



Gladstone School District SIA Annual Report  
2021-22 Student Investment Account Annual Report

Required Question	Responses
<p>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)</p>	<p>As we returned to full in-person school during the 2021-22 school year, the investments made to support student well-being, including targeted academic and social-emotional learning, helped students and staff navigate the transition more smoothly. Staff capacity to respond to student needs increased. In particular, the counseling teams at the elementary and middle levels have been able to become far more proactive in serving students, both individually and in small groups but also in providing systemic instruction where appropriate. A Family Liaison interacts daily with emerging bilingual students and families, one of our biggest focal populations. Class size reduction in primary grades allows for more individualized support for our youngest students. At kindergarten, the intervention specialist created a program called 'Discovery' where students in small groups learn to interact socially and explore learning challenges. The addition of a maker space at the elementary encourages students in grades 1-5 to participate in STEAM activities. The middle school library project is complete and, coupled with new elective offerings, offers a wider variety of opportunities for middle level students. K-5 students now experience double the amount of physical education instruction. Taken as a whole, these additions -- and other action items from Gladstone's SIA plan -- are creating a more robust and well-rounded program. They generate momentum for students to realize the ambitious outcomes we presented in the original plan.</p>
<p>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)</p>	<p>A primary challenge we faced was that the plan was created in anticipation of significantly more funding than we in fact received. Thus, some adjustments needed to be made. In other cases, we utilized specific funds from other sources (summer school, for example) rather than from the original SIA plan. Another example of an adjustment is that, in lieu of contracting alone with a community-based organization, we were able to instead pilot a partnership with Latino Network and Clackamas</p>



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	<p>County to provide mental health screening at Gladstone High School. One plan item, mentioned in the first response, was modified to create a unique position focused on supporting emergent bilingual students and their families. Another challenge was the difficulty during the biennium of providing professional development in the traditional method, largely because of a decreased capacity to provide substitutes for staff release time.</p>
<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 <a href="#">Community Engagement Toolkit</a> and where your efforts might land on the Levels of Community Engagement spectrum as you complete your response. <i>(500 words or less)</i></p>	<p>We are proud of the depth and breadth of formal community engagement which preceded the development of the original plan, and which was repeated for the development of the next iteration of the SIA plan, along with the other coordinated aspects of the new integrated planning process. A challenge has been in rebuilding family involvement in school. For instance, a robust program for volunteering schools needs careful and intentional work in order to reach the same level of effectiveness we shared with our volunteer community in the past.</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? <i>(500 words or less)</i></p>	<p>The prioritization decisions we made were largely pragmatic. The items prioritized were programmatic and directly impacted students, staff, and families. In some cases, we found or were granted alternative funding mechanisms for action items (summer learning experiences and community-based partners are both examples of this). A third tier of prioritization was financially motivated. An example of this was planned ADA improvements. The financial gap between what was planned and what was received through SIA, coupled with escalating costs from contractors and the lack of available contractors meant this action item was not implemented.</p> <p>In terms of future SIA efforts, we learned a number of valuable lessons. We need to be flexible in our planning to account for events which cannot be predicted. As action plan items are completed we will be able to add items to the new plan. We need to continue to prioritize plans which directly impact students and families, particularly those focal</p>



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	populations which data reveals continue to need increased support.