Educator Advancement Council

Meeting Minutes

9:00 am - 12:30pm

1:15 - 3:00 pm

6/23/2021

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Attending: Ben Cannon, Andrea Molnar, Anthony Rosilez, Belle Koskela, Don Grotting, Mark Girod, Michele Oakes, Marvin Lynn, Bill Graupp, Elena Barreto, Roberto Gamboa, Melissa Wilk, Colt Gill, Ardis Clark, Leah Dunbar, Martha Richards,

Excused: Lisa Longoria, Susan Roebber, Shannon Criss, Michelle Cardenas, Rep McLain

Staffing: Daniel L. Ramirez, Interim Executive Director; Elizabeth Castillo-Lopez, Council Administrator; Angela Bluhm, Educator Program Analyst; Lynne Gardner and Emily McCaffrey, Program Director Educator Programs; Mercedes Jones, Horalia Rangel, Oregon Teachers Scholar Program Coordinator

9:05 1.0 Call to Order and Acknowledgment of the Original People of the Land **Chair Koskela**

Chair Koskela calls the meeting to order.

9:07 1.1 Roll Call **Elizabeth Castillo-Lopez**

Elizabeth takes roll call and determines that we have a quorum.

1.2 Agenda Review **Chair Koskela**

9:08 Chair Koskela moves over to the land acknowledgement. Once she is done reading the statement hands it over to Daniel (ED) to read a small statement. And take a moment of silence. (Refer to meeting materials for statement)

9:11 2.0 Consent Agenda – Action Item **Elizabeth Castillo-Lopez**

2.1 Agenda Approval

2.2 Approval of February meeting minutes

Chair brings group together and moves forward to meeting to agenda item 2.0- consent agenda. Gives directors a few minutes to review April meeting minutes.

9:13 Chair asks to move motion to approve the consent agenda. Director Grotting moves motion, Director Richards seconds. Chair asks for vocal vote, all approve. Motion passes.

9:15 3.0 2021-2023 REN Plans Mercedes Jones| Angela Bluhm

Chair Koskela hands it over to Mercedes to introduce the next agenda item. Mercedes explains the process. Council members will be placed into *two breakout rooms where we will hear presentations from REN coordinators on their REN plans. After each presentation we will hold 5 minutes for Directors to ask clarifying questions. After the presentations we will reconvene and vote on each plan.*

A discussion followed.

9:27 Emily sends all council members/ public into breakout rooms and REN presentations begin.

9:28 Director Oakes loses signal, and leaves the meeting.

9:30 Director Richards leaves the meeting.

9:44 Presentations end and Chair Koskela brings groups back into the big meeting room, gives everyone a break as we wait to get quorum back to move forward to the voting section. We lost two rotating directors. Discussion followed.

9:47 Director Graupp and Director Dunbar join the meeting. (We have quorum)

10:54 Executive Director, Daniel gives an overview of the scoring process (please refer to slide deck for reference).

10:58 Director Oakes rejoins the meeting.

10:59 Daniel hands over to Chair Koskela, she checks with Elizabeth to make sure quorum is still good to go. Once confirmed by Elizabeth, Chair Koskela moves on to the first plan. Chair Koskela will share strengths and opportunities for growth for each REN and then she will open for motion.

11:03 <u>OTREN</u>

<u>Strengths</u>

- Iterative small scale piloting has taken root in the region
- Strong understanding and commitment to the improvement science process
- Budget is beautifully attached to change ideas
- Working towards engaging educators of color while being cognizant of “tokenism”
- Pursuing teacher leadership opportunities with other RENs- realizing as networks.

<u>Opportunities for Growth</u>

- Equitable decision making/approval process for CB to engage in to approve large expenditures
- Establishing two way communication loops that extend beyond updating, informing and gathering.

Director Graupp moves motion, Director Wilk seconds. Roll call, vocal vote. All approve, Director Gamboa abstains. Motion passes.

11:06 <u>DREN</u>

<u>Strengths</u>

- Your use of affinity groups to engage with educators of color and guide the work is impactful
- Solid routines for PDSA
- Several training opportunities to support equity coaching and strengthen equity knowledge in region
- DREN has done some great work including and connect with EAC since the first iteration of the

plan
- Increasing CB teacher representation with intention during COVID

Opportunities for Growth
- Evaluating methods of engagement, communication, etc. to identify who the efforts are/aren't reaching
- Identifying ways to build leadership opportunities for educators of color

Director Grotting moves motion, Director Clark seconds. Roll call, vocal vote. All approve, motion passes.

