

**African American Black Student Success Plan
Advisory Group Meeting Minutes
February 2, 2019 | 9:00 a.m. – 2:00 p.m. | Oregon Department of Education**

Meeting Scribe: Ana Salas

PARTICIPANTS

- Ben Cannon –Veronica Dejon-Phone
- Frank Hannah Williams
- Iris Bell-
- Joyce Harris, Chair
- Joe McFerrin
- Kali Ladd-Phone
- Kendra Hughes
- Laurie Wimmer
- Lillian Green
- Mark Jackson
- Dr. Markisha Smith
- George Russell

- Cynthia Richardson
- Renee Anderson
- Shelaswau Crier
- Dr. Yvette Alex Assensoh
- Dr.Reginald Nichols
- Donell Morgan
- Djimet Dogo
- Earlean Wilson-Huey
- Tim Logan
- DL Richardson-Phone

- Members not present
- Abdi Jamac
 - Dr. Paul Coakley
 - Tony Hopson, Sr.
 - Ron Herndon
 - Zahra Abukar
 - Nkenge Harmon Johnson

Item	Discussion	Action
<p>Welcome Chair Joyce Harris</p> <p>New Business</p> <ul style="list-style-type: none"> • Review and Approve Minutes from 12/7/18 • New AA/BS Advisory Group Members • EDI Updates • Year 3 Progress Report • School Report Card Data Accessibility Presentation • Plan for 2019 Legislative Session • AA/BS Plan Indicators and Measurements • Community Announcements and Updates • 2019 Teacher of the Year 	<p>Joyce started the meeting off with roll call and reviewing the meeting minutes from December 7th. The meeting minutes were approved. Carmen and Colt were also present during this meeting.</p> <p>New members introduced themselves starting with Tim Logan who is the agency administrator for SoValTi social service Agency in Portland, Djimet Dogo who is the director for Africa House and IRCO, Donell Morgan who is the Executive Director of Elevate Oregon and DL Richardson from Medford School District. The rest of the group introduced themselves as well.</p>	

Item	Discussion	Action
Approve Meeting Minutes	<p>December 7th meeting minutes were approved by Joyce.</p> <p>Everyone was in favor of the meeting minutes.</p>	
Department Updates <i>Markisha Smith, ODE</i>	<p>Markisha was recognized for her work as Director for the Office of Equity Diversity and Inclusion. She will be joining HB 2016 Advisory Group though as she joins her new position as the Director of Equity and Humans Rights for the City of Portland.</p> <p>Colt and Carmen were there in regards to an email about Markisha and her farewell from the office of Equity, Diversity and Inclusion. She will be taking a new position in Portland to be the director of the bureau of equity and human rights. Carmen and Colt highlighted all the work Markisha had done and congratulated her on her new transition. Colt also shared what will be next now that Markisha will be leaving. Colt explained the two-step process, as there will be 2 people stepping in in a temporary role as an interim directors who will oversee operations within the office and community engagement. Colt mentioned that they are seeking people they feel are not interested in the permeant roll so that there is not an unfair advantage for when the permanent position comes open. February-June they will be working on that process. Carmen is going to be meeting with the EDI staff to hear about their concerns and their challenges and what they would like in the next director. They are also going to be meeting in listening sessions with community and school partners. From the listening sessions, they will develop the job description and their hope is that they will have the new director job posted by July.</p>	
Year 3 AABS Progress Report ODE	<p>Latashia presented the year 3 progress report. Latashia said to keep in mind that some of the grantees got their money late, so a lot of the work that is in the report is from the last 4 months. Because of this the grantees had to adjust the work and scope of the work because of that limited time, and the money arriving late. The grantees are being worked with right now and there should be another report by April. It will be a comprehensive report to show what happened in the entire fiscal year. RMC is working with the grantees right now to evaluate their progress and effectiveness. The report will most likely be published online like the others. One of the things to ask is how the group wants to see the compounded work of the Phase 1 grantees and where they want that work to live. Markisha said this is also the yearly report we have to do for the Legislature and the creation of the report was in response to that as well.</p>	

