



2021-2022 DISTRICT, BOARD & LEADERSHIP TEAM GOALS

On August 12, 2021 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 2021-22 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 2021-2022

- 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

The NSSD will implement In-Person School, Five Days per Week, for the full calendar year

Intermediate Goal #1

Reinstate learning and observation systems in schools and classrooms in all District Schools beginning September 8, 2021.

Intermediate Goal #2

Engage in Equity Training for District Staff and Board that will result in the implementation of systems to increase equitable outcomes for underserved student populations, including focused listening with underserved parents and students, improving staff knowledge and skills to address equity issues, and commitment to sustaining equity work moving forward.

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*
- *Frequent monitoring of student progress*
- *Strong community-home-school relationships*

HUMAN RESOURCES - DEBI BRAZELTON

Immediate Goal

To get the 2021-22 school year started with staff feeling as welcomed and comfortable as possible.

Intermediate Goal

Implementation of the new *Frontline Suite* for HR processes (E.g. staff attendance, job postings, records)

Long Range Goal

Continue to 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
- Moving from “transactional” to “TRANSFORMATIONAL”

SAFETY, SECURITY & HEALTH SERVICES - GARY RYCHARD

Immediate Goal

Re-establishing regular attendance protocols with staff, students and parents after 12 months of distance/hybrid learning.

Intermediate Goal #1

Supporting new administrators at Stayton High School with systems and procedures.

Intermediate Goal #2

Establishing a clear path of training and communication with staff relating to “HIGHLY FRAGILE” medical students.

Long Range Goal

To continue work involving the testing process for RADON in all of the NSSD buildings. (deadline Jan. 2021)

INSTRUCTIONAL SUPPORT SERVICES/TECHNOLOGY - DAVE BOLIN

Immediate Goal

By the end of 2022-23 school year, all NSSD grade levels will have accelerated learning and perform at or above previous grade level performance levels as identified on the Smarter Balanced Assessment.

Intermediate Goal #1

Through engagement with and coaching from the Equity Collaborative, 90% of staff will report a level 3 or 4 descriptor with skills in talking about race and racism on the 2022 needs assessment survey.

Intermediate Goal #2

AVID District Director will support ALL NSSD schools with understanding, implementing, and aligning to the four domains in the Coaching and Certification Instrument (CCI) to build a coherent, sustainable K-12 system that ensures college and career readiness for all students.

Intermediate Goal #3/Technology Focus

Technology Dept. will complete recovery efforts and update a 3-year purchasing plan in all areas of technology.

Long Range Goal

Create systems and structures to continuously improve instruction, leadership effectiveness and overall school and district culture.

STAYTON HIGH SCHOOL - VICKY STOREY

Immediate Goal #1

By June 2022, all teachers at SHS will score Level 3 or higher on the BERC rubric in the area of Environment & Differentiation.

Immediate Goal #2

By June 2022, students will have recovered 40% of Incomplete grades accrued during the 2020-21 school year.

Intermediate Goal #1

By June 2023, SHS staff will note a 20% increase in the enabling conditions for collective efficacy as indicated by Donohoo's questionnaire.

Long Range Goal

Stayton High School will be a safe, thriving school with a cohesive staff.

STAYTON HIGH SCHOOL ATHLETICS - DARREN SHRYOCK

Immediate Goal

Stayton High School athletes will return to "normal" this year with regard to participation numbers and commitment to their sport

Intermediate Goal #1

Involve more "voices" and responsibilities around athletics

Long Range Goal

Continue to upgrade Stayton High School facilities by 2024

SUBLIMITY SCHOOL - RYAN WESTENSKOW

Immediate Goal

Assess and evaluate for any loss of learning resulting from missed instructional time during the pandemic and develop a support plan

Intermediate Goal #1

Led by AVID Site Team, staff will increase the knowledge and use of WICOR strategies in all grades.

Intermediate Goal #2

Complete implementation of *RULER* per the requirements established by WESD grant.

