

**African American/Black
Student Success Plan
Advisory Committee
(AABSS)**

October, 15, 2025
9:00 a.m. – 11:00 a.m.

Tina Kotek, Governor

Dr. Charlene Williams
Director of the Oregon
Department of Education
Deputy Superintendent
of Public Instruction

Michael Essien
Assistant Superintendent of the
Office of Equity, Diversity, and
Inclusion

Jennifer Donovan
Director of Student Success Plans
Office of Equity, Diversity, and
Inclusion

April Negrette.
African American/Black Student Success
Coordinator
Office of Equity, Diversity, and
Inclusion

Time	Agenda Item	Details
9:08 a.m.	Welcome	
9:05 a.m.	Gavel-in & Roll-Call, Approve Minutes	Renee Anderson, Chair
9:10 a.m.	Community Building (Ice Breaker)	Damien Pitts, Vice Chair
9:20 a.m.	OEDI Welcome & Funding Updates Introduce new staff: <ul style="list-style-type: none"> Deputy Director of Academics - Dr. Candice Castillo OEDI Asst Superintendent - Michale Essien AABSS Dashboard & DAS trainings <ul style="list-style-type: none"> The AABSS Advisory Committee now has a Smartsheet Dashboard to serve as a repository for all necessary information. <ul style="list-style-type: none"> Members must create a free Smartsheet account using one of the email addresses we have on file Please reach out to ODE staff for technical assistance Funding Update <ul style="list-style-type: none"> Funding numbers were passed down to ODE from the Governor's Office. <ul style="list-style-type: none"> ODE was given a few days to adopt a strategy as to how to allocate funding to programs and grantees Committee members voiced that they were not involved in the funding criteria and allocation amounts as they always have been. <ul style="list-style-type: none"> The Committee doesn't want to continue the pattern that has been set for the last two years of being in the dark, not knowing what is going on and ODE running the program internally. Committee members would like to be included in the timeline and discussion even if the timeline is very short. Not having any opportunity to present feedback is causing harm and members don't feel valued for their lived experience when they aren't brought in throughout the process. ODE is working to standardize the process so that 	Michael Essien, Assistant Superintendent of OEDI April Negrette, AABSS Program Coordinator Jenny Donovan, Director of Student Success Plans



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	<p>Advisory Committees are clear about their role within the programs. ODE will come back with more standardized steps regarding the role and processes.</p> <ul style="list-style-type: none"> • Members would like to have access to materials earlier to meetings. Receiving information before the meeting makes it difficult to arrive prepared. • Member feedback: Would like to identify a date to meet with the new OEDI Assistant Superintendent before the end of the meeting to ensure it is on the calendar. 	
9:30 a.m.	Meeting opens to public	
9:30 a.m.	<p>Strategic Planning 2025-2026 Overview</p> <p>How were the strategic planning subcommittees selected? Members voiced that this was the first they are hearing about this and there is a workgroup scheduled from 11-12 today. A: Members will be able to self-select which subcommittees they would like to participate in. The announcement was sent out with the agenda in the reminder email, apologies for not making it clear that there would be an additional time after the original meeting time.</p> <p>Student Success Plan Revision</p> <p>Feedback that this Student Success Plan is very dated</p> <ul style="list-style-type: none"> • Last time Strategic Planning took place it was a full day in person to complete the necessary items. • Tinkering on it in monthly meetings will take all year and not be an efficient or effective use of time • Members have notes from the last time this work was done, the committee should use those as a framework <p>Is there a budget for in-person meetings? What are the stipulations and would it be possible to hold another in-person meeting?</p> <ul style="list-style-type: none"> • There is a stipend budget for in-person meetings that the AABSS Advisory Committee could utilize. • ODE staff will work with the Chair and Vice-chair to begin planning an in person event. <p>Committees expressed that their program is very unique and working together for AAB students in the state should be a focal point.</p> <p>Grantee Monitoring & Technical Assistance</p> <ul style="list-style-type: none"> • ODE holds monthly SSP Grantee Community of Practice meetings. 	<p><i>Informational/ Feedback</i></p> <p>April Negrette, AABSS Program Coordinator</p> <p>Miriam Neidhardt McPhee, Grant Manager SSPs</p>



