

# **Northlake School District #14**

## **Student Investment Account Funding**

**Approved by School Board & Submitted to ODE  
4/2020**

**NL**  
**SIA PLAN**

## SIA Application Northlake

### Part One: General Information

#### Applicant

School District: Northlake School District #14

Institution ID: 2061

Web page: <https://www.nlake.k12.or.us/>

#### Contact Person

First Name: Gail

Last Name: Buermann

Email: [gbuermann@nlake.k12.or.us](mailto:gbuermann@nlake.k12.or.us)

Phone Number: 541-576-2121

### Part Two: Narrative (3-6 Paragraphs)

#### District Information

North Lake School District is located in a high desert region of South Central Oregon. It is located about 75 miles Southeast of Bend. We are a frontier school district, far removed from community services enjoyed by larger towns. The school serves approximately 225 students from the towns of Silver Lake, Christmas Valley and Fort Rock. The district consists of a single K-12 school building. School days are 4 days a week. The economic base of NLSD is primarily agriculture and timber.

#### Student Demographics

North Lake currently has 102 students in grades K-6. The majority of our students' races are White/Caucasian. We have a 10% Hispanic/Latino population, 1% Native American, 1% Hawaiian/Pacific Islander, and 9% multiple races. 64.1% qualify for free and reduced lunch.

In grades 7-12, the majority identified as White/Caucasian. These grade levels have 1% Black/African American, 9% Hispanic/Latino, 1% Asian, 1% Native American, and 8% multiple races. 71.7% qualify for free and reduced lunch.

#### Challenges/Strengths

Many of the challenges our District faces are based on the remote geographic location of our school. Resources are limited in regards to academic and professional behavior support especially in the area of mental health services. Based on evidence of community engagement in guiding our District's SIA plan, community input continues to be a challenge. Many of our parents are affected by poverty, do not have reliable transportation, live in substandard housing or simply do not realize the importance of their involvement in the education of their children. Also, NL School is centrally located between the three communities we serve, with a minimum traveling distance of 12-15 miles, with the farthest student residence 60 miles from the school.

NLSD does have strengths in technological advances for students and staff. The single school has interactive whiteboards in all classrooms and a chromebook ratio of 1:1, meaning, every student has access to chromebook at school. The school has also implemented the Positive Behavior Support System



school-wide. Teacher to student ratios are less than 14:1. We have a model Ag. Science and FFA program, as well as an Alternative Education program to help students with credit recovery and job skills. In 2018-19, our 12th grade on-time graduation rate was 91%.

**Plan Summary**

Based on review of community input, staff input, student input, and other data collection, NL district priorities are to address mental health needs of our students, more academic support in areas of literacy and math, more academic support for our high school students, and providing STEM curriculum, specifically Music for all students. These areas address allowable uses when looking at student mental health and well-rounded educational experience by providing equity of curriculum to all students.

**Part Three: Community Engagement and Input**

**Overview of Community Engagement (250 words or less)**

**COMMUNITY SURVEY**

Community engagement on the Areas of Improvement Survey for the purpose of this application were very low. The community was provided multiple opportunities to participate in gathering information regarding areas of need in our district, however, only 20 responses were received. In general, responses to all questions were favorable with regard to the school and the services we deliver to students and parents.

Survey results from the Areas of Improvement Survey include the following highest averages for what is working well: Communication system in place and effective for you to be engaged in your student's education, North Lake is welcoming, safe, and inclusive, and North Lake is culturally responsive to students.

Survey results from the Areas of Improvement survey include the following highest averages for what is not working well: Provided opportunities to be represented and engaged with North Lake education system, use of instructional practices to meet essential knowledge for ALL students, and systems in place to promote not only academic but behavioral and social emotional success for ALL students.

**STAFF SURVEY**

The staff surveys totaled 22 responses. Survey results from the Assessment Tool Survey included the following highest averages for what is working well: Data-informed decision making, student-centered principles, cultivating academic success, and the evaluation process.

