

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM

December 14, 2020
Virtual Meeting
504 N. Third Ave
Rockaway Beach, OR 97136

OFFICIAL MINUTES

PRESENT

Present

Board Members

Carol Mahoney, Chairman
Pat Ryan, Vice Chair
Terry Kelly
Landon Myers, left at 9:30 p.m.
Sandy Tyrer
Michele Aeder
Kari Fleisher

District Office Staff

Paul Erlebach, Superintendent
Mark Sybouts, Business Manager
Kathie Sellars, Administrative Assistant

CALL TO ORDER

Chairman Carol Mahoney called the regular meeting of the Board of Directors to order at 6:30 p.m. Ms. Mahoney welcome staff and patrons of the district.

Call to Order

APPROVE AGENDA

Approve Agenda

M-Ryan/2nd Tyrer to approve the agenda as presented. Motion carried unanimously.

Motion to Approve

CONSENT AGENDA

Consent Agenda

Approve the Minutes from the November 9, 2020, Regular Board Meeting
Approve High School Mathematics Odyssey Digital Curriculum for Dual Credit Course
Personnel Report

M-Kelly/2nd Aeder to approve the consent agenda as presented. Motion carried unanimously.

Motion to Approve

COMMUNICATIONS

Communications

Oral Communication

Oral Communications

Public Input and Student Input

Public and Student
Input

Twenty-four people offered public comments, both students and community members. The issues raised included the following:

- Parents wanting their children back in school
- Parents not wanting their children to return to the classroom in January
- Students wishing to return to the classroom
- Students not wanting to return to the classroom in January
- Safety protocols and sanitization

Staff Input

Staff Input

Angie Douma provided the staff report. She shared the list of activities that staff have been up to over the last month. It is also attached to these minutes. Ms. Douma stated that this has been the hardest experience she has had representing staff. We have listened to many different viewpoints, whatever they are feeling they are feeling strongly. She read an either/or and both statement. Ms. Douma's statement is attached to these minutes.

Written Communications

Written
Communications

Ms. Mahoney reviewed the various written communications.
November Board and Administrator

December Board and Administrator
Enrollment Report
December Howler
December Nehalem Nugget
November Neah-Kah-Nie Middle School Newsletter
November Pirate Newsletter
Thank You Letter from Janmarie Nugent to Dick Crossley

Reports

REPORTS

Tillamook County COVID-19 Case Counts and Positivity Rates and Q & A, Rockie Phillips, Tillamook County Health Department

Mr. Erlebach introduced Ms. Phillips who reported the case numbers in Tillamook County. She shared that we are seeing a significant rise in case number each week. We are projected to reach 200 cases by Christmas. People are wondering where we will be by December 18, but those numbers have yet to be published. The School metrics were not available for the two-week period of November 29–December 12 there were 60 cases, which would mean that we move to the high-risk category and not move to Extreme Risk, but 61 cases would move the County to Extreme Risk. The school metrics information puts the county in the high-risk category, but the official numbers were not available at the time of the meeting. Discussion occurred.

Update on School-Based Health Center (SBHC), Gail Nelson, CEO Rinehart Clinic and Paul Erlebach

Mr. Erlebach stated that Ms. Nelson had to leave the meeting so he provided the report. He shared that we are currently in phase 2 of the School Based Health Center Grant (SBHC), as Lynda Chick mentioned education are aligned to the healthcare system and that is why the school district took the initiative to apply for the SBHC grant. He and Ms. Nelson visited schools in the Portland area. They are currently recruiting community members, board members and staff for the school based health care center advisory council. We will dedicate \$60,000 of the grant for construction. It is a good opportunity for the school district and the community. He stated that if anyone is interested in being on the advisory committee to let him know.

JUNTOS Update, Natalie Macias

Mr. Erlebach stated that the JUNTOS program is a collaborative program between the OSU Extension, Tillamook Bay Community College (TBCC) and Neah-Kah-Nie and Tillamook School Districts and we hired Natalie to run the JUNTOS program. Ms. Macias shared that they have just finished the JUNTOS sessions with families at the end of November. She is starting to interact with families; she hopes to start a JUNTOS club at Neah-Kah-Nie. They have a monthly family night for the families who were in the session or anyone who is interested in joining. She is teaming up with TBCC to begin a club there, it would be a bridge between the high school and the college. Mr. Erlebach shared that JUNTOS means together and they want to work with our Hispanic students and families to engage them and keep kids in school.

Comprehensive Distance Learning (CDL) / Limited In-Person Learning (LIP), School Administrators

Mr. Erlebach said that he has asked all the administrators to present what they are currently doing and what they plan to do with CDL and LIP.

High School

Ms. Buckmaster shared that she definitely heard two sets of questions, what is working and not working with CDL and LIP. Currently she has 29 students participating in LIP in two sessions, one in the morning and one in the afternoon. Transportation is limited to those two sessions. They do have a few other students attending outside of those two sessions if they can provide their own transportation. They recently heard from both staff and students what is working and what is not. From staff, many things are working better than they ever have because they are getting better and better at delivering instruction in CDL. Staff are using Nearpod lessons, which allows students to experience multiple learning styles and participate in instruction via writing, reading and talking. They also have students who have had trouble with CDL students can become distracted with what is going on around them and what the teacher is doing. Right now, we are at a standstill, in order to expand LIP, there are many different factors to consider.

If the Board decides that the high school is going to come back in a hybrid situation, they will have 12 safe cohorts. The students will remain in the classroom with the teachers rotating through the classrooms. They have 172 who selected to come back to school in person and 88 students who have elected to be online only.

