



Northwest Regional
Education Service District

BOARD PACKET

MATERIALES DE LA MESA DIRECTIVA

WORK SESSION

REGULAR MEETING

SEPTEMBER 14, 2021

14 de septiembre de 2021

6:00 PM

CONTACT/CONTACTO

Lauren Slyh O'Driscoll

lslyh@nwresd.org | 503-614-1401



Northwest Regional Education Service District

Welcome to this Public Meeting of the
NWRESD Board of Directors

September 14, 2021

Regular Meeting

[Virtual Meeting Registration Link](#)

6:00 PM

-
1. **CALL TO ORDER** Chair Erickson
Board: Karen Cunningham, Doug Dougherty, Tony Erickson, DaWayne Judd, Lisa Poehlitz, Chris Riley, Ross Tomlin, Diane Wilkinson, Maureen Wolf

 2. **PLEDGE/LAND ACKNOWLEDGEMENT** Chair Erickson

 3. **REVIEW/REVISE AGENDA** Lauren O’Driscoll

 4. **PUBLIC COMMENT**
The Northwest Regional Education Service District Board of Directors appreciates community members sharing information during public comments. Members of the community wishing to address the Board will complete a [Public Comment Card](#) prior to the beginning of the board meeting. The Board requests comments be limited to three (3) minutes per speaker. Speakers will state their name and home address for the record. While the Board does not respond to public comment, following the meeting the Chair, Vice Chair, and Superintendent will together determine the appropriate level of response. Speakers may offer objective criticism of district operations or programs, but the Board will not hear complaints concerning specific district personnel.

 5. **SUPERINTENDENT REPORT** Kelsey Cardwell

 6. **RECOGNITION AND GOOD NEWS** Dan Goldman
A. [The Lopez Family \(Spanish Version\)](#)

 7. **CONSENT AGENDA** Lauren O’Driscoll
Debbie Simons
A. [August Worksession and Regular Meeting Minutes](#)
B. [September Personnel Report](#)

 8. **REPORTS & DISCUSSION** Sarah Pope
Megan McCarter
Dan Goldman and
Lauren O’Driscoll
A. [Reopening Schools](#)
B. [Student Success Act Technical Assistance Opportunities for School Districts](#)
C. [Strategic and Action Plan: Year One Review and Look Ahead](#)

 9. **ACTION ITEMS** Janice Colley
Chair Erickson
Debbie Simons
Debbie Simons
A. Approval of [September Financial Report](#)
B. Approval of [2021-22 NWRESD Board Goals](#)
C. Approval of [NWEA Memorandum of Agreement](#)
D. Approval of [OSEA Memorandum of Agreement](#)

 10. **ADMIN REPORTS**

 11. **BOARD MEMBER COMMENTS**

12. **ADJOURN**

Executive Session to Follow: 192.660(2)(f): To consider information or records that are exempt by law from public inspection.

PUBLIC PARTICIPATION IN BOARD MEETINGS

1. A speaker may complete a Public Comment Card and give it to the Board Secretary prior to the beginning of the meeting when held in-person. After being recognized by the Board Chair, the speaker will sit at the presenter's table and identify themselves with their full name and address, and stating their purpose in addressing the Board.
2. A speaker may complete the [Public Comment Request](#) online at least one hour prior to the beginning of the meeting when held virtually. After being recognized by the Board Chair, the speaker will be invited to the virtual panel and identify themselves with their full name and address, and stating their purpose in addressing the Board.
3. A group of visitors with a common purpose should designate a speaker for the group.
4. Comments or statements by members of the public are limited to 3 minutes and should be brief and concise unless otherwise authorized by the Chair.
5. Speakers may comment on a topic not on the published agenda, however, the Board - at its discretion - may require that the proposal, inquiry, or request be submitted in writing. The Board reserves the right to refer the matter to the administration for action or study and to report at a subsequent meeting.
6. Speakers may offer objective criticism of district operations or programs but the Board will not hear complaints concerning specific district personnel. Complaints against individuals must be addressed by following the steps in Policy KL ("Public Complaints") and Procedure KL-AR ("Complaint Form").
7. The Board appreciates community members sharing information during public comments. The Board will listen, but not comment, on information heard. Following the meeting, the chair, vice chair and superintendent will together determine the response.
8. These procedures will be published on the back of every Board meeting agenda.

NWRESD Board of Directors

September 14, 2021

Executive Session

1. **CALL TO ORDER**

Board: Karen Cunningham, Doug Dougherty, Tony Erickson, DaWayne Judd, Lisa Poehlitz, Chris Riley, Ross Tomlin, Diane Wilkinson, Maureen Wolf

Staff: Dan Goldman, Lauren Slyh O'Driscoll, Debbie Simons, Carol Helfer and Mike Porter, Legal Counsel.

2. **ORS 192.660(2)(f): To consider information or records that are exempt by law from public inspection.**

Representatives of the news media and designated staff shall be allowed to attend the executive session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on, or otherwise disclose, any of the deliberations or anything said about these subjects during the executive session, except to state the general subject of the session as previously announced.

3. **ADJOURN**



Northwest Regional
Education Service District

PLEDGE OF ALLEGIANCE





INDIGENOUS LAND ACKNOWLEDGEMENT

THE LAND UPON WHICH WE STAND.

“WE WANT TO ACKNOWLEDGE THAT WE GATHER AS THE NORTHWEST REGIONAL ESD ON THE TRADITIONAL LANDS OF THE **ATFALATI** (TUALATIN/WAPATO LAKE), **NEKELIM** (NEHALEM), **SILETZ** AND **TILLAMOOK** PEOPLES, PAST AND PRESENT, AND HONOR WITH GRATITUDE THE LAND ITSELF AND THE PEOPLE WHO HAVE STEWARDED IT THROUGHOUT THE GENERATIONS.”

-ADAPTED FROM DELILAH FRIEDLER



Northwest Regional
Education Service District

SUPERINTENDENT

REPORT



Northwest Regional Education Service District

September 14, 2021

TO: Board of Directors

FR: Dan Goldman, Superintendent

RE: September Superintendent Report

EXPLANATION: Please find attached the Superintendent Report.

PRESENTER(S): Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: September Superintendent Report

RECOMMENDATION: N/A

PROPOSED MOTION: N/A



Superintendent Office Report

September 14, 2021

As I write, school is starting across the region. The beginning of the year is always filled with excitement and a fair share of anxiety for everyone involved: children, families, and educators. And this year is like no other - between vaccine and mask mandates, covid rates on the rise across the region and especially in our rural communities, a concerted effort to [politicize board meetings/governance](#), and uncertainty about what will occur (health wise) as we bring thousands and thousands of children back together.

Four districts have delayed the start of face to face instruction due to community spread and too many staff members contracting the virus or in quarantine due to exposure: Claskanie, Vernonia, Nestucca Valley and Neah-Kah-Nie. In nearly all our school systems, some targeted athletic programs have been shut down based on COVID infections (i.e., Forest Grove Football, etc.).

As the Board knows, we start in-person services this week. Our program leaders have spent the summer planning for outbreak/individual case scenarios - and it still doesn't seem like enough time. They have done an amazing amount of planning and our staff is remarkably optimistic about this year. Huge Kudos to our principals, directors, and staff for their efforts to ensure our start is successful.

All-staff Inservice

Thank you to Maureen, Diane and Doug for attending our all staff inservice! Our focus was on care, connection and empathy as we welcome students and we celebrated over 1000 years of service at the ESD for staff meeting 5 year milestones.

During the time I had with staff, we highlighted the amazing work of our Migrant Education Program staff and one of their students, Alejandra Lopez, as a shining example of leaning into vulnerability and demonstrating courage in the face of adversity. I'm excited to honor Alejandra and her family - as well as our Migrant Program staff later this evening.

Later in the program, Dr. Han Ren, a psychologist from Austin, TX, worked with our staff on moving from shame to productive guilt and action in working towards antiracism and equitable practices. In the afternoon, our staff (and Diane!) chose two out of 22 workshops to participate in delivered by colleagues at the ESD (and Dr. Ren) ranging from "Creating an Inclusive Environment: Interrupting Bias and Microaggressions," to "Cybersecurity: What You Need to Know," to "Diverse Educator Pathways Panel: Demystifying Pathways to Licensure." Applause to all our talented, in-house presenters.

All the while Kelsey Cardwell, Tracey Goldner and Lauren Slyh O'Driscoll worked behind the



scenes to ensure a smooth virtual day of learning and connection. I want to acknowledge Kelsey's efforts in particular - no one worked harder to ensure the day was a meaningful success than Kelsey. Thank you Kelsey!

I think the day was a resounding success and the feedback from staff was very, very good.

SSA Focus: Early Literacy Network

There is no more important and telling metric for a school system than 3rd grade reading, both as a tell for the health of the overall instructional system and for an individual student's health within the educational environment. There is simply no better researched subject in education: we know more today about effective reading instruction than ever; we know with more certainty what happens when a school fails to have its children meet early literacy benchmarks, and we know that the best solution to the problem of reading failure is to allocate resources for early identification and prevention ([Torgeson, 1998](#)).

Even so, most schools in America have generally abysmal rates of early literacy, with students from historically marginalized populations being most adversely impacted by outdated instructional pedagogy. Back in the 90's, when the research became irrefutable, we experienced what was termed "The Reading Wars;" a fight against the science of reading instruction by the national schooling apparatus (teacher prep programs, curriculum companies, etc.). Walk into the majority of elementary classrooms and there is still ample evidence that, despite the research and the known impacts on a child's future success, we still have a long way to go.

I give you this background as we aim to kick off a regional early learning network focused on the science of reading. In my experience in both the Tigard-Tualatin SD and in Hood River, we tackled this issue with dogged persistence, often at the expense of other pressing issues because... if you can't get kids reading at grade level by third grade, the system simply cannot catch them all up. And the outcomes for the children left behind were severe: higher incidences of absenteeism, more time in intervention programming/less electives/less time with peers in general settings, lower grades in other subjects, lower exposure to advanced coursework/career ready classes, higher rates of behavior incidences and/or depression, higher rates of alcohol and drug use, lower graduation rates, higher incidents of drop out, lower college enrollment, and finally less earning power and higher rates of incarceration.

In both TTSD and HRCSD reading rates shot up as a result of implementing systematic, research-based literacy development strategies in every classroom. We know how to do this, but it takes incredible will and focus to move pedagogy at scale and the forces that maintain status quo instruction are great.

When I decided to change from being a school district superintendent to the world of ESDs, it was to (hopefully) impact teaching and learning at scale because too many children are hurt (truly) by the long-standing, failed literacy practices that are seemingly intractable across many of our schools.



Because our districts recognized during the SIA planning phase that literacy outcomes are key to future educational and social success for their students, they have asked us to engage their school and district teams in professional learning to improve curriculum, assessment and instruction practices through our Student Success Act technical assistance resources. So far, we have about half our districts enrolled in our new network.

I'm looking forward to bringing the board future updates related to this new and important body of work for our region.

Vaccine Mandate

We have been assisting districts across the region (and the state really) in implementing systems to safely collect and store vaccine card submissions. At the time of the writing of this report, we have collected vaccine card data from 77% of our staff and are currently working to help the remaining staff upload their information or apply for medical or religious exemptions. CHRO Debbie Simons and her staff will be working through the exemption process with individual staff members towards identifying accommodations where we can (and when the accommodation does not increase the health risks for students or staff).

The deadline for full vaccination status is October 18.

Safe Schools Update

We will present the current status of our "reopening" plans related to COVID 19 safety in the reports and discussion portion of the board meeting.

Facilities

We are entering the final year of our lease for the building that houses Cascade, Pacific and Columbia Academies. Relatedly, we are evaluating the current lease as well as various other properties for our next 5 to 10 years. We will need to wrap up a potential new lease agreement by March/April so that we can organize a move by the next school year. More to follow as we explore our options.

OAESD Updates

ESD History, Role, and Future

Gary Peterson, OAESD Executive Director, will be presenting three virtual sessions entitled Oregon's ESDs - Their History, Their Role, and Their Future. Each session will be held via Zoom and will cover the same content each time. If interested, please register through the link below that correlates with the date and time in which you would like to attend. Also, please register with the email address in which you would like the calendar invitation and Zoom link to be sent to.





Registration is now open and will close on September 15th.

September 21, 2021 / 11:00 AM - 12:00 PM
<https://www.eventbrite.com/e/167623563591>

September 22, 2021 / 3:00 PM - 4:00 PM
<https://www.eventbrite.com/e/167893876103>

September 23, 2021 / 7:00 PM - 8:00 PM
<https://www.eventbrite.com/e/167893970385>

OAESD Summit

With the cancellation of the OSBA Fall Conference, OAESD has moved its summit to a virtual format scheduled on November 11. We have offered to assist the OAESD team in ensuring the conference is engaging and meaningful. Lauren will reach out to board members to collect reservation information.

Executive Director Update

Gary Peterson is retiring from the ED position. This has traditionally been a .5 position. Amber Eaton, the current program coordinator at OAESD will be the interim ED this year at 1.0 FTE. A full search will be conducted for the 2022-23 SY.

Welcome New NWRES D Leaders

The Board will be asked to officially approve the hiring of Debbie Simons and Lori Baker, along with many other new staff later in the board meeting.

Debbie Simons: Chief Human Resources Officer

Please welcome Debbie Simons as the proposed new chief human resources officer for NWRES D. Simons' experience as an educator and human resources professional is extensive and includes stints as the Evergreen Elementary School principal, Lincoln Savage Middle School principal, director of human resources at both the Three Rivers and Medford school districts, and assistant superintendent of teaching and learning at Medford School District.

Debbie has served on the Oregon School Personnel Association (OSPA) board for eight years, including as president, and she has taught classes for new human resources professionals. In addition to human resources, the portfolio of programs she has overseen includes technology, food services, athletics, special education and student learning. In addition to leadership positions, she has also worked as a teacher and coach, Title One Coordinator, and leadership and honor society adviser.

Lori Baker: Chief Finance Officer

Please welcome Lori Baker as the proposed new chief financial officer for the NWRES D. Lori is currently the CFO for the Tualatin Hills Park & Recreation District, She was previously the deputy chief financial officer for Portland Public Schools and the director of financial



services with TriMet. Baker is a certified public accountant with over 30 years of experience in governmental finance, public accounting and auditing.

Baker will oversee the fiscal team at NWRESA, which includes close to 20 team members who provide accounting, budgeting, payroll and other fiscal services to several school districts in the NWRESA service area. The team also develops NWRESA's budget and provides those same services to NWRESA programs. For 13 years in a row, NWRESA's fiscal team has been awarded the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report (CAFR). It is the highest form of recognition in the area of governmental accounting and financial reporting. I know Lori will maintain that level of excellence while leading our team to greater levels of financial transparency and accountability.



Northwest Regional
Education Service District

RECOGNITION

GOOD NEWS



Northwest Regional Education Service District

5825 NE Ray Circle Hillsboro,
OR 97124-6436

September 7, 2021

To the Lopez family:

It is my pleasure to inform you that the Northwest Regional ESD Board of Directors would like to recognize you at their September regular meeting. We are incredibly grateful for your demonstration of vulnerability, leadership and advocacy and our board of directors would like the opportunity to thank you.

We're building a culture at NWRESD where each of us feels safe and supported to innovate, to connect, to fail forward, to be brave in our pursuit of justice and access for our kids. When we center the needs of our students, when we strive to dismantle the barriers in front of them, we know we won't always succeed but we can feel confident that we are doing the right work. Thank you for telling your story and setting a tone that will help us be better educators in the 2021-22 school year.

Our board looks forward to the opportunity to learn more about your experience with Northwest Regional ESD programs. They may ask questions like:

- What is your most memorable experience with the Migrant Education Program?
- How has COVID-19 impacted your educational experience?
- What word of advice do you have for Northwest Regional ESD educators for the 2021-22 school year?

We respectfully request your attendance at our next board meeting at 6:00 p.m. on Tuesday, September 14, [scheduled to take place virtually](#). Please RSVP to Lauren Slyh O'Driscoll, Board Secretary at 503-614-1401 or lslyh@nwresd.k12.or.us. She will be happy to answer any questions you have.

Sincerely,

Dan Goldman
Superintendent

CLATSOP COUNTY
503-325-2862
Fax: 503-325-1297
3194 Marine Drive
Astoria, OR 97103

COLUMBIA COUNTY
503-366-4100
Fax: 503-397-0796
800 Port Avenue
St. Helens, OR 97051

TILLAMOOK COUNTY
503-842-8423
Fax: 503-842-6272
2515 3rd Street
Tillamook, OR 97141

WASHINGTON COUNTY
503-614-1428
Fax: 503-614-1440
5825 NE Ray Circle
Hillsboro, OR 97124-6436

5825 NE Ray Circle Hillsboro,
OR 97124-6436

7 de septiembre, 2021

Para la familia López:

Tengo el placer de informales que la mesa directiva del ESD para la Región del Noroeste (conocido por sus siglas en inglés NWRES D) desea otorgarles un reconocimiento en la junta regular del mes de septiembre. Estamos profundamente agradecidos por su demostración de vulnerabilidad, liderazgo y defensa y nuestra mesa directiva quisiera tener la oportunidad para agradecerles.

En NWRES D estamos construyendo una cultura en donde cada persona se siente segura y apoyada para innovar, conectarse, avanzar, y ser valiente en nuestra búsqueda de la justicia y acceso a la educación para nuestros hijos(as). Cuando nos centramos en las necesidades de nuestro alumnado, cuando nos esforzamos por eliminar las barreras que tienen delante, sabemos que no siempre tendremos éxito, pero podemos sentirnos seguros de que estamos haciendo el trabajo correcto. Gracias por contar su historia y por establecer un tono que nos ayudará a ser mejores educadores(as) en el año escolar 2021-22.

Nuestra mesa directiva desea tener la oportunidad de aprender más sobre su experiencia con los programas del ESD para la Región del Noroeste. Es posible que la mesa directiva les haga preguntas como estas:

- ¿Cuál es la experiencia que más recuerda con el programa de Educación Migrante?
- ¿Cómo ha el COVID-19 impactado su experiencia educativa?
- ¿Qué consejo tienen para los educadores(as) del ESD para la Región del Noroeste para el año escolar 2021-22?