Survey results from the Assessment Tool Survey also indicate what is not working well: Staff growth, removing barriers to success, inclusiveness/recruit/participation, and review and incorporating stakeholder input.

**STUDENT SURVEY**

A student survey was also provided to students in grades 3-12. The survey had 39 total responses. Grade levels that took the survey included 7th-12th. The survey was available to students through a google form and students were given time to take the survey. Results show areas going well include: overall academics,



homeroom support, cell phone policy and teacher support. Areas of improvement include: overall school environment, more school assemblies/activities, longer breaks and better math program.

**Self-Assessment of Community Engagement (500 words or less)**

Many of the challenges our District faces are based on the remote geographic location of our school. Based on evidence of community engagement in guiding our District's SIA plan, community input continues to be a challenge. Many of our parents are adversely affected by poverty, do not have reliable transportation, live in substandard housing or simply do not realize the importance of their involvement in the education of their children. Also, NL School is centrally located between the three communities we serve, with a minimum traveling distance of 12-15 miles, with the farthest student residence 60 miles from the school.

**What relationships and/or partnerships will you cultivate to improve future engagement? (150 words or less)**

To improve future engagement, partnerships that have already been established with particular businesses and community organizations will be maintained. To improve our outreach efforts, we plan on hosting at least three social events throughout the school year for parents and other stakeholders. We also plan to encourage parent input through online sources such as our school website, our school Facebook page, online surveys and newsletters.

**What resources would enhance your engagement efforts? How can ODE support your continuous improvement? (150 words or less)**

Resources to enhance engagement efforts include partnerships with community stakeholders and providing resources to the community. Support would also include collaboration efforts with other professionals in the Southern Oregon region such as OASD or other groups who provide ideas on how to generate more community engagement and input. We also need to look at other ways to engage the community when data collection is needed by the district whether it is in the form of surveys (hard or digital), community meetings, family engagement events and meals, or other informational or entertaining events that include families and community members.

**Who was Engaged?**

Select all of the community members/groups you engaged for this process:

- Students with disabilities
- Students who are emerging bilinguals
- Students navigating poverty, homelessness, and foster care
- All students
- Families of students of color
- Families of students with disabilities



Families of students who are emerging bilinguals  
Families of students navigating poverty, homelessness, and foster care  
Licensed staff (administrators, teachers, counselors, etc.)  
All parents  
School volunteers (school board members, PTA/PTO members, booster club members, parent advisory group members, etc.)  
Business community  
Community leaders

**How did you engage your community?**

Select all of the strategies/activities you deployed to engage your community:

- Survey(s) or other engagement applications (i.e. Thought Exchange)
- Community group meeting
- Website
- Email messages
- Newsletters
- Social media
- School board meeting
- Other Community Fair

**Evidence of Engagement (Upload 5 artifacts of engagement)**

**Tell us why you selected the artifacts you did. How do they show evidence of engaging focal student populations, their families and the community? (250 words)**

The artifacts provide in-depth information as to the areas that are going well and areas that could be improved. This feedback informed our decisions on how to best allocate and use SIA grant funding to improve student outcomes and close the achievement gap. It also provided insight into resources that are lacking within our district and how to obtain these resources. Knowing our demographics and needs of focal populations through unsuppressed data along with surveys from students has provided specific data in supporting decision making for use of funds. Evidence through the staff and student survey support responses from the community in looking at areas of priority for improving academic achievement.

**Strategies and Activities of Engaging Focal Student Populations and Their Families**

**Strategies (500 words - at least 2)**

We sent out a hard copy of the Areas of Improvement Survey to parents of all students.

We also made that same survey available online on our school website, through email and fb.



**Activities (500 Words - at least 2)**

The community became aware of the surveys through email communication and FB posts.

Community members were invited to all School Board Meetings to provide input, feedback or ask questions.

ESD Liaison also attended a School Board Meeting to address questions and facilitate community input.

