



2024 - 2027 Strategic Planning Guide

Grant School District 3

*Presented by:
Community Volunteers,
GSD3 Staff & Student Representatives
& Colonna Education Consulting Services*

*Presented to Board of Directors:
19 June 2024*



Special Message from our Superintendent



Mark W. Witty

Dear Grant School District Three Community,

Over the past six months the 15-member Strategic Planning Committee has put in numerous hours to develop Grant School District's Strategic Plan. The committee had the opportunity to review data gathered through parent nights at each school, 9 focus groups asked to give feedback regarding Grant School District #3, as well as the JR/SR High School Student Body. Each of these conversations provide insight as to how Grant School District #3 can better serve our students, families and community. The 15-member committee represented students, parents, various stakeholders within our community as well our Grant School District #3 Staff.

The totality of the open and heartfelt conversations created the space for the Strategic Planning Committee to set our Vision, Mission, Foundational Values and our Strategic Goals for the next 3 years. A great deal of thanks goes to everyone who has contributed to this critical work which set the stage for a bright future for our students.

The Strategic Planning Committee through a collaborative effort identified our District Vision. *A Place Where Every Prospector is to be Known, Empowered and Ready for the World!* This vision provides powerful imagery for our Prospector Community. We need to embrace the individuality and ultimate potential of every student in our care. No students should come through our doors without the knowledge that they belong and their contributions to our student body is valued! Our students need to be taught the critical tools to create their own future and be the creative driving force in their own

education. By developing a dynamic, creative individual who has the skills to manage oneself, they will be ready for a world which is ever changing. This is a **Vision** every **Prospector** can **Embrace**!

Grant School District #3 has a long and distinguished history of providing a phenomenal education embedded with rich activities and extracurricular opportunities dating back to 1934. As a strong community partner, we are striving to continue the long tradition of excellence where students have won state championships and competed in state and national competitions with stellar science projects, FFA and FBLA contests, and music and dance competitions. I cherish the opportunities afforded to my four children who graduated from Grant School District #3, and the lifelong lessons learned while enjoying the support of a high caliber staff and strong community support. For these I can only be grateful. The unique values of respect for self and others, striving for excellence, and building on community through service prepared my children, as well as many others, for a lifetime of success both personally and professionally.

The Board of Directors are truly committed to excellence for Grant School District #3! They set the process in place to develop our Mission, Vision, Foundational Values and Strategic Goals through the Strategic Planning Committee. Thank you to all who have supported this work – together, we can make a difference in the lives of our children and in our community.

Respectfully,

Mark W. Witty

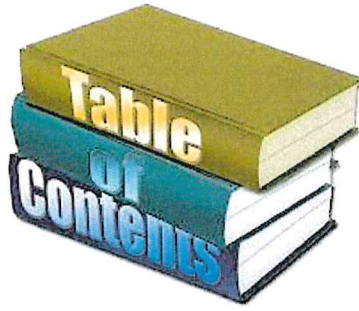
Date



Photo Caption: “I was driving by Grant Union when I saw some landscaping activity going on. Folks, this is our Superintendent. Doing landscaping work on a Sunday. I negotiated his contract and I don’t remember requiring any “landscaping Sundays”. Mark is a fantastic Superintendent. He cares deeply about our district. This is living proof. Just one of the many examples of his love for our schools. We are certainly lucky to have him.

I am making this post public. Feel free to share what a great guy we have...”