Solicitamos respetuosamente su asistencia a nuestra próxima junta de la mesa directiva el martes, 14 de septiembre a las 6:00 p.m., [programada para llevarse a cabo virtualmente](#). Por favor, confirme su asistencia con Lauren Slyh O'Driscoll, secretaria de la mesa directiva, llamando al 503-614-1401 o enviándole un correo electrónico a lslyh@nwresd.k12.or.us. Ella estará encantada de responder a cualquier pregunta que tengan.

Sinceramente,



Dan Goldman
Superintendente



Northwest Regional
Education Service District

CONSENT

AGENDA



Northwest Regional Education Service District

September 14, 2020

TO: Board of Directors

FR: Lauren Slyh O'Driscoll, Board Secretary

RE: August 2021 Worksession and Regular Meeting Minutes

EXPLANATION: Please find the attached August 2021 Worksession and Regular Meeting Minutes

PRESENTER(S): Consent Agenda

SUPPLEMENTARY MATERIALS: 2021 Worksession and Regular Meeting Minutes.

RECOMMENDATION: Approve as presented in the consent agenda.

PROPOSED MOTION: I move to approve the minutes as presented/amended.



Northwest Regional Education Service District

Welcome to this Public Meeting of the NWRESD Board of Directors

August 10, 2021

Work Session and Regular Meeting

1. **CALL TO ORDER**

Board Attendance: Karen Cunningham, Doug Dougherty, Tony Erickson, DaWayne Judd, Lisa Poehlitz, Chris Riley, Ross Tomlin, Diane Wilkinson, and Maureen Wolf

Chair Poehlitz called the board to order at 9:32 am and asked board members to provide brief introductions.

2. **BOARD DEVELOPMENT WITH OSBA**

Vincent Adams from OSBA facilitated a discussion on Board and Superintendent working agreements, as well as the role of the ESD Board.

3. Chair Poehlitz adjourned the board at 12:00 pm for lunch.

4. **[NWRESD Covid-19 Response](#)**

Chair Poehlitz reconvened the board at 12:30 pm and welcomed Deputy Superintendent Sarah Pope to the meeting to provide updates on the NWRESD Reopening Schools plans. Superintendent Goldman recognized Deputy Pope for her leadership and perseverance throughout the pandemic.

(Director Judd rejoined the meeting virtually at 12:47)

5. **[STAFF FEEDBACK AND RETENTION](#)**

Communications Director Kelsey Cardwell and EFP Director Liwaru provided the board with updates on the annual staff survey results relating to employee retention and wellness.

6. **[SUPERINTENDENT GOALS](#)**

Superintendent Goldman reviewed with the board his 2021-22 goals and welcomed feedback.

7. **BOARD DIVERSITY & GOALS**

- A. **[Board Diversity](#)**
- B. **[Board Goals 2021-22](#)**

Board members participated in a discussion around board diversification and a desire for the NWRESD Board of Directors to reflect the demographics of students within NW region. The discussion informed the development of the 2021-22 Board Goals for adoption at the September meeting.

8. **[NWRESD ORGANIZATION](#)**

Superintendent Goldman reviewed the 2021-22 Organizational Chart with the board.

9. **ADJOURN**

The meeting was adjourned at 2:21 pm

1. **CALL TO ORDER**

Board Attendance: Karen Cunningham, Doug Dougherty, Tony Erickson, DaWayne Judd, Lisa Poehlitz, Chris Riley, Ross Tomlin, Diane Wilkinson, and Maureen Wolf

2. **PLEDGE OF ALLEGIANCE / LAND ACKNOWLEDGEMENT**

Chair Poehlitz called the board to order at 2:30 pm.

3. **ELECTION OF BOARD CHAIR/VICE CHAIR**

A. **Election of Board Chair**

Chair Poehlitz entertained a motion by Director Riley to appoint Tony Erickson as the 2021-22 Board Chair. The motion was seconded by Director Wolf and approved unanimously. Chair Poehlitz led Director Erickson through the Board Chair Oath.

4. B. **Election of Board Vice Chair**

Chair Erickson entertained a motion by Director Poehlitz to appoint Ross Tomlin as the 2021-22 Board Vice Chair. The motion was seconded by Director Riley and approved unanimously. Chair Erickson led Director Tomlin through the Board Vice Chair Oath.

5. **AGENDA REVIEW/REVISION**

N/A

6. **PUBLIC COMMENT**

N/A

7. **CONSENT AGENDA**

- A. Approval of [June Minutes](#) and [July Minutes](#)
- B. Approval of July/August Personnel Reports
- C. [Approval of 2021-22 Superintendent Goals](#)
- D. [Approval of 2021-22 Board-Superintendent Working Agreements](#)
- E. [Approval of Designations, Authorizations, and Appointment for 2021-22](#)
- F. [Approval of Monthly Financial Report](#)
- G. [Approval of 2021-23 Confidential MOA](#)
- H. [Approval of 2021-23 Administrator MOA](#)
- I. [Organizational Chart](#)

Chair Erickson entertained a motion by Director Cunningham to approve the consent agenda as presented. The motion was seconded by Vice Chair Tomlin and approved unanimously.

8. **REPORTS AND DISCUSSIONS**

None

9. **BOARD MEMBER COMMENTS**

10. **ADJOURN**

The meeting was adjourned at 2:48 pm



Northwest Regional Education Service District

September 7, 2021

To: Board of Directors

From: Debbie Simons – Chief Human Resources Officer

Re: Personnel Report

EXPLANATION: Please see attached personnel report prepared by Victor Cato, Talent Acquisition and Retention Manager

Presenter: Debbie Simons, Chief Human Resources Officer

Supplementary

Materials: Personnel Report, additional comments provided to the board at September 14, 2021 meeting.

Recommendation: N/A

Proposed Motion: Move to accept the personnel report as presented in the consent agenda.

NW Regional Education Services District
PERSONNEL REPORT
July 30, 2021 – September 7, 2021

New Hires

Name	Position	Department	Building
Angie Landa	Instructional Assistant	Early Learning	Hillsboro Early Childhood Center
Ann Hargraves	Professional Learning Coach	Instructional Services	Washington Service Center
Ariel Brow	Speech Language Pathologist	Special Student Services	South Prairie Elementary
Bethany Siarot	Speech Language Pathologist	Early Learning	Wa County Headstart - Hillsboro
Candice Campo	School Psychologist	Early Learning	Washington Service Center
Christina Slusarczyk	Speech Language Pathologist	Early Learning	Hillsboro Early Childhood Center
Debbie Simons ²	Chief Human Resources Officer	Human Resources	Washington Service Center
Donita Damm	SLPA	Special Student Services	Astoria School District
Hayden Bean	Instructional Assistant	Social Emotional Learning Schools	Day Treatment Program
Heather Olson	SPED Teacher	Social Emotional Learning Schools	Columbia Academy
Janet Kindschuh	Physical Therapist	Early Learning	Hillsboro Early Childhood Center
Jena Stewart	Speech Language Pathologist	Early Learning	Tualatin Early Childhood Center
Jennifer Youngblood	early Childhood Education Specialist	Early Learning	Beaverton Early Childhood Center
Joshua Umbenhower	SPED Teacher	Social Emotional Learning Schools	Pacific Academy
Juanita Zerkle	Instructional Assistant	Early Learning	Tualatin Early Childhood Center
Katherine Sacrison	Speech Language Pathologist	Early Learning	Hillsboro Early Childhood Center
Kristen Miyasaki	Administrative Specialist	Instructional Services	Washington Service Center
Liliana O'Day	Instructional Assistant	Social Emotional Learning Schools	Day Treatment Program
Lisa Blodgett	Instructional Assistant	Early Learning	Columbia Service Center
Lisvelia Bahena	Bilingual Instructional Assistant	Early Learning	Beaverton Early Childhood Center
Lori Ann Dyer	Instructional Coach	Early Learning	Clatsop Service Center
Lori Baker ¹	Chief Financial Officer	Fiscal Services	Washington Service Center
Madison Branaugh	Instructional Assistant	Social Emotional Learning Schools	Pacific Academy

¹ Resume and press release attached

² Resume and press release attached

Mariah Cornett	Instructional Assistant	Social Emotional Learning Schools	Columbia Academy
Mark Abbenhaus	Teacher	Social Emotional Learning Schools	Cascade Academy
Michael Potter	IT Security Analyst	Technology	Washington Service Center
Morgain Weinstein	Speech Language Pathologist	Early Learning	Columbia Service Center Svc Center
Sara VanZee	ASD Specialist	Special Student Services	Columbia Service Center & Washington Service Center
Seth Feldman	Senior Payroll Specialist	Fiscal Services	Washington Service Center
Shalana Lawrence	Instructional Assistant	Social Emotional Learning Schools	Columbia Academy
Soraya Saba	SPED Teacher	Social Emotional Learning Schools	Levi Anderson
Tara Kerchner	Early Childhood Education Specialist	Early Learning	Beaverton Early Childhood Center
Tracy Penner	Receptionist - Washington Service Center	Human Resources	Washington Service Center
Wendy Walsh	Early Childhood Education Specialist	Early Learning	Hillsboro Early Childhood Center
Zeyda Mueller	Translator - Foreign Language	Early Learning	Beaverton Early Childhood Center

Resignations and Retirements

Name	Position	Department	Last Day of Employment
Cathy Jo Flomer	Occupational Therapist	Related Services	September 9, 2021
Hollie Bird	Instructional Assistant	Department of Schools	March 19, 2021
James Barnes	Teacher	Department of Schools	June 17, 2021
Jazmin Rodriguez	Instructional Assistant	EI/ECSE Tillamook	August 30, 2021
Joseph Hernandez	Chief Human Resources Officer	Human Resources	August 20, 2021
Julie Lavers	Administrative Assistant	Department of Schools	September 3, 2022
Richard Schuler	Teacher	Levi Anderson	June 17, 2021
Rochelle Russell	Instructional Assistant	Levi Anderson	June 18, 2021

Advertised Vacancies

Open Position	Category	Department	Post Date	Comments
Early Childhood Education Specialist - HECC	Licensed	EI/ECSE		New 1.0 FTE
Speech Language Pathology Assistant (SLPA)	Classified	Special Student Services	7/2/2021	New .75 FTE - Astoria SD
Early Childhood Education Specialist - BECC	Licensed	EI/ECSE	7/7/2021	Resignation - 1.0 FTE
Special Education Teacher-Pacific Academy	Licensed	Department of Schools	7/8/2021	Employee Transfer - 1.0 FTE
Preschool Promise Instructional Coach	Licensed	Instructional Services	7/12/2021	Resignation - 1.0 FTE
Early Learning Professional Development Support Specialist	Classified	Instructional Services	7/12/2021	Resignation - 1.0 FTE
Instructional Assistant - Columbia Co Service Center	Classified	EI/ECSE	7/12/2021	New 0.85 FTE
Bilingual (Spanish) Instructional Assistant - Columbia Svc Center	Classified	EI/ECSE	7/12/2021	New 0.85 FTE
Speech Language Pathologist-Columbia Service Center	Licensed	EI/ECSE	7/12/2021	New 1.0 FTE
Early Childhood Education Specialist - Washington Service Center	Licensed	EI/ECSE	7/13/2021	New 1.0 FTE
ORVED Online Instructor	Licensed	Technology	7/13/2021	Part time
Speech Language Pathologist - HECC	Licensed	EI/ECSE	7/14/2021	Resignations - 1.0 FTE
Receptionist - Washington Service Center	Classified	Human Resources	7/14/2021	Resignation - 1.0 FTE
Limited Term - Registered Nurse - Outdoor School		Department of Schools	7/16/2021	Limited Term
Limited Term - Outdoor School Program Instructor		Department of Schools	7/16/2021	Limited Term
Limited term - Outdoor School Equity & Inclusion Coordinatior		Department of Schools	8/25/2021	Limited Term
Senior Payroll Specialist	Classified	Fiscal Services	7/20/2021	Employee Transfer - 1.0 FTE
Certified Occupational Therapy Assistant (COTA) Columbia and/or Clatsop	Classified	Special Student Services	7/22/2021	1.0 FTE
Spanish Interpreter/Translator - HECC	Classified	EI/ECSE	7/21/2021	New 1.0 FTE
Spanish Interpreter/Translator - Tualatin Early Childhood Center	Classified	EI/ECSE		Resignation - 1.0 FTE
Spanish Interpreter/Translator - Washington Service Center	Classified	EI/ECSE	8/4/2021	Resignation - 1.0 FTE

Certified Occupational Therapy Assistant (COTA) Columbia	Classified	Special Student Services	7/22/2021	.2 FTE
Early Childhood Education Specialist - Columbia Service Center	Licensed	EI/ECSE	7/22/2021	New 1.0 FTE
School Psychologist - TTSD High Schools	Licensed	Psych Services	8/3/2021	New 1.0 FTE
SPED Teacher - Columbia Academy	Licensed	Department of Schools	8/3/2021	Resignation - 1.0 FTE
Speech Language Pathologist - Clatsop County	Licensed	EI/ECSE	8/3/2021	Employee Transfer - 1.0 FTE
Administrative Specialist - Instructional Services	Classified	Instructional Services	8/4/2021	Employee Transfer - 1.0 FTE
Registered Nurse - Washington County Schools	Licensed	Special Student Services/Nursing	8/5/2021	Temp position
Occupational Therapist - Tillamook School District	Licensed	Special Student Services	8/5/2021	1.0 FTE
Human Resources Support Specialist	Classified	Human Resources	08/06/2021	Employee Transfer - 1.0 FTE
Administrative Specialist - Technology	Classified	Technology	8/6/2021	Employee Transfer - 1.0 FTE
Speech Language Pathologist - Tualatin Early Childhood Center	Licensed	EI/ECSE	8/12/2021	1.0 FTE - Resignation
SPED Teacher - Levi Anderson	Licensed	Department of Schools	8/12/2021	Resignation - 1.0 FTE
Occupational Therapist - Rainier School District	Licensed	Special Student Services	8/12/2021	0.60 FTE - New position
ASL Interpreter - Groner Elementary	Classified	Special Student Services	8/17/2021	0.8125 FTE
School Psychologist - Washington Service Center EI/ECSE	Licensed	EI/ECSE	8/17/2021	1.0 FTE
School Psychologist - Sherwood School District	Licensed	Special Student Services	8/23/2021	1.0 FTE
Admin Assistant - School Based - DTP	Classified	Department of Schools	8/23/2021	Resignation - 0.80 FTE
Certified OT Assistant - Rainier	Classified	Special Student Services	8/23/2021	0.45 FTE -
Teacher of the Visually Impaired - Washington Service Center	Licensed	Special Student Services	8/24/2021	1.0 FTE - 2 POSITIONS AVAILABLE
Special Education Teacher-Cascade Academy	Licensed	Department of Schools	8/24/2021	Resignation - 1.0 FTE
Occupational Therapist - Washington County (HSD)	Licensed	Special Student Services	8/27/2021	Resignation - 1.0 FTE
Attendance Advisor	Licensed	Instructional Services	8/27/2021	1.0 FTE
Administrative Assistant - Site Based Tualatin Early Childhood Center	Classified	EI/ECSE	8/30/2021	Employee Transfer - 1.0 FTE
Instructional Assistant - Pacific Academy	Classified	Department of Schools	8/30/2021	Resignation - 0.85 FTE
Special Education Teacher-Cascade Academy	Licensed	Department of Schools	9/1/2021	1.0 FTE TEMP POSITION

Instructional Assistant - Tillamook Service Center	Classified	EI/ECSE	9/1/2021	Resignation - 0.85 FTE
Bilingual (Spanish) Instructional Assistant - Head Start	Classified	EI/ECSE	9/1/2021	0.85 FTE

Lori Baker, C.P.A.

Lori_m_b@msn.com | 503-704-3308 | Portland, OR | www.linkedin.com/in/lori-m-baker

Finance Professional

Accomplished finance professional with 33 years of financial accounting, budgeting, analysis and management. Excel in change management and supporting growth of financial team members. Strong skills in public debt management and project finance. Leader in financial and strategic planning. Ability to review, assess and implement improvements in financial processes, controls and systems. Advocate for sustainability and equity.

EXPERIENCE

Tualatin Hills Park & Recreation District - Chief Financial Officer – February 2018 to present

- Provide strategic planning and enhance fiscal sustainability for the largest park district in Oregon.
- Direct and manage district business functions: budget preparation and control, capital outlay, revenue, investments, accounting and finance, procurement, risk management, insurance and property control, operations analysis and information technology.
- Responsible for the management of 25 employees, including direct supervision of 7 employees. Provide direction, train, review and evaluate work products, and monitor workflow to ensure efficient utilization of all resources within the finance department.
- Interpret and administer applicable statutes, ordinances, resolutions and district policies.
- Develop, prepare and administer the district's budget. Serve as budget officer.
- Create and maintain procurement and contract procedures.
- Manage district cash flow including cash and investment management. Responsible for ensuring fiscal controls over expenditures.
- Manage district long-term and short-term debt. Coordinate, place and manage all debt. Ensure compliance with debt payments, reporting and disclosure requirements. Protect and improve the district's bond and credit rating.
- Direct the risk management program for the district. Monitor worker's compensation and liability insurance programs. Actively support safety and loss control measures.
- Direct the analysis of fiscal, administrative and operational activities, including the long-term financial plan and cost recovery calculations.
- Chair of the district's pension and retirement committees. Directed the amendment and update of the district Defined Benefit Plan, implemented new Defined Contribution Plan, completed all actions necessary to transition to new actuary, investment advisor, plan trustee, and plan administrator for five plans. Manage all financial activity related to the plan, including investment activity, retiree payments, and plan financial reporting.
- Direct the district's information technology group. Oversee management of hardware and software improvement and implementation projects, including implementation of new financial system.
- Member of the district's Management Team and Incident Command Team. Provide support and interpretations to the district's management team and various boards and committees. Research issues and prepare briefings and written reports.

