

**Meeting of the School Board
David Douglas School District No. 40
January 21, 2021**

A virtual Board Workshop of the David Douglas School Board was held on Thursday, January 21, 2021 at 6:00pm.

School Board Members present via virtual meeting: Andrea Valderrama, Board Chair; Sahar Muranovic, Vice Chair; Donna Barber, Aaron Barrow, Christine Larsen, and Stephanie D. Stephens.

Also present via virtual meeting: Ken Richardson, Superintendent/Clerk; Candy Wallace, Assistant Superintendent; Patt Komar, Director of Administrative Services; Derek Edens, Director of Assessment & Technology; Brooke O'Neill, Director of Curriculum & Instruction; Kelly Devlin, Director of ESL & Equity; Mary Pearson, Director of Student Services, and Laurie Brunelle, Board Secretary.

The Workshop Agenda included the following.

Call to Order / Native American Land Acknowledgement

Agenda Overview and Workshop Goals

- Provide time to reflect back on initial goals prioritized for the Superintendent and District wide.
- Board member opportunity for questions and conversations in terms of: Comprehensive Distance Learning (CDL), new guidance for reopening, and where we are in planning efforts and equity goals.

Mr. Richardson provided a snapshot of the District's Four-Year Cohort Graduation Data for 2019-20.

- Every DDSD four-year cohort rate has gone up from last year.
- In almost every category we out-performed the State and County average.

Superintendent/District Goals Update – Mr. Richardson provided an update on the Superintendent/District's one-year goals for the year 2020-2021. The Guiding Principles used in developing goals: Center Equity, Ensure Safety and Wellness, Cultivate Connection and Relationship and Innovate. Mr. Richardson provided the following information.

Goal 1: Advancing Equity - Advance racial equity by aligning all systems and culture to ensure an equitable school district that is always student focused and responsive to students' needs.

- **Goal Measurement:**
 - Completion and implementation of a Board approved equity plan.
 - Development of an equity sub-committee or a new committee to establish a plan to eliminate anti-racism and white supremacy in the District.
- Equity Plan.
 - Work is in progress.
- Collaboration.
 - Staff of Color Freedom Dreams.
 - DDEA Equity Committee.
 - MESD Grow Your Own.
 - COSA Equity Advisory Board.
 - SUN and CBO.
- Professional Development.
 - Building equity teams with various school level focuses.
- Classroom Instruction.
 - Strategies that support equitable classroom instruction.
 - Strategies that support inclusive school culture, health and wellness.
- Technology.
 - Ensure technology is centered in equity/equitable practices, technology innovation, online student safety, and supporting school to family connections.

- Strategic Hiring Plan.
 - Expanding Grow your Own Pathways.
 - Grants for paraprofessionals of color to become licensed educators.
 - Financial and mentoring support.

Goal 2: Culturally Responsive Instructional Leadership and Improvement – Improve student achievement with an emphasis on the growth model in all areas as measured by the Oregon State Report Card with an intentional focus to close the opportunity and achievement gap.

- **Goal Measurement:**
 - Accelerate growth for students of color by 3%, as measured by the state English Language Arts and Math growth measurement in K-5 and 6-8.
 - Increase graduation rates for students of color by 3%.
- Assessment and Accountability.
 - State testing and Academic Accountability Measures were waived due to COVID-19 Distance Learning.
 - Graduation data was shared at the beginning of the meeting.
- Sexuality Education.
 - Developing a comprehensive sexuality education plan. A K-12 Committee is working on this plan.
 - The work includes focus groups: Latino Student Union, Black Student Union, and LGBTQ+ students and trusted adults in specific communities.
 - Looking at Renewed Teen Pregnancy Prevention Grant for middle school and high school.
- Safety Protocols for Volunteers.
 - Updating and consistent review during CDL.
- Instructional Materials.
 - Collaboration with Racial Equity Committee and DDEA Equity Committee to revise curriculum adoption process.
 - Mandatory training on anti-racist-bias lens for the adoption committee members.
 - Review process that incorporates training components.
- Training for Instructional Assistants.
 - MESD Paraprofessional Course and IA Professional Learning Series.

Goal 3: Communication and Community Engagement – Create venues and communication strategies for all stakeholders including students to become engaged and provide authentic, meaningful, and informed participation in the David Douglas education environment.

- **Goal Measurement:**
 - Increase the positive rating on the Youth Truth Family Survey in the communication, feedback, and engagement section by 2%.
 - Conduct pulse check surveys from employees, students, and parents on areas that are working well and needing improvements.
 - Gather baseline data using strategic plan process to establish long-term goals.
- Third year of partnering with Youth Truth to gather input from families and students. This is a national survey we can track with other districts to see how we are doing.
 - Focus areas include DEI, learning during COVID, engagement, relationships, school culture, communication, school resources, and school safety.
- Family Café
 - Opportunity to partner with families in learning together and sharing ways to support students' educational success.
- Together Strong Virtual Parent Gatherings.
 - Facilitated by Family and Community Partnerships Coordinator and Community Liaisons.

