

**Meeting of the School Board  
David Douglas School District No. 40  
October 19, 2017**

A regular meeting of the David Douglas School Board was held on Thursday, October 19, 2017 at 7:00pm in the David Douglas School District Board Room, 1500 SE 130, Portland, OR 97233.

School Board Members present were:

Christine Larsen, Board Chair	
Bryce Anderson	Kyle Riggs
Frieda Christopher	Stephanie D. Stephens
Ana del Rocio	

Also present were Ken Richardson, Superintendent/Clerk; Candy Wallace, Assistant Superintendent; Derek Edens, Director of Assessment & Technology; Brooke O'Neill, Director of Curriculum; Kelly Devlin, Director of ESL & Equity; Barbara Kienle, Director of Student Services; Andy Long, Director of Education, and Laurie Brunelle, Board Secretary.

The agenda will include consideration of the following:

**Call to Order / Flag Salute**

**Student Body President's Report** – ASB President Anwar Sheikh reported that the Senior Student Council is beginning the Community 101 project and they are excited. They work with nonprofit organizations and give back to the community. He informed the Board of another project called DDHS United to show David Douglas' unity. At an assembly they wore shirts that spelled out DDHS United and asked the students if they believed in a variety of statements to please stand up such as; if you believe peace is better than war, love can outweigh hate, and unity is better than division. He said a majority of the students stood up and it was a beautiful sight. They asked the students to link arms and in doing so, they saw strength and unity. At that point, they knew they could be the example and the change we want to see in the world. Mr. Sheikh reported that Homecoming was very fun and he was this year's Homecoming King.

**Attendee's Input**

Heather Franklin, district parent – Ms. Franklin thanked the board for addressing the hate crimes that happened at the elementary schools. She made the comment that we have a board member who has engaged in this type of commentary and the board has not publically addressed this in a uniform fashion.

Mr. Anderson raised a Point of Order to address Ms. Franklin's testimony and referred to the DDSD Public Meeting Guidelines for Conduct which states, individuals offering public comment are not permitted to make personal attacks on any District employee, Board member, other testifier, or member of the public. The Board Chair determined that Ms. Franklin's statement was not a personal attack.

Ms. Stephens raised a Point of Order to address Mr. Anderson's interruption of Ms. Franklin's testimony and referred to the agenda which states the Board will not respond to any comments or questions during public comment. The Board Chair agreed with this statement.

Ms. Franklin continued. She thanked the board for inviting Oregon NOW to present their model student dress code at the last board meeting and supports adopting this in some version.

Leah Middleton, district parent – Ms. Middleton has an elementary, middle and high school student in the District. She stated that the current dress code is outdated, damaging, and causes a lot of

frustration for her family. She urges the Board to adopt the Oregon NOW Model Student Dress Code and show our students we respect their culture and decision making ability.

Dawnelle Linn, district employee – Ms. Linn expressed she is in support of the current dress code as it stands. She agrees there should be no shaming and if this is happening it should be addressed. Ms. Linn stated that the current dress code is trying to help students get through the education process and prepare for the future.

Imagen Huey, district student – Ms. Huey supports the Oregon NOW Model Student Dress Code. She stated that the current dress code is mainly directed towards women, shows sexism in the school, and makes her feel uncomfortable.

Shalo Franklin, district student – Ms. Franklin stated that she was never dress coded when she attended Alice Ott Middle School but many of her friends were. She gave examples of incidents. She strongly agrees that the Board should get a new dress code.

Delilah Middleton, district student – Ms. Middleton stated there is staff inconsistency in enforcing the dress code and feels uncomfortable when male teachers talk to her about it. She endorses the Oregon NOW Model Student Dress Code.

Christina Crow, district employee – Ms. Crow supports adopting the Oregon NOW Model Student Dress Code and stated that she feels this will reduce sexism and harassment of students. Ms. Crow addressed the racist graffiti in our elementary schools and stated there is an individual perpetuating racism and anti-immigrant rhetoric on the Board.

Mr. Anderson raised a Point of Order to address Ms. Crow's testimony. The Board Chair referred Ms. Crow to the DDSD Public Meeting Guidelines for Conduct which states, individuals offering public comment are not permitted to make personal attacks on any District employee, Board member, other testifier, or member of the public.

Ms. Crow continued and stated that there were discriminating remarks made and those have not been apologized for or censured.

Mr. Anderson raised a Point of Order to address Ms. Crow's testimony as not being accurate.

Ms. Stephens raised a Point of Order to address the agenda which states the Board will not respond to any comments or questions during public comment. The Board Chair agreed with this statement.