Facebook Post by: Will Blood | Board Chair | GSD3 | 02 June 2024



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The people involved and amount of time spent to complete this project were: **89 people and 30+ hours**
(92, including Superintendent Witty, Secretary Myers & Professional Consultant Colonna)

Meet Our Core Strategic Planning Team Members

Team Count: 20 | Three Hour Meetings: 6, +2 preliminary | Hours: ~ 12

Our Team:

Erin Beil
GSD3 Staff Member

Tammy Bremner
Parent & Community Member

Andrea Combs
GSD3 Staff Member

Alex Finley
Student, Grant Union Jr/Sr High School

Pat Holliday
Community Member

Renee Hollowell
Community Member

Levi Manitsas
Parent, Pastor, Community Member

Cam Marlowe
CEO, Community Member

Robyn Miller
GSD3 Staff Member

Lucas Moore
Parent, Community Member

Shanna Northway
Parent, GSD3 Staff Member

Tirza Shaffer
Parent, Community Member

Drew Williams
Student, Grant Union Jr/Sr High School

Janet Myers | District Secretary
Mark Witty | Superintendent

Our Board of Directors **Team Participants:**

Will Blood
Chair, Parent

Amy Charette
Vice Chair, Parent

Board of Directors **Stand-by Team Participants:**

M.T. Anderson
Parent, Community Member

Zac Bailey
Parent, Community Member

Kris Beal
GSD3 Staff Member – Retired

Chris Labhart
GSD3 Staff Member – Retired

Jake Taylor
Parent, Community Member

SPECIAL NOTE: Each of Our Board of Directors,
individually, attended the Strategic Planning Sessions
for one meeting or more.

Process Used for Strategic Plan Development

The strategic planning work started in November 2023. It originated from Superintendent Mark Witty and Grant School District No. 3 School Board of Directors' decision to undertake a comprehensive, four-month, districtwide improvement process. This multi-year strategic plan was completed in March 2024 and will become operational in June 2024. It is scheduled to continue through the end of the 2026/2027 school year. GSD3 contracted with Mr. Jerome "Jerry" Colonna of Colonna Education Consulting Services to facilitate the overall process.

The first step was to put a representative 15-member District Strategic Planning Team in place. The Team held **six**, three-hour meetings that started on **November 16, 2023**, and finished on **February 29, 2024**. The initial task was to identify trends within the *Grant School District No. 3 Strategic Plan Survey Report* to help guide the team in what improvements should be made based on comments from hundreds of stakeholders. The five survey questions focused on district strengths, what key improvements should be made over the next three years, what foundational values should form the basis of the plan, how the district can better communicate with and involve community members, and a final open question inviting any other comments. *(See our focus group teams page: 18)*

Based on identification of major trends in the survey report and meeting discussions, the planning team started developing the first four individual components of the report:

- I. District Foundational Values
- II. District Mission Statement
- III. District Vision Statement
- IV. District Strategic Goals

After the District Strategic Planning Team (DSPT) completed its work on the strategic goals the District Staff Team Members drafted performance indicators for each goal, selected measurements for each performance indicator, agreed on accountability and monitoring guidelines, and designated tasks to be launched, and in motion starting the first school year – 2024/2025, of the multi-year plan through 2026/2027. The DSPT reviewed, adjusted and recommended the final Performance Indicators and Measurements.

In February of 2024 a first draft of the plan was written. A second draft was presented to GSD3 Board Members, opportunity for modification was made based on Board recommendations. The plan summary then received a final editing and was formatted and printed for each office and classroom for all three locations of Grant School District 3: **Grant Union Jr/Sr High School**, **Humbolt Elementary School** and **Seneca Elementary School** (See page 7). The completed document has a quick link: <https://www.grantschooldistrict.org/missionandvision> on the front page of the District website. Presentations are scheduled for August through October 2024 in each District School and various representative groups throughout the greater John Day region.



XIV Drafts to Final SP Guide

The Strategic Plan Components at a Glance

Mission Statement

Our Prospector Promise: A place for every student to feel support, achieve success, and learn respect.

Vision Statement

A Place Where Every Prospector is **Known, Empowered, and Ready** for the World!

Foundational Values

Achieve Excellence by fostering an environment where respect for learning nurtures a community that thrives on curiosity, collaboration, and understanding.

Respect by building relationships, developing trust, and providing transparent communication.

Community by honoring traditions, strengthening partnerships, serving others, and where every student is known.

Preparation by individualized guidance to prepare each student for their unique path.

Tagline

Where your future begins!