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	<p>The recent audit was discussed and how it was not clear on how it exactly applied. Kali recommend everyone reading it. Markisha said she would make a bulleted list of what it covers for Joyce. Kali asked that she send the high school data as well. Joyce said the audit looks like something ODE should address rather than the advisory group.</p> <p>Questions that were asked to be combined into the data was how ODE is keeping track of districts and how students and families are benefitting from the strategic investment related to 2016, as well as graduation rates.</p> <p>Latashia said most of the grantees are doing work in multiple different areas, multiple different districts over a number of years and that they were able to expand work through new funding. Advisory members asked if it could have more clarity for seeing the impact of the bill and sited the change in Graduation rates as an example and wanting to see more graphs and lists of the impact so that the impacts both in the data and if possible hidden community impacts could be expressed in the report. As an example graphs that could have the name of the project, fiscally where the money is going in the different projects and having a summary and a list. List, charts, graphs and infographs were asked for as things that would bring clarity to the Report. The committee committed to emailing Latashia feedback and to read through the report and send feedback. The section ended with the new knowledge that the money going to HB 2016 is potentially going up from \$3 million to \$6 million in funding for the biennium.</p> <p>Joyce said it is important that we remain transparent and communicate with one another as we move forward with talking to the Speaker and others.</p> <p>The advisory members discussed getting a clear commitment from the legislature when advisory members visit. The march is on February 18 at 10am to boost the support of public education. Another issue touched upon was that programs connected to CTE and how that money might be able to help the AABS Plan since it has an equity part and also that Community Colleges and Universities be required to have an equity piece.</p>	
<p>School Report Card Data Accessibility <i>Amelia Vargas and Elyse Bean, ODE</i></p>	<p>Amelia and Elyse from Reporting and Accountability discussed some of the topics above but as relates to data and reporting and making them accessible and readable. They talked about how their office oversees all data that comes in for K-12 for ODE and historically have focused that data on accountability.</p>	

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	<p>The deadline for large data changes is February 15. For name changes, it is a wider window with much more flexibility.</p> <p>Amelia discussed the changes that have happened to their approach where they now have more of a partnership relationship with districts rather than targeting or calling out failing schools. It has been a positive experience overall.</p> <p>She discussed how they are there to continue the conversations they had last year when they were redesigning the At-A-Glance profile for schools and districts. Now they are here to get the feedback for what they have currently.</p> <p>Their organization has been meeting with parent groups to keep those relationships and conversations open and recognize that once we create something like a report card that it is not a static document that is just going to exist in the same shape and form for the next few years.</p> <p>Schools are required to provide this information by January 25th. Some districts are mailing them out in a letter while others are not and parents are not hearing about them. There is not a collected document so we were going through the report to see which ones were named. She asked the group to go through the reports and report on what might be missing.</p> <p>When they went out, they were providing reports that were related to the specific schools. This was the first one that is the first reported data as before it was mock-up data. It is data for the 2017-2018 school year as our data is always lagged a year since we do not input the data until the winter.</p> <p>Latashia brought up the threshold for percentages and making sure that it recognizes that African-American students are there in places such as Medford. Amelia said they could do that by showing less than 10% or less than 5% as an example.</p> <p>They were asked about discipline data and she said they have it but they have not decided on a defined value on it. Amelia said if people want specifics like expulsions than they can add that.</p> <p>One of the Advisory members brought up how one the Districts was good about discipline but later started suppressing data when they got dinged. She asked that maybe they would need disproportionate discipline data. Amelia said discipline is most often reported in the Statewide Report Card.</p>	

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	<p>Yvette asked Amelia if she could make them a document as relates to African-American students and the related data. Amelia said her office could.</p> <p>Joyce asked if we wanted the data disaggregated for African-American blacks students. The committee agreed. Joyce asked Markisha to get in touch with John to let him know what we need and that we would like a PowerPoint to go with it.</p> <p>Kali said discipline data has to be on the data sheet because of how big the disproportion is towards African-American students.</p> <p>Yvette said there was data presented to the legislature before related to HB2016 and if we could get that data to compare.</p> <p>Joyce asked about the data and Elyse said the conversations happened but the data has been lost since the person working on it has moved on and now they are working with John and the notes from that time period.</p> <p>Joyce said what kind of information the committee needs in regards to what would help black African-American students with the State.</p> <p>Reginald asked if there is a common data set for discipline and if the districts are using that. The second thing he mentioned was the matriculation to college and to find out where they are going after, be it 2 or 4 year college.</p> <p>Amelia said the School Report Cards do have the college going rates. They do all have the same definition of discipline but different interpretations of what it means.</p> <p>Veronica said there is county level data on underrepresented students who are going to college.</p> <p>Reginald said he wanted data specifically related to 2 and 4 year institutions.</p> <p>Latashia asked what kind of diploma students are getting. Amelia said they have that in the cohort media file. That has graduates, modified diploma based on race. Latashia asked if we can get it on the dashboard and Amelia said they could.</p> <p>Amelia and Elyse have been looking at other State Dashboards to see which one best presents the data in order to create a dashboard that is accessible.</p>	