11:08 NREN

Strengths
- Educators of color are centered in the work
- Racial equity is foundational to the work--protocols, equity learning and engaging educators of color
- BIPOC committee guiding and informing REN work and change ideas
- Communication with BIPOC educators

Opportunities for Growth
- Clear plans for how REN work will move forward
- Building data capacity
- Communicating learnings of PDSA cycles and data outcomes

Director Molnar moves motion, Director Lynn seconds. Roll call, vocal vote. All approve, motion passes.

11:11 SC2V REN

Strengths
- Equity protocols in place and engaging educators of color in the work
- Working with multiple external agencies
- Intentional and purposeful engagement with the three tribes in the region to build knowledge about Tribal History/ Shared History
- Feedback gathered from the community is used to inform future REN work

Opportunities for Growth
- Work to ensure that communication is 2-way and not just gathering information and providing updates
- Revisiting who the region is communicating with and identifying whose voices are missing
- Establishing routines to share PDSA learnings quickly across teams

Director Lynn moves motion, Director Wilk seconds. Roll call, vocal vote. All approve, Director Girod abstains. Motion passes.

11:14 CREN

Strengths
- Clear, concise and well thought out timeline and plan to move REN work forward- especially in areas of growth
- Equity protocols embedded throughout REN work and intentionally centers educators of color
- Community informs future REN work and feedback guides the work
- Strong understanding and commitment to the improvement science process

Opportunities for Growth
- Engagement in statewide initiatives that support the diversification of the educator workforce. Plan mentions Tribal History/Shared History, but doesn't give details on how the REN will engage

- Established routines to share PDSA learnings across teams
- Developing data sharing agreements when needed

Director Rosilez moves motion, Director Graupp seconds. Roll call, vocal vote. All approve, motion passes.

11:17 <u>MCREN</u>

<u>Strengths</u>

- Embedded equity protocols in decision making and change ideas
- Feedback from community informs change ideas and funding distribution
- Educators of Color are centered in REN work
- Data posed itself as a challenge, so the REN has found other innovative pathways to establish and make its own data platform

<u>Opportunities for Growth</u>

- Communication focuses on informing and consultation with communication. Has room to transform into involving, collaborating and deferring to community

Director Grotting moves motion, Director Clark seconds. Roll call, vocal vote. All approve, motion passes.

11:20 <u>WREN</u>

<u>Strengths</u>

- Clear understanding and well articulated and documented PDSA cycles.
- Strategic planning on how to involve and include districts who are not being represented in REN work
- Strong data team
- Strong internal and external relationships to help build knowledge in specific areas within the network
- Centers educators of color and provides opportunities for educators of color to be in leadership roles within the REN work through change ideas

<u>Opportunities for Growth</u>

- Communication loops consist mostly of updating and gathering, rather than involving and collaborating.

Director Graupp moves motion, Director Wilk seconds. Roll call, vocal vote. All approve, Director Dunbar abstains. Motion passes.

11:24 <u>SOREN</u>

<u>Strengths</u>

- Multiple opportunities for professional learning or coaching on equity have been offered to REN and ESD staff
- Data collection
- Intentional relationship building with ESD established Educators of Color affinity group to help build relationships with other educators of color
- Intentional relationship building with early learning hub
- Utilizing existing networks and relationships through the ESD

<u>Opportunities for Growth</u>

- PDSA work aligned to AIM and input from region beyond ESD
- Professional learning distributed more intentionally beyond REN coordinator, REN staff and Southern Oregon ESD staff.
- Systematizing routines and processes to document PDSA cycles

- Establishing two way communication loops

Director Grotting moves motion, Director Molnar seconds. Roll call, vocal vote. All approve, motion passes.

11:34 <u>EOREN</u>

<u>Strengths</u>

- Very clear, thorough description of the development of Rural Collaboratives change idea
- Despite limited capacity, region is implementing impactful change ideas for rural school districts/buildings with PD series on racial equity
- Coordinating Body engaged and approved a membership structure that has provided stability for the REN through the pandemic

<u>Opportunities for Growth</u>

- Centering of indigenous and/or tribal educators, educators of color in the design process intentionally - difference is “designing for/with” rather than “including”
- Partnerships/engagement with community organizations (particularly culturally-specific community orgs) and tribal governments/education agencies
- Equity protocols to help guide CB when making decisions
- Routinized processes to document PDSA cycles and share learnings

Director Grotting moves motion, Director Wilk seconds. Roll call, vocal vote. All approve, motion passes.

