



Board Minutes July 23, 2020

Members in Attendance: Dan Drinkward (President), Nancy Bryant, The Rev. Robert Bryant, Christine Carr, Tabon Chang, Pam Dreisin, Paul Ehrlich, Ryan Finley, Eric Gabrielson, Mary Lou Green, Nathan LeRud, Manish Mehta, Alicia Morissette, Lucy Reynolds, Sarah Raymond, Dave Rumker

Advisors in Attendance: Mo Copeland, Michelle Tubbs

Staff in attendance: Susie Gundle, David Lowell, Liz MacDonell, Peter Kraft, Jon von Behren, Dyan Watson, Tammy Stotik, Gretchen Reed

Not in attendance: Bishop Michael Hanley, Chris Riser, Brad Lawliss, Georgina Miltenberger, Jess Wetsel

Invocation

Lucy shared how the deaths of life-long civil rights activists, C.T. Vivian and John Lewis magnify the need for societal change around today's race issues. She shared two John Lewis quotes: "We must search for a new breed of public servant who will redirect the priorities of resources of this nation to free and to not oppress."

As well as, "Every generation leaves behind a legacy. What that legacy will be, will be determined by their actions."

Consent Agenda

Motion: It was moved to pass the consent agenda by Nancy Bryant and seconded by Paul Ehrlich. The motion passed unanimously. MaryLou Green abstained from voting.

Opening Campus Update

Jon von Behren and Peter Kraft have been leading the planning for reopening campus. The mission of our school is to engage students in learning through inquiry which most effectively done in a social context. At the same time, we want everyone to be safe. The future trajectory of the virus is unknown so the plan has been built to pivot quickly as we receive new information from the state and the government.

Guiding Principles: Health & safety, optimized learning, community & responsibility, and inclusion & access all equally in balance.

Health and Safety measures: OES Policies and protocols are designed in response to the Oregon Department of Education's guidance as well as best practices for area schools as directed by the district.

We are in the process of acquiring new software that will allow families to self-report daily from home. We will have door monitors to do health checks at entrances each day. Physical distancing, as guided by Oregon is 35.s.f./person and 6' spacing, will be in place. We have established Reduced Density Groups (RDGs) to achieve these spacing goals. Face coverings will be required of all people while they are on campus.

The school has enhanced the ventilation systems and are supporting faculty to take student cohorts outside when possible. Enhanced cleaning processes and touchless fixtures have been installed. We have contracted with Legacy as a health firm to partner with us who will review our plans, policies and procedures. This will benefit our on campus and our dorm community greatly.

Visitors will be limited on campus. Lunches will happen in cohorts in classrooms or outside. We will run reduced capacity bus routes with enhanced cleaning. We are developing a Community Commitment as well as the required Operational Blueprint for Re-entry which will be shared with the Board.

Campus Operational Levels: We are monitoring the cases in the area region and looking at the infection/reproduction rate. We are looking at the testing rate, keeping in mind this also indicates the availability of testing.

Academic programming has given great consideration to grade-level specific learning. If allowed, we will prioritize our younger students first for on-campus learning as the older students can learn independently more easily. We are also taking into consideration how to minimize the impact on our families. Each grade will be in RDGs and will go on a rotating schedule for on-campus learning.

Lower school: We will use our highly qualified assistant teachers to staff the smaller classrooms of 10 students. This will also allow the smaller cohorts to spread out across campus so they can remain self-contained. There will be staggered entries and exits. The goal is to have all students on campus at some point every day.

Middle School: We are working to get two out of the three grades of students on campus every day, so any one student is on campus two out of three weeks. We have located spaces all over campus large enough to house up to 20 students. We've identified and modified those spaces accordingly.

Upper School: We are going to have smaller RDGs and there will be a mix of remote and in-person classes happening simultaneously. We've significantly upgraded the technology in classrooms to enhance the online learning

experience. Wednesdays US will all be remote and will be used for community building activities such as chapel, gathering, and activities.

Athletics: When we are able to open in our “yellow” zone we will still not have interscholastic athletics in the MS. They would have access to regular PE. US students will train in their RDGs with coaches.

