



SOUTH LANE SCHOOL DISTRICT 45J3

Children Come First • Always Learning, Teaching, Caring • Safe, Respectful, and, Inclusive Schools & Community

February 28, 2022 SCHOOL BOARD MEETING

**Executive Session
5:30 P.M.
MEETING LOCATION
Virtual
Cottage Grove, Oregon**

The South Lane School Board appreciates hearing from our citizens. We value the ideas, opinions, questions, concerns, suggestions and input from parents and community members. The Board of Directors allows time on their agenda for testimony regarding a published agenda item to its designated place on the agenda. A visitor may introduce another topic not on the published agenda during Public Comment. The Board Chair usually allows three minutes per speaker.

At this time, due to the spread of the COVID-19 virus, our meetings will be conducted in a hybrid format until further notice. This means that all Board members and the Superintendent will be present online and when possible, in-person in the boardroom. Citizens are invited to join the Board meeting online. Meetings will also be broadcast on South Lane Community Broadcasting 14.4. If you wish to speak to the Board, about an agenda item or another topic, please submit an email request to public.comment@slane.k12.or.us to the Board Secretary prior to noon on the day of the Board meeting. Request to speak must include the following: Full name, address, email address, date, agenda item or topic. If you want to submit written testimony, either attach a separate document or include the message in the email request.

Board meetings by Oregon State statute are public, in order for citizens to observe the Board conducting the district business. The meetings are not opportunities for the public to join the Board's discussion. For this reason, when public testimony is provided, Board members do not respond or interact with those providing testimony. This process is often confusing and feels like the Board is unresponsive, but this process is a legal process. If a question is asked, the Superintendent will follow up or ask a Cabinet member to follow-up to respond on her behalf.

We look forward to hearing from our community.
For additional information contact:
South Lane District Office
455 Adams Avenue
Cottage Grove, Oregon 97424
(541) 942-3381 (phone) * (541) 942-8098 (fax)



Meeting Date: February 28, 2022

- I. Call to Order
- II. Agenda Review
- III. Executive Session ORS 192.660 (2) (I)
To review and evaluate the performance of the chief executive officer or any other public officer, employee or staff member, unless the person whose performance is being reviewed and evaluated requests an open hearing.
- IV. Adjournment
- V. Upcoming Dates
 - March 7, 2022, Board Regular Session 5:30 p.m.
 - March 14, 2022, Board Executive Session 5:30 p.m.
 - March 21-25, 2022, Spring Break
 - April 4, 2022, Board Work Session 5:30 p.m.
 - April 18, 2022, Board /Budget Committee Special Session 5:30 p.m.



Vincent Adams
Board Development Specialist
February 28, 2022

SOUTH LANE SCHOOL DISTRICT
**SUPERINTENDENT
TARGETED
FEEDBACK SURVEY**

South Lane
Superintendent
Goals



OSBA
Superintendent
Evaluation
Standards



Hybrid
Targeted
Feedback
Survey

SELECTED STANDARDS

Staff

South Lane Goals	COSA-OSBA Std/Descriptor
Goal 3. Develop an inclusive District learning culture where every student and staff member feels like they belong.	3. Inclusive District Culture
Goal 5: Develop an Early Learning Program that supports our culturally and linguistically diverse community.	4. Culturally Responsive Instructional Leadership and Improvement
Goal 6: Develop effective, efficient systems and practices to maximize District resources.	6. Effective Organizational Management

Community

South Lane Goals	COSA-OSBA Std/Descriptor
Goal 4: Develop a communication and engagement district practice.	5. Communication and Community Relations
4.9 Engage with community leaders through partnerships, informal meetings, collaboration on projects and by representing the district on local Boards.	5.3 Cultivates relationships and partnerships with members of the business, civic and local government in support of their advocacy for district, school and community needs.
Goal 5: Develop an Early Learning Program that supports our culturally and linguistically diverse community.	[We currently do not have community questions around Standard 4: Culturally Responsive Instructional Leadership and Improvement]

SELECTED STANDARDS

Staff/Internal

- Standard 3: Inclusive District Culture
 - Standard 4: Culturally Responsive Instructional Leadership & Improvement
 - Standard 6: Effective Organizational Management
-

Community/External

- Standard 5: Communication and Community Relations

24 surveyed

83% response rate

20 questions - staff survey

8 questions - community survey

83% response rate

20 questions - staff survey

8 questions - community survey

20 questions – staff survey

24 surveyed

83% response rate

8 questions – community survey

24 surveyed

83% response rate

20 questions - staff survey

8 questions - community survey

SELECTED STANDARDS

Staff/Internal

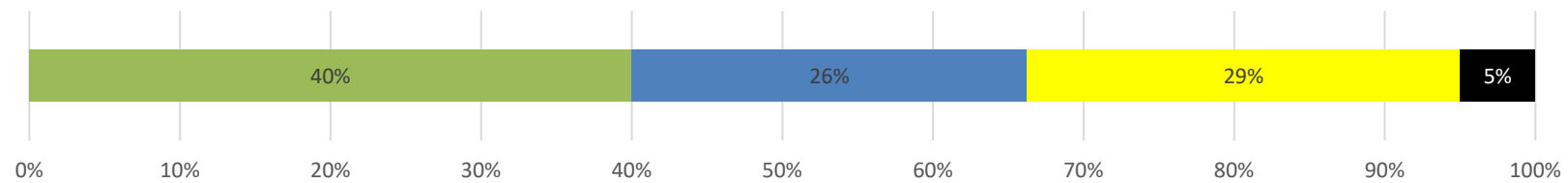
- Standard 3: Inclusive District Culture
- Standard 4: Culturally Responsive Instructional Leadership & Improvement
- Standard 6: Effective Organizational Management

