

**Meeting of the School Board Equity Committee  
David Douglas School District No. 40  
April 11, 2019**

A School Board Equity Committee meeting was held on Thursday, April 11, 2019 at 4:30pm in the David Douglas School District Board Room, located at 1500 SE 130th Avenue, Portland, OR 97233.

**Equity Committee Members present were:** Kyle Riggs, Board Member; Stephanie D. Stephens, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Muhammad Rahman, Teacher; Rolando Florez, Assistant Principal; Etema Banks, African American Student Liaison; Jordyn Jenkins, Marketing and Leadership Development Manager, REAP; Ana del Rocio, Parent; Jared Cetz, student, and Laurie Brunelle, Board Secretary.

**Welcome** – Ms. Devlin welcomed everyone and informed them of the events going on around the District. She reported the District hired Madeline Bass for the new Family and Community Partnership Coordinator.

**Approval of February Minutes** – Mr. Rahman moved approval for the February Board minutes, seconded by Mr. Cetz. The motion approved in a vote of 7-0.

**Behavior and Social Practices Instructional Comparison** – Ms. Devlin provided the Committee a brief summary chart of District programs on behavior and social practices.

- Classroom Community Circles – based on Circle Forward
  - Circle Forward is a resource book.
  - Community Circles is a process many of our schools are using to teach kids a process for discussion using a talking piece.
- Minds Up
  - Curriculum lessons are available by grade level
  - TOSA's help with the lessons.
  - Currently working on adjusting lessons to better fit our school structures.
- Mindfulness
  - Strategies for being more present and intentional.
  - Practices are used for students to center themselves.
  - Focus is on clearing your mind, breathing, and creating calming environments.
  - Administrators are participating in a five session Mindfulness Leadership Network.
- Character Strong
  - A new program at the high school.
  - Lessons are taught during Advisory.
  - Launched with motivational speaker Houston Kraft and the theme was Random Acts of Kindness.
  - In addition to the curriculum, lesson plans are written and sent to the teachers.
- Positive Behavior Supports System (PBIS)
  - Used in our elementary schools, middle schools, and Fir Ridge.
- Second Steps, Kelso's Wheel, and Zones of Regulation
  - Used in Elementary schools
  - Lessons provided in classrooms by school counselors.

**Draft Racial Equity Policy** – Ms. del Rocio stated the reason we had an overview of current practices is to help us decide what components we want to build into our policy that is related to disproportionate discipline. The Committee received an Equity Policy draft that included the following two focus areas: Quality of Education and Safety and Dignity in Schools. Items of discussion and feedback below:

- The draft does not include resolution type language or Administrative Regulations (AR's).
- We could give an example of a punitive model vs. restorative model.
- Should include the existence of this Committee to be permanent and to have a continued oversight role in the implementation of the work.
- The Board believes the Committee is bringing a racial equity policy - Some of the things in this policy read as educational equity. Does it address racial equity?
- Reflect the understanding of racial equity inherently intersecting with educational equity.
- Specifics are kept out of policy. Does it fit in policy, AR's or goals?
- Concept of dual ownership with the Superintendent and the commitment of the Board to make this happen.
- The District is planning a strategic planning process to identify direct goals that come from our Board.
- A racial implementation plan should be a required policy.

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- Add the following statement at the top: David Douglas School District is required to create an (annual, 3yr, 5yr, etc.) racial equity implementation plan with goals and actions (created by and reviewed X number of times).
- Quarterly progress reports to the Board.
- The Board can ask for the top three issues and can take directive action on what they want fixed.
- Idea of a process policy - Example: Annually the Equity Committee will surface to the Board what they feel is the top issues the District should consider as priorities.
- The Board develops policy which guides how the District is run, the Superintendent implements the policy and the AR states how to do this.
- The proposed policy will go to OSBA to review before bringing to the Board. The Board may request to see the AR that goes with it.
- Add collaborate with "*community partners and student allies*" to create and implement culturally responsive instructional practices, curriculum, interventions, and assessments.
- Make it "*mandatory*" to develop the personal, professional, and organizational skills and knowledge of our employees to better enable them to address the roles and presence of racism.
- Most of the Professional Development training is mandatory. How do we make sure it's being implemented in the classroom?
- The research on Professional Development is, the level of implementation after a sit and get is low. A coach or thought partner can help.
- We need to have more uniform programs on such things as disparity and discipline.
- Need time to go into other teacher's classrooms to observe.
- To direct the policy from punitive measures to more restorative practices – coaching or re-training will be built in to that model.
- Need to come up with resolution language.
- The Committee would recommend the AR to the Superintendent's Office.

#### **Meeting Schedule**

Next scheduled meeting is April 25th.

#### **Future Agenda Items**

Discussion on Resolution Language

Revised Draft of Policy

**Approved 5/9/19**