**Strategies and Activities for Engaging Staff**

**Strategies (500 words - at least 2)**

Staff were provided allowable time to fill out a survey along with a follow up of discussion at a staff meeting.

The district made the survey accessible to all staff members by providing a computer or laptop.

**Activities (500 words - at least 2)**

Follow up staff meeting to discuss survey and other discussions related to the SIA funding.

Staff members were given time during contracted hours to fill out the survey.

**Collecting and Using Input (250-500 words)**

Collecting input from our community, key stakeholders, students, and staff has provided clear insight with the areas that the district can continue to create greater achievement for students along with significant areas that can be improved. Community support is crucial and drives our decisions moving forward. Collaboration between all members is essential. Seeing how low our community engagement was with surveys, public meetings and board meetings, this is an area that needs to be addressed. The input that was provided by the few individuals who filled out the survey has guided us in compiling what our priorities are and how to best approach these improvement concerns from the community, staff, and students. Our planning is based on this feedback we have received and will help guide us with our decisions in how the funding will be used to support student needs and student achievement.

**Part Four: Data Analysis**

**Data Sources (150 words or less)**

The District's data sources include specific data from our CIP, Report Cards, Academic Performance of Special Education Students, SIA Unsuppressed Data for the last 5 years of Performance Growth, REN data, and Smarter Balance Data.



An equity lense, provided in the SIA guidelines provided by ODE, has been considered in decision-making based on the district's data. This also takes into consideration barriers towards more equitable outcomes. Demographics of our community, staff and students have been considered when looking at culturally responsive training/instruction. Strategies will be modified based on gathered data to drive decisions.

**Part Five: SIA Plan**

**Written plan be between 5 and 20 pages; 3 year plan  
 Complete and Submit SIA Integrated Planning Tool & SIA Budget  
 Include Key Elements of SIA PLAN: Outcomes, Strategies, Activities and Priorities**

**Upload Equity Lens or tool (250 words or less)**

The following allowable uses were considered in decision making: Well-Rounded Education, Health and Safety, and Reducing Class Sizes. Please refer to the Integrated Planning Tool attached for specific outcomes, strategies, and activities. Our priority requests include the following broken down by our yearly plan.

**Year 1**

**Well Rounded Education:** NLSD will hire a Literacy and Math Coach based on community input, staff input, and data analysis for English Language Arts and Math Academics. This also targets developmentally appropriate and culturally responsive practices towards intervention for younger age students along with supporting strong literacy practices for higher achievement outcomes.

**Well Rounded Education:** NLSD will hire a full time Music Teacher based on staff and student input. NLSD used to have a full time Music Teacher but with teacher retention and funding barriers in previous years, the district had no choice but to cut back on Music/Arts and focus on CORE academics. In order to support culturally responsive needs and broaden curricular options and looking at equity for ALL students, providing a full time Music teacher will enhance students' educational experiences along with learning specific skills that can carry over to multiple subjects and strengthen areas of reading/math with the use of reading notes, memorizing notes, learning rhythm, learning time, and etc.

**Health & Safety; Social/Emotional Learning:** NLSD will hire a full time Licensed Mental Health Clinician which was a significant priority for all stakeholders. Student feedback mirrored the need for more emotional and social support and creating a positive environment amongst peers. Currently, NL receives School Psychology support from Lake ESD, but services are minimal as the Psychologist services several districts and conducts several assessments for at-risk youth and students who are recommended for Special Education Services. Furthermore, staff provides support to students by having open communication with students/parents and being available to help students academically. Students also receive team mentoring once a month through Lake ESD. Students' mental and behavioral health directly affects their abilities to excel academically. Due to the location of North Lake School District and competitive salary pay, we plan to provide a higher paying salary for this position in order to provide services consistently for ALL students by one-on-one support or therapy and/or group therapy sessions.





**Reducing Class Size/Well-Rounded Education:** NLSD will hire an additional Educational Assistant (EA) to support secondary grades (9th-12th). Currently, NLSD has an EA to support primary grade levels (k-8) which has supported early skills towards literacy and math problem solving. In order to provide continuity across ALL grade levels, hiring an additional EA will create more consistency and support higher graduation rates by providing academic support for ALL students.

