Superintendent's Report

October 2026

1. Superintendent's Focus

Visibility | Communication | Relationships

This reporting period has provided opportunities to strengthen relationships across the region, increase visibility in our schools and communities, and continue building the connections that support SOESD's mission.

A significant part of this work has involved bringing people together. SOESD hosted the OSBA Regional Fall Legislative Roadshow at the District Office and partnered with Lake ESD to host the COSA Regional Roadshow at Running Y, connecting regional education leaders with opportunities to discuss the issues affecting our schools and communities. I also participated in the regional Teacher of the Year celebration at Talent Elementary School, Klamath Promise's Graduation Motivation event, and the Oregon Superintendents' conversation with Senator Merkley.

Internally, I continued connecting with staff and leadership through meetings with the Administrative Team and Office Professionals, Ukeru training, and ongoing Cabinet and district leadership conversations. These opportunities reinforce my belief that the relationships we build within SOESD directly influence our ability to serve students, families, districts, and communities across the region.

2. Strategic Plan Implementation

Our 2026–2031 Strategic Plan provides a shared direction for SOESD and an opportunity to align our daily work with the outcomes we want to achieve for the region. As we move through the first year of implementation, I am continuing to connect with staff, district leaders, and regional partners to strengthen alignment and identify opportunities for collaboration.

Highlighted activities and progress:

- Participated in the Educator Advancement Council (EAC)/SOESD collaboration regarding the next iteration of the Regional Educator Network (REN).
- Engaged in equity collaboration with Shelly Reggiani of Beaverton School District.
- Participated in the quarterly SOELS and SORS check-in meetings.
- Facilitated the monthly regional superintendent's meeting.
- Met with district leadership through the Cabinet-to-Cabinet meeting with Eagle Point School District.
- Continued engagement with regional partners through the COSA Regional Roadshow, the OSBA Regional Fall Legislative Roadshow, and the OAESD Legislative Summit.

- Participated in a walkthrough of the STEPS Plus program to remain connected to the services and supports SOESD provides to students and to ensure the most safe environment for students and staff.

These activities support our ongoing work to strengthen regional partnerships, improve organizational alignment, and advance our core values of Integrity in Action, Excellence in Service, Connection in Community, and Equity in All We Do.

What I Am Hearing

Conversations with district leaders, state partners, and regional education colleagues continue to provide opportunities to better understand shared challenges, emerging needs, and opportunities for collective action. Legislative conversations and regional gatherings also reinforce the importance of ensuring that the experiences of Southern Oregon's students, educators, and communities are represented in broader education discussions.

What I Am Doing with What I Am Hearing

I am continuing to prioritize opportunities for direct engagement with district leaders and regional partners, bringing those perspectives into SOESD's planning and decision-making. Through ongoing conversations with Cabinet, staff, and our component districts, I am working to strengthen the connections between our strategic priorities and the experiences of the people we serve.

3. Communication and Organizational Culture

Building a people-first agency requires intentional communication, opportunities for staff voice, and leadership practices that strengthen trust and connection.

During this reporting period, I participated in the Administrative Team meeting, the Office Professionals meeting, an Admin/OP virtual meeting, and licensed labor-management conversations. I also participated in *HR for Education Leaders* and Ukeru training.

These engagements reinforce the importance of creating spaces where people can ask questions, share perspectives, build understanding, and work through challenges together. As we implement our Strategic Plan, I want our internal communication and leadership practices to reflect the same care, transparency, and commitment to service that we extend to our districts and communities.

I also continued engaging with operational and programmatic needs, including flood mitigation check-ins at the Operations Center on Grape Street. Maintaining visibility during operational challenges helps ensure that concerns are addressed and that staff have the support they need to continue their work.

