

WORK SESSION MINUTES

A Work Session of the Springfield School District No. 19 Board of Education was held on January 24, 2022.

1. CALL MEETING TO ORDER

Board Chair Naomi Raven called the Springfield Board of Education Work Session to order at 5:01 p.m. and led the Pledge of Allegiance.

Attendance

Board Members attending the meeting included Board Chair Naomi Raven, Jonathan Light, Kelly Mason and Todd Mann. Vice Chair Emilio Hernandez was excused due to illness.

District staff and community members identified included Superintendent Todd Hamilton, David Collins, Brett Yancey, Dustin Reese, Jenna McCulley, Whitney McKinley, Pat Best, Mindy LeRoux, Joyce Johnson, Colleen Hunter, Kimberlee Pelster, Judy Bowden, Vincent Adams and Marlene Hockema, minutes recorder. There were also community members who joined the meeting by viewing the live stream broadcast.

2. A CULTURE OF BELONGING: RESISTING OTHERING, HONORING DIGNITY AND PROMOTING EQUITY

Equity and Inclusion Coordinator Taylor Madden shared an overhead presentation of goals addressing diversity: develop a common understanding, begin establishing brave spaces, explore the concept, and reinforce the district's vision statement, *Every Student, Every Day*. Mr. Madden explained the differences between a safe space and a brave space with a safe space representing an area free of bias, threats. A brave space describing an area that would allow engagement. He followed that definition with the reading of, *An Invitation to Brave Space* by Mickey Scott Bey Jones. Additionally, he proceeded to explain the difference between equity (every student having what they need), and inclusion (providing deliberate practices). Throughout the presentation the board spent moments in small groups addressing personal reflections from their experiences. These included: personal belonging experiences, othering experiences and those of dignity. Mr. Madden clarified the differences between belonging and othering (belonging=the extent of appreciation, value and acceptance with othering=narrowing who qualifies as normal). Mr. Madden proposed that the solution to belong versus othering would be dignity (an innate, equal worth of each human, transcending differences) and quoted Dr. Donna Hicks' statement, "respect must be earned."

He then included remarks by John H. Powell pointing out that sometimes there would be a gap between growth steps that would be too great for an individual to achieve causing them to pull away. Mr. Madden reviewed a chart of the Ten Essential Elements of Dignity followed by a small group discussion on that topic culminating in a group discussion of dignity violations (i.e. assumptions, name mispronunciation, incorrect pronoun use, color blindness). The presentation concluded with Mr. Madden reiterating that while the district's vision statement is, *Every Student*, it should be interpreted and practiced as, *Every Single One*.

The Board took a five-minute recess beginning at 6:03pm and reconvened at 6:08pm.

3. OSBA WORKSHOP, POLICY BDDH

Vincent Adams from the Oregon School Boards Association reviewed policies and their interpretation regarding Public Comment at Board Meetings honing in on whether the public should be represented at board work sessions. He indicated that public meetings needed to be open to the public. He stated that the law required four days of notification to the public prior to a regular meeting, 24 hours for a special meeting, less than 24 hours for an emergency meeting. In addition, he pointed out the need to be available and accessible to the public via mail, email, online and in person, stating that a personal appearance at board meetings would be intimidating for some individuals. Mr. Adams went on to advise the board that public participation is for the benefit of the board, not the public.

The board reviewed Version 2 of board policy BDDH, Public Comment at Board Meetings, addressing each proposed change and its merit, or lack of. After extended discussion and round robins by the board, changes to the proposal were handed off to Superintendent Hamilton to incorporate in the next revision.

Further board discussion focused on providing translators for public comment versus translators for all meetings. It was determined that 48 hours would not be an optimal time to make translator arrangements and agreed that 72 hours would be appropriate. While the board would like to be as accommodating as possible, it currently provides translation for Spanish only.

4. NEXT MEETING

The next Board/Budget Committee Work Session will take place on Thursday, February 10, 2022 beginning at 6:00pm. The next Business meeting will be held on Monday, February 14, 2022 beginning at 7:00pm.

5. ADJOURNMENT

With no further business, Chair Raven adjourned the Work Session at 7:52 p.m.

(Minutes recorded by Marlene Hockema)