



THE OREGON SCHOOL ADMINISTRATOR

*“You are not lucky to be here. The world needs your perspective. They are lucky to have you.”
– Antonio Tijerino, President and CEO of the Hispanic Heritage Foundation*



Springfield High School Mariachi del Sol performing at the Equity Summit in September

Upcoming Professional Learning Opportunities

Women’s Leadership Summit

SPED Fall Conference

Law Conference

Oregon Law and Finance 2 Credit Graduate Course

Winter Conference

RYAN NOSS NAMED SUPERINTENDENT OF THE YEAR

Corvallis Superintendent Dr. Ryan Noss was surprised during his September board meeting by the announcement that he was named 2024-25 Oregon Superintendent of the Year.

This honor celebrates Dr. Noss’s outstanding leadership and dedication to educational excellence. He is now a contender for the National Superintendent of the Year award through the American Association of School Administrators (AASA).

Entering his ninth year as Superintendent, Dr. Noss’s impact on Corvallis School District has been profound. His journey from special education teacher to visionary leader highlights his unwavering commitment to student success. Under his guidance, the district has seen significant advancements, including the passage of a crucial capital construction bond in 2018 and the development of a school-based mental health program in 2019. Both initiatives have greatly enhanced student support and resources.

Dr. Noss’s collaborative spirit extends beyond the district, with active partnerships with local organizations like the Corvallis Public Schools Foundation and the City of Corvallis. His dedication to equity, innovation, and community engagement continues to drive positive change in education.

Dr. Noss’s leadership exemplifies excellence, fostering a strong sense of community and ensuring that every student has the tools they need to succeed.

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



Dear Education Leaders,

It has been an absolute pleasure traveling across the state for our regional meetings and engaging in meaningful conversations with each of you. Hearing about the successes you're experiencing in your schools and districts, as well as the great work you are leading on behalf of students, has been truly inspiring.

As part of our ongoing efforts to highlight the importance of public education, COSA's campaign slogan, **Oregon Strong: Our Future Begins in Our Public Schools**, is driving our mission to create space for positive storytelling. We are committed to amplifying these stories across Oregon, reaching beyond the education community to highlight the vital role our public schools play. Our key messages include:

- Building a bright future for all Oregonians by investing in public education.
- Community support and shared responsibility for the collective benefit.
- Bridging our divides through conversation and connection.

A key highlight last week was the success of COSA's Equity Summit, where more than 300 equity leaders gathered in Salem. Together, we explored how public education can truly serve all students—and serve them well. This collective commitment to equity, inclusion, and excellence is at the heart of what we do, and your leadership continues to drive transformative change across the state.

Keep up the great work, and if you haven't connected with COSA this year, please reach out to us and we will share the numerous ways to get engaged.

In Leadership,

Krista



Check out a dynamic interview between Dr. Paul Coakley and Dr. Krista Parent on MESD's most recent episode of "Leader Build Leaders" podcast by [clicking here](#)



Got a positive story about public education?

[Let's hear it!](#)



Coalition of Oregon School Administrators



@cosaleaders



Coalition of Oregon School Administrators



@cosaleaders

JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARY SCHEDULES WRAPS UP WORK

While everyone pays attention to the Oregon Legislature closely when it is in Session, the interim period between legislative sessions is often just as busy. Multiple legislative task forces and workgroups on topics as varied as accountability, substitute teachers, and student attendance have been meeting regularly since the end of the 2023 Session. The Joint Task Force on Statewide Educator Salary Schedules wrapped up its work and **issued their report in September.**

The 14-member task force was created by Senate Bill 283 (2023 Session) and was co-chaired by Senator Michael Dembrow and Rep. Courtney Neron, who chair the Senate and House Education committees respectively. Per the final report, the task force was “directed to study and make recommendations regarding statewide salary schedules for Oregon educators and to consider regional differences in statewide systems of educator pay and differential pay for educators who serve special education students.” COSA was ably represented on the Task Force by OASE President and Vale School District Superintendent, Dr. Alisha McBride.

Ultimately, the task force adopted **14 recommendations**, but not unanimously - Dr. McBride and other school district representatives opposed some proposals. The recommendations varied widely from the need to have more education workforce data to the expansion of apprenticeship programs for educators to consistent job classifications for classified staff from district to district. A key proposal from Dr. McBride and other district representatives on the task force that was adopted recommends the convening of a workgroup on educator compensation to truly understand the fiscal costs and policy challenges of a statewide salary scale before any legislative proposals are considered.

Ultimately, it will be up to the Legislature to decide whether or not to move forward with any of the task force recommendations. The COSA team wants to sincerely thank Dr. McBride for participating in almost 50 hours of task force meetings and clearly articulating the perspectives of COSA members and administrators from across the state.

What Can a COSA Membership Do For You?

LEGAL COUNSEL

Advice and counsel from COSA’s legal team and professional staff, including employment contract review.

AFFINITY GROUPS

Currently, COSA holds affinity space for administrators of color, LGBTQ2SIA+, and women leaders.

[Learn more here](#)

PROFESSIONAL DEVELOPMENT

Unparalleled professional development through conferences, academies, seminar series axnd more.

LEGISLATIVE INSIGHT

Latest policy and advocacy updates from a well-respected and established lobbying team.



And more!

