



THE OREGON SCHOOL ADMINISTRATOR

*"It's not the cynics who emerge the heroes, but the people who spent their lives in service to others. It's those that fight for justice for someone whose reflection they don't see in the mirror."
Sharon McMahon, The Small and the Mighty*



Gratitude to the room overflowing with nearly 800 Law Conference participants, presenters, panelists and volunteers. We could not have had such a successful event without all of you!

NORTH CLACKAMAS UNCOVERS THE KEYS TO EARLY LITERACY SUCCESS

By integrating data, incorporating high-interest decodable texts, and removing barriers to district collaboration, North Clackamas is building a sustainable model for early literacy success, empowering students and fostering a culture of achievement and opportunity.

Superintendent Dr. Shay James, Assistant Superintendent Dr. Ivonne Dibblee and Literacy Director Jen Burkart sat down with us to talk more about their strategies for success in this month's episode of Education Expedition.

The biggest takeaway? Joy! Follow along as the team shares how they respond to the brilliance each student has to offer in this episode.



Got a positive story about public education? [Let's hear it!](#)

Dear Education Leaders,

Happy New Year! As we turn the page to 2025, we step into a period of renewal and reflection, even as we navigate the uncertainty of a new administration. Change often brings both challenges and opportunities, and we are reminded of the critical role we play as leaders in shaping the future for Oregon's PreK-12 students. Together, we have the responsibility—and the privilege—to prepare our students for bright and prosperous futures.

Here in Oregon, we stand at the threshold of tremendous opportunities to influence the 2025 legislative session. By amplifying our collective voices, we can advocate for policies and resources that will strengthen education in our state. Let us move forward with a spirit of collaboration and determination to ensure that every decision we make positively impacts the students and communities we serve.

I am thrilled to announce the upcoming launch of COSAbot.AI later this month! This innovative tool is designed to support you by streamlining workflows, enhancing communication, and providing on-demand insights tailored to the unique needs of educational leaders. COSAbot.AI represents our commitment to equipping you with the tools to lead effectively in an ever-changing world.

In addition to embracing new technologies, COSA remains steadfast in its dedication to professional learning and community-building. Mark your calendars for these enriching opportunities:

- **Winter Conference (in partnership with OASBO): February 11-12, 2025.** This event promises to be a dynamic space for collaboration and learning as we address critical topics in education and school funding.
- **Multilingual & English Learners Conference: February 26-28, 2025.** Join us to explore strategies and practices that ensure success for Oregon's diverse student populations.
- **Early Career Academies:** Tailored to support emerging leaders, these academies provide foundational knowledge and networks for new administrators.
- **Lunch and Learn Virtual Opportunities:** Insightful sessions designed to fit into your busy schedules and easily accessible from anywhere in Oregon.
- **Affinity Spaces for Leaders:** Safe and supportive spaces for leaders to connect, share experiences, and grow together.

As we embrace 2025, let us carry forward a tone of perseverance and inspiration. The work we do is vital, and the impact we make is profound. Together, we can navigate the complexities of our roles and continue to champion excellence in education for all students across Oregon. Thank you for your unwavering commitment to our shared mission. I look forward to seeing many of you at our upcoming events and to working alongside you as we forge ahead with purpose and resolve.

Here's to a year of growth, possibility, and success for all of us and the communities we serve.

With gratitude and optimism,
Krista



THE 2025 LEGISLATIVE SESSION OFFICIALLY BEGINS ON JANUARY 21ST!

COSA's Policy and Advocacy Team wants to share some tools to help you elevate your voice and sharpen your advocacy skills in support of Oregon students.

All COSA members are invited to attend an upcoming legislative advocacy training. We are offering two online sessions to:

- Help support your relationship building and conversations with lawmakers;
- Practice and plan for meetings with lawmakers in and outside of the Capitol; and
- Focus our storytelling and messaging around our shared 2025 priorities.

**Jan. 10****Jan. 31****COSA's 2025 Legislative Advocacy Webinar****12:00- 1:15 pm****Register for at least one session by clicking the date!**

In case you missed it - we wanted to make sure you received copies of these reports that were published in November and December.

COSA Workgroups Report - The 2024 COSA Workgroups Report outlines ten key recommendations from our two workgroups: one focused on Funding, and one focused on Student Supports. These key recommendations have shaped our 2025 Legislative Priorities. Thank you again to our OASE facilitators, and all of the Superintendents and COSA Leaders who participated in one, or both, of the workgroups. For more details about the findings and recommendations, please [check out our report that was released in November](#).

