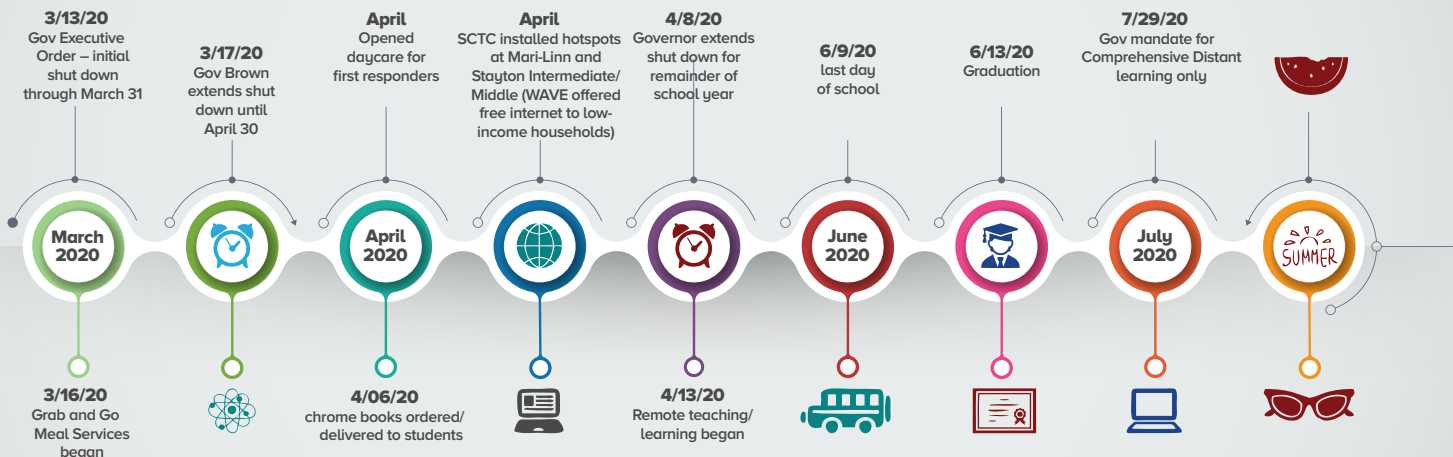
Highlights, 19-20:

- Completed the work of the Long-range Facilities Management Planning Committee in preparation for the next bond measure.
- Eliminated student fees for classes, activities and athletics, removing a barrier to participation.
- Supported efforts to plan and implement virtual distance learning programs as schools were forced to close due to the COVID-19 pandemic
- Authorized development and implementation of a day care program.
- Supported plans to develop and implement a preschool for underserved children.
- Created and distributed a series of videos to inform citizens of school activities.

Highlights, 2020-21:

- Supported the shift from virtual distance learning to a hybrid model whereby all students could attend school in-person.
- Appointed two new board members to fill vacancies due to resignations.
- Supported developing and implementing a 5-week summer school for summer 2021.
- Authorized construction of a new Alternative Education Building on District property using District resources and personnel.
- Authorized implementation of an online school: Options Academy.
- Supported completing long-term deferred maintenance projects with District resources: lighting upgrades in SHS and SMS providing \$50,000 in on-going energy savings annually; removed and replaced windows on Sublimity School gym and at SMS.
- Authorized the SHS Construction Class to begin building a 3rd home, continuing the commitment to teaching critical trades skills. The proceeds from the sale of the first two homes finances this program, including property acquisition.
- Waived the excise tax for new home construction necessitated by wildfires destruction through 12/31/2021.

TIMELINE FROM MARCH 2020-JUNE 2021 OF SIGNIFICANT EVENTS AND CHANGES





These two years were anything but routine for the North Santiam School District

From managing the impact of a global pandemic, to experiencing raging wildfires so close to our communities that many were evacuated and lost homes, to cleaning up the damage and destruction caused by a severe ice storm in February the North Santiam School District team persevered to support students, families, and our employees.