DKS Associates – Finance Director – Limited Term Transition Management - July 2017 to February 2018

- Direct the transition of the Finance division of a medium sized transportation consulting firm from Oakland California to Portland Oregon. Responsible for all hiring, training and transition management.
- Responsible for management of 3 employees, including development of positions, and hiring experienced staff that can support the finance operations of the organization on a go-forward basis
- Implement accounting controls and processes to support a growing organization. Work to develop appropriate segregation of duties given the small size of the finance team. Evaluate, recommend and implement process improvements for finance functions
- Manage audit process, including federal cost rate audit, financial audit and benefit plan audits
- Direct the work of the finance team, including financial reporting, budgeting, accounts payable, payroll, accounts receivable and billing. Ensure a smooth transition of the team, to allow for their future success.

Portland Public Schools - Deputy Chief Financial Officer – November 2016 to July 2017

- Direct the work of the District's Budget, Procurement and Accounting Departments (including all accounting transactions, Payroll, Accounts Payable, Federal and State Grant compliance, management of audits, and the annual Budget process in accordance with State regulations). Work closely with accounting director and manager, to ensure compliance with accounting and financial reporting policies and procedures.
- Responsible for management of 50 employees, including direct supervision of 8 employees.
- Directed development and adoption of the district budget, during a period of significant budget reductions. Provided support to school management and budget analysis staff related to budget development. Responsible for management and direction of Community Budget Committee, including development of various financial and operational presentations in support of the committee's annual report.
- Establish new accounting policies and procedures for grant accounting to address significant findings occurring under previous management team. Develop transparency in financial reporting and communication with the School Board, and committees of the Board.

Tri-County Metropolitan Transportation District - Director, Financial Services - November 2006 to November 2016

- Direct and manage the work of the agency's Accounting Department (including all accounting transactions, Federal and State Grant compliance, Payroll for over 2,700 employees, Accounts Payable, Defined Benefit Trust accounting and reporting, and management of all financial audits). Responsible for management of 17 staff members.
- Establish and monitor compliance with accounting and financial reporting policies and procedures. Lead and participate on teams responsible for complex transactions and systems, including the upgrade of the Oracle Financial System. Evaluate complex transactions, to ensure that accounting and reporting are transparent and compliant with all standards and regulations.
- Responsible for the management of all financial audits and reviews, resulting in nine years of unmodified/unqualified audit opinions, and no federal findings in the last seven years.
- Direct the preparation of the agency's annual audited financial statements and reports, and manage implementation of new accounting guidance.
- Implement and maintain accounting processes, procedures and internal controls. Act as trustee and fiduciary on Agency Pension Plans, including two 401(a) Defined Contribution plans, one 457 Deferred Compensation Plan, and the Management Defined Benefit Plan.
- Delegated to act as Chief Administrative Officer for the Agency's two Defined Benefit pension plans, with responsibilities including monthly funding of the plans, monitoring of investment activity and performance, and allocation of investments in the plan in accordance with plan investment policies.
- Responsible for agency compliance with Oregon budget law, including monitoring results and completing necessary budget transfers to ensure ongoing compliance.
- Direct agency issuance of debt and debt compliance, including development of offering statements, EMMA reporting and working with finance team and underwriters on all stages of issuance.

M Holdings Securities – Broker/Dealer Controller - April 2004 to November 2006

- Managed accounting, financial reporting and audits for a broker dealer with over 800 registered representatives. Responsible for three staff performing commission calculations and payments, and one accountant.

Regence BlueCross BlueShield of Oregon – Finance Manager - May 2001 to April 2004

- Managed Accounting Department with 25 staff members for multi-entity insurance company with consolidated revenues of over \$3 billion.

Oregon Health & Science University – Finance Administrator, Casey Eye Institute - April 1999 to May 2001

- Managed Finance Department of Ophthalmology practice group with annual revenue of \$25 million. Responsible for consolidated financial reporting, contract review, and operational and financial analysis.

Physician Partners Inc. – Controller - April 1998 to April 1999 (Medical Group ceased existence in 1999)

- Managed accounting department for medical group with annual revenue of \$50 million. Responsible for payroll, accounts payable, cash receipts, accounting and financial reporting.

Kaiser Permanente – Senior Financial Analyst - August 1994 to April 1998

- Completed financial plans, annual budgets and annual rate setting forecasts for Dental Program with \$40 million in revenue.

Fred Meyer, Inc. – Senior Systems Analyst - January 1994 to August 1994 (limited duration contract position)

- Involved in timely conversion of computerized General Ledger system to IBM compatible software.

Deloitte & Touche – Senior Auditor - July 1988 to December 1993

- Managed audit and review services for clients, resulting in professional annual financial reports. Performed Single Audits of various Oregon entities.

EDUCATION AND LICENSES

Bachelor of Science – Business Administration – Accounting, University of Oregon, Cum Laude, 1988

Certified Public Accountant and Licensed Municipal Auditor – Oregon – 1990 to present

News and Publications

Lori Baker Named Chief Financial Officer

Post Date: 09/07/2021 8:00 AM

Hillsboro – Lori Baker, who is currently serving as the chief financial officer and business services director for the Tualatin Hills Park & Recreation District, will start with Northwest Regional Education Service District (NWRESD) on Sept. 20. She was previously the deputy chief financial officer for Portland Public Schools and the director of financial services with TriMet. Ms. Baker is a certified public accountant with over 30 years of experience in governmental finance, public accounting and auditing.



“My work is most rewarding when I am part of an organization whose mission aligns with my personal values,” says Baker. “I look forward to offering my expertise and passion for governmental finance to the school districts and educational programs throughout northwest Oregon.”

Baker will oversee the fiscal team at NWRESD, which includes close to 20 team members who provide accounting, budgeting, payroll and other fiscal services to several school districts in the NWRESD service area. The team also develops NWRESD’s budget and provides those same services to NWRESD programs. For 13 years in a row, NWRESD’s fiscal team has been awarded the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report (CAFR). It is the highest form of recognition in the area of governmental accounting and financial reporting.

“Lori Baker has a track record of success and attentiveness in large, local government agencies,” says Dan Goldman, superintendent. “I am confident she will maintain and advance our fiscal team’s legacy of transparency, accessibility, accuracy and partnership. We are excited to welcome her to the team.”

Baker is a native Oregonian and mom to two children. Hyacinth is pursuing a master’s degree from Ithaca College in New York and Cassidy is a sophomore at the Arts & Communication Magnet Academy in Beaverton. In her free time, Baker is an avid soccer mom—Cassidy plays for FC Portland—and likes to explore national parks.

Northwest Regional Education Service District is the largest of Oregon’s 19 education service districts. It serves 20 school districts in Clatsop, Columbia, Tillamook and Washington counties. These school districts serve

98,000 students. Through state funding, contracts, and private and public grants, the agency provides a wide range of special education and specialized services to students, educators and families in the region.

[Return to full list >>](#)

DEBORAH L. SIMONS

1430 NE Tenth Street ~ Grants Pass, OR 97526 ~ (541)660-7489
deb.simons2@gmail.com

PROFESSIONAL OBJECTIVE

To obtain a leadership position in an organization where I can influence and support the quality of staff who serve students, as well as support buildings and programs with systems, coaching and guidance in improving teaching and learning.

PROFESSIONAL ASSIGNMENTS

Assistant Superintendent Medford School District

Dec. 2019 – Aug. 2021

Medford, Oregon

Provided oversight over Human Resources, Special Education, Teaching & Learning and principal supervisors. Reduced caseloads for resource and multi-handicapped classrooms, bargained multiple agreements with labor unions related to global pandemic, support to individual staff affected by the pandemic. Facilitated committees to rewrite both the teacher and administrator evaluation process to align to state and national standards.

DIRECTOR OF HUMAN RESOURCES Medford School District

May 2018 – Dec. 2019

Medford, Oregon

Responsibilities included the reorganization of the Human Resources department, modernizing application experience and system to improve recruitment, hiring, retention and evaluation of approximately 1600 licensed and classified staff, labor relations with two collective bargaining units, administration of staff benefits, organization and response of district legal issues and staff development. and all health, property, liability and workers' compensation insurance. Additional responsibilities included bargaining collective bargaining agreements on behalf of the school board of directors with both licensed and classified bargaining units.

DIRECTOR OF HUMAN RESOURCES Three Rivers School District

2004 - 2018

Grants Pass, Oregon

Strong background in District level operational functions as well as curriculum and instruction, and problem-solving. Responsibilities included recruitment, hiring, retention and evaluation of approximately 600 licensed and classified staff, labor relations with two collective bargaining units, administration of staff benefits, organization and response of district legal issues and staff development. Observation and evaluation of instruction K-12. Additional responsibilities included mentorship and coaching of building administrators, oversight of Food & Nutrition Services, Custodial Services and all health, property, liability and workers' compensation insurance. Previous responsibilities included oversight of Technology Services and District Athletic Director. Also included reducing workers' compensation costs, establishment of district-wide expectations for observation and evaluation, and provided numerous staff development opportunities. Professional development activities included inter-rater reliability training for administrative staff in the area of instructional observation, training for food service staff, and various human resources presentations. Other responsibilities included successful coordination of district technology resources, managing district's inter-district transfer process, and bargaining collective bargaining agreements on behalf of the school board with both licensed and classified bargaining units.

Successful experience in providing leadership mentoring for building administrators, assisting teachers in improving instruction to impact teaching and learning, establishing staff expectations, grant management and designing staff development opportunities to improve staff skill sets. Additional areas of experience included managing a variety of district-level budgets, positive and successful communication with district stakeholders, developing and maintaining positive staff relations, and personnel management. Additional responsibilities included management of custodial and food service departments; including developing standards, budget management, and staff management. Experienced also in oversight of information technology in creative resource management, department structure, and improving school technology network and classroom resources.

Consultant
Ashland School District
Butte Falls School District

2015 - 2018

Responsibilities included facilitating an individualized process between school districts and OSEA (Oregon School Employees Association) in developing accurate job descriptions for a variety of classified job classifications. Preparation of all meeting materials, planning agendas, developing tools for input, resolving conflict and conferencing with parties from both groups was provided, as well as facilitating wage reclassification processes and identifying necessary steps in future negotiation processes.

PRINCIPAL

2000 - 2004

Lincoln Savage Middle School
Evergreen Elementary School

Grants Pass, Oregon
Cave Junction, Oregon

Responsibilities at the middle school level included creating and improving a high-quality educational program for a 6-8 middle school. Supplemental program supervision included creating an extended learning program offered both after school and on Saturdays for low-achieving students. Responsible for weekly staff development opportunities for licensed staff.

Responsibilities at the elementary included maintaining and improving a high-quality educational program for a large, K-5 Title 1 elementary school. Supplemental program supervision included a substantial nationally recognized school wide Title 1 program and extended after school program through 21st Century funding. Additional responsibilities included successful coordination of small school consolidation with Evergreen, maintaining ample technology within the school, management and assignment of large classified staff, and design and implementation of weekly staff development opportunities for certified staff. Evergreen was recognized as a Nationally Distinguished Title 1 School; provided program tours and information to schools throughout the state in need of improvement. Other responsibilities included acting as Three Rivers School District Technology Coordinator and the coordination of district technology activities, staff, and equipment.

Successful experience in designing, planning, and implementing school improvement. Areas of experience included managing a variety of school budgets, positive and successful communication with school stakeholders, scheduling of resources for classrooms, and personnel.

TITLE ONE COORDINATOR

1999 - 2000

Evergreen Elementary School

Cave Junction, Oregon

Responsibilities included the supervision and coordination of Title 1 supported activities, including a before school program targeting students achieving below the state benchmarks, the Evergreen Kids' Club, and after school program providing disadvantaged students with recreational, art, and academic activities, the design and implementation of a K-5 Library Skills program, a weekly four-year-old school readiness program, and a Reading Lab targeting nearly 90 students. Other responsibilities included the scheduling, supervision, and evaluation of approximately 24 classified educational assistants, as well as the design and implementation of weekly staff development opportunities for both certified and classified staff.

Additional responsibilities included assuming student management and discipline when the half-time assistant principal was out of the building, ordering and purchasing materials and supplies that support academic programs and the school improvement plan, scheduling of many building activities and programs, supporting teachers in implementing the school improvement plan, and working with outside agencies who provide a variety of services to students.

MIDDLE SCHOOL TEACHER/SATURDAY DAY SCHOOL COORDINATOR

1992 - 1999

Fleming Middle School

Grants Pass, Oregon

Responsible for planning, implementing, and monitoring curriculum and assessment in the area of Language Arts, as well as U.S. History, General Math, Law School III, Keyboarding, and Study Technology, in accordance with district and state standards for entire 8th grade. Other responsibilities included development of Levels Program in Alternative Center, planning of specific structure and curriculum within Alternative Center, and the instruction of Mathematics in accordance with district and state standards in the Alternative Center classroom.

Responsible for planning and implementing individual programs of alternative education for middle and high school students who were not successful within regular school settings. Students involved in five-hour Saturday program ranged from students who were suspended during the regular school week, expelled from alternative education programs, or failing in regular core classes. Responsibilities also involved making recommendations to administration regarding readiness of students to re-enter the regular school setting.

Responsible for planning, implementing, and monitoring 6th grade curriculum and assessment in the areas of Language Arts, Social Studies, Science, Advanced Math, and 7th grade Honors English in accordance with district and state standards.

EDUCATION

ADMINISTRATIVE CERTIFICATION

CONTINUING K-12 ADMINISTRATOR CERTIFICATION
INITIAL K-12 ADMINISTRATOR CERTIFICATION
Portland State University

2008
1998 - 1999
Portland, Oregon

MASTER OF SCIENCE IN EDUCATION

ELEMENTARY EDUCATION/CURRICULUM/INSTRUCTION
Southern Oregon State University

1994 - 1997
Ashland, Oregon

BACHELOR OF SCIENCE IN EDUCATION

ELEMENTARY EDUCATION/INTERDISCIPLINARY STUDIES
Western Oregon State College
Specialty Areas of Focus: Mathematics, Language Arts, and History

1988 - 1992
Monmouth, Oregon

HIGH SCHOOL DIPLOMA

Henley High School

1984 - 1988
Klamath Falls, Oregon

Additional References Provided Upon Request

EDUCATION, TRAINING & COMMUNITY RELATED ACTIVITIES

TITLE IX CERTIFICATION

2020

OSPA (OREGON SCHOOL PERSONNEL ASSOCIATION) PRESIDENT

2017-2018

HRELP INSTRUCTOR (HUMAN RESOURCES IN ED LEADERSHIP PROGRAM)

SUMMER 2017

OSPA BOARD MEMBER & PRESENTER

2012-2019

DESIGN/COLLABORATION GRANT AUTHOR & PROJECT MANAGER

2015 – 2018

LEADING FOR LEARNING GRANT AUTHOR & PARTICIPANT

2014-2015

JOSEPHINE COUNTY ELECTED OFFICIALS' COMPENSATION

COMMITTEE

2013 – PRESENT

COSA MEMBER

1999 – PRESENT

ODE HANDHELD TECHNOLOGY GRANT

2003-2005

OREGON ED TECH CADRE LEADERSHIP MEMBER

2006-2010

CHARLOTTE DANIELSON, "FRAMEWORKS OF TEACHING"

TRAINING

2006, 2007

THREE RIVERS SCHOOL DISTRICT TESA COORDINATOR

2003 - 2004

CO-CHAIR OF CLASSIFIED RECLASSIFICATION COMMITTEE

2002 - 2004

CHAIR OF ADMIN TEAM TO DEVELOP DISTRICT JOB

DESCRIPTIONS

2002 - 2003

DELTA KAPPA GAMMA MEMBER

2003 - 2007

NWREL "LENSES ON LEARNING" MATH TRAINING

2002-2003

INSTRUCTIONAL TECHNOLOGY STRATEGY TRAINING

JANUARY, 2003

NCLB TRAINING AT REGIONAL SEMINAR

OCTOBER, 2002

TRSD TECHNOLOGY EXECUTIVE STEERING COMMITTEE

2001 - 2002

COSA GATES TECHNOLOGY TRAINING

2001 - 2002

CO-AUTHOR OF TRSD ADMINISTRATIVE HANDBOOK

FALL, 2001

OACE PRESENTER "EVERGREEN ELEMENTARY: A SCHOOL IMPROVEMENT MODEL"

JANUARY 2001

OACE PRESENTER "BUILDING A QUALITY SCHOOL"

JANUARY 2000

TRSD PRIORITY DRIVEN BUDGET COMMITTEE MEMBER

2000 - 2003

2ND STEPS NONVIOLENT INTERVENTION TRAINER CERTIFICATION

JULY 2001

NATIONAL READING RENAISSANCE TRAINING

FEBRUARY 2000

NASSP MEMBER

2003 - 2004

ASCD MEMBER

1999 - 2003

OESPA MEMBER

1999 - 2003

THREE RIVER SCHOOL DISTRICT LANGUAGE ARTS CADRE MEMBER

1998 - 1999

PEER TUTORING PROGRAM WITH MANZANITA ELEMENTARY SCHOOL

SITE SUPERVISOR

1998 - 1999

MASTER SCHEDULING BUILDING SUPERVISOR

1998 - 1999

FLEMING MIDDLE SCHOOL VISION TEAM

1997 - 1999

ASSISTANT VOLLEYBALL COACH

1993 - 1999

TECHNOLOGY COMMITTEE TEAM REPRESENTATIVE

1998 - 1999

LEADERSHIP ADVISOR

1993 - 1999

NATIONAL JUNIOR HONOR SOCIETY ADVISOR

1995 - 1999

VOLUNTEER JUNIOR MOCK TRIAL COACH

1995 - 1999

LOVE AND LOGIC PARENTING/TEACHING TRAINING

WINTERS 1999, 2000, 2001

INTEL COMPUTER CHALLENGE GRANT RECIPIENT

FALL, 1998

LANGUAGE ARTS DISTRICT ARTICULATION COMMITTEE

AUGUST 1998 - NOVEMBER 1998

READING RENAISSANCE TRAINING

OCTOBER 1998

8TH GRADE CO-TEAM LEADER

1997 - 1998

ROGUE SCHOLARS' INSTRUCTOR

SUMMERS 1998, 1996

FLEMING MIDDLE SCHOOL DISCIPLINE COMMITTEE

1995-1996, 1997-1998

WRITING ASSESSMENT SCORING GUIDE TRAINING

1997

MASTER TEACHER IN THE OREGON PUBLIC BROADCASTING

NATIONAL TEACHER TRAINING INSTITUTE IN MATH, SCIENCE, AND TECHNOLOGY

1995 - 1996

ODE EDUCATION CURRICULUM STANDARD COMMITTEE IN CIVICS

1995 - 1996

COUNCIL OF CHIEF STATE SCHOOL OFFICERS STATE

COLLABORATIVE ON ASSESSMENT AND STUDENT STANDARDS:

OREGON SOCIAL STUDIES ASSESSMENT PROJECT

1995 - 1996

HEAD 7TH GRADE BASKETBALL COACH

1993 - 1997

LAW-RELATED EDUCATION DISTRICT WIDE IMPLEMENTATION COMMITTEE

1994 - 1997

SITE COUNCIL CHAIRPERSON

1994 - 1995

SITE COUNCIL MEMBER

1994 - 1996

News and Publications

Debbie Simons Named Chief Human Resources Officer

Post Date: 08/26/2021 5:23 PM



Hillsboro – Northwest Regional Education Service District (ESD) has named Debbie Simons as the incoming chief human resources officer. Simons’ experience as an educator and human resources professional is extensive and includes stints as the Evergreen Elementary School principal, Lincoln Savage Middle School principal, director of human resources at both the Three Rivers and Medford school districts, and assistant superintendent of teaching and learning at Medford School District. She will start her new role on Sept. 1.