District Goals

Goal I: *Recruit, train and retain staff, able to implement, adjust and achieve excellence!*

Goal II: *Create a student focused environment where each student is known and prepared for success in life!*

Goal III: *Positive perceptions, community ownership, and support for our district's facility improvements!*



District Foundational Values

Grant School District 3 fundamental beliefs and core values represent the ethics and ideals that form the foundation of its everyday culture. Agreed upon core values are the basis from which the District's work should be performed and how employees and volunteers are expected to conduct themselves. The District Strategic Planning Team and survey respondents identified several core values and beliefs. However, the four listed below were determined to be so essential that they will be systematized, district-wide over the three-year period this strategic plan is carried out. Even in Oregon's ever-changing economic and political landscapes these four core values should stay constant and influence all aspects of the GSD3's business. They represent the compass from which the district wants to navigate its mission, follow its vision, achieve strategic goals, measure progress, utilize resources, hire staff, and make major decisions.

After lengthy discussions in portions of three of its six to eight meetings, the District Strategic Planning Team (DSPT) members selected the foundational values listed below. The *Grant School District 3 Strategic Plan Report*, completed in January 2024 was a helpful reference the DSPT used at each of its meetings.

Grant School District No. 3 is driven by our shared core values.
These four fundamental values will guide us each day in everything we do:

ACHIEVE EXCELLENCE *by fostering an environment where respect for learning nurtures a community that thrives on curiosity, collaboration, and understanding.*

RESPECT *by building relationships, developing trust, and providing transparent communication.*

COMMUNITY *by honoring traditions, strengthening partnerships, serving others, and where every student is known.*

PREPARATION *by individualized guidance to prepare each student for their unique path.*



District Mission Statement

A mission statement identifies the purpose of an organization, why it was founded, and why it exists. The statement below clearly communicates what has heart and meaning in Grant School District No. 3. It is easy to understand, it is memorable, and it captures the district's culture in only 16 carefully selected words. The GSD3 mission statement was built from the many survey responses in the *Grant School District No. 3 Strategic Plan Survey Report* and the new district foundational values. It is:

Our Prospector Promise: A place for every student to feel support,
achieve success, and learn respect.

District Vision Statement

"If you spend time researching the fundamental ingredients of any successful organization, one thing that immediately becomes apparent is a deeply ingrained, shared vision." (Ben Owens of *Education Week*)

Grant School District No. 3 vision statement is a concise description of what it wants to focus on during the next three school years (2024 - 2027). The purpose of this vision is to inspire, energize, and motivate all parts of the organization. It is intended to serve as a guide for major current action and key future decisions. The statement focuses on the district's most hopeful, successful, and ideal future. It is not about what is already in place or what might easily be implemented. The words challenge the status quo and influence significant districtwide system changes. Like the district mission statement, it is designed to say a lot in just 14 words. While the sentence does not indicate how GSD3 will achieve its strategic goals, it does set a definite direction for the overall continuous improvement process.

The planning team selected conceptual ideas for the following vision statement from the *Grant School District No. 3 Strategic Plan Report*, new district foundational values, and mission statement.

District Vision Statement

A Place Where Every Prospector is

Known

Empowered

and

Ready for the World!

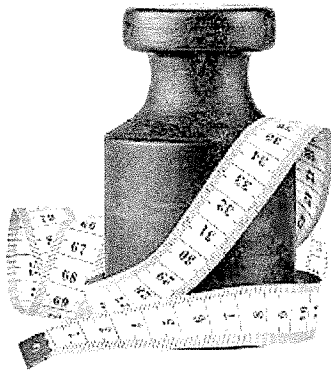
District Tagline

The tagline below was created during the strategic planning process. It is intended to be the face of the district and send a message forward of hope for the very best for each GSD3 student's future. The tagline is meant to be relevant, memorable, positive, and communicate district foundational values in a very rapid way. The tagline will be put on the district website, letterheads, end of digital messages, signs, invoices and forms, banners on school entrances, social media profiles, vehicles, nametags, apparel, and anywhere else appropriate.

