

**African American Black Student Success Plan
Advisory Group Meeting Minutes**

December 7, 2018 | 9:00 a.m. – 2:00 p.m. | Oregon Department of Education

Meeting Scribe: Cynthia Garton

PARTICIPANTS

- Ben Cannon –Veronica Dejon
- Frank Hannah Williams
- Iris Bell-Phone
- 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
- Nkenge Harmon Johnson
- Dr.Reginald Nichols

Members not present

- Abdi Jamac
- Dr. Paul Coakley
- Bobby Bridges, Jr.
- Tony Hopson, Sr.
- Earlean Wilson-Huey
- Ron Herndon

Item	Discussion	Action
<p>Welcome Chair Joyce Harris</p> <p>New Business</p> <ul style="list-style-type: none"> • Review and Approve Minutes from 8/3/18 • Department Updates- Governor’s budget 	<p>Markisha starts off meeting with roll call and reviewing meeting minutes from October 5th. Carmen Urbina was also present during this meeting.</p> <p>Markisha going over meeting minutes and making the necessary changes. Zahra’s question was over Equity Lens feedback continued. Markisha then highlighted that an email was sent in October to see what information they had gathered. There were people that were able to share comments on what they have done around equity lens and were able look over the information to see if anything was missed or if anybody wanted to add to it. This is what the equity lens feedback should have been reflecting. Minutes were approved with the changes.</p> <p>The next update on the legislative updates. The Governor’s budget was approved for the African American/ Black success plan advisory group. We asked for an additional six million dollars on top of the six million we already have for a total of twelve million. In addition to this, there is also a lot of money going into the American & Alaskan native and into civil rights for our office. Mark wanted to know what the basis for that particular amount- of six million dollars was. Markisha responded saying there was conversation internally with leadership and other folks on how that would look like. She also mentioned needing to think of other ways to leverage the funds and that this was also a factor in landing at that number. Lori also wanted to add on to that question. Lori talked about the co-chairs release budget will be around in February or March. During this time, they will be putting it together and are going to be in alignment with the government and how the money is going to be spent. Kali met with senator Tina Kotek and she did express that she was committed to House Bill 2016 and it would be good idea that she come to a meeting</p>	<p>Carmen mentioned to they would begin preparing a group within the committee to meet with Tina Kotek and asked the group to be ready to highlight the successes and challenges so that o, they can be supportive of what we are doing. Planning would be very important in this case.</p>

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	and know why it is important for us to support her in that fight with others.	
Approve Meeting Minutes	Minutes were approved by Markisha.	
Department Updates <i>Markisha Smith, ODE</i>		
Grantee Presentations <ul style="list-style-type: none"> • 9:30: AYCO/CAIRO/PSU • 10:00: CAIRO/Washington Co/Beaverton School District • 10:30 Lane County ESD/NAACP • 11:00 Elevate Oregon Department of Education • 11:30 Medford/Ashland 	<p>Zahra Abdi with CAIRO are there to present their SPACE program (Schools parents and communities engaged) power point. Their partnership with Beaverton school district, Washington county, Family Division, Early Learning program, Multi-Language program, and Washington county department of family and human services. All these programs have gotten together to make the program SPACE possible. The implementing agency is CAIRO which started two years ago when there were some Portland school districts that had data on African American children that were failing. 87% failing in reading and 93% failing in math. Community leaders had gotten to talk about the African American and African refugees failing. With those findings, a base needs assessment was created. CAIRO was incorporated in 2016 and focused in education. Washington County is the third largest school district that holds Somali population, with Somali populations being the largest black diaspora demographic group in Oregon. They work with families with language barriers and with schools to help educate the school on Somali customs. They have been in the schools since April of 2018 and in the summer, they worked to build community-based relationships. The school also has access to SPACE agents. Some vital roles that are being filled is in making sure that schools are being accountable for and to their students, building relationships with families, overseeing attendance, and creating as well as sustaining mentorship opportunities. Zahra would meet with principals and school administrators to ask for data and help educate them on African/Somali families. The schools are also being great partners. They are doing professional development trainings with the staff. One of trainings is being trauma informed on how to work with African families and the other is how to work with African children in the class room. They are also planning on working on two additional trainings. Lori's question was if they are tracking metrics on what you have been doing for the kids. SPACE is tracking data to support</p>	

