

MINUTES

Equity Committee Meeting
Eugene Public Schools District 4J
200 North Monroe
Eugene

June 30, 2011
4:30 p.m.

PRESENT: Marshall Peter, Chair; Carl Hermanns, Juan Carlos Valle, Surendra Subramani, Guadalupe Quinn, Maria Thomas, Joel Lavin, Molly Holloway, Misa Joo, Jane Waite, Andy Gottesman, Raquel Wells, Michael Carrigan, Carmen Urbina, Sara Cramer, Laurie Moses, Tibor Bessko, George Russell.

I. Welcome and Introductions

Mr. Peter called the meeting to order at 4:35 p.m. Those present introduced themselves.

Mr. Hermanns announced that he was co-chair of the Equity Committee until the end of the day.

Mr. Peter said it was a tender time for the district as Superintendent George Russell and Assistant Superintendent Carl Hermanns were leaving. He said Mr. Russell had made an enormous contribution to the district. He was personally saddened to see Mr. Russell and Mr. Hermanns leave the district. He expressed appreciation for the hard work and sacrifice of both gentlemen.

Mr. Russell said he appreciated Mr. Peter's comments. He thanked the members for their service and commitment to the Equity Committee. He recognized that some of the committee members had been members for over a decade. He said there are still complicated and complex concerns to be addressed but the sticking with it attitude of the members had made a difference in the district. He wanted the committee members to know the depth of his appreciation for their work and encouraged the members to continue the commitment and dedication to the diversity issues.

Mr. Russell also thanked Mr. Hermanns for his excellent service.

Mr. Russell left the meeting.

II. Public Comment

There was no public comment.

III. District Equity Plan FY 2011-2012

Mr. Hermanns said the past three years were spent in development of a guide to operationalize the committee's goals regarding equality and diversity. He said the plan provided for progress checks to guide instructions and determine needed changes and adjustments.

Ms. Urbina offered a PowerPoint entitled *District Equity Plan FY 2011-2012*. She explained it was a draft plan that would be discussed with directors and staff and a revised draft plan would be presented to the Equity Committee in August 2011.

She said guiding beliefs and values for 4J students were that:

- All children could learn
- A student's welfare and education were an important commitment
- A student's success in school should be independent of facts such as race, ethnicity, gender, socio-economic, disability, native language, religion and sexual orientation
- Public schools should foster development beyond academics, such as character, creativity, resourcefulness, citizenship, an understanding of workplace expectations, respect for diverse cultures and a lifelong love of learning

Ms. Urbina said the Board, the superintendent and the Instructional Leadership Team (ILT) set specific, aligned goals. The Board set goals, the superintendent developed the goals depending on the board goals and the ILT supported the framework for achievement of those goals. This was the framing for the equity plan. Board goals were framed under four standards of performance assessments:

- Core, Standards, and Performance Assessments
- Intervention and Targeted Resources
- Assessments and the Achievement Gap,
- Student success and graduation.

Ms. Urbina said the Board, superintendent and ILT were aligned on two main lenses to be looked through when developing the plan: equity and access to general education.

The equity plan consisted of eight essential elements to aid in the academic, emotional and spiritual success of each student:

- Curriculum
- Instructional Strategies
- Assessment
- Learning Environment

- Professional development
- Leadership
- Family and Community Involvement
- Resources

Each essential element contained an element description, list of specific results and a chart, which included accountability, progress checks and evaluation dates.

Ms. Urbina said the next step was to complete action items for each essential element. In August the draft plan would be presented to the superintendent, the ILT, the Director's Leadership Group, principals, Teacher's EEA Representative Council and the LEAD team. The plan would be brought back to the Equity Committee on August 30, 2011.

Ms. Urbina explained it was a multi-year plan and not all results could be achieved within one year.

Mr. Peters expressed excitement about the work on the plan and the importance that it distribute leadership, responsibility and accountability.

Mr. Hermanns said equally important were the progress checks so that adjustments could be made if necessary. He said the goal of the plan was to make things better by continuous improvement with great urgency.

Ms. Waite expressed her thanks and support for the plan and the courage the district had shown in developing such a plan.

Mr. Lavin also expressed excitement about the plan and saw it as a roadmap the group could use and reference in the future.

When asked about resources needed to implement the plan Mr. Hermanns replied that resources were built into the budget, which would allow it to move forward. He also noted that the incoming superintendent, Dr. Sheldon Berman, was supportive of the Equity Committee and its work and there had been no discussions of not continuing the committee.

Mr. Hermanns expressed thanks to the Equity Committee. He provided a handout that reviewed the Equity Committee's structure and processes, noting that the committee was formed in 1998. With a new superintendent coming on board, he expected the superintendent and Board to review the District's equity efforts and review the structure and processes of the Equity Committee. He said that given how the community, families, students, and schools have changed over the past 12 years, a review was a normal part of the District's evolution and a good practice. Some areas that may be looked at were:

- Review and clarify the purpose, roles and responsibilities of the committee.

- Determine the role of the Board. (Originally, the Equity Committee was formed by the superintendent and the superintendent made appointments to the committee. The Equity Committee's role was to provide advice to the superintendent and the district. Recently the Board has had more direct contact with the Equity Committee. Should the Board become involved in making appointments to the Equity Committee, and/or should the Equity Committee be a direct advisor to the Board as well as the superintendent?)
- Ensure clear and transparent processes for appointment to the committee.

There was a brief discussion regarding the 1998 formation of the Equity Committee.

Ms. Thomas said it was imperative that the Equity Committee continue its work because the population had grown and there were many gangs in the community.

Mr. Hermanns said he wanted to make it clear there had been no discussions about not continuing the Equity Committee, and that Dr. Berman was supportive of the committee.

Thanks were expressed to Mr. Hermanns, as this was his last meeting.

IV. Other

There was no further business.

Mr. Peters adjourned the meeting at 6:24 p.m.

(Recorded by Ginger Morton)