

Salem-Keizer School Board  
Support Services Center – Room 2  
2575 Commercial Street SE  
Salem, Oregon 97302



## AGENDA

March 21, 2017

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6:00 pm Budget Committee, 7:00 pm Special Meeting

*Note: Signup sheets are available prior to the meeting if you wish to speak; please keep comments to three minutes. This meeting may be taped and televised by the media. If you have questions regarding the agenda, please contact Executive Administration at 503-399-3001.*

7:00 PM – SPECIAL MEETING

### CALL TO ORDER

Chairperson

1. AUDIENCE COMMUNICATIONS

Patrons

a. Audience (testimony related to agenda items only).

2. ACTION

Superintendent Perry

a. \*Equity Lens.

b. \*Citizen's Facilities Task Force Recommendations.

### ADJOURNMENT

6:00 PM BUDGET COMMITTEE MEETING – Room 2

**EQUITY LENS**

Background/Discussion:

During the past year the board has had work sessions on Equity on the following dates:

- October 11, 2016
- December 13, 2016 (Safe and Welcoming Schools)
- January 10, 2017 (Safe and Welcoming Schools)
- February 14, 2017
- February 28, 2017

On January 10<sup>th</sup> the board adopted the Safe and Welcoming School Policy. At a later work session, the board agreed to develop an Equity Lens and once adopted the board will review their policies using the adopted Equity Lens.

On February 28<sup>th</sup> the board scheduled a work session to develop the first draft of an Equity Lens. There was not a quorum of the board, but three members developed a draft. This draft was forwarded to the entire board as a first reading at the last regular business meeting.

Board Action:

The Equity Lens was presented as a first reading on March 14, 2017 for information and discussion and is now being presented for action.

# Salem Keizer Board of Directors Equity Lens

The Salem-Keizer Public School Board of Directors is committed to the vision: ALL students graduate prepared for a successful life. This requires that the school board attend to the effects of resource allocation, program development, and support systems on ALL students. This equity lens is designed to assure that decisions are made which provide for EACH student's needs so that the district's vision can be realized.

## Our Collective Commitments:

- Equity in the Salem Keizer School District will not be confused with equality where all students are treated the same. Equity will be attained when the achievements of our historically underserved students match the outcomes of students in the dominant culture; when underserved groups increase in capacity and power; and when barriers to student success have been mitigated or eliminated;
- This commitment means that student success will not be predicted nor predetermined by characteristics such as, but not limited to, race, national origin, religion, disability, geographic location, economic circumstance, mobility, native language, sexual orientation, gender identity, or level of proficiency upon entering our schools;
- The Board will consider the impact of proposed changes on underserved, diverse and marginalized individuals and groups. Changes in resource allocation, design and implementation of policies and programs will be considered in light of equitable outcomes;
- Regular data collection and analysis will reveal the effect of resource allocation, policies and programs on equitable outcomes.

The Board will

- adopt an equity lens to guide decisions that come before the board
- annually review the policies of the board, specifically the executive limitations and results policies, to ensure the work of the Board is focused on equitable outcomes.
- Assure that the communities of our students who are not achieving equitable outcomes are included in deliberations as decisions are being considered.

## Equity Lens Questions:

The Board of Directors will consider the following questions as part of planning and decision-making for new proposals and/or initiatives:

- Does the initiative align with the District mission/vision?
- What data has been used to inform the initiative and what does the data tell us about our subgroups?
- What subgroups does the decision or initiative affect both positively and negatively?
- How have members of the community been intentionally involved in the decision making process? What do those people tell us about the proposal that has resulted?
- What are the barriers to more equitable outcomes? (e.g. mandates, politics, finances, community expectations, etc.) How will the barriers that cannot be eliminated be mitigated?
- How does this decision build capacity and power in underserved groups?
- What would it take from the Board for this initiative to be both sustainable and scalable?
- What data would we like collected to inform reflection on the effects of this decision?

The Board of Directors will interact with the following questions as part of implementation reports and initiative monitoring:

- Have there been unintended consequences affecting equity because of this decision and how have those unintended consequences been mitigated?
- What does the data tell us about the success of our subgroups due to this decision?

## CITIZENS FACILITIES TASK FORCE RECOMMENDATIONS

### Background/Discussion

The Long Range Facilities Plan, which has been underway for the last 24 months, provides a comprehensive analysis of the District's facilities needs as well as our ability to meet short, mid- and long-term educational, functional, and operational needs.

Beginning with the strategic plan report that was presented at the February 23, 2016 meeting, followed by the presentation at the summer planning session on July 26, 2016, the Board received updates related to emerging themes from the analysis of work conducted by staff to address immediate enrollment and capacity needs, as well as work related to the Long Range Facilities Plan. Examples of the themes included: capacity, core infrastructure, growth, instructional program needs, and non-routine building maintenance.

Long range facilities planning requirements are codified by ORS 195.110. Examples of the content required in the plan includes:

- Descriptions of physical improvements needed in existing schools.
- Population projections by school age groups and identification of the facilities needs based on the projections.
- Ten-year capital improvement plan.
- Financial plans to meet the District's facility needs.

To gather this information, assessments were conducted at each of our schools and support facilities documenting site conditions, building envelope, structure, mechanical, plumbing, and electrical systems. Educational adequacy assessments were done through interviews with Salem-Keizer principals and comparisons to our educational specifications. In addition, staff worked with Portland State University to develop 20-year enrollment projections and used that data to analyze both classroom and core infrastructure capacity needs of schools.

At its October 11, 2016 meeting, the Board received an update of the Long Range Facilities Plan with a staff recommendation to create a Citizens Facilities Task Force (Task Force). The charge of the Task Force was to review the Long Range Facilities Plan and provide recommendations related to the completion of the required Capital Improvement Plan.

The Task Force held its first meeting in December and met throughout January and February and has provided its recommendations to the School Board as charged. The recommendations address identified facility needs in the following areas:

- Capacity and core infrastructure facilities.
- Non-routine maintenance needs of schools and support buildings.
- Instructional Technology and infrastructure.
- Educational adequacy.
- Safety and security.
- Seismic.

The Task Force presented its recommendations to the School Board at its March 14, 2017 meeting.

Recommendation

Staff recommends the Board accept the recommendations as presented by the Task Force and direct staff to conduct a bond feasibility study to gather public opinion information regarding specific aspects of the recommendations. The study would help gauge public support of various capital construction packages as well.

Board Action

This item is presented to the School Board as a continuation of the discussion from the March 14, 2017 meeting and to take formal action by directing staff to conduct a bond feasibility study.