**Health & Safety:** NLSD is looking at improving our current Nutrition Program by adding an afternoon snack time for students who come to school hungry or low quality food due to families working long hours and attending to ranch/farming needs. Students not only need good quality nutrition for brain function, but to be able to do well academically. When students are hungry or receiving poor nutrition, their ability to do well academically is directly affected. According to several students on the google form survey, morning snack time is a top priority for students of all grade levels. The following resource provides the connection and correlation between health and academics for children.

[https://www.cdc.gov/healthyyouth/health\\_and\\_academics/pdf/health-academic-achievement.pdf](https://www.cdc.gov/healthyyouth/health_and_academics/pdf/health-academic-achievement.pdf)

**Ongoing Community Engagement:** Community input and feedback will be gathered in order to analyze what is going well and improvements needed after the first year. These engagements will be aimed towards engaging focal student groups, community and staff input for planned activities and priorities.

## Year 2

**Well Rounded Education:** NLSD will continue to monitor efficiency of Literacy and Math Coach based on community input, staff input, and data analysis of common metrics. Depending on success of hiring coaches in the first year, the district will adjust accordingly.

**Well Rounded Education:** NLSD will continue to monitor efficiency of the Music Teacher based on staff and student input along with continued salary. Community feedback will be gathered in order to adjust curriculum and collaboration with the Music Teacher. Continuing to be culturally responsive is a top priority in providing an enriched curriculum that supports skills in reading and math.

**Health & Safety; Social/Emotional Learning:** NLSD will continue to monitor efficiency of the Licensed Mental Health Clinician which is a significant priority for all stakeholders. Adjustments of services will be considered based on student numbers and school environment changes. The district will continue to support positive school experiences by implementing Positive Behavior Supports (PBIS) with the utilization of the Mental Health Clinician. Admin and teachers will closely monitor student achievement based on therapy and overall outcome for particular students.

**Reducing Class Size/Well-Rounded Education:** NLSD will continue to monitor efficiency of the additional Educational Assistant (EA) to support secondary grades (9th-12th). Collaboration between admin, teachers, and EA's will support continuation of consistent academic support for ALL students by reviewing common metrics, in-person discussions of academic performance, and holding meetings when necessary along with utilizing conference time to address academic successes and concerns. Collaboration will also need to be continued between teachers and parents along with collaboration between admin, teachers and parents.



**Health & Safety:** NLSD will continue to monitor the Nutrition Program and the efficiency of adding an afternoon snack time for students to receive sufficient nutrition prior to expectations of performing academically. Adjustment of funds towards nutrition updates will be reviewed throughout the school year by tracking data related to students receiving lunch at school and the total number of students utilizing the nutrition program.

**Ongoing Community Engagement:** There will be a continuation of community feedback on what's working well and looking at suggestions/improvements to the overall school experience. Community will be provided opportunities through surveys, open-forum, board meetings, and other discussion platforms.

**Year 3**

Year three will depend on the success of years one and two. NLSD will adjust accordingly depending on hiring, retention of teachers, and reviewing data showing losses or gains in all academic areas. NLSD plans to provide continuity of all new hires and services as an on-going plan for the 3 years and beyond the 3 years. During year three, NLSD will evaluate data gathered from local measures and district wide assessments along with Standardized Test Scores and the required measures set out by ODE for SIA funding. Admin will continue to meet with staff and gather input on the effectiveness of support in place for students and teachers.

**Ongoing Community Engagement:** Community engagement will continue as well throughout all three years by gathering input with what's working well, areas that aren't working well, and what suggestions the community has. These questions will be addressed during public forums, board meetings, surveys and other discussion platforms.

