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# Welcome

# African American/Black Student Success Advisory

June 25, 2021

# Today's Agenda

- 9:00 a.m. Gavel-in & Roll Call
- 9:05 a.m. OEDI Director Welcome
- 9:10 a.m. Approval of the Minutes
- 9:15 a.m. NPC Research Evaluation Presentation
- 10:50 a.m. Break
- 11:00 a.m. Measures of Socioeconomic Status
- 11:30 a.m. Embedding African American/Black Employee Engagement & Retention in the ODE Equity Plan
- 12:00 a.m. General Updates
- 12:15 a.m. Public Comment
- 12:20 a.m. Community Announcements and Updates
- 12:30 p.m. Adjourn



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# Approval of the Minutes



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# NPC Evaluation Presentation



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# Breakout rooms in session



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# Measures of Socioeconomic Status

African American/Black Student Success  
Advisory Group

6/25/2021

# Project Team Core Values

The Measures of Socioeconomic Status project will:

- Evaluate the current measure of Economically Disadvantaged in order to determine and implement the most accurate measure of (socio)economic status available.
- Ensure that ODE programs and partners that are impacted by the socioeconomic status measure have input and are part of the project. This will result in improved supports to students and families.

# Economically Disadvantaged Measure

ODE currently relies on free and reduced price school meals eligibility to identify economically disadvantaged students.

However, schools that qualify to provide free meals to all students (such as CEP schools) do not track which students qualify and which do not.

This results in inaccurate data on an individual student's economic status.



# Project Goals

Our goal is to be able to use this information to improve the learning and experience of students and families from communities that may be harmed and/or marginalized by the current system.

We will be working with community and education partners to help us develop a meaningful and actionable definition moving forward.

# Definition

**Socioeconomic status** is the social standing or class of an individual or group. It is often measured as a combination of education, income and occupation.

Examinations of **socioeconomic status** often reveal inequities in access to resources, plus issues related to privilege, power and control.

-American Psychological Association

Does current eligibility for free and reduced meals reflect your community's socioeconomic needs and challenges?

What is missing from this measure?

The NSLP determines free and reduced meal eligibility based on:

- Participation in Federal Assistance Programs such as the SNAP.
- Status as a homeless, migrant, runaway, or foster child.
- Children enrolled in a federally-funded Head Start Program, or a comparable State-funded pre-kindergarten program.
- Children from families with incomes at or below 185 percent of the Federal poverty level.

# Next Steps

- Continue community outreach
- Prepare recommendation
- Present draft rules
  - Tribal consultation
  - Rules Advisory Committee
  - State Board of Education
- Implement any changes for collection systems at ODE and in districts (started in October of the year)

Email Jon Wiens at [jon.wiens@state.or.us](mailto:jon.wiens@state.or.us) to attend follow-up meetings or with any questions.



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# **Embedding African American/Black Employee Engagement and Retention in ODE's Equity Plan**

## **Overview**

African American/Black Student Success Advisory Group Meeting

June 25, 2021

# 5 YEARS



**CREATE NEW PATTERNS AND**

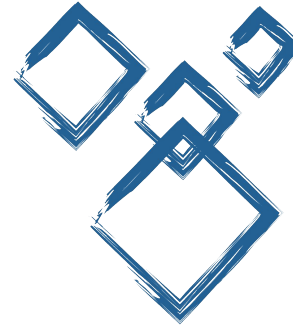
**BUILD STRUCTURAL CAPACITY**

**FOR EDUCATIONAL EQUITY**

## GOALS



**NARRATIVES,  
POLICIES,  
+ PRACTICES**



**EMPLOYEE  
EXPERIENCE**



**CHANGE,  
COLLABORATION,  
+ INNOVATION**

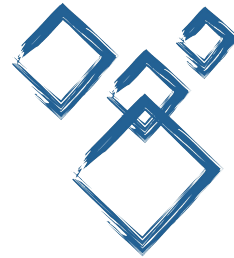


**PARTNERSHIPS**



## **NARRATIVES, POLICIES, + PRACTICES**

We cultivate shared narratives, practices and protocols that center equity and anti-racism in our work.



## **EMPLOYEE EXPERIENCE**

The policies and practices at ODE support the hiring, retention and success of a diverse staff and create a culture of belonging.



## **CHANGE, COLLABORATION, + INNOVATION**

We leverage our organizational capacity for internal change, innovation, and collaboration to enable and inspire equitable educational practices and outcomes.



## **PARTNERSHIPS**

We continually expand our capacity for and commitment to diverse and inclusive partnerships in service of educational equity.



## *GOAL 2*

# EMPLOYEE EXPERIENCE

**2A:** Equitable Recruiting, Hiring, and Onboarding

**2B:** Equitable Performance and Career Pathway Programs and Protocols

**2C:** African American / Black Employee Engagement Plan

**2D:** Human Resources Team Development

**2E:** Employee Engagement and Retention

## *GOAL 2*

# EMPLOYEE EXPERIENCE

2A: Equitable Recruiting, Hiring, and Onboarding

2B: Equitable Performance and Career Pathway Programs and Protocols

**2C: African American / Black Employee Engagement Plan**

2D: Human Resources Team Development

2E: Employee Engagement and Retention



# Strategies for AA/Black Employee Engagement and Retention

## Summary of Strategies ODE will advance

- Establish a formal year-long mentor program
- Establish a career pathway program for AA/Black Advancement
- Create avenues for staff voice and change
- Intensive training at all managerial levels
- Develop equity performance competencies
- Refine approach to organizational climate surveys
- Create systems of accountability towards actualization of equity