“Debbie Simons is a reputable leader and go-to expert in Oregon’s public education system,” says Dan Goldman, superintendent. “By joining our team, she will be a critical resource for our 20 component school districts and our own programs, all of which navigate complex personnel processes, including hiring, labor relations, benefits programs, substitute management and so much more.”

Debbie has served on the Oregon School Personnel Association (OSPA) board for eight years, including as president, and she has taught classes for new human resources professionals. In addition to human resources, the portfolio of programs she has overseen includes technology, food services, athletics, special education and student learning.

“I believe every student, regardless of how they come to us, deserves the very best we can provide every day in order to help them reach their potential,” says Simons. “From my various roles in educational settings, I’ve seen how central our personnel are to delivering on this promise and I look forward to supporting educator success in northwest Oregon.”

Simons began her educational career during her senior year of high school when she worked halftime in Mrs. Peacore’s second grade classroom. In addition to leadership positions, she has also worked as a substitute teacher, middle school teacher, teacher in an alternative program, volleyball and basketball coach, Title One Coordinator,

and leadership and honor society adviser. She received her undergraduate degree from Western Oregon State College, now Western Oregon University. She earned her master's degree in Curriculum and Instruction from Southern Oregon University and administrative license through Portland State University.

Northwest Regional Education Service District is the largest of Oregon's 19 education service districts. It serves 20 school districts in Clatsop, Columbia, Tillamook and Washington counties. These school districts serve 98,000 students. Through state funding, contracts, and private and public grants, the agency provides a wide range of special education and specialized services to students, educators and families in the region.

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Northwest Regional
Education Service District

REPORTS



Northwest Regional Education Service District

September 14, 2021

TO: Board of Directors

FR: Dan Goldman, Superintendent and Sarah Pope, Deputy Superintendent

RE: Reopening Schools Report

EXPLANATION: On September 14, 2021, the board will receive updates to the NWRES D Reopening plans, as well as the latest mask and vaccination updates.

PRESENTER(S): Dan Goldman, Superintendent and Sarah Pope, Deputy Superintendent

SUPPLEMENTARY MATERIALS: N/A

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

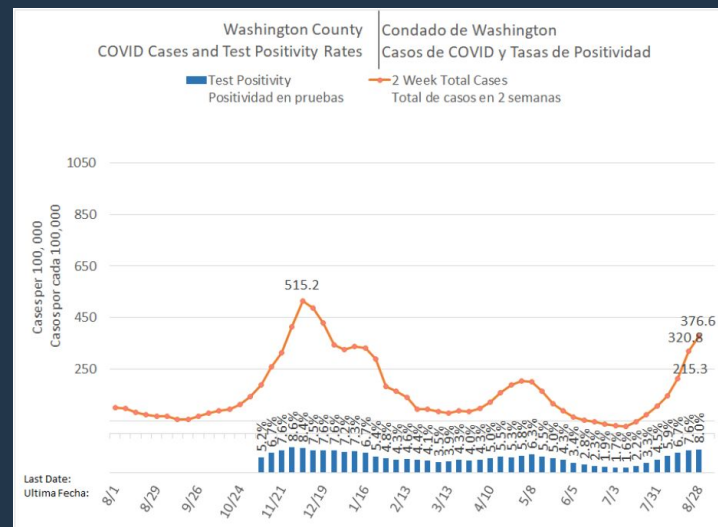
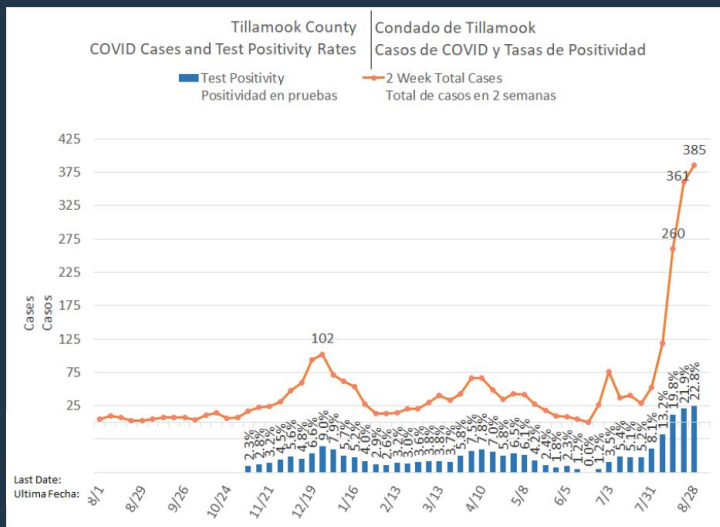
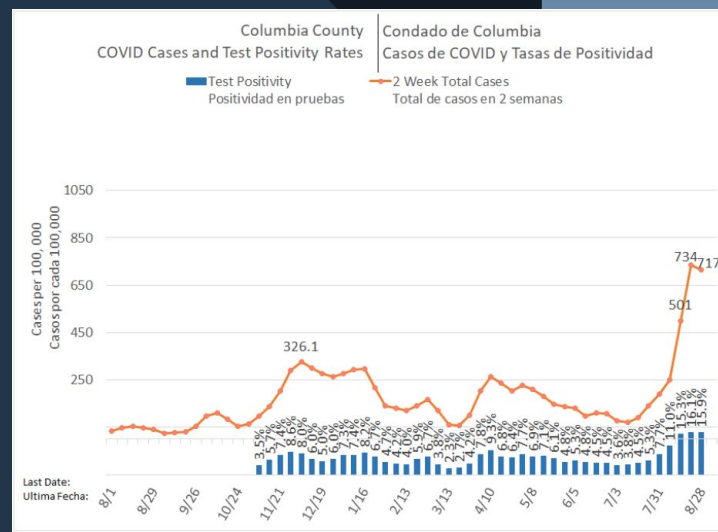
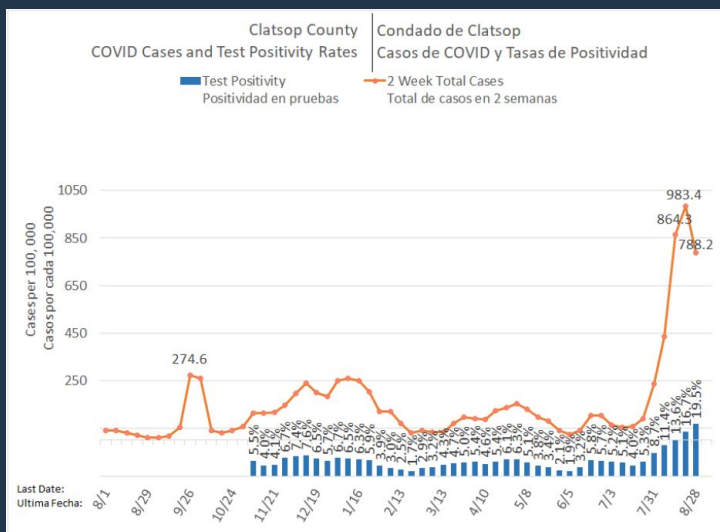
NWRESD COVID-19 Response

September 2021 | Deputy Superintendent Pope

Agenda

- **Metrics Update**
- **OHA's Educator Vaccine Requirements**
- **NWRESD's Implementation Update**
- **School Starts September 8**

Metrics



ODE & OHA's Updates

Oregon's Vaccine Requirement

Oregon Health Authority: [OAR 333-019-1030: COVID-19 Vaccination Requirements for Teachers and School Staff](#):

- applies to most staff, contractors, and volunteers in all schools and school-based programs
- religious and medical exceptions apply
- by Oct. 18 all educators must be **fully** vaccinated (i.e. Oct. 4 must have completed their series or received J&J)
- If not fully vaccinated or received an approved exception, then employment must be terminated on Oct. 19.

Medical Exceptions

(8)(b)(A) A medical exception must be corroborated by a document signed by a medical provider, who is not the individual seeking the exception, on a form prescribed by the Authority, certifying that the individual has a physical or mental impairment that limits the individual's ability to receive a COVID-19 vaccination based on a specified medical diagnosis, and that specifies whether the impairment is temporary in nature or permanent.

Religious Exceptions

(8)(b)(B) A religious exception must be corroborated by a document, on a form prescribed by the Oregon Health Authority, signed by the individual stating that the individual is requesting an exception from the COVID-19 vaccination requirement on the basis of a sincerely held religious belief and including a statement describing the way in which the vaccination requirement conflicts with the religious observance, practice, or belief of the individual.

BOLI on Exceptions

While employers are not required to grant the exception if it creates an “undue hardship” on the business or a “direct threat” to the safety of the employee or others, employers should engage with the employee to determine if a reasonable accommodation is possible.

<https://www.oregon.gov/boli/workers/Pages/covid-vaccine.aspx>

Possible Accommodations

- Weekly COVID testing for the employee
- Use of a fitted n95 mask
- Use of a face shield in conjunction with the mask
- Social distancing beyond that required of other employees, especially when engaged in eating
- Daily health screening upon entering the building
- Disqualification from certain assignments, such as some special ed positions, coaching, other positions requiring close contact with others

October 19th

- The OAR is unambiguous in providing that a district may not continue to employ an unvaccinated individual after October 18, 2021 unless that individual has an approved exception.
- For teachers, the situation is similar to having a teacher whose license expires. Continuing to employ them would be a violation of the law and would likely subject the administrator to TSPC sanctions.

NWRESD's Implementation Steps

NWRESD's Implementation

On 9-7-21:

- 469 number of vaccine cards uploaded by staff
- 142 employees have not yet met the vaccination requirements
- Human Resources has begun the process of communicating with with those employees who have not yet completed submitting the required documentation or who are not able to due to individual circumstances.

School Starts Sept. 8

Social Emotional Learning Schools

- CasPac, Levi, Columbia, and Lifeworks start in person for all kids on September 8th with Care and Connection--individualized connections with students and families, particularly those who may not have met their teacher or even visited the classroom in person.
- Many families are anxious about what the year will bring - a common emotion for students and families who have experienced repeated disruptions and failures in the school experience. Their anxieties are heightened by Covid-19 concerns even as they are eager to return to a more typical in-person school experience.
- This week families will learn about the supports they will receive for their child's mental health, academic growth, and overall health and safety.

EI/ECSE Programs

- Children in intensive autism programs start on Sept. 8 in person in every County
- Many preschoolers in ECSE are starting in community placements in every County
- Parent coaching continues both virtually, outside, and at Centers
- Children 2-4 are learning about masking

THANK YOU!

Help fight community spread!

- 1. Get vaccinated**
- 2. Wear a face covering**
- 3. Keep 6+ feet of distance from others**
- 4. Wash your hands frequently**
- 5. Stay home when you are sick**



Northwest Regional Education Service District

September 14, 2021

TO: Board of Directors

FR: Megan McCarter

RE: Student Success Act Technical Assistance Opportunities for Districts and Instructional Services Team Update

EXPLANATION: The materials included are for a board presentation update on the Student Success Act (SSA) technical assistance opportunities that NWRESD is providing to districts in our region. These opportunities include support in writing, monitoring, and reporting on the grant itself as well as support for communication and family engagement, which is a cornerstone requirement of the grant. Additionally, this year NWRESD will be providing Quarterly Collaborative Meetings to build district capacity around family and community engagement in alignment with the SSA requirements and to connect districts with similar needs to foster collaboration.

PRESENTER(S): Megan McCarter

SUPPLEMENTARY MATERIALS: [9/14/21: SSA Board Update Slide Deck](#)

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

Student Success Act (SSA) Technical Assistance Opportunities for School Districts



NWRESD Board Meeting

September 14, 2021

Megan McCarter, Executive Director of Instructional Services



Student Success Act: THE "ORIGINAL" WHY

580,690 Students



197 Districts

1,334 Schools

127 Charter Schools

19 Education Service Districts

31,409 Teachers

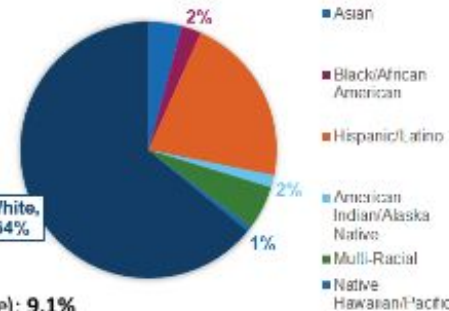
Staff of Color

- 10.4% Teachers
- 11.4% Administrators
- 15.3% Counselors
- 19.7% Educational Assistants

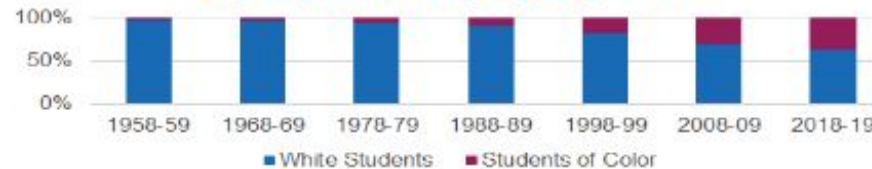


White, 64%

- Economically Disadvantaged: 52.1%
- Ever English Learners: 18.3%
- Homeless: 3.8% Lesbian/Gay (11th grade): 9.1%
- Mobile Students: 12.0%
- Students with Disabilities: 13.6%



Rapidly Diversifying Population



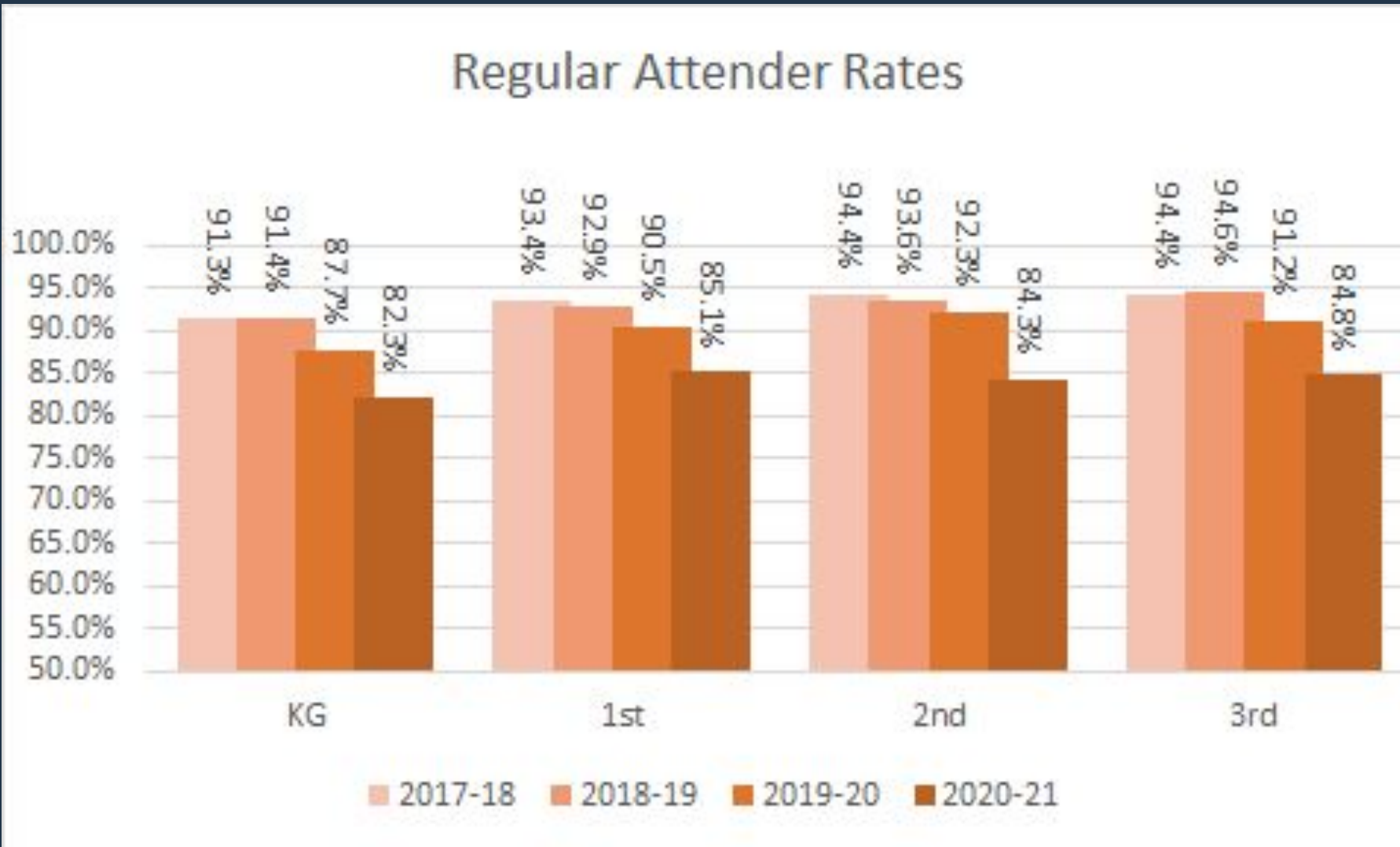
●●●●● Student Success Act: Our “New Reality” has only AMPLIFIED our WHY...

