







OREGON  
DEPARTMENT OF  
EDUCATION

*Oregon achieves . . . together!*



COALITION OF  
OREGON SCHOOL  
ADMINISTRATORS

**...with liberty and justice for all.**

*In the current time of the clock of the world,  
what does that mean for our kids?*

*Carmen Xiomara Urbina, Deputy Director  
Colt Gill, Director*

*September 22, 2020*



# Looking Back to Move Forward



The concept of Sankofa is derived from the Akan people of West Africa. Literally translated: "it is not taboo to go back and fetch what you forgot". "Sankofa" teaches us that we should reach back and gather the best of what our past has to teach us, so that we can achieve our full potential as we move forward.

sankofa



(n.) (phr.) "go back and fetch it"; we must look back to the past so that we may understand how we became what we are, and move forward to a better future



**“WE HAVE THE OLDEST  
WRITTEN CONSTITUTION  
STILL IN FORCE IN THE  
WORLD, AND IT STARTS  
OUT WITH THREE  
WORDS, ‘WE, THE  
PEOPLE.’”**

**RUTH BADER GINSBURG**

Every single week in Oregon's schools, every child gets the opportunity to hear and join in reciting these words:

*I pledge Allegiance to the flag  
of the United States of America  
and to the Republic for which it stands,  
one nation under God, indivisible,  
**with Liberty and Justice for all.***

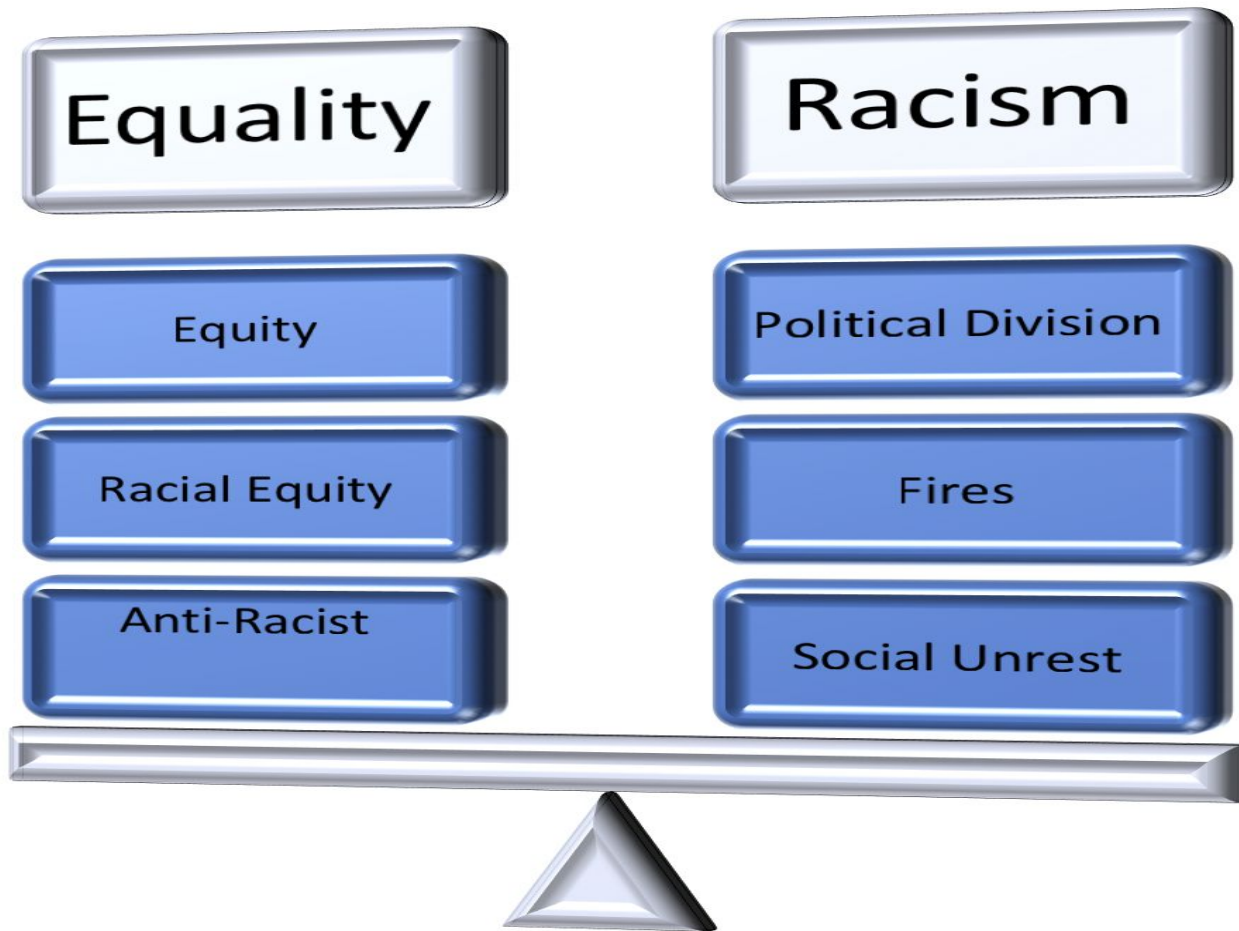
What does 'Liberty and Justice for all' mean for our kids, for our schools?