Community/External

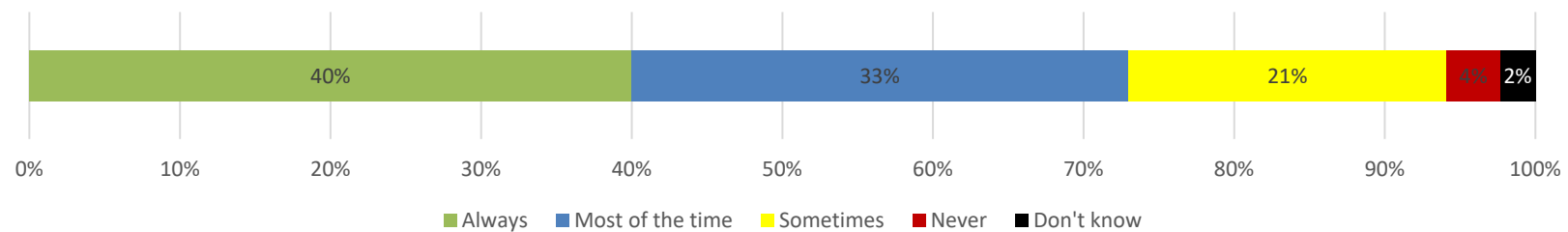
- Standard 5: Communication and Community Relations

STANDARD 3: INCLUSIVE DISTRICT CULTURE

Standard 3: Inclusive District Culture
2021 South Land SD Staff

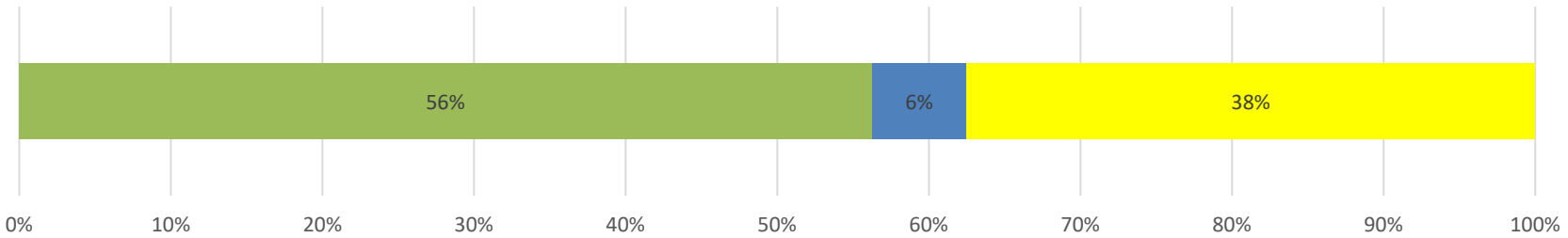


2022 South Land SD Staff

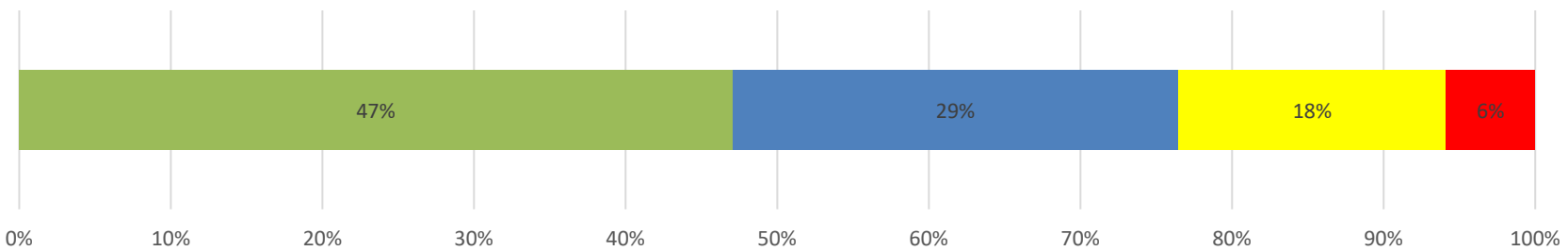


DESCRIPTOR 3.1: Our superintendent ensures a district culture that is supportive, equitable, and inclusive.

Descriptor 3.1
2021 South Lane SD Staff

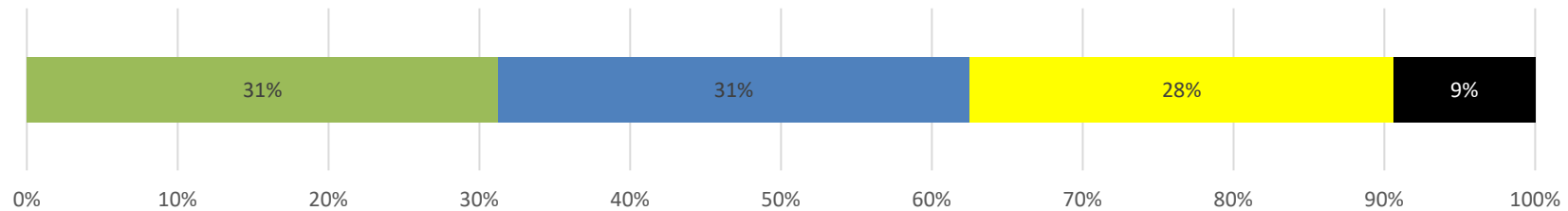


2022 South Lane SD Staff

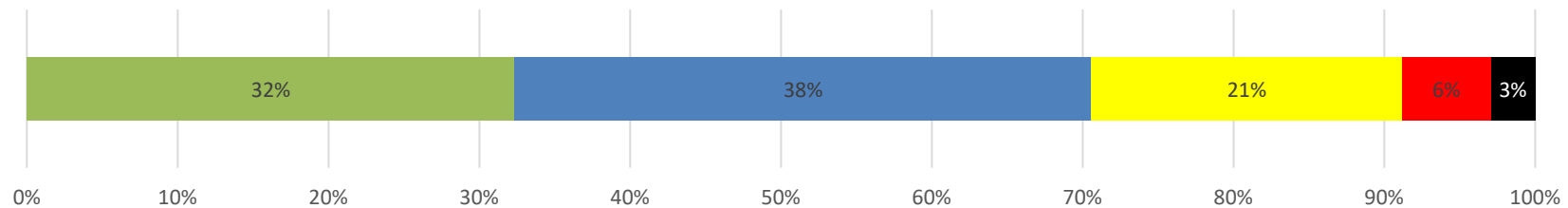


DESCRIPTOR 3.2: Evaluates, cultivates and advocates for equitable access to safe and nurturing schools, and the opportunities and resources necessary to support the success and well-being of each student.