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	<ul style="list-style-type: none">○ Member feedback to incorporate data collection into these meetings. What specific areas do these meetings relate to, to show how funds are being allocated?○ ODE is hoping to find the funding to hire an external evaluator to establish parameters to evaluate grantees.<ul style="list-style-type: none">■ Difficult when grantees range from districts to CBOs, so the tools and resources of each grantee vary greatly in terms of availability of data.○ What type of technical assistance is being provided? What does that look like?<ul style="list-style-type: none">■ It is the hope that grantees can collaborate with other grantees in and across programs.■ Member feedback: But how does this tie back to reading scores and measurable outcomes? The previous plan work was tied to actionable items that they provided tied back to measurable outcomes. It's possible to require activities that have already been tied to learning outcomes without needing an external evaluator. That leads to an evaluation rubric and monitoring program for grantees. Literacy is more important than networking. Previous workgroups already made recommendations and strategic plans for these age groups, it will need updating but should provide a working foundation.■ If members have these workgroup records pertaining to previous work that would be helpful for ODE in order to refine existing processes.■ ODE is working to create consistency regarding what is being funded. Developing a culture of resource sharing based on best practices.○ Data collection is working to be gathered from all groups, originally it was solely from AABSS<ul style="list-style-type: none">■ Can be difficult with some programs such as LGBTQ2SIA+	
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	<ul style="list-style-type: none">○ Student Survey is in revision to allow for SOGI questions and ensure there are options to provide constructive feedback○ ODE is working to bring grantees to the Committee meetings to allow members to ask meaningful questions and provide feedback.<ul style="list-style-type: none">■ Presentations should be based on the expectation of increasing measurable learning outcomes■ There is a difference between a contract and a grant. If we're enhancing the grant agreement based on a template that has been created we can ask for more detailed data.■ Clearly defining what is allowable and unallowable<ul style="list-style-type: none">● ODE Does have a grant guidance that outlines what is allowable based on statutory strategies with the goal of increasing statutory objectives.● Request a work plan before funds are allocated.<ul style="list-style-type: none">○ Grantees are going to be receiving their new award amounts today and will be re-working their work plans to prioritize the most important activities.● Member feedback: Grantees are receiving funds but it's not centering the needs of community students, it's centering needs of the organization. There needs to be more accountability, grantees aren't entitled to the funds.○ Member feedback: There needs to be a longer conversation. There should be	
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	<p>different standards based on the type of grantee. Culturally responsive services have been proven highly important for student success, and we need to be equitable as well as a trust base so it doesn't negatively affect the culturally responsive grantees. This should be a much longer conversation.</p> <ul style="list-style-type: none">■ Thank you for that feedback, ODE hopes it is clear that this is how we are trying to move.■ It's not enough to make a student feel good, there are other elements that are necessary as well. When we talk about success, what equity standards are we using to ensure students are thriving emotionally as well as academically.<ul style="list-style-type: none">● Clearly defining success using the accountability framework leads to a different conversation.● What will this data look like? It will be more expansive than previously discussed. <ul style="list-style-type: none">● The African American/Black Student Success Plan is shared on the ODE website.● Members expressed appreciation for the accountability framework and space for updating the Student Success Plan <p>Members split into breakout rooms to review key questions in groups based on the age group they work with.</p> <ul style="list-style-type: none">● Key questions discussed:<ul style="list-style-type: none">○ What elements of the Plan align to your priorities and vision for Black and African American students in Oregon?○ Where did we miss opportunities to accelerate the success of our Black and African American students?○ What elements of the Plan align to your priorities and vision for educators of Black and African American students in Oregon?○ Where did we miss opportunities to accelerate the success of educators serving Black and African American students?○ Where did we miss opportunities to accelerate the success of families of Black and African American students?	
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11:00 a.m	Charter Update Member feedback: Would like the next meeting to be devoted to Charter updates before we begin other items. <ul style="list-style-type: none"> • AABSS Chair suggestion: Allow the new Assistant Superintendent time to review the proposed edits before the next meeting. • It will be an agenda item at the next meeting after proposed edits have been reviewed. Two proposed plans for November meeting: <ul style="list-style-type: none"> • Option 1: A virtual Charter review be the priority, • Option 2: An in-person SSP Workgroup • Member feedback: Spend November meeting completing the Charter virtually, Spend December in-person focusing on Student Success Plan Strategic Planning 	<i>Informational</i> Renee Anderson, Chair
11:13 a.m.	Community Announcements and Updates Our Classrooms, Organizing for Better Schools: <ul style="list-style-type: none"> • Walidah Imarisha—writer, educator, and Director of the Center for Black Studies at Portland State University—will serve as a keynote speaker at the Northwest Teaching for Social Justice (NWTSJ) Conference. • Location: Parkrose High School, Portland • Date: Saturday, October 18, 2025 • Registration: \$40 RSVP HERE The Oregon State University Chapter of the National Society of Black Engineers is holding a Student Talk! <ul style="list-style-type: none"> • Saturday Oct 18th 10am - 11am • Registration Link: https://discover.oregonstate.edu/register/?id=83723c5e-b1ea-4bba-b541-a5494ab58268 	<i>Informational</i> Renee Anderson, Chair
11:15 a.m.	Adjourn	Renee Anderson, Chair
11:15 a.m.	Higher Education Sub Committee - Cancelled per Committee feedback	
Members Present: Renee Anderson, Kellen Akiyama, Chemika Bolden, Iris DeGruy-Bell, Brian Detman, Whitney O'Connell, Damien Pitts, Cynthia Richardson, Kali Thorne Ladd, Earlean Wilson-Huey, Marsha Williams, Nkenge Harmon Johnson (by proxy)		



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Members Absent: Carmen Brewton Denison, Marcus LeGrand, Lawrence White

ODE Staff Present: April Negrette, Jenny Donovan, Michael Essien, Dr. Charlene Williams, Dr. Candice Castillo, Miriam Neidhardt McPhee, Mujidat Saaka, Jenni Amado

Next Meeting: November 19, 2025 9:00 am - 11:00 am