What does  
*'Liberty and Justice for all'*  
'We the People'  
mean in our kids, our schools?

# Where are we in our understanding?



Shared Responsibility



Author of  
*How To Be An AntiRacist*



**Urgent  
Necessary  
Change**  
will NOT  
be achieved  
if people  
are merely  
NOT-RACIST

*"No one becomes 'not racist,' despite a tendency by Americans to identify themselves that way. We can only strive to be 'antiracist' on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage."*

**- Ibram X. Kendi**

*New York Times Book Review, May 29, 2020*

## **Anti-Racist:**

*a person who is aware of and acknowledges the legacy of racism and societal conditioning around race.*

*Someone who not only opposes to all forms of racism, but one who also is committed and active in working to interrupt inequities, discrimination and oppression to change the status quo*

*and create an inclusive, equitable, and diverse society that honors all people of all races.*

# Antiracist Approach

## Antiracist



One who is supporting an antiracist policy through their actions or expressing an antiracist idea

## Antiracist Policy



An antiracist policy is any measure that produces or sustains racial equity between racial groups.

# 580,690 Students

*More than 40 languages*



**197 Districts**

**1,334 Schools**

**127 Charter Schools**

**19 Education Service Districts**

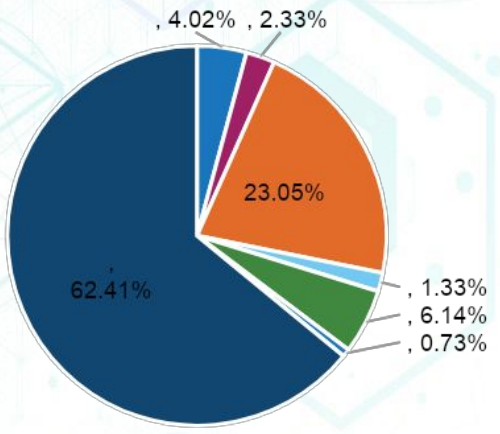
**31,409 Teachers**

**Staff of Color**

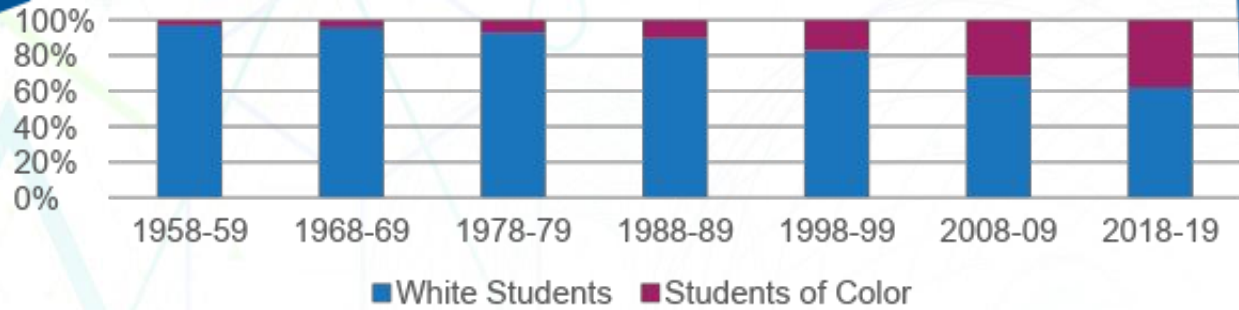
- 10.4% Teachers
- 11.4% Administrators
- 15.3% Counselors
- 19.7% Educational Assistants



- Economically Disadvantaged: 52.1%
- Ever English Learners: 18.3%
- Homeless: 3.8%
- Lesbian/Gay /Bisexual: 12.6%
- Mobile Students: 12.0%
- Students with Disabilities: 13.6%



## Rapidly Diversifying Population





# White Person to White Person

**Nearly 40% of our students are people of color**

About 16% of ODE staff are people of color

About 11% of school administrators are people of color

About 20% of educational assistants are people of color

**About 10% of our teachers are people of color**

*Oregon's children of color are being taught and in some ways being brought up by white people.*

**How deeply have you thought about this responsibility?**

# Equity Lens



## Education Investment Board: Equity Lens

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### OEIB Vision Statement

*To advise and support the building, implementation and investment in a unified public education system in Oregon that meets the diverse learning needs of every pre-K through postsecondary student and provides boundless opportunities that support success; ensuring a 100 percent high school graduation rate by 2025 and reaching the 40-40-20 goal.*