The GSD3 Tagline | Identified by a 10:12 Vote:

Where your future begins!





District Strategic Goals, Performance Indicators & Measures

Strategic Goals: If an organization wants to be successful it needs to set challenging goals and achieve them on time. Without strategic goals most organizations experience a lack of focus and direction. Goals provide benchmarks so accomplishments can be measured. Goal setting was the most important part of GSD3's overall strategic plan development. The District Strategic Planning Team limited the number of goals to only three so that what was selected will have a tight focus and resources will be aligned with actions to drive the district vision. An emphasis was placed on selecting a few challenging improvements and doing them really well. These goals were formed from and connected to the many survey responses, new district foundational values, mission statement, and vision statement. The key function of these three strategic goals is to guide achievement of the district's vision through the end of the 2027 school year. *Being strategic is about making difficult choices regarding what to start doing and what to stop doing.*

Performance Indicators: The new district strategic goals each have performance indicators associated with each goal. Performance indicators break goal efforts into manageable units and represent steps in the achievement action plan. They are key tasks selected to accomplish the goals. Identifying the right performance indicators is a proven way to measure and assist what progress is being made toward achieving a specific strategic goal. Without a series of measurable performance indicators the strategic plan would most likely fail, and the District would not have precise data to determine at what level it is achieving its goals. *Performance indicator progress is the most important measure of the plan to report to GSD3 constituents and especially its school board members.*

Measures: To gain success, this strategic plan has to be specifically monitored so that periodically each performance indicator can be accurately assessed. These measures are composed of quantitative and qualitative factors that gauge the progress being made. They not only show progress or lack thereof, but they also provide a tool to determine if adjustments to the goals, indicators, measures, or dedicated resources should be considered.

Implementation and Accountability Strategies

As mentioned to the GSD3 Board and District Strategic Planning Team at the start of this process, most strategic plans do not achieve their stated goals. According to research in the field, only about **20%** of all public and private sector plans are fully implemented on time, if at all. Accountability measures must be put in place to ensure implementation steadily progresses. During the implementation process it is essential to monitor the success and challenges of the goals, performance indicators, and important metrics. Periodically it may be necessary to retool the plan and its assumptions if any element is not progressing satisfactorily. *It is important to remember, creating a written strategic plan is the easy part in comparison to the difficulty of achieving district goals through implementation of the performance indicators and properly applying the indicator metrics.* This plan was created to be successful. The following list is a combination of suggestions from the literature, other Oregon school districts, and the consultant that can assist the GSD3 to meet its strategic goals by the end of the 2024-2027 school year.

*Since during the next three school years the plan involves new responsibilities and a significant number of additional resources, district leadership must determine what it is currently doing now that it could stop doing once the strategic plan implementation starts.

*It is suggested that the Board hold the Superintendent accountable for showing districtwide, measurable progress on the overall strategic plan. The Superintendent should hold individuals in charge of specific goals and performance indicators accountable for gaining measurable progress for the specific goals and/or performance indicators they lead.

*This plan needs to be carefully reviewed and modified as necessary before mid-April of each school year. A Strategic Plan Oversight Committee (SPOC) could be formed to take on this responsibility. It is recommended that the Superintendent, one board member, and multiple members of those involved in the development of the plan be participants

on this committee – this is essential for the continued growth and progress of GSD3.

*The early communication of this plan should include influential teachers, classified staff, and team members in partnership with the Board and administrators.

*The Budget must be aligned with the plan's resource needs each new year of the plan.

*It is recommended that periodically, time be scheduled for community meetings at each school to discuss the ongoing strategic plan progress, performance indicators and measures. These findings could then be reported out to all school faculty, then to the Strategic Plan Oversight Committee (SPOC), and on to the Board of Directors.

