

## MINUTES

School District 4J Equity Committee  
Education Center Auditorium—200 North Monroe Street  
Eugene, Oregon

January 23, 2007  
4:30 pm

PRESENT: Andy Gottesman, Vice Chair; Michael Carrigan, Jane Farrell, Eric Forrest, Tom Henry, Sarah Lauer, Arbrela Luvert, Charles Martinez, Belinda McLain, Alan Merrill, Caleb Pruzinski, Guadalupe Quinn, Maj Rafferty, Larry Soberman, Bruce Stiller, Gifford Tallmadge, Maria Thomas, Carmen Urbina, Dennis Urso, Yvonne Curtis.

### I. Welcome and Introduction

Mr. Gottesman convened the meeting and welcomed those present. Members and guests introduced themselves.

### II. Public Comment

There was no one wishing to offer comment to the committee.

### III. Equity Committee PowerPoint Presentation and Discussion

Mr. Henry provided a PowerPoint presentation showing data from 2004-2005 that demonstrated student achievement for minority students attending district schools. He also provided data showing student achievement for economically disadvantaged, special education, and ELL students. Copies of the PowerPoint presentation were provided to committee members. Mr. Henry prefaced his remarks by acknowledging concern about the way the data was organized as it did not show growth in the way the district would like to show it year to year because the data did not track the same students from year to year and some student groups were very small, making comparisons difficult. Committee members asked questions clarifying the information presented.

Mr. Henry highlighted promising district projects, including implementation of a K-12 literacy initiative; increased services for ELL students and staff development for best practices; family outreach and training on cultural competence and discrimination/harassment; focus on academic schools and high school reform; innovative technology projects and training; development of assessment tools and data systems, including progress monitoring and interventions for special needs students; positive behavior support programs; extended learning opportunities, including summer and after-school programs; provision of all-day or extended day kindergarten at high-needs schools; and the establishment of small learning communities at secondary level and high standards for all students.

Mr. Henry invited comment on the presentation. He also invited follow-up questions via e-mail and offered to meet individually with committee members and disaggregate the data further if desired.

Mr. Henry reported that the data had been presented earlier that day to the middle school principals. He said the district was aware of its problem areas and would do all it could to address them. He said that budgeted projects would target those areas.

Responding to a question from Ms. Thomas about whether the district had statistics about the percentage of graduating youth that go on to college, Mr. Henry said the district did not have that information, which would require post high school surveys. He said the high school principals had met the day before and agreed they wished to collect that data. It was noted that 55 percent of seniors take the SAT; however, community colleges do not require the test, so that statistic was not indicative of all students going on to higher education.

#### **IV. Arbrela Luvert Update—Recruitment and Retention**

Ms. Luvert distributed a document entitled *2006-07 Teacher and Student Ethnicity by School* to illustrate the lack of diversity in the district's teacher population. She noted that 16 schools had no diversity at all. Ms. Luvert said she had shared the numbers with Human Resources and believed that the department supported increasing diversity, which was a district goal. She said the goal of the district was to raise the numbers reflected in the first handout to match the ethnicity represented in the district. She said her conversations with Superintendent George Russell and the Eugene Education Association indicated those entities had no problem with the goal and were willing to move forward to address the barriers to increasing those numbers. She emphasized the importance of making the goal a community goal as well as a district goal.

Ms. Luvert provided members with copies of a PowerPoint presentation entitled *A Collaborative Approach to Increasing Teacher Diversity*. The presentation highlighted one of the district's strategies to increase teacher diversity, the Teacher Pathways Program. Ms. Luvert explained that the program was a partnership between the three local school districts, the Lane Educational Service District, Lane Community College, the University of Oregon, Northwest Christian College, and Pacific University to increase the number of highly qualified bilingual teachers in the Bethel, Eugene, and Springfield school districts. She said that interested individuals seeking higher education could fill out an online application and contact Program Coordinator Remie Calalang. Scholarships were available. Ms. Luvert called attention to the financial benefits available to applicants.

Ms. Luvert asked committee members to share information about the program with interested applicants, including current teachers, and encouraged those with questions to contact Ms. Calalang. She called the committee's attention to an upcoming reception for Teacher Pathways occurring on January 30 in the Parr Room from 5 p.m. to 7 p.m. In addition, Job Fairs for teachers of color were scheduled for April 12 from 4 p.m. to 7 p.m. and on June 27 from 9 a.m. to noon. Ms. Urbina noted the outreach and pre-work being done for the job fairs, which were targeted at professionals of color.

#### **V. Committee Process and Update**

Ms. Urbina recalled that the committee had narrowed in on the categories of special education, recruitment and retention, and ELL. She said at the last meeting the committee had discussed a couple of options for next steps: 1) staff with particularly responsibilities related to those categories come to a committee

meeting and respond to some of the questions the committee had identified to this point. 2) Alternatively, the subcommittees formed around those topics could meet individually with staff. Committee members agreed to ask staff to come to the next committee meeting so all members could hear about what was happening in each area.

Mr. Gottesman noted that the next meeting was scheduled for February 27, 2007, from 4:30 p.m. to 6:30 p.m. He called attention to changes in the upcoming meeting schedule.

Mr. Gottesman adjourned the meeting at 6:04 p.m.

(Recorded by Kimberly Young)