



**SCHOOL
DISTRICT**

Strategic Planning 2024

Community Engagement Summary

Prepared By:



POINTNORTH

Letter From Leadership



Tyler Reed
Superintendent



Sandy Tyrer
Board Chair

To the Neah-Kah-Nie School District Community:

We are tremendously grateful for the support you have given the Neah-Kah-Nie School District as we embark on a new strategic planning process. The first phase of strategic planning is hearing from our community on what they envision for our students.

Over the course of the past few months, we've made connections with nearly 500 community members (students, staff, parents, family members, business and community members, and district partners) through interviews, community listening sessions, community meetings and presentations, and a community-wide online survey. A summary of your feedback is contained in this report.

We received 1000's of comments that helped us to identify the key components of a vision of a Neah-Kah-Nie graduate as well as the district's strengths, challenges, and opportunities from which we will develop goals and strategies that will continue to improve the academic outcomes and experiences for each student.

Recently, we've pulled together a Strategic Planning Advisory Committee composed of students, district staff, parents, and community members that will work with district leadership over the next few months to establish the district's values and vision for the next five years. In addition, we will identify priority areas, goals, strategies, and measurements of success that will focus district improvement efforts and resource allocations. Currently, the school board is scheduled to adopt the new strategic plan in October of 2024.

Thanks again for your time and ideas! We are excited about the future of the Neah-Kah-Nie School District and we look forward to sharing those plans with you in the coming months.

A handwritten signature in black ink that reads "Tyler".

A handwritten signature in black ink that reads "Sandy".

Overview

The Neah-Kah-Nie School district is developing its next strategic plan.

A strategic plan outlines the district's goals and objectives, along with the strategies and actions required to achieve them. It serves as a roadmap for decision-making and ensures alignment with the vision and values of the district.

The primary goal for community engagement was for the district to receive input from a wide range of Neah-Kah-Nie community members including staff, students, families, business owners, board members, and community partners. Through a robust community engagement process the district was looking to identify key strengths, challenges, and opportunities for the district over the next three to five years. Additionally, feedback on hopes, dreams, and aspirations for a Neah-Kah-Nie graduate was collected to support the development of a vision of a graduate.

This summary provides an overview of the strategic planning process and timeline, who the district heard from during the community engagement period as well as key themes heard throughout engagement.



Process and Timeline

February 2024

Launch Strategic Planning

- Informational interviews with organizational leaders

April 2024

Complete Community Engagement

- Complete interviews with staff, students, district partners
- Facilitate two listening sessions
 - Nehalem - April 9
 - Garibaldi - April 24
- Continue community presentations
- Continue Superintendent led listening sessions
- Close online community survey

Summer 2024

- Strategic Planning Advisory Committee meetings
 - Development of Vision of a Graduate
 - Development of priority areas, goals, measurements of success

March 2024

Begin Community Engagement

- Launch online community survey
- Begin community presentations
- Begin Superintendent led listening sessions
- Begin interviews with staff, students, district partners

May 2024

Strategic Plan Development

- Activate Strategic Planning Advisory Committee
 - Share community engagement report
 - Identify district core values

Fall 2024

- Advisory Committee meeting
- Final strategic plan development
- Board adoption of strategic plan
- Begin implementation

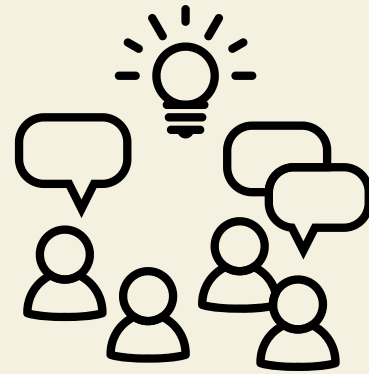
Engagement Activities

How we engaged with the Neah-Kah-Nie community...



Interviews

1:1 and small group interviews



Listening Sessions

Two community listening sessions facilitated by PointNorth



Superintendent Led Listening Sessions and School Meetings

Ten listening sessions and school meetings facilitated by NKN Superintendent at each of the schools as well as with groups of students



Community Presentations

NKN Superintendent presented at City Council meetings across the district



Survey

Community wide survey distributed via district newsletter(s), social media, and word of mouth

Who We Heard From

As of May 2024, **491 connections** were made with Neah-Kah-Nie community members.

