



2022-2023 DISTRICT, BOARD & LEADERSHIP TEAM GOALS

On August 10, 2022 the NSSD Leadership Team and Board of Directors met in an open meeting at the Historic Heater Farm and presented their goals for the 2022-23 school year. The following notes capture only their goal statements and not their entire presentations.

District Goals 2019-23

- 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 2022-2023

- 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**

INSTRUCTIONAL SUPPORT SERVICES/TECHNOLOGY - DAVE BOLIN

Immediate Goal

By the end of 2023, NSSD will be prepared for the full implementation of a new student information system for 2023-24.

Intermediate Goal #1

By the end of 2023, NSSD will have an approved Aligned for Student Success Plan

- Integrating through a 12-step process
 - High School Success, Student Investment Account, Continuous Improvement Planning, Career and Technical Education, Every Day Matters, Early Intervention Systems

Intermediate Goal #2

By the end of the 2023 school year all new teachers to the district will have a minimum score of 3.0 overall teacher evaluation rating.

Long Range Goal

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

HUMAN RESOURCES - DANIELLE BLACKWELL

Immediate Goal

Frontline Central will be 100% ready for all staff by October 1st. All Administrators will be trained on Frontline Recruit and Hire to streamline postings and hiring by October 1st.

Intermediate Goal

Update Hiring Manual and Place in Central by December 1st.

Long Range Goal

Be in compliance with the new Oregon Paid Family and Medical Leave Insurance (PFMLI) AKA Paid Leave Oregon Act by May 31, 2023.

BUSINESS & FISCAL SERVICES -RHONDA ALLEN

Immediate Goal

Learn the culture of the district and my team.

Intermediate Goal #1

Continue with the implementation of the Frontline Timecard System.

Intermediate Goal #2

Replace the credit card system with Procurement Card System.

Long Range Goals

- Understand and Explain the 2022-23 Budget
- 3-5 Year Projections for Revenue and ADM
- Work with the Superintendent to smooth the “Funding Cliff”

FACILITIES & MAINTENANCE - DAVE PARSONS

Immediate Goal

Transition the maintenance software program from SchoolDude to FMX

Intermediate Goal #1

IPM (Integrated Pest Management) compliance

Intermediate Goal #2

Improve Preventive Maintenance Processes

Long Range Goal

Continued development of the facilities projects list

NUTRITION SERVICES - JOHN BARNES

Immediate Goal

Increase visibility of the Food Services Director in the schools by regularly attending breakfast or lunch service at every school

Intermediate Goal #1

Increase communication with all NSSD Stakeholders about the Food Service program and its team members.

Long Range Goal

Increase Cafeteria Utilization district-wide by 10% within two years.

SAFETY, SECURITY & HEALTH SERVICES - GARY RYCHARD

Intermediate Goal #1

To work with the local law enforcement agencies on updating all of our emergency planning and responses as they relate to those agencies.

Intermediate Goal #2

Recognizing the impact of student health on learning. To work with school staff, students and parents to better identify medical needs. To develop appropriate plans and training to support students accessing their education.

Long Range Goal

Maintain an up-to-date knowledge of current guidance from ODE, OHA and our local LPHA. Provide guidance to parents, staff and students related to COVID. Provide resources and collaboration for evaluation and mitigation as it's measured with consideration of the COVID case numbers.

STAYTON HIGH SCHOOL - VICKY STOREY

Immediate Goal #1

By June 2023, 95% of SHS teaching staff will score a level 3 or higher in the domain of Purpose and Expectations on the BERC rubric, while maintaining or increasing the 92% of staff who score a level 3 or higher in the domain of Environment and Differentiation as measured by formal evaluations. (INSTRUCTION, SYSTEMS, LEADERSHIP for AVID)

Immediate Goal #2

In order to increase student and parent voice and improve equitable practices, the administrative team will meet with student groups quarterly and provide 3 opportunities for parents to interact with the team by June 2023. (CULTURE, LEADERSHIP, SYSTEMS, INSTRUCTION for AVID)

Intermediate Goal

By June 2024, SHS staff will note a 20% increase in the enabling conditions for collective efficacy, as indicated by Donohoo’s questionnaire. (CULTURE & LEADERSHIP DOMAINS for AVID)

Long Range Goal

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

STAYTON HIGH SCHOOL ATHLETICS - DARREN SHRYOCK

Immediate Goal

Be proactive for policies and practice for all coaches

Intermediate Goal #1

Involve more voices and responsibilities around athletics

Long Range Goal

Continue to upgrade Stayton High School facilities to be “completed” by the start of the 2025-26 school year. The “final” piece will be a stand-alone fitness center with a focus on weights

SUBLIMITY SCHOOL - RYAN WESTENSKOW

Immediate Goal

Identifying & Addressing Barriers to Learning for Struggling Students

- ensure emotional, social, & academic well-being of every student
- analyze systems
- remove barriers

Intermediate Goal #1

Powerful Teaching Strategies in Every Classroom

- increase knowledge, use, & alignment of AVID WICOR strategies
- continue to utilize BERC for observation & feedback
- support teacher growth through learning walks

Long Range Goal

Focus on communicating vision, goals, and programs (narrative)

- engage parents as partners in career-related learning
- empower PTC through goal development

MARI-LINN SCHOOL - JERI HARBISON

Intermediate Goal #1

By June 2023, ML cohort groups grades 4th -8th will show improved scores in ELA and Math skills through formal and informal assessments.

Intermediate Goal #2

By June 2023, Mari-Linn will increase our relational capacity with our students, staff and community as measured through responses of the Youth Truth.

Intermediate Goal #3

By June 2023, Mari-Linn students and staff will identify and remove barriers to success for all students.

Long Range Goal

Mari-Linn will be considered an outstanding school that prepares students to be career and college ready by preparing them academically and socially for their future by having a school that includes the following:

Safe and Orderly* Rigorous* Strong Leadership* Collaborative* Clear Mission* Opportunities for ALL* Frequent Monitoring* Strong Relationships

STAYTON INTERMEDIATE/MIDDLE SCHOOL - MIKE PROCTOR

Immediate Goal

By June 2023, 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 2023, SIS/SMS will maintain AVID Highly Certified Status while pursuing Site of Distinction.

Intermediate Goal #2

By May of 2023, 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
- Climate of High Expectations for Student Achievement in a College-Going Environment

- Dynamic Instructional Leadership
- Collaborative work behavior with a focus on specific products
- Clear and Focused Mission
- Opportunity to Learn for All
- Frequent monitoring of student progress

STAYTON ELEMENTARY SCHOOL - WENDY MOORE

Immediate Goal:

By June 2023, SES will increase our average percent proficiency on the Smarter Balanced Assessment based on cohort performance from the 2021-22 school year.

Intermediate Goal #1:

By June 2023, SES will score at least a level 1 (meets certification standards) in the area of instruction, culture, leadership and systems on their AVID Elementary Coaching and Certification Instrument (CCI).

Intermediate Goal #2:

By June 2023, SES will complete their implementation of RULER schoolwide by fully implementing the mood meter, class charters, meta moment and blueprint.

COLLEGE & CAREER PATHWAYS and OPTIONS ACADEMY - ALAN KIRBY

Intermediate Goal #1

Raise Options Academy Attendance Rate from 75% to 83% (Includes both Locust Street Academy and Stayton Virtual Academy)

Intermediate Goal #2

80% of LSA students will earn at least 1 credit per block

Long Range Goal

By June 10, 2023:

- 60% of SHS seniors will complete the FAFSA
- 50% of BIPOC students will complete the FAFSA by June 10, 2023

End of Report