### **OEIB Equity Lens: Preamble**

*The Oregon Educational Investment Board has a vision of educational equity and excellence for each and every child and learner in Oregon. We must ensure that sufficient resource is available to guarantee their success and we understand that the success of every child and learner in Oregon is directly tied to the prosperity of all Oregonians. The attainment of a quality education strengthens all Oregon communities and promotes prosperity, to the benefit of us all. It is through educational equity that Oregon will continue to be a wonderful place to live, and make progress towards becoming a place of economic, technologic and cultural innovation.*

*Oregon faces two growing opportunity gaps that threaten our economic competitiveness and our capacity to innovate. The first is the persistent achievement gap between our growing populations of communities of color, immigrants, migrants, and low income rural students with our more affluent white students. While students of color make up over 30% of our state- and are growing at an inspiring rate- our achievement gap has continued to persist. As our diversity grows and our ability to meet the needs of these students remains stagnant or declines- we limit the opportunity of everyone in Oregon. The persistent educational disparities have cost Oregon billions of dollars in lost economic output<sup>1</sup> and these losses are compounded every year we choose not to properly address these inequalities.*

<sup>1</sup> Alliance for Excellent Education. (November 2011). *The high cost of high school dropouts: What the nation pays for inadequate high schools.* [www.all4ed.org](http://www.all4ed.org)

# ODE's Equity Stance

“Education equity is the equitable implementation of policy, practices, procedures, and legislation that **translates into resource allocation, education rigor, and opportunities for historically and currently marginalized youth, students, and families** including civil rights protected classes. This means the **restructuring and dismantling of systems** and institutions that create the dichotomy of beneficiaries and the oppressed and marginalized.”



# Antiracist Approach

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# Distributed Equity Plan

## **Vision:**

The Oregon Department of Education will set a foundation for agency-wide culture change by building awareness, skill and capacity throughout the agency to more consistently and effectively interrupt historical and current patterns of neglect and oppression in order to create and ensure educational equity in Oregon's school systems.