(this is equal to approximately **70% of student body enrollment**).

*Multiple answers per participant are possible.



14 Community Interviews



233 connections at listening sessions and school meetings with district families, staff, and students



87 connections at City Council presentations across the district



157 responses to community wide survey

Who We Heard From Cont'd

208

connections with
staff members

90

connections with
**parents and
family members**

70

connections with
students

147

connections with
**business and
community
members**

17

connections with
district partners

*Multiple answers per
participant are possible.

What We Heard - Engagement Themes

What We Heard - Engagement Themes

Community Values

Community

Foster a strong sense of belonging and involvement

Respect

Appreciate the feelings, wishes, rights, and traditions of others

Responsibility

Being accountable and contributing positively to society

Compassion

Demonstrate empathy, kindness, and understanding towards others

Education

Value lifelong learning while providing effective and meaningful learning opportunities for each student

Integrity

Act with honesty while upholding ethical principles

Equity

Ensuring opportunities for each student, with consideration of one's background, circumstances, and lived experiences

Collaboration

Work together and build community partnerships

Work Ethic

Develop perseverance and dedication

Service

Give back to the community, volunteer, and support others

What We Heard - Engagement Themes

Vision of a Graduate



Knowledge and Skills:

Neah-Kah-Nie Graduates are...

- **Academically Prepared:** Proficient in math, reading, writing, science, health, and the social sciences.
- **Effective Communicators:** Effective oral and written communicators with proficiency in digital literacy and internet safety.
- **Critical Thinkers and Problem Solvers:** Think critically, logically, and analytically. Graduates possess problem-solving skills that apply to various social, academic, and real-world contexts.
- **Prepared for Future Endeavors:** Prepared for their future paths, whether it be higher education, vocational training, or entering the workforce.
- **Independent and Self-Sufficient:** Resilient and practice self-care and self-advocacy.
- **Globally Aware and Culturally Competent:** Exposed to different cultures, religions, and perspectives, as well as an understanding of global issues and their roles as global residents. Graduates are empathetic and respect diversity.
- **Life-long Learners:** Continue to seek new learning opportunities and possess the ability to adapt to change and navigate an evolving world.
- **Equipped with Life Skills:** Proficient in financial literacy, time management, organization, stress management, and nutrition.
- **Equipped with Social and Emotional Skills:** Skilled in social interaction, emotional regulation, empathy, conflict resolution, and self-awareness.

What We Heard - Engagement Themes

Vision of a Graduate



Personal Qualities and Characteristics:

Neah-Kah-Nie Graduates are...

- **Driven and Passionate:** Demonstrate determination, a willingness to learn, perseverance, and a commitment to complete tasks.
- **Effective Communicators:** Skilled listeners and can effectively convey their ideas and thoughts.
- **Responsible:** Accountable, self-aware, self-confident, self-disciplined, and will seek help when needed.
- **Resiliency:** Demonstrate perseverance in the face of challenges and adapt to changes.
- **Honest:** Maintain integrity and ethical behavior in their actions.
- **Critical Thinkers:** Curious, open-minded, and creative problem solvers.
- **Empathetic and Compassionate:** Understand others' perspectives by demonstrating kindness, respect, and care for others.
- **Confident:** Strong sense of self-worth and self-advocacy.
- **Adaptable:** Flexible mindset and are open to new experiences and learning opportunities.
- **Community and Service-Minded:** Engaged community members who contribute positively to society.
- **Optimism and Positivity:** Cultivate optimism, happiness, joy, fulfillment, gratitude, and a positive outlook on life.
- **Independence and Resourcefulness:** Promote independence, self-sufficiency, adaptability, and the ability to solve problems, make decisions, and navigate challenges autonomously.
- **Leadership and Initiative:** Demonstrate leadership skills, initiative; are proactive and assertive, while advocating for themselves and others.
- **Character and Values:** Cultivate kindness, compassion, honesty, integrity, responsibility, resilience, empathy, and respect for oneself and others.

What We Heard - Engagement Themes

Desired Student Experiences



Hands-On Experience and Career Exploration

Opportunities for hands-on learning in fields of interest including job shadowing, internships, and exposure to diverse career paths.



Extracurricular Activities and Community Engagement

Participation in sports, clubs, volunteerism, community service, the arts, and involvement in after-school activities to develop teamwork, leadership, and social skills.



