

African American Black Student Success Plan
Advisory Group Meeting Minutes
September 8, 2017 | 9:00 a.m. – 2:00 p.m. | Oregon Department of Education

Meeting Scribe: Cynthia Garton

PARTICIPANTS

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| <input checked="" type="checkbox"/> Abdikadir Bashir | <input checked="" type="checkbox"/> Lillian Green (phone) | <input type="checkbox"/> Earlean Wilson Huey |
| <input checked="" type="checkbox"/> Ben Cannon | <input checked="" type="checkbox"/> Marjorie Trueblood-Gamble | <input type="checkbox"/> Laurie Wimmer |
| <input checked="" type="checkbox"/> Charles McGee, Co-Chair | <input checked="" type="checkbox"/> Dr. Markisha Smith | <input type="checkbox"/> Mark Jackson |
| <input checked="" type="checkbox"/> Cynthia Richardson | <input checked="" type="checkbox"/> Dr. Paul Coakley | <input type="checkbox"/> Nkenge Harmon Johnson |
| <input checked="" type="checkbox"/> Dr. Darryl Tukufu | <input checked="" type="checkbox"/> Shelaswau Crier | <input type="checkbox"/> Dr. Reginald Nichols |
| <input checked="" type="checkbox"/> Frank Hanna Williams | Guest on phone | <input type="checkbox"/> Renee Anderson |
| <input checked="" type="checkbox"/> George Russell | Mary Louise McClintock | <input type="checkbox"/> Ron Herndon |
| <input checked="" type="checkbox"/> Joe McFerrin | Members not present | <input type="checkbox"/> Salam Noor |
| <input checked="" type="checkbox"/> Joyce Harris, Co-Chair | <input type="checkbox"/> Bobby Bridges | <input type="checkbox"/> Tony Hopson |
| <input checked="" type="checkbox"/> Kali Ladd | <input type="checkbox"/> Cheryl Myers | <input type="checkbox"/> Dr. Yvette Alex Assensoh |
| <input checked="" type="checkbox"/> Dr. Karen Fischer-Gray | | |
| <input checked="" type="checkbox"/> Kendra Hughes | | |

Item	Discussion	Action
<p>Welcome Co-Chair Joyce Harris Co-Chair Charles McGee</p> <p>New Business</p> <ul style="list-style-type: none"> • Review and approve 6/2 meeting minutes • Introduction of new members • Department Updates • Future direction for the African American Black Student Success Plan Advisory Group 	<p>Joyce Harris started the meeting by saying she is glad to see everybody. This is the first meeting of this new cycle of the Group. There are new and returning faces around the table.</p> <p>The Group reviewed minutes from the June 2 meeting.</p> <p>Joyce Harris had returning members introduce themselves to the new members. The new members then introduced themselves:</p> <ul style="list-style-type: none"> • Dr. Darryl Tukufu: New Assistant Superintendent for Office of Equity, Diversity and Inclusion. Glad to see everyone here and thanked them. • Marjorie Trueblood-Gamble: Director of Diversity Inclusion and Title IX Director for Southern Oregon University. • Dr. Paul Coakley: Superintendent at Centennial SD. • Cynthia Richardson: Director of Student Equity Access and Advancement for Salem-Keizer SD. • Kendra Hughes: With NW Regional ESD, Professional Learning for Early Education, formerly project coordinator for the Plan. <p>Joyce Harris said we're happy to have the members, and noted that they'll be worked hard.</p>	<p>June 2 meetings minutes approved.</p>

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<p>Department Updates</p> <ul style="list-style-type: none"> • RFP Process • Grant Evaluation Report • Vacant Position • Report card redesign survey • OAR Review and Feedback <p>Dr. Markisha Smith, Oregon Department of Education</p>	<p>Dr. Markisha Smith said that we are in a processes for a new grant proposal. The RPP had to be pulled and will be re-released, due to new requirements. Are in a holding pattern, while wait for DOJ approval. She noted that Rick Crager had put in call to say this was a top priority. Hope we can release it before the month is over. There will be a six-week period for people to respond/reply. Dr. Darryl Tukufu said that for those working on it, the information will not change, you just will have more time to work on your proposal.</p> <p>Dr. Karen Fischer-Gray wanted to know who can apply. School districts, CBOs that are culturally specific, ESDs, higher learning (2 and 4 year institutions). Current grantees are not able to re-apply; they are carry-over and will still receive funding.</p> <p>Anything over \$150,000, DOJ has looked at. Because it's a grant agreement, it has to go to DOJ for approval. They look at them for legal sufficiency and how funds are allocated.</p> <p>RMC Research finished their report in June. Not sure if it's on our website, can make sure people have it.</p> <p>We will have an evaluation again, for the current four and those who are added into the new RFP. May not be RMC Research, because the contract was not written with an amendment piece, so it's back out there.</p> <p>Joyce Harris added as matter of public record why kept the current grantees, because of the quality of their work and the evaluation; they did what they said they would do and some cases exceeded. They earned the right to continue to do their work.</p> <p>Markisha Smith talked about the vacant position, facilitator of the Plan. Did post the position and have identified four candidates that will come in next week to interview. Hope to have it filled within a month or so.</p> <p>Report Card redesign survey went out – if you have not completed it, please do as time permits. It's now available in Spanish.</p> <p>OAR Review and Feedback – there is some time to review and give feedback. One definition that comes up often is defining culturally specific organization. Markisha Smith thinks it should be included. She read the definition for the Group. Needs to have conversation with Cindy Hunt on Oct. 1, so it can be on State Board docket on Oct. 9, then be in the December meeting. Will go back for public comment as well. This has carryover language from the first RFP and Closing Achievement Gap grant.</p>	<p>Will make sure everyone gets a copy of the grant evaluation report.</p> <p>Will send an electronic copy to the Group, would like feedback before Oct. 1.</p> <p>Avoid language using immigrant, say African descent.</p>

