



2019-2020 DISTRICT, BOARD & LEADERSHIP TEAM GOALS

On August 7, 2019 the NSSD Leadership Team and Board of Directors met in an open meeting at the Stayton Elementary School cafeteria and presented their goals for the 2019-20 school year. The following notes capture only their goal statements and not their entire presentations.

District Goals 2019-22

- 1. ENSURE THAT EACH STUDENT HAS THE OPPORTUNITY TO ACHIEVE EDUCATIONAL EXCELLENCE THROUGH MEASURABLE PROGRESS AND PERSONAL GROWTH EACH YEAR**
- 2. PROVIDE QUALITY, SUSTAINABLE FACILITIES AND PROMOTE POSITIVE SCHOOL CLIMATES**
- 3. PROMOTE STUDENT AND STAFF INVOLVEMENT IN THE COMMUNITY AND INVOLVE THE COMMUNITY IN OUR SCHOOLS**
- 4. RECRUIT, DEVELOP, VALUE, AND RETAIN HIGH QUALITY STAFF**

Board Goals 2019-2022

- 1. OFFER THE MOST COMPREHENSIVE PROGRAM POSSIBLE FOR ALL 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**

SUPERINTENDENT - ANDY GARDNER

Immediate Goal

Recommit to classroom observations schedule with principals

Intermediate Goal #1

Conduct a Long-Range Facility Master Planning Process from October 2019 through February 2020 that will result in an updated Long Range Facility Master Plan that could be the basis of a construction bond proposal for the May 19, 2020 election date.

Intermediate Goal #2

Ensure the Planning and Coordination of the School Improvement Fund (HS 3427), the High School Success Fund (Measure 98), and the District's General Fund are in accordance with the specific requirements of each and are fiscally sustainable.

Long Range Goal

Create and sustain five outstanding schools within the NSSD that create future citizens, parents and an educated workforce that positively contributes to our communities.

Outstanding Schools:

- *Safe and orderly environment*
- *Climate of high expectations for student achievement*
- *Dynamic, goal-focused instructional leadership*
- *Collaborative work behavior with focus on specific products*
- *Clear and focused mission*
- *Opportunity to learn for all with 90% of students graduating by 2020*
- *Frequent monitoring of student progress*
- *Strong community-home-school relationships*

HUMAN RESOURCES - DEBI BRAZELTON

Immediate Goal

Have TeachPoint (the District's new staff evaluation system) 100% ready for licensed, classified, and admin use before the start of the school year.

Intermediate Goal #1

Spend the 2019-20 school year continuing to refine processes. By the end of the school year, we will:

- *Have all records archived according to records retention schedule.*
- *Remove redundancies in paperwork and processing.*
- *Minimize paper.*
- *Provide all needed info on the website.*
- *Develop education/support around each process.*
- *Use current systems to their potential.*

Intermediate Goal #2

By September 30, 2019, have a completed hiring manual and databank that will be accessible to all admin and directors which will:

- Provide consistent process for those who hire
- Provide a place for forms accessible to all
- Eliminate unnecessary steps/paperwork in all aspects of hiring
- Develop and maintain usable website for staff and potential recruits

Intermediate Goal #3

By the end of the 2019-20 school year, have the District aligned with new legislation in regards to the Pay Equity Law and new laws around FMLA/OFLA leave.

Long Range Goal

Over the next few years, we at HR will move NSSD into a Human Capital model

- *HR branding to attract and recruit talent*
- *Recognize and train current talent*
- *Encourage continuation of and help grow PD done by staff*
- *“Grow our own” philosophy*
- *Help building admin in creating and sustaining positive culture*
- *Promote teaming and connection among staff*
- *Promote health and wellness*
- *Continued education of HR Team*
- *COMMUNITY!*

FACILITIES OPERATIONS - MIKE MILLER

Immediate Goal

Develop and fine tune data from the grant-financed Facilities Condition Assessment for the purpose of providing the Long Range Facilities Master Planning Committee with information to assist in the development of a possible construction bond.

Intermediate Goal #1

Improve District grounds appearance.

- *Evaluate ground appearance frequently*
- *Document observed condition*
- *Pre-Plan upkeep ahead of natural seasons for best practices and applications of pesticide*

Intermediate Goal #2

Continuing education of staff on Integrated Pest Management

Long Range Goal

Promote and train Custodial staff on proper work standards, safety training and use of PPE (Personal Protection Equipment).

