

NEAH-KAH-NIE SCHOOL DISTRICT NO. 56

Regular Board Meeting 6:30 PM

October 14, 2024

New DO Board Room, and Virtual

504 N. Third Ave.

Rockaway Beach, OR 97136

**OFFICIAL MINUTES**

Present

**PRESENT**

**Board Members**

Sandy Tyrer, Chair  
Renaë Scalabrin, Vice Chair  
Michele Aeder  
Mike Wantland  
Marisa Bayouth-Real  
Joe Carr  
Dr. Randy Schultz

**District Office Staff**

Dr. Tyler Reed, Superintendent  
Mark Sybouts, Business Manager  
Kari Fleisher, Co-Business Manager  
Kathie Sellars, Administrative Assistant

**Student Representative**

Yukon Norris-Rivera

**CALL TO ORDER**

Call to Order

Sandy Tyrer, Board Chair called the regular meeting of the Neah-Kah-Nie School District Board of Directors to order at 6:34 p.m. All present stood for the flag salute.

**APPROVE AGENDA**

Approve Agenda

**M-Scalabrin /2nd Carr to Approve the Agenda as Presented. Motion Carried Unanimously.**

Motion to Approve

**CONSENT AGENDA**

Consent Agenda

Approve Minutes from the September 9, 2024, Regular Board Meeting  
Neah-Kah-Nie Middle School Student Handbook

**Personnel**

Resignation Advisor/Coach

LeeAnn McNutt as Neah-Kah-Nie Middle School Yearbook Advisor

**NON-LICENSED PERSONNEL INFORMATION - Informational Only**

Hiring

Emily Massey as Neah-Kah-Nie Middle School Assistant Secretary

Classified Resignations

LeeAnn McNutt as Neah-Kah-Nie Middle School Assistant Secretary

Ms. Bayouth-Real questioned the removal of the Students with Sexual Harassment complaint section in the middle school handbook. The language that was replaced refers students to an administrative regulation to access the complaint procedure. She would like to have that information added back or clearly show where to find the administrative regulations. Dr. Reed stated that next year's version will have the information along with the weblink to find the administrative regulations.

**M-Aeder/2nd Wantland to Approve the Consent Agenda as Presented. Motion Carried Unanimously.**

Motion to Approve

**VOLUNTEER OF THE MONTH**

Volunteer of the Month

David Hummel as Neah-Kah-Nie High School Volunteer of the Month

Christy Hartford read the recommendation submitted by Kathryn Harmon. Mr. Hummel was presented with a certification of appreciation.

Communication

**COMMUNICATIONS**

## Oral Communication

### Public Input

Oral Communication  
Public Input

Tillamook County Emergency Communications Bond, Paul Fournier

Mr. Fournier, County Commissioner Elect introduced himself. A video was shared showing the current emergency communications system that was last updated twenty years ago. An upgraded system would reduce calls being redirected through multiple repeaters. The cost of the emergency communications bond is thirty-three cents per thousand dollars.

Mr. Fournier shared his past work experience within Tillamook County. The old system does not always get communications through to the needed first responders. They are dealing with antiquated equipment and towers that need replaced. This does not affect cell phone calls, just first responder radios.

Mr. Wantland asked if fire fighters could use satellite systems. Mr. Fournier explained that satellite systems are not reliable due to line-of-sight issues within forests. He shared the initial high cost of this bond has to do with replacing every single radio system for each responder. The new system is completely digital. It would be about \$95 per year for a \$300,000 home.

Ms. Aeder asked if any of the buses would be able to use the radio system. Mr. Fournier said he did not know about that.

Mr. Carr shared that he is a volunteer firefighter in Bay City, and if there is a huge disaster, we will want a system like this.

Dr. Schultz reminded everyone that if you watched what happened in North Carolina you can see the need for this.

Ms. Scalabrin asked if there will be more towers constructed. Mr. Fournier shared they will be upgrading the eleven tower sites with new equipment, while keeping future upgrades in mind. It could take up to five years to have all the towers fully upgraded.

### Student Input

Student Input

Neah-Kah-Nie High School Robotics Team 2024-2025 Update, Kathryn Harmon

Ms. Harmon and the students she brought shared a presentation, and brought a robot with spinner paddles that will run in the sand and is used to sort out micro-plastics. The second robot is a grabber and will be used at this year's competition. The students also celebrated their volunteer of the month. Their first meet will be on October 26<sup>st</sup> at Hillsboro High School.