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<p>Future of African American/Black Student Success Plan Advisory Group</p> <p>Advisory group agreements</p> <p>Dr. Markisha Smith, Oregon Department of Education</p>	<p>Markisha Smith brought up idea of having agreements; it's helpful to establish agreements - keeps us engaged in conversation that is respectful. For consistency, it's good to operate under agreements, as other groups have them. Shared agreements from Courageous Conversations: stay engaged, speak your truth, experience discomfort, and expect/accept non-closure.</p> <p>What are other agreements we'd like to add? Maybe agreement around if issues come up, there is opportunity for follow-up/extended conversation, to not let leave things sitting there.</p> <ul style="list-style-type: none"> • Follow-up – not leaving things hanging • When conflicts arise, go straight to the source • Big picture thinking • Listening (active to get bigger picture) • Being transparent <p>Markisha Smith ran through roll call and then the Group took a break. After the break, Joyce Harris had the late arrivals introduce themselves.</p>	
<p>Oregon Community Foundation Update</p> <p>Charles McGee, Co-Chair</p>	<p>Charles McGee gave an introduction on the Oregon Community Foundation. Early on had recognition: to truly make this work, they needed to develop partnerships across the spectrum. Have state investment, need to figure out ways to engage philanthropic community. He was tasked with Iris Bell to figure out what they can get done. Through the work, in partnership with Joe McFerrin II and Kali Ladd, they are in the early stages of productive conversation with Oregon Community Foundation, where they are fleshing out details. Looks like they are in development of a partnership, which is in line with our work.</p> <p>Joe McFerrin II said it's exciting to have Oregon Community Foundation join us, and that at the end of the day, there is a little bit of money to support. Thinks the advocacy piece that OCF brings to the table across the state, is the biggest part of the win, because they are influential in the philanthropic community. Is excited about it, they are enthusiastic about it. They are very committed and he feels really good about where we are and where this is going. This can be huge for our efforts in executing our Plan.</p> <p>Charles McGee said that if anyone is interested in joining, please let him know. The more the merrier. Kali Ladd said the exciting thing is the approach has been leveraging the work this committee has been doing; and ensuring it can be implemented throughout the state, and leverage other resources, bring visibility to the work. So their commitment and connection will do more to elevate the work and bring a</p>	

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	<p>level of accountability to make sure the work is done well.</p> <p>Ben Cannon would be happy to participate as an advisory member and as connection to higher education. Kali Ladd said it would be good to have participation from those who are outside of the metro area. We know it's important for this work to reach students across the state.</p>	
<p>Working Lunch Open Mind Activity</p> <p>Dr. Markisha Smith, Oregon Department of Education</p>	<p>Markisha Smith said that as we move forward and think of what the next phase should be, we need to have a moment where we reset. Shared a quote from Cornell West, to use as a thought piece to organize our thoughts. Wants the Group to think about what the quote is saying. How does it relate to the work we are here to do, and believe we are here to do? The graphic organizer is a way to organize our thoughts.</p> <p>Markisha Smith read the quote aloud and the Group took a moment to reflect and use the organizer. She had the Group find a partner to share what came to mind, and then had the Group share what they discussed with their partners.</p> <p>Shelaswau Crier said, before you can get to well-adjusted to injustice, you need to see that it exists. That there is injustice to be addressed is a barrier. Paul Coakley added the work they are doing at Centennial in removing institutional barriers – a lot of people don't realize the barriers are there for students.</p> <p>Joe McFerrin said that he read it as not being about other people/systems; read it as being about you, the individual. When he thinks about the quote/question, for him, it's been a moral dilemma because the injustice part goes without question, but when take the mask off, he cannot be who really wants to be around this issue. Feels like he has to be strategic in how much passion/commitment. When look in the mirror, starts to ask himself if he part of the problem, a sell-out.</p> <p>Joyce Harris said what she thought was in how many ways does the well-adjusted manifest itself? Being well-adjusted is preparing herself with the tools she needs to fight against injustice. It's not a negative, but a form of empowerment. Allows her to call someone out when they are being offensive, and be able to say why.</p> <p>Joyce Harris had Winston Cornwall introduce himself. He is a civil rights education specialist with the Equity, Diversity and Inclusion team. Karen Fischer-Gray requested that other audience members introduce themselves: Dr. Rose Vakkai is interested in things education so came to listen; Reginald Hendrix here to represent the National Association Advancement of Colored People, working with Salem-Keizer;</p>	