*Ideally the District needs to carry-out actions based on specific strategies detailed in this plan and be responsible for comprehensively collecting and analyzing data to measure progress. Board Members should receive periodic progress report presentations (every four months is recommended) that include the following information for **each** performance indicator:

- I. The amount of progress made since the last report based on measures specific to each indicator
- II. The challenges encountered with facilities, technology, funding, professional development, etc
- III. Recommendations for possible modifications of performance indicators, measures, and/or strategic goals
- IV. An outline of planned activities from the date of the most current report up to when the next report will be presented

*It is recommended that each quarterly progress report be posted on the school website, shared with media outlets, and communicated to the Board, staff and constituents.



First Year (2024-2025) Implementation of Strategic Plan **Goals | Performance Indicators & Measures (PIM)**

(The following information is for implementation for the first year of the three-year plan)

Goal 1: Train, retain and recruit staff, able to implement, adjust and achieve excellence.

- 1) **Indicator – Train:** Create and implement cohesive and consistent structures for training and supporting staff and improve orientation and onboarding for incoming staff.
 - a. **Measure:** By February 2025, the district will present a document including new teacher onboarding and orientation process, and structured systems for training all staff classifications, including: teachers, instructional assistants, Special Education (SpEd), Title, secretaries, custodians and nutrition staff.
- 2) **Indicator – Retain:** Develop a culture where staff members are known and work in a positive and supportive work environment that supports staff mental, physical and emotional well being while being well compensated with wages and benefits. This includes All Schools, including: Humbolt Child Care Center. Acknowledge new staff through various means including email, social media and recognition at staff orientation.
 - a. **Measure:** By February 2025 the district staff retention rate will be 94%.
- 3) **Indicator – Recruit:** Source talent from schools and community and highlight the opportunities and benefits working with Grant School District No. 3 (radio, job fairs, social media, website, video, Etc.)
 - a. **Measure:** By February 2025, the district will present a document that lists the recruiting efforts that have taken place.

Goal 2: Create a student focused environment where each student is known and prepared for success in life.

- 1) **Indicator:** Create a student success plan for every student
 - a. **Measure 1:** Build/Develop framework that ensures student success plans are updated annually K-12.
 - b. **Measure 2:** K-12 staff build grade level templates for grade appropriate student success plans.

- c. **Measure 3:** By the end of the 2024/2025 School Year every student will have a success plan that outlines their interests, goals, pathways and resume' to include such items as sports participation, awards, community service, work experience, ect. The parent/guardian will have the opportunity to review and provide input into their students' success plan.

2) **Indicator:** Research based Executive Functioning * training for ALL STAFF

- a. **Measure 1:** Monthly staff-wide communication Email on executive functioning provided to all staff
- b. **Measure 2:** By January 2025 we will identify curriculum and Professional Development (PD) which will be placed on a PD calendar
- c. **Measure 3:** Complete one Executive Functioning Skill training by April 2025

* Executive Functioning: A set of skills that underlie the capacity to plan ahead and meet goals, display self-control, follow multiple-step directions even when interrupted, and stay focused despite distractions, among others. *Center on the Developing Child at Harvard University*

3) **Indicator:** Provide Equitable access to knowledge of opportunities, options and pathways, including: Career Technical Education (CTE)

- a. **Measure 1:** The District will create a working document of all opportunities available to students at grades: 5/6, 7/8, 9/10, 11/12 which will be presented to the students at the review of their annual success plan. Additional requests for opportunities will be created to reasonably meet the needs of students as it relates to the success plan.
- b. **Measure 2:** Create Flexibility in master schedules that allow for student choice and option.
- c. **Measure 3:** Update calendar of events on website → Administrators will develop Standard Operating Procedures (SOP) around getting events posted.
- d. **Measure 4:** Mandatory grade orientation for every student and parent (grades: K, 7, 9 and 12).