- Agenda is generated per parent's frequently asked questions.
- Back to School Q & A Zoom sessions for families.
- Ongoing support tools for families and community.
 - Teachervue and Parentvue
 - SchoolMessenger
 - Elementary report cards aligned to CDL.
 - Zoom meetings with translation room feature.
 - Google Translate and Google Meets.

Goal 4: Executive Leadership – Lead, manage and evaluate all systems and infrastructures within the District to make positive changes.

- **Goal Measurement:**
 - Completion and implementation of a District Strategic Plan, Long Range Facilities Plan, and a COVID Health and Safety School Reentry Plan.
- Long Range Facilities Plan – Completed December 2020 and approved by ODE.
 - OSCIM Grant approved for May 2021, we will need to reapply for November 2021.
- Update COVID Health and Safety School Reentry Plan.
 - All CDL MOU's are completed for both licensed and classified.
 - First Licensed Bargaining meeting for in person return is scheduled for January 22nd.
 - RSSL Committees will develop return plans based on new guidance.
 - Each building will have its own RSSL Committee.
 - Resubmit blueprints to meet the new guidance.
 - Side Note on the vaccination process.
 - We are in conversations with MESD, Multnomah County partners, and hospital organizations. The target for vaccinations is January 25th.

Progress on District Plans

Equity Plan – Ms. Devlin updated the Board on the progress of the Equity Plan. She provided the following information.

- The School Board adopted the Racial Equity Policy on January 9, 2020.
- The Equity Plan comes from within the policy and the focus is on the following four commitment areas: Student Achievement, Student Discipline, Systems Accountability, and Workforce Policies.
 - Some of the commitments are connected to the Staff of Color's Freedom Dreams and the Federal Restorative Practices Grant.
- The Racial Equity Committee has been divided up into four working groups with each group assigned to one Commitment area. They are currently working on preparing draft templates of action steps.
- The goal is to bring a draft to the School Board by April for a first reading and receive full approval by June.

Strategic Plan – Mr. Richardson updated the Board on the progress of the Strategic Plan. He provided the following information.

- The Strategic plan consists of the following four pillars.
 - Diversity, Equity, and Inclusion.
 - Communication and Family Engagement.
 - Safety and Well Being.
 - Highly Effective Teaching.
- Committees worked on putting together equity statements, actions, and some of the potential due dates.
- Strategic Planning Group
 - Helped to guide the work and included staff, parents, and consultants.
 - Specific focus groups were included in the process.

- Cabinet will finalize the templates and turn them over to the consultant group tomorrow.
- The hope is to bring the final draft for review at the February Board meeting.

CDL Supports - Mr. Richardson, Ms. Wallace, Mr. Long, Ms. Pearson, and Ms. Devlin provided updates on CDL supports for our students, staff, and families. They shared the following information.

- Wrap Around Services and Attendance Support.
 - Intentional student and family contact.
 - CDL Building Support Team at every school.
 - Attendance support for school, student, and family.
- Technology Support.
- District Wide Instructional Support.
 - Daily teacher office hours for family and student support.
 - Recording class sessions.
 - Digital curriculum that include access supports.
 - Hands on curriculum materials and school supply distributions.
 - Library checkout options.
 - Additional instructional supports for elementary school, middle school, high school, and Fir Ridge.
- Food Support.
 - Nutrition Services
 - Breakfast, lunch, and dinner service and an added service at all schools and bus stops.
- Mental Health Support.
 - Partnerships with Multnomah County Mental Health, Trillium Family Services, and Multnomah County School Based Health Clinics.
 - District Counselors are an active key role in providing support.
 - Additional Resources are available and communicated.
- Staff Support.
 - Families First Coronavirus Response Act.
 - Participated in the WorkShare Program.
 - Continued paying out contractual stipends.
 - Ability to work from home.
 - Sub coverage by our own employees.
 - Continued employee assistance program.
 - Wellness reps at every building.
 - Drive through flu shot clinic.
 - Ability to add additional family members to medical insurance.
 - Help with assessment of medical needs.
- Community Partners Support.
 - Building Support Teams such as SUN Managers participating alongside building staff to provide wrap around services.
 - Elementary Focus.
 - Direct wraparound supports and beginning to plan for online spring enrichment classes.
 - Middle and High School Focus.
 - Online programming during CDL and instructional supports.
 - Virtual enrichment activities and balancing mental health
 - Other communicated resources.
- Medical Support.
 - Multnomah Student Health Centers – free health services for students ages 5-18.
 - Free COVID screening at SEI and Latino Network’s Rockwood office.

- COVID forums for BIPOC communities.
- Housing Support.
 - McKinney Vento homeless assistance. We have a District Liaison.
 - Housing resources.
 - SUN community partners.
- The Board received the entire slide deck, which also included the following slides to view.
 - Childcare Support.
 - Native Language Support.
 - Additional Funding Support.

Adjourn



Andrea Valderrama, Board Chair



Ken Richardson, Superintendent / Clerk