What that means is that in order to have transportation, they will have students coming two days a week in person and two days of online instruction. There would be a small number of students in person and a small number of student attending online and she feels that staff would be able to handle that. Mr. Erlebach asked Ms. Buckmaster to share the number of students with Ds and Fs. Right now, the class of 2021 has four students who are not on track to graduate. Of those four students, three were no shows; only one student has actually shown up in school. The class of 2022 has eight students who are not on track to graduate, of those eight, three are no shows and five are not on track for other reasons. The class of 2023 has nine students who are currently not on track to graduate and the class of 2024 has six students who are not on track to graduate. Not on track means that they would not graduate on time. Taking a look at this trimester results they have 17, 9th grade students with F grades; 17, 10th grade students have F grades, 12, 11th grade students who have F grades and 14, 12th grade students with F grades. Of these students, 29 are in LIP. Teachers have been assigned between two and four students who they work with to help them recover credits.

Middle School

Lori Dilbeck provided information to the Board on CDL, LIP and plans for Hybrid education. Ms. Dilbeck's report is attached to these minutes.

Garibaldi Grade School

Janmarie Nugent shared how she and her staff are handling CDL, LIP and her plans for Hybrid instruction. Ms. Nugent's report is attached to these minutes.

Mr. Ryan asked about the block of instructional time for the 28 online students. Ms. Nugent stated that she is determining what that schedule will look like. She will need to have both synchronous and asynchronous lessons. She met with one of her teachers and a representative from NWRESD today to try to work out a schedule, but it will be depend on the curriculum that they choose. She thinks she will have a 1st - 3rd cohort and a 4th - 5th cohort for two hours a day. It is a diverse group of students with varying needs. Ms. Mahoney asked if she has an assistant who can help with that group, she indicated that she would.

Nehalem Elementary

Ms. Woika shared information on the Think Tank that involves Administrators, Classified and Licensed staff and some district office staff. The purpose is to increase communication among staff. This has been going for about six weeks and she feels it is going really well. Ms. Woika shared information on CDL, LIP and her plans for Hybrid instruction. Her report is attached to these minutes.

Mr. Erlebach recognized all the staff for the amount time that has gone into planning and preparation. What the administrators are asking of the board is will we will continue with the January 11 start date or another date in the future. Mr. Erlebach stated that the weekly county metrics, for Tillamook County three weeks ending December 12, we went from 31, to 48, to 60 case count. The cases per 100,000 went from 117 to 181 to 226 with a test positivity rate of 4.8 percent. He also wanted to share with the Board the classified survey. The survey had 41 responses to six questions. He reviewed the data. The survey results are attached to these minutes.

Staff Needs, Carol Richmond

He asked Carol Richmond to share the results her discussion with the staff. He asked her to share the questions asked of staff.

Ms. Richmond shared the content of the email that was sent to staff on December 1. *"All Staff, I just wanted to remind staff that they need to contact me by December 4, 2020, if they will not be able to return work on January 11, 2021, when students are currently scheduled to return to CDL/Onsite model. I know that this date may change but we need to have staffing in place for this contingency. I have had a few staff contact me but I wanted to remind staff of this requirement."*

Ms. Richmond reported that four staff who have requested an Americans with Disability Act (ADA) meeting. These staff feel they have some health needs or concerns that maybe they could have some kind of accommodation to be able to work, including working from home, if the district can make that accommodation. She stated that she has had few staff members who have a concern with other family members; they have shared with her that if we come back in a Hybrid model they would like to come back to work because they

feel the metrics would be safer. She stated that she was surprised that she has not had as many responses as she thought she would, but concerned because the people that she does have are primarily from one building, three are teachers and one classified.

Ms. Fleisher asked if there is any paid leave available for teachers and staff who have tested positive for COVID and have to stay home due to quarantined. Ms. Richmond stated that currently, through December 31, there is the Family First COVID Relief Act (FFCRA). It covers staff who are sick with COVID or are waiting to be tested and does not subtract from the employees sick leave. She also stated there is also Oregon Family Leave Act (OFLA) / Family Medical Leave Act (FMLA) that would allow a staff member to stay at home for 12 weeks if they or family members are ill. That leave would subtract from the employees sick leave.

Ms. Mahoney asked Ms. Richmond if she had any staff specifically ask for FMLA. Ms. Richmond shared that she has had one person who asked for an ADA meeting, who asked for FMLA paperwork. She stated that currently the people on OFLA/FMLA are for other medical reasons.

Board Discussion on
January 11, 2021
Onsite Return to School

Board Discussion on January 11, 2021 Onsite Return to School

Mr. Erlebach asked for some guidance from the board, we have shared as much data as we have. He asked if they need any other information. Ms. Mahoney stated that the Board has received a lot of input and now just needs to have discussion. The Board has to look at where we are now and where we are headed.

Ms. Mahoney stated that as she listens to the nurse, it seems like we are on a trajectory that is going up and not down, and if we are then we cannot really open for in person instruction. Mr. Erlebach stated that if we enter the high-risk category on the 18th of December, we would not be able to enter into hybrid on January 11. Ms. Mahoney asked what the rest of the board are thinking.

Mr. Kelly stated that he applauded the administrators for the work that they did. He is very sympathetic to the children who spoke about the struggles they are having. However, he feels that for those students who are struggling we should be able to provide a way for extra assistance. He is not in favor of bringing kids back in January.

