

Thursday, September 26, 2024 - 2:45 to 3:45

Bridging Faith and Community: Fostering Interfaith Dialogue

This presentation focuses on how students can actively foster understanding and dialogue within their communities. The session emphasizes the role of young voices in promoting mutual respect and combating misconceptions, ultimately contributing to a stronger, united community.

Implementing Collaborative Culturally Responsive MTSS: Tips, Lessons, & Outcomes

Attendees will assess cultural responsiveness of current MTSS implementation and enhance MTSS using cultural responsiveness, interrupting systemic barriers of oppression. Cultural responsiveness involves elevating stakeholder (i.e., student, family, community, staff, administrator) voice and examining data, systems, and practices through an equity lens. Critical features of culturally responsive PBIS will illustrate authentic proactive practices to reduce exclusionary discipline and to increase inclusivity, student-teacher relationships, and instructional outcomes. We describe why to increase inclusive practices, describe critical features of Tier 1 MTSS through a culturally responsive lens, and share lessons learned and equity outcome data from schools implementing culturally responsive MTSS.

Redefining Courage as Equity Practitioners: Through Personal Healing and Collaborative Partnerships

Stories connect us as human beings, offering the reassurance that we are not alone in this challenging work. In this session, hear from a district that approached equity work with a disciplined understanding of its complexity and multifaceted nature. By embracing this truth, they have navigated honest, sometimes heartbreaking, but ultimately hopeful and authentic progress toward deep equity work aimed at creating sustainable change.

Transforming Our Social Science Knowledge & Practice: Advancing Equity Through the New State Standards

Join this session to unpack, explore and deepen your understanding of the newly approved, updated Oregon Social Sciences Standards, which districts are required to implement by the 2026-2027 school year. Collaborate and share with other educators as we consider pivotal instructional shifts, conditions for learning, and practical strategies for integrating ethnic studies, the Holocaust, and other genocides into social sciences curriculum and pedagogy. This session will introduce you to resources to help you navigate the Social Science Standards and be ready to offer instruction that supports these updated standards. You'll also have the opportunity to shape the development of professional learning resources that will be created to support educator adoption. This session will be facilitated by WestEd, a professional learning partner to ODE's Office of Teaching, Learning, and Assessment.

White Leadership for Equity

This panel discussion will feature four white equity leaders from school districts in Oregon. They will talk about their journeys as white leaders, the challenges they have faced, and what they have learned along the way.

Engage with COSA!

Come learn about all the ways to significantly engage in your organization - COSA! There are many ways to become involved in the state's leadership organization. Learn from leaders that play key roles in COSA.

Promoting Equity in Adolescent Literacy: Advancing Data-Driven Instruction at the Secondary Level

Join us on a journey to shape the future of adolescent literacy instruction in Oregon through equitable, data-driven approaches. Guided by the principles of the Oregon Adolescent Literacy Framework, we will explore its evolving components and their implications for educators, administrators, and policymakers. Gain valuable insights, exchange ideas, and discover practical strategies to ensure all adolescents have the opportunity to succeed in their literacy journey.

Thursday, September 26, 2024 - 4:15 to 5:15

Freedom Dreaming BIPOC Educator Retention

In this highly interactive workshop, participants will engage with the abolitionist concept of freedom dreaming as a vehicle to support BIPOC educator retention. The workshop builds upon the experience and process of the David Douglas Staff of Color affinity group.

The Dynamic Role of School Boards in an 'All in for students' Approach to Equity

OSBA's Call for Equity champions an 'All In For Students' approach, prioritizing student needs while empowering school boards to meet those challenges head-on. Join us to explore OSBA's latest efforts in advancing equity—from shaping policy in the Capitol to driving impactful change in the classroom and the boardroom.

Developing Your Identity as an Intervener

Identity development is central to creating courageous spaces, especially when intervening in bias, hate, and harmful situations. In recent years, we've learned a lot about shaping our identities as interveners in TTSD. Many start with technical scripts, often overlooking how trauma and brain responses impact our actions. If you're seeking a more humanizing and authentic approach, join us in taking those essential steps to become an effective intervener.