Descriptor 3.2
2021 South Lane SD Staff

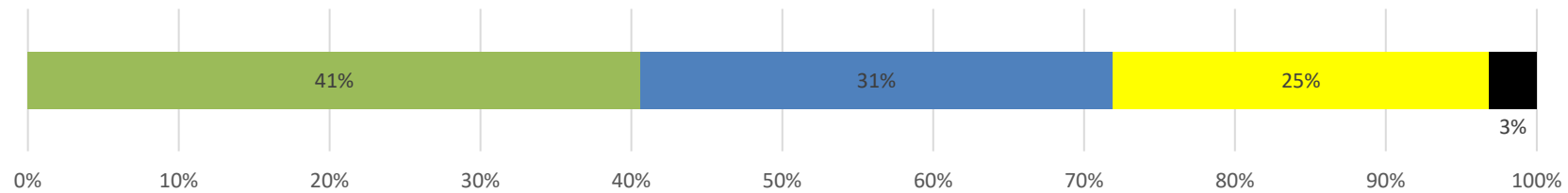


2022 South Lane SD Staff

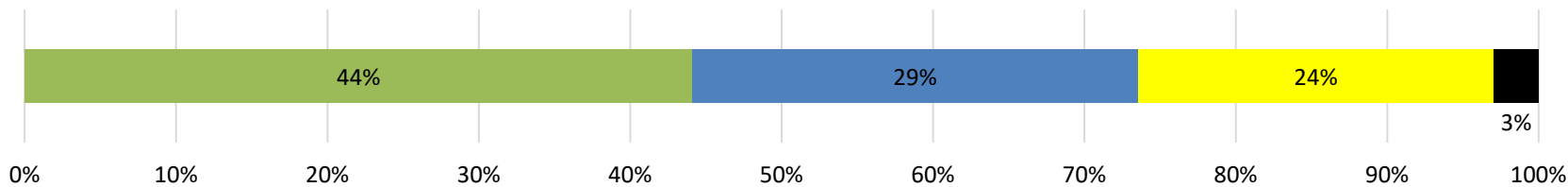


DESCRIPTOR 3.3: Ensures equitable, inclusive and culturally responsive instructional and behavioral support practices among teachers, administrators and staff.

Descriptor 3.3
2021 South Lane SD Staff



2022 South Lane SD Staff



SELECTED STANDARDS

Staff/Internal

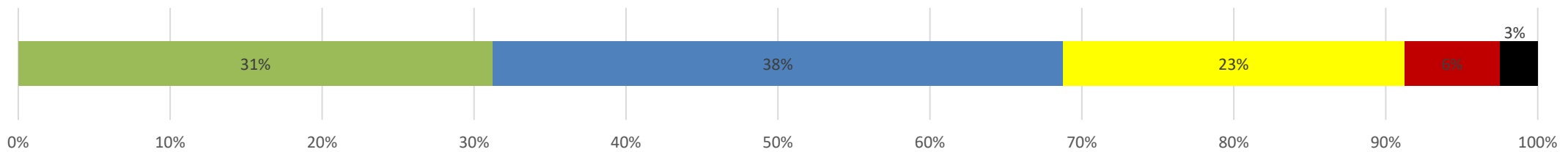
- Standard 3: Inclusive District Culture
- **Standard 4: Culturally Responsive Instructional Leadership & Improvement**
- Standard 6: Effective Organizational Management

Community/External

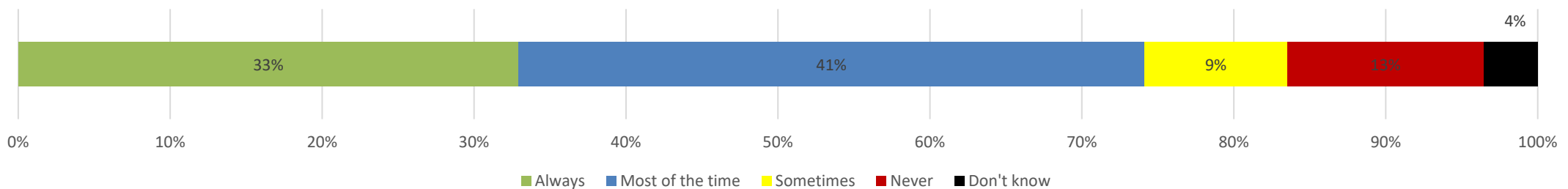
- Standard 5: Communication and Community Relations

STANDARD 4: CULTURALLY RESPONSIVE INSTRUCTIONAL LEADERSHIP & IMPROVEMENT

Standard 4: Culturally Responsive Instructional Leadership and Improvement
2021 South Lane SD Staff

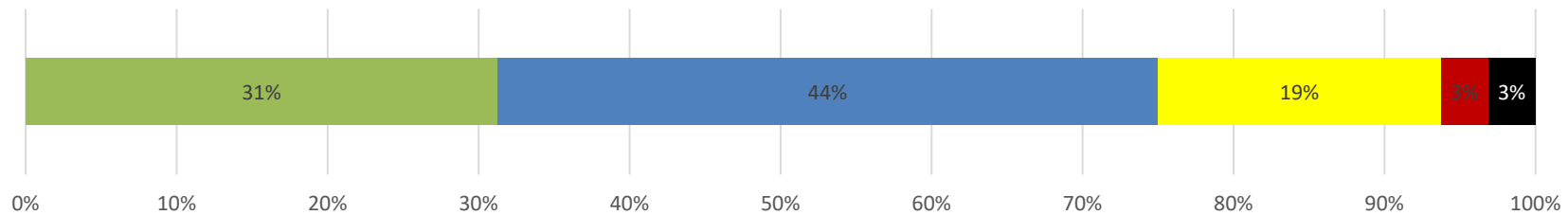


2022 South Lane SD Staff

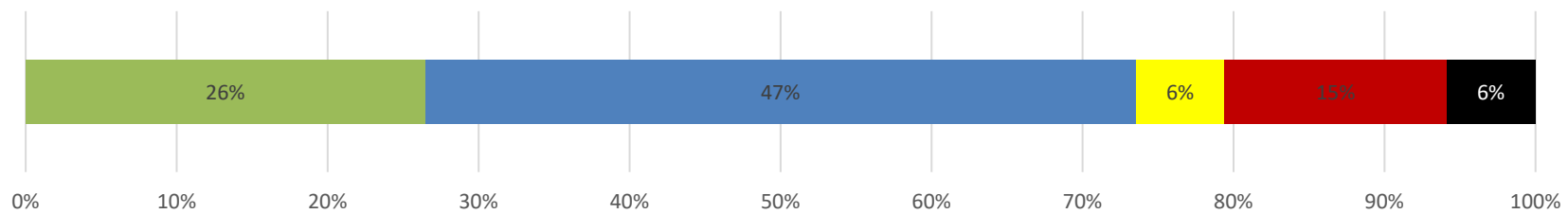


DESCRIPTOR 4.1 Evaluates, designs, fosters and implements coherent systems of curriculum instruction, supports, assessment and instructional leadership.

