

Subject: WE Believe Black Lives Matter

Sent: Thursday 2020-06-25 8PM

Dear Beaverton Staff, Students and Community,

WE believe that Black Lives Matter. WE will continue to assert that Black Lives Matter until there is evidence that shows our Black and African American students and staff are thriving in our Beaverton schools. There is clearly more work to be done to become an anti-racist school district.

Here are several actions we are taking to move on our commitment to being an anti-racist organization:

- Listening Sessions: This week, Superintendent Grotting held Listening Sessions with Black and African American students and staff. They courageously shared their stories about being Black or African American in Beaverton schools. Their stories illustrated how institutional racism has manifested itself in our school district.
- Staff Development: We will set the expectation, and require that all staff and School Board members engage in professional development that racism, in all its forms, will not be tolerated in our schools and facilities. This includes a Leadership Summit for all administrators, principals, and supervisors this summer, focusing on a commitment to anti-racism and racial equity.
- Use of the Equity Lens: In all considerations and decisions, we will use the BSD Equity Lens to answer the following questions:
  - Whose voice is and isn't represented in this decision?
  - Who does this decision benefit or burden?
  - Is this decision in alignment with the BSD Equity Policy?
  - Does this decision close or widen the access, opportunity, and expectation gaps?
- 2020-2021 Budget: We have applied an equity-based approach to staffing our schools. Based on state funding, we will prioritize the hiring of a Talent Acquisition Administrator to lead efforts to recruit and retain diverse staff.
- Review of School Resource Officer Program: We are in conversation with the Beaverton Police Department and the Washington County Sheriff's Office to evaluate the School Resource Officer Program partnership. While we value this partnership, at this time it is critical we re-evaluate the presence and engagement of police in our schools.
- Social Studies Curriculum: As part of our cyclical review this year, we will review, adopt and plan implementation of K-12 curriculum materials that accurately reflect the history of Black, Indigenous and People of Color.
- Hate Speech Language: We are revising our 2020-21 Student/Family Handbook to reflect our commitment to learning environments that are free from hate speech. It will be an expectation that we will interrupt it when we hear it and that there will be consequences including restorative justice action.

On Friday, June 26, all school reader boards will read Black Lives Matter. We will leave this message up until Monday, July 6, when we will start promoting Return to School virtual information sessions.

In addition, we will allow the community-based signs and artwork to remain on some of our school fences until next Monday, June 29. We want to show appreciation for the community voice and display of support, while also following Board Policy and Administrative Regulation KJA, which addresses the posting of signs on District property. Community-based signs will be removed per this policy/regulation after June 29. As stewards of the physical property of our schools and facilities, we must ensure that our campuses are consistent with established policy/regulation.

Thank you for your understanding and consideration of the steps we are taking to become an anti-racist school district. This is a process and we acknowledge that there is a lot of learning to do, and we are committed to moving forward. We look to continue to learn and grow with our community in these efforts.

Sincerely,

Don Grotting, Superintendent

Beaverton School Board Members: Becky Tymchuk, Eric Simpson, Anne Bryan, Tom Colett, Susan Greenberg, LeeAnn Larsen, Donna Tyner

Superintendent's Cabinet Members: Carl Mead, Ginny Hansmann, Mike Schofield, Sue Robertson, Josh Gamez, Steve Langford, Danielle Hudson, Pat McCreery, David Williams, Maureen Wheeler, Toshiko Maurizio, Camellia Osterink, Dianna Hess

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Subject: Removal of Signs on District Property

Sent: 2020-07-06

July 6, 2020

Dear BSD Community,

In our continuous effort to be transparent, we want to make you aware of action that the Beaverton School District will be taking in regards to Black Lives Matter-related signs that have been installed on school properties. In addition, we want to address the Black Lives Matter message that the District has been displaying on our own school reader boards and school windows (where school reader boards either don't exist or are inoperable).

First, we'd like to offer some background information: On June 20, a group of students, parents and community members installed homemade signs promoting messages related to anti-racism on the fence at West Tualatin View Elementary School. Soon after, other community members took similar action on the fence at Cedar Park Middle School. It should be noted that while BSD is a public school district, district property is not considered public property. Our administrators and school principals reached out to community members and ultimately decided to allow the signs to remain through today, July 6.

To be clear, our administrative regulation KJA-AR reads: "any signage installed or placed on District-owned property, except in conformance with the requirements of this administrative rule, is declared to be a trespass and will be removed by the District." Some community members have argued that the District violated its own rule by not immediately removing the signs. However, our School Board and District leadership team recognize that this is an extraordinary moment in our nation's history. We want to support and amplify our Black and African-American students' and families' voices and support those advocating for an end to racism. That is why we exercised discretion in extending the removal deadline to July 6 at 5pm.

Understandably, those who installed the signs on our property would like them to remain. However, in doing so, we — in effect — would be inviting any group with any kind of message to use our property as a public forum. We have genuine safety concerns regarding potential conflicts that could arise between opposing groups and additionally, how that would expose our District to liability.

We'd like to thank the West TV and Cedar Park communities for removing signs yesterday and today. Any signs that remain will be removed by staff and then preserved by school principals for further educational opportunities when school resumes in the fall. We would ask our community to respect our decision and not place additional signs on school property. If signs continue to be posted, our staff will have to use their energy to enforce this policy at a time when we as a District need to be focused on our return-to-school plan.

Also, our reader board messages will begin to focus on vital information that we need to communicate to parents and students regarding our return-to-school plan. While the Black Lives Matter message will come down, it should not be interpreted as a lack of commitment on the part of our District. To the contrary, it means that we are now focused on doing the work that needs to be done to eradicate any and all institutionally-racist practices or policies that exist in our District. We're currently involved in the following: listening and engaging with our Black and African-American students, families and staff; prioritizing the retention, recruitment and hiring of staff that represent the racial and cultural demographics of our students; adopting a more inclusive social studies curriculum; and re-evaluating our school resource officer program and our relationship with local law enforcement agencies.

We appreciate your understanding and support as we navigate these complex times.

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Subject: Message from Beaverton School Board:

Sent: 2020-08-06

Dear BSD Community,

As part of our continued commitment to provide transparency, we want to update you on where we stand in regards to evaluating the future of School Resource Officers (SROs) in our school district. As background, SROs are police officers from Beaverton Police Department, Washington County Sheriff's Office and Hillsboro Police Department who serve in our schools. SROs are largely funded through their respective law enforcement agencies.

Last month, we presented you with an informational report on the role of SROs in our schools and then asked you to participate in a short survey where you were invited to share your personal experiences with SROs — either positive or negative. The response was overwhelming. We received more than 2,200 surveys, expressing a wide range of opinions. We want to thank you for taking the time to engage with us in this way. To capture the sentiments of our community, a third-party agency will now analyze the survey results and report back to the School Board.

In the meantime, we'll be moving forward with plans to reach out to focus groups that represent teachers, parents and students of color in our community. We'll begin these sessions in the fall, when our students return to school (albeit remotely) and our community members are more accessible.

We originally had planned to evaluate and make a decision about the SRO program quickly in order to be responsive to our community; however, we recently announced that we'll be operating in a Comprehensive Distance Learning model until November 13. Since SROs won't have a presence in our school buildings, we'll use the extra time to gather additional constructive information. It's our intention to have a final decision on this issue by the time students return to in-person learning.

Finally, we want to assure you that we're taking great care to hear all viewpoints in our community before making a thoughtful and intentional decision. Again, thank you for your participation and patience.

Beaverton School Board