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	<p>what they have been doing. One of the struggles that they are running into is if the student is Somali or of African descent for data tracking purposes. Not knowing this information makes it difficult to track. What has been tracked so far is on attendance and college readiness. They will be looking at 5 or 10 years of data. Carmen wants to know if the schools that you are in McKinley Barns, Aloha is a feeder system. Zahra mentioned that Five Oaks is a feeder system to McKinley and Five Oaks also feeds into Aloha. Zahra and partners are working on having better measures in how to collect data and evaluate themselves and finding better way on measuring their success. Begonia talked about the most important part right now is being able to build those relationship with the immigrant families and their children. Making it possible for families to feel like they belong and that they are recognized.</p> <p>Shelly Stratton Senior Director of Strategic Planning and Partnerships and Development. Shelly works close with SPACE agents. The project they are working on is strengthening the capacity of cultural navigators: A community engagement and cultural wealth model. She will be presenting a power point very focused on cultural wealth. One of the main foci is on the strengths that immigrant families bring instead of focusing on their challenges and trauma. They are working to effectively link professional development to the work they are actually working on the ground. They are also looking at student's success, strengths and gaps. A lot of what they are doing is documenting and knowing where the gaps are. Opening the space and taking the time to dig a little deeper on what is going on with immigrant's families. That is what they are trying to do with this project. CAIRO has two space agents in the Reynolds school district and the two in the Beaverton school districts. One of the challenges they face is even getting into the schools and getting people to collaborate with them. African communities are working close with David Douglas and working with families and getting into the school districts. It is also a struggle with non-profits collaborating. They get some pots of money and don't want people stepping into their families. Shelly's roll is really focused on that grant through AYCO. Abdi is one of the cultural navigators with African youth community organization with community engagement specialist. He advocates with families with disabilities and special needs to get IEP's. AYCO has been working with refugees form east Africa from since 2009.</p> <p>John Nimmo Associate professor at Portland State University focuses in early childhood anti- bias education. He wanted to set a reminder that they are working on a small project with</p>	<p>Carmen wanted to highlight a better practice. There is a tremendous opportunity of taking the elementary, middle and high school because you're collectively working with the community and data opportunities. This is a conversation that needs to be put in the parking lot and further going over it.</p>

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	<p>children and families from early childhood all the way to college entry in small but important ways. His collaborator Jada Phelps Moultrie also works with families of color. John is working on professional development with teachers by creating a culturally responsive preschool program, issues of reflecting identities, and engaging the families, and taking the cultural wealth model. Some of their focus is also on reflecting identity through documentation, media, and oral storytelling in somalin.</p> <p>Carol Knobbe Assistant Superintendent at Lane ESD, Eric Richardson, Lila Ross from NAACP, Terry Harding and Jason Floyd also from Lane ESD. All presenting “African American Black Student Success Plan Lane County building excellence through collaboration” power point. Eric talks about this being a new collaboration in lane county something that should be looked as an innovative idea. Talked about describing the history of lane county as back woods Mississippi with little opportunity. NAACP in lane county is one of the only black organization outside of the several black churches that has been established as an organization to look at the welfare of black people. NAACP and other black organizations are not well financed because of racial climate, location, and there is not enough leadership support. Eric mentioned that the NAACP should be considered as a curriculum and as a model. They have also established a smart reading program and are recruiting African American/black people to read to the students. They also get a free book they get to take with them. The goal is to establish the students’ needs and wants. Most of the rural area needs a personalized approach and the student’s interaction in the community. This would look like having informational meeting with the parents. In the elementary school they have a lunch buddy program where they meet the kids during their lunch and get to know them. They also meet with high school kids that just want someone that is relatable to them and that look like them. Jason Floyd’s job is to identify priority gaps and behavioral issues. This they can provide professional development to teachers and administration. Creating needed groups for immigrants and black students and trying to bind a multi tear approach. He also talks about a black school dance and a black graduation he is trying to make happen. Jason is also working on trying to find the right connections and support to move to the next steps. His work is focused on helping increase the graduation rates and help the African/black and immigrant communities.</p>	<p>Joe mentioned it would be helpful if there was a summary of the grantees. Latashia will be sending it out. Markisha also sent an email with the information. Markisha mentioned she would get summary copies.</p>

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	<p>Elevate Oregon: Donell Morgan is the Executive Director for Elevate Oregon; Paul Morris Deputy Director and with them two boys representing their school. When Donell first took the job the first thing he noticed was no staff that looked like the kids or represented the kids. His first goal then became to get more staff that the students could relate to. A second goal was to establish a relationship with the kids at the Parkrose School District. The kids were able to share some of their favorite field trips, classes, and what they have learned through the help of Elevate Oregon. Donell also talks about the steps they take for the kids to become successful. From the way that they follow through with the kids by communicating with the kids and the teachers. Getting to the root of reason why the kids may not be succeeding. The kids also shared how this had changed the way they see school and how happy they are to wake up and go to school every morning.</p> <p>Last grantee presentation is Medford/Ashland Districts “Goals and ODE Indicators of Success Update from the Black/African American Student Success plan Grant” power point. Presenting DL Richardson and on the phone Terri Dahl and Cory Libre. DL wants to give a general overview on what they do. DL mentioned that there are not very many black people in his district and only 1-2 black teachers. The goal is to ensure equity for Black/African American students create a welcoming environment for black/African American families and educators. The plan is to start with being an advocate for the students, be a support for the parents, be a resource, and educate the educators. They are making sure the parents and the students know who they are and what they do. Also helping the parents and kids understand that people of color can also succeed. Libre mentioned that another goal is to train teachers and staff on culture agility and culture responsive practices. They are also working on implementing standards from House Bill 2845 and Senate Bill 13 as fast as possible. They are looking at content, micro aggression, and implicit bias. DL wants to address the importance of helping the kids not go through some of the hardships that he went through as a child.</p>	
<p>Grantee Presentations Q & A</p>	<p>Shelaswau’s question was about who is keeping track of the data because in order to renew grants they have to have something measurable. She also asks where they are right now in collecting face data. DL Richardson shared that about the program he works with has been keeping track of their attendance. The point person who is keep track of that is</p>	