Descriptor 4.1
2021 South Lane SD Staff

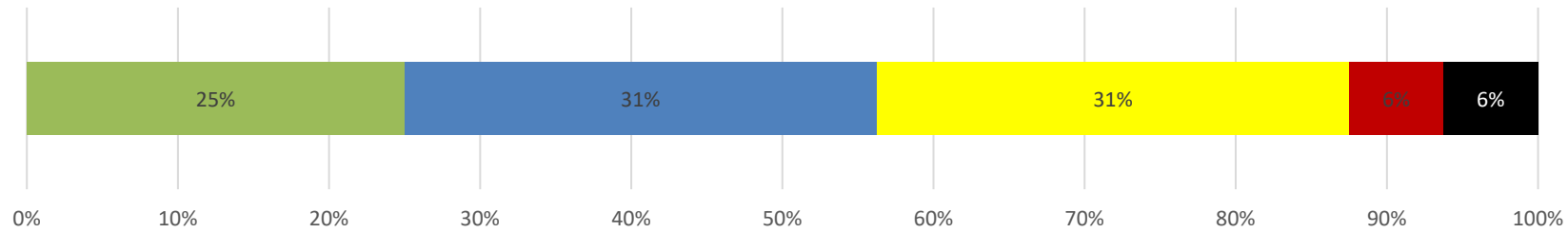


2022 South Lane SD Staff

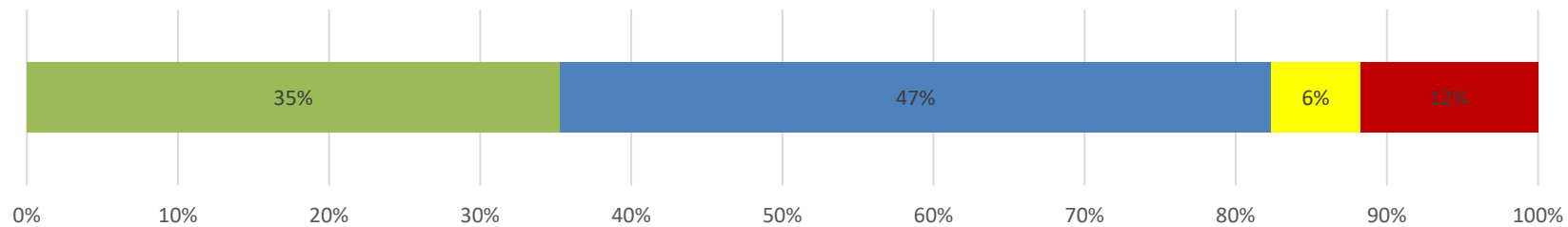


DESCRIPTOR 4.2 Implements coordinated systems of support, including coaching and professional development for staff.

Descriptor 4.2
2021 South Lane SD Staff

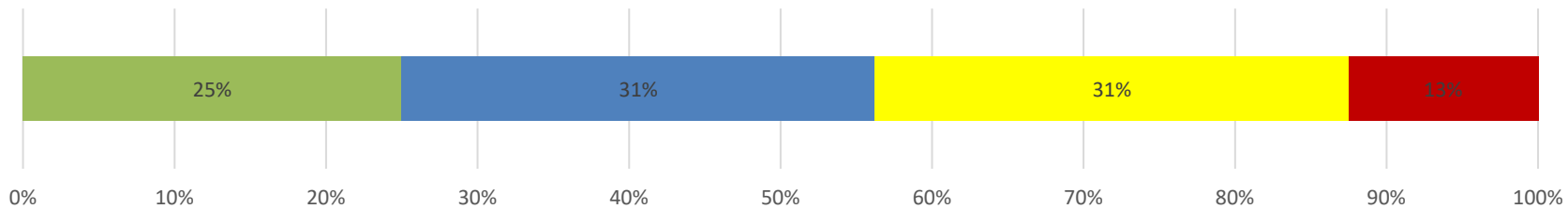


2022 South Lane SD Staff

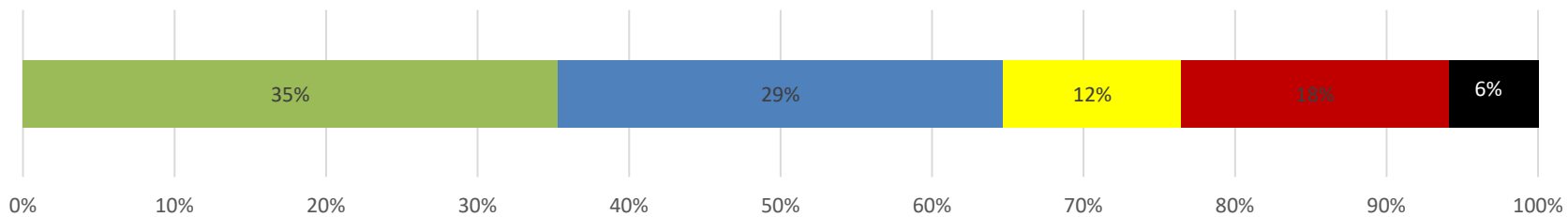


DESCRIPTOR 4.3 Manages an appropriate system of assessments, data collection and analysis that supports instructional improvements, equity, student learning and well-being, and instructional leadership.