These were major and historic disruptions and hardships (see timeline below) for all concerned throughout our schools and our communities. While the challenges were severe and unprecedented, the NSSD team and families demonstrated resilience, commitment, and determination. As a result, there are many accomplishments and stories of success we can share with our community.

As the COVID crisis unfolded, the District developed **operational priorities** for decision-making. Our first priority was to ensure the **safety** of staff and students. Our second priority was to get **kids back to school in-person** when it was deemed safe. Thirdly, we leaned heavily on technology, creativity, training, and teamwork to manage situations we had never before experienced. Finally, we wanted to be cautious regarding the return of students and staff to the classroom so that we did not experience disruption and COVID spreader events that would force us back out of school. It was important to avoid the demoralizing experience of returning to distance



Andy Gardner
Superintendent
SINCE 2010

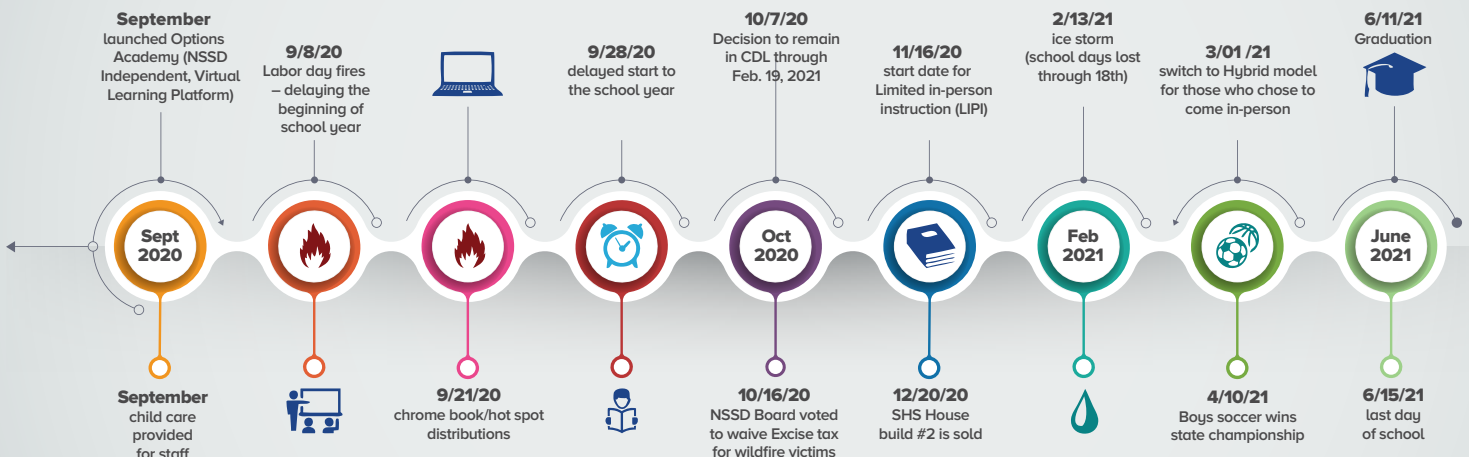
learning for a period of time, thus causing more disruption to learning. We began to bring kids back in late October 2020 after cases subsided locally, and expanded throughout the winter months before moving to Hybrid on March 1st, 2021, **without experiencing any cases of spread in our schools.**

- The district adopted these operational values:
- We believe that students are healthiest and learn best when attending school in person
 - Our first duty as educators is the safety of all students, staff and families
 - We will move forward in a phased and planned manner which minimizes disruption due to outbreaks of infections.

These two years have been especially challenging as staff, students and families grappled with the effects of the COVID virus. Our families and our staff have shown incredible resilience and commitment to our students over this extended challenge. We appreciate the flexibility, creativity and most of all the perseverance during these times. I am especially grateful for the leadership of our principals, the school board, and all who have stepped up to meet and address the adversity we have collectively faced.