Ansel Albrechtsen, Costa Rich Exchange

Ms. Hartford played Ansel's video and thanked the Mudd-Nick Foundation for providing this opportunity for our students. Ansel shared that four months ago today he was on a plane, not really knowing where he was going and where he would be staying. The first month he was in a city, the second month he was out in the country. Every day he met new people that were so inviting and so nice. He got to experience many new foods. Going into it, it was really terrifying, but he would definitely do it again.

Mr. Wantland asked how many students from our school went. Ansel shared he was the only one that went. A couple other students applied but did not end up going.

Dr. Shultz inquired if he would ever go again. Ansel said he plans to go see his new family but after high school.

### Written Communications

Written  
Communications

Ms. Tyrer reviewed the written communications.

September Enrollment Report  
Neah-Kah-Nie Middle School September Newsletter  
Neah-Kah-Nie Middle School October Newsletter  
Garibaldi Grade School October Howler  
The Pirate Press, September 13, 2024  
The Pirate Press, September 23, 2024  
Thank You Letter from Ashley Carr to Coast Kids  
Thank You Letter from Ashley Carr to Susan Jackson  
Thank You Letter from Ashley Carr to Judy Riggs  
Impact Update from Ashley Carr for Tillamook Creamery  
Thank You Letter from Heaven Hartford to Susan Jackson

## REPORTS

Reports  
Division 22 State  
Standards

Division 22 State Standards, Dr. Reed

Dr. Reed shared the annual report that will be submitted to the state after presentation to the board and the community. The district is in compliance with the Division 22 State Standards for the 2023-2024 school year. He shared the waivers around essential skills graduation requirement. New this year is the Menstrual Dignity Act, which is actually in law now. Last year we were compliant and we are compliant again this year. Another new requirement is social emotional learning for all staff in the district. We have new graduation requirements; students must have an additional .5 credits in Personal Finance and .5 credit in Higher Education and Career Path Skills. Certain diploma name types have been updated. For next year a substance use and prevention plan is required, this will be addressed in our health curriculum.

Ms. Bayouth-Real asked if the new social emotional requirement is for staff or does it include teaching this to students as well? Dr. Reed shared it is both and for the entire district.

Mr. Carr asked if the new social emotional standard will change what is currently already in place in buildings. Dr. Reed said the new standards will build on what is being used and improve upon it.

## UNFINISHED BUSINESS

Unfinished Business  
2024-2028 Strategic  
Plan  
Values and Goals

Neah-Kah-Nie School District Strategic Plan, 2024-2028, Dr. Reed and Matt Utterback. This presentation is attached to these minutes.

Dr. Reed stated we are here to adopt our values and goals. We are at the tail end of the emerge phase and heading into the elevate phase. Dr. Reed reviewed the timeline and shared the values and priority goals.

Our values are:

- Education; Community; Responsibility and Equity
- Our Vision of a Graduate is: Academically Prepared; Critical Thinkers; Effective Communicators; Perseverant; Culturally Competent; Future Focused and Good People
- Priority Area:
  - Equity
    - Goal 1: Increase equitable access to resources and opportunities
    - Goal 2: Create a culturally responsive and inclusive curriculum
    - Goal 3: Support individual student needs with a focus on equity
  - Relationships:
    - Goal 1: Strengthen communication and engagement across the school community
    - Goal 2: Foster positive student-staff relationships and empathy
    - Goal 3: Expand community partnerships and real-world learning opportunities
  - Academic Achievement:
    - Goal 1: Enhance instructional practices and curriculum relevance
    - Goal 2: Increase attendance and engagement through targeted interventions
    - Goal 3: Leverage data-driven instruction and personalized learning
  - Staff Development:

- Goal 1: Align district and building-level professional development
- Goal2: Differentiate and personalize professional development opportunities
- Goal 3: Strengthen instructional coaching and support
- Key Performance Indicators by 2028:
  - 63% of 3<sup>rd</sup> graders reading at grade level
  - 90% of 9<sup>th</sup> graders on-track to graduate
  - 90% of high school students graduate within four years
  - 92% of high school students graduate within five years
  - 80% of student report a strong sense of safety/belonging
  - 70% of student are regular attenders

Mr. Carr gave kudos to Point**North**, they were easy to work with and their strategy worked.

