

Agenda Independent School District 279 School Board	Regular Business Meeting Willow Lane Early Childhood Center (Cafeteria) 7020 Perry Ave N << Brooklyn Center, MN 55429 Tuesday, May 16, 2023 6:00 PM
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Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

This regular meeting of the Osseo School Board is being conducted in the Board Room of the Educational Service Center, and is open to the public. The meeting can be monitored electronically by streaming online at district279.org/info-center/school-board (Watch Livestream). An archived recording will also be available on the district website.

Agenda Items

1. 6:00 p.m. Welcome and purpose
Tanya Simons, Board Vice Chair
2. 6:05 p.m. Check in
Bryan Bass, Assistant Superintendent of Equity and Achievement
3. 6:10 p.m. Radically Investing in Scholars' Excellence (RISE) Committee Update 2
Bryan Bass, Assistant Superintendent of Equity and Achievement; Vanessa Gill, Family and Community Engagement Coordinator; Jenny Yang, Parent Representative, RISE Committee
4. 7:00 p.m. George Floyd Resolution Update 18
Bryan Bass, Assistant Superintendent of Equity and Achievement
5. 8:00 p.m. Adjournment
Tanya Simons, Board Vice Chair

To accommodate individuals with disabilities, this material will be made available in alternative formats upon request. Individuals with disabilities are invited to request reasonable accommodations to participate in or attend a district activity, call your local school or the school district at least seventy-two (72) hours in advance (two-week notice preferred). Members of the public can view and download School Board meeting notices and regular meeting agendas and materials from the district website www.district279.org, under "Info Center > School Board."

OSSEO AREA SCHOOLS

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RISE Committee Update

School Board Meeting, May 16, 2023

Outcomes of Presentation

Board members will:

- Deepen their knowledge of the purpose of the RISE Committee
- Review RISE Committee's progress
- Gain clarity on the future focus areas

Osseo Area Schools

Purpose

George Floyd Resolution

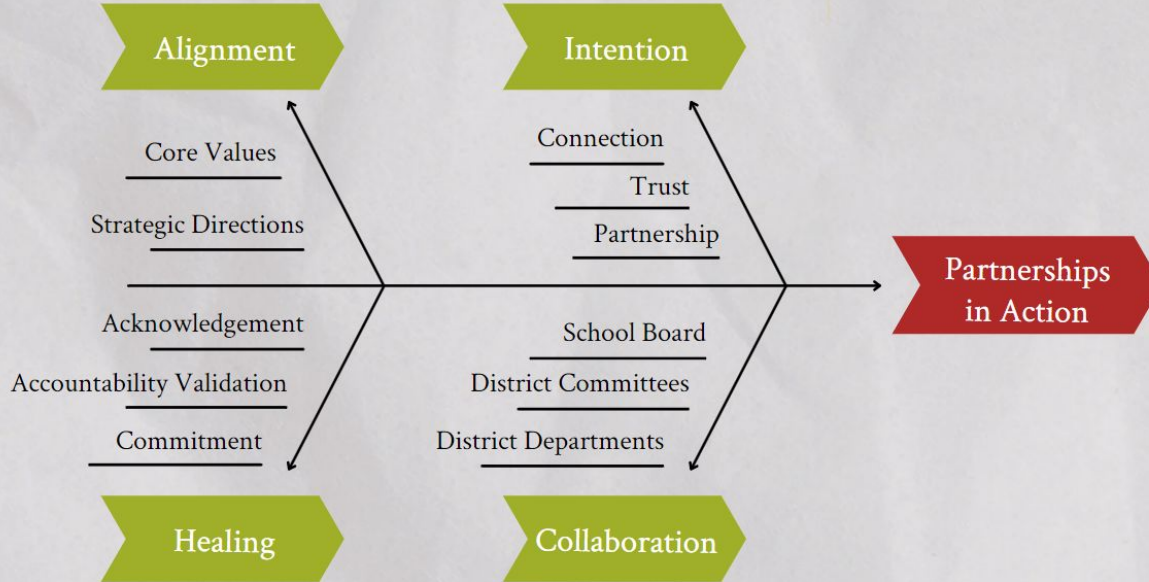
Establish a Black, Indigenous, and other parent/guardian of color partner committee with the power to address structural, racial inequity in our district; this committee will have the influence to operate on a zero-tolerance policy regarding racism, implicit bias, discrimination, structural and system inequities. The board will support the suggestions of this committee to implement accountable actions, provide solutions, and guide curriculum, culture, and equitable budget priorities, as well as disciplinary practices, strategic priorities, etc.

