

**Meeting of the School Board  
David Douglas School District No. 40  
October 24, 2024**

A Board Workshop of the David Douglas School Board was held on Thursday, October 24, 2024 at 6:00pm in the David Douglas School District Boardroom, 1500 SE 130th Ave, Portland, OR 97233.

**School Board members present were:** Gabriela Saldana-Lopez, Board Chair; Heather Franklin, Board Vice Chair, Althea Ender, José Gamero-Georgeson, and Hoa Nguyen.

**Also present were:** Ken Richardson, Superintendent/Clerk; Andy Long, Assistant Superintendent of Human Resources; Brooke O'Neill, Director of Curriculum & Instruction; Florence Protopapas, Director of Student Services, and Laurie Brunelle, Board Secretary.

The agenda included consideration of the following:

**Ratification of Collective Bargaining Agreement between David Douglas School District and DDEA –** Ms. Franklin moved approval of the Collective Bargaining Agreement between David Douglas School District and DDEA, seconded by Mr. Gamero-Georgeson. Comments below: full comments located in the David Douglas Board meeting archives.

- The District Team and the DDEA Team thanked each other for their belief in students, professionalism, hard work, dedication, and collaboration.
  - At times it was challenging and frustrating which is part of the bargaining process.
  - Thankful for being able to reach agreements on things that are important.
  - Looking forward to moving into the implementation phase, working together, and maintaining positive relationships.
  - Thankful for including MECP staff in the contract.
  - Respectful process and never felt contentious.
  - Appreciated the open bargaining process.
  - Impressed with the advocacy of the entire Union.
  - Recognized and appreciated the amount of work it takes for the bargaining process.

The motion approved in a vote of 5-0 and the new contract was signed by both teams.

**David Douglas High School Football Coaches - Strategic Plan –** Jay Williams, Greg Carradine, and Kenny Walker, provided the following information.

- A visual board was provided with a strategic analysis of the football program.
  - Strengths, Weaknesses, Opportunities, and Threats (SWOT).
- Retaining people who have been around the program awhile to help build a bond with the students.
- Building Unity: lifting weights, bowling, swimming events, sleep overs, games, and mindfulness activities.
  - Activities and discussions: able to provide more resources in regards to language and culture.
  - Holding students accountable: follow through and being intentional with the discipline.
- Strengths: students in the weight room three times a week to build up strength.
- Education and grades: students went from a 1.8 GPA to a 3.045 GPA.
  - Plan 1: student grade reports.
    - Connect with the students and teachers to help them with achieving passing grades.
  - Plan 2 and 3: an hour in at Scot's Center.
    - Setting goals and creating a plan: parents are able to see the plan.
- Youth program: 3rd grade through 8th grade students.
  - High school students are coaches and referees for these programs.
- Goal: opportunities and stress the importance of making sure you are a student before you are an athlete.
- 550 David Douglas students play NFL FLAG: seven-week program.
  - Sunday Fun Day: afternoon games.
  - Builds IQ and culture through the program.
- Teach, build, and establish culture with a team.
  - Beginning in elementary school through middle school: workshops and clinics.
  - Building the team on discipline, commitment, mental toughness, effort, and smarts.
  - Football parent club, social media, and Player of the Week Award for showing up in practice and Friday nights, effort, attitude, and commitment.
- The data shows: grades are up, attendance is up, and behaviors are down.

- Community service, team dinners, getting students into college, and fundraisers.
- Per Brad Joy, Athletic Director.
  - Kids who play sports graduate.
  - We check athletes' grades every week.
  - The accountability piece for the football program and our athletes does work.
  - Our football players trust our coaches because they show up everyday and mean what they say.

**David Douglas School District Community Listen Session Follow-up** – Aide Juarez Valerio, Director of Communications, Family Engagement and Strategic Partnerships provided the following information.

- October 16th: Community forum with 95 people in attendance.
  - Open dialog about the incidents that occurred at our football games.
  - In attendance: athletes, families, staff, coaches, School Board, Superintendent, Assistant Superintendent of DEI, and elected officials.
- Purpose: to create a welcoming and inclusive sports environment and promoting anti-discrimination and respect.
  - The focus of the agenda was to answer four questions.
    - How can we address hate speech in athletics?
    - What do you as a student, as a family, and as a staff need from OSAA?
    - What tangible steps can our school district take?
    - What do you as a student, as a family, and as a staff need from our District at this moment?
- Seven breakout groups with a facilitator and note taker: shared as a whole group.
- October 21st: facilitators and note takers met to review, type, and synthesize the notes.
- Identified the themes: main themes below.
  - Improving communication and transparency: from the District and OSAA.
  - Training and support: officials, students, and coaches.
  - More accountability.
  - Importance of student voice: recognizing student experiences and creating affinity spaces.
  - Mental health and well-being: providing social emotional support for students and coaches.
  - Policy updates: OSAA to review their policies to see if there is a need to update.
  - Community engagement: building trust with student athletes and their families.
- List of action items were shared for short-term, mid-term, and long-term goals.
- The remaining timeline for the community forum.
  - October 28th: 2nd team meeting to draft an action plan.
  - Early November: follow-up community forum to share a plan.
- Mr. Richardson shared some of the action items that have already been put into play.
  - Completed multiple meetings with OSAA.
  - Started the Affinity Group.
- Resources to support the football program.
  - A specific period for learning football specifics all year.
  - Nutrition, lifting weights, and strength trainers.