Corvallis
SCHOOL DISTRICT

NOTICE

NOTICE IS HEREBY GIVEN of a meeting of the Corvallis School District Board of Directors.

Date & Time	Meeting Type	Location	Agenda
Thursday, January 22, 2026 5:30 PM	Special	District Office Board Room, 1555 SW 35th Street, Corvallis, OR 97333	See attached.

Accessibility: To request accommodations for board meetings, please contact Kim Nelson at 541-757-5841 or kim.nelson@corvallis.k12.or.us at least 48 hours before the meeting.

If you would like to watch live-streaming of the School Board meeting, please navigate to the District's YouTube channel: https://www.youtube.com/channel/UC9Jtpte5dmilZl9kySBJbVQ?
A recording of the meeting will also be posted to that channel.

POSTED: Corvallis School District Administration Building
Hans Boyle, Education Editor, Gazette Times (Via Email)

For more information, please contact Kim Nelson at 541-757-5841 or at kimberly.nelson@corvallis.k12.or.us

Corvallis
SCHOOL DISTRICT

Thursday, January 22, 2026
5:30 PM

AGENDA
Special Meeting of the
BOARD OF DIRECTORS
Corvallis School District 509J

Meeting Details: Thursday, January 22, 2026, 5:30 PM in the District Office Board Room, 1555 SW 35th Street, Corvallis, OR 97333.

If you would like to watch live-streaming of the School Board meeting, please navigate to the District's YouTube channel: https://www.youtube.com/channel/UC9Jtpte5dmilZI9kySBJbVQ? A recording of the meeting will also be posted to that channel.

I. CALL TO ORDER (5:30 PM)*
The Board and presenters will have dinner from 5:30 p.m. to 6:00 p.m. and then proceed with the Board meeting. Board members will be seated at separate tables and sound will be limited.

II. STUDENT REPRESENTATIVE REPORTS

III. WELCOME

IV. DEPARTMENT SCORECARD REPORTS
During the scorecard presentations, participants will move around the room, and audio may be limited.

IV.A. Business Services

2026 School Board Update

Corvallis SCHOOL DISTRICT

Business Services

CELEBRATIONS & SUCCESSES FROM 2024/25

- Engagement with students groups
- Implementation of a new budget tracking & allocation tool
- Supported percent increases in all District-level annual goals

HIGHLIGHT: WHAT WE ARE EXCITED ABOUT THIS YEAR

Continued improvement of communication strategies around budgeting and the financial state of the district.

GOALS FOR THE CURRENT SCHOOL YEAR

Goals	Metric/Progress Measures	Timeline
Propose a balanced budget for 26/27 that includes educational delivery aligned to Board Goals, provides competitive and appropriate compensation for employees, and accounts for the ongoing costs of facilities and operations.	• Enrollment Tracking (ADM=$$) • Monthly Budget Projections (budget to actuals) • Monthly Effective FTE Tracking • Completion of 26/27 budget timeline	By June 30, 2026
Business Services will transparently communicate the budget process to staff so that they feel engaged and informed."	• Staff Survey	By June 30, 2026

KEY STRATEGIES TO ACHIEVE OUR GOALS

- Consolidation Scenario Proposals
- Long-Range Financial Planning
- Allovue Budget Implementation

Corvallis
SCHOOL DISTRICT

IV.B. Communications

Communications

Navigating Change with Transparency and Consistency: Consolidation Communication

The department drafted a communications plan that prioritized transparency by providing regular process updates, sharing accurate data, and clarifying the steps behind the district's decision-making. This plan also aligned staff as informed communicators and utilized multilingual outreach across various platforms to gather community input and answer questions.

Website

Goal: Share regular updates in a consistent and accessible location.

- Page Views: 7,794

FAQ

- 275 questions

Goal: Provide a weekly opportunity for responses to questions from the community.

ParentSquare Posts

Goal: Provide a regular concise weekly update with links to more information.

- Avg. 73% view rate
- Avg. 58% open rate

Social Media

- Views: 39,016 - 1,050
- Interactions: 39 - 0

Goal: Provide updates for audiences who view and share information on social media.

Recorded Videos

- Views: 658 - 311

Goal: Provide additional opportunity for community to view key presentations and community listening sessions.