— School Board Update —

RISE Committee

- R** Radically
- I** Investing
in each and every
- S** Scholar's
- E** Excellence

RISE Committee Purpose



Three-Year Operational Plan



RISE Committee Progress Map



Committee
Lunched

2020 - 2021

FACE launches RISE
Committee

RISE Ambassadors Identified



Expansion &
Partnerships

2021 - 2022

Recruitment for RISE Committee

Revision of Stakeholder survey in
collaboration with Data and
Assessment

Created language for Identity -Based
Harm reporting Speak Up application



Increased
Awareness

2022-2023

Identity-Based Harm reporting option
launched in Speak Up application

Reviewed DPAC recommendations
from the last five years

Provide input and recommendations for
next steps on the AAPI and George
Floyd Resolution

Osseo Area Schools

Partnerships in Action

RISE Committee Actions



Harm Reporting

NOVEMBER 2023

Identify-Based harm reporting option was added to the district Speak-Up reporting app.



DPAC Review

DECEMBER 2023

Comprehensive review of DPAC recommendations given to the school board from the past five year



Resolution Review

IN PROGRESS

The RISE committee review of the AAPI and George Floyd Resolutions to identify high priority actions items

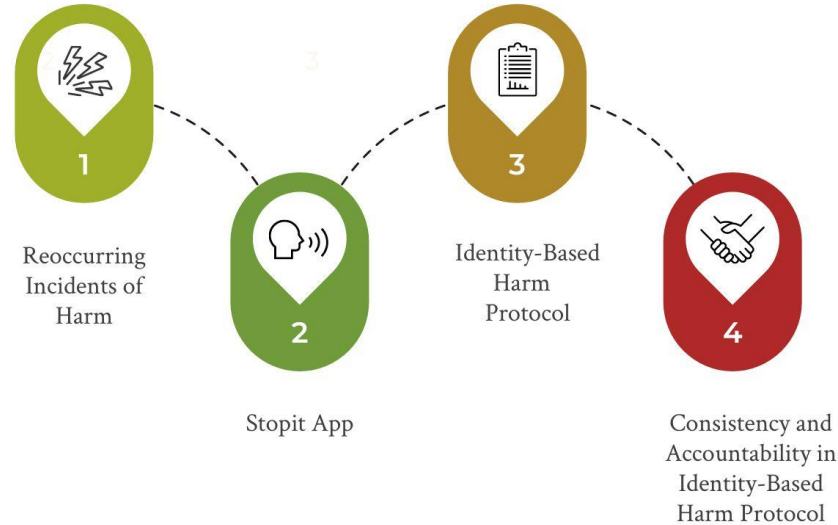


Stakeholder Participation

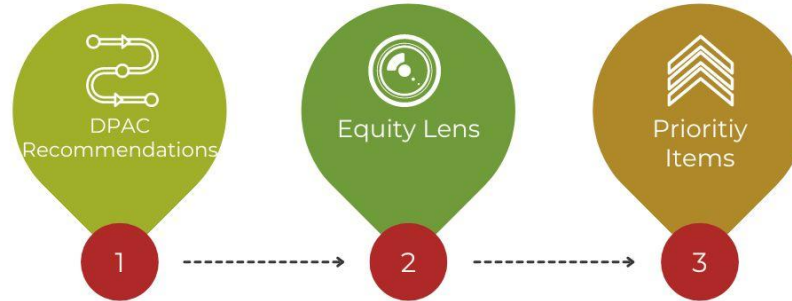
2023-2024

The RISE Committee will continue to establish strategic partnerships to support the movement of this work