Long Range Goal

Be considered an Outstanding School that creates 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*
- *Frequent monitoring of student progress*
- *Strong community-home-school relationships*

MARI-LINN SCHOOL - JERI HARBISON

Immediate Goal

Re-Engage Students Socially and Emotionally

Intermediate Goal #1

Assess and evaluate for any loss of learning resulting from missed instructional time during the pandemic and develop a support plan

Intermediate Goal #2

Encourage open dialogue regarding race, racism, equity, diversity and inclusion as a path to listening to and understanding student experience.

Intermediate Goal #3

Develop a clear implementation plan to integrate students with disabilities in the general education classrooms at Stayton High School within a co-teaching model. The plan will allow 75% of students with disabilities to be in general education classes within the next 5 years.

Long Range Goal

Be considered an Outstanding School that creates 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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- *Frequent monitoring of student progress*

Immediate Goal

By June 2022, all instructional staff will have the opportunity to participate in professional development that is intentionally designed to promote student success schoolwide through AVID and RULER strategies.

Intermediate Goal #1

By June of 2022 SIS/SMS will maintain AVID Highly Certified Status while pursuing Site of Distinction.

Intermediate Goal #2

By May of 2022, ALL teachers schoolwide will be trained and utilize common academic language in the writing process so that students can routinely clarify and organize their writing.

Long Range Goal

Be considered an Outstanding School that creates 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
 - RULER/Social Emotional Learning
 - Advisory
 - DESSA
- Climate of High Expectations for Student Achievement in a College-Going Environment
 - AVID
 - BERC
 - Equity Collaborative
- 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 (Advancement via Individual Determination)
 - BERC (Baker Evaluation Research Consulting/STAR)
 - Learning Walks
- Frequent monitoring of student progress
 - AVID
 - DESSA
 - RULER
 - STAR
 - SBAC Interim Assessments
 - Advisory Time
 - Mentoring

STAYTON ELEMENTARY SCHOOL - WENDY MOORE

Immediate Goal:

Assess and evaluate for any loss of learning resulting from missed instructional time during the pandemic and develop a support plan

Intermediate Goal #1:

By June 2022, 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:

By June 2022, SES teachers will complete their implementation of RULER per the requirements established by the WESD grant.

Long Range Goal

Be considered an Outstanding School that creates 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*
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COLLEGE & CAREER PATHWAYS and OPTIONS ACADEMY - ALAN KIRBY

Immediate Goal

Processes for Options Academy Programs (Stayton Virtual Academy and Locust St. Academy) will be clearly articulated and in place by September 2021, to ensure that students, parents and staff are all aware of which programs exist, and how they can access them as needed.

Intermediate Goal #1

All Locust Street Academy students will make adequate progress in their specific program towards completion for the 2021-22 school year

Intermediate Goal #2

70% of 2022 SHS Seniors will complete the FAFSA by June 15, 2022

Long Range Goal (very long range)

Facilitate/be a liaison for the creation of a School Based Health Center for students and families in NSSD

these three presentations occurred during the September NSSD Board of Directors meeting

BUSINESS OFFICE - JANE NOFZIGER

Immediate Goal

Implement a new time card system using *Frontline*

Intermediate Goal #1

Manage grants through the Biennium

Intermediate Goal #2

Replace credit card system with procurement card system

Long Range Goal

Learn *Forecast 5* system long-range projections monthly reporting capabilities

FACILITIES OPERATIONS - DAVE PARSONS

Immediate Goal

Establish defined job duties between Facilities Director and the Assistant Facilities Director

Intermediate Goal #1

Facilities support through the COVID pandemic

Intermediate Goal #2

Clean and organize the facilities shop

Long Range Goal

Develop a Projects List which will include long-range facilities needs

FOOD SERVICES - MIKE VETTER

Immediate Goal

To resolve dairy and produce bids prior to the start of the year

Intermediate Goal #1

Develop a program that utilizes the District's new commodities freezer

Intermediate Goal #2

Train food service staff how to maximize federal food commodities

Long Range Goal

School kitchen remodels/upgrades

End of Report