Challenges:

- Need outcome measures
- Phase One
- Maintain stories of joy through difficult times

Next Step:

Create Phase Two

Our Students, Our Story: Celebrating Success in Real-Time

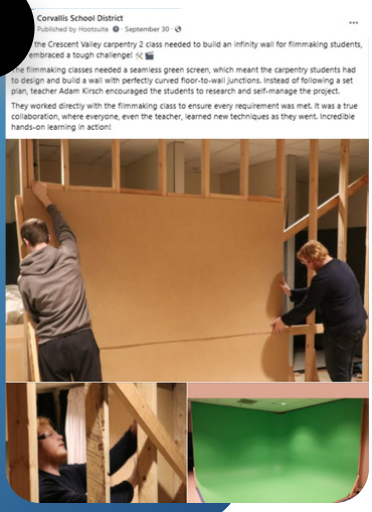
As a key initiative within the 2023–2028 Strategic Communication Plan, the department developed a strategy that applies educational theory to strengthen the storytelling of core district messages. This approach fosters the creation of engaging and diverse narratives that celebrate the successes of our students and staff while bringing the district's primary goals to life for the community.

Social Media

- Hands-on
- Student-led
- Experiential

Analytics:
Facebook
- 11,210 views
- 104 reactions

Instagram
- 2,298 views
- 71 interactions

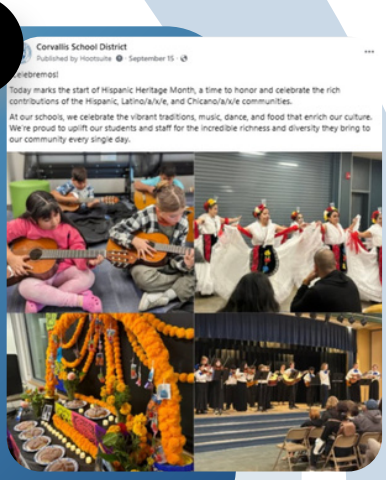


Social Media

- Multicultural
- Benefits all
- Diverse future

Analytics:
Facebook
- 2,905 views
- 41 reactions

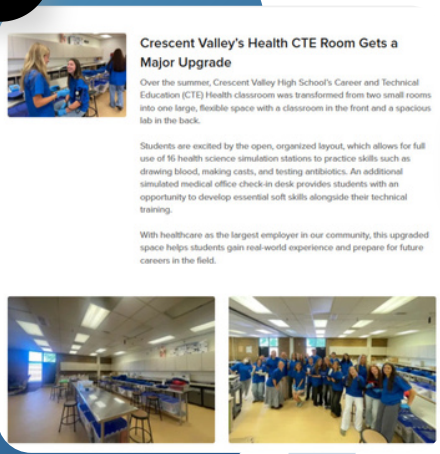
Instagram
- 1,031 views
- 22 interactions



Newsletter

- Hands-on
- Play-based
- Experiential

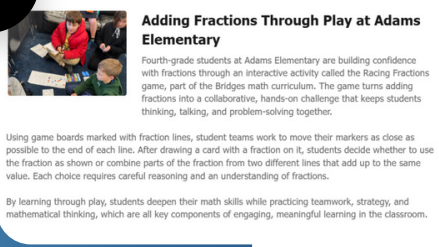
Analytics:
- 59% viewed
- 59% opened



Newsletter

- Hands-on
- Experiential
- Student choice

Analytics:
- 56% viewed
- 55% opened



Challenge:
Maintain awareness of stories happening across our district

Next Step:
Continue to highlight student success and learning

Corvallis
SCHOOL DISTRICT

IV.C. Human Resources

2025 School Board Update

Corvallis SCHOOL DISTRICT

Human Resources Department



CELEBRATIONS & SUCCESSES FROM 2024/25

- Rounding conversations with staff in elementary who were teaching a blended class.
- Updated job descriptions project which included operations staff and office/clerical staff.



HIGHLIGHT: WHAT WE ARE EXCITED ABOUT THIS YEAR

- The intersection of the work the Innovation Team is doing with staffing models. This is providing new and exciting opportunities to licensed and classified staff.