Travel and Cultural Experiences

Exposure to different cultures, travel opportunities, field trips, and experiences outside the local community to broaden perspectives and understanding.



Personal Growth and Success

Encouragement of resilience, perseverance, and the ability to overcome challenges, as well as celebrating successes, completing projects, and setting and achieving goals.



Academic Preparation and Real-World Skills

Preparation for college, career, and technical education through rigorous coursework, access to college coursework, internship opportunities, career and technical education, and developing real-life work skills.



Supportive and Safe Environment

Providing a supportive and structured environment, where students feel accepted, valued, and cared for by teachers and peers, as well as ensuring safety and well-being at school.



Teamwork and Collaboration

Learning to work collaboratively in teams and experiencing teamwork in academic and extracurricular settings.



Diversity and Inclusion

Exposure to diverse perspectives, backgrounds, and experiences, fostering empathy, understanding, and acceptance of others, and promoting diversity, equity, and inclusion.



Life Skills and Autonomy

Teaching practical life skills such as budgeting, interview skills, resume writing, time management, and decision-making, as well as providing autonomy and opportunities for self-advocacy.



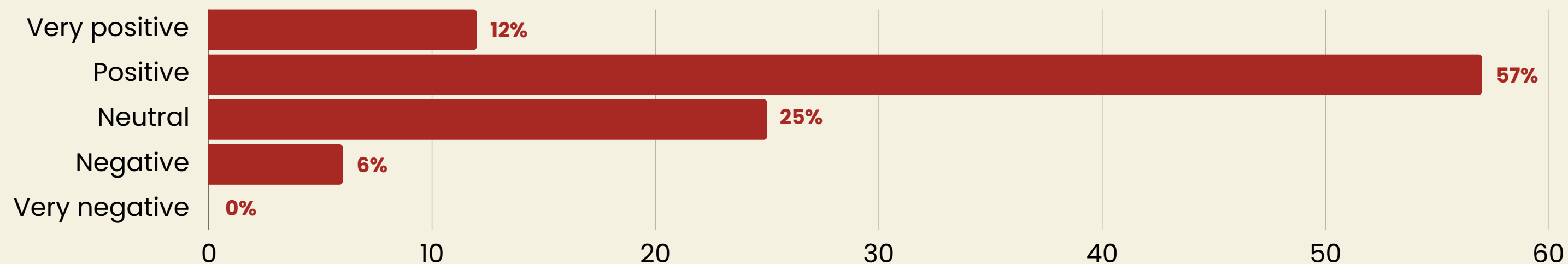
Personal Connection and Mentorship

Building positive relationships with peers and adults, having mentors or role models, feeling heard and valued, and receiving support for personal growth and development.

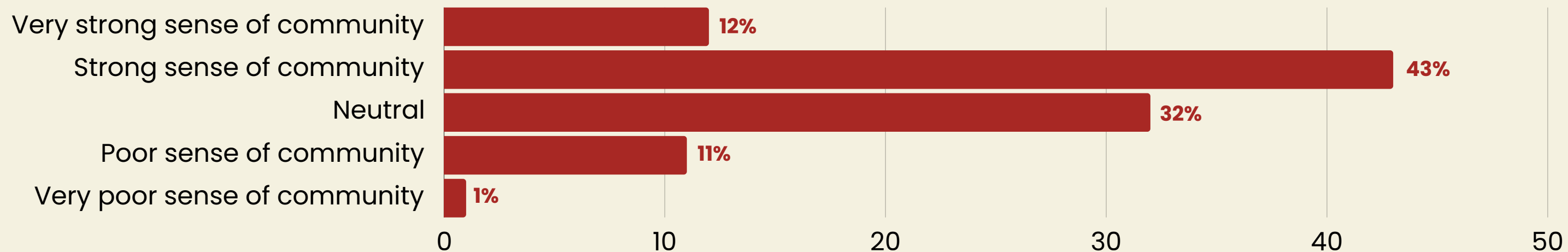
What We Heard - Engagement Themes

School District Strengths

What is your perception of the Neah-Kah-Nie School District?



How would you describe the sense of community within the Neah-Kah-Nie School District?