Andy Gardner, Superintendent

TIMELINE FROM MARCH 2020-JUNE 2021 OF SIGNIFICANT EVENTS AND CHANGES



FISCAL RESPONSIBILITY

General Budget



Jane Nofziger
Business Manager
Since 2010

2019-20

The 2019-20 year brought about many changes to the district fiscally. When the world changed due to COVID in March of 2020, the financial picture also changed.

- Expenditures in transportation, staffing, substitutes, etc. were significantly reduced
 - The district took advantage of this change and invested in deferred maintenance projects
- We repurposed facility maintenance staff to complete some projects such as:
- Replaced old broken windows in the Sublimity gym
 - Replaced damaged siding on the district office
 - Replaced old, torn carpet in some of the classrooms
- Food Service staff took to the outdoors and safely delivered food to all students for free
 - Provided day care for the children of community health care staff.
 - Planning for a new pre-school program, to be located at Stayton Elementary, began as we worked collaboratively with the Marion and Polk Early Learning Hub.

2020-21

The 2020-21 year again, brought new fiscal challenges:

1. The number of students attending our district dropped by approximately 200
2. The district received both federal and state grants that allowed us to make the necessary changes required to provide distant learning opportunities for students.
 - a. We purchased internet access for families with the help of state purchasing agreements through Verizon
 - b. Federal grants allowed the district to purchase pallets of chrome books that were delivered to students for online distant learning
 - c. Cleaning supplies and equipment were purchased to prepare our schools for the safe return of staff and students.
 - d. Library books and distant learning packets were purchased and delivered to students' homes.
3. Leveraged the Oregon Department of Energy and Energy Trust of Oregon incentives and grants and converted Stayton Middle School buildings to LED lighting. This conversion is a significant increase in efficiency and will result in savings of approximately \$80,000 on annually.
4. Started a preschool at Stayton Elementary, and purchased new playground equipment for our new young students.
5. Provided day care for children of staff.
6. Food service staff continued to feed all students at no cost. We partnered with our busing company to deliver meals to students who were not able to get to the schools to pick up food.

Enrollment			
	ACTUALS	DEC 2020 #S	PROJECTED
	2019-20	2020-21	2021-22
MARI-LINN TOTAL	214	159	178
Difference from 2019-20		(55)	(36)
SUBLIMITY TOTAL	384	348	374
		(36)	(10)
STAYTON ELEMENTARY TOTAL	375	310	342
		(65)	(33)
STAYTON MIDDLE TOTAL	562	463	475
		(99)	(87)
STAYTON HIGH TOTAL	725	692	701
		(33)	(24)
STAYTON OPTIONS ACADEMY TOTAL	0	109	89
DISTRICT TOTAL	2,260	2,081	2,159
		(179)	(101)

General Fund Expenditure Comparison by Category			
	ACTUALS	ACTUALS	PROJECTED
	2019-20	2020-21	2021-22
SALARY & BENEFITS	18,808,943	19,254,444	20,030,869
Difference from 2019-20		445,502	1,221,926
PURCHASED SERVICES (BUSING/SUBS/ETC.)	2,665,393	2,026,604	3,191,043
		(638,789)	525,650
SUPPLIES & MATERIALS	675,229	581,009	800,833
		(94,220)	125,604
CAPITAL OUTLAY (FACILITY PROJECTS)	122,526	653,868	142,335
		531,342	19,809
DEBT SERVICE/PROPERTY INSURANCE	327,004	373,645	415,770
		46,641	88,766
TRANSFERS	218,000	1,628,000	50,000
DISTRICT TOTAL	22,817,095	24,517,570	24,630,850
		1,700,475	1,813,755

FOOD SERVICE



Our food service staff, led by Director, Mike Vetter, lived up to our district's guiding principle of doing what is best for all kids. When schools were shut down in the spring of 2020, our food service staff took to the outdoors and safely delivered food to all students for free. When the district transitioned to an on-line learning environment, we partnered with our transportation service to use school buses to deliver meals to students as needed. The food service team has seen a HUGE increase in the number of students receiving breakfast and lunch meals since March of 2020. The food service team **served over 300,000 meals to students during the 20-21 school year.** The staff have been so versatile to the constant changes brought on by the



Mike Vetter
Food Service Director
Since 2020

changing COVID rules, and the changes brought on as a result of product and/or food shortages. They were brave to face the unknown COVID threat, but they all enthusiastically expressed their desire to help. Our food service team has continued to work hard to ensure that our students receive breakfast and lunch meals.

