



**EAGLE CHARTER SCHOOL - IDEA Committee Meeting  
 Wednesday, February 10th -- 7:00PM Virtual meeting  
 999A LOCUST ST NE - SALEM, OR 97301**



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**Meeting ID: 853 0583 0254**

**One tap mobile**

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- |   |                   |
|---|-------------------|
| <b>I. Call to Order – J. Staats</b>   | <b>1 minute</b>   |
| Called to order at 7:02   |                   |
| <b>II. Roll Call – J. Staats</b>  | <b>5 minutes</b>  |
| J. Staats, M. Ballance, K. Smith, W. Mars, C. McKinney  |                   |
| <b>III. Approve minutes from January meeting minutes</b>  | <b>5 minutes</b>  |
| Minutes reviewed. M. Ballance moved to approve, C.McKinney seconded. Passes unanimously.  |                   |
| <b>IV. Public Comment – Chair and attendees</b>   | <b>10 minutes</b> |
| No public comment at this time.   |                   |
| J. Staats followed up with the city council from the previous meeting regarding denouncing white supremacy. Questions arose concerning city committee assignments to the BIPOC population.  |                   |
| <b>V. Review and discussion of Diversity in District Administration: The Role of School Boards</b>  | <b>30 minutes</b> |
| Feedback from YouTube video. J. Staats feels this committee is in a position to consult with the board. M. Ballance stated systems put in place with TSPC are cumbersome, expensive, and we need to advocate with legislators to remove some of these barriers. A major barrier to even becoming a substitute. This is a system that is part of the problem. J. Staats commented on mentorship from the video. Possibly board could scholarship TSPC fees, offer volunteer hours, etc. W. Mars suggests mentorship with other schools. M. Ballance says SKSD offers IA opportunities with pathways to further education. Challenge is to find a way to compete with other districts. J. Staats says the board needs to own their own DEI statement and make the commitment. The board should watch the presentation. C. McKinney wants to ask community members of color to committee meetings. M. Ballance would like to have monthly family meetings with food offered. J. Staats wants to look at how we improve, enrich, and attract new teachers through bias training, IDEA committee, and other offerings. For a small school, |                   |



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we could have a huge impact. We can provide action items to the board. M. Ballance wants to work with the community to build our BIPOC population given the transportation limitations and creative learning environment we provide. Possible next steps for this committee are to look at the 5 steps presented in the video. Looking at Step 1: The Why, why do this, where are the inequities, to encourage the board to “embrace diversity, equity, and inclusion at all levels, etc”. Come up with actionable items. Book has been downloaded and will be distributed. J. Staats suggested speaking with Yanira about her experience at the school. M. Ballance advised we use outside translation service for conferences and phone translations. Motion made to recommend to the board that they review the video and request that they add it to the agenda for a future meeting for discussion by M. Ballance. W. Mars seconded. **Passes unanimously.**

**VI. Mission Statement- J. Staats**

**30 minutes**

J. Staats shared two versions of the mission statement. Moving on to vision and goals. M. Ballance when looking at purpose in education; make sure students know they have a voice, have a place they belong, advocate for themselves, and independence to figure out how to help themselves and how to embrace who they are and make a stand for what they value. (See Working Mission Statement) Vision Statement: We envision a school where systemic barriers and inequalities are challenged regularly to remove barriers and improve outcomes for students and the community.

The next items are 2020-2021 Action Items and 2021-2022 Action Items.

Important for the school to include action items completed this year so when our ODE review is conducted these items can be shared.

Meeting Adjourned 8:13 PM

**Next Meeting:** March 10th, 2021 7:00 - 800 PM Via Zoom