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	<p>Dawnnesha Lasuncet, Education Specialist with the Office of EDI, facilitates the Community Advisory Group.</p> <p>Karen Fisher-Gray appreciates the twist in the perspective for what well-adjusted means. In her world, well-adjusted is all about white privilege, which is not a good thing; have become well-adjusted because we get to be.</p> <p>Winston Cornwall shared what is happening in Civil Rights and dealing with harassment. Is there guidance? ACLU issued some guidance in that area. Will be helpful to have him on the agenda and give a presentation about the work he does.</p> <p>Joyce Harris said to put it on your radar to ask the question about civil rights – how are you ensuring that children’s’ civil rights are not being violated. Have to maintain vigilance. This committee could convene forums on protecting child civil rights.</p>	<p>Put Winston Cornwall on the agenda for future meeting to give presentation of the work he does.</p>
<p>Advisory Group Charter</p> <p>ODE and Advisory Group Members</p>	<p>Markisha Smith said that the Group started to look at the charter back in the June meeting, which was created when the Group started. With the new opportunities, grants and members, are thinking ahead what the charge for the Group might be. It makes sense to maintain the intent of what the Group is for, but also better match where we are in the process now.</p> <p>The current title of the charter says Plan, may need to consider it saying advisory committee or advisory group. The sponsors should be staying the same. Governor’s office has been Lindsey. Darryl Tukufu’s name could be there as the Project Manager, wants to see how his name fits; add his name and keep Salam’s or replace. Project Coordinator will be who assumes Kendra’s role at ODE.</p> <p>Charles McGee asked what is the department’s greatest priority right now. When he thinks of project management, it’s how do we institutionalize the work, so who do we need on board and how do we engaged them in a regular way?</p> <p>Purpose and expected results was lifted from the House Bill. There is what the bill directs, but need to have a purpose spelled out. Markisha Smith shared some language she had toyed around with.</p> <p>Could the department provide an update on page one – the date that was to create the bill, where has the achievement gone across all the measures? Yes, we have that for 2015-2016. Is the data available? It is available on the statewide report card. Jon Wiens could come back for an update.</p> <p>Marjorie Trueblood-Gamble agrees that having the recent data</p>	<p>Ask Jon Wiens back for update.</p>

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	<p>is important, but may not need to be in the charter. Charles McGee stated that having the data demonstrates the need.</p> <p>Paul Coakley, looking at project success measures on page, said it would be helpful to know what is currently happening to each of the targets. Can think of things happening to almost all areas, but it seems like early childhood/kindergarten readiness has not had much movement; less funding and lack of agency partnerships. Joyce Harris noted there was no data for early childhood when they were writing the plan. Kali Ladd added that the K-12 system is pushing back against early childhood's push for more funding.</p> <p>Kendra Hughes is leading the early learning strand at NW Regional ESD, looking at the opportunities. Resources are sparse, it's mostly grade 1-12. Working to create conversation of what early learning and kindergarten teachers need. George Russell said people need to understand the importance of early learning to high school graduation.</p> <p>Charles McGee added that there are bills coming out that we can get budget notes on, that can carve out money. Need to be strategic and thoughtful in how we proceed and how look at other levers in department to leverage/increase our work.</p> <p>Shelaswau Crier went back to the expected results: where does 40/40/20 stand right now, status of the goal politically? Ben Cannon said the goal remains in law – the legislature made a modification at the request of HECC, to clarify it applies to kids coming up through the system, had previously looked at adults. Will create a separate goal for working-age adults. Guess that it has somewhat less resonance, but still remains a cornerstone of planning/strategy. Shelaswau Crier suggested adding into expected results: a plan that closes achievement gap indicated by the data, but also puts Black/African American students on track to achieve the educational goals established in 40/40/20 plan and in a proportional manner.</p> <p>Kali Ladd suggested that we invite the Early Learning Director to come, and invite the Chair to be in the audience, as this may not be on their radar.</p> <p>Abdikadir Bashir said for the majority of African American/Black students don't have the ability to go to preschool or Head Start program, so how do you expect them to do well and achieve the standards? Looking at the Plan, there is no expected results on early childhood education. With all funds given last year, there was no focus on early education. Kali Ladd noted that there was no Early</p>	<p>Shelaswau Crier can send this to the Group.</p> <p>Director Miriam Calderon and Chair Sue Miller.</p>