Ms. Bayouth-Real appreciated to how they narrowed the four values down, nothing they are synergistic and provide a great foundation lens.

Ms. Scalabrin shared it was very enjoyable to work with the whole group. Point**North** really helped to narrow down the core issues. The process was extensive, but not laborious.

Mr. Wantland was thankful for all of the good people involved in the plan.

Mr. Carr shared that staff development and academic achievement really amplify one another.

**M-Tyrer/2nd Aeder to Adopt the Values and Goals Identified in the Strategic Plan. Motion Carried Unanimously.**

Motion to Approve

New Business

**NEW BUSINESS**

None at this time.

Fiscal  
Payment of Bills

**FISCAL**

Payment of Bills

September 2024 Check Register

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

Fiscal Summary Sheet

Fiscal Summary Sheet

September 2024 Fiscal Summary Report, Kari Fleisher & Mark Sybouts

There were no questions.

Resolution 25-1

Resolution 25-1 Budget Appropriation Transfer for 2024-2025

This resolution is to appropriate some money in the general fund from the contingency for the replacement of the boiler at Nehalem. We are now using a temporary boiler that is sitting out back to heat Nehalem Elementary. Dr. Reed shared that more bids were received, it was decided that we will be going with a steel boiler which will arrive sooner and a wall will not need to be removed. A steel boiler can also be repaired.

**M-Bayouth Real/2nd Dr. Schultz to Approve Resolution 25-1, Budget Appropriation Transfer for 2024-2025. Motion Carried Unanimously.**

Motion to Approve

**SUGGESTIONS AND COMMENTS**

Superintendent

2023-24 Oregon State Assessment System (OSAS) Data, District Comparisons

Dr. Reed shared the OSAS data in English Language Arts (ELA) and Math, grades 3<sup>rd</sup> – 11<sup>th</sup>. Neah-Kah-Nie students' scores are in blue, if the box is green that means that our district scores were higher. Riverdale was

Suggestions and  
Comments  
Superintendent

the number one school district in the state but has not hit 100 percent. He ranked our district against other districts in the state, our 5<sup>th</sup> and 6<sup>th</sup> grade students were 6<sup>th</sup> in the state. Overall Neah-Kah-Nie is rated 13<sup>th</sup> in the state. Since this data has been given to all school districts, other districts have contacted us and want to come and see what we are doing. Overall math comparisons were not quite so good, but is still good. There will be a new elementary math curriculum adopted this year.

Dr. Schultz wanted to know if we have a plan in place to train teachers to improve our math scores. Dr. Reed stated that we are adopting a new elementary curriculum and learning what works the best for our staff and students.

Mr. Wantland felt that with literacy scores going higher, that is going to improve all other scores. Dr. Reed stated all of the credit goes to the entire staff.

Ms. Norris-Rivera shared that 11<sup>th</sup> grade math is our lowest score. This may be because while math credits are required to graduate, Algebra 2 is not required and OSAS tests primarily on Algebra 2. Dr. Reed explained that at the high school level, the trimester grading system is not always beneficial in relation to the state test scheduling.

#### Neah-Kah-Nie School District Long Range Facility Planning, Workshop #1

The Facilities assessment is for board members to review. It addresses how much it would cost to bring a school up to code. It also addresses what we need to do immediately and looks at planned improvements.

Ms. Scalabrin asked if we have enough in our capital improvement plan compared against the facility assessment. Dr. Reed explained that the capital improvement plan does not have enough funds set aside for all that the assessment requires.

Mr. Carr felt some of the suggested improvement plans were conservative and others were overspending.

Dr. Reed stated that this is National School Lunch week. He encouraged the board to visit the cafeterias.

He met with Suzanne Bonamici last Wednesday and toured the high school. She met with those in student government to hear their thoughts. She looked at the Health Center, Construction Trades program and the Future Natural Resource Leaders (FNRL) course.

#### Board Secretary

Board Secretary

- Superintendent evaluation instrument due by November 1.
- OSBA Legislative RoadShow meeting will be held on October 24, 2024 at NWRES, Clatsop Service Center, with dinner at 6:00 p.m. the meeting begins at 6:30 p.m. Notify her to make reservations.
- The November Board meeting is on a Tuesday so that staff and students can honor our veterans by celebrating Veterans Day.