“Throughout out the entire time Mike remained positive and enthusiastic. He worked on the front lines handing out meals to students and talking with parents. He went above and beyond to represent our district in a positive light.”

— Jane Nofziger

Committed to Excellence in Our Schools Options Academy



Vicky Story
Principal
Since Spring 2021

FAST FACTS 2020-21:

Grades K-12 • 1 Administrator

Enrollment: K-5 = 49, 6-8th = 18, 9-12th = 43 — Total 110

For the 2020-21 school year, The NSSD created Options Academy, which served over 100 K-12 students with fully online curriculum. Students who chose this opportunity were issued technology and, at younger grades, sent books and other curriculum to use while they progressed through the year. NSSD teachers provided support including (at some grade levels) synchronous in-person meetings with groups of like-grade students. In the future, Options Academy will also include an alternative high school called Locust Street Academy, with in-person rather than online instruction.

Locust Street Academy – coming in 2021-22

In addition to serving students online, a new program, Locust Street Academy, will serve students who have struggled in a traditional high-school model. This academy will include in-person, small group instruction from teachers who can give these students support towards earning needed graduation credits. This is another way the NSSD is working to ensure that we can truly serve ALL students.

Committed to Excellence in Our Schools

Stayton High School



Vicky Story
Principal
Since March 2021

At Stayton High School we strive to empower all students for life. We do this by making relationships the heart of our work, by holding students to high expectations academically and behaviorally, and by encouraging active participation both in and out of the classroom. The communities we serve are proud of our campus and the robust co-curricular programs we offer. We provide strong Career and Technical Education (CTE) programs and our classrooms offer rich instructional practices where collaboration and inquiry-based learning are the norm. We use the AVID college and career framework to align our work to ensure our Eagles are future-ready and will soar.



Susanne Stefani
Principal
2019-2021



POINTS OF PRIDE

2019-20

- Boys' basketball qualified for the Elite Eight tourney just before the tournament was canceled.
- Swimming - Finished 2nd, 4th and 5th in state
- AVID Certification

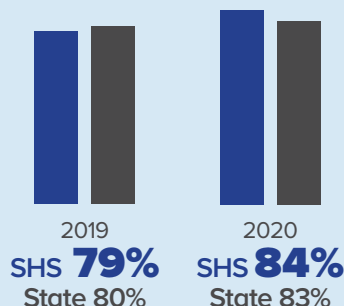
2020-21

- Nike School Innovation Grant
- AVID Certification continued
- New Education Pathway for students interested in becoming teachers, including grants with Chemeketa and WESD
- Partnered with 11 other districts and WESD to build the Willamette Career Academy with Cosmetology, Diesel Tech, and other high-level CTE programs to be offered to students starting in 2021-22.
- 8 new school records set in swimming (6 boys, 2 girls)
- Wrestling team had 1 state champion and 2 additional state placers
- Baseball conference champions



SHS On-Time Graduation rates compared to state average:

(Comparing SHS to Statewide Rates)



On-Time graduation reports students earning a diploma within four years.

