



SEASIDE SCHOOL DISTRICT 10
2600 Spruce Drive, Suite 100, Seaside, Oregon 97138

2024-2025 Board of Directors

Board Chair: Shannon Swedenborg

Board Vice-Chair: Katherine Davidson

Board Members: Sondra Gomez, Jason Haag,
Kevin LaCoste, Chuck Mattocks, and Brian Taylor

Superintendent: Susan Penrod

Work Session

Tuesday, July 15, 2025 at - beginning after a brief recess following the 6:00 pm Regular Board Meeting

Location: Secondary School Library AND Virtual

2600 Spruce Drive, Suite 200

Seaside, OR 97138

Meetings may be held in-person only, virtual only, or most commonly, in-person with an option to join virtually. Please check the location above for the specifics of this meeting. Information regarding virtual meeting access is available on our website Meetings page - <https://www.seaside.k12.or.us/meetings>.

An opportunity for public comment is generally included in meeting agendas. When public comment is included in the agenda, those wishing to speak before the Board will have the opportunity to do so during the designated Public Comment time(s). Speakers may offer objective criticism of school operations and programs; however, the law prohibits the Board from hearing complaints regarding any personally identifiable District staff member. The Board asks anyone wishing to communicate a complaint of this nature to follow the process in Board policy [KL: Public Complaints](#).

Persons having requests for special needs and accommodations should contact the School District office at 2600 Spruce Drive, Suite 100, Seaside, OR 97138, 503-738-5591. Speech/hearing impaired individuals may reach the Oregon Relay Service by dialing 711. Requests should be made 48 hours in advance of the event.

1. **CALL TO ORDER**

2. **AGENDA REVIEW**

3. **SUPERINTENDENT ADVISORY COMMITTEES**

4. **BOARD GOALS**

4.1. 2024-2025 Board Goals (for reference)

Attachments:

Advisory Committees and Board Priorities 2024-2025
Attachments}}

3

4.2. 2023-2024 Board Goals (for reference)

Attachments:

Advisory Committees and Board Priorities 2023-2024
Attachments}}

4

5. **SUPERINTENDENT GOALS**

5.1. 2025-2026 Proposed Superintendent Goals (for reference)

Attachments:

1

Proposed Superintendent Goals_ 2025-2026 Attachments}}	5
5.2. 2024-2025 Superintendent Goals (for reference) Attachments: Superintendent Goals_ 2024-2025 Attachments}}	6
5.3. 2023-2024 Superintendent Goals Attachments: Superintendent Goals_ 2023-2024 Attachments}}	7
6. <u>ADJOURN</u>	

Goals 2024-2025
Seaside School District Board of Directors

Goals (adopted 9/17/2024)

1. **Strategic and Operational Planning Committee:**
 Continue development of a comprehensive campus plan and identify goals for future projects, including ways to brand our district within the community

2. **Performance Monitoring Committee:**
 Implement an Advanced Placement program at Seaside High School beginning in fall 2025.

3. **Community Stakeholder Relations Committee:**
 Gather interest and input from the Seaside School District community to help inform the development of the future Performing Arts Center Foundation.

4. **Board Chair:**
 Offer community events in Cannon Beach, Seaside, and Gearhart to answer questions about the Seaside School Board and generate interest for future vacancies.

Superintendent Board Advisory Committees

Name of Committee	Scope of the Work	Members
<i>Strategic and Operational Planning/Budget Development</i>	<i>This team focuses on facilities, transportation, and other operational aspects of the district, as well as the budget.</i>	<u>Board Members</u> Vacancy Chris Corder
<i>Performance Monitoring</i>	<i>This team focuses on instructional improvement, monitoring the strategic plan, and curriculum.</i>	<u>Board Members</u> Shannon Swedenborg Kevin LaCoste
<i>Community Stakeholder Relations</i>	<i>This team focuses on communication with our families, businesses, and greater community, and how we can partner with them to enhance each student's educational experience.</i>	<u>Board Members</u> Sondra Gomez Michelle Hawken

Priorities 2023-2024 for Seaside School District Board of Directors

Priorities

1. Development of a comprehensive plan for our school district property that includes both current and future land-use and capital improvement priorities.
2. Board training priorities.
3. Integration of our current 2019-2024 District Strategic Plan with the adopted Integrated Guidance Plan to provide an updated and comprehensive five-year plan.

Superintendent Board Advisory Committees

Name of Committee	Scope of the Work	Members
<i>Strategic and Operational Planning/Budget Development</i>	<i>This team focuses on facilities, transportation, and other operational aspects of the district, as well as the budget.</i>	<u>Board Members</u> Brian Owen Chris Corder
<i>Performance Monitoring</i>	<i>This team focuses on instructional improvement, monitoring the strategic plan, and curriculum.</i>	<u>Board Members</u> Shannon Swedenborg Kevin LaCoste
<i>Community Stakeholder Relations</i>	<i>This team focuses on communication with our families, businesses, and greater community, and how we can partner with them to enhance each student's educational experience.</i>	<u>Board Members</u> Sondra Gomez Michelle Hawken

Susan Penrod Superintendent Proposed Goals: 2025-2026

1. Continue to develop the Seaside School District Foundation.

Performance Indicators:

- Appoint a seven member foundation board.
- Develop and adopt foundation by-laws.
- Complete design of performing arts center to use for fundraising.
- Develop a foundation webpage that includes all information and processes.
- Begin fundraising efforts.

