



# HRCS D Equity Advisory Board

September 25, 2024

*Excellence. Every student. Every day.*



# Welcome

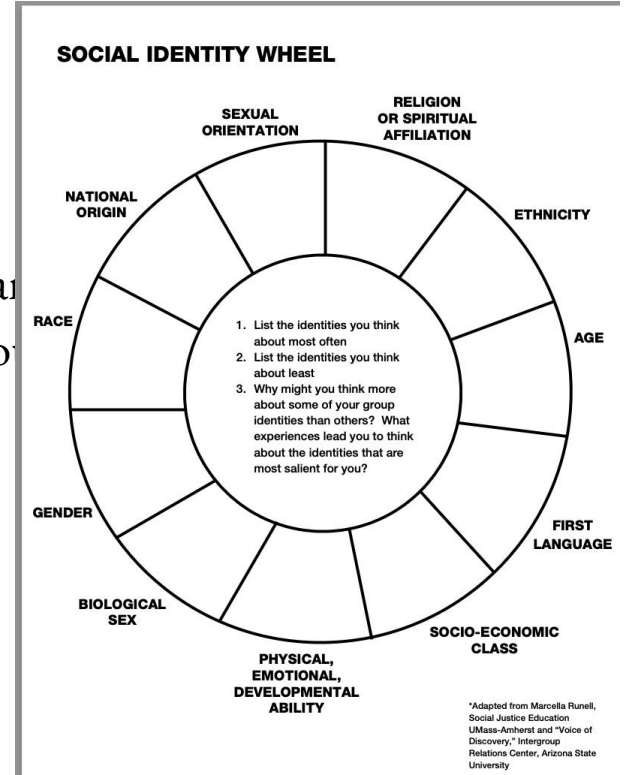


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# Who is in the room?

## Instructions for the Social Identity Wheel

1. Draw a circle in the middle of a paper and write your name in the center.
2. Around the circle, write aspects of your identity you would like to share with this group.
3. Share your drawing with the group.





# HRCSD SNAPSHOT

- 1865 - Hood River County School District was formed, known at the time as District No. 14
- Enrollment is currently sitting at 3,809 students
- 37% of our students are English Learners
- 43% of our students are Hispanic/Latino, while 11% of our teachers identify as Hispanic/Latino
- 15% of our student population includes students with disabilities
- Approximately 63% of our students would be eligible for free/reduced price lunch
- [Oregon At-A-Glance District and School Profiles](#)

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# Pine Grove Early Learning Center

Home to Early Intervention and Early  
Childhood Special Education Programs.

Children ages 0-5

Over 130 served

Collaboration with: families, daycare,  
preschools, and community partners.

Dedicated to inclusive practices.

Amazing staff of classified, licensed and  
specialists.



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# Hood River Options Academy

- K-12 alternative program with online curriculum and in person support.
- Current enrollment:
  - 17 elementary students
  - 25 middle school students
  - 163 high school students
- GED program
- Early college with CGCC
- 28 students with an IEP - 16 qualifying with behavior disability
- Why HROA?
  - Travel
  - Medical diagnosis
  - Barriers preventing in person attendance
  - Family/student choice



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# Cascade Locks Elementary

- 67 students enrolled
- 13% of our students are English Learners
- 20% of our students are Hispanic/Latino, while 17% of our teachers identify as Hispanic/Latino
- 26% of our student population includes students with disabilities
- Greater than 95% of our students would be eligible for free/reduced price lunch



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# May St. Elementary

- 450 students enrolled
- 28% of our students are English Learners
- 30% of our students are Hispanic/Latino, while 3% of our teachers identify as Hispanic/Latino
- 17% of our student population includes students with disabilities
- 46% of May St. students would be eligible for free/reduced price lunch



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# Mid Valley Elementary

- 383 students enrolled
- 74% of our students are English Learners
- 81% of our students are Hispanic/Latino, while 42% of our teachers identify as Hispanic/Latino
- 17% of our student population includes students with disabilities
- Greater than 95% of our students would be eligible for free/reduced price lunch



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# Parkdale Elementary

- 262 students enrolled
- 43% of our students are English Learners
- 49% of our students are Hispanic/Latino, while 29% of our teachers identify as Hispanic/Latino
- 19% of our student population includes students with disabilities
- Greater than 95% of our students would be eligible for free/reduced price lunch



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# Westside Elementary

- 396 students enrolled
- 16% of our students are English Learners
- 25% of our students are Hispanic/Latino, while 3% of our teachers identify as Hispanic/Latino
- 17% of our student population includes students with disabilities
- 36% of our students would be eligible for free/reduced price lunch



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# Hood River Middle School

- 461 students enrolled
- 21% of our students are English Learners
- 28% of our students are Hispanic/Latino, while 3% of our teachers identify as Hispanic/Latino
- 13% of our student population includes students with disabilities
- 43% of our students would be eligible for free/reduced price lunch