Ms. Aeder stated that she appreciates everything the district has done to make things safe for kids, but she too, is concerned that we are nearing the high-risk category. She attended the Oregon School Board Association fall conference and it was briefly mention that PACE, our insurance carrier for the District does not cover pandemics. We are responsible for the fiscal stability of the district, and a couple of COVID cases in a school that could result in a lawsuit could prevent us from doing what we need to do. The State Legislature is planning to look into this, and hold school districts harmless, but that has not happened yet. She heard from an elementary teacher in Tillamook School District over the weekend, teachers having been working to the point of exhaustion, just as our teachers have, and adding fear to the existing stress and exhaustion just does not feel right. She is not in favor of returning kids to school in January.

Ms. Tyrer stated that she has mixed feelings. She wants kids back in school, but she wants it done safely for them and their families. She thanked everyone for all the work they have and are doing. They have done a great job. While she wants the kids back in school, she does not feel we are ready. That being said she has to agree that it is not safe right now.

Ms. Fleisher read a prepared statement; it is attached to these minutes. She would like to see kids back in school in either Hybrid or Onsite learning, as well as a CDL option for parents who do not feel comfortable sending their children back to school on January 11.

Mr. Ryan would love to see kids back on campus, but the numbers are going in the wrong direction. He tracks the numbers on a daily basis and expects that the County will be at the extreme level. He appreciates all the work that everyone in the district has done to get students back on campus, but he does not see us getting us there. He agrees that we need to hold off.

Ms. Mahoney stated that it would be difficult for administrators to shift gears again and quickly. We have been in the state of flux for quite some time now. We keep preparing for something and it does not happen. We need to say that we are going to bring kids back on the 11th or not going to bring them back until third

trimester; it is just too much changing and adjusting. Ms. Mahoney asked Mr. Erlebach to speak to the ease of shifting if the numbers warrant. Mr. Erlebach stated that he would like to see a board motion that gives the administrators more direction. We either bring students back on January 11 or wait and bring students back at the beginning of the third trimester.

Board Discussion on
January 11, 2021
Onsite Return to School

M-Ryan/2nd Kelly to continue with LIP and CDL through the end of the second trimester. Mahoney, Ryan, Kelly, Tyrer, Aeder all voted affirmative, Fleisher voted No. Mr. Myers had to leave the meeting. Motion carried with five board member voting yes and one voting no.

Motion to Continue with
LIP and CDL through
Second Trimester

Division 22 Standards

Mr. Erlebach stated that we are meeting Division 22 standards. He also added that next year the report would be submitted to the Board in the month of October and reported to the State in November.

Division 22 Standards

UNFINISHED BUSINESS

SIA Grant Agreement

Mr. Erlebach stated that every school district in Oregon was going in the direction of the Student Investment Account. The plan has had minor changes. The Board is approving the plan that was created with reduced funding. Ms. Aeder mentioned that one of the requirements of the plan is that we approach the plan with an equity lens and we are doing that with our Equity Committee.

Unfinished Business

SIA Grant Agreement

M-Aeder/2nd Kelly to approve SIA Grant Agreement as presented. Motion carried with the six board members present. Mr. Myers had to leave the meeting.

Motion to Approve SIA
Grant Agreement

UNFINISHED BUSINESS

Nehalem Elementary and Garibaldi Grade School Play Shelter Update

Mr. Erlebach asked Ms. Sellars to share the photos of the play shelters. Mr. Baertlein provided the board with an update of the projects. The structure at Nehalem is moving quite well, they were putting the roof on today. The project is on schedule.

Unfinished Business

Garibaldi is behind schedule by about two weeks. Mr. Baertlein explained that there is a lot of concrete at Garibaldi with retaining walls and pathways from the upper field. The ADA ramp is being constructed.

Mr. Kelly asked if the roof was going to be translucent so that the sunlight will go through. Mr. Baertlein stated that it would not, the building will have a metal roof, but the sides will not be enclosed. The building will have high lighting going into the building 16 fixtures will be installed. Mr. Erlebach stated that he asked the same question, but it will be a metal roof. Mr. Kelly was asking about the expense of turning on lights. Mr. Baertlein stated that the lights would be on a timer. We want the community to be able use the structure, it will be open until 10:00 p.m. Mr. Erlebach stated that it will also help when students are arriving at 7:30 a.m.

Equity Committee Update, Michele Aeder

Equity Committee

Ms. Aeder stated that she assumed that board members have all had a chance to review the minutes from the last meetings. What they have determined would be to form a larger Equity Policy Committee. The request for application for membership to the committee will be due by January 4th. The time of the meetings will be changed to 3:40 p.m. to allow more staff to attend. The next meeting will be January 5th. Subsequent meetings will be held the third Tuesday of the month.

Ms. Mahoney asked about the equity statement. The determination of the Equity Committee is that the need a full committee and they are looking members who have faced some sort of discrimination. Ms. Mahoney mention policy ACB stating that we need an equity statement. Ms. Sellars stated that we did approve that policy pending the equity statement.

Role of the Equity Policy Advisory Committee, Michele Aeder

Ms. Aeder reviewed the first part of the Role of the Equity Committee:

In an ongoing effort to increase communication with the public and to provide for citizen involvement, the Board appoints advisory committees, which include community members to consider matters of Neah-Kah-Nie School District-wide importance.