2. Develop and implement a plan to increase district-wide attendance.

Performance Indicators:

- Research improvement strategies used by other districts.
- Work with the NWRESD Behavior, Attendance, and Social Emotional Systems (BASES) team to develop a plan of action.
- Attend the 2025-26 3-part training BASES Collaborative series with the Leadership Team.
- Support each school to develop an attendance improvement plan.
- Review attendance improvement data once per trimester.
- Develop a community-wide campaign to support improved attendance for all students.

3. Develop and implement a district-wide equity advisory committee, as outlined by the Oregon Department of Education Division 22 assurances.

Performance Indicators:

- Develop a district-wide equity advisory committee, including staff, parents, students, and community members.
- Meet monthly with the team to develop an improvement plan based on the equity audit results and recommendations.
- Meet all requirements of the Division 22 assurances.
- Provide quarterly reports to the school board.

Susan Penrod Superintendent Goals: 2024-2025

Approved at the June 18, 2024, School Board Meeting

Operational Improvement Goal

Research and develop the Seaside School District Foundation.

Performance Indicators:

- Research foundation resource materials and school district foundations throughout the state.
- Collaborate with the Community Relations Stakeholder Board Committee Members to engage the community in developing the foundation's vision, mission, and funding priorities.
- Complete all documents to establish a charitable organization.
- Develop a foundation webpage that includes all information and processes.

Capital Projects Improvement Goal

Complete construction of the new softball field, complete building safety improvements, and explore classroom expansion possibilities.

Performance Indicators:

- Collaborate with all partners throughout the construction process.
- Work with the project manager to prepare and submit required check-in reports to the Office of Civil Rights, as part of the resolution agreement.
- Present monthly progress reports at school board meetings.
- Complete door enclosures for remaining open classrooms at Pacific Ridge Elementary.
- Collaborate with the Secondary School administration and Strategic and Operational Planning Board Committee Members to determine classroom expansion possibilities.

Instructional Improvement Goal

In collaboration with the Leadership Team, continue to develop a district-wide Instructional Framework.

Performance Indicators:

- Continue development of *Level 2: Effective Teaching in Every Classroom*, through prioritized professional development and staff participation in classroom observations.
- Continue to gather feedback and improve communication with our families, students, staff, and community members, using third-party, research-based surveys, as well as hosting in-person community events throughout the year.
- Continue to develop and implement a district-wide Multi-tiered System of Supports (MTSS) that uses data to help match academic and social-emotional behavior assessment and instructional resources to student's individual needs.
- Update our current 2019-2024 District Strategic Plan with the adopted Integrated Guidance Plan, including extending the Strategic Plan through June, 2026.
- Research the "Portrait of a Graduate" profile and community engagement process.

Susan Penrod- Proposed Superintendent Goals: 2023-2024

Presented During April 3, 2023 School Board Work Session (Adopted 4/18/2023)

Operational Improvement Goal

Continue developing a comprehensive, District-Wide Emergency Response Plan.

Performance Indicators:

- Develop a plan that includes response preparedness for a natural disaster, an intruder, a cyber attack, and a medical emergency.
- Develop a reunification plan for students, families, and staff.
- Build a team of community partners so plans coordinate services.
- Collaborate with building principals/supervisors to develop building-specific evacuation plans.
- Utilize resources from Northwest Regional Education Service District (NWRESD), Oregon Department of Education (ODE), and community partners to provide staff training, and participate in preparedness simulations.

Capital Projects Improvement Goal

Complete construction of the new softball field, re-turfing of Broadway Field, and turfing of the new high school field.

Performance Indicators:

- Work with project manager, engineering team, city and SEPRD partners, and design advisory committee to complete the design process.
- Collaborate with all partners throughout the construction process.
- Update the inter-governmental agreement, with approval from all entities.
- Work with the project manager to prepare and submit required check-in reports to the Office of Civil Rights, as part of the resolution agreement.
- Projected completion on or before August 15, 2023,.
- Present monthly progress reports at school board meetings.

Instructional Improvement Goal

In collaboration with the Leadership Team, continue to develop a district-wide Instructional Framework.

Performance Indicators:

- With successful completion of *High Reliability Schools Level 1: Safe, Supportive, and Collaborative Culture*, progress to *Level 2: Affective Teaching in Every Classroom*.
- Continue to gather feedback and improve communication with our families, students, staff, and community members, using third-party, research-based surveys, as well as hosting in-person community events throughout the year.
- Continue to develop and implement a district-wide Multi-tiered System of Supports (MTSS) that uses data to help match academic and social-emotional behavior assessment and instructional resources to student's individual needs.
- Integrate our current 2019-2024 District Strategic Plan with the adopted Integrated Guidance Plan to provide an updated and comprehensive five-year plan.