## Establish a formal year-long Mentor program

Timeline	Action	Outcome(s)
<b>Fall 2021</b>	Holding listening sessions with AA/Black Employees to inform program design	Establishment of effective onboarding/acclimation of new hires, boosting people of color retention and enhancing employee performance
<b>Fall 2021</b>	Intake survey to assess the areas where a mentor would be most helpful	
<b>Fall 2021</b>	Identify leaders internally and externally who could serve as mentors (Technical/Adaptive)	
<b>Fall/Winter 2021</b>	Align major elements of the program with DAS guide to supporting a mentorship program.	
<b>Winter 2021</b>	Finalize ODE Mentor Program	



## Establish Career Pathway for AA/Black Employees

Timeline	Action	Outcome(s)
<b>Summer 2021</b>	HR develops and delivers lead worker training to all Directors and Assistant Sups	Articulate a clear vision, identify clear sources of funding, provide training and development opportunities.
<b>Fall 2021</b>	HR will partner with Director's to ensure lead work is assigned appropriately in each unit and assist with clarifying the role and responsibilities of lead workers.	
<b>Summer 2021</b>	E-team brainstorm as 30-minute agenda item on ways to structurally build a professional learning agenda that supports leadership development within and outside of the agency with a focus on leaders of color.	



## Create avenues for staff voice and change

Timeline	Action	Outcome(s)
<b>Fall 2021</b>	Holding listening sessions with AA/Black Employees to understand agency culture and continued concerns	Establish approaches rooted in the ways of knowing and being of employees of color to proactively address quality of work life.
<b>Winter 2021</b>	Deploy a cadre approach with leaders across offices with digestion of key 'pillars' (decision tool, stance, community engagement, x) --- a train the trainer approach. Bryce and Carmen coordinate/facilitate.	
<b>Winter 2021</b>	Create a short-term strategy to create conditions of trust. Contract out first listening sessions. Bring all the tools/strategies -- and ask for feedback and name any edges. Between HR and DO to execute.	
<b>Winter 2021</b>	Bridging work back to E-team/DO/HR - to move forward, follow-through, and loop back (fluid tied to assessment of trust)	



## Intensive Training at Managerial Level

Timeline	Actions	Outcome(s)
<p><b>In Progress &amp; Refining</b></p>	<p>Develop robust training plan that include but are not limited to: Foundational (TIU), Advanced learning, External courses recommended, Reading opportunities, Learning Cohort, Critical Friends</p>	<p>Create developmental opportunities that equip managers with will, skill, and knowledge to create environments where Black employees can thrive. The opportunities will be accompanied with high levels of accountability.</p>
<p><b>In Progress, Scaling Across Agency</b></p>	<p>Develop and implement standard language for Position Descriptions</p>	
<p><b>Moving toward quarterly review at Mgt. Service Level</b></p>	<p>Monitor employee progress and provide feedback/essential training, complete performance evaluation on expectations, name wins and hold accountable for the expectations</p>	





## Develop Equity Performance Competencies

Timeline	Action	Outcome(s)
<b>Spring 2021</b>	Review statewide competencies developed by DAS	Collaboratively develop equity competencies that are embedded within systems and accountability processes.
<b>Spring 2021</b>	Work in EII to develop equity competencies shared with HR and revised to align to DAS format and style	
<b>Summer 2021</b>	Develop learning journeys aligned with performance competencies	
<b>Fall 2021/22</b>	Share work being done in EII and expand to other interested offices	



## Refine Approach to Organizational Climate Surveys

Timeline	Actions	Outcome(s)
<b>Fall 2021</b>	Identify elements of current assessments that might provide historical baseline understandings.	Create opportunities to understand attitudes and feelings about racial implicit biases that exist within the organization that leads to lack of retention of African American/Black employees.
<b>Fall 2021</b>	Review tools as possible examples of agency climate surveys.	
<b>Spring 2022</b>	Renewed approach executed across institutional/agency workplace surveys	



## Create systems of accountability towards actualization of equity

Timeline	Action	Outcome(s)
<b>Fall 2021</b>	Identify and send HR Director, HR Assistant Director and HR Business Partners to investigations training that focuses on conducting investigations with an equity lens.	Agency practices and alignment with HR and DAS result in high-levels of accountability throughout the agency tied to professional learning supports and formal evaluation processes.
<b>In progress</b>	HR, in partnership with Executive Leadership, sets clear expectations for managers, trains and puts accountability measures put into place	
<b>In progress</b>	HR monitors and evaluates recruitment efforts. Evolve recruitment practices and approach to further embed equity into the process.	
<b>In progress</b>	Management/Executive Service candidates will participate in a final interview with Colt, Carmen and Cindy prior to any job offer.	

# Questions?



Next steps



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# General Updates

# General Updates

- Grant Program Update
- Advisory Member Statement of Interest and Term Selection
- Charter
- Fall Meeting Format & Meeting Frequency
- AABSS Plan Revisions in Fall



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# Public Comment



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# Community Announcements and Updates



# Next Meeting

Friday, September 10, 2021, 9:00 a.m. - 12:00 p.m.

*(Rescheduled from Sept. 3 in light of Labor Day holiday)*



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Adjourn