The Equity Policy Advisory Committee will

- Gather promising practices and tools from across the country.
- Establish clear, consensus-based recommendations on best policy and practices to advance the equity and inclusion efforts across the organization.
- Audit district policies with an equity lens and anti-racism focus.
- Assess and recommend consistent policies regarding anti-racism, diversity, equity, inclusion, and sovereignty.
- Support strategies for staff recruitment, hiring, on-boarding, retention, and promotion through an equity lens

NEW BUSINESS

None at this time.

New Business

FISCAL

Payment of Bills

No board member raised an issue with the November check register.

Fiscal
Payment of Bills

Fiscal Summary Sheet, Mark Sybouts

Mr. Sybouts stated that the timing of property taxes coming in was much earlier in November than in the prior year. When he gives his December report, the comparability of property tax revenue will be reflected. The Local Government Investment Pool (LGIP) is only paying $\frac{3}{4}$ percent interest, so we will not make budget on interest earned.

Fiscal Summary Sheet

SUGGESTIONS AND COMMENTS

Superintendent

Mr. Erlebach stated that the things he was going to report have already been discussed.

- The Think Tank was mentioned by Kristi Woika. It is a group of licensed, classified and administrative staff.
- The ODE COVID test for students and staff available in January.
- The Holiday break is December 21 – January 4.
- Had Fruit with Paul last week at the Middle School and with Garibaldi on Friday.

Suggestions &
Comments
Superintendent

Board

Ms. Mahoney stated that she wanted to thank the administrators and staff for all that they are doing to reach students. The Board really does appreciate it.

Board

SUSPEND REGULAR BOARD MEETING

Ms. Mahoney suspended the regular board meeting at 9:51 p.m.

Suspend Regular
Board Meeting

CONVENE EXECUTIVE SESSION

 Evaluation of the Superintendent ORS 192.660(2)(i)

Ms. Mahoney called executive session to order at 9:54 p.m. to complete the evaluation of the superintendent.

Convene Executive
Session

ADJOURN EXECUTIVE SESSION

Ms. Mahoney adjourned executive session at 10:07

Adjourn Executive
Session

RECONVENE REGULAR BOARD MEETING

Ms. Mahoney reconvened regular session at 10:07 p.m.

Reconvene Regular
Board Meeting

ADJOURN

Hearing nothing more to come before the Board the meeting adjourned at 10:08 pm.

Adjourn

NEXT MEETING

January 11, 2021

Next Meeting

AND/BOTH Thinking

1. All of our staff cares deeply for students. We are determined to support students with academics as well as social emotional well-being.

AND

2. All of our staff cares deeply about protecting the health and safety of our community.

1. CDL has been highly effective for many students.

AND

2. We are troubled by the fact that there are students whose needs are not currently being met.

1. The achievement gap is not unique to CDL - there have always been students that we struggled to serve well

AND

2. The achievement gap in CDL is different from the achievement gap in person - it will require new and innovative approaches to mediate it

1. CDL presents new challenges to the education system

AND

2. CDL presents opportunities for exciting and innovative solutions

Current plans lean toward EITHER/OR thinking:

1. Return to the building

OR

2. Remain in CDL

Perhaps there is an option that allows for AND/BOTH thinking:

Once the metrics indicate a certain level of safety, we can slowly begin to bring back students, starting with those who are struggling because of the CDL model. This will enable us to meet the needs of our students AND better protect the health and safety of our community. It will enable students who are successful with CDL to remain safely engaged at home AND enable students who are struggling to engage and learn at home to return to the buildings. It will support us in overcoming new challenges presented during the pandemic AND allow us to continue to take advantage of opportunities for new, exciting solutions. By embracing AND/Both thinking we can devise a plan that works for everyone.

December 14, 2020
Certified Union School Board Report Information

	Professional Development	Collaboration	Family Engagement	Other
NKN Preschool	<p>We have joined Garibaldi staff meetings on a weekly basis.</p> <p>Last week a staff member from Garibaldi shared about an app called Boom cards. Also, Kim Knutson shared her OT google classroom which had a lot of resources that can be used at the preschool level.</p>	<p>Weekly staff meeting with Garibaldi staff.</p> <p>Meetings on a need be basis with other preschools in Tillamook county to collaborate about curriculum and implementation of preschool.</p> <p>Weekly phone calls or emails with Diane from Nestucca to collaborate about implementation, curriculum questions, and share ideas.</p>	<p>Weekly emails to give families updates and/or reminders</p> <p>We just started a monthly newsletter to families to update them and pass on important information.</p>	
Garibaldi Grade School	<p>We have had two staff members share some great apps that they use in their teaching this year, Boom cards and Pear Deck. It was wonderful information that I was able to use right away.</p>	<p>4th - We meet 2 to 3 times a week to plan, share strategies and plan for student needs. We have been planning around online assessment and how to get work that shows students independent abilities.</p> <p>k/1 meets daily to plan, develop,</p>		<p>4th - We have scheduled events with the US Forestry Officer at Hebo. We are also in touch with the Clean Water Festival organizer. They will be hosting an online event for 4th and 5th graders.</p> <p>K/1 Participated in a virtual field trip/STEM project on buoyancy and boats with the Astoria Maritime Museum. Students learned about</p>