A story of how the pandemic has impacted our students, especially our youngest scholars...





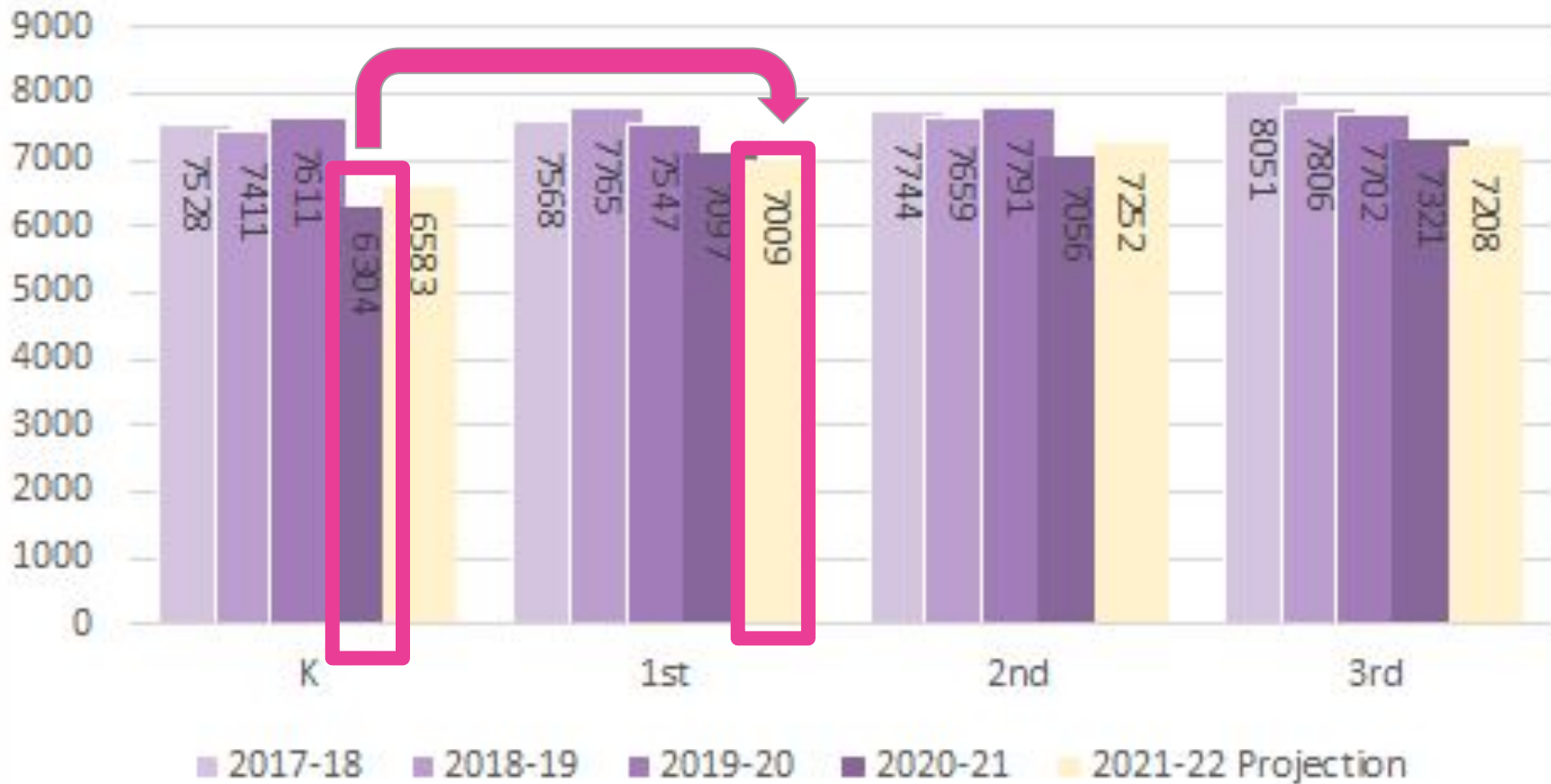
Student Success Act: Our “New Reality” has only AMPLIFIED our WHY...



Last year, we had extremely low attendance rates AND attendance was counted often for little engagement or simple compliance.

● ● ● ● ● ● Student Success Act: Our “New Reality” has only AMPLIFIED our WHY...

Enrollment Projection in Primary Grades



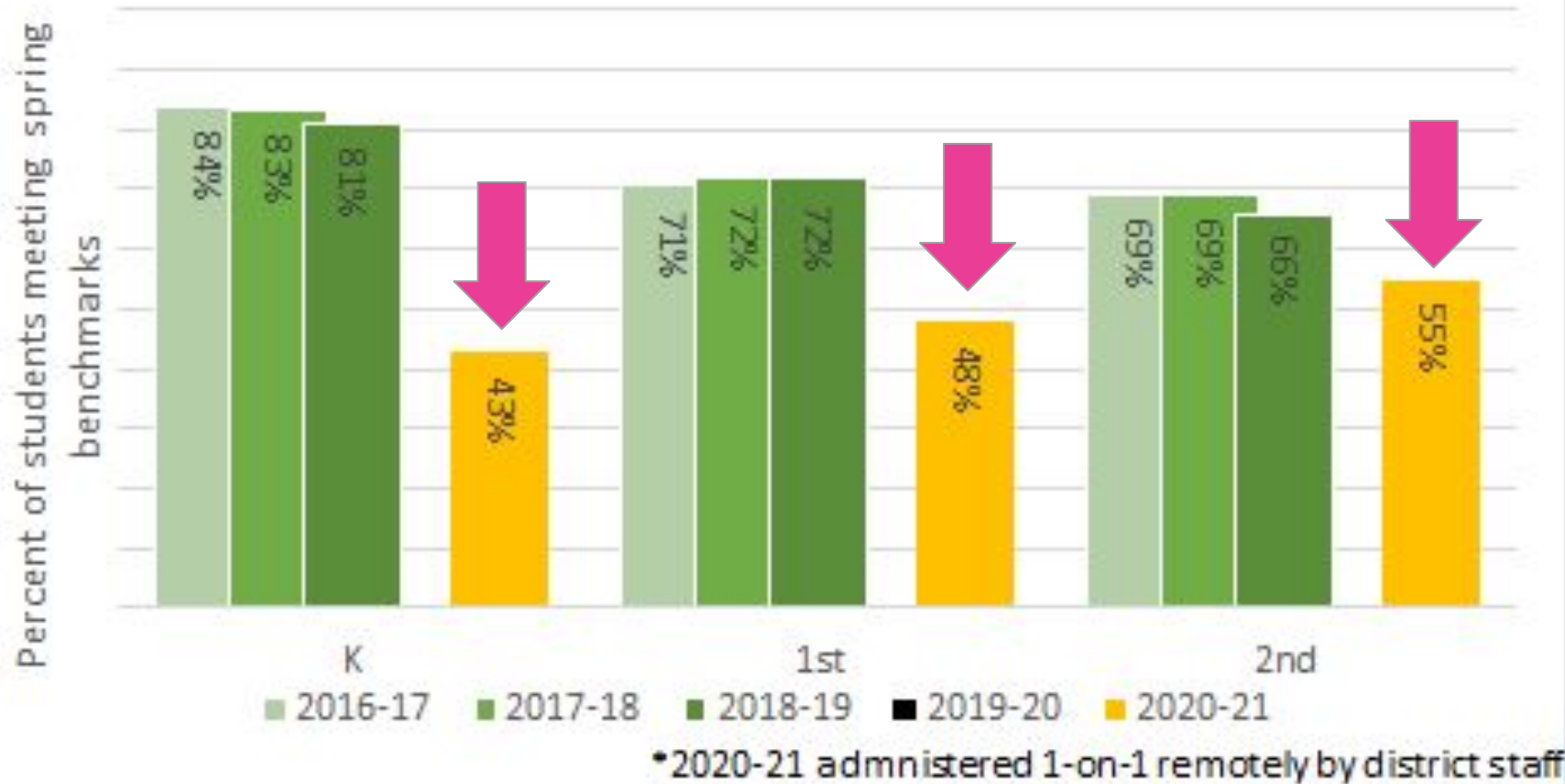
Last year, we had many students who **MISSED KINDERGARTEN COMPLETELY!**

700+ current 1st graders!



Student Success Act: Our “New Reality” has only AMPLIFIED our WHY...

Early Literacy Results



Students who attended school last year are performing at MUCH LOWER LEVELS than ever before.

“



NEW PODCAST EPISODE

The Education Lost to the Pandemic

The Daily

Dana Goldstein reporting:

Some of the most worrying academic data we've seen has come from the youngest children... In terms of Reading and Math one study found that students are 4 to 7 months behind where they would have been if not for the pandemic.

[PODCAST LINK](#)



KEY TAKEAWAYS

WHAT DOES THIS ALL MEAN?

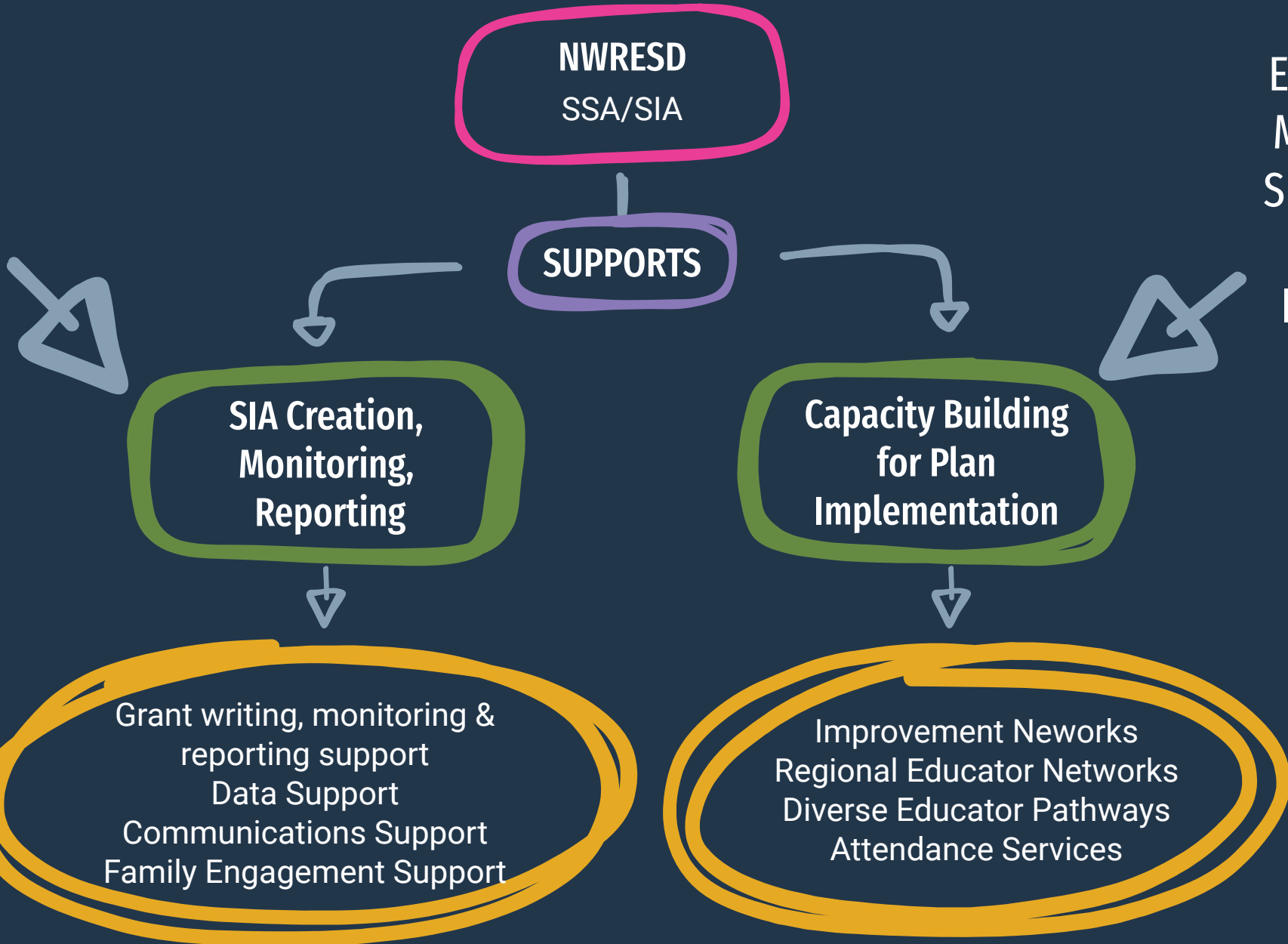


Our scholars are further behind than ever before, especially our historically underserved and historically excluded students.

**WE MUST TAKE ACTION TO
ACCELERATE LEARNING IN
NEW WAYS!**

SSA/SIA SERVICES FROM NWRESD

GETTING &
KEEPING
THE MONEY



ENSURE THE
MONEY HAS
SIGNIFICANT,
POSITIVE
IMPACT ON
KIDS



Getting & Keeping the Money

What you need to know & How we will support you!





Student Success Act: THE WHAT

The Student Success Act

**\$2
Billion**

Investment

The Student Success Act marks a turning point for education in Oregon.





Student Success Act: THE WHAT

Three Distinct Accounts

At least
20%

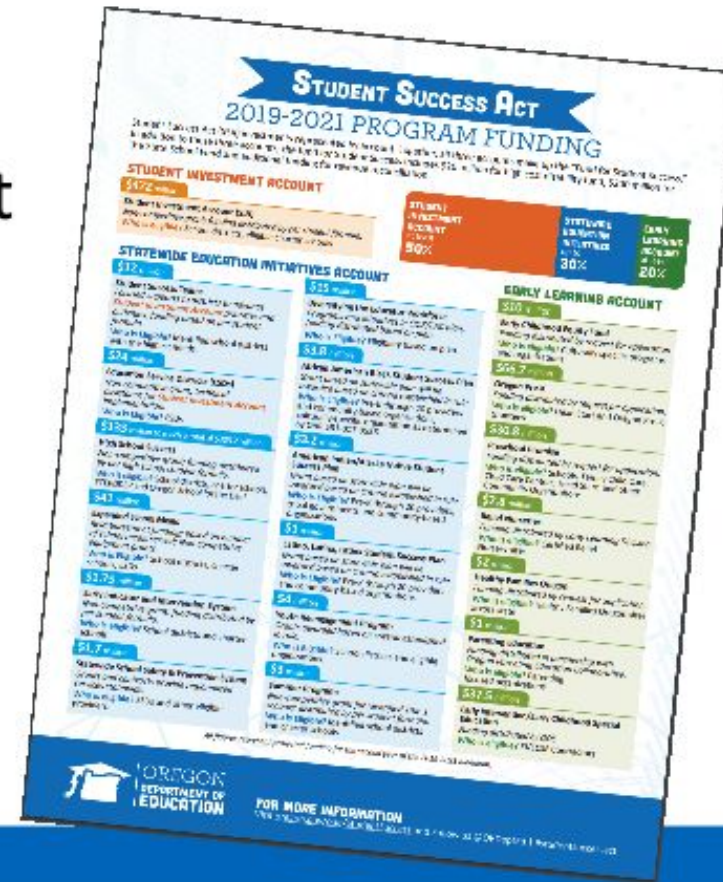
Early Learning Account

At least
50%

Student Investment Account

Up to
30%

Statewide Education Initiatives Account



●●●●● Student Success Act: THE WHAT

A Focused Investment

Student Investment Account

Close to a **\$500 million investment** in non-competitive grant money for districts and eligible charter schools.

The purpose of the funds is to:

1. Meet students' mental and behavioral health needs.
2. Increase academic achievement & reduce academic disparities for:
 - Students of color; Students with disabilities; Emerging bilingual students; and Students navigating poverty, homelessness, and foster care; and
 - Other student groups that have historically experienced academic disparities.

Oregon Department of Education



Student Investment Account Engagement Toolkit

*A Resource for Oregon School Leaders to use
in Support of the Student Success Act*

Final Guidance • October 2019





How do we support
districts with their SIA
grants?