GOALS FOR THE CURRENT SCHOOL YEAR

Goals	Metric/Progress Measures	Timeline
By June 2026, staff in building(s) that are slated for consolidation/closure will maintain or increase the percent positive for the Youth Truth question, “I feel informed about important decisions regarding my school.”	Youth Truth Survey	June 2026
By June 2026, the percent positive responses on the Youth Truth staff survey will maintain or increase at the schools impacted by consolidation/closure for the question, “I feel that my work at my school is valued.”	Youth Truth Survey	June 2026



KEY STRATEGIES TO ACHIEVE OUR GOALS

- Celebrate and honor voice and agency in workplace activities.
- Incorporate staff input in decision-making processes on how the year ends for students and families at their school
- Provide opportunities for staff-led feedback discussions
- Acknowledge that mistake-making happens and that productive struggle exists in our work.
- Ensure alignment of actions with the needs identified by the buildings.
- Teach and reinforce both relationship-building and relationship-maintenance skills.

Annual Goal #1						**Status** **Green = On Track** **Yellow = Making Progress but not** **Red = Well Behind the Goal**	
Responsible Stewardship of Resources	District: By June 2027, the percent positive responses on the Youth Truth staff survey will increase for the question, "I feel that my work at my school is valued." Elementary - 82% to 85% Middle - 76% to 79% High - 84% to 87%					**Q1**	**Q2**
	Department: By June of 2026, in collaboration with both union presidents, and our district equity coordinator, a clear plan for delivery and follow up of conflict management and restorative justice practices with be created. By June 2027, the number of complaints involving staff interactions with other adults or students, will decrease by 10%.					Green	Yellow
Progress Measures - predictors or checkpoints	**September**	**October**	**November**	**December**	**January**	**February**	**March**
Completion of training for union presidents, equity coordinator and me							
Creation of presentation and delivery plan							
Monthly Guardian report							
Promising Practice:							
Affirm Every Staff Member's Dignity and Worth							
Strategic Actions							
Collaborate with MRK - alignement with equity work/language	Not Started	In Progress	In Progress	In Progress	In Progress	Not Started	Not Started
Complete training with equity coordinator and union presidents	Not Started	In Progress	In Progress	Completed			
Create a checklist of practices/components for incorporating RJ in investigations	Not Started	Not Started	Not Started	In Progress			
Create presentation and schedule visits to schools	Not Started	Not Started	Not Started	Not Started	In Progress		
Promising Practice:							
Model Relational Repair and Accountability							
Strategic Actions							
Intentionally apply restorative justice practices in investigations	Not Started	In Progress	In Progress	In Progress	Not Started	Not Started	Not Started
Offer monthly trainings on peer empathy/social justices practices	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started
Rounding with volunteer attendees from monthly trainings	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started
NOTES:			Training was delayed due to team member's schedules		After consultation with supervisor, extended this goal to a 2 year timeline		

Annual Goals #2						**Status** **Green = On Track** **Yellow = Making Progress but not** **Red = Well Behind the Goal**	
Responsible Stewardship of Resources	District: District: By June 2026, the percent positive responses on the Youth Truth staff survey will increase for the question, “I feel that my work at my school is valued.” Elementary - 82% to 85% Middle - 76% to 79% High - 84% to 87%					**Q1**	**Q2**
	Department: By June 2026, the percent positive responses is over 51% from coaches on a survey question, "I feel that my work at my school is valued."					Red	Yellow
Progress Measures	**September**	**October**	**November**	**December**	**January**	**February**	**March**
Coaches Survey question each season							
Rounding							
Promising Practice:							
Ensure Equitable Access and Resource Allocation							
Foster Identity-Safe, Inclusive Working Environments							
Affirm Every Staff Member’s Dignity and Worth							
Strategic Actions							
Offer mandatory training - extension of Safe Schools: practices, locker rooms, travel, hazzing, inclusion	Not Started	In Progress	In Progress	Completed			
Rounding with each head coach for each sport	Not Started	Not Started	In Progress	In Progress	In Progress	Not Started	Not Started
send response/acknowledge/thank for meeting each coach	Not Started	Not Started	In Progress	In Progress	In Progress	Not Started	Not Started
review end of season student survey	Not Started	Not Started	In Progress	In Progress	Not Started	Not Started	Not Started
Rounding with each head coach for each sport, and AD at end of season	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started	Not Started

Corvallis
SCHOOL DISTRICT

IV.D. Operations

Corvallis
SCHOOL DISTRICT

Board Update January 22, 2026

Operations Department School

- Food Services
- Maintenance / Custodial
- Sustainability
- Transportation

CELEBRATIONS & SUCCESSES FROM 2024/25

- ❖ Implementation of custodial clean teams in response to staffing reductions.
- ❖ Completion of Long Range Facilities Planning.