**The Oregon Department of Education administers more than 80 different state and federal programs. Each is created through separate law and includes its own timelines, funding formulas, and accountability measures. Here are some examples:**

State School Fund ' **SSA Student Investment Account** ' High school Success ' **CTE Revitalization** ' STEM Innovation Grants ' Farm-to-School Programs ' **African American/Black Student Success Grants** ' **Latino/a/x Student Success Grants** ' Tribal Attendance Grants ' **American Indian/Alaska Native Student Success Grants** ' Vision Screening ' Early Intervention/Early Childhood Special Education ' Long Term Care and Treatment ' Facilities Grants ' Talented & Gifted Funds ' **English Language Learners Programs** ' Small School Funds ' Accelerated Learning Programs ' **School Meal Programs** '



# ODE – Moving Equity Forward

- **Standards and Curriculum:**

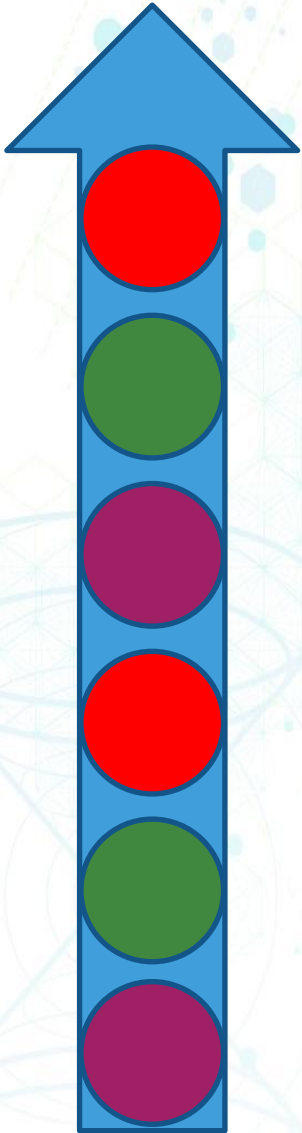
- [Tribal History/Shared History](#)
- [Ethnic Studies](#)
- [Holocaust & Genocide](#)
- [ODE's HB 2023 - Inclusive Education](#)

- **Students:**

- [Focal Student Groups in the SSA](#)
- [American Indian/Native Alaska State Plan](#)
- [Tribal Attendance Promising Practices](#)
- [African American/Black Student Success](#)
- [Latino/Latina/Latinx Student Success](#)
- [LGBTQ2SIA+ Student Success](#)
- [English Learner Strategic Plan](#) & ODE/COSA Emerging Bilingual Task Force
- [Poverty Report](#)

- **Civil Rights:**

- [Equity & Civil Rights in School Sponsored Activities](#)
- [All Students Belong](#)
- [Gender and Racial Discrimination Technical Assistance and Investigations](#)



# Other ODE Equity Efforts



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- [Essential Understandings - Shared by Nine Nations & One State](#)
- Visiting Teachers Program
- [Oregon State Seal of Biliteracy](#)
- Center for Applied Linguistics (CAL) Partnership
- [DACAmented/Undocumented Collaborative & Toolkits](#)
- Developing internal translation services protocols
- [Established the Office of Indian Education](#)
- Accessible website
- [State Board of Education: Equity Impact Analysis](#)
- Development of ODE's Education Equity Stance and Equity Plan



## MOVING EQUITY FORWARD

- **LC 609: Tribal Regalia & Objects of Cultural Significance**

- Direct SD's to allow Native students to wear traditional regalia or objects of cultural significant at school honoring or graduation ceremonies

- **LC 615/PoP 111: Social Emotional Learning Content Standards**

- Direct SBE to adopt content standards for SEL for K-12.
- PoP 111: 1 FTE: Ed Spec. 2; 2021-2023 \$334,033; 1 Position/0.92 FTE to develop, implement, and support content standards for social emotional learning for K-12

- **LC 620: Access to Linguistic Inclusion**

- ELA subjects are required to be taken in English only. This proposal removes the “English only requirement” and replaces it with “language arts.”