4) **Indicator:** Create welcoming, inclusive spaces for all students

- a. **Measure 1:** Develop a survey to gather student information in September 2024
- b. **Measure 2:** Complete survey no later than November 2024
- c. **Measure 3:** Make indoor/outdoor welcoming spaces at all three schools, taking into account student survey
- d. **Measure 4:** Develop common behavioral expectations for common spaces in all buildings

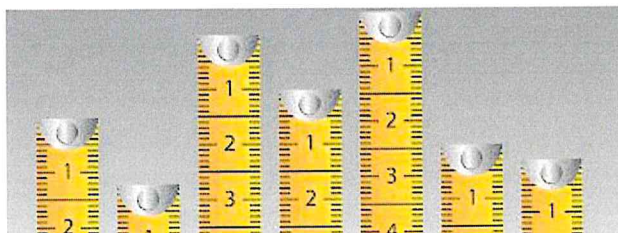
5) **Indicator:** Continue to expand opportunities for all students

- a. **Measure 1:** By June 2024 create a survey to gather information about what clubs/activities students participated in and what they might want for next year, with potentially providing transportation

- b. **Measure 2:** By March 2025 the district will provide opportunities that will attract 95% of our student body striving to pique the unique interest of each student.
- c. **Measure 3:** Provide student opportunities on Fridays
- d. **Measure 4:** Provide research-based summer learning opportunities for students

Goal 3: Provide positive perceptions, community ownership and support for our district's facility improvements!

- 1) **Indicator:** Staff and students create and maintain welcoming environments and connections for families and the broader community to support positive relationships and student learning.
 - a. **Measure:** Surveys and parent input nights. (i.e. Q1: survey (Aug/Sept); Q3: Parent Input Night, and evaluate feedback to improve future outcomes).
- 2) **Indicator:** Identify and prioritize key school documents and communications (i.e.: curriculum, maps, school websites, Integrated Guidance Plan, parent involvement plan, and student/parent handbook) that foster positive perceptions and community ownership that are annually reviewed for revision, and disseminated to all families in the school and translated as needed.
 - a. **Measure:** End of year checklist
- 3) **Indicator:** School leadership includes families and community partnerships on decision-making for school initiatives, facilities and safety.
 - a. **Measure:** Documentation of community and family input.
- 4) **Indicator:** School staff will maintain social media linked across platforms with positive messaging, and real time updates.
 - a. **Measure:** Weekly updates
- 5) **Indicator:** The District will prioritize Capitol Improvements and seek appropriate funding to complete projects.
 - a. **Measure 1:** Develop and maintain prioritized list of projects needed
 - b. **Measure 2:** Establish estimated project timeline
 - c. **Measure 3:** Identify and pursue funding sources



District Strategic Planning | Performance Indicators & Measures Team

Team Count: **15** | Three Hour Meetings: **1**

Janine Attlesperger
GSD3 Staff Member

Erin Beil
GSD3 Staff Member

Leann Coalwell
GSD3 Staff Member

Anna Field
GSD3 Staff Member

Sherri Giffin
GSD3 Staff Member

Vanessa Houpt
GSD3 Staff Member

Elijah Humbird
GSD3 Staff Member

Amy Hunt
GSD3 Staff Member

Robyn Miller
GSD3 Staff Member

Shanna Northway
GSD3 Staff Member

Brenda Randall
GSD3 Staff Member

Heather Rookstool
GSD3 Staff Member

Marissa Smith
GSD3 Staff Member

Sonna Smith
GSD3 Staff Member

Kalli Wilson
GSD3 Staff Member

Janet Myers | District Secretary
Mark Witty | Superintendent

The remarkable team effort and productivity from this team was Second-to-None! This exercise was a true testament to the dedication and commitment clearly demonstrated for the well-being and future success of our Grant School District 3 students!