HIGHLIGHT: WHAT WE ARE EXCITED ABOUT THIS YEAR

- ❖ Meal participation is up 8% in November 2025 over November 2024.
- ❖ Transportation On-Time Arrival and Departure is 87%.
- ❖ Sustainability Management Plan has been completed.

GOALS FOR THE CURRENT SCHOOL YEAR

Goals	Metric/Progress Measures	Timeline
Increase percentage of meal participation by 10% by June of 2026.	-Student/Family Surveys -Monthly review of meal participation -PDSA Cycles	By June 30, 2026
Continued improvement of on-time performance for bus arrival and departures.	-STA On Time Report -PDSA Cycles	By June 30, 2026
Complete 2019 Sustainability Management Plan.	-Tracking and reporting of all 5 key areas of SMP.	By January 2026
Plan for implementation of Consolidation and Closure.	-Strategic tracking of elements related to Operations	By June 30, 2026

KEY STRATEGIES TO ACHIEVE OUR GOALS

Rounding, Surveys, PDSA Cycles, Regular Accountability Check-ins

Corvallis
SCHOOL DISTRICT

IV.E. Student Growth & Experience

2025 School Board Update

Corvallis SCHOOL DISTRICT

Student Growth and Experience



CELEBRATIONS & SUCCESSES FROM 2024/25

Goal 1: Increase 3rd-Grade Reading Scores

- **Curriculum Implementation:** The district monitored the implementation of the core ELA/SLA curriculum in K-2 classrooms, documenting evidence of implementation across various months (e.g., 12 out of 17 classrooms showed evidence in October).
- **Teacher Training:** There was a strong focus on professional development in the Science of Reading. 54 elementary participants in 40 hours of university coursework on the science of reading.
- **Data Monitoring:** We added a new assessment program, Amplify, to assess and monitor student growth.

Goal 2: Increase 9th-Grade Math Credit Completion

- **School-Specific Success:** February 2025 data highlighted strong completion rates at individual high schools, with CHS at 94% and CVHS at 91%.
- **Process Improvements:** The use of academic data in Student Support Teams (SST) and rounding for math curriculum implementation.
- **Intervention Cycles:** Staff engaged in "Plan-Do-Study-Act" (PDSA) cycles to evaluate the success rate of math interventions assigned to students.

Goal 3: Increase Graduation Rates

- **Team Integration:** Academic data were used within Student Support Teams (SSTs) to support student progress.
- **Strategic Reviews:** "Rounding" conversations were conducted regarding Algebra and Language Arts intervention strategies.
- **Data Analysis:** The district began reviewing semester data on dually identified students to monitor academic achievement.

HIGHLIGHT: WHAT WE ARE EXCITED ABOUT THIS YEAR

Expanding Teacher Professional Learning: Designed and delivered focused PD in the science of reading and research-based math practices that emphasize conceptual understanding, discourse, and formative assessment.

Coherent Instructional Supports: Aligning curriculum resources, coaching, and assessment tools so teachers receive consistent guidance across science, reading, and math rather than disconnected initiatives.

Streamlining Student Support Systems: Reviewed and simplified referral processes, intervention pathways, and progress-monitoring tools to ensure students receive the right support at the right time.

Integrating Department Collaboration: Bringing together curriculum, assessment, MTSS, and student services into a single coordinated team to reduce silos and improve communication with schools.

Equity-Driven Planning: Used disaggregated data and community voice to shape future programming that expands access to rigorous coursework and culturally responsive instruction.

Community Partnerships: Collaborating with families and community organizations to better understand student experience and remove barriers to learning.

Future-Focused Program Design: Began planning new educational pathways and learning models that prepare students for post-secondary success while honoring the diverse strengths of Corvallis learners.

GOALS FOR THE CURRENT SCHOOL YEAR

The Student Growth and Experience Department supports and monitors all school-level scorecard goals and strategies. Listed below are the goals reflected on all school scorecards.