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	<p>Carol from Lane ESD. Latashia talks about there not being any specifics right now. They are also working with RMC research to see what their metrics are going to be because everyone is doing their research in different ways respectively for each group. Latashia and Markisha will be meeting with RMC to get a summary. Once they get the information they will make sure to get that information to everyone else.</p> <p>Mark Jackson wants to know what a day of a SPACE agent looks like. Answering the question is Zahra. The SPACE agents are in the class room providing support and language support. There is also tutoring sessions and being advocates for the students, and the parents. Also helping take corrective action for racism and islamophobia and educating.</p>	
<p>Student Lunch Panel <i>How is Being Involved in These Programs Impacting You Academically, Socially, and Emotionally?</i></p>	<p>Markisha introduced five young girls from different school districts who shared on how these programs are helping them. Some of these programs include Reap, and Africa House. The girls expressed how they were helped with homework, internships, support, job connections, provided field trips, and provided interpreters. They also shared that being part of these programs really helped them enjoy going to school. Some of the struggles the faced is college and being able to adapt to bigger vocabulary and some of the girls going to high school struggle with math. Mark asked what they could do to make those areas better. The girls said more time and accessibility to be able to get more help offered to them. They were happy to know that there are people like them to relate to and get help from. They were also able to share a negative experience where they felt they were discriminated and how they felt. Some of the girls mentioned getting made fun of for their hair, skin color, where they came from. Zahra wanted to know what is one thing you would have wanted to know before starting school or coming into this country. The girls answered with knowing that there is someone there for them. Not to be scared to ask for help. There should have been someone helping them on the first day of school showing them where to go and what classes to attend. The additional assistance that the girls would like to see is additional scholarship for college and assistance with immigration resources for the parents of the girls.</p>	
<p>Equity Lens & SWOT Analysis Update</p>	<p>Markisha asked Carmen if there are any updates. Carmen said that she is submitting a recommendation to Colt Gill in February to extend decision making until late spring. They are doing a whole agency analysis and need more time. Everyone is good to meet for February-June of 2019.</p>	<p>Updated letters need to be sent out.</p>

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	<p>Tashia sent out documents in October. This is the last few days to make adjustments and give suggestions. All of them should be done by the end of the year. Please send track changes, this is the last few days to do so. Tashia will be giving options for it and will be sending the final SWOT analysis out, and TAG responses for the Equity Lens. Lillian submitted indicator adjustments for their cluster. Tashia mentioned If you would like any other indicator adjustments that you would like to add, we need those clusters responses back that discuss the different adjustments each cluster wants to make. Joe wanted to mention that he would like to see more ODE and HECC for wrap around support GED programs. He didn't feel that the awardees were focused on or able to serve African/ African American students in GED support and higher education. Joyce mentioned reaching out to someone from HECC like Ben Cannon. Joe would like to make this a topic for the next agenda in February.</p>	<p>Tashia will be sending out reminders for deadlines.</p>
<p>Sexual Harassment Module #2</p>	<p>Markisha presented the video from DAS CHRO preventing Sexual Harassment. Video needs to be completed next meeting.</p>	
<p>Community Updates, Next Steps, and public Comment</p>	<p>Joyce wanted to share an article from the "Teaching Tolerance Magazine" from the southern poverty law center. They are doing a national survey of districts schools, students and parents asking them about their experiences with racially based hate crimes they have experienced. They then are planning on publishing those experiences. Joyce just wants to make sure that Oregon gets well represented.</p> <p>Mark talks about having issues with PPS and contracts led by people of color specifically Black lead organizations. We have still not signed off the contract for the current year. Mark's next meeting is next Tuesday, and he just wanted to update everyone on this issue.</p> <p>Dr. Yvette Alex Assensoh is inviting everyone to having a gospel music celebration at the university of Oregon January 25 @6pm in the Knight arena.</p>	
<p>Adjourn</p>	<p>Markisha completed the meeting. Next meeting will be held February.</p>	

Next Meeting: December 7, 2018 at ODE in 251A/B, from 9:00 a.m. – 2:00 p.m.