Massa Kanneh, district parent – Ms. Kanneh has a first grade student at Gilbert Park. She reported that she has received multiple referrals and phone calls from her son's teacher regarding him having trouble in the classroom. She stated she feels there is a lack of cultural competency in the staff and is concerned with the direction of the teacher and his classmates. When she reviewed her son's referrals, she found many discrepancies. She requested the Board to launch an investigation and says she has phone records to back up her claim.

**Superintendent's Report** – Superintendent Mr. Richardson reported that tonight is the first official evening of our board meeting being streamed to the public. He thanked Derek Edens and his team, Josh Gray, and the Board for making this happen. Mr. Richardson reported that our enrollment is down 194 students, with 192 less in elementary school, 32 up in middle school, and 34 down in high school. A full enrollment report is being put together and will be shared at the next board meeting. Mr. Richardson addressed the racist graffiti and vandalism that recently occurred at our four elementary schools. He thanked the community that came together after the incidents and the fund

raising to help make our schools whole again. He also thanked the police and reported that two arrests were made based on the investigation, security cameras, and community members who called in to give assistance. Once we have more details, a full release will be made through our Communications Department.

**Financial Report** – A report was provided to the Board.

**Consent Agenda** – Mr. Riggs moved approval of the following Consent Agenda Items as presented, seconded by Ms. Stephens. The motion moved approval in a vote of 5-1. Approved: (Mr. Riggs, Ms. Stephens, Ms. del Rocio, Ms. Larsen, Ms. Christopher) Opposed: (Mr. Anderson)

- Approval of September Board Meeting Minutes
- Approval of October Special Board Meeting Minutes
- Personnel Recommendations
- Approval of 2017-18 Budget Calendar

**Dress Code Presentation** – Mr. Richardson gave a reminder that a community member gave testimony at the September meeting asking the Board to investigate and review the dress code. During our October special meeting we had Oregon NOW present their Model Student Dress Code. A presentation has been put together from our DDSD administrator team to share information on our current dress code. He said a community parent survey will be going out at the end of this month and there will be questions around the dress code.

Mr. Long provided some background information and a pamphlet of our current dress code. He said the dress code is in the Student Rights and Responsibilities Handbook which is included in middle and high school student planners. All DDSD schools follow this code. During the 2008-2009 bargaining session, the Student Rights and Responsibilities Handbook and the dress code was adopted.

**Kate Barker, Principal of Cherry Park Elementary School and Shane Bassett, Principal of Gilbert Heights Elementary School presented on the student dress code at the elementary school level.**

**How is the dress code taught to students and families?** The Student Rights and Responsibilities Handbook is sent home along with updates and newsletters as well as a general overview in the positive behavior supports.

**How is the dress code monitored?** Teachers remind students about the dress code rules. If the student does not comply, the administrator, counselor, health assistant or secretary is called to assist the student. In most cases the student stays in class until someone is available to provide options for them to address the dress code violation. Parents are also called with the option to provide clothes for the student. All elementary schools have a clothes closet which can provide a lot of options for students to wear. Referrals are not written for dress code violations. Education and resources are provided to the parents if needed.

**What is the biggest dress code infraction?** Inappropriate slogans, advertising or representations. Most of the time it's unintentional. Families may be new to the country, and may have clothes that they don't realize what it says or means. Hats and hoods are another dress code issue. At the elementary level exceptions are made for students who just got a haircut, experienced trauma or kids who are not feeling well that day. There are occasional midriff shirts and spaghetti straps.

**What are the pros and cons of the dress code?** **Cons:** Some of the statements in the current code are subjective and hard to enforce from an administrator's point of view. There is no clear enforcement protocol. There is no formal training for staff in implementation, enforcement or monitoring. **Pro and Con:** Some of the rules may be based on traditional notions of respect or modesty. Implementation may depend on the values of the implementer. **Pros:** The dress code is consistent district wide and prepares students for the professional workplace. It provides standards that allows some cultures to feel more comfortable in our setting.

**What are the barriers to implementation?** Sometimes it is uncomfortable for staff members to make a judgement on the words adequate, appropriate, revealing, and excessively tight particularly with students of the opposite gender. In some schools there have been situations where the parents do not agree with the dress code.

**Doug Pease, Principal of Floyd Light Middle School and LaShawanta Spears, Vice Principal of Alice Ott Middle School presented on the student dress code at the middle school level.**

**How is the dress code taught to students and families?** It is taught in the PBIS (Positive Behavior Interventions and Supports) lessons and periodically key points are taught.

**What is the biggest dress code infractions?** Holes, midriff shirts, hats, hoods, pajamas and bandanas. If a student has an issue such as medical, a note can be written to allow him to wear a hat. At this time there are no referrals for dress code violations.