Strategic Planning | Focus Groups Teams, The Foundation

Team Count: 54 | One Hour Meetings: 9 | Hours: 9+

Retired Educators (6) | 11/15/2023:

Adele Cerny; Gail Enright; Bobbie Gilmore; Randy Hennen; Beth Spell; Laurie Stinnett

Transportation (7) | 11/27/2023:

*LeAnn Coalwell; Kevin Failess; Aaron Finley; Sharon Flory;
Jessie Gosnell; Richard LaFountain; Larry Pierce*

Agriculture (4) | 11/29/2023:

Chrystal Culley; Larry Dowdy; Clint Weaver; Matt Wenick

Health Care (6) | 11/30/2023:

*Carmen Gardner; Shannon Gardner; Yaohui Huang;
Lori Lane; Chris Northway; Trey Thompson*

Educational Service District (ESD)/(6) | 11/30/2023:

*Wendy Burril; Mark Habliston; Heidi Halgarth; Kristi Moore;
Robert Waltenburg; Emma Winkleman*

Post Secondary Education – following high school (5) | 12/04/2023:

Ashley Armichardy; Desiree Berry; Amy Hunt; Jesse Schaefer; Sunshine Smarr

Government (5) | 12/05/2023:

Jessi Brunson; Brandon Ferguson; Amanda Lindsay; Deanna Maley; Michel Russell

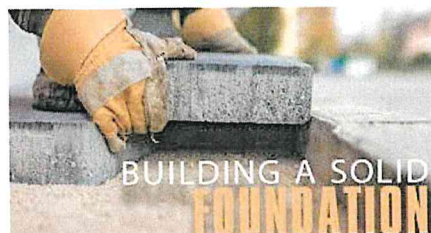
Wisdom Citizens (7) | 12/06/2023:

*Karla Averett; Bob Armstrong; Chris Cronin;
Gordon Larson; Annie Smith; Kim Smith; Tracie Unterwegner*

Early Education (8) | 12/07/2023:

*Megan Brandsma; Trina Fell; Kitman Keinzle; Charissa Moulton;
Donna Schitker; Preslie Webb; Patti Wright; Peggy Yarbor*

A very special thank you to this 54-person team of local community members volunteering their time to ensure we build a resilient and successful school district for our children!



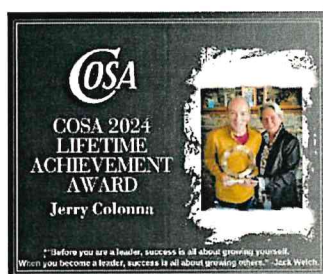


This report provides a combination of new values, renewed purpose, and challenging goals for prioritized, large-scale improvements. It communicates clarity for the forward direction of the district by aligning the GSD3 Board of Directors with Superintendent Witty, each of the three District schools, and District staff. The alignment will strengthen over time through widespread agreement on the new vision, and as progress is being made on the three strategic goals. Implemented with fidelity, the strategic plan can result in additional use of long-term perspectives, greater productivity, clearer communication, improved decision-making, and more efficient use of resources. In addition, it can attract students, potential employees, and outside funding for the district.

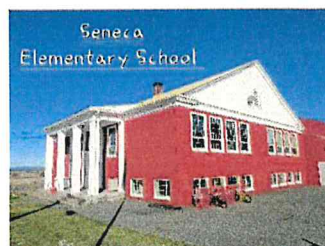
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Special Note & Dedication to Mr. Jerry Colonna:

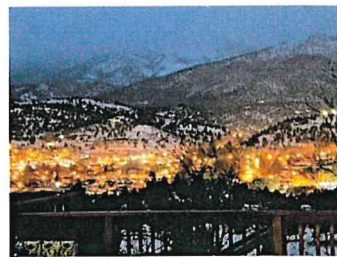
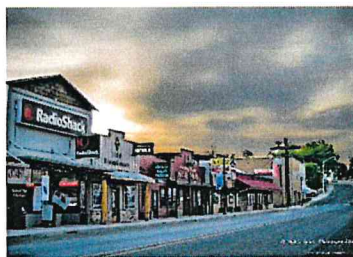
We are so pleased with the motivation of our entire team for implementation of this Strategic Plan over the next three years. The Performance Indicators and Measures Team have already put into place, as of April 2024, individualized planning for the seventh-graders that have faced academic challenges since COVID, and are seeing very positive results such as: majority of assignments being turned in, students' positive attitudes and personal motivation, improved grades and so much more... we made SUCH a GREAT decision to invite you aboard our vessel, to assist in successful, future navigation – **thank you for agreeing to join us – thank you, MARK, for finding Jerry for us!** We will be forever grateful! -JM | 04/04/2024 | 11:24-



In dedication to Mr. Colonna, of Colonna Education Consulting Services, First Ever 2024 COSA Lifetime Achievement Award Winner in Education, as well as an excellent leader in directing our Grant School District 3 Team toward our goals, implementation and excellence in really knowing and educating each one of our students!