FAST FACTS 2019-20: 2020-21:

- | | |
|-----------------------|-----|
| • Grades 9-12 | |
| • Established 1949 | |
| • 725 students | 692 |
| • 3 Administrators | 3 |
| • 41 Licensed staff | 40 |
| • 29 classified staff | 21 |

MASCOT: Eagles

SCHOOL COLORS: Navy and Gold



Committed to Excellence in Our Schools

Stayton High School

CTE UPDATES

Students at SHS continued to engage in high-quality CTE programs, though they faced many challenges due to the Covid-19 shutdown. Teachers worked to create online lessons and to continue to help students gain skills and knowledge towards careers. The construction program's 2nd residential home sold, and the funds from that sale were put back into the program.



Swimming



Track & Field



Wrestling

HIGHLIGHTS

- Land purchased/prepared for homes #3 and 4 near Stayton High School
- New Education Pathway, with college credit available and earned by several students (Ed 105 from Chemeketa)
- New Emergency and Public Service Pathway organized
- Willamette Career Academy completed with the cooperation of 10 other regional districts. This will give students access (starting in 2021-22) to programs such as Diesel Technology, Cosmetology and more.

Career Pathways giving students the opportunity to take clusters of industry related courses and explore possible future careers.

- Agriculture
- Biomedical Science
- Business
- Education
- Emergency and Public Service
- Industrial Technology
- STEM



Michael Proctor
Principal
Since 2014

“I am extremely proud of the culture we have created within our entire school community. Our staff has worked hard on instructional practices that meet the needs of ALL our learners. Stayton Intermediate/Middle School is a great place to work and learn.”



Stayton Intermediate/Middle



POINTS OF PRIDE

- Recognized as an AVID Showcase School.
- Identified as sustaining AVID schoolwide.
- Instructional practices align with brain research.
- Teaching strategies are designed with our belief that ALL can and will learn.
- 97% of staff believe SIS/SMS is a great place to work.
- We are proud of our college and career going environment.

FAST FACTS 2019-20:

- SIS Grades 4-5
- SMS Grades 6-8
- SIS Established 1996
- SMS Established 1970
- Enrollment 563
- SIS 185
- SMS 375
- 2 Administrators
- 37 Teachers
- 20 Support Staff

2020-21:

463
137
326
2
36
22

MASCOT: Vikings

SCHOOL COLORS: Royal Blue and White



Wendy Moore
Principal
Since 2013

“I am so proud of our school, especially after this incredibly difficult year. Our staff, students and families showed a tremendous amount of resilience and grit as they persevered through some of the most difficult circumstances we have faced. I am proud to be the principal of such an amazing school.”



Stayton Elementary

POINTS OF PRIDE

- Positive and nurturing culture that builds self-worth in staff and students.
- Strong instructional practices and are aligned with brain research.
- AVID Elementary School
- A focus on social emotional learning
- 100% of staff think SES is a good place to work

FAST FACTS 2019-20:

- Grades K-3
- Established 1953
- Enrollment 375
- 1 Administrator
- 26 licensed staff
- 24 classified staff

2020-21:

310
1
27
29

MASCOT: Cheetah

SCHOOL COLORS: Teal





Jeri Harbison
Principal
Since 2010

“Generations of families celebrate the successes of our students at Mari-Linn. It is the school where everyone knows your name. Teachers and staff members have high expectations for students and support them in their efforts to reach their goals. We believe that our mission is to Educate the Future of a Bright, Exceptional and Caring Community through Acceptance, Achievement, Perseverance, and Kindness.”



Mari-Linn

POINTS OF PRIDE

- Provided an open space for those seeking resources through emergency agencies, Red Cross, FEMA, Linn County Disaster Relief
- Community Outreach supporting those impacted by the Beachie Creek Wildfire through approximately \$10,000 in monetary donations, donations of food, clothing and household items.
- Year One of AVID Implementation
- Free Lunch and Breakfast for all kids
- Strong Community Support
- Active PTA Participation



FAST FACTS 2019-20:

- Grades K-8
- Established 1943
- Enrollment 214
- 1 Administrator
- 12 licensed staff
- 10 classified staff

2020-21:

159
13
9

MASCOT: Hornets

SCHOOL COLORS:

Maroon, Black and White



Missy Riesterer
Principal
Since 2011
retired Spring 2021

“The staff and student culture is focused on high levels of engaging instruction in a positive culture. This is what we are most proud of at Sublimity.”

