

MINUTES OF WORK SESSION OF GLADSTONE SCHOOL BOARD
SCHOOL DISTRICT #115, CLACKAMAS COUNTY
GLADSTONE, OREGON

March 10 and 11, 2017 Minutes

BOARD ATTENDANCE:

Sharon Soliday, Chair
Nicole Vera-Vera Couzens, Vice Chair
Rod Cole, Member
Kristin Eaton, Member
Jay Schmidt, Member
Bruce Wadsworth, Member

BOARD ABSENT:

Carlos Castañeda, Member

Bob Stewart, Superintendent

The Work Session of the Gladstone School District Board of Directors was held in the School District Administration Office on Friday, March 10, and Saturday, March 11, 2017.

Foundational Equity Training

March 10-11, 2017

Facilitated by Daryl Dixon and Scott Nine

Learning Targets:

- Attention to the historical timeline of Oregon and the recent history of Gladstone in developing a strong place-based context for equity work in the district.
- Foster a culture of personal and collective learning, cultural humility, and understanding that this is “inside out” work and not something that can be approached only with a how to manual.
- Increase awareness and articulation of school environment, policies, school culture, curriculum, and communication through an equity lens.
- Awareness of different “levels of discourse” with attention to increasing authenticity and accessibility of language being used.
- Grow willingness to use personal and positional power and privilege to provide opportunities, hear and address concerns, build partnerships across differences, understand how to build trust and broker relationships particularly with People of Color and those traditionally excluded and marginalized.
- Review equity development within the district to date.

Friday, March 10th

6:30pm

- Welcome and Purpose, Bob Stewart and Sharon Soliday
- Introductions - Name Share
- Creating Gracious Space (Ground Rules and Agreements)
- Supporting a Learning Space (Zones of Comfort, Risk, and Danger)

7:00pm Historical Timeline of Oregon

9:00pm Adjourn

Saturday, March 11th

- 8:30am Good Morning**
- Review and Preview
 - What brings Daryl and Scott to this work?
 - Review agreements
 - KWL - What do you know and want to know?
- 9:00am Historical Scan of Gladstone School District**
- 9:45 am Presentation: Types of Racial Inequity**
- 10:45am BREAK**
- 11:00am Final Word Protocol: *Privilege as a Practice* - by Matt Kolan and Kaylynn Sullivan**
- 12:00pm Mini-lesson on Privilege using Monopoly as a Metaphor**
- 12:15pm Lunch**
- 1:00pm Review of District's Equity Journey to Date**
- Family Voice Sessions Summary
 - Racial Equity Tool
 - Admin and Staff Cadres
- 1:30pm Q and A with Daryl and Scott**
- 2:00pm Micro-aggressions and Macro-interventions**
- Impacts of racial micro-aggressions
 - Donella Meadows: *Leverage points: Places to intervene in a system*
- 3:00pm Fostering a culture of learning**
- Jay Smooth video
 - Dialogue
- 3:40pm Reflection, Next Actions, and Closing**
- 4:00pm Adjourned**

ATTEST:

Sharon Soliday, Board Chair

Date

Bob Stewart, Superintendent

Date