

**Meeting of the School Board Equity Committee
David Douglas School District No. 40
February 28, 2019**

A School Board Equity Committee meeting was held on Thursday, February 28, 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: Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Francesca Aultman, Teacher; Rolando Florez, Assistant Principal; Taye Spears, Vice Principal; Josue Pena Juarez, IRCO; Silke Akerson, Parent; Adriana Govea, Parent; Ana del Rocio, Parent; Jared Cetz, student, and Laurie Brunelle, Board Secretary.

Welcome - Ms. Devlin welcomed everyone to the meeting.

Approval of Minutes - Ms. Aultman moved approval of the January Minutes, seconded by Mr. Cetz. The motion approved in a vote of 9-0.

Update Women's History Month Proclamation - Ms. Devlin informed the Committee of the Women's History Month Proclamation coming before the Board in March. She provided a draft proclamation for feedback.

- There needs to be equity in the level of details and information of all proclamations.
- The 8th Whereas - shift to first person language.
- The 10th Whereas - Be mindful of movements. Should be a broader scope.
- Under District Leadership - Should be fuller with a reason on why this matters.
- Under District Leadership, 3rd Whereas - is this classified employees, certified employees or a combination?
- Highlight educational achievement of pregnant and parenting students and any other program that focuses on females.
- Information on housing was appreciated and would like this added to future proclamations.

Discussion of the Proclamations approved by the Board. The following ideas, opinions, and questions were brought up in regards to getting the information out to students and staff.

- Should be an actionable item such as: putting up posters, making announcements, and having guest speakers.
- It needs to grow out of somewhere such as the Equity Team.
- Should not be focused on one month, should be what we do.
- Women's History Month Proclamation could be highlighted at the High School Rose Festival assembly.
- Assemblies are a great platform for getting information to students.
- High school announcements on Proclamations could be parceled out in bits and pieces over the month.
- Student Council Instagram could be used to get messages across to students.
- Important to share messages with lower grade levels. Possibly using books and stories.
- Parents want to know what's going on at the schools. How do these messages get to the parents?
- Calendar with suggested activities themed around the proclamations.
- How do we insure these are not just isolated months, and make sure teachers and staff are educated in this history.
- Administrator's responsibility to bring opportunities into the building when staff need more knowledge about cultures and additional resources.
- Suggestion of using Facebook and apps such as; Blooms and ClassDojo.

Draft Discipline Policy Language – Ms. del Rocio reported that the writing subcommittee experienced challenges in meeting but feels they received a lot of content at the January Meeting. The following ideas, opinions, and questions were discussed in reference to the Draft Discipline Policy.

- There is a lack of consistency from school to school.
- Where does it make sense for the policy to target; such as at the administrative or principal level?
- Where should it live to be implementable and practical?
- Do principals have the right to sway from the policy and create stricter rules?
- There is a code of conduct for rules and there's not a lot of leeway to stray away from this. There is leeway within exploring restorative practices and MindUP curriculum.
- Issue with individual teachers making stricter rules than the school rules which could impact students.
- Designing policy on classroom discipline practices at the elementary and high school level. Support or push back? Depending on how directive and demanding around classrooms, Union Leadership could demand to bargain.

- Push back from teachers could be due to:
 - Increase in violence in schools
 - Instability
 - Housing and mental health issues
 - Social behavior
- Discipline matrix is part of the district wide handbook which is specific about what behavior constitutes what consequence.
- Disciplinary practices and policies that are in existence now put a lot of burden on teachers to manage symptoms of behavior with a deeper root cause.
- Structure in staffing - seeing more discipline people instead of more counseling, housing support, and mental health services.
- Adding an assessment in policy of what the discipline violations have been and a reorganization/reweighting of counsel and mental health vs. discipline.
- Teachers want more ability to hold students accountable for behaviors that are detrimental or unsafe for the teacher or other students.
- Define the categories on the Matrix and referrals – make clear definitions.
- Need a different referral by level (elementary, middle, high).
 - Take out insubordination/disrespect piece due to a lack of clarity.
 - Disruption/disrespect – redefine.
 - Add language in policy stating discipline referrals should not contain subjective categories.
- Dealing with systems of oppression. Disagreement can be viewed as misbehavior.
- Teach students they have a voice but teach them how to use it.
- Look at change/reframe conversation with violent and behavior students.
- Annual audit of Board policy regarding specific questions around discipline, etc.
- A discipline system is comparative to a prison system. It would be better to have a restorative system.

Discussion on MindUP Curriculum

- K-12 social-emotional curriculum.
- Teaching adults and children how to self-regulate with such things as brain breaks and deep breathing.
- Teaches what happens in your body and brain when it gets escalated and teaches strategies to deescalate.
- Target three year roll out to the entire District.

Meeting Schedule

April 4th and April 25

Future Agenda Items

Approval of Minutes

Draft Policy Language

Comparison Chart – Circle Forward, MindUP, General Restorative Justice

Approved: April 11, 2019