**We Embrace Opportunity
Unlock Potential
and Inspire Excellence**



Sublimity

POINTS OF PRIDE

- Staff embraced Comprehensive Distance Learning and provided instruction utilizing many new technology formats, equipment and strategies to enhance student learning and provide the best learning experience possible.
- Our school continued to administer SBAC interim assessments during the Covid 19 Pandemic to monitor and assess student academic progress and guide instruction to best meet student needs and prevent them from falling further behind.
- As a team the staff worked with students and parents as well as community members to support not only academics but provided social and emotional care and concern which was our number one priority. We did this as we navigated the wildfires, the Covid 19 Pandemic and then the never seen before ice storm in February. I could not have been prouder of my staff than I was this entire school year!



FAST FACTS 2019-20:

- Grades K-8
- Enrollment 384
- 1 Administrator
- 21 licensed staff
- 19 classified staff

2020-21:

348
21
17

MASCOT: Wildcats

SCHOOL COLORS:

Red, Black and White

STUDENT-CENTERED CULTURE

Instructional Support and Services Team (ISST)



Dave Bolin
Associate
Superintendent
Since 2010

Oversees programs related to curriculum, instruction, professional development, federal and state grants, technology and special education.

Teaching and Learning

Teachers and students faced monumental challenges as we dealt with the reality of the global pandemic. Teaching and learning has primarily been an in person experience for generations. Several instructional models were necessary and required training, technology, creativity, and communications.

During the first shutdown in March 2020, our teachers, students and families worked diligently to adjust to remote learning using Google Meets or Zoom platforms.

In the Fall of 2020 ISST implemented a new district-wide learning management system called Canvas, to enable at-home learning. Deploying this system was a monumental task. The training plan was intense and required teachers to teach and students to learn in ways they had never done before. During this time, students were engaging with their teachers on-line exclusively.

Mid-year, the Oregon Department of Education allowed schools to switch to a hybrid model allowing students to attend school in person on a limited basis. In addition, we were required to allow students to choose to remain in the at-home learning model. To support these two options, the school district purchased, and trained teachers to use, a

camera system to provide simultaneous teaching (for those working from home as well as those in the classroom).

While supporting instruction using technology and training, we also supported all students in need of computer access. We checked out nearly 400 hotspots and 1700 chrome books to our students.

Staff Development

New teachers participated in four forums and worked directly with an instructional coach throughout the pandemic.

Approximately 60% of our staff enrolled in courses and classes offered by District Staff. Topics included focused note taking, book study, collaborative structures, digital classrooms, writing to learn, teaching math at a distance, and cultivating genius.

Communicating with parents and the community

This continues to be a high priority and was essential with all of the changes which occurred during the past two years. In 20-21 teachers nearly doubled the number of communications by sending 10,425 messages to students and parents and making over 172,000 contacts. The District and school offices delivered nearly 2500 messages to ensure our families were informed of the challenges and changes due to the pandemic. The NSSD mobile app and messaging system is a valued and primary communication tool.

“We are very proud of the work of our teachers, students, and families to make each transition successful. It was a huge lift by all! We have learned that these new skills and strategies, which we were forced to learn, will be extremely valuable in the future of education”

— Dave Bolin

DEFINITIONS

Canvas: A Learning Management System which was required for students to return to school by Oregon Department of Education and Ready Schools Safe Learners

Hotspot: Hot spots are mobile internet connections.

Chrome book: Student mobile computers

Comprehensive distance learning: This is virtual learning when students are not in person.

Hybrid learning: We switched to this model when some students (1/2) were at school and then half were home. Or they alternated am/pm.

Google meets: Virtual learning / meeting platform

Zoom platform: Virtual learning / meeting platform

NSSD mobile app: This is a phone app that parents can download to receive notifications from the school and teachers and student grades.