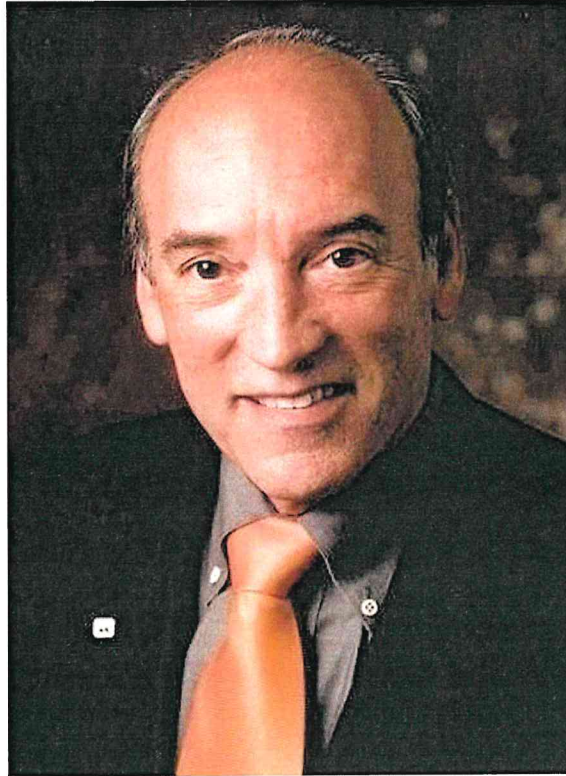


Our Schools: Humbolt Elementary School,
Grant Union Jr/Sr High School & Seneca Elementary School
Courtesy of Janine Attlesperger, Shiela Kowing & ZCS Engineering



Our Beautiful Region, courtesy of photo collections from:
Shiela Kowing & Stacy Durych

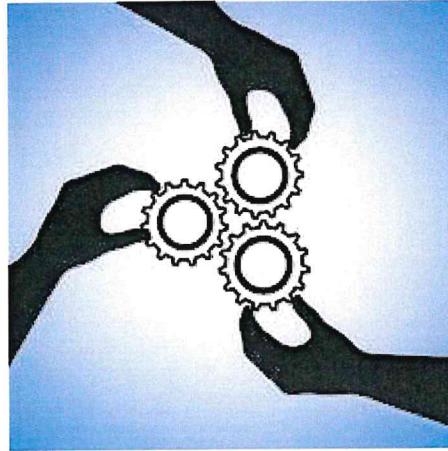
In Loving Memory of:



Mr. Jerome Edward Colonna
28 July 1944 - 06 May 2024

Thank you for your commitment of
57 years of faithful service to Oregon's children
Rest in Peace

Final Edit & Design Contributors



Editors in Chief:

Jerome Colonna | Colonna Education Consulting Services
Janet Myers | Secretary & Communications | Grant School District 3
Mark W. Witty | Superintendent | Grant School District 3

Appointed Proof-Reading Team:

Janine Attlesperger | Principal | Grant School District 3
Kris Beal | Board Member/Retired Educator | Grant School District 3
Janet Myers | Secretary & Communications | Grant School District 3
Shanna Northway | Special Education Director | Grant School District 3
Mark W. Witty | Superintendent | Grant School District 3

Design Team:

Jerome Colonna | Colonna Education Consulting Services
Janet Myers | Secretary & Communications | Grant School District 3
Jana Young | Accounting & Human Resources | Grant School District 3

Design Resources:

Canva Suite
Google Search
Microsoft Word

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