#### Board

Board

Ms. Norris-Rivera shared that all the clubs have begun and we have had our first dance. She felt that the board discussed many good things at this meeting. She explained that student government is elected the previous year for the following year. The middle school did away with the process so they are developing a new way of including freshmen.

Ms. Scalabrin is excited that it is National School Lunch week. She will visit the Middle School and then go to Garibaldi, and then on to Nehalem. Our food service team is fantastic. Mudd Nick's are in the process of sending out the documents to administrators to apply for learning experiences that they want funded. She shared that funding can carry over to the following fall. James Johansen is the program coordinator.

Mr. Carr felt this has been a very positive meeting and he likes what we are doing. Our sister district is going through a lot. We have strong relationships across the board and he wants us to continue that work. He would advocate that we have a behavior interventionist in our district. The special education and cognitive learning abilities are more than some of our staff are trained for.

Ms. Aeder thanked Kathryn for bringing the Robotics team as well as the information that Ansel shared. We have had three members resign from the Inclusion Alliance committee. Christy Hartford will replace Ryan. Liwaru from NWRESA is having some time conflicts. Kathy Kammerer is also stepping down. Prospective replacements are being reviewed.

Mr. Wantland thanked Yukon for being here. He loves our new strategic plan. He is a firm believer that as the reading scores improve, so will other scores. Getting into the schools is important and he is proud to be a part of this district.

Dr. Schultz thanked Mark and Kari for taking him through the budget. He loves seeing what the values are in the school district. The strategic plan also shows the values of the district. He looks forward to getting out and visiting the schools and meeting the teachers and students.

Ms. Bayouth-Real shared she recently had a volunteer chaperoning opportunity. She was able to participate at an author visit at the Hoffman Center, with guest author Will Taylor, who wrote *The Language of Seabirds*. It was mostly 6<sup>th</sup> grade students who attended. Will put on a workshop on creative writing. She would have liked for us to have invited Will Taylor into our schools. She stated that we are seeing some people not invited into our schools. When our students see themselves represented in the people in front of them, they are more engaged in their school experience.

Ms. Tyrer appreciated everyone for their comments.

## **ADJOURN**

Hearing nothing more to come before the board the meeting adjourned at 8:22 p.m.

Adjourn

## **NEXT MEETING**

Tuesday, November 12, 2024, 6:30 p.m.