Descriptor 4.3
2021 South Lane SD Staff

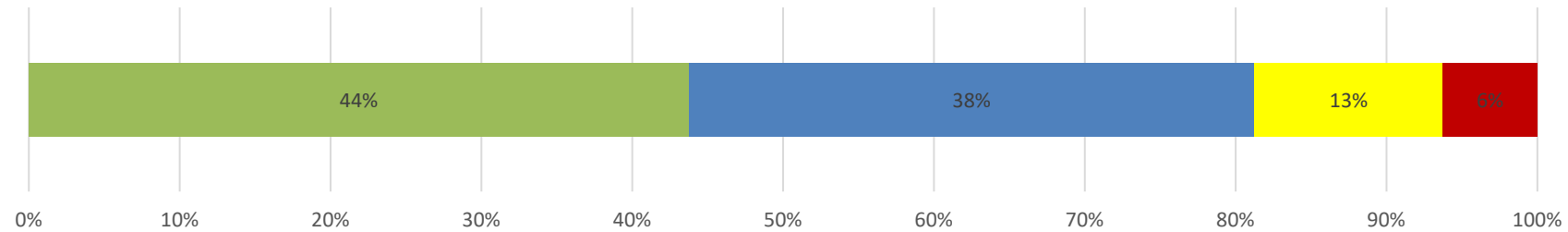


2022 South Lane SD Staff

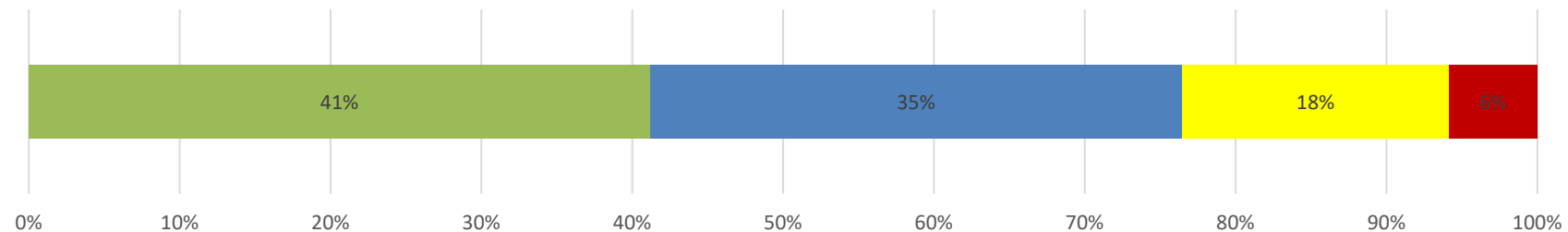


DESCRIPTOR 4.4 Ensures instruction throughout the district utilizes culturally responsive practices and all staff are trained.

Descriptor 4.4
2021 South Lane SD Staff



2022 South Lane SD Staff



SELECTED STANDARDS

Staff/Internal

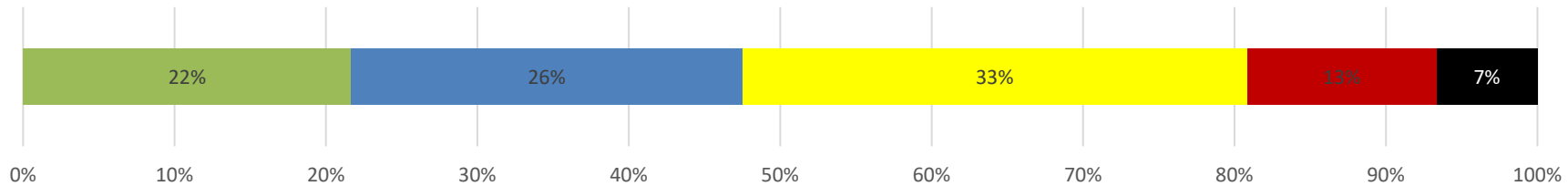
- Standard 3: Inclusive District Culture
- Standard 4: Culturally Responsive Instructional Leadership & Improvement
- **Standard 6: Effective Organizational Management**

Community/External

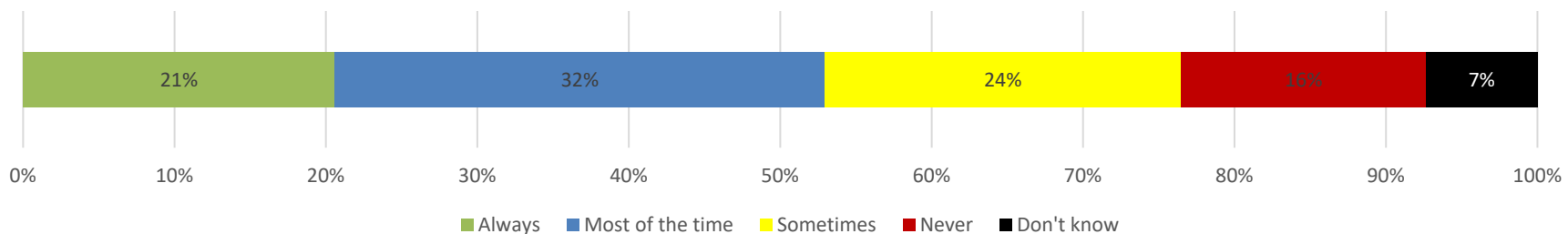
- Standard 5: Communication and Community Relations

STANDARD 6: EFFECTIVE ORGANIZATIONAL MANAGEMENT

Standard 6: Effective Organizational Management
2021 South Lane SD Staff



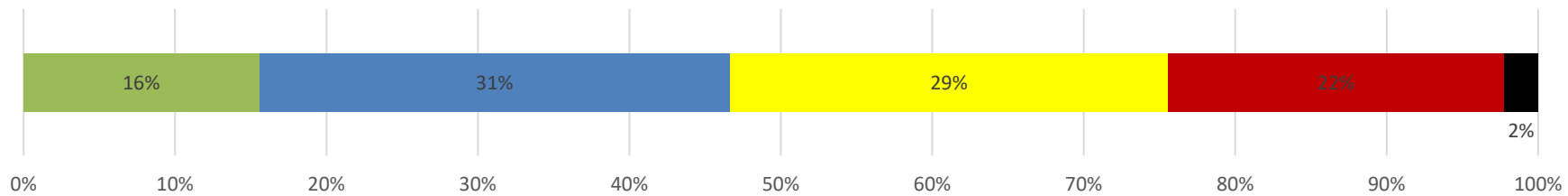
2022 South Lane SD Staff



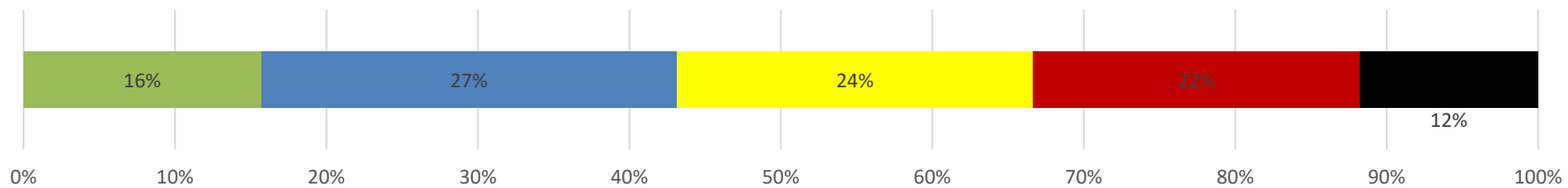
Always Most of the time Sometimes Never Don't know

DESCRIPTOR 6.1 Implements equitable strategies, processes and systems to recruit, hire, develop and retain high performing personnel who demonstrate a shared commitment to student success.

