



OSA Board of Directors Meeting

Thursday, October 14, 2021



Topics for Discussion

Current School Climate

Overview of Student Walkout & Subsequent Events

Overview of OSA's Immediate Response

Q & A / Public Comment

Developing plan to support students, families and staff

Introduce SST members and external multidisciplinary team

Interim -Plan & Long-Term Plan

Q & A /Public Comment



Overview of the Student-Led Walkout and Subsequent Events

Student Safety Committee Plan and Timeline

- ❖ Organized walkout and shared list of demands with students on September 30th
- ❖ Presented list of demands to administration and teachers on October 6th
- ❖ Collaboration with SSC on demands yesterday and tomorrow
- ❖ Response to list of demands from administration on October 20th



Overview of the Student-Led Walkout and Subsequent Events

Immediate Impact of Walkout

- ❖ Many students feeling supported by SSC in telling their own stories of sexual harm
- ❖ Frustration from students that walkout was ended early
- ❖ Sense from students that reports of sexual misconduct which were made prior to the COVID-19 shutdown, have gone ignored or unaddressed by the school
- ❖ Anonymous student calls to take action against alleged and rumored perpetrators through social media
- ❖ Instances of social ostracization on campus against alleged and rumored perpetrators
- ❖ Range of disciplinary situations on Tuesday, October 7th leading to multiple suspensions for physical harm, harassment, and cyber-bullying



Immediate Response by OSA

- ❖ Recognizing magnitude of situation and seeking external expertise
 - Rebecca Levenson
 - Annette Oropeza
 - RJOY
 - Humming Your Truth
 - Ahisma Collective
 - BAWAR
- ❖ Met with COSATS reps and APT President
- ❖ Closed of school for all students on Monday, October 4th for faculty debrief and planning
- ❖ Grade level gatherings on Tuesday, October 5th to provide facetime for all students and general misconduct reporting information
- ❖ Support from legal counsel for disciplinary guidance



Immediate Response by OSA

- ❖ Initiated comprehensive review of OSA policies and procedures
- ❖ Identifying an external investigator to analyze past investigations and take on any new reports. As of now there are no new student reports
- ❖ Re-entry meetings for students expressing safety concerns and students who were issued suspensions including individualized safety plans and conduct agreements
- ❖ Redesigning PD for faculty to provide immediate support and ongoing trainings for the rest of the school year
- ❖ Two weeks of ongoing support for students and faculty from Rebecca Levenson



Rebecca Levenson

- ❖ Former clinic director of **Planned Parenthood**
- ❖ Led BHS **Stop Harassing** for 7 years
- ❖ Former Senior Policy Analyst at **Futures Without Violence**
- ❖ 30 years experience advocating for survivors of sexual harm



Young Minney & Corr

Firm represents more than half of the charter schools in the state in every facet of charter school operation



**point person - Jason Miller, senior counsel
6-years experience representing charter schools
former school teacher and administrator
Founding faculty member OSA**



Reporting Procedures

1. Forms will be available on website and in all administrative offices
2. Complaints submitted in writing - can be sealed
3. Staff will review every complaint with legal counsel to determine next steps
4. Possibilities include internal investigation, legal investigation, external investigation



Oracle Investigations Group

now part of TNG strategic risk management solutions

Investigator - Simone Mueller

more than 25 years experience in investigations in a variety of settings

including private and public educational institutions

**Extensive experience in Title IX, criminal and civil sexual harassment
and abuse**

ATIXA Civil Rights Investigator 1, 2, 3 & 4

ATIXA K-12 Investigator and Decision Maker



Q & A / Public Comment



Part II:

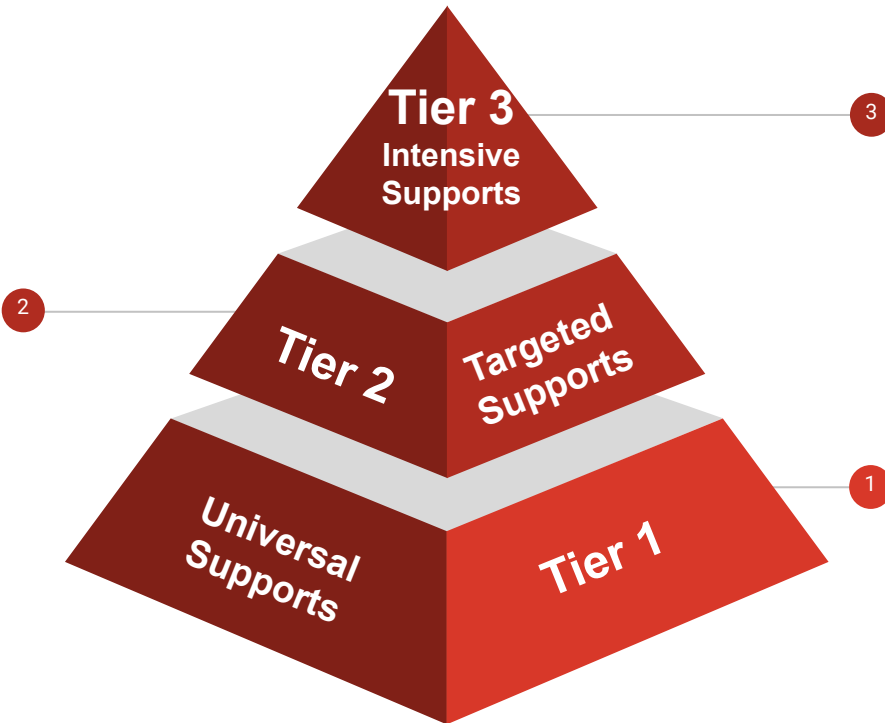
Developing plan to support students, families and staff
Introduce SST members and external multidisciplinary team
Interim -Plan & Long-Term Plan