	Professional Development	Collaboration	Family Engagement	Other
		and differentiate for students. We find our day is most successful if we share the workload. We are able to really support students this way.		buoyancy and built boats.
Nehalem Elementary	Our literacy coach has prepared Heggerty phonics lessons on the shared drive, as well as phonics activities for the district K/1 Seesaw library which have been especially helpful. Our math coach has given very valuable guidance in helping our K/1 team with pacing and prioritizing lesson content, as well as providing math games and read alouds to help practice math skills.	<p>2/3 team meets at least weekly to plan and we also have meetings with our math and literacy coaches to help us plan and meet the needs of our students.</p> <p>Our K/1 team meets 1-2 times weekly to share successes and solutions to challenging situations, as well as continue work on pacing and prioritizing lesson content.</p>	Weekly (at least) communication with families has been so effective and really helped to connect teachers with students and families.	Virtual earned PBIS Seagull Feather parties and "Way to Go" prizes help students stay motivated to focus their attention during online instruction.
NKN Middle School	Lori, Ellie & Angie are planning and delivering weekly PD on providing modifications to students on IEPs- "Modification Mondays"	<p>Teachers have been figuring out how to transition between classrooms and have access to technology in many different classrooms each day.</p> <p>Grade level teams will be holding their first</p>		<p>NKN Middle and High School robotics programs received a grant from the North Coast STEMhub to continue to provide extra materials, and opportunities for students during this time. Stay tuned for some of the fun things we will be doing.</p> <p>The choirs at NKN have received a grant</p>

	Professional Development	Collaboration	Family Engagement	Other
		SOS (Support of Students) meeting tomorrow where we will be discussing students who are struggling to identify barriers and brainstorm strategies to overcome them.		from Oregon State Credit Union for Soundtrap, which is an app that allows singers to collaborate on music projects remotely.
NKN High School	Climate and culture is doing professional development 2 Friday's a month and is getting a lot of positive feedback from the staff.	Teachers have been figuring out how to transition between classrooms and have access to technology in many different classrooms each day.		<p>NKN Middle and High School robotics programs received a grant from the North Coast STEMhub to continue to provide extra materials, and opportunities for students during this time. Stay tuned for some of the cool things we will be doing.</p> <p>The choirs at NKN have received a grant from Oregon State Credit Union for Soundtrap, which is an app that allows singers to collaborate on music projects remotely.</p>

1. Concerns for Moving Out of CDL

Health & Safety

- Insufficient PPE
- Lack of availability/use of vaccine
- Spread (via asymptomatic carriers)
- 2 cases in the district prior to moving out of CDL
- Staff in high risk categories can't afford to not return to work

Social/Emotional Health

- The highly regimented procedures required to attempt to create a safe environment are not socially-emotionally supportive
- Most elementary students will be assigned a new teacher they do not yet have a bond with
- Potential for loss of life to be devastating

Academics

- Hybrid model requires staff to divide attention between in person and online students simultaneously

Other

- Sub availability
- The logistics regarding moving out of CDL are endless and complicated

2. Concerns for Remaining in CDL**Academics-**

- Students with IEPs - limited in person is not enough, lack of transportation, variation in availability of parent support
- Widening of the achievement gap
- Chronic absences
- Equity issues for students who do not have parent support available at home during the day
- Youngest learners do better in person for fine-motor and SEL skills

Social/Emotional-

- Students with a lack of supervision at home
- Time with peers to socialize, problem solve, self-regulate, build relationships

Other-

- Childcare

3. Successes with CDL**Academics-**

- Many students have been quite successful with CDL
- Some course surveys revealed improvement in student perceptions of school
- Students are engaged with and learning to use new technology
- Many students have very good attendance
- Many students have demonstrated a level of independence we did not know they could
- Students have new and innovative ways to demonstrate proficiency
- Many students are demonstrating robust growth in academic skills and abilities
- Some students actually attend more in CDL than they did in person
- As we begin a new trimester, students who were not engaged are showing evidence of more engagement in the first two weeks of trimester 2

Social/Emotional-

- Classroom community is still be fostered
- Relationships are being strengthened

4. Plans in the works to meet student needs in CDL**Academics-**

- 9th grade on Track analyzed the data in regards to final grades for Trimester One to identify those 9th graders struggling. Staff collaboratively discussed these specific students and have plans in place to support their work and communicate more often and effectively with them and their parent/guardians.

-More frequent checks for understanding using break out rooms, and in utilization of our Instructional Assistants (We have learned a great deal from Trimester One and are prepared to serve students better moving forward.)

- Middle School staff is implementing SOS (Support of Students) this week to identify those who are struggling, identify barriers, and brainstorm strategies to overcome those barriers.

5. Plans in the works to meet student needs in person

NKN MS Board Report - December 14, 2020

Current Work:

CDL -

Highlights:

- Students attend all classes virtually via Zoom. Teachers are creating engaging lessons through Nearpod.
- Students are actively engaged and active (PE)
- Our schedule has opportunities for additional student support
 - Daily Office Hours
 - Interventions for Reading and Math
 - Enrichment for students who do not need intervention
- In our schedule, teachers have built in times to:
 - Receive weekly professional development
 - collaborate with their department teacher
 - Discuss success and student concerns in grade level meetings

LIP - Focused population: academic support, connectivity issues, and provide social emotional and mental health support.