What We Heard - Engagement Themes

School District Strengths Cont'd

- **Supportive Environment:** Supportive and welcoming environment for students, staff, and families, with a focus on relationships, community engagement, and caring for individuals' well-being.
- **Academic Excellence:** Rigorous academic programs, personalized learning, curriculum alignment, and opportunities for academic growth and achievement.
- **Extracurricular Opportunities:** Providing a wide range of extracurricular activities, including sports, clubs, arts programs, and community partnerships to enrich students' experiences and interests.
- **Teacher Quality and Support:** Recognizing and supporting educators who are dedicated, passionate, and invested in student success, along with efforts to hire and retain excellent staff members.
- **Student Support Services:** Offering resources and services such as counseling, health centers, special education accommodations, and social-emotional learning to meet the diverse needs of students.



What We Heard - Engagement Themes

School District Strengths Cont'd

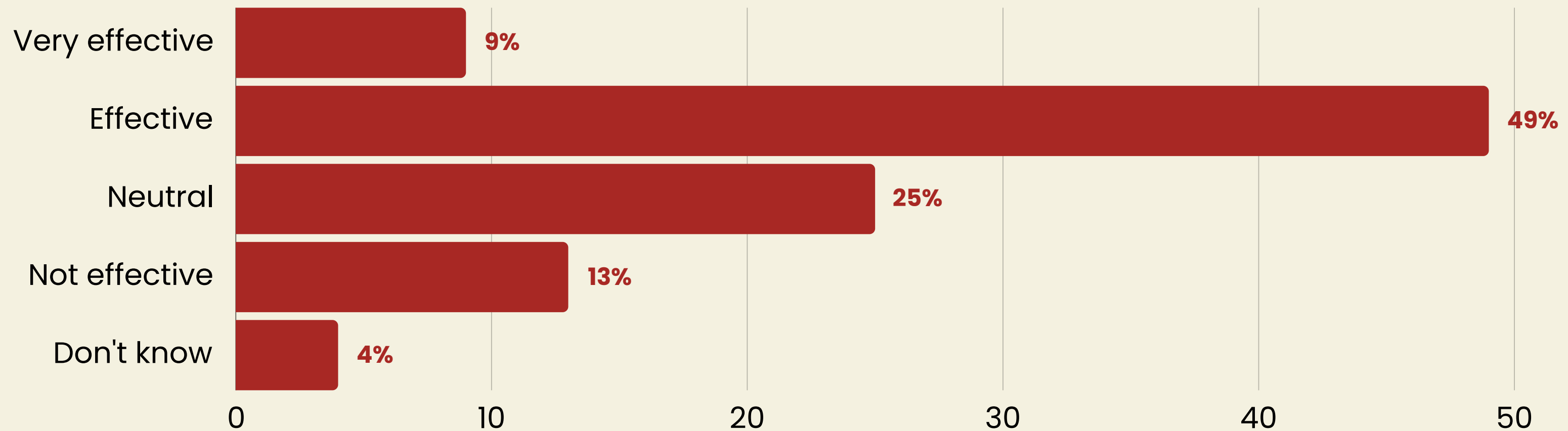
- **Preparation for the Future:** Providing pathways to success beyond high school, including college preparation, career readiness, vocational training, and real-world experiences.
- **Communication and Engagement:** Prioritizing communication with parents, staff, students, and the community, fostering partnerships, and involving stakeholders in decision-making processes.
- **Safety and Well-being:** Ensuring a safe and nurturing environment for students, addressing mental health needs, providing meals and resources, and promoting physical and emotional health.
- **Inclusivity and Equity:** Promoting equity and inclusion by addressing diverse needs, supporting all students, and providing opportunities for each individual to succeed.
- **Community Partnerships:** Collaborating with community organizations, businesses, and community members to enhance educational opportunities, provide resources, and support students' holistic development.



What We Heard - Engagement Themes

School District Areas of Growth

How would you rate the effectiveness of school and school district communications?



