



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

September, 17, 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	Presenter
9:00 a.m.	Welcome & Community Building	Renee Anderson, Chair Jenny Donovan, Director of Student Success Plans
9:44 a.m.	Meeting opens to public	
9:48 a.m.	Roll-Call, Approval of June Minutes June meeting minutes were reviewed and approved by motion and second.	Renee Anderson, Chair
9:50 a.m.	OEDI Welcome & Updates No updates on funding restoration; ODE is awaiting further communication from leadership. Announced quarterly meetings for all Student Success Plan advisory chairs. New ODE Staff: <ul style="list-style-type: none"> Introduced new ABSS coordinator (April Negrette) New Assistant Superintendent (Michael Essien), starting October 6. 	Jenny Donovan, Director of Student Success Plans
9:56 a.m.	Community Building Due to time constraints this agenda item was skipped	Damien Pitts, Vice Chair
10:00 a.m.	Charter Development Purpose/Statement of Purpose: <ul style="list-style-type: none"> Discussion: AG Members inquired why the term “committee” was changed to “committee”. ODE Staff explained that the change was due to alignment with the advisory legislation. The AG members disagreed with the change and determined themselves more aptly named as a committee rather than committee, regardless of the legislative verbiage. Suggested edits to be made: Change the name back to ‘Advisory Committee’, removing the proposed change to the term committee. A version of the current charter draft tracking suggestions and Suggested edits was referred to as ‘redlined’. The	<i>Informational</i>



