Redmond School District
Equity Task Force Meeting Minutes
February 22nd 2021

Attendance: Superintendent Cline; Meeting Facilitator, Trevor Flaherty; Board Representative Liz Goodrich; Marcus Legrand; Jessica Pickens; Stephanie Hunter; Alishia Anderson; Brittaney Coccio; Councilor Jon Bullock; Kelli Tusow; Pia Alliende; Lily Gallentine; Lavon Medlock; Lisa Young; Gabriela Peden; Rosemary Geraghty; Kimberly Strong (HDESD guest)

Meeting called to order at 5:10pm

Welcome and Introductions

- Welcome new members
- Review of ETF Ground Rules for Meetings – Agreements for Courageous Conversations
- Go to breakout rooms for priority planning – “What has the district done in this area?”

Report from Breakout Rooms

- Priority 1 – Decision to begin with the discipline policy as a starting point. Discussion included the fact that this policy has many other policies and administrative regulations attached to it that include the measurements for how it is implemented. Discussion regarding consistent vs. subjective implementation and the PBIS framework that is used to teach students the expectations. Recognition that there are teachers that feel the students should just know how to behave vs. being taught. The question is do we have inequitable policies and procedures around discipline and this led to determining that understanding the implementation may be a more appropriate starting point.

- Priority 2 – Discussion centered on training being at the administration level or individual teachers/staff attending training but it is not consistent across schools. Questions about something sustainable and comprehensive that can be taught with access for all that is taking actionable steps to promote equity. Gabriela shared the equity focus in training the High Desert ESD and recommended this group having conversations with Better Together. This is a potential model to draw from. Discussion around using the HDESD services to help with training.

- Priority 3 – Discussion regarding diversifying district workforce. Questions about what the city is doing and where RSD fits into that. Questions around recruitment and retention and what the barriers are there. Learned that HR exit interviews do not provide this information. Questions about financial commitment. Numbers shared included that 5% of the staff are considered diverse in relation to 26% of the students. About 80 teachers would be needed to close the gap.

Equity Stance/Lens

- HB 3499 – (Good News) 5 years ago RSD received more support from ODE for more support for English Language Learners. Growth occurred and ODE does not need to provide oversight.
- Discussion of terms – An agreement around common terms for equity work currently in draft form. Asked if the ETF would give feedback on the terms. Group agreed and Brittaney will send these out.
Next Meeting Facilitator
● Marcus LeGrand

Meeting adjourned at 6:42pm

Next Meeting March 15th, 2021