Next Meeting

# NEAH·KAH·NIE

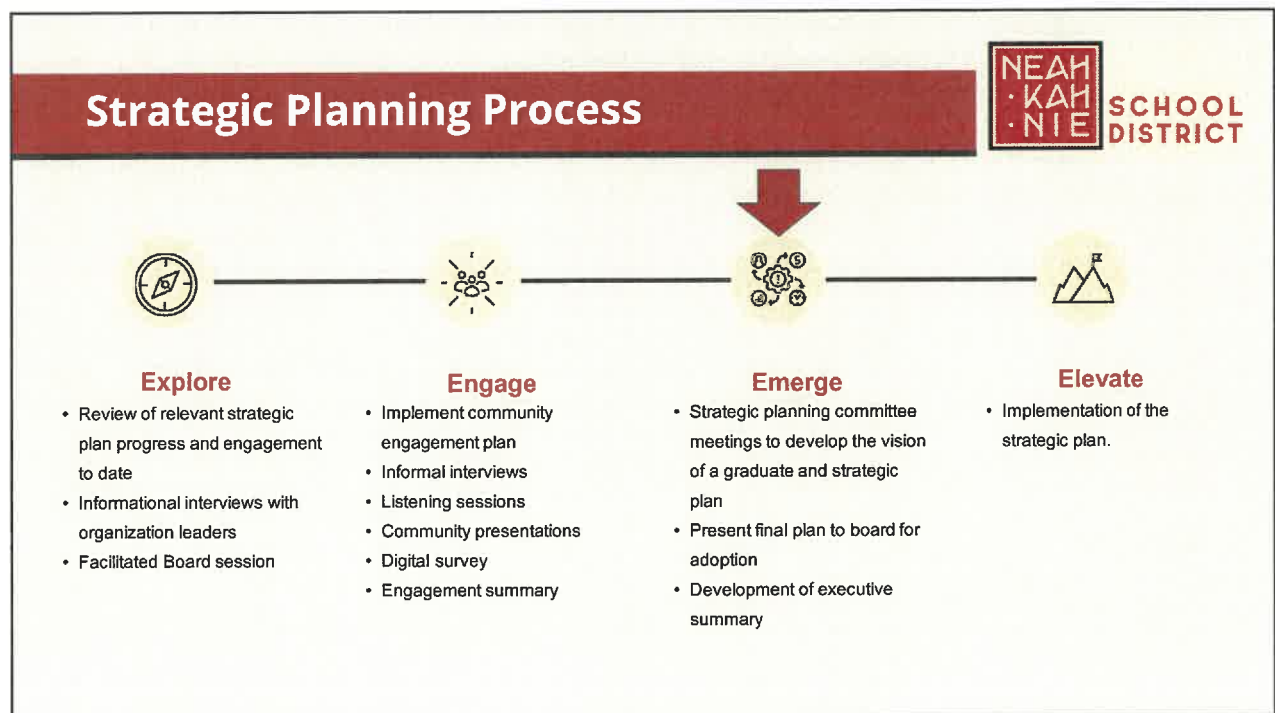
## SCHOOL DISTRICT

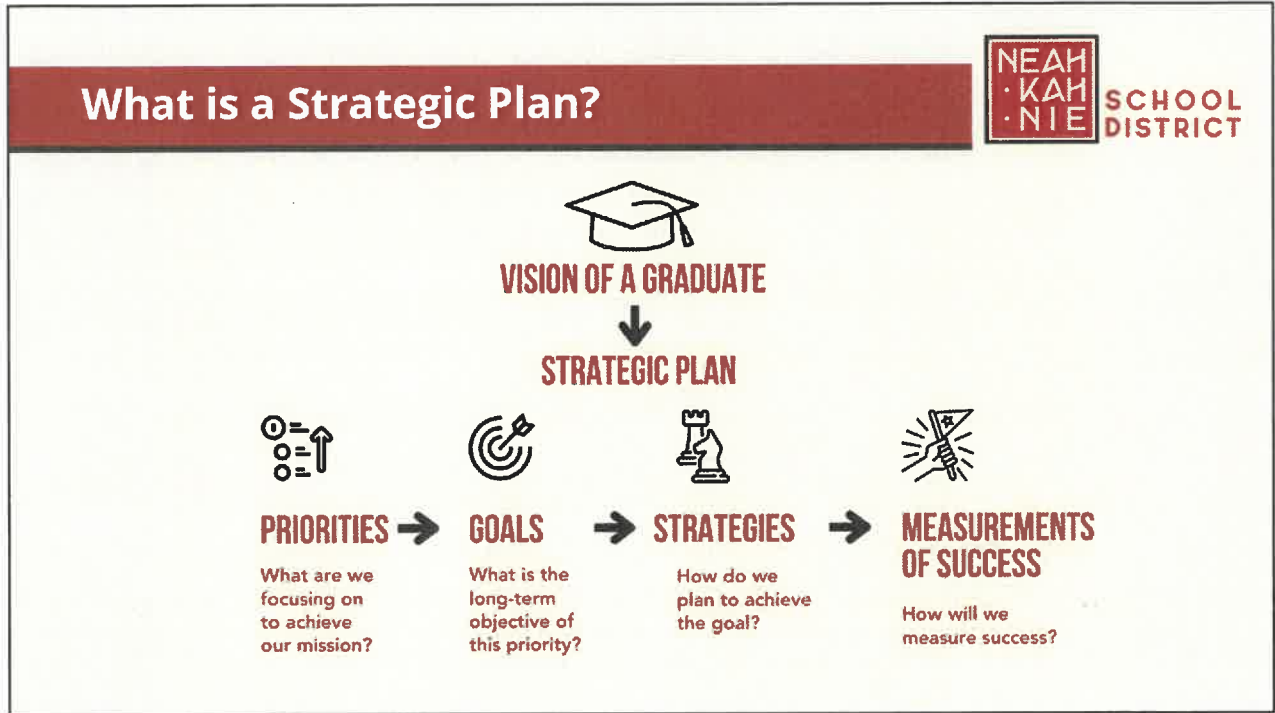
  

### Strategic Planning Board Adoption



In partnership with:





- ## Values
- **Education:** Value lifelong learning while providing effective and meaningful learning opportunities for each student.
  - **Community:** Foster a strong sense of belonging and connection for each student.
  - **Responsibility:** Support each student as they persevere through challenges, accomplish personal goals, and become positive contributors to a changing world.
  - **Equity:** Ensure opportunities that meet each student where they are, while respecting one's background, rights and traditions.



