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*Commitment, Excellence, Community*

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**PLEASANT HILL SCHOOL DISTRICT NO. 1  
SCHOOL BOARD WORK SESSION MINUTES**

**Thursday, November 16, 2023; 5:30 p.m.; Pleasant Hill Community Center**

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**1. CALL TO ORDER**

Board Chair Stephen Hammond called the November 16, 2023 work session to order at 5:33 p.m. with the Pledge of Allegiance. Board members present were Vice Chair Drew Gottfried, John Oldham, and Jennifer Woodland. Others present were Superintendent Jim Crist, Elementary Principal Devery Stoneberg, Middle School Assistant Principal Caleb Salmond, Middle/High School Principal Garth Gerot, Special Education Director Whitney Connolly, Oregon School Boards Association Director of Board Development Kristen Miles and Board Secretary Kimberly Silbernagel.

Drew Gottfried read the Mission Statement.

**2. PRESENTATION/DISCUSSION**

**2.1 Pleasant Hill Equity Series Module #2**

OSBA's Kristen Miles presented the board and administrators with the draft common definitions for the words equity, equality and inclusion that she crafted from the input at the Module #1 meeting. She also provided them with a summary of student needs and the board's role from the last meeting. Ms. Miles and the group then discussed why student voice is important. The general consensus was that it is hard to make decisions for people without their involvement.

Principal Stoneberg shared about how student voice is heard at the elementary school. Principal Gerot and Assistant Middle school Principal Salmond each provided the results of a survey that was taken by the students at the middle and high school. They shared how student voice is currently taken into account at their respective schools.

Superintendent Crist discussed the timeline and goals for establishing a District Equity Committee for SB 732. This committee must be established by September 2025.

Ms. Miles and the group discussed if they have previously used an equity lens to make decisions. She shared examples of equity lenses from the Oregon Equity Lens, Corvallis School District Equity Lens and Salem-Keizer School Board Equity Lens.

Board members paired up with an administrator to discuss the example equity lenses. They took notes on what did and did not resonate with them in the examples and reported back to the group. An idea that was presented was to hold board meetings at different locations throughout the district. Everyone agreed that the document needs to be usable and sustainable.

Ms. Miles walked the board and administrators through an example of how they can use an equity lens when looking at a situation. They talked about how you look at budget, strategic plan and data through an equity lens.

A discussion was held on how to include students as this process moves forward. It is important to identify subgroups of students so that as many students as possible are represented. Possible ways of identifying students would be teachers being able to nominate students or surveying students on who they would want to represent them. They discussed moving the meeting to the high/middle school with roundtables so the environment would not be so intimidating for students. Before the final equity series meeting, which students, how many students and what levels of students will need to be identified. Ms. Miles will put together a rough draft equity lens for the board to work on. Mr. Gerot, Mr. Salmond and Ms. Connolly will begin to identify students and share with them about the equity committee and invite interested students to the final meeting.

**3. NEXT MEETING**

- Board Meeting – December 4, 2023; 7:00 p.m.; Pleasant Hill Community Center

**4. ADJOURNMENT – 7:41 p.m.**

Signed: Stephen A. Hammond this 4, day of DECEMBER 2023  
Stephen Hammond, Board Chair