ESD SSA Support Team

- 1. Quarterly Collaborative Meetings**
- 2. 1:1 Grant writing, reporting, and monitoring coaching/support**
- 3. Data Support**
- 4. Communications Support**
- 5. Family Engagement Support**



QUARTERLY COLLABORATIVE MEETINGS



1:1 Grant Writing, Monitoring & Reporting Support

Our SSA Liaison supported districts in creating their initial plans. Currently our SSA Liaison is available to districts to support with their monitoring and reporting of their plans. This includes:

- Support for SIA quarterly progress reporting
- Support for SIA annual report and financial audit
- Support for grant amendments
- Professional Development at Regional Superintendent Meetings
- Individualized coaching specific to district needs
- Individual asynchronous professional learning courses

Data Support

Our Director of Research, Assessment and Evaluation supports districts with their data needs in relation to SIA plan goal setting and reporting. This includes:

- Creation of district data profiles
- Support with longitudinal performance growth targets
- Multi-Tiered Systems of Support implementation
- Individual SIA strategy monitoring consultations

Communications Support

Our communications and interpretation/translation team is available to districts to help them with bilingual public relations, such as:

- Report and presentation templates (graphic design, translation, copy editing, etc.)
- Media relations
- Crisis communications

Family Engagement Support

Our Equity and Family Partnerships team is available to districts to help them authentically engage their communities and families, which is a large part of the SSA requirements. This includes:

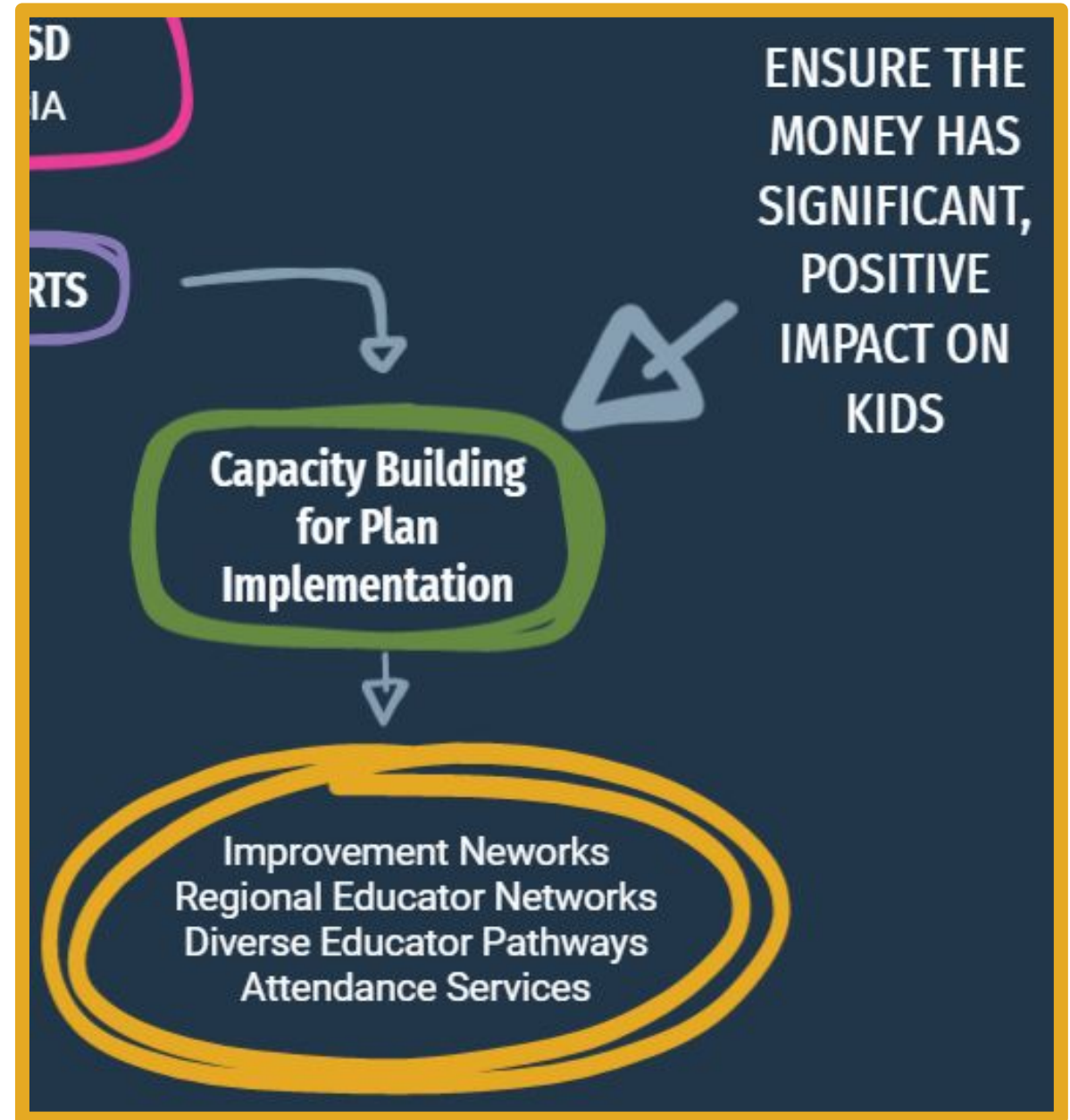
- Quarterly Collaborative Meetings related to family and community engagement for SIA
- Individualized coaching and support around family and community engagement for SIA



ENSURING SIGNIFICANT, POSITIVE IMPACT ON KIDS

How we can support you with
the implementation of your SIA
plan

IMPACT



Networks and Programs

Early Literacy Network

Intervene NOW to get your 3rd graders reading on-grade level

1

9th Grade Success Network

9th Grade on-track predicts high school graduation rate

2

Social, Emotional, Mental Health Network

Focused on SEL and mental health to support student and educator wellbeing and create conditions necessary for academic success

3

Instructional Coaching Network

Increasing teacher capacity directly impacts student learning

4

REN & DEP

Recruiting diverse staff and creating the conditions to retain them

5

Attendance Services

If kids aren't in school they can't learn. Instruction doesn't matter without attendance

6

MtSS Software

ION software and support to monitor student progress, make data-based decisions and design interventions

7



100%

Of districts are participating in AT LEAST 1 Improvement Network



Northwest Regional Education Service District

September 14, 2021

TO: Board of Directors

FR: Lauren Slyh O'Driscoll, Executive Liaison to the Superintendent

RE: Strategic and Action Plan Updates

EXPLANATION: At our meeting on September 14, the Board will be presented with updates on the 2020-21 Strategic Plan progress, in addition to 2021-22 planning and action steps.

PRESENTER(S): Lauren Slyh O'Driscoll, Executive Liaison
Dan Goldman, Superintendent

SUPPLEMENTARY MATERIALS: Strategic and Action Plan Updates

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

Strategic and Action Plan Updates

Lauren Slyh O'Driscoll and Dan Goldman
September 14, 2021

2020-21 Highlights

- 14/28 of the Strategic Plan goals were addressed in 2020-21 Action Plans
 - Communications
 - Equity and Family Partnerships
 - Fiscal
 - Human Resources
 - Technology

Fall 2020

- Delivery Team members reviewed Action Plans, then met with AP Leads to discuss and refine.
- AP Leads submitted plans and presented to Cabinet for feedback.

Spring 2021

- AP Leads provided mid-year reports to the Superintendent.
- Stocktakes in June provided feedback/revision opportunities for the next AP cycle.

Collective Commitments

Every student will be educated, equipped, and inspired to achieve their full potential and enrich their communities, when all NWRESD staff work in collaborative teams to:

1. Cultivate anti-racism, multiculturalism, and diverse racial perspectives in program design, continuous improvement, and decision-making;

2. Create culturally sustaining learning environments that ensure each student is safe, known, and connected;

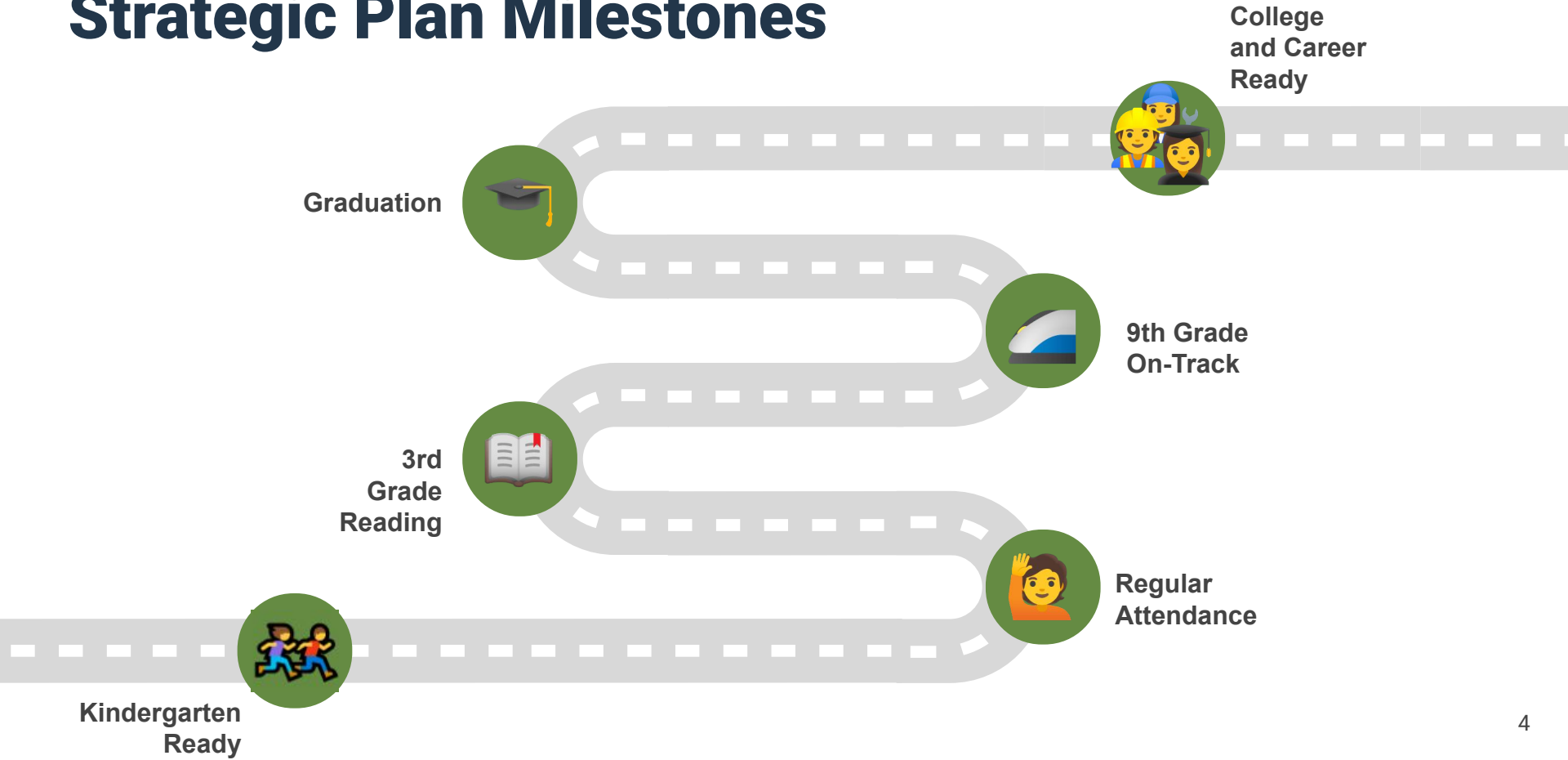
3. Establish high expectations for achievement and personal growth for each student;

4. Utilize culturally relevant, research-based practices for designing and delivering instruction;

5. Develop authentic, reciprocal, and inclusive partnerships with our diverse students, families, and community partners;

6. Seek, organize, and allocate resources towards achieving these commitments.

Strategic Plan Milestones



Equity and Family Partnerships

1.1 All NWRESD schools, sites, and departments establish Equity Learning Teams to support continuing professional learning for all staff and inform policies, practices, and decision-making

- *Partnered with NEP to provide professional learning to support the creation of Equity Learning Teams (ELTs)*
- *Identified ELT Sites and Team Leads, full team meetings will launch on September 15*
- *Annual survey on the Antiracist Multicultural Continuum (ARMC) provides regular data on progress*

1.2 All new NWRESD staff receive meaningful and ongoing equity professional development as a part of required onboarding

- *Partnered with Human Resources to develop equity professional learning coursework for all new employees*
- *Established onboarding trainings two times per year: 1 in fall and 1 in spring*

1.3 Form a diverse Board Equity Policy Advisory Committee to conduct policy and procedural reviews to eliminate practices that perpetuate inequities and systemic racism

- *BEPAC established, membership changing for the 2021-22 school year*
- *To date, zero policies have been reviewed by the BEPAC*
- *First meeting for 2021-22 is scheduled for the end of September*

Likelihood of success:

Good

Technology

2.5 Expand regional internet connectivity for students and ensure all NWRESD students and staff are connected

- *CTA used 3121 survey responses, as well as data from district partners, to develop an accurate connectivity map, disaggregated by race, ethnicity, free/reduced meals status, primary language and other demographics*
- *Distributed and supported 221 hotspots to students/families.*
- *Challenge: Sporadic SD commitment to ongoing problem solving*

*Likelihood of success:
Mixed*

Communications

5.2 Design and implement a family partnership communication framework

- *Successfully developed NWRES D website that meets WCAG 2.0 standards.*
- *Designed and implemented a communication system for communicating directly with key stakeholders and families served by EI/ECSE and SEL schools.*
- *Researched and developed the roadmap for completing a communication framework by 2025.*
- *Redesigned the annual report to school district leadership and their boards that clearly communicates NWRES D strategic priorities and commitment to equity.*

***Likelihood of Success:
Good***

Human Resources

1.4: Develop and implement best practices for recruitment, retention, and promotion of a diverse workforce.

- *Expanded communications via email, social media platforms such as LinkedIn, and NWRESD website.*
- *Diversified job boards and improved postings to attract diverse candidates.*
- *Racial Affinity group meets monthly with facilitation EFP and a personal invitation given to all new BIPOC employees*
- *Leading transformative HR sessions with 17 professionals from surrounding districts to share practices in retaining and recruiting BIPOC staff and educators*

6.1: Establish comprehensive onboarding process for all new staff

- *Streamlined new employee PD, including welcome from superintendent, Strategic Plan introduction,*
- *Clarified best practices for leadership duties when onboarding new administrators.*
- *Implemented survey to identify areas of strength and opportunities for improvement for new employees and staff who participate in the onboarding process.*

**Likelihood of success:
Mixed**

Fiscal

6.4 Improve budget development process and timeline to ensure resources are aligned to the strategic plan

- *Established a sustainable leadership team structure for budget planning and development that prioritizes and aligns agency resources.*
- *Implemented structure for budget reporting in each strategic plan metric.*
- *Established effective budget controls using Infinite Visions (ex. New ePAR process)*

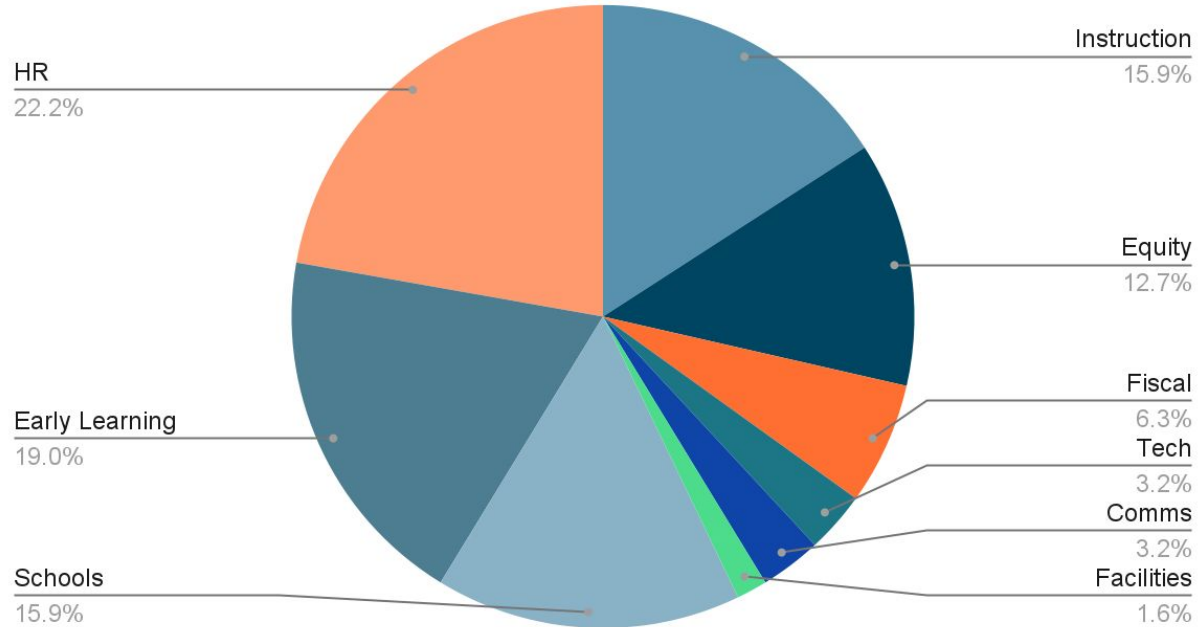
6.5 Ensure NWRESD budget provides prudent resources to meet unexpected emergencies and statewide funding shortfalls

- *Increased projected ending fund balance from 6.4 to 6.7% (Goal: 8% by 2025)*

Likelihood of success:
Good

Strategic Plan by Department

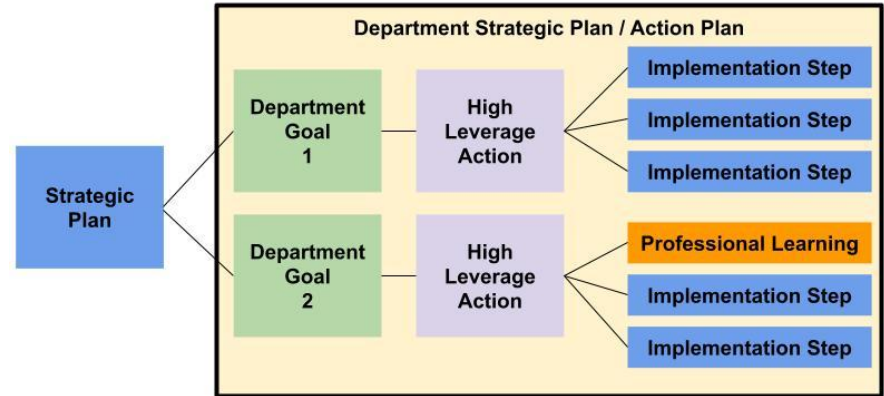
Department and # of Metrics in the SP



2021-22 Looking Ahead

- Administrators previewed and provided feedback on the 2021-22 Action Plan Template at the **June 8 Leadership** meeting. Their feedback was incorporated in the final AP template.
- AP Teams met at the **August 18 Leadership Retreat** and began developing their plans.
 - Introduction of "[Program Profiles](#)"
 - Student, family, and community engagement is a required element of all APs

Northwest Regional ESD Strategic Plan



Next Steps and Timeline

- AP Teams will continue drafting their plans throughout **September** and will present their draft plans for peer review at the **October Leadership** meeting.
- Final Action Plans are due November 1, and executive leadership will present their plans to the Superintendent throughout **November and December.**
- The Board will receive an update on Action Plans at the December meeting.



