

ODE equity work:

1. Strategic plan focus:
2. ODE leadership team Equity Workshop
3. Support staff to OLN 2015 Fall Leadership Institute
4. Specific grant award example?
 - a. ISAA—Regional Promise Grant has an equity component of providing opportunities for historically underrepresented groups to participate in accelerated college credit courses and college and career planning activities.
 - b. ISAA—Student Monitoring & Mentoring Grant: This grant supported several culturally-specific organizations in providing mentoring and support for students as they transitioned into high-school. Human Resources
5. Human Resources
 - a. Implementation of Diversity Recruitment Strategies
 - b. Mandatory Workforce Diversity Trainings for Managers
6. Office Of Research:
 - a. Support implementation of HB 3499
 - b. CedO on Poverty Workgroup
 - c. YDD- HB 2016
 - d. Disproportion discipline
 - e. factors which influence HS graduation—poverty & ethnicity chief among them
 - f. Ongoing work related to K-12 funding formula (equity funding as its primary goal)
7. Student Services
 - a. CEEDAR (Collaboration for Effective Educator Development, Accountability & Reform) grant with the University of Florida and the University of Kansas. Began as a technical assistance project in collaboration with TSPC, IHEs(Portland State, UO, WOU, Marylhurst) and then we were awarded a grant to help us reform teacher education and admin leadership within the context of culturally responsive and evidence-based pedagogy.
 - b. Child Nutrition Programs—focusing on increasing the number of districts sponsored school nutrition sites in needed schools .
 - c. SWIFT project with Redmond/PPS/Sisters/Pendelton school districts focusing on school-wide transformation within the context of mult0tiered level of support and the inclusion of all students, including those students with more severe disabilities.
 - d. Disproportionate discipline—White paper recommendations from the Oregon School Disciplinary Advisory Committee—recommendations reflected within our Strategic Plan metrics to decrease disproportionate discipline for students with disabilities and for students from different minority or ethnic groups.
 - e. Work will ELL team related to students with disabilities who are also eligible for EL programs-guidance and numbered memos.
8. Finance & Administration
 - a. School Finance Unit- heavily involved in legislation affecting equity in the State School fund
 - b. Staff is involved in conversation s around poverty, Special Education and English Language Learners. Also achievement gap.
9. Equity Unit
 - a. Revisions of AI/AN Education plan
 - b. Senate Bill 739 – Oregon Social Studies

- c. Continued consultation with Oregon's Federally recognized tribes
 - d. Facilitation between tribes, title VII, and native Communities and other stakeholders
 - e. Equity Unit- integration goals
 - f. HB 3499: English Learners Advisory Groups
 - g. HB 2016: African American Education Plan
 - h. Title IX complaint responses
 - i. Mediation with districts and complaints; investigations
 - j. Title IX technical assistance for districts
 - k. Transgender guidelines to be released soon
 - l. Trainings of Title IX coordinators
 - m. First statewide Title IX conference in Salem.
 - n. ADA compliance visits and request.
10. Youth Development Division
- a. Focused on their investment strategy and developed their own equity lens questions that applicants must answer.
11. Early Learning Division
- a. ELD has created equity breakout teams comprised of staff focusing on equity related strategies.
 - i. Team 1: Creating an anti-bias ELD Staff
 - ii. Team 2: Culturally-relevant verbal and written communication
 - iii. Team 3: Accurate, accessible, consistent & comprehensive data
 - iv. Team 4: Diverse & Inclusive Early Learning System workforce