Living Into an Equity Lens: A Holistic Approach

Commitment to equity requires that every decision and interaction be informed by, and viewed through, an Equity Lens. Does your school/district have an established Equity Lens? Is it applied to all aspects of the organization? Is there evidence that it centers and serves your most marginalized communities? Join us to build your capacity in understanding the necessity for and how to build in support for incorporating an Equity Lens. We'll explore how it can impact the culture of your school/district, and how the Center's approach can help you serve staff, students, and families in a more holistic manner.

Equitable Grading in Action: How to Transform the Learning Currency and Lead a Schoolwide Reform Focused on Student Learning

Learn how to put equitable grading into action and empower students to set personalized learning goals, self-assess, and adapt for success. See how and why mastering rubrics has played an essential role in AMS's transition to standards-based proficiency grading and reporting. Learn to use the Rubric for Rubrics as a powerful training tool, distinguishing between clear and explicit rubrics and those that are subjective and open to interpretation. See how this work transcends race, socio-economic status, and gender and is helping us close the opportunity gap. Access an extensive standards-based bank of rubrics covering all subjects, and take these skills/resources back to your site to move from a culture of ambiguity and student compliance to a true culture of learning!

Staff and Student Growth from Equity

The use of Street Data framework to build community, staff development, and classroom-level student growth meaningful to all partners.

Personal and Collective Practices for Deepening Culturally Responsive Instruction

This session is intended for practitioners who want to deepen their equity skills by exploring how educators' self-awareness and skills related to inclusiveness and responsiveness are foundational to creating welcoming, affirming, and empowering environments for students. We'll dive into specific instructional and curricular strategies that educators can use to engage students in culturally responsive and sustaining learning. This session is most appropriate for those who have engaged with Cluster 1 (Racial Equity Foundations) of the Engaging Equity professional learning series, or other recent professional learning focused on educational equity foundations. Facilitators will offer activities connected to Cluster 2 of Engaging Equity. This session will be facilitated by WestEd, partner to the Oregon Department of Education and creators of the Engaging Equity learning series.

Friday, September 27, 2024 - 10:30 to 11:30

Differentiated Pay for Bilingual Staff: A Step Forward Into Honoring and Leveraging the Bilingual Assets of our Workforce

Join us at the Equity Conference for a presentation on how a school district partnered with unions to successfully secure additional stipends for bilingual employees. This initiative underscores the invaluable gift of language, culture, and diversity that both employees and students bring to the educational experience. Gain insights into the practical steps taken for effective collaboration, communication, and implementation. Discover how this approach can serve as a model for other districts seeking to honor and leverage the rich linguistic assets within their communities.

Cultivating a Diverse Educator Workforce in Oregon: 4 Priority Areas

This session will explore 4 priority areas to support educator recruitment, preparation, and retention drawing on data, research, and trends included in the 2024 Educator Equity Report. Participants will learn about state level investments, promising practices, and challenges facing Oregon's educator diversification efforts.

Lemonade: Bend Not Break

Is a heartfelt event led by Alex, where he opens up about his personal journey with mental health. Through candid stories and reflections, Alex shares how he learned to embrace life's challenges and grow stronger from them. This session offers a unique opportunity to connect on a deeper level, with space for a Q&A where attendees can engage directly with Alex. Join us for an evening of vulnerability, resilience, and personal growth as Alex inspires you to turn life's lemons into lemonade.

The Impact of Short, Skill-based Interventions for Students Identified as "At Risk" for Dyslexia: Lessons Learned

This presentation will describe lessons learned from a study of the impact of short in duration, skill based interventions performed by classroom teachers. Leveraging the skill of classroom teachers, supported by an inclusive model, all students were able to

demonstrate growth. Feedback from educators, low to no cost intervention tools and the structure of data collection will be discussed.

ORVED: Anytime, Anywhere, Asynchronous

Participants will get a close look at what the Oregon Virtual Education Program is all about. Managed by the NWRESA, in partnership with ODE, ORVED offers equitable access for grades 6-12 students to take high level courses from any school district across Oregon.

Finding Belonging in the Classroom through Transformative SEL

In this session, Wayfinder presenters will discuss best practices for supporting students in aligning to their identity through curriculum rooted in belonging. Through activities, conversation and comprehensive tools, we will practice embodying this work in school communities.