Descriptor 6.1
2021 South Lane SD Staff

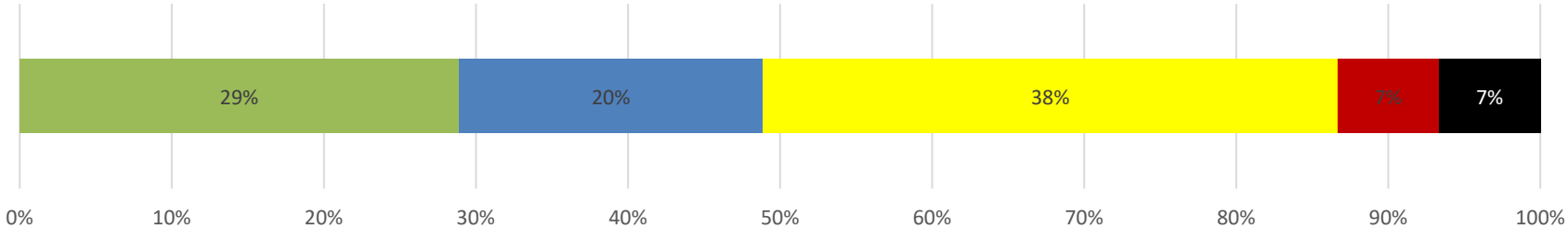


2022 South Lane SD Staff

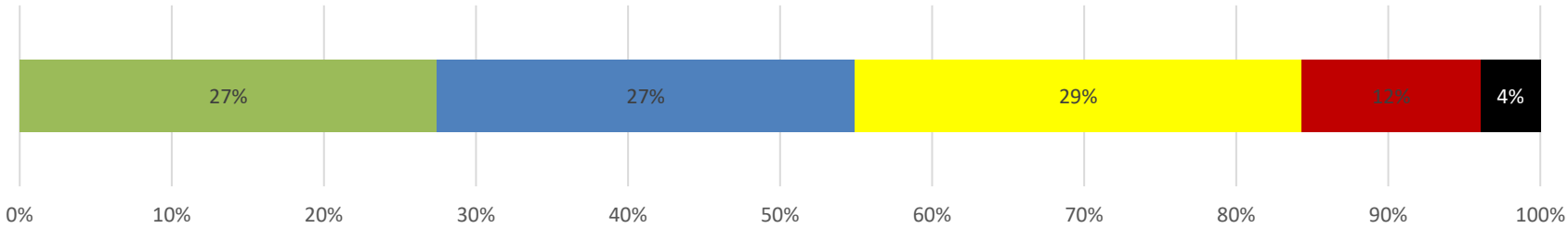


DESCRIPTOR 6.2 Establishes productive relationships with associations while managing labor relations and contracts effectively.

Descriptor 6.2
South Land SD Staff

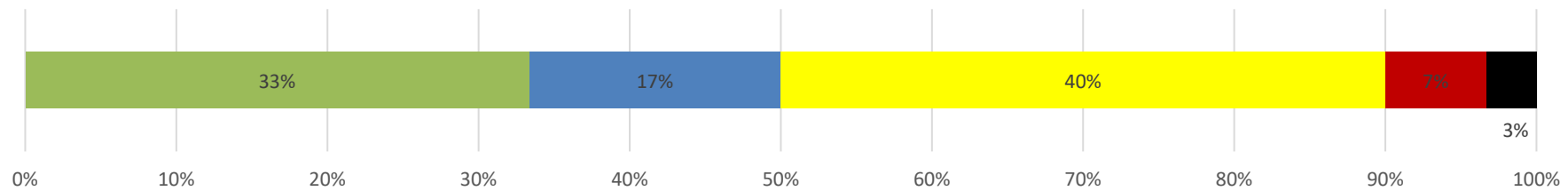


South Lane 2022 SD Staff

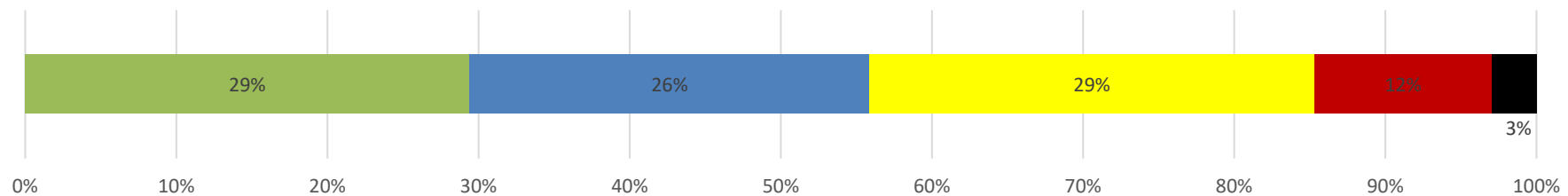


DESCRIPTOR 6.3 Creates and maintains organizational structures that maximize the district's capacity to positively impact student learning.