- **LC 625/ PoP 070: LGBTQ2SIA+ Student Plan**

- Directs ODE to develop & implement a statewide education plan for LGBTQ+ students. SBE will need to establish rules.
- PoP 070: 1 FTE: Ops 4; 2021-2023 \$224,035; and \$2 million in grant from SEIA-SSA



## MOVING EQUITY FORWARD

### ● LC 629: Student Success Act HB 3427 (2019)

#### ○ Student Investment Account:

- Permit the SBE to define Economically Disadvantaged Students. ORS 327.180 (2)
- Permit the following to receive SIA grants: OSD, JDEP, YDEP, LTCT. ORS 327.185
- Permit state-sponsored charter schools that are not able to apply independently to apply with their host district. ORS 327.185 (3)
- Remove State-Sponsored Charter Schools, which are not eligible to apply independently, from ADM calculation for host districts. (if statute is not amended to allow them to receive SIA funds). ORS 327.195 (1)(c)
- Permit the State Board of Education to establish a statewide metric for student mental and behavioral health as a SIA longitudinal performance growth target. ORS 327.190 (3)

#### ○ African American Student Success Plan

- Remove the language referring to other “student group that is not covered under an existing culturally specific statewide education plan.” ORS 329.841(1); ORS 327.254 (1)
- Add ESDs to list of eligible recipients. ORS 329.841(6)

### ● LC 617: Educator Advancement Council

- Supporting the diversification of the educator workforce

# RACIAL HEALING

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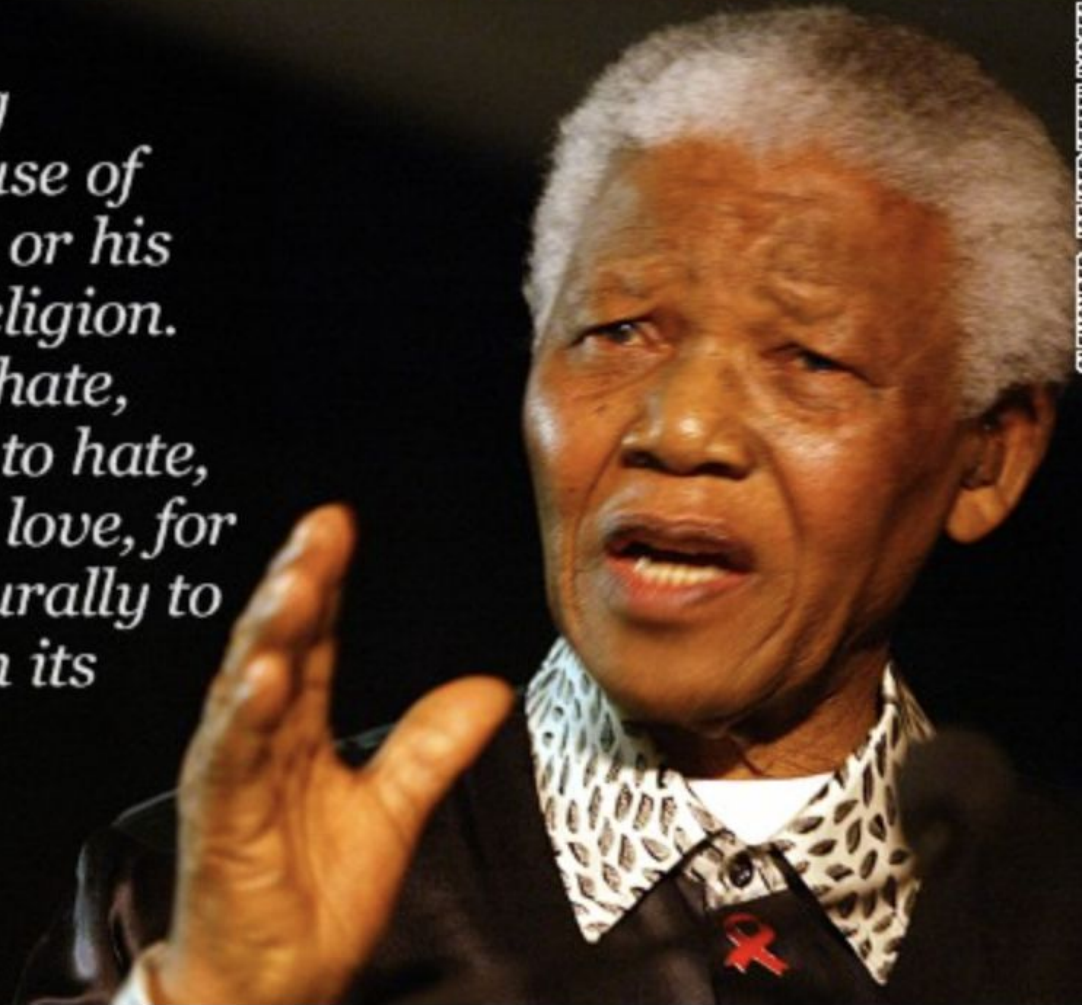
“Requires transforming beliefs and structures so they no longer create circumstances that continue to wound current generations and those to come in the future.”