Using Story Circles for Student, Parent, and Community Engagement

Are you looking for a community engagement strategy that will offer staff a unique opportunity to connect with students, parents, and community members.? Gain a shared understanding of Story Circles and how to use them in your practice for better community engagement. Learn about the NW Regional ESD Community Toolkit designed to support Integrated Guidance component district.

Friday, September 27, 2024 - 12:30 to 1:30

Let's Go DEEP, Diversity Elevates Everyone's Perspective

This dynamic presentation integrates adult professional learning, student voice, and equity discourse through the lens of diversity. Ebenezer (6th grade) and Xyon (5th grade) Fynn Aikins facilitate an interactive professional learning opportunity for educators that elevates and celebrates diversity. The title of the presentation is "Let's Go DEEP", where DEEP stands for Diversity Elevates Everyone's Perspectives. This DEEP learning experience focuses on cultural and racial diversity. Participants will explore their own mindsets and practices for diversity, exercise curiosity, reflect inwardly, and engage with each other as they consider how they serve students from various backgrounds, cultures, races, ethnicities, and lived experiences. The DEEP Brothers are inspired by the various backgrounds, unique strengths, and cultural identities of their diverse community of friends. Get ready to go "DEEP."

Beyond First Thoughts: White Practitioners as Equitable Educational Decision-Makers

Results from a Phenomenological Study: Interactive Discussion about the Essence of Equitable Decision-Making. Participants will be reviewing artifacts, quotes, and qualitative data about what it means to make equitable decisions as equitable decision-makers or Leaders for Equity.

Creating Inclusive and Barrier-Free Environments Through Communication Practices for K-12 Education Leaders

This session is designed to empower K-12 education leaders in launching the school year with a focus on attendance while fostering inclusivity and removing barriers through effective communication practices throughout the year. Education leaders will explore specific strategies and resources aimed at addressing the needs of historically marginalized groups within the school community. Participants will gain insights and tools to promote equity and engagement for all constituents, ensuring both a strong start to the academic year and help guide practices throughout the year that will carry through the year to become more established practices.

Systemic Equity in Education: Practical Strategies for Inclusive Learning and Engagement

This session delves into systemic equity, exploring actionable strategies to overcome barriers related to systemic racism and ableism. Participants will focus on three key areas: implementing universal approaches to learning, elevating and amplifying student voice, and enhancing family and community engagement. With a practical approach, the session aims to provide tools and insights for addressing persistent issues and fostering a more inclusive educational environment.

Utilizing Native American/Indigenous Methods through Restorative Justice in K-12 Schools

In this workshop you will be introduced to peacemaking and talking circles utilized with students in schools. This Indigenous method is used across the country and Oregon. In this hands-on workshop practical methods will be simulated. These techniques will be connected to the Essential Understanding of Tribal History/Shared History (SB13).

Information Literacy in the AI Era: A Catalyst for Academic Success, Emotional Well-being, and Democratic Engagement

In our rapidly evolving digital landscape, information literacy has become more crucial than ever. This session explores the multifaceted importance of information literacy in K-12 education, highlighting its impact on critical thinking, social-emotional health, and democratic participation in an AI-driven world. We will examine practical strategies for integrating information literacy across curricula while preparing students for an AI-influenced future.

Friday, September 27, 2024 - 2:00 to 3:00

Empowering Future Educators: HSD's Grow Your Own (GYO) Educators Program

We welcome you to hear about Hillsboro School District's (HSD) GYO Educator Program, designed to recruit and retain educators of color. We aim to ignite discussions among our diverse and bilingual students, as well as our classified and licensed staff, about their potential growth and opportunities in the education field here at HSD. Our mission is to inspire future educators and leaders by providing comprehensive supports and resources to help them achieve their goals.

Improving Practices through Bias Mitigation Plans

Oregon's educational landscape has evolved with initiatives like Every Student Belongs, Educational Equity Advisory Committees, and the addition of Civil Rights Coordinators. But how have these changes impacted students who are furthest from justice? Join the Tigard-Tualatin School Team as they share their experience in developing a bias mitigation plan that upholds the promise of better serving students in our school system.

Voices of Change: Student Perspectives on Equity and Inclusion

Join us for an insightful panel discussion where students from diverse backgrounds share their experiences and perspectives on equity and inclusion in education. This engaging session will highlight the challenges and triumphs faced by students in navigating and advocating for a more equitable and inclusive environment. Through personal stories and interactive dialogue, the panelists will explore strategies for fostering a supportive community, addressing systemic barriers, and amplifying student voices in shaping the future of education.

