



BOARD OF DIRECTORS
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Christy Perry, Superintendent

AGENDA

BOARD MEETING

5:15 p.m. Modified/Limited Business Session (public session)

6:00 p.m. Executive Session (non-public session)

February 14, 2023

Board and designated staff only meet in person, Support Services Center, 2575 Commercial Street SE, Salem, Oregon.

Public access is available online:

English: <https://youtube.com/live/WWSaWXRa3oA>

Spanish: <https://youtube.com/live/oTZrGS6SEVo>

ASL: Services provided during meeting.

Meeting broadcast on CC:Media, channel 21. Closed caption in English through CC:Media television and YouTube.

In order to make time for deliberations in executive session, the sequence of February board meetings has been adjusted. February 14 will be a limited business session, followed by executive session; February 28 will be the regular business session, at which time the board will hear public comment, both on the Integrated Application and other action items.

1. **CALL TO ORDER** Chairperson
 - a. Attendance
 - b. Land Acknowledgement
 - c. Pledge of Allegiance
 - d. Agenda Modifications

2. **ACTION ITEMS** Chairperson
 - a. *Approve the Black History Month Proclamation

3. **READINGS/DISCUSSION** Chairperson
 - a. *Integrated Application

4. **EXECUTIVE SESSION (non-public session)** Chairperson

The board will meet in executive session under the following Oregon Revised Statute (ORS):

 - a. ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent.

Representatives of the news media are allowed to attend executive sessions, except for those sessions held in regard to expulsions. All other audience members are excluded from executive sessions and are asked to exit the meeting area. Representatives of the news media are specifically directed not to report on any of the deliberations during executive sessions, except to state the general subject of the session as listed on the agenda. No recording of executive sessions is allowed without express permission from the board.

5. **ADJOURNMENT** Chairperson

*Supplemental material included and/or will be posted on the district website.

**BLACK HISTORY MONTH
PROCLAMATION**

Background/Discussion

The Black History Month Proclamation for February 2023 recognizes and celebrates the numerous contributions Black/African American people have made and continue to make in our country. Salem-Keizer Public Schools celebrates and appreciates the hundreds of Black/African American students we serve. Black History Month is recognized nationally in the month of February.

Recommendation/Board Action

Staff recommends the board approve the Black History Month Proclamation.



BLACK HISTORY MONTH PROCLAMATION

WHEREAS the 2023 national theme for Black History Month is *Black Resistance*, which acknowledges the legacy, leadership and contributions of Black and African American activists, educators, public figures, healers, faith-based leaders, and supporters who stand for the equal rights of Black and African Americans through public protests, music, education, sports, and faith-based gatherings; and

WHEREAS in 1926 Carter G. Woodson and Minister Jesse E. Moorland laid the foundation for Black History Month to recognize the achievements of Black and African Americans erased from national history; and in 2023, recognize the importance of being vigilant and resisting attempts to erase Black and African American history in public schools and in society today; and

WHEREAS *Black Resistance* is a positive force in history and in society and celebrates Black and African American persons and supporters who have shown courage and strength, from the pioneer abolitionists and freedom fighters in the 1800s, the individuals and families during the civil rights boycotts and marches in the 1950s and 60s, to the Black Power economic empowerment movements of the 1970s and social justice movements of the 21st century emphasizing that black lives do matter and demonstrates the power of unity; and

WHEREAS historically, *Black Resistance* grew out of Black and African American persons growing tired of negative narratives as perpetuated during Jim Crow segregation, through media stereotyping of Black and African Americans as persons to fear, leading to lynchings and killings of individuals such as Emmett Till and others who are still demanding justice from their graves and who will not be silenced despite the increasing hate and violence; and

WHEREAS *Black Resistance* is embedded in our society by influential voices past and present, such as Frederick Douglass, an abolitionist, writer, statesman and orator; W.E.B. Dubois, Ida B. Wells, and Mary Church Terrell among the founders of the National Association for the Advancement of Colored Persons (NAACP) in 1909; Reverend and Civil Rights Leader Dr. Martin Luther King Jr.; football quarterback Colin Kaepernick; and others who use their platform to speak out against bias and racism, resisting hate and white supremacy structures targeting Black and African Americans; and