Highlights: Total of 24 students

- **Cohort A:** Rockaway Beach South
 - 9:00-11:00
 - 17 students
- **Cohort B:** North
 - 7 students

Data from Trimester 1

- 76% of our students earned a 2.0 GPA or above
- Out of those students, 36 students qualified for Honor Roll
 - 3.5 GPA or greater
 - 7 hours of community service
 - 95% attendance rate
- Like with all things, there is room for improvement. Work needed to be done
 - 24% of our students are struggling
 - **Attendance is our biggest concern, but not our only concern.**
- Moving Forward- *Implement MTSS- **Multi-Tiered System of Support (MTSS)** is a data-driven, problem-solving framework to improve outcomes for all students. MTSS relies on a continuum of evidence-based practices matched to student needs.*
 - *Triangle with three tiers.*
 - *Majority is the base - 80-85% students are successful with our program (green). Almost there, but need to work on this.*

- *Next Tier is 10% of the student population who need some level of support to be successful (yellow).*
- *Top Tier - 5% of the student population who need multiple support systems to be successful.*
- **Strategic Intervention: SOS Team (Support our Students)- This was what we were missing.**
- Meet weekly in grade levels
 - Identify students who struggle academically or attendance
 - Office hours with incentives
 - Make contact with students and families at the first sign of an issue
 - Create individual plans for success
- **Intensive Intervention: ION** - New system that allows for the use of collection of data in one spot, shows growth or lack there of overtime with interventions.
 - I have set interventions for attendance where Tami Waldron looks at the data weekly and makes phone calls for our chronic non-attenders. Work closely with the truant officer.

More Data:

Attendance: 78% of our students are regular attendance, 22% have missed 5.5 days or more, which is considered chronic attendance.

Hybrid Model:

- * Students will be placed into either Cohort A or Cohort B. Cohort A will attend on-site learning on Mondays and Wednesdays, and Cohort B will attend on-site learning on Tuesdays and Thursdays.
- * Within each Cohort A or B, students will be placed into their classroom cohort. There will be 6-10 students in each classroom cohort.
- * Classroom cohorts will enter the building and go to their classroom. Students will remain in this classroom for the school day. Teachers will rotate to classrooms to teach their specific subject. Lunch and breakfast will be served in the classrooms.
- * School start and end times are still being worked out, however the length of school day will be similar to a normal school day, where students would be on-site for 7 hours each day they are at the school.
- * On the days students are not on-site learning, students will be learning via synchronous Zoom meetings just as they are doing now during Comprehensive Distance Learning.

Our Hybrid Model applies improved standards to your student's learning, and is intended to provide consistency and quality in-person learning combined with distance learning opportunities.

Survey Results

44- CDL only
125 On-Site
14 Unsure
4 no contact
187 total students

What we have been doing to prepare for Hybrid:

- Practicing moving through our schedule
- Students are placed in cohorts- worked with high school to ensure families have similar schedules.
- Identified entry doors, restrooms, and teacher schedules.
- Classrooms are equipped with necessary technology equipment to allow for multiple teachers.

GGG, December 14, 2020 School Board Report

CDL:

- We have consistent schedules w/ mentoring time w/ teachers and IAs
- Using Go Guardian to monitor students learning, Zoom for meetings, Seesaw and Google Classroom for submitting assignments
- Packets go home K-5 weekly, K-3 really have a lot of work that allows them to do the work synchronously with the teacher teaching
- Allows time for teachers to check in with families and families to check in with teachers
- library books going home, going well 2nd-5th; need to relook at K-1 as they cannot request books online like older students
- Trying to continue with doing things like we would during a "regular" year and doing so with Pawsitives celebrated weekly (prizes sent home in bags, announced weekly during morning announcement)
- Continuing with monthly characteristics with monthly awards (2 for the characteristic, 1 perseverance award)

LIP:

- Currently approx. 44 students during the week; some come M-Thursday for 2 hours, some one day/week for 1/5 hours, K-1 is coming 1/2 on Tuesday and 1/2 on Thursday
- Wanting to continue to expand when it is safe to do so
- Looking to add if we are not coming back in person, but need to look at transportation and schedules

Plan/Survey results:

- 84 coming back in person
- 28 online
- 5 undecided or unable to contact
- 1 teacher for online program, needing to purchase a online curriculum, will support with an IA
- 6 teachers teaching in person--to keep smaller class sizes and safer
- Currently working on a master schedule
- Meeting with staff multiple times a week to make decisions; such as what to do with students who may need to quarantine and make decisions to support that whether it is to send packets, Zoom them in for part of the day, etc.
- Hope is if we come back in January, take the week of January 11th-14th to have half of each class to join on 2 days and 1/2 on another 2 days to ensure students, staff and families are learning all of the new routines; then the Tuesday after MLK Day everyone would come back

NES School Board Presentation, Dec. 14, 2020

Kristi Woika

Review Current CDL/LIP Program:

- 29 students in LIP each week with 10 teachers
- All new systems are in place and being practiced daily (screening, physical distancing, hygiene, shared bathrooms, masks, contact tracing, etc.
- Highlights: bag exchange, CDL schedules, PBIS,

Current Planning for two new programs in Jan:

- Online:
 - 2 teachers will be content specific (ELA/Math & Sci
 - 45ish students enrolled
 - Master schedule is done
 - Parent meeting was last week on Dec. 9- 14 parents attended and gave great feedback and got questions answered, posted meeting on district's fb page
- Onsite:
 - 7 teachers
 - All new configuration- two K/1's, $\frac{1}{2}$, $\frac{2}{3}$, $\frac{3}{4}$, two $\frac{4}{5}$'s- this is based on student numbers and pulling two teachers into an online program
 - Most classlists will change
 - Three teachers will be teaching new grade levels
 - Master schedule done
 - Have placing students into classes

Would like to do Jan. 11-14 as Hybrid (two days for half of each class) to train kids well on routines, safety, arrival and dismissal for parents

We have an inservice week schedule ready in a draft form for staff to see



NKN Classified Survey

Questions Responses 41

41 responses



Accepting responses



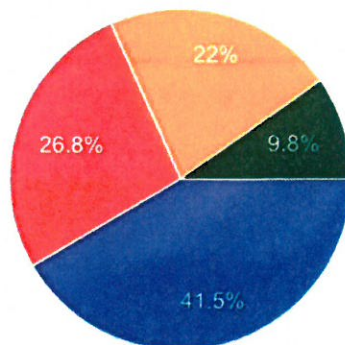
Summary

Question

Individual

How concerned are you with your school's safety plans that are in place for returning to in person teaching?

