Lake Oswego School District

Culture of Belonging Advisory Committee Charter

Mission:
We are a learning community dedicated to creating a culture of belonging and educational excellence.

Vision:
We inspire students to be critical thinkers who are empowered to contribute positively in a complex world.

Background:
On February 7, 2022, the Lake Oswego School Board issued a resolution recognizing Create a Culture of Belonging to be a new school board advisory committee in line with its strategic plan priorities. Educational spaces that foster a sense of belonging provide an environment that encourages risk-taking, allows for a cooperative spirit, models acceptance, encourages divergent thinking, promotes appreciation of others, practices empathy, and recognizes the unique contributions that each individual makes to the group.

The committee’s perspectives and work will be critical to understanding the district’s efforts and provide deeper insight into the needs of student focal groups experiencing inequities, the feasibility of implementing change, and the effectiveness of current initiatives.

Committee Charge:
The Committee will provide a platform for the community to come together to:

1. Review framework to support the concept of belonging that prioritizes high-quality teacher/staff-student relationships and creates a supportive learning environment;
2. Review professional development for addressing biases and their impacts on student learning;
3. Review district’s hiring and retention metrics and ensure oversight and accountability toward eliminating barriers; and
4. Review and offer suggestions for new student and family onboarding plans.

They will be charged with helping to shape a diverse learning community where each and every individual feels supported, connected, and valued, to which they will advise the School Board and support superintendent committees in identifying opportunities.
Committee Membership:

The Lake Oswego School Board will create a standing committee focused on creating a culture of belonging. Committee membership will be offered, but not limited to, representation by the student body, representative of teaching faculty, representative of the classified employees, representatives of the district administration, parent representation and community representatives. We have up to 15 members on the advisory committee. A Committee Chair will be selected from the committee. The committee will be working with the Executive Director of Human Resources, the Equity Administrator, and the Liaison from the Lake Oswego School Board who will provide oversight.

Meeting Dates:

- The Committee will meet monthly from September to May or as requested by the Committee Chair, School Board or District Staff.
- Committee meetings are advisory and not related to formal decision-making by the Lake Oswego School Board. Committee meetings may, at the discretion of the committee, include opportunity for public comment.
- The Lake Oswego School District Teaching and Learning, Student Services, and Human Resources departments will provide support and staffing to the Committee.
- The Lake Oswego School District staff will provide necessary technical and administrative assistance as follows:
  a. A meeting room, including any necessary audio/visual equipment;
  b. Preparation and copies of any documentary meeting materials, such as agendas and reports; and distribution of those materials to the committee in a timely manner;
  c. Preparation of Committee meeting minutes and posting for public viewing and use on the Lake Oswego School District website; and
  d. Lake Oswego School District staff will attend Committee meetings in order to report on the status of the committee.

Terms of Office:

1. A term of appointment shall be two years. Committee advisory members shall serve no more than two consecutive terms.

2. Individuals who have served less than one year as an appointee to fill the unexpired term for an individual who has resigned, moved from the area, dropped because of irregular attendance, etc., shall be eligible for an appointment to a full term. Individuals may not serve on more than one advisory committee at the same time.

3. The membership year shall be July 1 through June 30 of the following year.