David Anderson Hooker

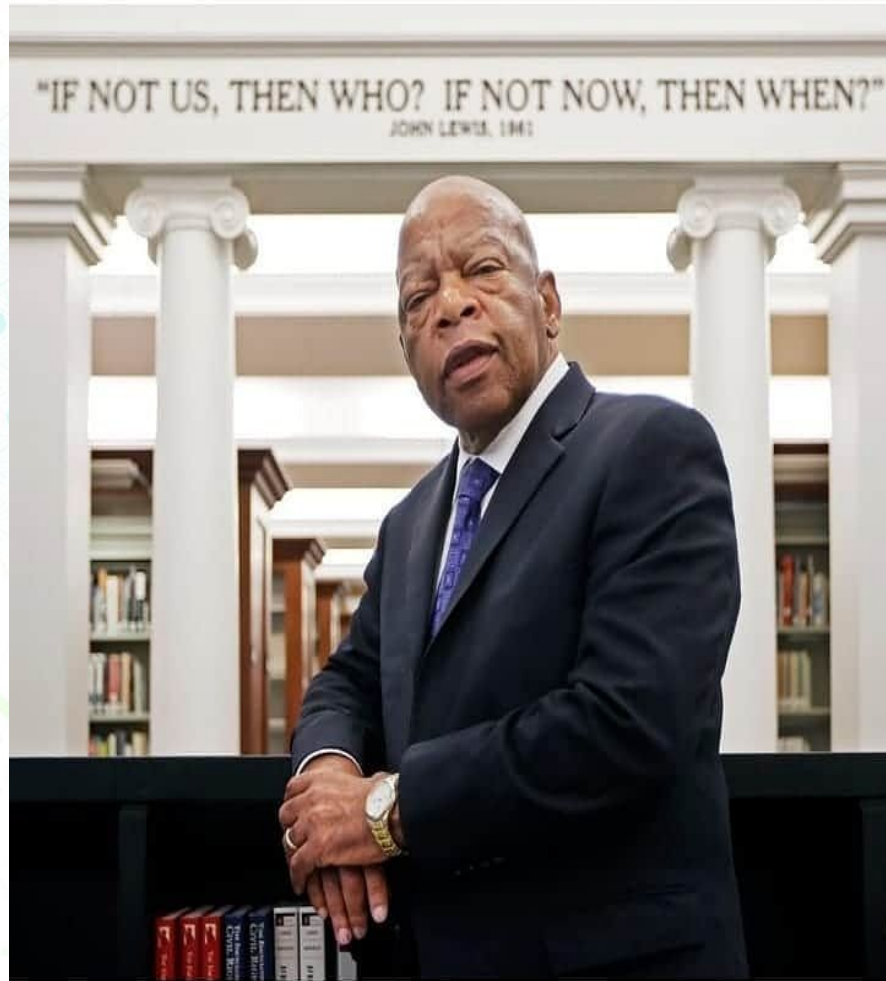
# Nelson Mandela

“ No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.





...with liberty and justice for all.



**Muchas Gracias/Thank you!**



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[@ORDeptED\\_Colt](https://twitter.com/ORDeptED_Colt)