

**Meeting of the School Board Equity Committee  
David Douglas School District No. 40  
June 7, 2018**

A School Board Equity Committee meeting was held on Thursday, June 7, 2018 at 5:00pm 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; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Francesca Aultman, Teacher; Rolando Florez, Assistant Principal, Etema Banks, African American Student Liason; Nicole Ayala, Counselor; Adriana Govea, Parent; Silke Akerson, Parent; Josue Pena Juarez, IRCO; Jared Cetz, Student; David Goncharuk, Student; Luis Santos Marquez, Interpreter; and Laurie Brunelle, Board Secretary.

**Welcome / Introductions** – The Committee members introduced themselves, stated their David Douglas connection or community organization. Superintendent Mr. Richardson shared that he attended Fir Ridge graduation and David Douglas High School graduation which were both amazing events with great student speeches.

**Approval of Minutes** – Ms. Ayala moved approval of the May Equity Committee Minutes, seconded by Ms. Aultman. The motion was approved with a vote of 10-0.

**Building our Background Knowledge** – Ms. Devlin provided a PowerPoint presentation of the chronological timeline of Equity Efforts in the David Douglas School District. In 2014-15 the Administration, Budget Committee, and School Board created the Equity Director position which was filled by Ms. Devlin. For the 2018-19 school year, funding was approved to hire an Equity Support position.

In the District's early efforts equity work was referred to as Cultural Competency, Family Engagement, Family Involvement, and Multicultural Supports. In 2004, Greg Bell, Motivational Speaker attended our Administrator Academy and DDSD Welcome Back Gathering. In 2005, we did a Cultural Competency Workshop and brought in people from Oregon Refugee Youth Services, IRCO African Representatives and Asian Family Center, Catholic Charities, and El Programa Hispano. In 2009, we partnered with NW Regional Education Laboratory and had three keynote speakers from the Parent Initiative who spoke at our Administrator Academy Week. In 2010, we partnered with the New Teacher Center and did a two day equity training. In our recent efforts from 2014 to present we've been working with the Oregon Leadership Network, All Hands Raised, Chalkboard's Teach Oregon Project and Equity Pilot Project, Black African Student Success Grant, and Culturally Based Organizations.

Ms. Devlin stated that we have been focusing on the Equity Pilot Project for the last two years. Through this effort we created an Equity Team 50 which includes Administrators, teachers, students, classified staff, and partner members. Equity Team 12 is a smaller group of the 50 that are able to have deeper discussions to move our thoughts forward. Our Chalkboard support provided the resource on how we can raise and elevate equity efforts using the protocol under Improvement Science. The process we used is based

on the book *Learning to Improve*. We gathered into a group of 50 people who brainstormed the *Bright Spots* of our District, being very specific on what's going well. The next step was to gather in small groups to discuss the gaps and from this we came up with an AIM statement of what the group wanted to work on. A David Douglas Equity Fishbone was created and it was determined that we do not meet the needs of our diverse students. Our goal was the following: Students district wide will testify to a culturally sustaining, welcoming and fulfilling school atmosphere and education. Team 50 did the work on the Fishbone and Team 12 came up with the first draft of the drivers and the conditions that we need to work on based on all of the input that Team 50 gathered. Ms. Devlin shared a Chalkboard Project video that wrapped up what we did in year one. In year two, we returned to our Driver Diagram and brought back Team 50 to talk about all the work they are doing under the umbrella of equity in our buildings, we have expanded our community circles, and are re-working our AIM statement.

In August we launched our Culturally Responsive Teaching Classroom Practices (CRT's) and we are continuing to look at how to deepen our plan and expand our CRT's. We communicated our Five Equity Essentials to Administrators with the expectation of every Principal and school will need to articulate where their Equity Team lives. The reason behind this is we want to know how school buildings intentionally use an equity lens on a daily basis or within their school system. At this time we have nine buildings that have a specific equity team and five teams that are leading equity efforts.

**School Board Educational Equity Policy** – This agenda item was tabled for the next meeting.

**Meetings Schedule** – Ms. Devlin said she would send out a notice for the July 12th meeting and to please RSVP your attendance so we are able to order food.

**Future Agenda Items July 12<sup>th</sup> Meeting**

- School Board Educational Equity Policy
- Understanding the constraints of trainings for all teachers, what are the logistics, what would the students and the community want them to focus on.
- Would the District support training that is mandatory

Approved: 8/9/18