Chronic Absenteeism. 14.40.5.10.

Almost 14.7 million K-12 students were chronically absent in 2021-2022, nearly double the number pre-pandemic. An estimated 40 million people in the US do not have a high school diploma. These numbers are much higher when we dig into data for our historically underserved populations in schools.

In this dynamic session, we will explore the powerful intersection of equity, the 5Essentials framework, and key student outcomes like chronic absenteeism and graduation rates. Research has shown that schools strong on at least 3 of the five essentials are 10 times more likely to improve student learning. Attendees will learn how to leverage the 5Essentials—a research-based system that drives school improvement through strong leadership, collaborative teachers, involved families, supportive environments, and ambitious instruction—to address and reduce chronic absenteeism. We will also examine how these elements collectively impact graduation rates, especially among underserved student populations. This session will equip educators, administrators, and equity advocates with actionable strategies to create more inclusive and supportive school environments that foster both attendance and academic success for all students.

Lessons Learned from Equity Leadership

In this workshop we will examine a range of strategies, theories of change, and outcomes from two decades of equity leadership in Oregon and the nation. Included in the workshop will be: collective learning from the Oregon Equity Directors, familiar strategies that have and have not resulted in sustainable systemic changes for equity and justice, and an examination of some of the research on what works including the work of Dr. Ann Ishimaru and Dr. Muhammed Khalifa. We will engage with critical consciousness around our own work. We will unpack some of the contradictions within familiar components of the work including: implicit bias, white privilege, and microaggressions.

Bridging the AI Divide: Equitable Implementation of Generative AI in K-12 Education

In an era where generative AI is rapidly transforming educational landscapes, school administrators face the critical challenge of ensuring equitable access and implementation. This session explores strategies for integrating generative AI tools across diverse student and staff populations, addressing potential disparities, and maximizing educational outcomes for all learners through both policy and practice.

Friday, September 27, 2024 - 3:30 to 4:30

EIIS: Building Systems that Support ALL Students

This session will provide an overview of Early Indicator and Intervention Systems (EIIS), and how it is a tool in support of equitable student outcomes. This overview will include a review of traditional EIIS indicators and expanded EIIS indicators using the lens of targeted universalism. This introduction will help participants better understand how EIIS fits within ODE's integrated guidance and prepare for and understand a more effective and equitable implementation of EIIS.

Policy and Advocacy: COSA's Interim Legislative Session Update and Best Practices in Legislative Advocacy

At this session, COSA's Policy and Advocacy team will provide insights on the latest happenings during the 2024-25 interim, including important updates on taskforce and legislative workgroups, the 2024 election cycle, and our policy development work in preparation for the 2025 Legislative Session.

For new administrators, this session is also a great opportunity to learn about best practices in legislative advocacy, and how to connect with your local legislators on important education policy and funding issues that impact our students, staff, schools, and districts.

Equity Focused Instructional Coaching for Teacher Growth and Enhanced Student

- Participants will get a snapshot at how the NWRESD Instructional Coaching Network (ICN) supports equity focused instructional coaching, including some of the frameworks and tools that are used in the field.
- Define equity focused coaching
- Reflect on what equity focused coaching looks like and sounds like
- Leave with some actionable items to build or enhance an effective coaching network with a focus on equity.

Confronting White Nationalism in Schools: Tools for Educators and Students

Communities across the United States report a rise in white nationalism and other bigoted extremist activity. With students spending more time online than ever, there's also been a dangerous spike in recruitment activity targeting isolated teens via social media, gaming chat rooms, and other web-based platforms. Exposure to hateful ideas might manifest as a young person advocating for a "white pride" group at school, repeating racist conspiracy theories, or even actively targeting their peers. In any form, extremist rhetoric harms everyone, particularly school and community members who belong to marginalized groups.

Western States Center offers the Confronting White Nationalism in the School toolkit. The toolkit is full of strategies for recognizing and countering white nationalist and other anti-democratic ideology and recruitment. Come learn about recognizing white nationalist dog whistles, gain skills in interrupting hate speech, and build a classroom community where students can feel safe.