CONFERENCES



Women's Summit October 10-11

[Click here for more information and to register](#)



Special Education October 23-25

[Click here for more information](#)



Law Conference December 4-6

[Click here for more information](#)



Winter Conference February 10-12 Salem Convention Center

EDUCATION EXPEDITION: HITTING THE RIGHT NOTE AT HARMONY ACADEMY



This month's expedition led us to Harmony Academy, a tuition-free public recovery high school in Lake Oswego. We sat down with Dr. Tony Mann, Molalla River SD Superintendent & Co-founder of Oregon Recovery High School Initiative and Harmony Academy, as well as Harmony Academy Principal, Sharon Dursi Martin as they shared about how this initiative came to fruition and why it's working so well.

The building is tucked in a serene grove of towering Douglas fir trees, with history overflowing from every corner. What became abundantly clear was the amount of joy present at Harmony Academy. For students who were otherwise cast aside, they have found belonging and accountability in one another. The adults are rooted firmly in their support of and belief in kids, taking on creative approaches to foster engagement.

Dr. Mann attributes much of the success to building a "coalition of the willing" across sectors and relying on data to deliver results.

Dursi Martin added to why recovery high schools are successful: "we meet kids where they are, but we don't leave them there." Dursi Martin also speaks to the cultural specificity of adolescents, and how the interventions used on adults aren't as successful in young people. Having some autonomy over their recovery has been a critical element in long term sobriety and success for students.

"It's not about being 'good'. It's about freedom. The more we can help kids find their own power and agency, the greater changes they can make in their lives."

*Sharon Dursi Martin,
Principal Harmony Academy*

Due to the coordination and efforts of Dr. Mann, Principal Dursi Martin and others on the Oregon Recovery High School Initiative, HB 2767 passed, enabling 3 new recovery high schools to open in the 2024-25 school year, and an additional 3 schools each biennium until 9 schools have been opened.

As far as advice goes to those opening new recovery high schools or beginning similar journeys, Dr. Mann and Dursi Martin both shared the importance of maintaining hope and leading with the heart.

You can watch the full video on YouTube (@cosaleaders). If you have a story you'd like to see featured on the Expedition, please email Cate Study at cate@cosa.k12.or.us

UPCOMING WEBINARS

Our professional learning team has been working to provide creative learning solutions as we recognize the financial and time constraints it takes to participate in a multi-day conference.

To that end, we're preparing several webinar series on varying topics to begin as early as November 2024. See below for general topics with more specific details following later in October.

Leadership for a New Era

One series, which will be delivered in 3 sessions and co-hosted by our partners at the **Center for Model Schools**, will be tailored for a new era of school and building leaders. Sessions will focus on building both technical and adaptive skills to navigate increasingly complex changes and get back to strategic thinking. These will be (3) 90 minute virtual convenings, meeting monthly from November to January. More information to come!

Practical Insights for Administrators

Together with the **Oregon Department of Education**, we're bringing a free series centered on supporting compliant and effective behavioral interventions and supports. In total, this workshop series takes 18 hours to complete in full and each strand can also be completed independently. It is composed of four 4.5 hour strands, each split into three 90 minute sessions/modules.

If you have any questions about any of these series, please reach out to Carmen Gelman at carmen@cosa.k12.or.us



Collaborative Corner

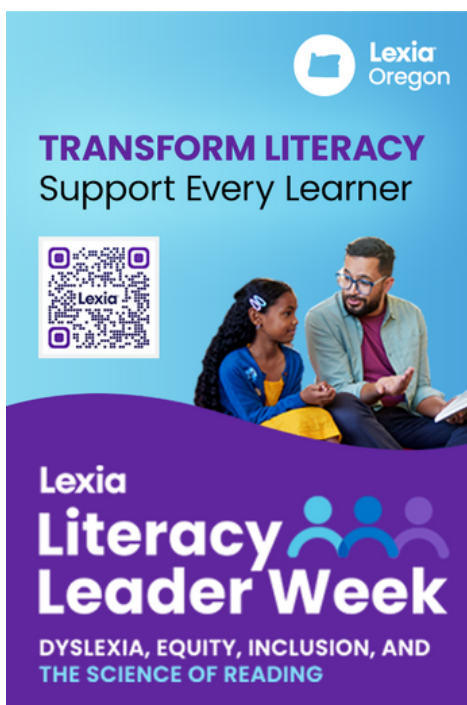
COSA Partner Programs Powering Student Success

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.

LEXIA LITERACY WEEK

Join the Lexia panel series to gain evidence-based insights that enable meaningful differentiation and discover effective approaches for fostering equity and inclusion through literacy.

Tuesday – Thursday | October 8 – 10 | 9am – 10am PT



THOUGHTEXCHANGE WEBINAR

Overwhelmed by survey data? Join ThoughtExchange for Faster Survey Analysis with Advisor on **October 9 at 10:00am PT**. Chris Randall, Chief Customer Officer at ThoughtExchange, will demo Advisor's latest features, and have a fireside chat with a customer to discuss how it's driving better outcomes for them.

Key Takeaways:

- Mixed-method analysis: Effortlessly theme and summarize both quantitative and qualitative data.
- Enhanced clarity: Gain quick understanding with precise summaries.
- Smart suggestions: Use conversational AI to uncover deeper insights.

This webinar is ideal for leaders looking for faster and more efficient ways to gain insights from feedback initiatives

[**Learn more and register here!**](#)

WAYFINDER TOUR

Wayfinder is taking Oregon by storm this fall!

Join us at one of the four Coalition of Oregon School Administrators + Oregon School Counselor Association events we'll be attending and find out how we're supporting 80+ districts across the state.

You can learn how Wayfinder helps schools meet Oregon's new SEL standards [here](#):



Do you have information you'd like to feature in *The Oregon School Administrator*?
Contact Cate Study at cate@cosa.k12.or.us



Coalition of Oregon School Administrators



@cosaleaders



Coalition of Oregon School Administrators



@cosaleaders