Goals
By June 2026, 3rd-grade reading scores as measured by OSAS will grow from 48% to 53%
By June 2026, all disaggregated groups in 3rd-grade reading, as measured by OSAS, will grow 5%
By June 2026, 8th-grade Math proficiency, as measured by OSAS, will increase from 41% to 48%
By June 2026, disaggregated 8th-grade math scores as measured by OSAS will grow 5%
By June 2026, disaggregated 8th-grade reading scores as measured by OSAS will grow 5%

By June 2026, the percentage of 9th-grade students on track for graduation will increase 3% from 90% to 93%. (Pre-Pandemic Rate)
By June 2026, the 4-year cohort and 5-year completer graduation rates for ELs, students with disabilities, and students experiencing poverty will increase by 3%. Graduation Rates in 2024: English Learners: 67%; Students with disabilities: 72%; Students Experiencing Poverty: 61%
By June of 2026, the percent positive responses to the High School Youth Truth question, 'My teacher explains things in a way I can understand,' will increase by 3%, from 50% to 53%.
By June of 2026, the percent positive responses to the elementary and middle YouthTruth student surveys in the culture section will increase by 3%. Elem: 21% to 24% Middle: 25% to 28%
By June 2026, the percent postive response will increase 3% for the following student mental health through responses Youth Truth Survey question: When I am feeling upset, stressed, or having problems, there is an adult in the school whom I can talk to about it. Elem 68% to 71% MS 43% to 46% HS 47% to 50%
By June 2026, the percentage of students responding "yes" to the question "In the last twelve months, have you ever felt so sad or hopeless almost every day for two weeks or more that you stopped doing some usual activities?" will decrease by 3%: Middle 26% to 23% High 22% to 19%
By June 2026, the regular attendance rate in the Corvallis School District will increase by 2% from 70% to 72%. k-2 was 76% Middle was 6th 74%, 7th 70%, 8th 68% High was 62%: 9/10 70%; 11/12 54%
By June 2026, the percentage of positive responses in the 'Engagement' section of the YouthTruth family survey will increase by 3%. Elementary 55% to 58% Middle: 40% to 43% High 35% to 38%
By June 2026, the percent positive response on the YouthTruth student survey will increase as follows: Middle: Relationships Section: 40% to 43% High: I really feel like a part of my school's community. 44% to 47%
By June 2026, the percent positive responses on the Youth Truth staff survey will increase for the question, “I feel that my work at my school is valued.” Elementary - 82% to 85% Middle - 76% to 79% High - 84% to 87%

2025 School Board Update

Corvallis SCHOOL DISTRICT

Technology Services



CELEBRATIONS & SUCCESSES FROM 2024/25

Rubric for Evaluation of Requests

- **Creation of Tools:** The team drafted a “Project Feasibility/Escalation Rubric” and utilized “Ticket Analytics” to align actions with department goals.
- **Budgeting Application:** Revisions to the rubric informed budgeting, and the team applied the rubric to final budgeting decisions.

System for Rounding (Scheduling and Follow-Up)

- **Streamlined Scheduling:** The schedule was streamlined by reducing the frequency to five "1:1:1 meetings" throughout the year, rather than monthly meetings.
- **Technology Integration:** The team used Google Calendar, Google Docs for notes, and NotebookLM to synthesize meeting notes.
- **Structured Follow-Up:** A cycle was established that includes “3-2-1 summaries,” stoplight reports, and trackers for action items and thank-you notes across multiple rounds of meetings.

Identify Hardware Supports by Device

- **Resource Development:** The team began work on a Cross-Functional Menu of Supports for Students and incorporated AI Resources.
- **Device Alignment:** Work is currently underway to identify supports for iPads, Chromebooks, Macs, and Windows devices.



HIGHLIGHT: WHAT WE ARE EXCITED ABOUT THIS YEAR

Stronger Connections Through Rounding: Regular rounding with tech staff, teams, and building staff will create more opportunities to listen, respond, and strengthen customer service. These conversations will help ensure that Technology Services is visible, responsive, and that staff feel their work is valued and understood across the district.

Clearer Understanding of Our Shared Impact: Ongoing review of PDSA data and intentional communication about department goals will help every team member

	see how their daily work contributes to program improvement. This focus will build collective ownership and increase positive perceptions of purpose and alignment within Technology Services. **Improved Service Through Streamlined Systems:** An increased emphasis on effective ticketing and service delivery will support faster, more consistent responses to school needs. By refining processes and monitoring progress monthly, the department will continue to enhance reliability and the overall experience for staff and students.