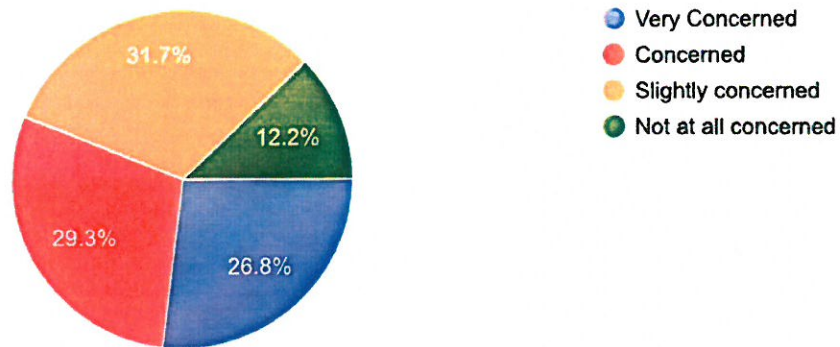
41 responses



- Very Concerned
- Concerned
- Slightly concerned
- Not at all concerned

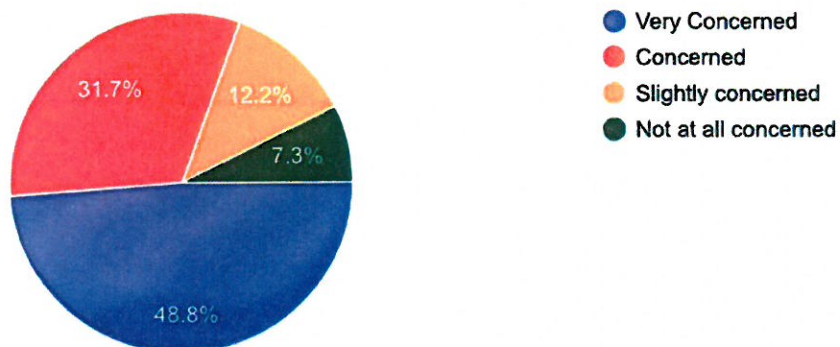
How concerned are you with the cleaning protocols in place?

41 responses



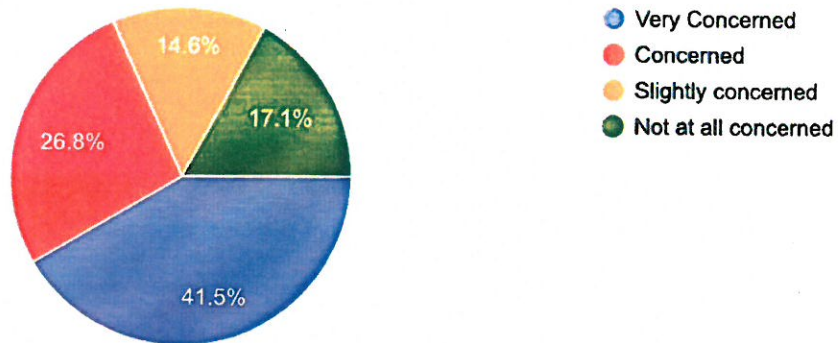
How concerned are you with the staff/student exposure plan?

41 responses



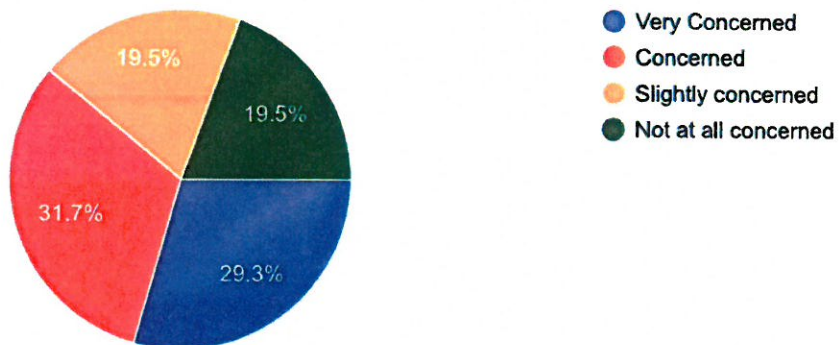
How concerned are you with meals being served in classrooms?

41 responses



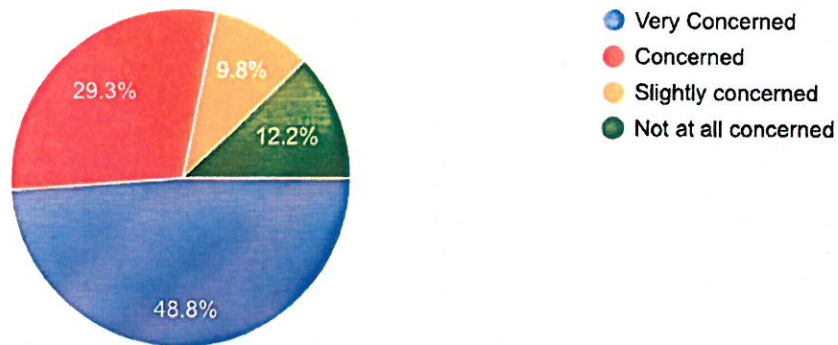
How concerned are you with the isolation room protocols in place?