Descriptor 6.3
2021 South Lane SD Staff

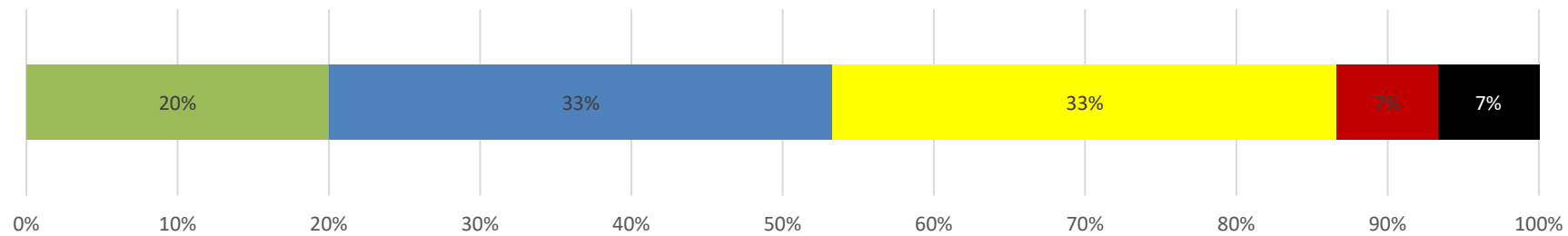


2022 South Lane SD Staff

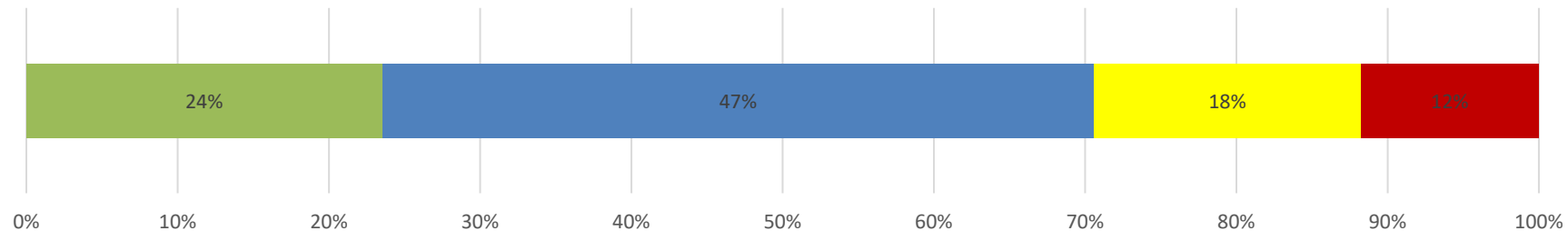


DESCRIPTOR 6.4 Creates a comprehensive system of professional development for all staff to continuously improve and increase their leadership capacity.

Descriptor 6.4
2021 South Lane SD Staff



2022 South Lane SD Staff



SELECTED STANDARDS

Staff/Internal

- Standard 3: Inclusive District Culture
- Standard 4: Culturally Responsive Instructional Leadership & Improvement
- Standard 6: Effective Organizational Management

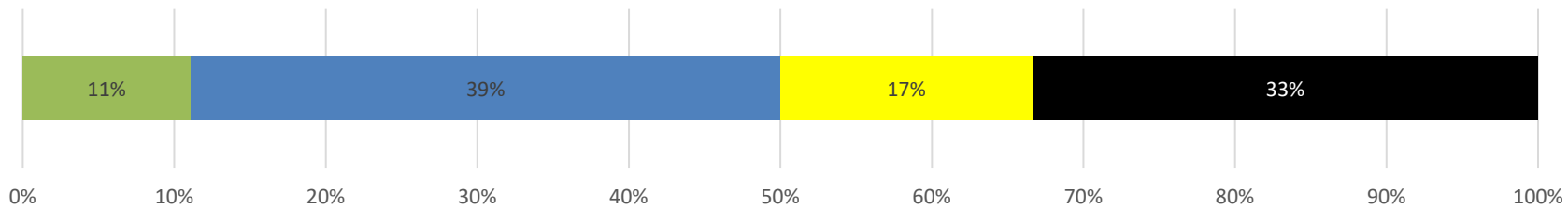
Community/External

- Standard 5: Communication and Community Relations

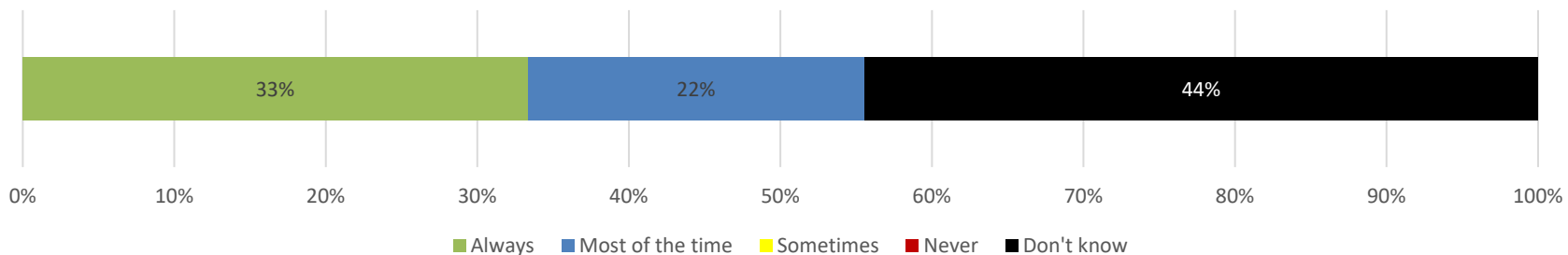
STANDARD 5: COMMUNICATIONS AND COMMUNITY RELATIONS

Standard 5: Communication & Community Relations

2021 South Land SD Community; n=3



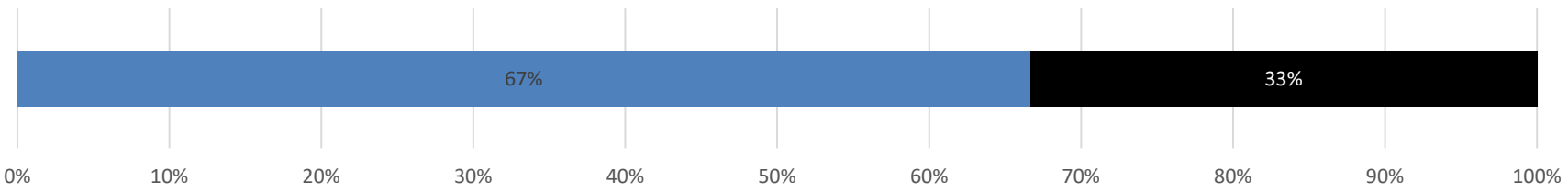
2022 South Land SD Community; n=3



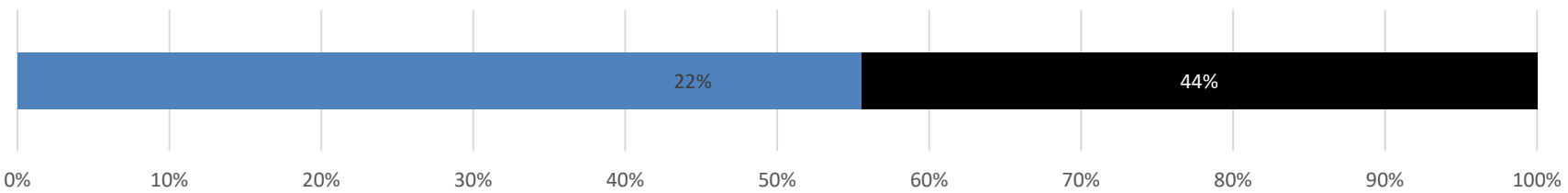
DESCRIPTOR 5.1: Develops and implements effective and collaborative systems that engage multiple and diverse stakeholder groups.