HB 2656 Accountability Report - The HB 2656 Accountability Report was published by the Oregon Department of Education in early December. We want to express our gratitude to Dr. Williams and the ODE team for bringing education partners together, organizing the HB 2656 Accountability Workgroup meetings over the past seven months, and finalizing the report that will be an important springboard into the 2025 Legislative Session. The Accountability Report shares four key recommendations.

- Recommendation 1: Improve Public Transparency and Data Sharing
- Recommendation 2: Review Oregon's Approach to Funding and Investing in K-12 Education
- Recommendation 3: Reduce State Grant Requirements and Reporting
- Recommendation 4: Measure Impact & Take Action

Below is a copy of the full report, as well as key supporting documents.

- [A Renewed Vision for Oregon's Accountability System](#) (Full Report - December 2024)
- [Oregon's Reimagined Accountability Framework](#) (Short Version - December 2024)
- [Governor Kotek's Letter to the HB 2656 Accountability Committee](#) (December 2024)
- [ODE Presentation to the House Education Committee](#) (December 2024)

We also want to thank all of the District Superintendents and COSA Leaders who served on this workgroup. We are incredibly grateful for their leadership, time, and service to this workgroup.

SPOTLIGHT DISTRICT



Prospect, a rural district in Jackson County, has just cut the ribbon on their new CTE building. With a shop spanning over 2,800 sq. ft. and containing \$70,000 of new equipment, you'd think this was made possible from a bond.

Think again.

Superintendent Daye Stone proudly shared how the community came together to invest in its school- because they know investing in education is an investment in Prospect's future.



UPCOMING PROFESSIONAL LEARNING

Winter Conference

ODE Webinar Strand 2: Optimizing Student Support

Multilingual & English Learners Conference

UNLOCK YOUR **PRINCIPAL TOOLKIT!**

Bookmark the link above to stay up to date on principal resources!



Hear from your OESPA and OASSA leaders about what they're listening to and reading. Highlights include:

- [The Anxious Generation by Jonathan Haidt](#)
- [A Framework for Understanding Poverty by Ruby K. Payne](#)
- [Getting It Done: Leading Academic Success in Unexpected Schools by Karin Chenoweth and Christina Theokas](#)
- [What Great Teachers do Differently by Todd Whitaker](#)
- [Hacking School Discipline by Nathan Maynard and Brad Weinstein](#)



Federal Advocacy Update: Our NASSP and NAESP representatives reported that the federal advocacy work will seek to offer a simplified set of policy priorities with less legislation – this will help to focus our advocacy on key areas where we can make a difference with principal voice.

- The big picture message will center around defending the institution of public education and the federal funding that supports it.
- Other issue areas that may be advocated for (without a long list of legislation attached to each) are federal support for CTE, career pathways/workforce development, IDEA, student/educator mental health, and school safety



The COSA team is crowdsourcing **resources** to provide support for students, staff and families during challenging local, regional, and national events.

If you have resources or recommendations to share, please send them to [Parasa Chanramy](#) and [Carmen Gelman](#)



[The 2025 United National Conference on School Leadership](#) will take place from July 11th through 13th in Seattle, WA. We are hoping to have a large cohort of leaders from Oregon join this year. Register early to secure your spot!

Collaborative Corner

COSA Partner Programs Powering Student Success

COSA is partially supported by Partners that provide many important goods and services for education. The Collaborative Corner will feature partner highlights and resources in each monthly communication.

CALIFORNIA CASUALTY



TEAM UP
WITH CALIFORNIA CASUALTY

Apply to receive **\$1,000**
Thomas R. Brown Athletics
Grant for your school's team.

 **California Casualty**
AUTO AND HOME INSURANCE

Apply Today

The California Casualty Thomas R. Brown Athletics Grant began in 2010. It was created to support public school sports programs impacted by budget cuts. The grant focuses on enhancing student's experiences through sports. Any middle or high school member can apply for our grant.

We are now accepting applications for our 2024-25 California Casualty Thomas R. Brown Athletics Grant program. This is one of our most popular ways to support our educator group members and their students. This campaign will run through January 15, 2025. We plan on awarding each of our \$1,000 athletics grants in the Spring of 2025.

[Learn more and apply here!](#)