



OREGON  
DEPARTMENT OF  
EDUCATION

*Oregon achieves . . . together!*

# All Students Belong

Presentation to the State Board of Education

*September 24, 2020*

## A student's request . . .

This past July, an Oregon high school student sent a letter to Governor Kate Brown and Colt Gill asking for help.

In the letter, the student stressed the importance of banning the Confederate flag in Oregon public schools.

In the student's words, "Banning the Confederate flag is far more than just an act to please some people. It shows students and educators that the State of Oregon sees them in their struggles to be considered equal and aiding in the fight against racism...Right now is a great time for Oregon to be a leader for its own citizens and throughout the United States and install this overdue policy."

## The Governor responds . . .

On August 18th, Governor Brown wrote to Colt Gill and the chair of the State Board of Education requesting we “...take immediate action to address and correct the adverse impacts symbols of hate and other manifestations of hate speech have on students in Oregon public schools.”

She requested that the Board establish rules to ensure that no Oregon student “be subject to actions or expressions of hate, intolerance, marginalization, or racism.”



## ODE's Responsibility: Safe and Inclusive Schools

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.

All students benefit from a safe environment, where they are free to receive their education without fear of hatred, racism, or violence.

All staff and leaders are entitled to work in an environment that is free from discrimination or harassment, and visitors are entitled to participate in our school environment without fear for their safety.

All Students Belong is an important step in creating safe and inclusive school climates where all students and staff feel that they belong in their schools.

## How we are meeting the charge . . .

- State Board of Education discussed Governor Brown's Letter during their retreat and asked staff to present temporary rules at the September meeting.
- The Department is developing the All Students Belong Initiative, which includes Temporary and Permanent Rules; District Guidance, Talking Points, a toolkit, and other Support Documents

# How we are engaging with partners...

- Three kitchen table conversations with respected community elders
- Conversations with education researchers and national experts including the Western States Center, the Southern Poverty Law Center, and others
- Focus groups with educators including superintendents, principals, and district equity leaders
- Meetings with ODE staff, ODE Rules Advisory Committee, agency partners, and education partners, including COSA, OSBA, OEA, OSEA, OHA, CBOs, and philanthropy
- Meetings with the COSA Equity Board and COSA Administrators of Color
- Two Community Meetings with CBOs and philanthropy, and African-American Black Student Success Advisory Committee, Latino/a/x Student Success Advisory Committee, EL Student Success Advisory Committee, LGBTQ2SIA+ Student Success Advisory Committee



## What's in the *All Students Belong* Temporary Rules?

- Ensures that students, employees and visitors can learn, work and participate in school activities, occurring on and off school grounds, that are free from discrimination, harassment, and intimidation
- Prohibits the use or display of the noose, swastika, or confederate flag in any program or school-sponsored activity except where used in teaching curriculum that is aligned to the Oregon State Standards. This applies to both in-person and distance learning environments.
- Requires school districts, public charter schools, ESDs, and School for the Deaf to adopt a policy to address bias incidents.

## How will districts implement these rules?

School Boards will adopt policies in accordance with the temporary rules

Superintendents and administrators will create administrative regulations (ARs)

OSBA will provide a sample policy and ARs

ODE will provide guidance and a communication toolkit



## How will ODE ensure accountability?

- Oregon is a local control state. School districts have elected school board members that are responsible for adopting board policies and administrators responsible for implementing them.
- Policy adoption will be required by every School Board in Oregon by January 1, 2021.
- ODE is providing guidance and implementation tools. ODE will be providing basic professional learning in the coming months.
- The State Board has placed this rule in Chapter 581, Division 22 of the Oregon Administrative Rules. This means that a school district must provide assurance in a public board meeting that they are implementing the rule and students, parents, staff, and the public could file a complaint if they believe a district is not implementing the rule. If ODE finds for the complainant, the district could be ordered to comply and could have their State School Funds impacted.

## All Students Belong - Guiding Values

- All students must feel like they belong.
- All are entitled to discrimination/harassment-free schools.
- Racist symbols causes harm to all.
- We are all responsible for keeping schools safe.
- Means adopting and implementing policies that promote equity and inclusion, and standing up against racism.
- Important to address racism as a systemic problem.
- Communication and education are key non-punitive responses.

## What's in the initial ODE guidance?

Background

State Law

Acknowledging Harm and Harm Reduction

- Acknowledging Harm
- Harm Reduction
- Healing Centered, Trauma-Informed Response

Developing Policy

Developing Procedures for Addressing Bias Incidents

Complaint Process

Resources



## What's in the Communication Toolkit?

- Communications Toolkit
- Talking Points
- Powerpoint Presentation
- Letter to School Board
- Letter to Teachers
- Letter to Families

*Documents will be translated into multiple languages.*

## Work going forward . . .

Temporary rules: SBE Meeting: 9/17/20

Initial Guidance Released to School Districts and School Partners: 9/18/20

Ongoing engagement with external partners: Sept 2020 to Feb 2021

Iterations of the All Students Belong Guidance: Sept 2020 to Feb 2021

School district policies adopted: By January 1, 2021

Permanent Rules: Feb/March 2021

Comprehensive Guidance: Feb/March 2021

## Moving forward . . .

- ODE Staff have created this email account to receive and respond to messages related to these rules:  
[AllStudentsBelong@state.or.us](mailto:AllStudentsBelong@state.or.us)
- We will provide updated information and resources to school districts and education partners



# Thank you!

# ALL STUDENTS BELONG