Northwest Regional
Education Service District

ACTION

ITEMS



Northwest Regional Education Service District

September 7, 2021

TO: Board of Directors

FR: Janice Colley, Interim CFO

RE: Monthly Financial Update

EXPLANATION: Financial Summary report for period ending August 31, 2021.

PRESENTER(S): Janice Colley, Interim CFO

SUPPLEMENTARY MATERIALS: Attached to this cover sheet:

Summary Financial Statements – August 31, 2021

RECOMMENDATION: N/A

PROPOSED MOTION: I move to accept the monthly financial report as presented.

FY 2021-2022 NWRESD FINANCIAL SUMMARY

For the Period Ending August 31, 2021

GENEARL FUNDS (100-199)	Prior YTD		Current YTD		Add: Projections		Annual Forecast		Annual Budget		Variance Fav / (Unfav)
RESOURCES											
Operating Revenues											
Local Sources	\$	38,606	\$	147,408	\$	16,111,220	\$	16,258,628	\$	16,151,500	\$ 107,128
Intermediate Sources		-		26		-		26		-	26
State Sources		9,457,397		9,401,218		28,606,593		38,007,811		38,039,661	(31,850)
Other Sources		-		-		561,536		561,536		595,000	(33,464)
Total Operating Revenues	\$	9,496,003	\$	9,548,652	\$	45,279,349	\$	54,828,001	\$	54,786,161	\$ 41,840
Beginning Fund Balance *pending audit		4,535,509		-		4,287,000		4,287,000		4,287,000	-
TOTAL RESOURCES	\$	14,031,512	\$	9,548,652	\$	49,566,349	\$	59,115,001	\$	59,073,161	\$ 41,840
REQUIREMENTS											
Operating Expenditures											
Support Services	\$	1,033,024	\$	1,353,009	\$	6,629,554	\$	7,982,563	\$	8,140,211	\$ 157,648
Other Uses		-		-		47,312,950		47,312,950		47,312,950	-
Total Operating Expenditures	\$	1,033,024	\$	1,353,009	\$	53,942,504	\$	55,295,513	\$	55,453,161	\$ 157,648
Contingencies		-		-		-		-		620,000	620,000
Unappropriated Ending Fund Balance		-		-		-		-		3,000,000	3,000,000
TOTAL REQUIREMENTS		1,033,024		1,353,009		53,942,504		55,295,513		59,073,161	\$ 3,777,648
Projected Ending Fund Balance								\$ 3,819,488			
ALL OTHER FUNDS (200-599)											
RESOURCES											
Operating Revenues											
Local Sources	\$	1,543,424	\$	3,937,677	\$	35,392,758	\$	39,330,435	\$	36,955,646	\$ 2,374,789
Intermediate Sources		-		-		-		-		-	-
State Sources		1,007		-		38,065,311		38,065,311		38,291,593	(226,282)
Federal Sources		3,195		222,873		14,759,308		14,982,181		15,053,433	(71,252)
Other Sources		(12,271,130)		(26,000)		8,152,308		8,126,308		(545,093)	8,671,401
Total Operating Revenues	\$	(10,723,504)	\$	4,134,550	\$	96,369,685	\$	100,504,235	\$	89,755,579	\$ 10,748,655
Beginning Fund Balance *pending audit		15,773,162		-		12,200,000		12,200,000		14,489,226	(2,289,226)
TOTAL RESOURCES	\$	5,049,658	\$	4,134,550	\$	108,569,685	\$	112,704,235	\$	104,244,806	\$ 8,459,429
REQUIREMENTS											
Operating Expenditures											
Instruction	\$	3,314,503	\$	4,451,589	\$	48,452,681	\$	52,904,270	\$	53,786,875	\$ 882,605
Support Services		2,631,445		4,277,904		34,196,225		38,474,129		39,501,353	1,027,224
Enterprise and Community Services		118,258		159,869		1,761,565		1,921,434		2,032,290	110,856
Facilities Acquisition and Construction		-		-		200,000		200,000		200,000	-
Other Uses		1,171,748		465,920		7,058,909		7,524,829		7,489,289	(35,540)
Total Operating Expenditures	\$	7,235,954	\$	9,355,281	\$	91,669,380	\$	101,024,662	\$	103,009,806	\$ 1,985,144
Contingencies		-		-		-		-		240,000	240,000
Unappropriated Ending Fund Balance		-		-		-		-		995,000	995,000
TOTAL REQUIREMENTS		7,235,954		9,355,281		91,669,380		101,024,662		104,244,806	\$ 3,220,144
Projected Ending Fund Balance								\$ 11,679,573			

**NW Regional ESD
Monthly Financial Report**

For Period Ending August 31, 2021

Superintendent's Expense Report

Expenses:	Registration Meeting/Conf	Airfare	Mileage & Parking	Hotel	Dues/Fees	Meals	Other	Total
July-21							2,260.00	2,260.00
August-21							1,366.48	1,366.48
September-21								0.00
October-21								0.00
November-21								0.00
December-21								0.00
January-22								0.00
February-22								0.00
March-22								0.00
April-22								0.00
May-22								0.00
June-22								0.00
Total Expenses	0.00	0.00	0.00	0.00	0.00	0.00	3,626.48	3,626.48

Detailed Expense Report

August 2021

Vendor	Date	PO #	Amount	Type1	Description of Product / Service
BANK OF AMERICA	8/6/2021	220210	\$98.39		l.slyh-Amazon-Hybrid Workspace tech
BANK OF AMERICA	8/16/2021	220310	\$132.22		l.slyh-Amazon-Leadership Retreat Activity Supplies
BANK OF AMERICA	8/16/2021	220310	\$1,135.87		s.meeuwsen-INTERSTATE SPECIAL EVENTS-Tent rental,
			<u>\$ 1,366.48</u>		

July 2021

Vendor	Date	PO #	Amount	Type	Description of Product / Service
BANK OF AMERICA	7/22/2021	220136	\$2,260.00		j.bucio-ALICEJOANOU LIBER-Library Design for Of
			<u>\$ 2,260.00</u>		

**NW Regional ESD
Monthly Financial Report**

For Period Ending August 31, 2021

Board of Directors' Expense Report

Expenses:	Registration Meeting/Conf	Airfare	Mileage	Hotel	Meals	Legal/Audit	Dues/Fees	Other	Total
July-21					\$53.63	\$ 874.70			\$ 928.33
August-21					\$12.36	11,758.50		\$60.00	\$11,830.86
September-21									\$0.00
October-21									\$0.00
November-21									\$0.00
December-21									\$0.00
January-22									\$0.00
February-22									\$0.00
March-22									\$0.00
April-22									\$0.00
May-22									\$0.00
June-22									\$0.00
Total Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$65.99	\$12,633.20	\$0.00	\$60.00	\$12,759.19

Detailed Expense Report

August 2021					
Vendor	Date	PO #	Amount	Type	Description of Product / Service
BANK OF AMERICA	8/6/2021	220210	\$ 60.00	PO	tgoldner-AWESOME TABLE-Awesome Table Computer Subs
BANK OF AMERICA	8/6/2021	220210	12.36	PO	dgoldman-JIM AND PATTY'S COFFE-7/20/2021 New Board
MILLER NASH WIENER HAGER & CARLSON LLP	8/16/2021	220132	912.00	PO	SERVICES FOR FY21-22
MILLER NASH WIENER HAGER & CARLSON LLP	8/16/2021	220132	2,852.00	PO	SERVICES FOR FY21-22
MILLER NASH WIENER HAGER & CARLSON LLP	8/16/2021	220132	7,994.50	PO	SERVICES FOR FY21-22
			<u>\$ 11,830.86</u>		

July-21					
Vendor	Date	PO #	Amount	Type	Description of Product / Service
DAILY ASTORIAN	7/30/2021	220128	\$ 378.00	PO	Astoria Budget Posting 6/3/2021
COUNTRY MEDIA	7/30/2021	220129	184.80	PO	Clatskanie Chief Budget Posting 2021
COUNTRY MEDIA	7/30/2021	220129	184.80	PO	St Helens Chronicle Budget Posting 2021
COUNTRY MEDIA	7/30/2021	220151	127.10	PO	Notice of Budget Committee Meeting St Helens Chron
BANK OF AMERICA	7/29/2021	220183	53.63	PO	dgoldman-LA PROVENCE ORENCO STA-Lunch with DG and
			<u>\$ 928.33</u>		



Northwest Regional Education Service District

September 14, 2021

TO: Board of Directors

FR: Lauren Slyh O'Driscoll, Board Secretary

RE: 2021-22 Board Goals

EXPLANATION: Please find attached the 2021-22 Board Goals drafted at the August 2021 Work Session.

PRESENTER(S): Ross Tomlin, Board Chair

SUPPLEMENTARY MATERIALS: 021-22 Board Goals

RECOMMENDATION: N/A

PROPOSED MOTION: N/A

2021-22 BOARD

GOALS

GOAL ONE

Investigate barriers to and opportunities for NWRESD Board diversification to ensure board demographics reflect student demographics within the region.

GOAL TWO

Ensure board/superintendent working agreements are known, practiced, and monitored.

GOAL THREE

Attend board meetings consistently, prepared to engage with materials and guests.



Northwest Regional Education Service District

September 8, 2021

TO: Board of Directors

FR: Debbie Simons, Chief Human Resources Officer

RE: NWEA Financial Re-Opener Approval

EXPLANATION: As part of the July 1, 2020 - June 30, 2023 collective bargaining agreement with NWEA, the agency and union met over the summer to bargain a financial re-opener. The parties came to agreement at the end of August, and NWEA has ratified the tentative agreement with their membership. The terms of the agreement include a 2.5% cost of living increase for both the 2021-2022 and 2022-2023 school years; as well as a formula provision in the event the state legislature allocates additional funding to ESD's that would provide an additional percentage towards a cost of living increase. Finally, the parties agreed to a one-time remote work stipend of \$300 to the employee with associated payroll costs paid by the agency based on the employee's employment status at the end of June, 2021 to be paid in the October payroll. All other provisions of the collective bargaining agreement remain in effect if not modified by the attached tentative agreement.

PRESENTER(S): Dan Goldman; Debbie Simons

SUPPLEMENTARY MATERIALS:

RECOMMENDATION: The administration recommends approval of this tentative agreement.

PROPOSED MOTION: "I move to approve the tentative agreement for NWEA as written."



TENTATIVE AGREEMENT

The Northwest Regional Education Service District (District) and the Northwest Education Association (NWEA) have reached the following tentative agreement setting forth the salary and related compensation issues for the 2021-2022 and 2022-2023 work years, pursuant to the economic reopener contained in the 2020-2023 Collective Bargaining Agreement between the parties. This Tentative Agreement is subject to ratification by the parties and supersedes all previous statements of the tentative agreement of the parties.

ARTICLE 13: SALARY SCHEDULE

The salary schedules for 2020-21 is attached as Appendix A. The salary schedule for the 2020-21 work year reflects a 1.85% cost of living increase over the 2019-20 salary schedule. ~~The cost of living increase to the salary schedules for the 2021-22 and 2022-23 school years shall be negotiated in the spring of 2021. The parties agree to begin such negotiations by April 15, 2021.~~

The salary schedule for the 2021-22 work year reflects a 2.5% cost of living increase over the 2020-21 salary schedule.

The salary schedule for the 2022-23 work year reflects a 2.5% cost of living increase over the 2021-22 salary schedule.

In the event that the "State School Fund Formula for Distribution to ESDs" increases from the February 26, 2021 State School Fund Estimate of \$290,979,800 for 2021-22, to the amounts shown below as estimated on the June 2021 State School Fund Estimate for 2021-22, employees' salaries will increase an additional percentage above the bargained amounts for the 2021-22 and 2022-23 school years as follows:

<u>Formula Revenue for ESD</u>	<u>Addition to COLA</u>	<u>Adjusted COLA 2021-2022</u>	<u>Adjusted COLA 2022-2023</u>
<u>\$ 297,594,800</u>	<u>0.20%</u>	<u>2.70%</u>	<u>2.70%</u>
<u>\$ 299,799,800</u>	<u>0.40%</u>	<u>2.90%</u>	<u>2.90%</u>
<u>\$ 302,004,800</u>	<u>0.50%</u>	<u>3.00%</u>	<u>3.00%</u>

Members employed by the District .5 FTE and above will be eligible for step movement, excluding temporary employees working less than 135 days in the school year. Step movement for 2020-21, 2021-22, and 2022-23, shall be granted.

- A. Pursuant to [ORS 243.712\(d\)](#), step increases on the salary scale are not "status quo" conditions.
- B. The individual P.E.R.S. contribution of 6 percent shall be paid by members through a payroll deduction from pre-tax dollars.
- C. Placement on the Salary Schedule
 1. Members newly hired during the term of this Agreement may be given full credit for up to thirteen (13) years' previous licensed/teaching experience. In unusual

circumstances, the Superintendent may grant additional credit. Relevant experience other than preschool, elementary, or secondary teaching may be counted if, in the judgment of the Superintendent, it is directly related to the assignment of the member.

2. To be eligible to move horizontally from column to column on the salary schedule, course work must meet the following requirement and be approved by the supervisor and Chief Human Resources Officer in advance of registration:
 - a. Graduate level college credit courses directly related to the teaching/professional (School Psychologists, Speech Pathologists, etc.) assignment.
 3. The District shall be obligated to place in the proper column retroactively to the first working day of the work year any member who has completed course work prior to September 1 entitling him/her to such movement. The member shall submit appropriate proof of completed course work to the Superintendent by October 1 to be eligible for movement, except when the delay in proof is not the fault of the member.
- D. One-time Remote Work Stipend: The District recognizes that licensed staff may have incurred additional expenses while working remotely. Therefore, the District will issue a one-time three hundred dollar (\$300) stipend to licensed staff and pay all associated payroll costs (estimated to be \$100), prorated at a 1.0 FTE, to all bargaining unit staff employed for the 2020-2021 work year, based on their FTE as of June 2021. Payment will be paid out in the October 2021 paycheck.

^{DS}
SA 8/26/2021

^{DS}
RS 8/30/2021

^{DS}
CH 8/26/2021



Northwest Regional Education Service District

September 8, 2021

TO: Board of Directors
FR: Debbie Simons, Chief Human Resources Officer
RE: OSEA Financial Re-Opener Approval

EXPLANATION: As part of the July 1, 2019 - June 30, 2022 collective bargaining agreement with OSEA, the agency and union met throughout the spring to bargain a financial re-opener. The parties came to final agreement at the end of August, and NWEA has ratified the tentative agreement with their membership. The terms of the agreement include a 2.5% cost of living increase for 2021-2022 school year; as well as a formula provision in the event the state legislature allocates additional funding to ESD's that would provide an additional percentage towards a cost of living increase.

As the agency serves students and families who speak languages other than English as their primary language and many classified staff support those students, this tentative agreement includes the addition of a second language stipend to those staff who meet the criteria. The stipend is \$1000 paid this year in October to those who qualify. Finally, the parties agreed to a one-time remote work stipend of \$300 to the employee with associated payroll costs paid by the agency based on the employee's employment status at the end of June, 2021 to be paid in the October payroll. All other provisions of the collective bargaining agreement remain in effect if not modified by the attached tentative agreement.

PRESENTER(S): Dan Goldman; Debbie Simons

SUPPLEMENTARY MATERIALS:

RECOMMENDATION: The administration recommends approval of this tentative agreement.

PROPOSED MOTION: "I move to approve the tentative agreement for OSEA as written."

Article 20 – Compensation

20.1 Classified employee salary schedules are attached and are by this reference incorporated herein. Bargaining unit classifications are set forth in Appendix A. The salary schedules for 2019-20 will be increased above the salary schedules for 2018-19 by 2%.

The salary schedules for 2021-22 will **be increased above the salary schedules for 2020-21 by 2.50%**.

In the event that the “State School Fund Formula for Distribution to ESDs” increases from the February 26, 2021 State School Fund Estimate of \$290,979,800 for 2021-22, to the amounts shown below as estimated on the June 2021 State School Fund Estimate for 2021-22, employees’ salaries will increase an additional percentage above the bargained amount for the 2021-22 school year as follows:

<u>Formula Revenue for ESDs</u>	<u>Addition to COLA</u>	<u>Adjusted COLA 2021-22</u>
\$ 297,594,800	0.20%	2.70%
\$ 299,799,800	0.40%	2.90%
\$ 302,004,800	0.50%	3.00%

20.2 Step Movement

- A. During the **2021-22** work year, step movement will be granted to employees who are eligible for step movement.
- B. Under ORS 243.712(d), step increases on the salary scale are not “status quo” conditions and step increases will not be granted should this agreement expire without the completion of negotiations for a successor Agreement.

Article 20 – Compensation

20.3 The employee pays the six percent (6%) employee contribution to the Public Employees Retirement System by way of payroll deduction. Subject to the Internal Revenue Code and IRS regulations, the ESD will give such contributions pretax treatment.

20.4 Temporary Work Out of Classification

Whenever an employee is required, on a temporary basis, to perform duties which are equal to those of a classification with a higher pay range, the employee will receive the next higher rate of pay in the new classification for the time spent performing such temporary duties, commencing with the sixth (6th) consecutive workday.

20.5 Involuntary Transfers

Employees involuntarily transferred to a lower classification for non-disciplinary reasons shall be paid on the same step number of the salary schedule for the new classification as they were on at the time of the transfer.

20.6 Promotions

An employee promoted within the bargaining unit to a higher classification will be placed on the new salary schedule at the lowest wage rate in the new classification which is higher than the employee was receiving in the previous classification at the time of the promotion.

20.7 For purposes of advancement on the wage scale, any classified employee that is hired before January 1st of any given year shall be considered as having worked a full year at the end of that fiscal year. If the employee is hired after January 1st, that employee will not be considered as having worked one year until the end of the following fiscal year.

20.8 Employees, both current and new, who are hired into an open position, shall have relevant experience and training taken into consideration by management for placement on the salary schedule. When an employee is placed at a salary step above Step 4 on on the applicable nine-step salary schedule, the Union

Article 20 – Compensation

will be notified. When these placements occur, the ESD will provide the Union with the rationale for the action.

