

**Multnomah ESD Board of Directors'
Board Regular Session Minutes
Tuesday, May 21, 2024**

**2022-2028
Agency Goals**

- #1 – Creating a high quality learning experience for all**
- #2 – Operationalizing systems that engage and empower communities**
- #3 – Building a culturally Responsive workforce**

MESD Board Equity Lens- <https://www.multnomahesd.org/board-equity.html>

1. CALL TO ORDER AND ROLL CALL

Board Chair Katrina Doughty called the meeting to order at 7:00 p.m. on Tuesday, May 21, 2024 in accordance with the agenda and public notice of the meeting.

Board Members Present: Renee Anderson
Jessica Arzate
Katrina Doughty
Samuel Henry
Denyse Peterson
Helen Ying

Board Members Absent: Danny Cage

Administrative Staff Present: Dr. Paul Coakley, Superintendent
Doana Anderson, Director of Business Services
Sam Breyer, Interim Human Resources Director
Todd Greaves, Student Services Director
Angela Hubbs, Director of Curriculum & Instruction
Sascha Perrins, Assistant Superintendent
Marifer Sager, Communications Director
Heather Severns, Board Secretary
Reiko Williams, Director of Regional Equity Initiatives and Partnerships

Guests:

2. EDUCATIONAL OPPORTUNITY/LAND ACKNOWLEDGEMENT- Katrina Doughty

3. PUBLIC COMMENT- There was no public comment

4. REPORTS TO THE BOARD

A. Union Representative Report

1. Baily Campbell, for AFSCME –

- a. Baily Campbell from Wheatley School Addressed the Board.
 - b. They are happy to say that their membership is growing.
 - c. Negotiations are going well on their contract.
2. Mary Johnson & Jess Rohrbacher, Co-Presidents for MESDEA- There were no representatives from MEA

B. Superintendent's Report-

1. OAESD Spring Conference-Dr. Coakley was the Keynote Speaker
2. AI Empower Educonference-350 people attended this conference put on by MESD, NWRES and CESD at the University of Portland.
3. MESD Retirement Party was held earlier this evening for the 2022-2023 and 2023-2024 Retirees.
4. Graduation-Dr. Coakley recognized the class of 2024 and wished them the best in their future endeavors.
5. Strategic Plan Goals Update-MESD Directors Perrins, Greaves, Williams, Sager, Hubbs and Breyer Presented the Goal Updates.
 - a. Goal 1-Creating a high quality learning experience for all.

Goal 1 - Strategy 1



Strategy	Metrics	Data Source	2023	2024
Student learning and perception data drives high quality regional professional learning for teachers, administrators, nurses, and classified staff to: <ul style="list-style-type: none"> • build capacity to improve student learning outcomes • reduce/ eliminate racial disparities • promote social-emotional skills. 	% of MESD PL opportunities aligned to Strategic Plan	Annual PL Report	100%	Aug. '24
	% of participating component districts, disaggregated	Annual PL Report	100%	Aug. '24
	% of PL participants who report gaining skills/knowledge that they will use in their role	Annual PL Report	86%	Aug. '24
	% of component district staff who report that MESD supports their district by providing high quality professional learning for teachers, administrators, nurses, and classified staff	District Satisfaction Survey	77%	74%
	% of MESD staff who report that PL opportunities adequately prepare them to meet the needs of diverse students and their families	Employee Satisfaction Survey	67%	68%

Goal 1 - Strategy 2



Strategy	Draft Metrics	Data Source	2023	2024
To reduce & eliminate disparities for historically underserved groups MESD schools/programs design and implement: <ul style="list-style-type: none"> • continuous improvement plans • data analysis protocols 	% of school Professional Learning (PL) calendars that show alignment to strategic plan goals & strategies	PL Calendars	N/A	100%
	% of MESD schools/programs that establish and/or track progress on gap-closing targets for one or more focal student groups	School Improvement Plans	N/A	100%
	% of board reports by program that speak to all 3 Strategic Plan Goals and strategies	Program Board Reports	N/A	57%