Descriptor 5.1

2021 South Lane SD Community; n=3



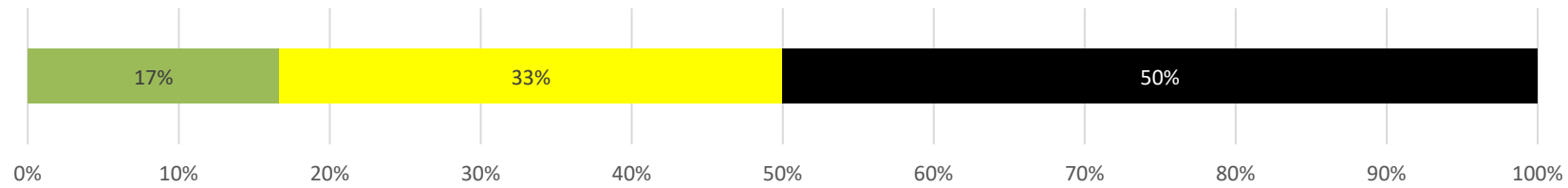
2022 South Lane SD Community; n=3



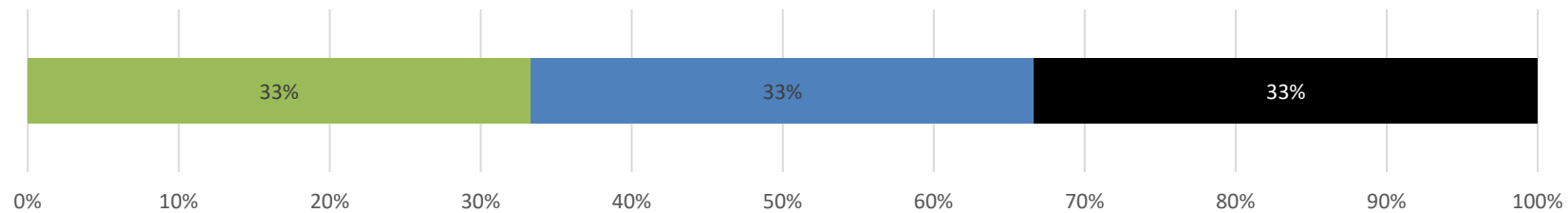
DESCRIPTOR 5.2: Engages and effectively communicates with diverse families, community partners and other constituencies to strengthen student learning.

Descriptor 5.2

2021 South Lane SD Community; n=3



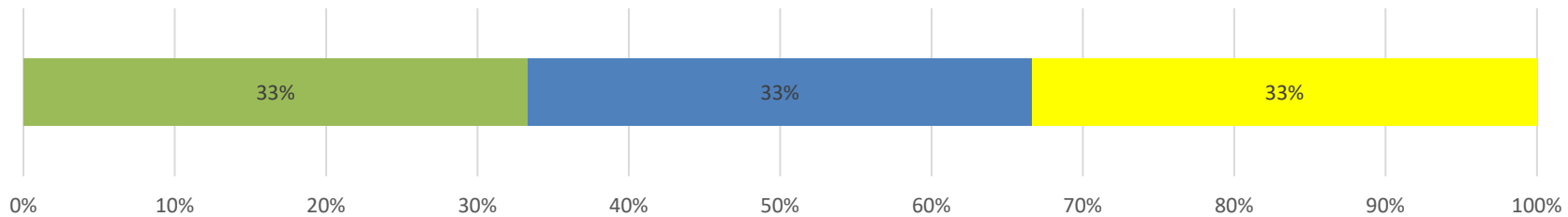
2022 South Lane SD Community; n=3



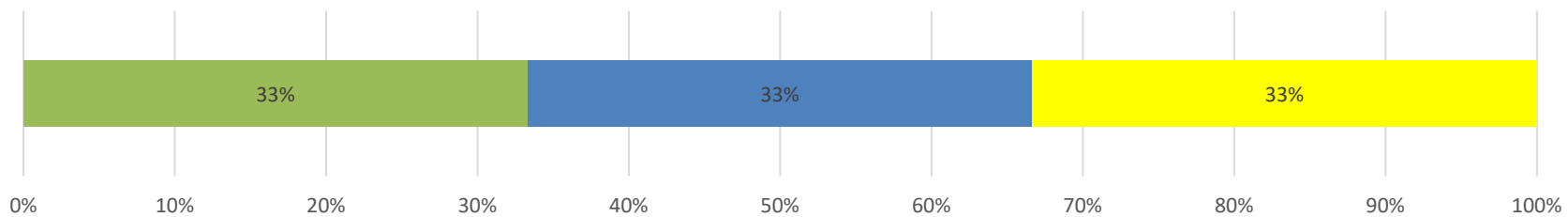
DESCRIPTOR 5.3 Cultivates relationships and partnerships with members of the business, civic and local government in support of their advocacy for district, school and community needs.

Descriptor 5.3

2021 South Lane SD Community; n=3



2022 South Lane SD Community; n=3



OBSERVATIONS

Positive Feedback

- Positive system and team builder
- High priority on educational equity
- External communication is timely and clear


Constructive Feedback

- Staff need more engagement and coordination from the Supt.
- Increase presence in schools
- Some staff don't see how they fit in district strategy





*“She empowers staff to
be bold and take risks.”*



“Bringing consistency to systems and procedures across the district.”

THANK YOU!



Vincent Adams
Board Development Specialist
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