PROFESSIONAL STANDARDS



Debi Brazelton
 Director of Human Resources
 Since 2018

Our people are our greatest asset

Our mission as a department is to recruit, hire, develop and retain highly qualified employees. We take great pride in being able to offer extensive support and professional development for all of our staff. We are most proud to have a staff that models the highest standards and organizational values and who maintain relationships which are positive, productive, ethical and caring.

“Our greatest strength lies in our rapport with staff including our positive interactions with both the classified and licensed unions. I am proud of our staff in putting the needs of our kids first.”

– Debi Brazelton

NSSD EMPLOYEES AT A GLANCE:

	2019-20		NonRep/ Confidential	2020-21		NonRep/ Confidential
	LIC	Class		LIC	Class	
Mari-Linn	12	10		13	9	
Options Academy				4	1	
Sublimity	21	19		21	17	
Stayton Elementary	26	24		27	29	
Stayton Intermediate/Middle	37	20		36	22	
Stayton HS	41	29		40	21	

DISTRICT OFFICE EMPLOYEES:

	2019-20	2020-21
	Admin	2
Directors	5	5
Asst. Director	1	1
Classified	1	1
NonRep/ Confidential	12	13



Gary Rychard
 Director of Safety and Security
 Since 1989

SAFETY AND SECURITY

Safety and Security for the NSSD includes safety programs such as Fire Code, OSHA, bus transportation, building security, incident response, inclement weather response and health services (to name a few).

While our students participated in distance learning, hybrid learning, and on-site learning during these two years, our safety protocols were put to the test.

2019-20 and 2020-2021 presented significant challenges:

- Response to Covid was critical and required strict attention to
 - Keeping classrooms and the workplace clean and safe for staff as well as the return of students
 - Bus Transportation management requiring communications about changes and route updates.
- Land cleaning and prep work for the student-based home construction program

- Site preparation and setup at the Sublimity Harvest Festival grounds for high school graduation 2021
- Ice storm clean up at all sites (exception Mari-Linn) due to extensive damage to trees and shrubs.

Significant accomplishments:

- School nurses were certified and trained to conduct contact tracing.
- The nurse’s strong relationship with families expedited the notification of exposures, contact tracing and acquiring needed information prior to notifying the county health department. This provides staff and parents with a quick response and assurance of safety for everyone.
- The nursing staff went above and beyond their normal duties. They investigated and collected data to expedite work with the county health department. Their communications with the health department throughout the COVID pandemic helped keep our students and employees safe.

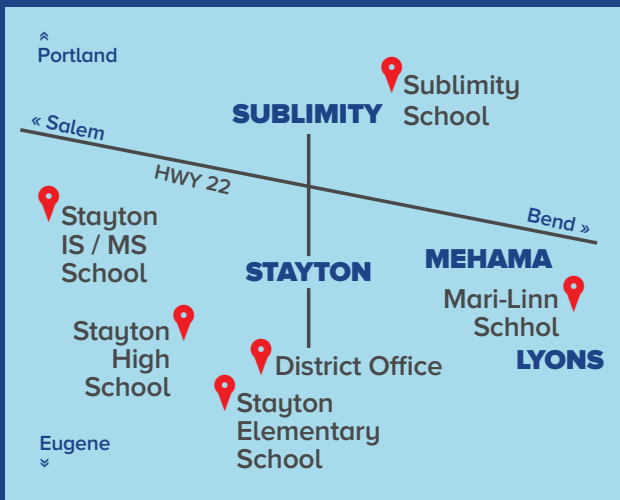
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CONTACT US:

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🌐 nsantiam.k12.or.us



Get the latest district and school news with our mobile app from the app store using the QR code.



MISSION:

Ensure students reach their highest academic and vocational potential and develop into productive citizens

GUIDING PRINCIPLE:

Do what is best for ALL kids

VISION:

We change kids' lives...through a commitment to excellence, integrity, equity, and community engagement