**DRAFT Longitudinal Performance Growth Targets - FOR REVIEW ONLY**

(See attachment)

**Part Six: Use of Funds**

**Allowable Uses**

Which of the following allowable use categories is your plan designed to fund within? **Select any or all.**

- Addressing students' health and safety needs
- Expanding availability of and student participation in well-rounded learning experiences

**Meeting Students Mental and Behavioral Health Needs**

Identify which **allowable use(s)** will be designated to meet student mental and behavioral needs.

- Addressing students' health and safety needs



Expanding availability of and student participation in well-rounded learning experiences

**Describe how you will utilize SIA Funds (500 words or less)**

Funds will be utilized in efforts to grow academic achievement and close learning gaps for all students. In looking at well-rounded education by providing a Literacy Coach and a Math Coach, students will be receiving developmentally and culturally responsive practices to support early learning. NL district is targeting Literacy and Math as those are areas in which data supports need most attention. NL is looking to support higher rates of 3rd grade reading literacy. Students will be able to take their reading and math skills and apply it to other areas of their education. NL district is focusing on building their fundamental skills.

Based on student feedback, staff feedback and community feedback, NL district will benefit in broadening curricular options by having a full time music teacher for all grade levels. Multiple studies and research have proven that music provides particular brain development that supports academic achievement. Here is a link to multiple research put out by the National Association for Music Education.

<https://nafme.org/advocacy/what-to-know/all-research/>. North Lake has provided minimal Music education in the past based on resources and change in available funding. This would provide an opportunity for students to receive a culturally responsive curriculum and high quality education.

In order to provide equity of mental health support for NL students along with providing social and emotional learning, improving the health and safety of our students is one of our top priorities. The funds will allow for NL district to have a full time Mental Health Clinician who can provide multiple supports to students who need it the most but also students who need minimal support. NL district has struggled to hire a counselor due to location and funding. NL district does have a Special Education teacher who would benefit in collaboration with the Mental Health Clinician to support students. Many of our students are navigating through poverty which is why this allocation of funding is necessary. This approach will allow for students to focus on academics when their other needs are being met.

Currently, NL School District provides Educational Support to lower grade levels in areas of Math and English Language Arts. In order to provide consistency and continuity of supports, NL will allocate funds to have an additional Educational Assistant for secondary grade levels. This provides equity and supports across all grade levels.

Lastly, NL has reviewed the health and safety of students based on students needs for nutrition throughout the school day. Many students come from homes in which family members are working long hours and are navigating poverty. Providing health nutrition to our students will allow students to mentally be able to perform each day. NL is looking to improve our nutrition program by providing more opportunities for students to eat throughout the day while learning about nutrition through the Health curriculum. Providing an afternoon snack will sustain students who are hungry and allow their brains to function appropriately.

**Addressing the Needs and Impact on Focal Student Groups**



Describe potential academic impact for all and focal student groups (500 words or less)

Specifically targeting mental health needs and creating positive community interaction or support will potentially create higher academic achievement for students who require other needs to be met. In looking at our unsuppressed data to support our focal students along with a draft of our Longitudinal Performance Growth Targets, it is evident that other needs besides academics need to be addressed. This is particular to students' mental health. Our district is a rural area in which services are limited and not consistent due to minimal resources available to our district at this time. The groups that are directly affected and considered with the potential impact of resource allocation are our Hispanic/Latino population, Native American population, Black/African American, and students experiencing poverty. Potential impacts for these groups will be more positive than negative due to providing consistent services for ALL students including focal groups.

What barriers, risks, or choices are being made.... (250 words)

Since Northlake is located in a very rural area of ranching/farming community, financial barriers can occur. These financial barriers could potentially impact equitable outcomes due to the ability to sustain teacher retention and other programs already in place. The same goes for principal and superintendent continuity throughout each year based on economic changes. Sustainability of new resources or more resources is a barrier as it fluctuates each year depending on required legislation and funding support.

**Part Seven: Documentation and Board Approval**

Evidence of Board Approval (upload meeting minutes, notes, etc.)  
 Provide a link where plan exists on a public website

**Part Eight: Public Charter Schools (if applicable)**

Do you sponsor a public charter school(s)?