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	<p>Learning Division few years ago, and there is not a centralized place collecting data for early learning. Trying to creating hubs and metrics for that now. Would be good to have the Early Learning Director here to tie in what the division is doing into the Plan.</p> <p>Something for consideration is intermediate goals. The resource teams did start the conversation, they created short term and long term goals. Might be good to put on the agenda to look at.</p> <p>Markisha Smith said we will have representation from Youth Development Division. Bobby Bridges was ill today, and Iris Bell has retired. Key distinction was defining student and youth; did call that out in the Plan.</p> <p>How do we get other ODE departments to own the Plan? Part of what Darryl Tukufu is doing now in the management meetings and assistant superintendent meetings. They are more part of the process than have been. George Russell suggested each department head should read the Plan and have them visit with the Group to talk about what they see their role in implementing it. The role of the department might change depending on the recommendation, could be EDI, could be Finance, could be Student Services. When we invite them, attach a copy of the Plan, and have them share us how they see they can support. We all need to do some homework to be clear with what they will be tasked to do. Joyce Harris would like to invite Lindsey again as well.</p> <p>Need to update the project approach, was what ODE staff would do. Last section is the risk of not doing the project, which we could add to. It is currently a snapshot.</p> <p>Something to talk about internally is sharing the Plan out with districts. It's worth considering having community meetings again. Now that we do have a Plan, we have something to report. How does the Department let people know? Through the website, through advisory groups.</p>	<p>Put on agenda: look at the short term and long term goals.</p> <p>Bring department heads in to listen to what we are doing, attach a copy of the plan to the invitation. Ask them to share how they see them helping support moving this forward. We should be clear with what they are tasked to do.</p>
<p>Meeting Schedule Joyce Harris, Co-Chair</p>	<p>It had been suggested that we meet quarterly from here on. But it's important to be able to call special meetings.</p> <p>Still meeting First Fridays, and the time (9-2) works.</p>	<p>Meeting quarterly, but be available for special/added meetings.</p>
<p>Where do we go from here? Big Waves Vision</p>	<p>Skipped, because we caught a lot of it in earlier conversation.</p>	
<p>Public Testimony Co-chair Charles McGee</p>	<p>Reginald Hendrix: Want to say thank you for allowing him to make statement. Is with NAACP in Salem-Keizer. The issue they are working on educational issues for about 100 years. Is happy there is an advisory committee for African American/Black students and working on reducing the deficit.</p>	

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	<p>It's important for this committee to take the points of why they exist in trying to reduce the academic achievement gap in their conversations of this committee and others, be serious about what you desire, make it known, make it recorded. Make sure it can be measured. Cannot stress how much the community wants the gap closed. Talk about what we want from the agencies in ODE and any other agency that touches our children. Implores Group continue to do what they are doing, include as many people as can, make sure they are held accountable. Would like to talk to each member individually, and please come to them if needed.</p> <p>George Russell: Need do more than to focus on education agencies, but think about other partners, such as foster care, child care; have a systemic approach. There are other things that impact the kids. Reginald Hendrix: Yes, our perspective is the whole child, we are impacted in a variety of ways. Agencies need to work in unison. Intuitions need to be aware of what is going on. Need to make sure everyone who comes into contact with our children, are accountable for what they are doing.</p> <p>Frank Hannah Williams: Is there anything you feel NAACP is working on that this committee might need to know about? Are we working cross-purposes? Reginald Hendrix: No, we are trying to magnify existing issues. We are working on these issues, not just talking about them. Community at large recognizes there is a problem, they are trying to contribute resources and solutions. Suggesting knowing that and use that understanding to magnify the work that is being done.</p>	
<p>Wrap-up and Next Steps Co-chair Joyce Harris</p>	<p>Salem-Keizer SD will have first parent gathering to improve African American/Black academic achievement, held at Chemeketa Community College, Building 2 on Oct. 12 from 6-7:30. Cynthia Richardson is in the process of planning it, would love any input the Group has.</p> <p>Joyce Harris thanked the group for spirited engagement; looks forward to continue this work and include other people.</p>	<p>Cynthia Richardson will send the information for the event.</p> <p>Send Cynthia Richardson any input you have.</p>
<p>Adjourn</p>	<p>Adjourned 1:20 p.m.</p>	

Next Meeting: December 2, 2017 at ODE in 251A/B, from 9:00 a.m. – 2:00 p.m.