GOALS FOR THE CURRENT SCHOOL YEAR		
Goals	Metric/Progress Measures	Timeline
Department Goal 1: By June 2026, the percent positive responses on a Technology Services staff survey will increase for the question, “I feel that my work at my school/for my department is valued.”	Rounding (Customer Service, Delivery of Service) Reviewing PDSA Data	Monthly
Department Goal 2: By June 2026, Technology Services staff will increase their understanding of department goals and how their individual contributions support program improvement, as measured by the percent positive responses to the Technology Services staff survey question, “I understand how my work contributes to achieving our department's goals.”	Rounding (Customer Service, Delivery of Service) Reviewing PDSA Data	Monthly



KEY STRATEGIES TO ACHIEVE OUR GOALS
Rounding (Tech Staff and Teams, Building Staff) Rounding (Customer Service, Delivery of Service) Reviewing PDSA Data Emphasis on Ticketing

Corvallis
SCHOOL DISTRICT

V. REFLECTION

VI. ADJOURNMENT (8:30 PM)*

*All times are approximate.

Note: The Chair of the Board may alter the order of business as they deem proper and necessary.

Corvallis
SCHOOL DISTRICT

Agendas – Agendas and supporting materials are available online at https://v3.boardbook.org/Public/PublicHome.aspx?ak=1000829 a few days before each School Board meeting. For more information, please contact Kim Nelson at kimberly.nelson@corvallis.k12.or.us.

Communication With The School Board – Communication with the Board can be made by telephone, letter, e-mail and public testimony. Letters may be addressed to individual Board members or the Board as a whole and sent to 1555 SW 35th Street, Corvallis, OR 97333. E-mail may be sent to schoolboard@corvallis.k12.or.us and will be sent to all board members simultaneously as well as to key District Office staff. For more information, please contact Kim Nelson at kimberly.nelson@corvallis.k12.or.us.

Consolidated Action Agenda – The purpose of the consolidated action agenda is to expedite action on routine agenda items. All agenda items that are not held for discussion at the request of a Board member or staff member will be approved/accepted as written as part of the consolidated motion. Items designated or held for discussion will be acted upon individually.

Public Comment –
Guidelines are at: https://www.csd509j.net/about-us/school-board/provide-input-and-be-informed/

Executive Session – Permissible purposes of Executive Sessions include: ORS 192.660(2)(a) – Employment of Public Officers, Employees and Agents; ORS 192.660(2)(b) – Discipline of Public Officers and Employees; ORS 192.660(2)(d) – Labor Negotiator Consultations; ORS 192.660(2)(e) – Real Property Transactions; ORS 192.660(2)(f) – Exempt Public Records; ORS 192.660(2)(h) – Legal Counsel; ORS 192.660(2)(i) – Performance Evaluations of Public Officers and Employees; ORS 192.660(2)(j) – Public Investments.

Grievance Process - ORS 192.705
Grievances alleging a violation by a governing body of provisions in Public Meetings Law may be submitted in writing to Kim Nelson at kim.nelson@corvallis.k12.or.us or submitted between 8:00 am – 5:00 pm Monday through Friday at 1555 SW 35th Street, Corvallis, OR 97333. Additional information is available on the district website.

SCHOOL BOARD MEMBERS			
Judah Largent	541-231-8415	Terese Jones, Co-Vice Chair	541-230-1673
Sami Al-Abdrabbuh	541-283-6611	Shauna Tominey, Co-Vice Chair	541-829-8411
Chris Hawkins	541-602-2045	Luhui Whitebear, Chair	541-714.3305
Bernie Wang	541-704-7298		

EXECUTIVE STAFF MEMBERS	
Ryan Noss, Superintendent	541-757-5841
Melissa Harder, Assistant Superintendent / Human Resources Director	541-766-4857
Lauren Wolfe, Finance Director	541-757-5874
Byron Bethards, Student Growth & Experience Director	541-757-5470
Kim Patten, Operations Director	541-757-3849
Kim Nelson, Executive Assistant to the Superintendent; Board Secretary	541-757-5841