

**Oregon City School District
School Board Meeting**

1617-425 Adopt Policy GCCB/GDCB/IKAA—Equity

Contact: Larry Didway

Discussion:

This resolution establishes the school board's equity stance as a foundation for ensuring welcoming learning environments and the success of every student.

Recommendation: Approve.

1617- 425 ADOPT POLICY GCCB/GDCB/IKAA EQUITY

WHEREAS, the Board of Education for Oregon City School District embraces equity as a fundamental pillar to achieving the mission of the school district to prepare each and every student for success as a high school graduate ready for post-secondary education and citizenship in a democracy and global society; and

WHEREAS, the Board of Education for Oregon City School District is committed to provide, protect, advocate for and value the educational opportunity of ALL students; and

WHEREAS, the Board of Education for Oregon City School District recognizes the value and worth of each and every one of our students; and

WHEREAS, the Board of Education for Oregon City School District is committed to ensuring all students have every opportunity to reach their full potential,

THEREFORE BE IT RESOLVED THAT the Board of Education for Oregon City School District Adopt Policy GCCB/GDCB/IKAA—Equity

Equity

The Oregon City School District is a community of learners committed to equity and the success of each student. The pursuit of academic excellence and maximizing the potential of each and every student is core to our mission. We are committed to that pursuit at the individual level and at the aggregate level. We believe that educational outcomes should not be predetermined by a student's background or circumstances. We will set high expectations, remove barriers to success and elevate the achievement of all students. The school district will affirmatively support and will take no action that negatively impacts student achievement no matter who the student is.

When each student enters a school of the Oregon City School District, dreams are nurtured, history and cultural heritage are celebrated, love of learning is fostered, educational, physical, emotional and social needs are supported.

Equity fosters an inclusive and barrier-free environment in which everyone will fully benefit. The district will apply this principle of equity to all policies, programs, operations, practices and resource allocations. All students will have access and opportunity to a high-quality education. Equity is achieved when there is sufficient evidence that each child has a high-quality educational experience.

The Oregon City School District is committed to the following foundational beliefs:

1. We believe that each student can learn with adequate support at the highest levels when all staff provide equitable access and opportunity for learning, and hold each student to high expectations;
2. We believe that an inclusive and welcoming environment plays a critical role in supporting a child's educational goals;
3. We believe that everyone in the district must act to eliminate barriers to preparing all students for college, career and active participation in civil society;
4. We believe an equitable education system requires providing teachers with the tools and support to meet the needs of each student; and;
5. We believe resources must be allocated equitably, not necessarily equally, in order to maximize the academic achievement of every child and the ultimate success of entire student body.

To realize our beliefs the Oregon City School District will:

1. Create and nurture a safe and healthy learning environment that is inclusive and welcoming, highly collaborative, and where all students, families and staff behave and interact with integrity, respect and fairness.
2. Systematically use district-wide and school level data to inform district decision-making while maintaining the privacy of individual students. Whenever available, the data will be disaggregated by race, ethnicity, language, special education, gender, socioeconomic background and mobility;
3. Provide all students with equitable access to high quality curriculum, programs, teachers and

administrators, extracurricular activities and support services, even when this means differentiating resource allocation;

4. Affirm the identity of each student, acknowledge and celebrate differences to create a sense of belonging for each student and promote unity;
5. Incorporate the voice, culture and perspectives of students, staff, families and communities that reflect student demographics to support and enhance student success;
6. Identify and counteract biased instructional materials, assessments, and practices that perpetuate achievement disparities and lead to disproportionate levels of student success;
7. Provide multiple and varied opportunities in order to meet the needs of the diverse student body;
8. Actively recruit, hire, and retain highly qualified staff that reflect student demographics at all organizational levels and support employees to engage in culturally responsive practices and delivery of quality instruction and service; and
9. Ensure that district priorities and strategic plans embrace the principle of equity as a key feature and present measurable outcomes to prepare all students for college, career and life.

END OF POLICY

Legal Reference(s):

ORS 332.107

**Oregon City School District
School Board Meeting**

**1617-426 Affirm District Commitment To Safe, Caring & Inclusive Learning
Environments**

Contact: Larry Didway

Discussion:

In our local schools, there has been an increase in reported incidents of students victimized by racially motivated harassment and intimidation. These incidents demand increased effort to create and maintain a welcoming and inclusive culture in our schools and community.