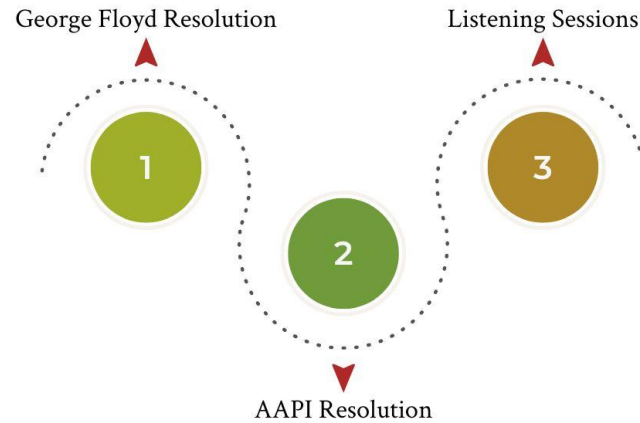
Identity-Based Harm



DPAC Recommendation Review



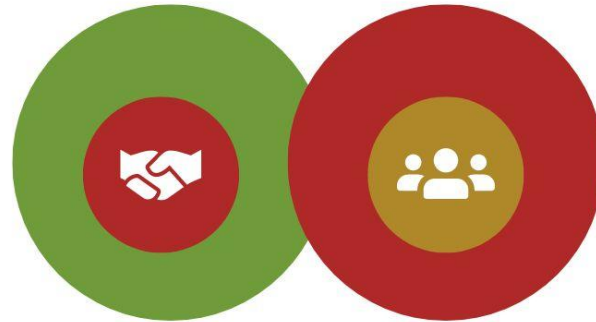
Resolution Review



Future Focus Areas



Future Focus Areas



Stakeholder
Participation

Diverse
Representation

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Questions or Comments?

Osseo Area Schools' RISE Committee Update, May 16, 2023

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Resolution on George Floyd and Systemic Racism Update

School Board Meeting, May 16, 2023

Outcomes of Presentation

Board members will:

- Review the past **context** for the Resolution
- Learn about the **current work** of Osseo Area Schools in response to the Resolution
- Understand the district's **future work** to actualize these deliverables



Osseo Area Schools

Context



Context

Humanize

Immediate action to address the impact of the murder of George Floyd

Urgency

Racial Disparities in ISD 279 - past and present

Collective

Action, Accountability, and Commitment for “One District”

Humanize - Implementation Work

Proactive

- ▶ Curriculum screener
- ▶ SEL curriculum
- ▶ Cultural identity development
- ▶ Cultural recognition & celebration

Humanize - (cont'd.)

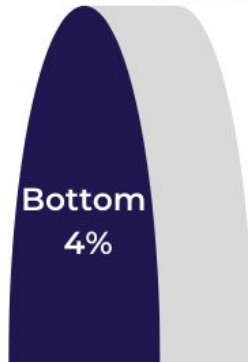
Responsive

- ▶ Restorative practices
- ▶ Affinity groups
- ▶ Identity-based harm response handbook

Urgency of Now

Nationwide 2019

In 2019 Minnesota was 49 out of all 50 states and the District of Columbia in the ranking of White and Black student graduation rate gaps



Statewide 2019

That same year, Osseo Area Schools ranked 13 out of 20 among large public school districts' White and Black student graduation rate gap



