



OSBMCC General Meeting

November 15, 2019 (Sat), 5:00 PM – 7:30 PM

Marriott Waterfront Conference Center 1401 SW Naito Parkway, Portland, OR Room: Salon I

Attendance sign in sheets are attached.

Agenda and Notes:

(4:45) Networking / Hors d'oeuvre

(5:00) Call to Order / Welcome

President Bill Graupp welcomed all in attendance and called the meeting to order at 5:05 pm followed by a preview of the agenda.

(5:10) OSBA Management Update – Jim Green

- Staff have undergone its second DEI (diversity, equity, and inclusion) training with Serena Boston from Hilltop Solutions. She will conduct 3 to 4 more this year.
- Board of directors will also be trained as well with another trainer.
- He met Dr. Marks at CUBE and decided to invite him to be a keynote for this year's OSBA convention.
- A focus will also include providing diversity, inclusion, and equity training for OSBA members.
- Another focus is in adjusting processes for hiring practice for a more diverse workforce.
- Changes are happening and will continue on the journey.
- Several caucus members acknowledge that shift is happening and cited discomforts exhibited by some of the fellow white OSBA members in this year's convention.
- Code of conduct is posted in every meeting room for this year's convention.
- Welcome suggestions and recommendations. Let Jim, Mary, and Bill know.

(5:20) Diversity in Leadership – Dr. Gustavo Balderas • Eugene 4J, Superintendent

Dr. Balderas shared about his journey from being born into a migrant family in Washington to serving as a superintendent. He is the founder of an organizations for school administrators that provides support for Latino administrator. The Eugene 4J has 40% people of color in administration in a community that is 80% white. Intentionality matters. Leadership matters.

Recruitment is a start but retention is critical. 30% of their students are people of color. The focus now is to recruit teachers of color. They are:

- Building a pipeline internally.
- Working with local universities.
- Using a teacher pathway model (tap into the classified staff pool).
- Focus on a data and continue to review it on a constant basis in strategic manner.
 - Ensure equity shows up in practices
 - Who are you failing? How are you engaging them?
 - Work with parents.
 - Reach kids at early age – need to be at math and reading level by 3rd grade.

(5:50) TSPC Update on Diversity – Anthony Rosilez, Ph.D, J.D. • Teacher Standards and Practices Commission, Executive Director

- Oregon is one of 13 states where the licensing agency is separate from the Department of Education (licensing)
- The commission sets standards, monitors; sanctions, and does program approval (see handout)
- The commission has to approve education program for universities and colleges in Oregon
- TSPC in Oregon is the oldest of such organization
- Small enough to be agile
- Important work for this Caucus
- Equity is the charge that the commission
- 10% educators of color compare to 40% students of color
- Oregon’s diversity is increasing
- Narrowing the gap is essential
 - Licensing test is biased particularly for social studies (social studies is defined by the majority culture)
- Culturally relevant pedagogy and instruction practice are essential
- Issues with retention and financial barriers
- Oregon education programs are still very traditional
 - Examples of non-traditional pathways:
 - Residency programs (e.g. OSU/Beaverton: 2nd year, district pays salary)
 - Co-teaching models
 - Emergency or restricted licenses
- School board members must lead to make that shift for a more diverse workforce
 - Need to push our colleagues; system hasn’t opened itself up to benefits of teachers of color. How to make it more accessible? It takes money, time, etc.
 - There are now 4 pathways to obtain a teaching license
- He can work with state on policy pieces.
- He is open to present to school boards and town halls
- Student Success Act implementation: Oregon is woefully underprepared for the number of people who will be identified. We can’t produce enough of the individuals needed – when the market pushes, change will occur.
- Educator Advancement Council funds – led by teacher majority, coordinating councils – diversification of workforces.
- Handout – TSPC statement. Review the handout with respective superintendents.

(6:20) 2020 Conference Scholarship Opportunities • Advocacy Institute / NSBA / CUBE • Summer Board Conference – Small Districts

- Due dates for scholarship deadlines (see attached application packet)
- 5 scholarships divided between advocacy and NSBA
- First come, First serve.
- Send application to Bill or Helen
- Next year, deadlines will be moved up. \$3K limit
- Board members could also go with their respective school boards.
- Sonya is our delegate for the National Convention (paid by OSBA)

Q. How does scholarship work?

Register through OSBA, will also make hotel reservations. Airfare, travel and food are reimbursed, up to the limit of the scholarship.

(6:30) Report on 2019 CUBE Conference – Bill Graupp

Bill shared that CUBE is an incredible conference likening it to a revival.

- 3 days of inspiring and educational keynotes and sessions.
- Video – jeffstashbox: Two Sets of Notes by MK ASNANTE
- Suggestion from George – could the presentation be shared with the general OSBA members?

Complete PPT is attached.

(6:40) National / State Leadership Opportunities - Betty Reynolds

Betty highlighted several national and state leadership opportunities and shared a complete list of the same (see attached).

The titles are pretty self-explanatory, but some highlights are

- Opportunities to serve on the OSBA Board and Legislative Policy Committee – It's great that several of you have stepped up or are already on the Board and/or LPC – Bill, Erika, Sonja, Kris, Lori, Libra. This explains the election process, and be aware of vacancies that come up for appointment. Currently three LPC seats where there were no candidates.
- NSBA Councils – including National Black Council, Hispanic Council, American Indian/Alaska Native Council, and CUBE. Each has bylaws and procedures for leadership positions.
- The State of Oregon leadership process – this link provides a complete list of Boards, commissions, and the application process through the Governor's Appointments secretary, Again, diversity is actively sought
- Oregon Department of Education – has multiple committees, advisory groups, etc., and they actively look for diverse representation.
- Emerge Oregon is a great program with tools and training for Democrat women interested in running for office – Erika, Libra and others are alums and would be good resources for information about the program.

She is very happy to sit down with any of you and explain any of the information.

(6:50) Open Topics – Floor Topics

- Rose Wilde – Doing a survey for a toolkit for white Nationalist – what do you want to know as a school board member?
- Erika – would like to see a preconference for a whole day with Marks
- Bill – implicit bias – not something to fight – human mind has to compartmentalize life – teach to recognize what are biases – learned skill, to reset bias.
- George - what does policy look like?
- Bill - learn what data is showing us. Make culturally aware investments –
- Erika - Put money where your values are
- Bill – have a line item, “this is for equity purposes”
- Anthony: introduced Melinda Gillespie
- Linda – what is best for reimbursement? A. Send to them

(7:20) Review Goals / 2020 Calendar

- Sign up for OEdNews, Legislative Highlights Weekly
- Check your email address on OSBMCC List

(7:30) Adjourn