41 responses



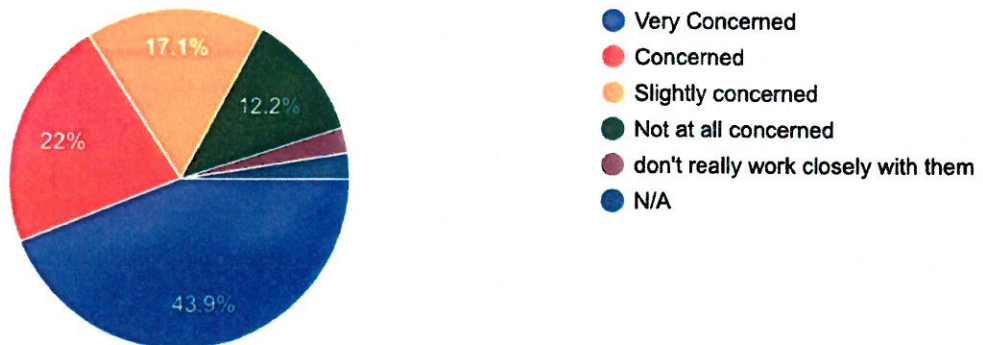
How concerned are you with staff and students being in multiple cohorts?

41 responses



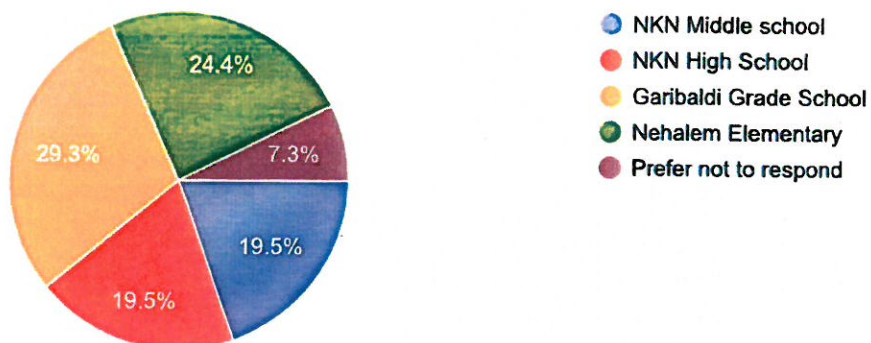
How concerned are you when working with our special programs students (Special education, ELL, 504, medically fragile etc),

41 responses



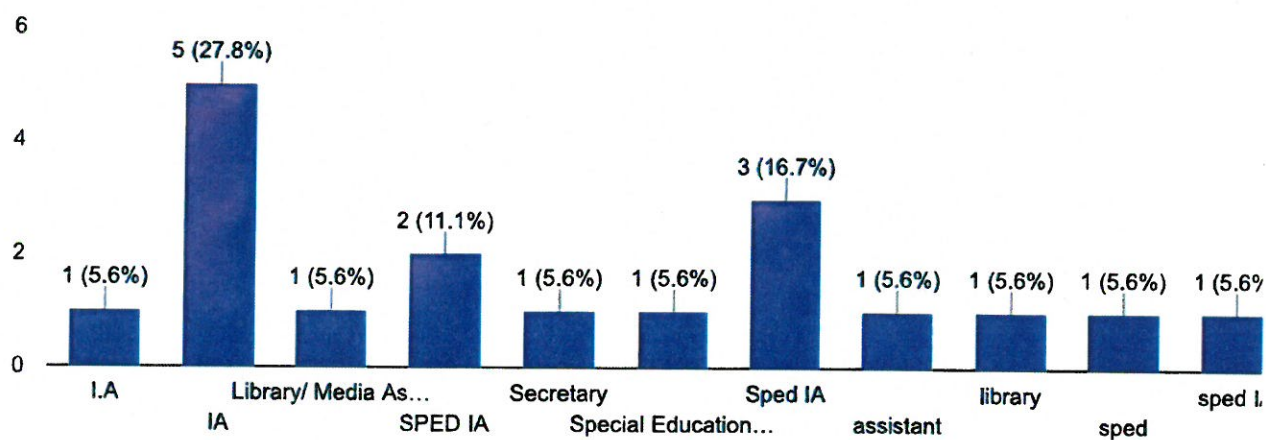
What Building do you work in?

41 responses



What position do you work in? (optional)

18 responses



Kari Fleisher Prepared Statement, December 14, 2020 Board Meeting

As an NKN board member, I have listened to the needs of our district. From parents, concerned about having their students attend physical class and juggling working while having children at home in CDL. Taxpayers are questioning paying for schools that mostly sit empty. Teachers are concerned about safety while balancing their desire to return to in-person learning.

Based on parents' feedback, a majority of them want the school district to begin in-person learning over CDL. I believe returning to in-school learning provides the best opportunity for these students to get back up to speed and narrow the ever-widening achievement gap.

I personally was back to work after a two-week break in the spring and just two weeks ago was allowed to work from home. I have been working in a shared office space. My employer has done the best they can to ensure our safety and protect our health.

The NKN school district has a reputation for keeping our students and staff safe. There is no doubt in my mind that the facilities will be prepared when the school resumes.

I would like to see the district move to onsite or hybrid learning on January 11, when the metrics will allow. I, too, would like to see a CDL parent option for those who are not comfortable.