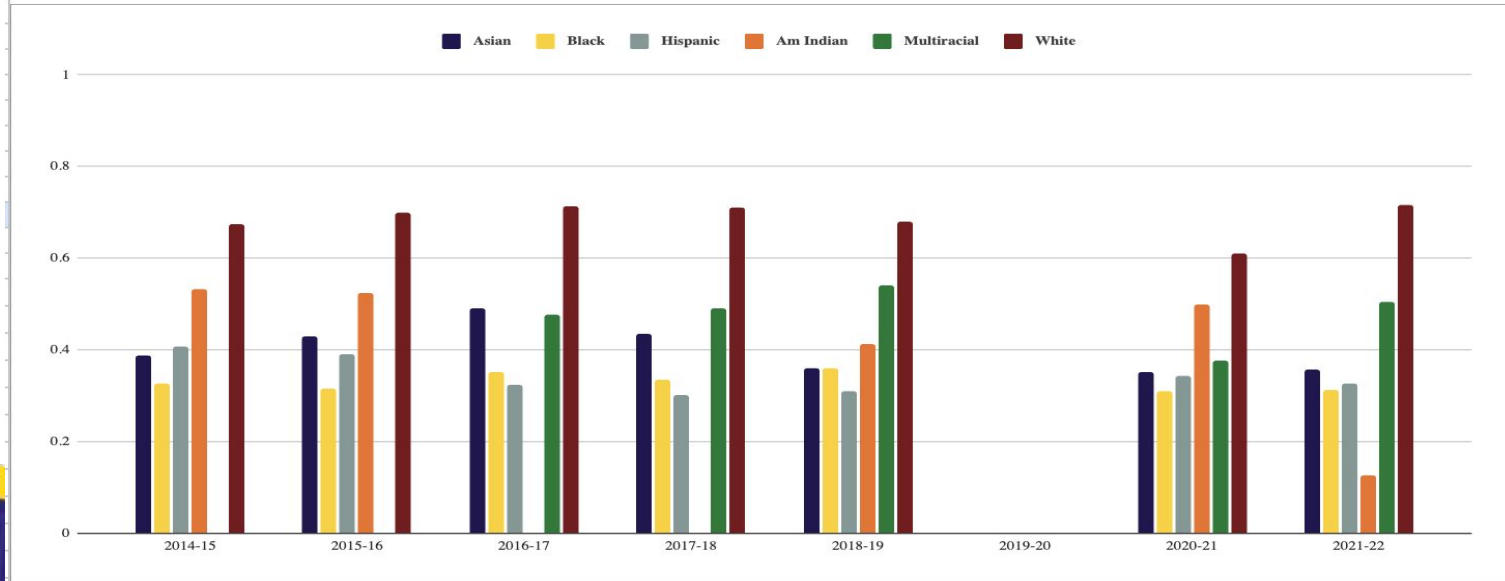
Statewide 2021

In 2021, Osseo Area Schools was 17 out of 20 in the ranking of White and Black student graduation rate gaps among the 2019 cohort of districts



Third Grade MCA Reading Proficiency

MCA-III Reading Proficiency Trend - Grade 3 - Enrolled by Oct 1																
Race/Ethnicity	2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Asian	258	39%	264	43%	265	49%	241	44%	237	36%	No Results Due to COVID-19 Pandemic		148	35%	247	36%
Black	413	33%	368	32%	320	35%	324	33%	281	36%			271	31%	319	31%
Hispanic	118	41%	141	39%	154	32%	136	30%	119	31%			93	34%	138	33%
Am Indian*	15	53%	21	52%	NA	NA	NA	NA	17	41%			8	50%	8	13%
Multiracial**	NA	NA	NA	NA	132	48%	102	49%	109	54%			93	38%	109	50%
White	714	68%	708	70%	681	71%	655	71%	684	68%			480	61%	577	72%



Collective - Systemic Equity

- ▶ Equity Foundational Training
- ▶ E-Team Seminars
- ▶ Systems professional development
- ▶ Coaching through the CLEAR Model