20.10 Mileage Reimbursement

Members required in the course of their work to drive personal automobiles will receive an allowance equal to the mileage rate recognized by IRS. Mileage shall be paid for actual mileage driven during the workday, less the mileage from the employee's home to the assigned base and back to the employee's home. The base shall be a single designated regional office or classroom starting point. The employee and their supervisor will establish the office or classroom starting point during the first week of the new school year. Any change shall be proposed and agreed upon, with final approval by the Deputy Superintendent prior to the change.

20.11 Longevity Bonus

A longevity bonus will be paid to employees following their anniversary hire date.

- ξ 10 years will receive \$500
- ξ 15 years will receive \$1000
- ξ 20 years will receive \$1500
- ξ 25 years will receive \$2000
- ξ 30 years will receive \$2500

These are one time only benefits to be granted following completion of the defined anniversary years and will be paid out in the following way:

- ξ For anniversary dates that occur between July 1 and December 31 in a fiscal year, the longevity bonus will be paid out in the December paycheck.
- ξ For anniversary dates that occur between January 1 and June 30, the longevity bonus will be paid out in the June paycheck.

20.12 Second Language Stipend Pay

- A. The parties acknowledge the growing population of English learners in our region, The parties further acknowledge that the ability to speak a second language is a benefit in providing**

Article 20 – Compensation

quality educational services to our diverse student population.

- B. Annually, the District shall look at home language data from the 20 districts in the NWRESD service area to determine the three most spoken languages other than English. Data for 2020-21 school year reflects that Spanish, Chinese, and Vietnamese are the three most spoken languages in our region.**
- C. OSEA members who are determined to be proficient in any of the identified three languages shall receive a stipend of \$1000 in addition to their regular annual salary.**
- D. Proficiency shall be determined by a standardized test, arranged by the HR office and conducted by a qualified assessment service provider. Employees who speak one of the three identified languages shall request a proficiency test by the 1st of the month. Submission of passing language assessment needs to be submitted to the payroll department by the 10th of the month, in order to added to the following payroll.**
- E. For 2021-22 this \$1000 stipend shall be paid in the October paycheck to allow time for identification of members and for the conducting of proficiency testing. In subsequent years, this shall be the September paycheck annually.**
- F. Once proficiency is established for any member, assessment is not required annually.**

20.13 One-time Remote Work Stipend

The District recognizes that classified staff may have incurred additional expenses while working remotely. Therefore, the District will issue a one-time three hundred dollar (\$300) stipend to classified staff and pay all associated payroll costs (estimated to be \$100), prorated at a 1.0 FTE, and will be based on their FTE as of June 2021. Payment will be paid out in the October 2021 paycheck.



Northwest Regional
Education Service District

ADMIN

REPORTS

COMMUNICATIONS BOARD REPORT

Prepared by Kelsey Cardwell

September 2021

Back-to-school safety information

All families from our social emotional learning schools and EI/ECSE programs recently received a postcard promoting our back-to-school safety information webpage (nwresd.org/safe-start). All NWRESD staff received the same postcard. We will be promoting this page by text and email too and updating it often with the latest information.

Supporting onboarding and recruitment efforts

Over the summer, we helped the human resources team automate and digitize some of their processes in an effort to support their strategic plan goals in the current context. We have created a virtual series of introductions to Northwest Regional ESD. All new staff will automatically receive these emails so they can get oriented to the people and processes that make us tick. You can preview some of these welcomes that have gone out (not included: intro from Cascade Technology Alliance, the NWRESD Foundation and the wellness committee):

- [Superintendent's Welcome](#)
- [Welcome from Human Resources](#)
- [Communications at Northwest ESD](#)
- [Your Role as an Antiracist Educator](#)
- [Welcome from Fiscal](#)

We also helped human resources run a digital ad campaign for job recruitment that grew our [new job alerts email list](#) to 230 subscribers. Shortly after subscribing, those job candidates will get [an email introduction](#) from Victor Cato, recruitment and retention manager. We can also segment the list and send job announcements out to specific audiences, [like this one that went to 36 people](#) who said they're interested in instructional assistant positions. Here is a summary of the campaign performance:

Channel	Audience	Reach	Impressions	Clicks
Banner	Custom List	9,749 households	224,454	471 clicks 0.21% CTR
Facebook	Custom List	632 people	10,888	21
Facebook	Lookalike	76,690 people	112,892	3,046 2.70% CTR
Facebook	Demographic Targeting	27,459 people	82,623	1,361
LinkedIn	Demographic Targeting	26,913 people	86,442	472
Postcards/Mail Campaign	Speech Language Path. Association	11,309 households		142 QR code scans/46 short URL clicks 1.7% CTR

Early Learning Board Report
Prepared by Johnna N. Timmes
September 2021

As I transitioned into my new role as Executive Director of Early Learning, I have spent the beginning of my tenure getting to know all of the incredible staff and services we provide in this dynamic department. When I walked into the Beaverton Early Childhood Center (BECC) my first week on the job, I saw a quote written on a board that has stuck with me: “*The **Comeback** is always stronger than the **Setback**.*” We have started that comeback and I can feel the momentum growing as we welcome staff and students back to in person services after our summer hiatus. In October’s Report there will be more updates on our new service delivery model and data collection analysis.

Hiring for new leadership in Early Learning:

As our department and program delivery expands, we are expanding our staff as well. I am so excited to announce that Kendra Hughes will be joining the Early Learning Coordinator team as our new Preschool Partnership Coordinator. Kendra transitions from her work as a Professional Development Specialist in Instructional Services to leading our department in establishing strong relationships with our school and community preschool partners, building more opportunities for new preschool slots throughout the region, and creating and implementing equity learning teams in support of NWRESD strategic plan.

Recruitment is still in place for a permanent Coordinator to lead and support the staff and students in our Beaverton Early Childhood Center area. Until a replacement is found Johnna Timmes will continue to be on site at BECC.

Welcome [Northwest Early Learning Hub](#), [Northwest Parenting and Child Care Resource & Referral \(CCR&R\)](#) to Early Learning Department:

With new department leadership also comes some reorganization. The NW Early Learning Hub, NW Parenting Hub and the NW Child care Resource and Referral has moved from Instructional Services to Early Learning. Dorothy Spence will continue to lead the Early Learning Hub and Northwest Parenting Hub. The CCR&R continues to be led by Eva Manderson. All three programs serve Clatsop, Columbia and Tillamook families and child care providers.

September 2021

Equity and Family Partnerships

Administrative Report

Introduction

The Office of Equity and Family Partnerships' purpose is to deepen NWRESD's commitment to and accomplishment of equity and antiracism.

Strategic Plan

We are developing and implementing tactics and steps to accomplish the strategies of the Strategic Plan goals.

Professional Development Support

Racially Conscious Collaborator™ Facilitator Training

To enhance our ability to hold ourselves and others in transformative conversations about race, and antiracist action, Director Liwaru completed the 8-week Collaborator Certification™ with a national cohort this summer. He joins a growing international network of certified Collaborators™ being equipped to serve as internal capacity builders in their organizations. This approach, created by Dr. Tony Hudson and coached by Shaundra Brown, will help our organization ensure that systemic racial equity transformation sticks.

Leadership Retreat and All Staff Convocation

Our Equity and Family Partnership team led workshops and breakout sessions during the 2021 Leadership Retreat and the all staff convocation or inservice. At the Leadership Retreat Kelsey Cardwell joined Liwaru in a segment on Family Partnership in Action Plans.

At the inservice Equity and Family Partnerships delivered two sessions. The first one was [Creating an Inclusive Environment: Interrupting Bias and Microaggressions](#). Description: This workshop will discuss how microaggressions impact workplace culture and undermine inclusion of BIPOC staff. The best solution is, of course, increasing awareness of microaggressions and interrupting biases through constructive dialogue. The other one was [Everybody's Gotta Eat, But Everybody Doesn't: How Does Our Education System Address Racism?](#) Description: People experience this world differently. What we need and what we get from our education system isn't the same for everyone. Some are well fed and others are going hungry. This session is about how we make sure everybody eats. We will explore how this ESD is addressing racism, how we support staff to address racism and strengthen each other in our work to cultivate antiracism, multiculturalism and diverse racial perspectives in program design, continuous improvement and decision-making.

Other departments also delivered workshops addressing inclusion, equity and counter racism. These included Exploring Cultural Humility: Insights for Communicating Effectively with Multicultural Families, Getting Better at Getting Better: Using Equity-Centered Improvement Science to Address Challenges in Your Practice, Supporting LGBTQ2SIA+ Staff and Students, Resilient Educators, Resilient Learners: A Deeper Dive for Staff of Color, and a panel on Diverse Educator Pathways.

BIPOC Affinity

Equity Professional Development Specialist Yashica Island continues to lead our Equity Affinity Partnership group with Vanessa Hernandez and Bianca Valvezan. Meetings are for staff of color to build community with other staff of color, learn about various cultures and get involved with policies that affect people of color in our organizations. Meeting virtually has increased our ability to include staff from all four counties. The group is finalizing the charter.

Submitted by:
Sharif Liwaru, Director, Equity and Family Partnerships
sliwaru2@nwresd.k12.or.us

THE INSIDE | INSTRUCTIONAL SERVICES

Northwest Regional Education Service District

UPCOMING EVENTS:

TUESDAY, 8/31:
NWRES D Convocation
Inservice

THURSDAY, 9/2:
PL Team Meeting
([Zoom Link](#)) @10:30am
- 12:30pm

MONDAY, 9/6:
LABOR DAY!

TUESDAY, 9/7:
IST Collaborative
Action Planning for
Strat Plan ([Zoom Link](#))
@10:30am - 12:30pm

THURSDAY, 9/8:
PL Admin Team
Meeting ([Zoom Link](#))
@10:30am - 12:30pm

FRIDAY, 9/10:
NWRES D
Superintendent's
Meeting (Jenn &
Mariana presenting)

TUESDAY, 9/14:
IST Leadership
Meeting ([Zoom Link](#))
@12pm - 2pm

THURSDAY, 9/16:
PL Team Meeting
([Zoom Link](#)) @10:30am
- 12:30pm

EXECUTIVE DIRECTOR'S MESSAGE:

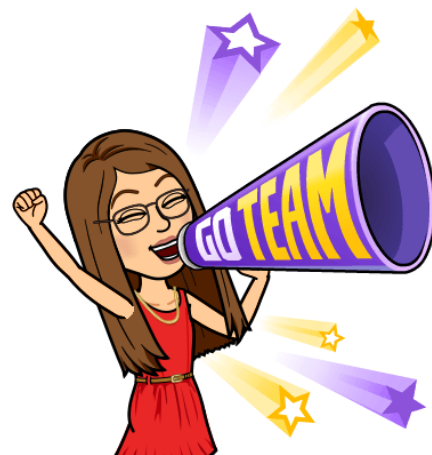
Dear Instructional Services Team,

It has been a pleasure getting to know each of you and your bodies of work over the past month and half. You all are doing amazing work for students, families, and districts. Thank you for the warm welcome you have provided me and for all of the support and encouragement.

This is the first volume of THE INSIDE: Instructional Services, our IST staff informational newsletter. Key components of THE INSIDE will always include a note from myself as well as upcoming events and the TOP 5 things you should be thinking about/working on in the next few weeks.

If you have suggestions for improving THE INSIDE, please let me know so that this can be a relevant and helpful document. There is no reason to spend time making something if the team isn't finding it useful. Add any suggestions [here](#).

The IST Leadership Team will be working at our next meeting to create our Scope and Sequence for our learning and meetings throughout the year as well as our BIG 3 priorities as a department to support the work across all of our different teams and networks -- especially our work to actualize the ESD vision, collective agreements, and strategic plan. I look forward to highlighting this work in the next edition of THE INSIDE!



For many of the teams and e districts we support, this is an incredibly stressful and busy time of year. Let's continue to support as servant leaders those who we serve knowing that this year with the delta variant is even more difficult than a usual school opening.

To a year of antiracist, collaborative, and innovative work,
Megan

WHAT ARE THE TOP 5 THINGS I SHOULD BE FOCUSED ON THIS WEEK?

1

INSERVICE REGISTRATION -- ACTION NEEDED

Make sure you are registered and that you attend our VIRTUAL INSERVICE tomorrow, August 31st! Visit the [convocation and inservice page](#) to view the schedule and speaker information and register for the main session and professional learning workshops. Be sure to register for the workshops by 10:30 a.m. on Tuesday.

In preparation for the meeting, please make sure your Zoom account is up-to-date. If you are having trouble, please email the help desk at support@cascadetech.org or call 503-614-1400. If you need additional support, the technology team is offering a help session today from 3-4 p.m. [Register to attend](#).

2

OPEN ENROLLMENT: Now until September 15th

Let's make sure that everyone has completed their open enrollment so that we are all covered for our medical, vision and dental. To review the plans, pricing and incentives available, [visit the benefits page on the staff intranet site](#). OEBC offers on-demand information, videos, handouts and other resources at OEBBondemand.com. Reach out to Kathy Fernandez for additional assistance or for a 1:1 meeting.

3

TAKE A DEEP BREATH SO WE CAN HAVE A SMOOTH, NON-STRESSFUL MOVE

Take a minute to watch [this video update](#) from Megan explaining our move! High level takeaways (if you really hate videos) include:

- Thank you for your feedback and collaboration during this process to create a plan as a team
- Our move will most likely take place between the middle of September and beginning of October (this will also coordinate with our start to expectations for hybrid work)
- You will be provided at least 1 week's notice to pack BEFORE we begin the move
- A map of our space has been added to our [IST Staff List](#) under the tab "Draft Office Set-Up"

4

PL NETWORK MINI BUDGETS DUE AUGUST 31st & IST LEADERSHIP AND NETWORK LEAD CHECK-INS

If you are a PL Network Team that is not managing a grant or your own fund, make sure to turn in your [PL Budget](#) and [Long Term Plan](#) (can use another template) by Tuesday, August 31st. Here is the link to the [budget presentation](#) for your reference.

IST Leadership and Network Leads, please make sure to fill out your preferred bi-weekly check-in time with Megan [here](#). You have also received an email with more in-depth instructions.

5

CONTINUE SUPPORTING OUR DISTRICTS FOR STARTING WITH STUDENTS

Consider how you can lead and support our districts and their teams through servant leadership as they reopen schools during this pandemic.

SPECIAL STUDENT SERVICES

Monthly Board Report

September 2021

Cathy Jensen, Executive Director K-12 Special Education

cjensen@nwresd.k12.or.us

Welcoming New Staff & Students:

K-12 Special Education Programs have been busy recruiting and hiring a number of new educators to meet increasing requests from component districts:

The nursing team welcomed three new school nurses and is in the process of an additional hire to support COVID-19 safety protocols to assist with in-person learning.

The motor team is pleased to announce the addition of four new team members and is in the process of hiring two additional Occupational Therapists.

The Autism Team has a new consultant, Sara VanZee, serving in St. Helens and Rainier school districts. As a parent of a young adult on the Spectrum, she has personal experience with Autism. Sara also has teaching experience, including opening and running a private school for students with Autism Spectrum Disorder and other learning difficulties.

Two new educators have joined the School Psychology Team: Lesley Ancil (NeahKaNie and Nestucca Valley) and Kim Gorman (Jewell and Rainier). New additions to the team also include a transfer from the Social Emotional Learning school programs, Valerie Scott who will provide behavior consultation in Scappoose School District. The School Psychology Team will have various team members supporting two interns and two practicum students.

Department Activities & Training:

The Motor Team is involved in a workload analysis. They are taking a look at ways to better define time spent in related tasks to support IEP service time, so they can better communicate FTE (full-time equivalent) needs to districts purchasing our services. Underlying this work is the principle that our working conditions are our students' learning conditions, as we strive to ensure equitable access to free and appropriate public education for all students experiencing disability.

Tina Meier-Nowell will be offering three trainings this month for our Region, as well as in the state, in collaboration with Oregon Program Autism Training Sites and Supports (OrPATS). NWRESD and the OrPATS team will be finalizing their training schedule for the year to offer both synchronous and asynchronous options.

As a means of promoting the School Psychology profession, 35 NWRESD staff attended two presentations offered at the All Staff In-Service on the topic of school psychology. School psychologists Damon Lorenz and Allyn Kirnak co-presented with Tina Meier-Nowell.

Lifeworks DTP (Day Treatment Program) successfully completed an eight-week summer program for 25 students. With the help of the Oregon Community Foundation summer grant, they were able to bring a variety of activities and speakers to their students. Also, with the support of Tigard-Tualatin SD, they were able to provide free lunch each day to their students.



Northwest Regional Education Service District

TECHNOLOGY BOARD REPORT

Prepared by Stuart Long

Summer Downtime and Support & Planning

Like so many of the staff at NWRESD the Technology Services department and the team at CTA dug in to support districts during CDL and we were all grateful to be able to take some time this summer to rest, reflect, and get ready for the new school year. Staff reported lots of outdoor activities and catching up with family members separated during the past 12-18 months. This summer also saw our teams collaboratively engaged in projects across the agency:

- Clatsop Service Center move to the old Broadway MS in Seaside
- Helping secure high speed internet for Mist Elementary in Vernonia
- Successful recruitment of an IT Security Analyst
- Finalizing the departure of WESD from CTA
- Standardizing our email groups with Communications
- Vaccination card collection support with Fiscal
- Securing a dedicated cyber liability insurance policy for NWRESD with Fiscal

These projects are in addition to the work that happens every summer as staff hiring increases and our amazing Tech Support team preps and deploys the technology that they will use. This year our laptop prep area was overflowing as the team handed out over 50 new devices to a massive group of incoming staff prior to the start of school.

Foundations for a Strong Year

The pandemic has dramatically increased our adoption of new technologies broadly across the agency. In the coming year we will solidify our usage of these new systems by providing refresher training and support engagements to departments as they adopt these more modern systems. We will also boost our resiliency through an increased focus on cybersecurity. We have just welcomed an IT Security Analyst to our team and will be recommending additional security resources to support the district's cybersecurity efforts. Finally, and most importantly, we continue to work to drive solutions to the challenges of providing high speed connectivity to students and families that are currently underserved.



Northwest Regional
Education Service District

END PACKET