**What does the dress code process look like?** Students are asked to pull down their hood or remove their hat while in school. When they do not comply, they are sent to the office. If they need to change, they are asked if they have something to change into or get something from the clothes closet. Students generally are not asked to return the clothes borrowed from the clothes closet.

**Is the dress code an equitable process?** Gender groups are not targeted. There has not been any formal education on enforcing the dress code so there is a variety amongst the staff.

**What are the pros and cons of the dress code?** **Pro:** Insuring the students are prepared for what it looks like to show up for an interview and the next steps in life. **Con:** Kids missing class due to dress code violations. This is minimized as much as possible.

**What are the barriers to implementation?** Students want to know why we have a dress code. The dress code should be reviewed to make language changes.

**John Bier, Principal and Joe Talley, Assistant Principal of David Douglas High School presented on the student dress code at the high school level.**

Mr. Bier reported that the high school has been able to meet or exceed 9,000 college credits for students. The graduation rate increases each year and within the ethnic groups the high school is working very hard at closing the gap. He stated that the staff is very goal oriented and they set policies and programs out to how they are going to achieve those goals. A very strong academic program has been built and the goal is to give the students a clear path to the next steps after getting out of high school. Mr. Bier said they are building systems to catch students falling behind and have built supports to not only get students back on track but to keep them on track. They have a very high quality staff who are charged with preparing the children of this community for their future. They do their best by building and having high expectations for the students. Mr. Bier said we are trying to build excellence with high academic standards, high behavioral standards, and that includes the dress code. The high school wants to build a culture where all of the students feel they are being prepared for a future. The high school staff is proud of their traditions and do the best they

can to make sure all students get an equal opportunity. In the high school, the dress code is about safety. The staff and our business partners' support the dress code and we hear how well our students look and act when businesses come to our school and when our students go to their businesses. Mr. Bier feels that no cell phone and no electronic devices are also a part of education because it's an important part of development to have students that interact with each other. For the most part, students understand the need for a dress code but may not always agree with it. We all have those types of boundaries in our lives and we learn from it and it develops character over time. Mr. Bier stated that there is a need to examine the dress code and they need to continually work on consistency in enforcement.

Mr. Talley reported that in the first couple weeks of school the staff is building relationships with the students. During this time, staff, administrators, security, and deans remind students of the dress code policies and expected behavior in the high school. On the day they receive their student planner with the rules and regulations, the teachers have a pre-teach lesson to cover dress code and attendance policy and procedure. At the end of each year the administrators meet to update the planner and make adjustments if needed. Dress code pictures are posted around the school as reminders. The biggest issues are hats, hoods and holes in jeans. Mr. Talley said there's inconsistencies in the enforcement of the dress code but they are always looking at ways to improve this. Class time is valued and a lot of times students are just pulled aside and they have a conversation with them. Most of the time students have something to put on. In some cases the clothes closet is used and in rare cases a parent may be called and asked to bring something in for them. At the high school they consider diversity to be a positive thing and they do what they can to allow students to express themselves individually and culturally.

**Amber Cowgill, Activities Coordinator and Jennifer Buscher, Dean of Students at David Douglas High School.**

Ms. Buscher reported that if teachers don't feel comfortable with confronting a student with the dress code, they send the students to her, and this year the dress code violations are minimal. She stated that often they have students that go elsewhere, and when they come back to us, they express their appreciation that we have standards for them.

Amber Cowgill stated that she is a believer of bringing student voice into some of the decisions made at the high school and her leadership kids are a diverse representation of the school. They listed out the pros and cons of the dress code. The con they kept coming back to was the enforcement was not explicit to them and the inconsistency bothered them. Ms. Cowgill said that surveying the students and staff is important in making a sound decision in the next steps.

Mr. Richardson thanked all of the administrators and teachers for being here and said no matter what the conversation, they are all first class educators and are here for kids. The timeline for a draft dress code policy will be around the New Year. A plan will be designed that engages families and the community.

**Annual Staffing Report** – Assistant Superintendent Candy Wallace reported that our total FTE for the 2017-18 school year has gone down from 1,387 to 1,384. The average years of experience for our teachers is 12.13 years with a majority being in the Master's and Master's Plus education level. Our teacher maturity level is between the ages of 31-40 and 41-50. Ms. Wallace said the teacher demographics is the exact categories we report to the state and there is some growth in our teacher diversity. We have 42 administrators this year and 50% of our newly hired administrators are non-white. Ms. Wallace pointed out that in the 2016 Oregon Educator Equity Report, David Douglas School District was highlighted for doubling their administrators of color since 2013-14 from 8% to

17%. The classified staff is a little more diverse than the teaching staff. Ms. Wallace reported that we have 55 new licensed staff this year. 75% of those have a Master's Degree, 45% are first year teachers, 36% have taught 1-5 years, and 16.4% are non-white. We reduced our FTE by ten in attrition but were able to do so without a reduction in force. Ms. Wallace reported that 115 of the district's employees graduated from David Douglas High School.