WHEREAS Black and African American women played major roles in earlier women's suffrage and civil rights movements and in Oregon, such as Beatrice Morrow Cannady, the most noted civil rights activist in early twentieth-century Oregon who launched numerous efforts to defend the civil rights of approximately 2,500 African Americans in the state in 1930; and, in present day, dedicated educators advocating for the educational success of Black and African American youth at Salem-Keizer Public Schools, including Willie Richardson, the first and only African American elected to the school board who was instrumental in Oregon Black Pioneers as board president and who was persistent in the publication of *Perseverance: A History of African Americans in Oregon's Marion and Polk Counties*; Cynthia Richardson, the first African American high school principal who, for 22 years, advocated for student equity and improving graduation rates of black and brown students and who led the equity efforts for the district; Geraldine Hammond, for which Hammond Elementary School was named in 2001, and who was the district's first black woman to lead a district school in 1976, and who celebrated her 90th birthday last October 2022; and

WHEREAS voting rights, equal housing, employment, access to quality education and healthcare are core to the "liberty and justice for all" as mandated in the United States Constitution and in the Declaration of Independence, which states "...these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness," although Black and African Americans did not realize this truth until June 19, 1965, celebrated as Juneteenth, a national holiday and state holiday in Oregon, as their Emancipation Proclamation; and

WHEREAS when Black and African Americans and supporters, regardless of race, stand in solidarity, resisting segregation, oppression, racism, and injustices, and realize their humanity, they inspire others to also resist attempts by those few who choose white supremacy ideology in this country and across the seas; the stakes are much higher and resistance to these injustices is crucial; and

WHEREAS Black and African American youth continue to change the course of history, such as pioneer Ruby Bridges, a black child who was the first to integrate segregated white public schools in the 1950s; and today's youth of all races who stand for what they believe in, marching alongside racial and social justice causes such as Black Lives Matter, a human right's movement where seven in ten U.S. youth support the movement and demand to live in a society where no one is discriminated against because of their race, culture, gender, creed, beliefs, or identity; and

WHEREAS 1,900 students identify as Black and African American in Salem-Keizer Public Schools, and the district's ongoing commitment to creating safe spaces inspires these students to be proud of who they are and to resist those who want them to be a fake or not stand in their truth of who they truly are; and

WHEREAS the Black National Anthem, "Lift Every Voice and Sing," written by NAACP leader and Harlem Renaissance writer James Weldon Johnson in 1900, is a song of hope and an appeal for the liberty and the resilience of Black and African American people rising above enslavement and discrimination and celebrating freedom; it says within its prose, "Lift every voice and sing, 'til earth and heaven ring, ring with the harmonies of Liberty; let our rejoicing rise, high as the skies, let it resound loud as the rolling sea";

NOW, THEREFORE, the Salem-Keizer School District Board of Directors proclaims February 2023 to be Black History Month. In our ongoing effort to expand full understanding of all cultures that make up Salem-Keizer Public Schools, the board will continue to engage in shared learning opportunities and will strive to garner a deeper understanding of the richness Black and African American culture and the resistance movements in Oregon bring as we embrace liberty and justice for all.

Ashley Carson-Cottingham, Chairperson
Board of Directors, Salem Keizer Public Schools

Date

**INTEGRATED APPLICATION AND BUDGET
FOR SCHOOL YEARS 2023-2025**

Background/Discussion

The Integrated Application is a multi-year budget that braids six state and federal funding sources and initiatives toward common outcomes and strategies that advance equity, engage community, support a well-rounded education, and strengthen systems and capacity. Through a stakeholder engagement process that included more than 1,100 families, students, community members, and staff, SKPS developed six outcomes that focused on academic, social-emotional, and behavioral health. Our feedback from families and student data focused us on strategies that center the needs of students of color; students with disabilities; emerging bilingual student; students navigating poverty, homelessness, and foster care; and other student groups that are historically underserved and have historically experienced academic disparities.

The Integrated Application integrates six aligned programs:

- High School Success (HSS)
- Student Investment Account (SIA)
- Continuous Improvement Planning (CIP)
- Career and Technical Education - Perkins V (CTE)
- Every Day Matters (EDM)
- Early Indicator Intervention Systems (EIS)

Included with this application are draft longitudinal performance growth targets (LPGT), which are five-year performance targets focused on the Oregon common metrics including regular attenders, grade 3 reading in English, on track to English proficiency (specific to students learning English), 9th grade on track, and graduation rates. These targets are in their draft form only with the understanding that at a later date and after engagement with the Oregon Department of Education, the district will present final LPGTs for board approval.

The Integrated Application is completed once every two years. Guidance from the Oregon Department of Education requires that the school board approve the application, including a narrative and biennium budget, before submission.

The *Integrated Application Plan (including LPGTs) and Budget* are posted on the district's website as supplemental material for the [February 14, 2023, Board Meeting](#).

Recommendation/Board Action

This information is being presented as a first reading and will be brought before the board for action at the February 28 board meeting.