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	<p>committee expressed discomfort regarding the use of the term due to its association with discriminatory practices. ODE staff expressed their oversight in the use of the term and apologized. Moving forward, any edited drafts will be referred to as the ‘edited’ version.</p> <p>Committee Expectations/ Scope:</p> <ul style="list-style-type: none"> • No Suggested edits to be made at this time <p>Deliverables and Outcomes:</p> <ul style="list-style-type: none"> • Suggested edit to move the verbiage of this section into the Scope section. • Per member feedback will be keeping the 2019 verbiage in this section <p>Membership:</p> <ul style="list-style-type: none"> • Suggested edit to increase the number of Advisory Committee members to no more than 27 members. <ul style="list-style-type: none"> ◦ Suggested edit approved by committee general consensus • Discussion: What will the quorum be in order to hold a meeting and votes? Will it be a percentage of the committee attendance? <ul style="list-style-type: none"> ◦ Per committee general consensus, quorum will be 51%, based upon the number of members. Vacant seats will not affect quorum. <p>Recruitment / Composition / Representation:</p> <ul style="list-style-type: none"> • Suggested edit to be made: Incorporate verbiage indicating this is not an exhaustive list to the existing line “The Advisory Committee will seek to include one or more of the following categories:” <p>Note about grantees / conflicts re:grantees:</p> <ul style="list-style-type: none"> • Suggested edit to be made: Remove verbiage disallowing AABSS grant recipients to serve on the AABSS Advisory Committee. • Member discussion: What does ‘affiliated with any organization’ refer to specifically? What type of relationship or affiliation would that refer to specifically? If an individual is employed by an agency but not an authorized signer would that apply or not? <ul style="list-style-type: none"> ◦ State ethics law defines actual and potential conflicts of interest: (1) “Actual conflict of interest” means any action or any decision or recommendation by a 	
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	<p>person acting in a capacity as a public official, the effect of which would be to the private pecuniary benefit or detriment of the person or the person's relative or any business with which the person or a relative of the person is associated unless the pecuniary benefit or detriment arises out of circumstances described in subsection (13) of this section.</p> <ul style="list-style-type: none"> ■ (a) An interest or membership in a particular business, industry, occupation or other class required by law as a prerequisite to the holding by the person of the office or position. ■ (b) Any action in the person's official capacity which would affect to the same degree a class consisting of all inhabitants of the state, or a smaller class consisting of an industry, occupation or other committee including one of which or in which the person, or the person's relative or business with which the person or the person's relative is associated, is a member or is engaged. ■ Full statute text available at https://www.oregonlegislature.gov/bills_laws/ors/ors244.html. ■ Committee determined it does not need to be more clearly defined in this document as it is outlined per the state law above. <p>Statement of Interest and Selection Process:</p> <ul style="list-style-type: none"> ● Suggested edit to be made: Include verbiage pertaining to the Advisory Committee members (rather than just the Chair and Vice-Chair) having voice in the appointment process. ● Suggested edit to be made: Adapt verbiage to reflect that the final decision on Advisory Committee member appointments will not be made entirely by the ODE Director. Amend to reflect the ODE Director will consult with the Advisory Committee Chair and Vice-Chair. ● Suggested edit to be made: Maintain verbiage 	
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	<p>from the 2019 draft:</p> <ul style="list-style-type: none"> ○ Applications will be reviewed with specific attention to membership categories (outlined above) and the following criteria: <ul style="list-style-type: none"> ■ Connection to, relationship with, and advocacy for African-American/Black communities ■ Professional background or community leadership in engaging educational equity ■ Representation of diverse identities (e.g., race, ethnicity, gender, sexual orientation, social class, dis/ability, etc.) ■ Knowledge of how to impact institutional change in the areas of equity, diversity, and inclusion ■ Understanding of accountability through assessment pointing to positive measurable outcomes ■ Expertise across multiple dimensions of diversity. <p>Mid-term Vacancy Appointment Process:</p> <ul style="list-style-type: none"> ● Committee discussion: What are the odds of the committee having a ‘mass exodus’ in the middle of their term? Members voiced that it has happened before. In order to complete the student success plan revision, the committee needs to bring on new members, namely experts within the necessary fields in order for the plan to meaningfully reflect the needs of students. <ul style="list-style-type: none"> ○ Inquiry: Does ODE have a stipend to contract external specialists to consult within their area to build out the student success plan? How can we overcome that barrier by getting the subject matter experts necessary to create an impactful plan. Holding volunteer seats is creating a barrier to this plan's success. <ul style="list-style-type: none"> ■ Will return to this conversation at a later meeting, but at this time the committee requested experts in the following areas: <ul style="list-style-type: none"> ● Mental health ● African American men and young boys 	
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	<ul style="list-style-type: none"> • Early education • Suggested edit to be made: Include verbiage that indicates any mid-term vacancy appointment would follow the same member selection process previously defined in the previous section. <p>Terms of Service and Appointment / Term Lengths and Reappointment:</p> <ul style="list-style-type: none"> • Committee Discussion: Why should members need to have a term limit and be required to step down for a period of time before rejoining? Various members expressed opinions pertaining to this topic. Key conversation points discussed: <ul style="list-style-type: none"> ○ Fear that work will be disrupted or historical knowledge will be lost. There is a finite number of community members with the expertise or time to volunteer for this Committee. ○ Others voiced that per meeting materials archives and historical knowledge there should be no gap in the progress of the work. ○ The committee needs to be very careful to not limit their community. It is not common for all necessary individuals to be able to step away from their work or their day in order to volunteer for this committee and contribute to this work. ○ Staggering terms limits is good to ensure that historical knowledge is not lost. ○ If members are not active in the committee that would be a decision, however if members are still active there should be a way to extend terms in order maintain committee membership. ○ Some voiced the opinion that four years on a committee is long enough for an individual to hold a seat. If there aren't term limits then it will be the same voices that are heard, and won't allow new members with new perspectives or voices to hold a seat. ○ New voices at the table are critical and that is not the issue, it is maintaining the historical memory that is the crux of this discussion. Caution against scarcity mindset. Putting mentorship processes in place in order to maintain new voices that contain historical knowledge would be one option. The verbiage is important 	
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	<p style="text-align: center;">to not be limiting.</p> <ul style="list-style-type: none"> ● Suggested edit to be made: <ul style="list-style-type: none"> ○ Remove the requirement to step away from the Committee for one year before reapplying. ○ Insert verbiage that members can be reappointed to serve after two term limit based upon attendance history and review by the Advisory Committee Chair. <p>The committee moved to table this discussion until the next meeting due to time restraints.</p> <p>Will reopen the conversation at next meeting at the Charter section: Resignation / Rescinding of Membership</p>	
11:41 a.m.	Community Announcements and Updates	Renee Anderson, Co-Chair
11:41 a.m.	Adjourn	Renee Anderson, Co-Chair
<p>Members in Attendance: Renee Anderson, Kellen Akiyama, Carmen Brewton Denison, Chemika Bolden, Iris DeGruy-Bell, Brian Detman, Nkenge Harmon Johnson, Marcus LeGrand, Whitney O'Connell, Damien Pitts, Cynthia Richardson, Kali Thorne Ladd, Earlean Wilson-Huey, Marsha Williams</p> <p>Members Absent: Dominique Newton, Lawrence White</p> <p>ODE Staff Present: Jenny Donovan, April Negrette, Miriam Neidhardt McPhee, Jenni Amado</p>		

Next Meeting: October 15, 2025 9:00 am - 11:00 am