Capacity Equation

$$(K + S) \times W = C$$

Knowledge = Valued Information

Skill = Ability to apply knowledge

Will = Personal investment

Capacity = Maximum aptitude

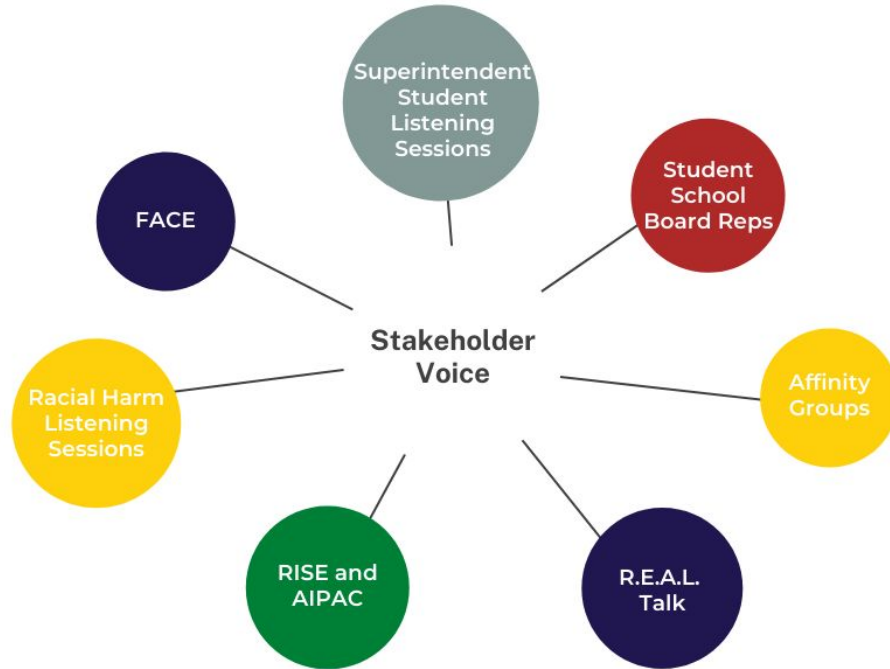
Osseo Area Schools

Current Work

Current Work



Amplify Stakeholder Voice



Partnership Development



Equity Transformation Cycle



Districtwide Highlights



Juneteenth 2022- Highlights

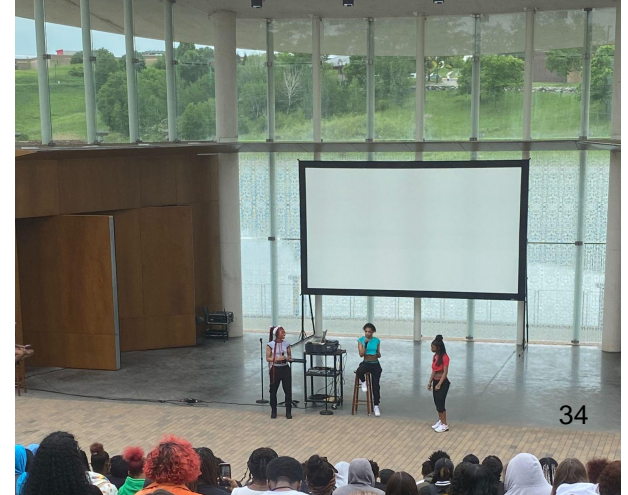


Slam
Poetry

African Dance
Performances



Dance and
Vocal Performances



Osseo Area Schools

Future Work

Future Work



Equity Oriented Strategic Plan



Strategic Growth and Change



Accountability




Navigating Change



Equity Oriented Strategic Plan

Through line:

- 5 Strategic Directions
- District 3-year plan
- Department 3-year plan
- Site 3-year plan
- Vision Cards



OSSEO AREA SCHOOLS
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STRATEGIC PLAN

MISSION STATEMENT
Our core purpose
Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

CORE VALUES
Drivers of our words and actions

HONOR AND INTEGRITY
Holding ourselves, each other and our system to the highest standards to create the best conditions for learning.

INCLUSION
Intentionally engaging diverse voices and perspectives equitably and respectfully.

INNOVATION AND EXCELLENCE
Cultivating creativity, ideas, confidence and transformational growth.

TRANSPARENCY
Communicating, modeling, and making decisions clearly, equitably and openly.

INTRINSIC VALUE
Each scholar, staff member and family is valued and respected for their perspective, experience and contributions.

VISION STATEMENT
What we commit to create
Unleash and enhance the brilliance of our scholars to thrive and change the world.

STRATEGIC DIRECTIONS
Prioritized focus of our time and resources

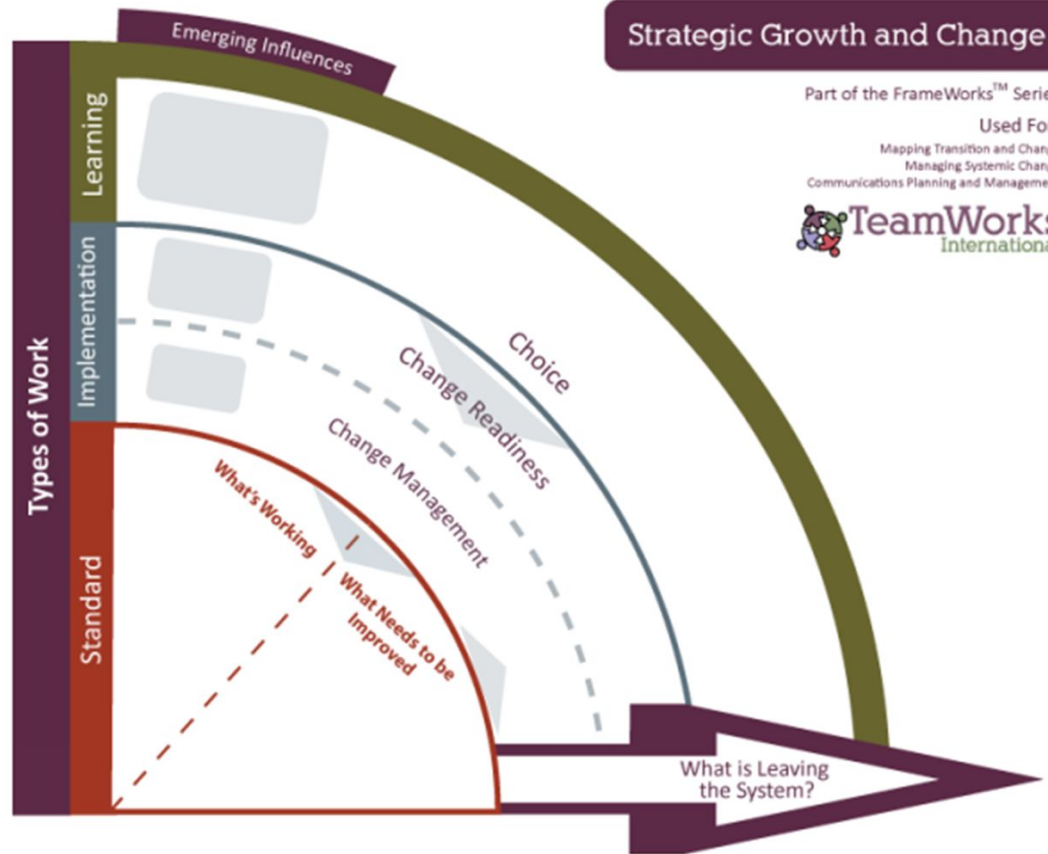
- Create safe, welcoming and inclusive learning environments that foster global curiosity, belonging, innovation and engagement.
- Build and nurture a culture of achievement by providing content rich, rigorous, equitable and individualized pathways.
- Promote inclusive participation of all of our communities and provide timely, relevant, and easily accessible communication.
- Create a system of operational innovation, excellence, accountability and sustainability.
- Address, acknowledge and reduce systemic disparities, barriers and inequities as we lead, develop and align our district toward continuous improvement.