Ms. Wallace provided a handout with data from 2015-16 of Program Completers in Oregon Teacher and Administrator Preparation Programs along with 2016-17 data of the demographics of candidates enrolled in Teacher Education Preparation and Initial Administrator Licensure Preparation. She shared some of our current practices and strategies to increase staff diversity such as the Scots to Knights Program, Bilingual Teacher Pathway Program, Teach Oregon Partnership, Cultures Connecting, Hiring Guide, Job Fair, Mentor Program, and New Teacher Academy.

**Student Based Health Center Update** – Ms. Kienle informed the Board that the Student Based Health Center is now called Multnomah County Student Health Center. The Health Center was closed for the summer and reopened in late August. Ms. Kienle reported that in 2016 there were 32 contraceptives dispensed, which includes 14 pills, injections, the patch and condoms, 18 emergency contraceptives, and 0 LARCs (long acting reversible methods of contraceptive). In 2017 there were 38 contraceptive methods dispensed, which includes 18 pills, injections, the patch, and condoms, 9 emergency contraceptives (Plan B), and 11 LARCs (IUD's and implants). This is not enough data to make any conclusions, however the decrease in emergency contraceptives and increase in LARCs is a trend they want to see continue.

**Other Business / Future Agenda Items–**

Ms. Larsen brought forward the Purchase Sale Agreement for Surplus Property at Elks. Mr. Anderson moved approval, seconded by Ms. Christopher. Mr. Anderson remarked that it is a good leverage of assets. Ms. Larsen requested information on the tear down of the Elks Lodge. Mr. Richardson said there is no formal plan to share but there are conversations of what is the next steps. The motion carried in a vote of 6-0.

Ms. Larsen informed the Board of the new calendar with added special meeting dates. These are potential dates that can be used for board workshops or any other type of special board meeting needed outside the regular meeting.

Mr. Riggs gave the Board clarification on the Robert's Rules of Order process for raising a Point of Order in a board meeting.

Ms. del Rocio requested a Robert's Rules of Order training and a Measure 98 briefing. She would like to explore what our discipline looks like overall and would like to invite Revolutions Northwest to do a presentation on the Restorative Justice Model that's taking place in the Reynolds School District. Ms. del Rocio is interested in inviting the Bus Project to present on voter engagement and the possibility of registering voters at the high school. She requested report backs from the community meetings that are taking place around the District.

Ms. Larsen reminded the Board that when parents complain about things that have happened to their child at school, make sure they have touched base with their Principal and that there is some action being taken.

Ms. del Rocio requested having one executive session meeting per month and cut out time for committee meetings during the special meeting time.

Mr. Anderson requested that Board Leadership clarify which Public Meeting Guidelines for Conduct Rules we are using. The rules on the agenda differ from the rules posted for the public.

**Board Member Reports –**

Mr. Riggs said he appreciated that Ms. del Rocio shared an article regarding the success of two of our middle schools being in the top 5%. He said the District is doing good work and the Board is not asking them to move mountains today. They are aware that things take time.

Ms. del Rocio shared that she attended an early learning conference called Pre-School for All at PSU. She was approached by two of our David Douglas Pre-School teachers saying how much of a difference they've noticed in the tenor of their staff meetings and the overall climate of their work environments since this new Board took office. Ms. del Rocio commended everyone for the change in tone and clearly expressed values and priorities. She said having new leadership on the Board and fresh vision and perspective is being noticed and we are moving in the right direction.

Ms. Christopher shared that she was at a City Council meeting last Wednesday where the framework was accepted and they are starting to collect the RFP's for building affordable housing. She said there was concern about the framework because it seemed to redline east Portland. Ms. Christopher made sure when she testified that told them to be very careful when accepting proposals that we were not excluded just because we were not an opportunity area. We will start to see things happening in the next 6 months.

Ms. Stephens said the fund raiser for Menlo Park parents has raised \$1,268 dollars in response to the racist attack on the school. She said they wanted to contribute to make things right and thinks it's important to do an art project that's inclusive and reminds kids that they are all welcome. Ms. Stephens referred to Anwar Sheikh's report on DDHS United. She remarked that we should be doing this here because we all have things we fight about and we also have things in common. She would love for the students to walk us through that exercise.

Ms. Larsen informed the Board that Shrek The Musical is coming up on November 10-19 and the tickets are on sale now. She said there are a lot of students who participate.

**Adjournment** – There being no other business, Chair Larsen declared the meeting adjourned.



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Christine Larsen, Board Chair



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Ken Richardson, Superintendent / Clerk