Communications: Knowing how quickly information changes we continue to communicate with intention and flexibility. We have sent letters to the community on May 29 and July 15. The next letter going out tomorrow July 24, will be a high level overview on safety and the reopening plan. This will include an invitation to webinars on August 3rd -6th (all school and grade level options) that will give us an option to speak with the community directly about the reopening plan. There are also planned communications on August 15 and September 4 for updates and information.

Covid Dashboard: We are on schedule for cash payments to be on time in September. Our enrollment remains strong across the school and we have 57 boarding students enrolled which is on target. We’ve had 5 more (13 total) FERF applications and we’ve awarded \$118 to date. Our fundraising pledge balances remain on schedule. The business office is tracking all Covid related expenses and revenue.

Questions:

What will be the biggest pushback or question when this is presented to the community?

- Faculty – They are anxious for themselves, their families, and their students.
 - o Our Human Resources team has worked on communications and offered accommodations.
 - o Independent schools across the nation have started a petition protesting reopening schools. OES only has one former faculty member who has signed.

How do we accommodate LS families who want to be remote?

- David Lowell has done a survey with all the families for those who are needing remote access in order to create accommodations.
- We are putting all our resources into doing learning on campus so we limiting support to families who choose remote learning.
- LS has made plans for staffing more remote learning if more families end up choosing that option.

How do we compare to area independent schools?

- Mo meets weekly with all the area Heads and everyone has some version of this plan. Catlin and OES have enough resources to open in a hybrid method where other schools are struggling with that option.
- We are tracking on the Harvard study that recommends a model similar to what we’ve built which prioritizes younger students first.

- o This model has proven to be very successful in other schools that have opened with the only exception of areas that have high community spikes.
- Community Commitments for our families and employees will go out before the start of school.
- Gretchen predicts our savings and costs connected to these plans will balance out.

Motion: It was moved by Dan Drinkward to approve the Guiding Principles the Administration is recommending for the reopening in the 2020-21 school year. Paul Ehrlich seconds. The motion passed unanimously without further discussion.

Follow Up to Town Hall

At the TownHall meeting we committed do the following:

- Create a Board Level Inclusion Task Force
- Ensure we follow through on all our DEI work
- Increase the diversity of our Board and Administration
- Rename the MS science room after Mae Jemison, first Black female to travel to space
- DEI role reports directly to the Head
- Plan listening sessions with our Black families and alumni
- Review our discipline procedures specifically around racist language
- Review our curriculum with an anti-racist lens
- Increase our employees of color
- Increase parent partnership and education through Parent Partnership
- Embed inclusion work into our chaplaincy

Questions:

Have we considered adding more trustees of color this year?

- This year is set but we have confidence in our pipeline for the future.
- We have included two Black alumni on other committees for this year following good practice to include people on committees before joining the Board.
- Are we prohibiting Trusteeship by emphasizing unspoken requirements for future members of color? How do we balance good governance and experience with access and inclusion?

How will there be representatives of all voices on the Inclusion Task Force?

- Christine, MaryLou, Chris, Dyan and Mo created a draft charter with the intention of gathering feedback in order to present the final draft at the September meeting approval.

- How will the all constituents be represented at the same time building a balanced and nimble committee? The Inclusion Advisory council and Parent of Color Affinity group may be able to provide access for people of color in our community in addition to the Inclusion Committee.

Will this be an Advisory Committee or Task Force?

- The only standing committee of our board is BOC. Standing committees can act on behalf of the board.

How are we addressing the Photo Policy issues brought up by our students of color?

- We've developed a more robust photo release form that will be a part of the parent forms for enrollment that allows families to opt out. This will include asking parents to talk with their students.
- We are viewing this work differently given the feedback.

How are current student voices being heard?

- Mo is working with Charlie Hatcher Student Body President to engage with students and how we can hear their views better.
- The Town Hall was the right thing to do at the time and smaller and more frequent conversations with students will likely be more productive.

The meeting was excused to executive session at 5:57pm.