district279.org/StrategicPlan



Strategic Growth and Change

Part of the FrameWorks™ Series
Used For:
Mapping Transition and Change
Managing Systemic Change
Communications Planning and Management





Accountability

(E) Address, acknowledge and reduce systemic disparities, barriers and inequities as we lead, develop and align our district toward continuous improvement.

Definition Statement	Mindful Critical Question(s) (MCQs)
An organization committed to continuous improvement is deliberate in its ongoing effort to improve all elements of the organization by monitoring inputs, processes, and outcomes so that the outcomes of its members exceed expectations.	<ul style="list-style-type: none"> How might we implement a regular, consistent process used to evaluate our practices, policies, and people that prioritize scholar confidence, courage, and competence? How do our stated values align with improvement measures and resource allocation?

Element	Indicators	Data Source	Intervene	Concern	Baseline	Progress	Vision	2019	2020	2021	2022
Process	E1. Leadership and Continuous Improvement Review Shared leadership and decision-making structures are present at multiple levels of the district and are organized to ensure participation of diverse stakeholders. There is an expressed and demonstrated focus on addressing systemic inequities.	Alignment Scale	≤43%	44-53%	54-64%	65-74%	>74%	NA	NA	NA	62%
		Equity Scale	≤43%	44-53%	54-64%	65-74%	>74%	NA	NA	NA	55%
		Leadership Scale	≤43%	44-53%	54-64%	65-74%	>74%	NA	NA	NA	62%
Process	E2. Staff Recruitment and Retention Ensuring That Staff are Representative of Our Scholars' and Families' Identities	% Staff of Color	≤9%	10-12%	13-15%	16-18%	>18%	13.4%	13.8%	14.5%	14.9%
		% Staff of Color Retained	≤79%	80-84%	85-89%	90-94%	>94%	NA	NA	NA	88%
		Perception Question	≤43%	44-53%	54-64%	65-74%	>74%	NA	NA	NA	63%
Process	E3. Strategic Leadership Review	Management Exchange Appraisal	NA	NA	NA	NA	NA	NA	NA	NA	NA
Outcome	E4. Achievement of State Standards (PK-11) Percent of Students Proficient or Making Progress or Growth	MCA Reading Proficiency (Median of Race/Eth groups)	≤28%	29-34%	35-40%	41-46%	>46%	48%	NA	NA	40%
		MCA Math Proficiency (Median of Race/Eth groups)	≤20%	21-26%	27-32%	33-38%	>38%	45%	NA	NA	30%
		MCA Reading Progress (Median maintained or improved)	≤50%	51-55%	56-60%	61-65%	>65%	66%	NA	NA	60%
		MCA Math Progress (Median maintained or improved)	≤36%	37-44%	45-52%	53-60%	>60%	57%	NA	NA	50%
		ACCESS for ELs Progress (ELP)	≤45%	46-50%	51-55%	56-60%	>60%	64%	NA	NA	53%
		FastBridge aReading Growth (Median making typical growth)	≤35%	36-44%	45-53%	54-62%	<62%	NA	NA	52%	46%
		FastBridge aMath Growth	≤35%	36-45%	46-55%	56-65%	<65%	NA	NA	57%	51%

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Questions or Comments?

Resolution for George Floyd and Systemic Racism

Update: May 16, 2023