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<p>2019 Legislative Plan and Fiscal Allocation Recommendations <i>Advisory Group and ODE</i></p>	<p>Markisha said it looks like we will have \$12 million over this biennium and said we are looking recommendations so we can move forward.</p> <p>Russell said to give a little bit of background to the Student Success and how that might effect the legislation and so forth.</p> <p>The Legislature traveled around the State in 2018 and toured schools and around 9 or 10 different cities and saw what they considered to be high and low performers and talked to as many community members and visit as many school programs like CTE and Alternative ones as possible. Their goal was that they wanted to go from theoretical to practical understanding of public education. They heard themes of what is going on in the schools. Out of this they created 3 committees to look at accountability, early childhood education and revenue. They had priced themselves as 3.5 Billion for what the Fiscal office said in regards to ambition of it. They will probably raise less than that, more likely half. Now they are the official joint committee on student success.</p> <p>The new group will be meeting every Tuesday and Thursday and will be replacing Ways and Means to replace all funding bills that will have a fiscal impact.</p> <p>George asked if the increase of funding has to go through them. The answer was yes.</p> <p>February 18 and 19 or possibly February 27 and 28 are the dates are legislative coordinator gave us for meeting the Ways and Means committee. This is because it goes through the operations budget and grant.</p> <p>Sen Lou Frederick and Rep Susan Mclair are new heads of the Ways and Means. Ways and Means is still in charge of the money that has already been allocated.</p> <p>Barber Smith Warner is chairing Student success.</p> <p>Any new money Joint Student Success Committee will be looking at.</p> <p>Kali spoke about speaking with the Superintendent of the metro region as all the local community based organizations meet with the local superintendents. Because the superintendents are interested in showing support for all 3 plans.</p> <p>It was discussed how the State budget has largely been focused on K-12 but not beyond 12th grade and Kali expressed how that is worrying college students as now</p>	

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	<p>schools like PCC have to vote on tuition increases, which is disproportionately hurting students of color. One of the best way to help with this is to go to Lobby Days, in which there will be many students at the Capitol.</p> <p>It was asked how HECC is approaching the budget? Veronica said they are in a difficult place with funding.</p> <p>It was asked how the budget is being approached. It was discussed how the State is trying to allocate the rest of the \$6 million as only \$4.5 million was dispersed so far.</p> <p>So the question that remains is do we want to allocation 6 million over 2 years? Do we want to bring on new grantees? What necessarily is going to be the RFP and recommendation to this Advisory group?</p> <p>The next topic that was discussed was the third area of funding of Early Childhood with focusing on early birth to 5th grade and in a couple of meetings releasing an RFP or RFA that has early childhood from birth to 5th grade. An orientation was discussed to help prepare tackling this area since the groundwork needs to be laid first. The big question was how do we support people of color in these spaces be it Pre-School or Elementary.</p> <p>Latashia told the group how many of the grantees stress applied so that orientations would help them focus in on what they are doing, and how to expand the work they are already doing. ODE is also going to have to do some groundwork on how grantees apply.</p> <p>Reginald spoke on the importance of College and Community College for Higher Ed. We do not have enough teachers teaching the students and we need to support them in those higher ed. spaces. Kali reminded the group that it is the Community Colleges that change the early childhood teachers.</p> <p>It was reminded that core value such as sustainability need to be agreed upon too before asking for money given how unpredictable the grant world can be.</p> <p>The topic of we getting additional resources and expanding what is working was discussed so that movement can be made into other areas where the work is needed. It was discussed how the Educator Equity Report should be putting more teachers of color in Colleges and the Education Advancement Council should also be addressing it too beyond HB 2016 money being responsible for fixing everything.</p>	

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	<p>One of the members talked about leveraging resources to see how we can pull from other areas to sustain projects.</p> <p>The importance of supporting refugee students and the importance of black teachers to help them succeed was discussed.</p> <p>Joyce brought up how in relation to this group and others conflict of interest needs to be addressed and the conflict-of-interest form needs to be signed to make sure we don't get falsely accused of having grantees shape the agenda. The department went through it last year when a group made an allegation that was not true. Joyce said we need to be clear on that. Grantees need to be silent when they are having related discussions and as part of the conflict of interest, they can't vote on topics directly related to their work.</p> <p>Reginald talked about the leveraging of funds and asking are the funds helping them accomplish the initiative and also get more money so they can be sustainable?</p> <p>Kali agreed with values framing and doing it especially around</p> <p>Marcus said we need to find a way to tell the story of our success from a marketing standpoint and how it could engage additional funding.</p> <p>It was agreed upon by the advisory group that all funds and money spent should be based on the group's values.</p>	
<p>Working Lunch: AA/BS Plan Indicators and Measurements <i>Advisory Group and ODE</i></p>	<p>Joyce said that the folks in the working lunch should discuss with those around each other how to talk about our values and how to leverage that for the work. Groups of 3 were made to come up recommendations drawn from our values to the department.</p> <p>Joyce called everyone back for the group conversation. Joyce asked Latashia to take notes. Joyce asked which group wanted to go first.</p> <p>The first group talked about sharing what the grantees and Advisory Group does, and the heart of the work is caring for our black students, so in the future there is no option of watering it down and about looking at the things that have sprung out of our work. They talked about leveraging concepts and helping the grantees leverage our grant dollars with others to add value to the programs they hope to run.</p> <p>The group also talked about looking at our values when they first came together and seeing where they line up with where we they are now. It was talked about how there is a need to</p>	

