

Dear Imbler Stakeholders,

This report represents our accountability to you and the Department of Education for investing additional funds over the course of two academic years to: increase our paraeducator staffing, provide counseling services, communicate more effectively with parents, increase well-rounded learning opportunities and upgrade classroom equipment. As your new Superintendent, I hope you will help me implement this plan so that it best serves your needs this year and develop the next iteration of this work for the upcoming biennium. Please don't hesitate to reach out to me at randy.waite@imblersd.org or 541-534-3551.

Sincerely,
Randy Waite

Required Question	Responses
1. What changes in behavior, actions, policies or practices have you observed related to SIA implementation during the 2021-22 school year? How do you see these changes contributing to the goals and outcomes in your SIA plan? (500 words or less)	Implementation of our SIA plan has positively impacted our school climate and improved student behavior across the board, resulting in fewer office referrals and zero suspensions during the 2021-22 academic year. Specific investments supporting this uptick include an increase in opportunities for students such as field trips and interscholastic activities, increase in CTE staffing and support, additional para-professionals and a full-time contracted counselor to support students and families. One specific example of how simply extending the hours of a paraprofessional, increasing access to the library created an outside influence. Driven by student requests, the additional hours increased book checkout as expected, but also helped students practice their reading skills and was much appreciated by parents of young readers. By the end of the 2021-22 school year, the former Superintendent also noted that students were demonstrating academic skills growth, and the Class of 2022 boasted a 100% graduation rate. These investments have contributed to the following outcomes: Consistent access to counseling support, Increased student safety, Increased student access to enriching learning opportunities, and Students better equipped with skill-based and/or career-based skills upon graduating.
2. What barriers or challenges to SIA implementation have you experienced that are helpful for your community and/or state leaders to be aware of? What adjustments, if any, did you make to your SIA plan as a result of these challenges? (500 words or less)	Perhaps the largest challenge for the Interim Superintendent in implementing the first year of the SIA was putting a plan into action that he had not helped conceive at the beginning of a year rocked with controversial new mandates and unexpected shortages. However, the clear outcomes and strategies developed in the prior year and the flexibility from ODE to adjust the plan to current reality and rebraid investments across new funding streams allowed the district to stay on course. The clearest example of this is utilizing ESSER funds on planned capital projects, allowing us to extend paraprofessional support.

Required Question	Responses
<p>3. SIA implementation includes ongoing engagement with all students, focal students, families, staff, and community partners. How have relationships with or between those groups changed and/or been maintained throughout this academic year? Consider the Community Engagement Toolkit and where your efforts might land on the Levels of Community Engagement spectrum as you complete your response. (500 words or less)</p>	<p>It is clear that during his time implementing Year 1 of the SIA Plan, the Interim Superintendent focused his energy on building interactive relationships with students, staff and community to steady the ship as the district recovered from the effects of the pandemic. Valuing student interest and voice, sincerely listening to students and staff and focusing on communicating the positives to buoy the confidence of parents and community in the district were cited throughout his regular updates. The district prioritized safely hosting school and community events to bring people back together and benefited from the investment in Aptegy to streamline communication efforts. Both of these are on the lower end of the levels of community engagement, but provided time for the Interim Superintendent, who was also a former Superintendent, to more deeply engage and reconnect the district to its community and pave the way for the new Superintendent to continue that work.</p>
<p>4. As you think about what guided your choices and prioritization efforts in this year of SIA implementation, what stands out? How will what you've learned this year impact future SIA implementation efforts? (500 words or less)</p>	<p>Based on conversations with those involved and the quarterly reports provided by the Interim Superintendent, in a word the driving value behind last year's work was Re-engagement. Re-engaging students and staff by providing more attention and support from adults, opportunities for learning and the equipment and technology to explore new skills. Re-engaging parents and community stakeholders by promoting the positives of the districts and providing the types of activities that make Imbler the community school that it has always been. Moving forward, we will continue efforts to engage all of our stakeholders, listen to their feedback on what is working and should be continued, as well as what should be adjusted or added, and use that information as the bedrock of the Integrated Plan for the upcoming biennium.</p>