## Vision of a Graduate



### Neah-Kah-Nie Graduates Are...

- **Academically Prepared**  
Accomplished in numerous academic subjects and equipped with life ready skills.
- **Critical Thinkers**  
Empowered to think analytically and approach any opportunity with creativity and innovation
- **Effective Communicators**  
Proficient in oral communication, written communication, and digital literacy.
- **Perseverant**  
Resilient, adaptable, and independent while able to navigate life's challenges confidently.

## Vision of a Graduate



### Neah-Kah-Nie Graduates Are...

- **Culturally Competent**  
Aware of global issues, embrace diverse cultures, and respect varied perspectives.
- **Future Focused**  
Equipped for future pathways whether in higher education, vocational training, and/or the workforce.
- **Good People**  
Act with integrity, demonstrate empathy and compassion for others, while being a positive contributor to their community.

**One Page Strategic Plan**

**NEAH-KAH-NIE SCHOOL DISTRICT**

**NEAH-KAH-NIE SCHOOL DISTRICT**

**STRATEGIC PLAN | 2024 - 2028**



The diagram is a 2x2 grid with a central circle. The grid is labeled with 'EDUCATION' at the top, 'EQUITY' at the bottom, 'COMMUNITY' on the left, and 'RESPONSIBILITY' on the right. The four quadrants are: EQUITY (top-left), RELATIONSHIPS (top-right), STAFF DEVELOPMENT (bottom-left), and ACADEMIC ACHIEVEMENT (bottom-right). The central circle contains the text: 'NEAH-KAH-NIE GOOD PEOPLE + CRITICAL THINKERS + PERSEVERANT + FUTURE FOCUSED + ACADEMICALLY PREPARED + CULTURALLY COMPETENT + EFFECTIVE COMMUNICATORS GRADUATES ARE'.

**Priority Area - Equity**

**NEAH-KAH-NIE SCHOOL DISTRICT**

**Equity:** Ensure fair and impartial opportunities for each student, while recognizing and valuing diverse backgrounds, identities, and circumstances

**Goal 1: Increase equitable access to resources and opportunities**

**Goal 2: Create a culturally responsive and inclusive curriculum**

**Goal 3: Support individual student needs with a focus on equity**

## Priority Area - Relationships



**Relationships:** Foster and invest in productive relationships between students, teachers, staff, buildings, families, community organizations, and businesses.

**Goal 1: Strengthen communication and engagement across the school community**

**Goal 2: Foster positive student-staff relationships and empathy**

**Goal 3: Expand community partnerships and real-world learning opportunities**

## Priority Area - Academic Achievement



**Academic Achievement:** Drive high-quality instruction and a collaborative learning environment where each student will achieve their highest academic potential

**Goal 1: Enhance instructional practices and curriculum relevance**

**Goal 2: Increase attendance and engagement through targeted interventions**

**Goal 3: Leverage data-driven instruction and personalized learning**

## Priority Area - Staff Development



**Staff Development:** Advance professional growth and well-being of all school district employees in order to create a supportive and empowering environment that encourages continuous learning, skill enhancement, and career advancement.

**Goal 1: Align district and building-level professional development**

**Goal 2: Differentiate and personalize professional development opportunities**

**Goal 3: Strengthen instructional coaching and support**

## Key Performance Indicators (KPIs)



By 2028:	Most Recent Data
63% of 3rd graders reading at grade level	56% in 2023-24
90% of 9th graders on-track to graduate	86% in 2022-23
90% of high school students graduate within four years	86% in 2023
92% of high school students graduate within five years	80% in 2023
80% of students report a strong sense of safety/belonging	76% in 2022 OR Healthy Teen Survey (average of agree and strongly agree for grades 6, 8, 11)
70% of students are regular attenders	61% in 2023-2024

**Questions?**