Student Supports

Tier 2 - In Crisis

- Activating Mental Health & Wellness Team
 - Drop-In Hours
 - Clear processes
 - 6-week Interventions



Tier 3 - Directly impacted

Small group intervention with external restorative justice practitioners with experience in preventing/healing from sexual violence

Re-entry/Safety Plans

Tier 1 - Entire School

- Capitalizing on advisory as a learning and community space
- Student conduct contract
- Moving beyond traditional sex ed
- Revising school climate policies and procedures



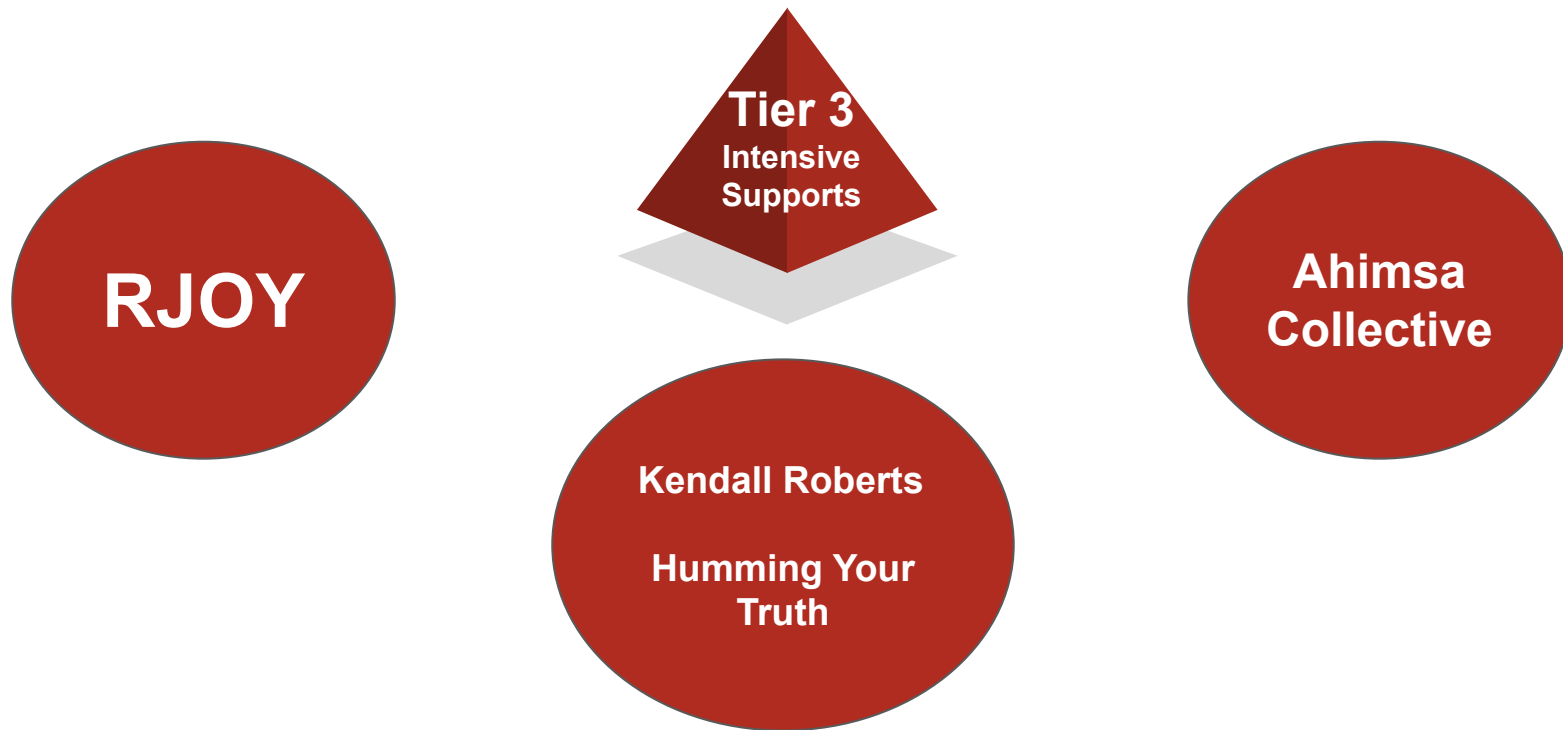
Student Support Team

Health & Wellness Team		Student Support Team	
Maya Levine mlevine@oakarts.org	Will Williams wwilliams@oakarts.org	Katy Zaugg kzaugg@oakarts.org	Wendy Snyder wsnyder@oakarts.org
Teresa Kabat-Zinn tkabat-zinn@oakarts.org	Erica Wandner ewandner@oakarts.org	Sara Ordaz sordaz@oakarts.org	Anna DeRoos aderoos@oakarts.org
Utah Powell upowell@oakarts.org		Arlyle Schultz aschultz@oakarts.org	Kala Stepter kstepter@oakarts.org

All OSA Staff are mandated reporters



External Student Supports





Restorative Justice for Oakland Youth

RJOY interrupts cycles of violence and incarceration by promoting RJ practices and policies in schools, communities, and the juvenile justice system. Since 2005, RJOY has been a national thought leader, pioneering race-conscious restorative justice (RJ). Though during the first 40 years of its existence the restorative justice movement had no significant racial justice consciousness, today this has dramatically changed, largely due to RJOY's national leadership. Though we started with a geographical focus on the East Bay Area, community organizations and school districts in California and the nation are increasingly calling on RJOY for training and technical assistance.

RJOY offers speaking, training, workshops and technical assistance to communities, schools, and justice groups in California and throughout the nation.





Ahimsa Collective

The Ahimsa Collective works to address harm in ways that foster wholeness for everyone. Our north star goals are to replace systems of punishment with paradigms grounded in healing, relationship, and love. To get there, we engage with deep trauma healing and restorative approaches while being grounded in anti-oppression. We work in deep community with people who have committed an act of violence, survivors of violence, and families impacted by harm. In all of our work, we center agency, liberation, dignity, and transformation.



Nuri Nusrat, Facilitator



Humming Your Truth

Kendall Roberts is a Self Preservation Coach, Advocate, and Healer. She holds her Masters in Social Work and is a Certified Community Coach. Over the last six years, her work has been centered in supporting BIPOC youth and adults that experience gender based violence by providing 1:1 counseling, advocacy, educational workshops, and healing circles.