11:38 <u>COREN</u>

<u>Strengths</u>

- Intentional and meaningful partnership with a GYO in the region and testing out change ideas within the GYO to support diversifying of the educator workforce
- Multiple PL opportunities have been offered to network to advance knowledge in improvement science and equity
- Clearly established process to document PDSA cycles and understanding of PDSA process

<u>Opportunities for Growth</u>

- Centering educators of color in the design process intentionally - difference is “designing for/with” rather than “including”
- Partnerships/engagement with community organizations (particularly culturally-specific community orgs) of which there are many in the Central Oregon area

Director Molnar moves motion, Director Wilk seconds. Roll call, vocal vote. All approved, Director Clark abstains. Motion passes.

11:42 4.0 Additional votes — Chair Koskela

4.1 EAC Policy Option Packages
4.2 EAC Dates for 2021-2022

Chair Koskela congratulates all RENs and moves to agenda item 4.0. Additional votes for today. Daniel gives a little overview of agenda item 4.0. (Please refer to meeting materials for slide deck). Discussion followed.

12:08 Director Bill moves motion to pass the EAC Policy option packages, Director Lynn seconds. Roll call vocal vote. All approved, motion passes.

12:10- 12:22 Chair Koskela moves forward to approval of 2021-22 meeting dates (discussion followed). **Chair asks for motion to pass dates, Director Grotting moves a motion, Richards seconds. Director Graupp abstains, all approve. Motion passes.**
Elizabeth will be sending calendar invites next week.

12:22 Lunch

1:15 Chair reinstates the meeting from lunch and welcomes everyone back. Hands it over to EAC Staff to read a couple statements. Lynne and Mercedes take the lead and read statements.

1:21 5.0 EAC Leadership **Daniel Ramirez**

5.1 Chair & Vice Chair
5.2 Marvin to School Board Member
5.3 Seats coming open and outreach:
High school teacher seat, elementary teacher seat, admin seat? (Lisa), tribal rep

Chair moves meeting forward to agenda item 5.0. Membership and leadership. Chair Koskela will serve one more year as chair of council, Don Grotting will be stepping down from vice chair position. Chair announces that Bill Graupp will be leaving the EAC as he will no longer be a school board member. Marvin Lynn will change positions on the EAC council as the school board member. Other seat updates will be coming. Daniel will send out an email with more information regarding Vice-Chair nominations and other seats open. Discussion followed.

1:33 6.0 University Equity Plans **Lynne Gardner|Emily McCaffrey**

6.1 University of Oregon
6.2 Oregon State University
6.3 Western Oregon University

Chair moves the meeting forward to agenda item 6.0. University Equity plan presentations. Hands over meeting to Lynne Gardner who introduces the agenda item, which are presentations from three universities on their equity plans. After the presentations, council members will have time for questions and discussion.

1:34 Dianna Carrizales- Engelmann presents for Oregon University. (Please refer to the meeting materials for slide deck).
1:44 Susan Gardner, presents for Oregon State University. (Please refer to the meeting materials for the slide deck).
1:51 Mark Girod, presents for Western Oregon University. (Please refer to the meeting materials for the slide deck). Discussion followed.

2:10 7.0 Membership and EAC Departures **Chair Koskela**

7.1 Membership movement
7.2 Membership recruitment
7.3 Departures

Chair moves the meeting to agenda item 7.0. Honoring EAC departures. Directors have the chance to say their gratitude to Directors leaving the EAC Council. (Bill Graupp, Melissa Wilk, and Daniel Ramirez). Directors have the chance to express gratitude to departing directors.

2:47 8.0 Executive Director Update Daniel Ramirez

Daniel moves the meeting forward and gives his ED update. (Please refer to the meeting materials for the document).

2:55 9.0 Public Comment Chair Koskela

- *To provide public testimony, sign in at the meeting or submit written testimony prior to the meeting to eacinfo@oregonlearning.org.*
- *Each group may have one speaker; each individual or group spokesperson will have three (3) minutes.*
- *The Council welcomes and appreciates public input, but due to time constraints is unable to respond directly to testimony during the meeting.*

Elizabeth confirms we have no public comment at this time.

2:57 12.0 Future Agenda Items and Plus/Delta/Adjourn Chair Koskela

Chair mentions the exit ticket and gives closing remarks, sending gratitude to every director for all the work done. Chair closes the meeting.