While recent incidents have heightened public awareness and discourse, it is important to acknowledge the long history racism, in particular, has played in our nation, state and local community. These incidents are neither new nor isolated. Our region is growing in strength and diversity with a rapidly changing demographic, and we must embrace the role of public education to prepare all students as citizens in a civil and plural society.

The school board has a unique responsibility to stand together as leaders. This resolution publicly affirms the school board's commitment to ensuring learning environments free from bullying, intimidation and harassment.

Recommendation: Approve.

**1617- 426 AFFIRM DISTRICT COMMITMENT TO SAFE, CARING & INCLUSIVE
LEARNING ENVIRONMENTS**

WHEREAS the Board of Education for Oregon City School District is committed to the success of every student in each of our schools; and believes that an inclusive and welcoming environment plays a critical role in supporting a child's educational goals; and

WHEREAS, the Board of Education for Oregon City School District will provide, protect, advocate for and value the educational opportunity of ALL students no matter their race, gender, gender identity, religion, sexual orientation, language, immigration status, disability or ethnicity; and

WHEREAS the Board of Education for Oregon City School District believes that the physical safety and emotional well-being of all children in the District is paramount, and does not tolerate any form of discrimination, harassment or bullying;

THEREFORE BE IT RESOLVED, that the Board of Education for Oregon City School District affirms the following policies:

1. JF/JFA—Student Rights & Responsibilities that states:

“The Board has the responsibility to afford students the rights that are theirs by virtue of guarantees offered under federal and state constitutions and statutes. In connection with rights are responsibilities that must be assumed by students.”

2. AC—Nondiscrimination that states:

“The district shall promote nondiscrimination and an environment free of harassment based on an individual’s race, color, religion, sex, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, national origin, disability, marital status or age of any other persons with whom the individual associates.”

3. JFCF—Harassment/Intimidation/Bullying/Cyberbullying that states:

“The Board is committed to providing a positive and productive learning environment. Harassment, intimidation or bullying and acts of cyberbullying by students, staff and third parties toward students is strictly prohibited.”

And that defines “harassment, intimidation or bullying” as:

“any act that substantially interferes with a student’s educational benefits, opportunities or performance, that takes place on or immediately adjacent to district grounds, at any district-sponsored activity, on district-provided transportation or at any official district bus stop, that may be based on, but not limited to, the protected class status of a person.”

and, BE IT RESOLVED, that the Oregon City School District shall:

1. Create and nurture an inclusive and welcoming environment for all students, families, and staff; and
2. Review, strengthen and improve implementation of all appropriate policies and procedures to ensure learning environments that are free from bullying, intimidation and harassment; and
3. Promptly and thoroughly investigate and respond to all complaints and incidents of discrimination, harassment and/or bullying promptly and thoroughly; and
4. Take action, as appropriate, to stop the offense, prevent it from occurring in the future, and provide an opportunity for restoration; and
5. Establish and utilize a restorative justice framework to facilitating learning and healing while protecting and supporting victims and holding offenders accountable; and
6. Initiate and support efforts to affirm each student, acknowledge and celebrate differences, and create a sense of belonging for all; and
7. Develop an Equity Action Plan to be reported in a school board meeting no later than September 2017.

and, BE IT RESOLVED, that the Superintendent shall ensure that the Oregon City School District administration and staff understand and follow the principles and practices supported and reaffirmed by this resolution; and

BE IT RESOLVED, that the Superintendent shall ensure that the Oregon City School

District community, including all parents and students, will have easy access to information about the district policies and practices to promote nondiscrimination and an environment free of harassment that are supported and reaffirmed by this resolution; and

BE IT RESOLVED, further that the Oregon City School Board authorizes the Superintendent to carry out this resolution and communicate its content as needed, and provide updates as to the implementation and effectiveness of such efforts to the School Board.

Oregon City School District School Board Meeting

1617-427 A Resolution in Support of Immigrant Students and their Families

Contact: Larry Didway

Discussion

Under federal law, state and local educational agencies are required to provide all children with equal access to public education at the elementary and secondary level. Some students have expressed vulnerability, fear, and confusion. Some have been targets of hurtful harassment and intimidation based upon their or their parents' or guardians' actual or perceived citizenship or immigration status.

This climate produces alarming levels of fear and anxiety, especially among children of immigrant families. The fear is tremendous and profound. All students, regardless of whether they are members of targeted groups, are vulnerable to the ensuing stress that can impact both academics and behavior.