Humming Your Truth was created to make healing spaces accessible to Black Folks. We understand the importance of having community healing spaces and conversations that are centered in the needs of the Black Community. Humming Your Truth creates sacred space for Black Folks to heal, learn, and rediscover their joy.





Staff Supports

Healing through Restorative Justice



Annette Oropeza, LSCW

Kendall Roberts

Training



- Historical Context
- Restorative Justice
- Sexual Violence
Prevention & Response
- Classroom Management
- Family Engagement
- ...and more

Policies & Procedures



- Revisions with
community input
- Clarity, transparency,
consistency
- Staff training



Annette Oropeza

Ms. Oropeza received her Masters degree in Social Work in 1987 from UC Berkeley. From 1988 through 1993 she worked for Alameda County Mental Health Services as a clinical social worker in the children and family unit. She received her license in clinical social work (LCSW) in 1989. From there she served as a counselor and mental health coordinator at Roosevelt Middle school for 17 years. At RMS she initiated one of the first COST teams in Oakland, coordinated student conflict management teams, providing diversity and sexual harassment training, worked intensively with families and coordinated multicultural events at the school.

In 2011 she was recruited by the district as a behavioral health program manager, overseeing 25 elementary, middle, and high schools to coordinate their mental health and student support services. She also provided staff development, behavior plans, crisis intervention, restorative justice facilitation, and trainings in trauma informed care, Positive Behavioral Interventions and Supports (PBIS), and cultural competency.





Engagement

Revisit and revising policies and procedures

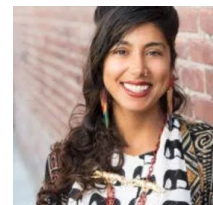
Empathy

Listening sessions and Structured town hall meetings with admin

Family Supports

Education

Training on engagement children in sexual violence, IPV, healing, etc





Short Term

- Partnerships with RJOY, Ahimsa, Humming Your Truth, Annette, Rebecca
- Re-Entry Meetings aligned with a support plan for students.
- Mobilize SST, OSA Mental Health & Wellness Team & staff in trainings
- Revise policies & procedures with community input
- Partnering with legal, HR & Educational consultants to assess P&P

Long Term

- Implementing restorative justice practices that fit within the cultural fabric of OSA
- Engaging all staff in ongoing training to support students and families
- Redesign curriculum for sexual health education
- Building systems for continuous communication, feedback, and concerns from students

Impact

- Develop community and to manage conflict and tensions by repairing harm and building relationships.
- Tiered approach to teacher trainings provide staff with the tools to support students.
- Strengthen the internal systems to provide support for all OSA stakeholders.



Thank you

Q & A / Public Comment