



Board of Education Informational Report

MEMORANDUM

Date: October 29, 2019

To: Board of Education

From: Stephanie Soden, Executive Chief

On May 10, 2018, the Board accepted a report and recommended actions to be taken as a result of the external investigation into the district's handling of concerns raised about former PPS employee Mitch Whitehurst and alleged incidents of sexual misconduct. The report included sixteen concrete recommendations that would, in the investigatory tea

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work, the Board received four quarterly reports on implementation progress. With most of the sixteen recommendations completed or well underway, this is the final formal report to the Board of Education. The work will continue across the organization and, led by the Director of Title IX Policy, Training and Compliance, Dr. Liane O'Banion, who joined PPS in July 2019. Attached to this report is a report to the Board f

including but not limited to: Robyn Faraone, Jonathan Garcia, Mary Kane, Alex Kahl, Liz Large, Brenda Martinek, Liane O'Banion, Sharon Reese, Lisa Rogers, Elisa Schorr and Courtney Westling.

| Recommendation | Status Notes |
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| 1. Train and require employees to document all sexual conduct allegations, concerns and complaints and report them to the Title IX coordinator or a similar designee | Completed Adult Sexual Misconduct Response (ASMR) and Sexual Incident Response Committee (SIRC) trainings were developed and |
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| | <p>Recent negotiations with ATU created a full-time driver/trainer position ensuring new employees will have the tools they need to safely transport our students.</p> <p>The District is currently in negotiations with SEIU and DCU.</p> <p>None of these collective bargaining agreements contain language that automatically allows documents to be purged from the personnel file.</p> |
| <p>7. Improve the sexual conduct prevention and identification training provided to PPS employees</p> | <p>Completed As stated in #1, Adult Sexual Misconduct Response (ASMR) and Sexual Incident Response Committee (SIRC) trainings were developed and presented to all school-based and central office employee groups in school year 2018-19. All PPS employees are mandated to complete online child sex abuse training in the fall of each school year.</p> <p>In school year 2019-20 and beyond, trainings will continue to be offered and developed/refined by the Director of Title IX Policy, Compliance and Training.</p> |
| <p>8. Require sexual conduct prevention and identification training for PPS volunteers and contractors</p> | <p>Completed Child abuse and Adult Sexual Misconduct Response (ASMR) trainings were updated in fall 2018 and added to the PPS volunteer registration website. Volunteers must now confirm that they have completed these trainings when their background check is conducted. In addition, new volunteer tracking software, developed by Raptor Technologies, is being implemented in the</p> |
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Title IX Task Force Charter

Submitted to the PPS Board of Education

October 29, 2019 by Title IX Director

CONTEXT/OBJECTIVE

Title IX of the Education Amendment of 1972 is the federal civil rights law that protects students from discrimination based on sex in any education program that receives federal dollars. It states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

The Title IX Task Force, led by the district's new Title IX Director, will engage the PPS community in a collaborative, proactive approach to improving the district's response to incidents of discrimination and harassment within PPS schools. This multidisciplinary team of practitioners will engage in a comprehensive review of Title IX, SIRC (Sexual Incident Response) and adjacent policies and practices, make recommendations for change, and ensure accountability for

The following illustrates behaviors covered by comprehensive Title IX protocol:



PURPOSE

- To provide stakeholders an opportunity to offer institutional history, feedback and perspective across diverse constituencies district-wide;
- To include perspectives of multidisciplinary stakeholders from key community partners critical to the success of this work (ex: DHS, PPB/SRO's, Raphael House, etc.);
- To invite participation (as needed) from subject-matter experts in discussions of recommendations for improvement and/or change (ex: health educators, PE, coaches, counselors, etc.);
- To create opportunities for PPS students, parents, and community members to offer their unique perspectives in an action-oriented environment;
- To offer a forum for ongoing concerns relevant to T9/SIRC implementation;
- To assess consistency across schools/pro ed !Toc

To make recommendations to the T9 Director for continuous improvement across all practices, procedures, policies, etc. and accountability

FEDERAL, STATE & LOCAL STATUTES

Applicable PPS policies and administrative directives will be reviewed for consistency with federal and state statutes and other legal obligations. Special attention will be paid to ensuring alignment of PPS policy with Oregon House Bill 3077 (signed into law on July 2019) and anticipated U.S. Department of Education and Office of Civil Rights (OCR) regulations, currently

If you are interested in participating, please nominate yourself or consider nominating a colleague to join the Title IX Task Force. For more information on Title IX, please visit the newly revised Title IX website at www.pps.net/titleix

[CLICK HERE TO NOMINATE YOURSELF OR A COLLEAGUE!](#) Link to nomination form also available on www.pps.net/titleix