4. Superintendent Evaluation: Progress Toward Annual Goals

My work this reporting period reflects progress across several areas of my superintendent goals:

- **Governance:** Participated in OSBA's *Filling Board Vacancies with Confidence* webinar continuing to strengthen my understanding of effective governance and board-related responsibilities.
- **Strategic Plan Implementation and Organizational Alignment:** Engaged with regional partners, district leadership, and SOESD staff to support collaboration and alignment around our strategic priorities.
- **People and Organizational Culture:** Maintained opportunities for staff engagement through Administrative Team and Office Professionals meetings, labor-management conversations, and professional learning.
- **Facilities:** Continued oversight and follow-up related to flood mitigation at the Operations Center and engagement with facility and program needs across SOESD.
- **Communication and Relationships:** Participated in regional education gatherings, legislative conversations, district meetings, and community events to strengthen relationships and maintain SOESD's visibility.
- **Visibility:** Attended regional celebrations and student-focused events, including the Regional Teacher of the Year celebration and Graduation Motivation.

These activities represent ongoing work toward building leadership capacity, strengthening relationships, and aligning our actions with SOESD's mission and strategic direction.

5. What I'm Hearing Across the Region

Regional meetings, legislative engagement, and conversations with district leaders continue to provide important opportunities to listen and learn. My participation in the OSBA and COSA Regional Roadshows, the meeting with Senator Merkley, and the OAESD Legislative Summit helped maintain connections among education leaders and policymakers and focused attention on the upcoming Legislative Session.

I am committed to ensuring that these conversations inform our understanding of regional needs and help us identify where collaboration among SOESD, component districts, and community partners can make a meaningful difference as we prepare for advocacy prior to and during the Session.

6. Board Awareness

Several areas of ongoing operational and regional engagement may be of interest to the Board:

- **Facilities and operations:** Continued monitoring and follow-up related to flood mitigation at the Operations Center.

- **Student services:** Ongoing engagement with the STEPS Plus program and the specialized services SOESD provides to students.
- **Regional collaboration:** Continued partnership with districts, ESD colleagues, and regional organizations through leadership meetings, professional learning, and coordinated events.
- **Legislative engagement:** Participation in regional and statewide conversations with education leaders and elected officials to strengthen understanding of the opportunities and challenges facing Oregon schools.
- **Organizational culture:** Continued focus on communication, staff engagement, and leadership practices that support a people-first agency.

As we continue implementing our Strategic Plan, I remain focused on ensuring that our priorities are reflected not only in our plans, but also in the relationships we build, the decisions we make, and the experiences of the people who work for and receive services from SOESD.

Respectfully Submitted,



HIGHLIGHTED ACTIVITIES THIS MONTH

- Sep 17: Operations Center (Grape St) 2x for flood mitigation check-in
- Sep 17: HR for Education Leaders
- Sep 17: Educator Advancement Council (EAC)/SOESD Collaboration re: REN next iteration
- Sep 18: Equity Collaboration with Shelly Reggiani (Beaverton SD)
- Sep 21: Filling Board Vacancies with Confidence Webinar (OSBA)
- Sep 21: OSBA Regional Fall Legislative Roadshow (Hosted at DO)
- Sep 22: Quarterly SOELS meeting
- Sep 23: Admin Team meeting
- Sep 24: Office Professionals meeting
- Sep 24: Oregon Superintendents with Senator Merkley
- Sep 25: Regional Teacher of the Year Celebration at Talent Elementary School
- Sep 28: Regional Superintendent's Meeting
- Sep 28: COSA Regional Roadshow with SOESD and Lake ESD (and component districts)
- Sep 29: Graduation Motivation (an event provided by Klamath Promise)
- Sep 29: Resolve Board Meeting
- Oct 2: Ukeru training
- Oct 5-6: OAESD Superintendent's Retreat
- Oct 7: Licensed Labor Management
- Oct 7: OAESD Legislative Summit
- Oct 8: Operations Center (Grape St) check-in
- Oct 8: School Safety Emergency Management Regional Meeting
- Oct 9: Career and Technical Student Organization (CTSO) check-in at state Leadership Conference held at Ashland Hills Hotel and Suites Conference Center
- Oct 12: STEPS Plus walkthrough
- Oct 13: Cabinet-to-Cabinet meeting with Eagle Point School District
- Oct 14: Admin/OP virtual meeting
- Oct 15: White Cane Day
- Oct 16: Klamath County SD superintendent meeting
- Oct 16: SORS Quarterly Check-in