As community leaders for educational equity, we have a unique responsibility to stand together to seek to provide public schools that are free from harassment and discrimination. This resolution reassures families of the district commitment to providing a safe environment conducive to learning for all children and the district protocol related to accessing students and student information.

Recommendation: Approve.

1617-427 A RESOLUTION IN SUPPORT OF IMMIGRANT STUDENTS AND THEIR FAMILIES

WHEREAS, under federal law, the district is required to provide all children with equal access to public education at the elementary and secondary level without regard to their or their parents' or guardians' actual or perceived citizenship or immigration status; and

WHEREAS, the Oregon City School District is committed to creating safe and inclusive learning environments for all students, staff and families; and

WHEREAS, the Oregon City School District welcomes and educates students from all over the world; and

WHEREAS, the Oregon City School District does not collect immigration documents for enrollment in our schools; and

WHEREAS, Oregon law (ORS) 181A.820(1) states, "No law enforcement agency of the State of Oregon or of any political subdivision of the state shall use agency moneys, equipment or personnel for the purpose of detecting or apprehending persons whose only violation of law is that they are persons of foreign citizenship present in the United States in violation of federal immigration laws;" and

WHEREAS, the Board of Education for Oregon City School District affirms the following applicable district policies:

1. JOA—Directory Information that states:

“Directory information means those items of personally identifiable information contained in a student education record which is not generally considered harmful or an invasion of privacy if released.”

2. JOB—Personally Identifiable Information that states:

“Personally identifiable information will not be released without prior signed and dated consent of the parent, student 18 years of age or older or emancipated.”

3. JO/IGBAB—Education Records/Records of Students with Disabilities that states:

“The district shall maintain confidential education records of students in a manner that conforms with state and federal laws and regulations.”

4. KN—Relations with Law Enforcement Agencies that states:

“The district, as a matter of courtesy, requests that law enforcement officers report their presence in a building to the principal, administrative designee, or school resource officer, unless there is an emergency.”

And WHEREAS, district personnel are therefore forbidden from using district resources to enforce federal immigration laws pursuant to Oregon Revised Statute (ORS) 181A.820(1);

THEREFORE, BE IT RESOLVED, that district personnel shall observe the following specific protocols, policies and laws in place when asked by law enforcement agencies for access to students or student information:

Access to Information About Students

- Directory information shall be released only with administrative direction.
- Directory information considered by the district to be detrimental will not be released.
- Information will not be given over the telephone except in health and safety emergencies.
- At no point will a student’s Social Security Number or student identification number be considered directory information.
- Any information that is not designated as directory information can only be disclosed with a court order (e.g., subpoena) or with permission from either the parent or other legally qualified designee.

Access to Students During the School Day

- If law enforcement arrives at a school building to question a student, district staff should handle this situation just as any other visit from law enforcement.
- Any law enforcement officer may be required to show identification and documentation of purpose. The building administrator must be notified

and will determine if access will be granted, what notification is provided to parents, and whether an administrator should be present during the meeting between law enforcement and the student.

- In all cases, Oregon City School District will meet our obligation to educate **every** student by following existing law and implementing our existing policies and procedures to ensure all students receive an education.

Reporting Requirements

- All public schools have a legal obligation to educate every child within the ages of 5 thru 18 who has not completed the 12th grade, or until 21 if required by the Individuals with Disabilities Education Act (IDEA).
- This obligation is not dependent on whether or not the child is legally within the United States.
- Reporting students to law enforcement (e.g., Immigration & Customs Enforcement) may result in the district preventing a student from receiving the education they are required to provide due to the student being removed by I.C.E., and is therefore prohibited.¹

And, BE IT RESOLVED, that the Superintendent shall ensure that the Oregon City School District administration and staff understand and follow the principles and practices supported and reaffirmed by this resolution; and

BE IT RESOLVED, that the Superintendent shall ensure that the Oregon City School District community, including all parents and students, will have easy access to information about the district policies and practices to promote nondiscrimination and an environment free of harassment that are supported and reaffirmed by this resolution; and

BE IT RESOLVED, further that the Oregon City School Board authorizes the Superintendent to carry out this resolution and communicate its content as needed, and provide updates as to the implementation and effectiveness of such efforts to the School Board.

¹ See Plyler Dear Colleague Letter from the US Dept. of Justice and the US Dept. of Education Office of Civil Rights.