

OSBA 11/8/2018 & 11/9/2018 – Chris Fritsch notes

Equity

1. Providing each student what they need to be successful is different than all students get the same thing. (Equality)
2. The challenge of the Ying and Yang between Equity and Equality.
3. Pendleton's changing demographic - student data
4. Create a classroom culture of FAMILY.
5. Student Voice - focus group approach who with whom. (Pizza w/ the Guy, Board Lunch Buddies, HS Focus Groups w/ Principal or?????)

Change (Sodexo)

Sometimes top down, sometimes bottom up and sometimes middle out.

Six point approach to culture change

1. Take a systems approach
2. Building accountability
3. Bridging Gaps
4. Thinking beyond policy
5. Customized approach (unique to our district)
6. Engaging key stakeholders

Focus on our instructional framework to make the change.

1. Crosswalk instructional framework with Strategic Plan.
2. Crosswalk instructional framework with district initiatives.

Unconscious Bias

1. Stereotype vs Bias (check definitions)
2. Unconscious Bias when we are unaware of our bias.
3. Sodexo Bias Dimension Wheel (core, primary, secondary, organizational & era)
4. Project Implicit
5. Interrupting Bias (identify, challenge, gather, and act)

Impact of Drops outs

1. Do students drop out as a result of lack of ability/skills or lack of credit attainment?
2. Can we create a truly alternative route to HS diploma other than credits? Basic skills, what are they, for what level?

Eastern Oregonian Regional Issues

1. Intentional conversations about OSBA hot topics & legislative positions.
2. Work session vs Board meeting & monthly vs seasonal - how and when can we discuss as a whole body?

Creating a Culture for All Students

1. 6 priorities
2. Multiple stakeholders
3. Supports QEC & QEM
4. QEM or Bust - continuing to fall short to fully fund K-12 only prolongs seriously addressing the issues. Adequate funding must be 5 biennial cycles to impact change.
5. Spending a little on a lot may win election/re-election but does not solve the problem.
6. Conflict between legislator longevity and real long-term solutions to issues that have been identified and not addressed for over 20 years.
7. We are good at admiring the problem.