FOOD SERVICES - TONI SILBERNAGEL

Immediate Goal

Review and prepare all documents required for the state financial review

Intermediate Goal #1

Prepare for Oregon HB #3427(Student Success Act) implementation in school year 2020-21.

Intermediate Goal #2

Preparedness for on-site emergency feeding incidents (either/or students, community or emergency responders)

Long Range Goal

Maintain a sustainable food service program.

SAFETY, SECURITY & HEALTH SERVICES - GARY RYCHARD

Immediate Goal

To work with the NSSD Long Range Facilities Master Planning Committee to design program recommendations for Safety-Security and Health Services.

Intermediate Goal #1

To continue the work with Chronic Absenteeism issues across the District.

Intermediate Goal #2

To improve the District's Field Trip processes in regard to medical reviews, training and emergency procedures.

Long Range Goal

To continue work involving the testing process for RADON in all of the NSSD buildings.

BUSINESS OFFICE - JANE NOFZIGER

Immediate Goal

To Adopt a Budget for the 2020-21 Fiscal Year

Intermediate Goal #1

Learning about and planning for SIF (School Improvement Fund)

SIF funds will come to our District largely in the form of grants and will have detailed reporting requirements that demonstrate that expenditures will have an impact upon student learning.

Intermediate Goal #2

Work with the superintendent and the long range facility committee to prepare for a possible school bond

Long Range Goal

Develop a three-year Financial Projection/Plan

INSTRUCTIONAL SUPPORT SERVICES/TECHNOLOGY - DAVE BOLIN

Immediate Goal

By June 2020, the district will complete all necessary application requirements for the Student Investment Account funds and achieve overall ORIS domain indicator rating at or above 2.0.

This will include a completed Continuous Improvement Plan (CIP) by Nov. 1 and Student Investment Account (SIA) funding in spring of 2020.

Intermediate Goal #1

By the end of the 2019-20 school year, all schools' English Language Arts (ELA) and Math scores in grade bands 3-5, 6-8 and HS will increase 3%.

Intermediate Goal #2

AVID Goal-pending

Intermediate Goal #3/Technology Focus

By the end of the 2019-20 school year, the District will maintain a minimum of an annual usage rate of 40 messages per teacher with 95% participation.

Long Range Goal

The District will be recognized by North Santiam School District parents as an outstanding school on the parent survey by increasing the "highly satisfied" ratings on the question regarding important focus from 17% to 50% by 2025.

STAYTON HIGH SCHOOL - SUSANNE STEFANI

Immediate Goal

Re-establish a building staff council which will include a diverse group of staff that meets regularly to provide input and feedback to the admin team.

An early agenda item will be analysis of the multi-tiered systems of support, creating efficiency with our committees and teams.

Intermediate Goal #1

Strengthen student organizational skills

Students school-wide will receive increased, evidence-based instruction on organizational habits and tools based on AVID teaching strategies.

Long Range Goal

Improve student conduct

The spring 2020 TELL survey will show a 20% increase in perceptions of accountability by students, staff and administration.

STAYTON HIGH SCHOOL ATHLETICS - DARREN SHRYOCK

Immediate Goal

Fans and athletes will show exemplary sportsmanship during the 2019-20 school year
(*Will initiate the "In this gym" campaign and have zero ejections for athletes or fans*)

Intermediate Goal #1

Implement "Eagle Gear" program in connection with the money SHS receives from Nike

Long Range Goal

Continue to upgrade Stayton High School outside facilities by 2023

SUBLIMITY SCHOOL - MISSY REISTERER

Immediate Goal

Sublimity School will implement intermittent academic assessments using SBAC interim assessments and other resources to meet individual needs and students will score at or above the state average on all SBAC assessments spring of 2020.

Intermediate Goal #1

By utilizing SEL instruction and curriculum materials, continued positive communications and a focus on corrective behavior we will see a decrease in student misbehavior and an increase in student emotional well being as evident in our DESSA and Ruler Screeners and Assessments by May 2020.

Intermediate Goal #2

Sublimity School will initiate steps toward implementation of AVID schoolwide by May 2020.