Goal 1 - Strategy 3

Strategy	Draft Metrics	Data Source	2023	2024
Develop regional leadership capacity for racial equity.	% MESD Districts and # community partners participating in MESD racial equity leadership PL	Annual PL Report	N/A	Aug. '24
	#/% of participants reporting that PL provided valuable learning to support anti-racist efforts in their district/school/classroom.	Annual PL Report	67%	Aug. '24

b. Goal 2-Organizing systems that engage and empower communities.**Goal 2 - Strategy 1**

Strategy	Metrics	Data Source	2023	2024
Implement best practices to engage with external partners.	# of partners participating actively with MESD	Regional Meeting Tracking Sheet		14 advisories, 7 districts on average
Support component districts developing systems: <ul style="list-style-type: none"> Convene monthly gatherings for problem solving, initiative work, and aligning regional systems based on shared trends and needs 	% of participants in monthly gatherings who report that convenings are valuable	District Satisfaction Survey		84% (n=43)

Goal 2 - Strategy 2

Strategy	Draft Metrics	Data Source	2023	2024
MESD schools and programs integrate community voice throughout continuous improvement plans.	#% of programs/schools that implement one or more strategies for engaging community voice (consult, involve, collaborate, defer)	School Improvement Plans		
	#% participation rates for student, family, partner organization and staff climate surveys	Employee Satisfaction Survey Student/Family/Partner org Perception Survey (collected annually)	Staff Climate: 57%	Staff Climate: 52%
	#% programs/schools that took action on satisfaction/climate results	School Improvement Plans		TBD

Goal 2 - Strategy 3



Strategy	Metrics	Data Source	2023	2024
Develop leadership capacity for racial equity	Educator focus: #% of educators served in equity professional learning opportunities to build/expands capacity to engage and empower communities	Annual PL Report	23 unique PL opportunities, 202 educators* engaged (22-23 SY)	
	% of professional learning participants who report gaining new skills/knowledge to support anti-racist efforts in their district/school/classroom in order to engage and empower communities	Annual PL Report		
	Community Partner Event feedback reflect that partner agencies feel these events allow them to connect with each other to learn about MESD and create opportunities for partnership.	Feedback survey	February 2024	

c. Goal 3-Building a culturally responsive workforce

Goal 3 - Strategy 1



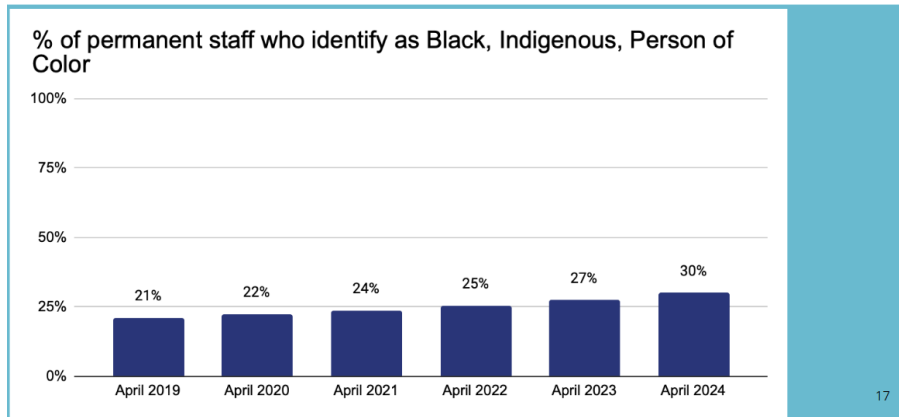
Strategy	Metrics	Data Source	2023	2024
Implement best practices to hire racially, culturally and linguistically diverse staff	#/% of hiring panelists who receive anti-bias training	Anti-bias training records		76 panelists trained/ 16%
	#/% of BIPOC new hires	Annual review of HR data	39% (2022-23 SY)	38% (as of April 30, 2024)

Goal 3 - Strategy 2



Strategy	Metrics	Data Source	2023	2024
Implement best practices to retain racially, culturally and linguistically diverse staff	#/% of BIPOC staff who report feeling valued and appreciated as staff at MESD.	Employee Satisfaction Survey	76%	84%
	Annual retention rate for BIPOC staff	Annual review of HR data	1 year retention rate- 68% (22-23 cohort) 3 year retention rate- 43% (20-21 cohort)	Data available during the Fall of 2024 *