What We Heard - Engagement Themes

School District Areas of Growth Cont'd

- **Continuity and Alignment:** Ensuring continuity and alignment of curriculum, programs, and communication across all levels of education, from preschool to high school.
- **Academic Programs and Opportunities:** Emphasizing academic excellence through Advanced Placement (AP) programs, Career and Technical Education (CTE), dual credit opportunities, and providing diverse learning experiences.
- **Extracurricular and Enrichment Activities:** Offering a wide range of extracurricular and enrichment activities, including after-school programs, summer activities, and opportunities for students to participate in sports, clubs, and arts programs.
- **Support Services and Staffing:** Providing adequate support services such as instructional aides, training for staff, and addressing staffing needs to meet the diverse needs of students and maintain a safe and supportive environment.
- **Communication and Engagement:** Prioritizing effective communication and engagement with parents, students, staff, and the community, including clear communication channels between classroom and home, as well as collaboration and engagement with community partners, particularly providing the opportunity for input and feedback.
- **Inclusivity and Equity:** Promoting inclusivity and equity by addressing the needs of diverse student populations, providing access to opportunities for each student, and fostering relationships and trust within the community.



What We Heard - Engagement Themes

School District Areas of Growth Cont'd

- **Facilities and Resources:** Addressing facility needs, including heating and cooling systems, capacity for sports events, and equitable distribution of resources to support learning and extracurricular activities.
- **Student Well-being and Management:** Ensuring the safety, well-being, and management of students, including addressing issues such as cell phone use, discipline policies, and providing support for students who are struggling.
- **Community Partnerships and Engagement:** Collaborating with cities and other partners to enhance educational opportunities, provide resources, and support students' holistic development beyond the classroom.
- **Advocating for Student Needs:** Advocating for student needs such as more science education, exploratory classes, theater programs, and addressing disparities in resources and opportunities to ensure all students have access to a high-quality education.
- **Life Skills Education:** Teaching basic life skills such as financial literacy, cooking, taxes, and driver's education to prepare students for adulthood.
- **Career and College Readiness:** Equipping students with the necessary skills and knowledge to succeed in their chosen career paths, whether through college, vocational training, or other post-high school opportunities. Providing opportunities for students to engage in real-world experiences which might include internships or job shadowing.
- **Personalized Learning:** Recognizing that not all students have the same needs and interests, and tailoring education to meet individual strengths, interests, and goals.
- **Critical Thinking and Problem-Solving:** Fostering critical thinking skills, problem-solving abilities, and resilience to navigate challenges in the real world.
- **Curriculum and Instructional Practices:** Emphasizing rigorous academic standards, standards-based grading, experiential learning, and hands-on activities to enhance student engagement and learning outcomes.



What We Heard - Engagement Themes

Barriers That the School District Should Consider Addressing

- **Equity and Access:** Unequal access to resources and opportunities, whether it's related to socioeconomic status, language barriers, or disparities between schools within the district. This includes concerns about access to technology, extracurricular activities, and support for struggling students.
- **Educational Approach and Curriculum:** Consider the educational approach, including more personalized learning, diverse curriculum content, and updated teaching methods. Additionally, there's a push for more emphasis on arts education, music, and hands-on learning experiences.
- **Student Well-being:** Concerns about student well-being encompass a wide range of issues, including mental health support, bullying prevention, addressing social determinants of health like food and housing insecurity, and minimizing distractions such as social media and cell phone use during school hours.
- **Parental and Community Engagement:** Importance of parental involvement in education and the need for better communication between schools and families. There are also calls for community partnerships to enhance educational opportunities and support systems.



What We Heard - Engagement Themes

Barriers That the School District Should Consider Addressing Cont'd

- **Staffing and Support:** Need for adequate staffing levels, including instructional assistants, special education support, and counseling services, is emphasized. This extends to providing professional development opportunities for staff to better support diverse student needs.
- **Challenges with Standardized Testing and Educational Policy:** Criticisms of standardized testing, concerns about the curriculum being too focused on test preparation, and calls to prioritize student well-being over test scores are prevalent. Additionally, there are mentions of political influences on educational policies and the need to keep education free from political agendas.
- **Barriers Related to Basic Needs:** Various external factors such as poverty, housing instability, and transportation challenges are identified as significant barriers to education. Addressing these social determinants of learning is seen as crucial for improving educational outcomes.
- **Inclusivity and Diversity:** There's a push for more inclusive and diverse educational environments, including efforts to address racism, homophobia, sexism, and classism within schools. This includes advocating for diverse representation among staff and inclusive curriculum content.



What to expect next...



May 2024

- Activate Strategic Planning Advisory Committee
 - Share community engagement report
 - Identify district core values

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Please reach out to Superintendent Reed via email at tylerr@nknsd.org with any comments or questions.