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	<p>go back and look at how those goals and objectives are being met, and sustain that effort.</p> <p>One of the groups talked about the refugee kids and having the youth advocate work with the kid at the school with the issues around bullying.</p> <p>The work Elevate does was discussed and the need to help kids as early as possible, especially those taken out of the home. Which involves talking to DHS and leveraging their funds.</p> <p>The group discussed wanting to make sure the values were instilled among the grantees too, and connection to the community.</p> <p>It was also discussed on how the responsibility should be on the State with funding as the State has an obligation to our students.</p> <p>The importance of collaboration was talked about too as many schools do not always recognize the value in partnership.</p> <p>There were examples given of how important the grantees work is in the community and the difference it is making and why funding the programs are so important.</p>	
<p>Community Updates, Next Steps, and public Comment</p>	<p>Joyce announced that it is Black History Month and it was time for community announcements. One of the things talked about was how tonight was The Blacks in Government Group of Lane County was having a Black History Month dinner and banquet. Two weeks from now the NAACP will be having it is Freedom Fund. April 9th is the Eugene Area African American Youth Leadership Conference. PCC is doing the African Film Festival that starts tonight.</p> <p>Reginald talked about an EA program to train instructional assistants so they can get their teaching credential and the process that is going on and their work with the Districts.</p> <p>Paul mentioned how on their district website, several student performance and events will be happening throughout the District.</p> <p>Regional work is going on with the Center for Educational Equity. Which is bringing school board members in and going through a series of workshops. 10 different times they are coming together and looking at policies through the Equity Lens. Candace who is administrator in her district is working around an initiative of support open to any educator to support educators of color in supporting one another. The</p>	

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	<p>Oregon Black Pioneers will be having their 25th Anniversary Gala fundraiser on March 2nd.</p> <p>The Diversity Pathways Initiative was paying \$1,000 a year up to years out of the general fund to get candidates licensed but with the Equal Pay Law, we are going to have to look how do we identify groups to and get them the money versus other groups and sustaining this new program.</p> <p>The Student Equity Committee oversaw the Martin Luther King celebration. There were amazing speeches and over 300 people joined to march to the Capitol and back to North Salem High School.</p> <p>Last year 3 Black Student Unions were created and new outreach specialist has gotten the other three high schools on board. So all 6 high schools have Black Student Unions. April 12th will be the African-American Youth Leadership Conference for grades 6 through 12.</p> <p>There was a reminder about the 29th Cascade Festival of African Film that begins tonight in Portland goes through March 2nd. It is the longest running African Film Festival in the United States and is also free. Opening night is always at the Hollywood Theatre and there are two showings, one at 6:30pm and one at 9pm.</p> <p>On the 21st there is the Black Youth Leadership Conference Summit in conjunction with the School District and Multi-Cultural Resource Center. OSU is also having a series of events and January 14th there is an Assembly at Roosevelt High School.</p> <p>Michelle Obama will also will be in Portland February 9th. Multnomah County Library is putting on even they do called Everybody Reads.</p> <p>Founder's Day Celebration is on February 16th at Colombia Edgeways Country Club in Portland as well as the Black Educators Meeting where last time over 100 people showed up.</p>	
<p>Virtual Introduction of Oregon's 2019 Teacher of the Year <i>Keri Pilgrim Ricker</i></p>	<p>. Keri was introduced to the Advisory Group and talked to the group virtually. Keri talked about how important is to connect with the educators and how being a teacher of color in Oregon can be isolating as so many teachers work in silos. She talked about being a part of committee meetings and listening sessions and that she is advocating for more work on culturally sustaining and culturally relevant practices in the classroom. Keri talked on culturally sustainable practices need to be across the board and culturally sustaining practices need to be applied to science and stem. She wants</p>	

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	<p>to connect with what is happening in other counties and the work the advisory group is doing. Keri might be able to join the AABS meeting in June.</p> <p>Keri talked about the work they are doing in Lane County and how they had an amazing panel of students from the Youth Action Program speak about what they need most from teachers and how they learn best and how to best support them in Equitable ways. She also talked about how they are putting together an amazing program on Black Lives Matter and following through with several themes through the classroom and educating students on Black History, Black Pride and social injustices.</p> <p>The Advisory group talked about bringing the Principal Curtis Wilson of Benson High School to the group, as he is African-American and was the principal of the year.</p>	
Public Testimony		
Adjourn	Joyce adjourned the meeting.	

Next Meeting: April 5, 2019 at ODE in 251A/B, from 9:00 a.m. – 2:00 p.m.