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# Wy'east Middle School

- 408 students enrolled
- 60% of our students are English Learners
- 67% of our students are Hispanic/Latino, while 9% of our teachers identify as Hispanic/Latino
- 12% of our student population includes students with disabilities
- Greater than 95% of our students would be eligible for free/reduced price lunch



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# Hood River Valley High School

- 1,174 students enrolled
- 36% of our students are English Learners
- 41% of our students are Hispanic/Latino, while 5% of our teachers identify as Hispanic/Latino
- 10% of our student population includes students with disabilities
- 51% of our students would be eligible for free/reduced price lunch



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# Norms and Agreements that will guide our work



## Working Agreements for our Meetings:

**Elevate equity-driven decision-making:**

*Prioritize race and use our equity lens when investigating problems, and making decisions.*

**Speak with a unified voice:**

*Conviction and responsibility for shared decisions, keep everyone informed-no surprises.*

**Pay attention to patterns of participation:**

*Everyone participates, nobody dominates.*

**Commit to making this a brave space:**

*Safe-to-fail, open to discomfort, direct & transparent communication, assume best intentions.  
Maintain confidentiality*

**Stay engaged:**

*Remain morally, emotionally, intellectually and socially involved in discussions and decisions.*

**Support & Celebrate Successes:**

*Invest in, acknowledge and encourage one another.*

**Have high expectations and hold ourselves and each other accountable to them:**

*To be a warm-demander we must: believe anything is possible, build trust, teach self-discipline and embrace failure. Clear is kind.*

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# Timeline of Notable Actions to Promote Equity

- **2014** - Development of a strategic plan that included goals to ensure equity-based strategies to address gaps in achievement and access to opportunities in the school district.
- **2015** - HRCSD leadership begins equity work by participating in ongoing professional development by the "District Equity Learning Team."
- **2016** - The school district begins use of a [framework](#) to hold all major decisions accountable to the HRCSD mission of "Excellence, Every Student, Every Day." HRCSD leadership embarks on a year-long professional learning journey with the National Equity Project. The HRCSD board published "[Safe and Welcoming Schools](#)", a summary of board policies that ensure students feel safe at.
- **2017** - District-wide learning begins. Administrators and school Leaders establish "School Equity Learning Teams" that engage in a year-long, school-based learning and understanding of equity-driven action. Their discourse was centered on eliminating the opportunity gaps and predictability of student progress by race. The board of directors also adopted an [equity policy](#) aimed at "eliminating historically predictable achievement disparities in our district" by engaging diverse communities and demonstrating high expectations for all students. They also adopted [Resolution #16 from 17/07](#): protecting undocumented students in our schools.
- **2018** - The board accepts grant funds to support the creation of the "Equity and Family Partnerships Director" position. Equity Learning teams at all schools continue learning and begin to take increasing action to change the trajectory for many students.
- **2019-current** Patricia Ortega-Cooper serves in the role of Equity and Family Partnerships Director
- **2021- 26** Equity is a driver in the design of the HRCSD Strategic Plan
- **2021-23** HRCSD Leaders participate in IDI (Intercultural Development Inventory) work
- **2022** Policy ACB is adopted by the board, stating all students are entitled to a high quality educational experience, free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.
- **2023-24** HRCSD Leaders explore the ODE Equity Clusters to continue sharpening their equity lens
- **24/25** District Wide Equity, Inclusion, and Belonging approach to our work and implementation of [Senate Bill 732](#)

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# HRCSD Strategic Goals

- Identify, target, and close opportunity and access gaps
- Graduate high school ready for college, career, and community success
- Implement relevant, rigorous, and engaging learning opportunities
- Establish high expectations for academic and personal growth for every student
- Strengthen partnerships with families and our community
- Prioritize health and safety as a critical component of school success
- Develop a highly qualified, diverse, and culturally proficient workforce

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# What are your expectations?

Using the card on your table, please take a five minutes to write what you would like to achieve as an equity advisory committee member?

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# Purpose of the EAB -The Why?

To inform and advise the board and superintendent on:

- Educational equity impact of policy decisions
- Experiences of underserved student groups
- Situations that impact underrepresented students
- Larger district-wide school climate
- Additional topics related to educational equity impacts to student experience in the district



# Logistics

- Member terms of service
- Meeting protocols
- Collaborative decision-making
- Meeting location, frequency, and times
- DEAB's safety and well-being



# Current HRCSD Policies and Documents Related to Equity

Review adopted policies:

- [JBB - Educational Equity](#)
- [ACB Every Student Belongs](#)

Supporting documents

- [ODE resource on Ensuring focal student group safety and privacy](#)
- [Resolution #16 from 17/07](#)
- [HRCSD Equity Framework](#)

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August 25, 2024

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