The % of staff who identify as BIPOC is increasing



Goal 3 - Strategy 3



Strategy	Metrics	Data Source	2023	2024
Develop leadership capacity for racial equity	#/% of MESD schools/programs/departments that establish Equity Leadership Teams (ELTs)	MESD ELTs	10- meeting goal 6- in progress 7- not meeting (Fall 2023)	10- meeting goal 11 - in progress 2- not meeting (Spring 2024)
	% Component district staff who agree that MESD services help improve their practices related to hiring racially, culturally, and linguistically diverse staff	District Satisfaction Survey	43%	64%
	% Component district staff who agree that MESD services help improve their practices related to retaining racially, culturally, and linguistically diverse staff	District Satisfaction Survey	40%	64%

5. ACTION ITEMS

A. Consent Agenda

1. Approve April 16, 2024 Board Regular Session meeting minutes
2. Resolution 24-016-Approval of May 2024 Personnel Recommendations
3. Resolution 24-017-Approval of Amended Board Policies GBNA/JHFE & JHFE/GBNA Suspected Abuse of a Child Reporting Requirements
4. Resolution 24-018-Approval of Amended Board Policies GBN/JBA & JBA/GBN-Approval of ORS 190 Entity Agreement

Motion: Director Denyse Peterson moved to approve the Consent Agenda.
Director Jessica Arzate seconded the motion.

Discussion: none

Action: The motion carried with Directors Anderson, Arzate, Doughty, Henry, Peterson, and Ying voting aye. Motion passed 6-0.

B. Action Agenda

1. Resolution 24-019-First Reading of Amended Board Policy JGAB-MESD Use of Restraint and Seclusion

Background: The procedures for responding to an incident of restraint or seclusion are found in ORS 339.294 and were amended by [Senate Bill 1024](#) (2023; see Section 3 which begins on page 5 of the SB). These amended procedures are represented in the recommended changes to model administrative regulation, JGAB-AR – Use of Restraint or Seclusion** and policy JGAB – Use of Restraint or Seclusion**. There are several changes to highlight of which two are: 1) addition of immediate notice to the parent or guardian of any existing record, including audio or video, of the incident (which will be preserved in the original format without alternation), and 2) such record shall be reviewed at the debriefing meeting, to which parents shall be invited.

Additional information regarding the preservation and disclosure of such records, which have record retention and disclosure implications, are outlined in the new [SB](#), subsection 9 and 10.

The changes are a result of the adopted language from the bill and related, revised OARs recently adopted by the State Board.

Motion: Director Renee Anderson moved to approve Resolution 24-019
Director Jessica Arzate seconded the motion.

Discussion: none

Action: The motion carried with Directors Anderson, Arzate, Doughty, Henry, Peterson, and Ying voting aye. Motion passed 6-0.

6. BOARD BUSINESS

A. Board Finance Committee- No additions

B. Board Equity and Inclusion- Helen Ying

Mentioned that the guidelines for Land Acknowledgement/Educational Opportunity will be reviewed by the full Board in August at the retreat.

C. Board Legislative Committee- This committee did not meet, however there is a Legislative Update attached to the Board packet from Stacy Michaelson.

D. Superintendent Evaluation Committee- This committee did not meet.

E. OAESD- Chair Doughty gave a quick report on the OAESD Spring Conference.

F. OSBA- There was no report.

7. **EXECUTIVE SESSION**-To conduct deliberations with persons designated by the governing body to carry on labor negotiations. (ORS 192.660(2)(d)). Sam Breyer, Interim HR Director presented an update to the Board on the bargaining process with both unions.

8. ACTIVITY CALENDAR-

- A. May 2, 1:00 p.m. Board Equity and Inclusion Committee meeting-Virtual Via Zoom
- B. May 6-10 Teacher and Nurse Appreciation Week
- C. May 9, 1:00 p.m. Board Finance Committee meeting-Virtual Via Zoom
- D. May 9, 2:00 p.m. Board Legislative Committee meeting-Virtual Via Zoom
- E. May 21, 6:00 p.m. TSCC Budget Hearing-MESD Board Room
- F. May 21, 7:00 p.m. Board Regular Session meeting-MESD Board Room

9. ADJOURNMENT

There being no further business the meeting was adjourned at 8:34 p.m. The next Board meeting will be held at 6:00 p.m. on Tuesday, June 18, 2024.

Heather Severns

Executive Assistant/Board Secretary