No

Did you invite your public charter school(s) to participate in the planning and development of your SIA plan?

No

Did any public charter school(s) you invited to participate in your SIA plan decline to participate?

No

**Collaboration (150 words or less)**



**Agreements**

Not Applicable

**Applicant Assurances**

By checking the boxes below, the school district or charter school assures: (check each box)

- Adherence to the expectations for using its Continuous Improvement Plan (CIP) needs
- assessment to inform SIA planning.
- Input from staff, focal student groups, and families of focal student groups was used to inform
- SIA planning (other community engagement input may also be used).
- Disaggregated data by focal student group was examined during the SIA planning process.
- The recommendations from the Quality Education Commission (QEC) were reviewed and
- considered.
- The district's SIA plan is aligned to its CIP. [Not required for eligible charter schools]
- Agreement to provide requested reports and information to the Oregon Department of
- Education.

**NL**  
**SIA Budget Summary**

North Lake School District Budget Summary

CODE	Description	Total Line Items	Total Budgeted
111	Licensed Salaries	4	\$202,000
112	Classified Salaries	2	\$51,000
113	Administrative Salaries	0	\$-
12x	Substitute Salaries	0	\$-
13x	Additional Salaries	0	\$-
2xx	Benefits	0	\$-
31x	Instructional, Professional and Technical Services	0	\$-
33x	Transportation	0	\$-
34x	Travel	0	\$-
35x	Communications	0	\$-
4xx	Supplies and Materials	2	\$8,400
5xx	Capital Outlay	0	\$-
640	Dues and Fees	0	\$-
8xx	Miscellaneous	1	\$4,000
ADMIN	Administrative Indirect Costs	0	\$-
OTHER	Other codes not listed	0	\$-

**TOTAL** \$265,400  
**Total FTE** 3

Allowable Use Category	Total Line Items	Total Budgeted
Administrative	0	\$0
(Ongoing Community Engagement)	0	\$0
Increased Instructional Time	0	\$0
Improving Student Health & Safety	3	\$96,000
Reducing Class Size	1	\$43,000
Well Rounded Education	5	\$126,400

**TOTAL** \$265,400.00

## **NL Approved Meeting Minutes**



NORTH LAKE SCHOOL DISTRICT NO. 14

Minutes of **Regular Meeting: April 13, 2020**

The Board of Directors met in regular session at the North Lake School, 57566 Fort Rock Road, Silver Lake, Oregon, on April 13, 2020 at 6:00 p.m. The purpose of this meeting was to conduct the business of the District and the meeting was available to the public to view by Zoom but closed to the public onsite due to social distancing regulations.

**CALL to ORDER:** 2019-20 Board Chair Shane Forman called the meeting to order at 6:05pm

**Pledge of Allegiance**

1. **Roll Call**

Members Present: Shane Forman, Buck Church, Mark Herinckx, Dwight Roth, Scott Duffner

Member Apologies:

Administration Present: Superintendent David Kerr, Elem Principal Gail Buermann and HR Director Janet Waldron.

Also Present: 6- Patrons of the District by Zoom

2. **Approval of the Agenda**

**Motioned** by Dwight Roth, seconded by, Scott Duffner, to approve the April 13, 2020 Agenda with the following adjustments: to move the SIA application plan presentation to New Business and move Executive session to the end of the meeting.

5- vote aye – MCU

3. **Approval of the Minutes**

**Motioned** by –Buck Church, seconded by Mark Herinckx, to approve the March 9, 2020 meeting minutes.

5- vote aye – MCU

4. **Hearing of Individuals in the Audience**

A. Moved to end of meeting

5. **Review of the Bills**

Bills are presented for Board Member review.

6. **New Business**

A. SIA report and board action: Alina Bradbury presented the application plan and budget

**Motioned** by Scott Duffner, seconded by Mark Herinckx, to approve the SIA application for submission to ODE.

5 vote aye – MCU

The plan and budget will need to be posted on the website