Long Range Goal

By June 2020, all schools in the NSSD will be considered Outstanding Schools that create future citizens, parents and an educated workforce that contribute to the community by preparing students academically and socially for success at the high school level based on DuFour's eight characteristics of an outstanding school:

- *Safe and orderly environment*
- *Climate of high expectations for student achievement*
- *Dynamic, goal-focused instructional leadership*
- *Collaborative work behavior with focus on specific products*
- *Clear and focused mission*
- *Opportunity to learn for all with 90% of students graduating by 2020*
- *Frequent monitoring of student progress*
- *Strong community-home-school relationships*

MARI-LINN SCHOOL - JERI HARBISON

Immediate Goal

Through increased rigor and scheduled intermittent progress checks using SBAC interim assessments, students at ML will perform at or above the state average on the SBAC assessments in the spring of 2020 in grades 3-8. *(will use 2019 data to set specific goals)*

Intermediate Goal #1

Through direct weekly SEL skill instruction, increased positive communications, and focused corrective behavior instruction using restorative justice strategies, ML students will decrease the negative behaviors as observed through office discipline referrals and student surveys by May, 2020. *(see 2019 data)*

Intermediate Goal #2

Through reflective study and exploration, the ML AVID leadership team will begin the first steps toward implementation of AVID schoolwide by May 2020.

Long Range Goal

By June 2020, all schools in the NSSD will be considered Outstanding Schools that create future citizens, parents and an educated workforce that contribute to the community by preparing students academically and socially for success at the high school level based on DuFour's eight characteristics of an outstanding school:

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STAYTON INTERMEDIATE/MIDDLE SCHOOL - MIKE PROCTOR

Immediate Goal

By June 2020 each grade level at SIS/SMS will continue work towards closing their cohort gap average in relation to the state average in both ELA and Math SBAC tests.

Intermediate Goal #1

By June of 2020 SIS/SMS will maintain AVID Certification while pursuing *Highly Certified* Status.

Intermediate Goal #2

By June of 2020, students throughout the school will have the opportunity to routinely process content through writing and engage in the five phases of focused note-taking to demonstrate critical thinking.

(1. taking notes 2. processing notes 3. connecting thinking 4. summarizing and reflecting on learning 5. applying learning)

Long Range Goal

By June 2020, all schools in the NSSD will be considered Outstanding Schools that create future citizens, parents and an educated workforce that contribute to the community by preparing students academically and socially for success at the high school level based on DuFour's eight characteristics of an outstanding school:

- **Safe and Orderly Environment**

PBIS/Set

DESSA

RULER

- **Climate of High Expectations for Student Achievement in a College-Going Environment**

AVID

BERC

Dynamic Instructional Leadership

BERC/STAR

AVID

- **Collaborative work behavior with a focus on specific products**

PLC Process

Clear and Focused Mission

Vision and Mission created by staff for buy-in

- **Opportunity to Learn for All**

AVID

BERC/STAR

- **Frequent monitoring of student progress**

AVID

DESSA

RULER

STAR

SBAC Interim Assessments

Advisory Time

Mentoring

- **Strong Community-Home School Relationships**

AVID Parent Nights

Build on Community Engagement activities from prior year.

App for parents

STAYTON ELEMENTARY SCHOOL - WENDY MOORE

Immediate Goal: SBAC

By June 2020, SES will increase our average percent proficient on Smarter Balanced Math ELA Assessments based on cohort performance from the 2018-19 school year.

Intermediate Goal #1: AVID

By June 2020, Stayton Elementary will score at least a level 1 (meets certification standards) in the areas of

instruction, culture, leadership and systems on their AVID certification.

Intermediate Goal #2: RULER Implementation

By June 2020, SES teachers will implement RULER per year 1 requirements established by WESD Grant. “RULER” is an evidence-based approach to social emotional learning (SEL) developed by Yale University.

Long Range Goal

By June 2020, all schools in the NSSD will be considered Outstanding Schools that create future citizens, parents and an educated workforce that contribute to the community by preparing students academically and socially for success at the high school level based on DuFour’s eight characteristics of an outstanding school:

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COLLEGE & CAREER PATHWAYS - ALAN KIRBY

Immediate Goal

By the end of the 2019-20 school year, SHS Pathways will become visible and known to students, both at the high school and middle school levels

Intermediate Goal #1

All seniors will have an attainable post-high-school plan that is accessible and known by SHS staff.

Intermediate Goal #2

During 2019-20, we will create and host two events to specifically target and engage underrepresented students.

Long Range Goal

After gaining input from students, staff, district, and the community, SHS will develop at least one new ODE approved pathway/Program of Study.

End of Report