

Native Hawaiian/ Pacific Islander Student Success Plan

Biennial Report to the Oregon Legislature

Office of Equity, Diversity, and Inclusion Initiatives

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Native Hawaiian/Pacific Islander Student Success Plan 2024 Biennial Report to the Oregon Legislature

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Executive Summary

Oregon has a history of sanctioned systemic, explicit, and implicit bias against persons of color, their communities, and their institutions. The State of Oregon, acting by and through the Oregon Department of Education Office of Equity, Diversity, and Inclusion, is working to address and reverse the inequities suffered by Oregon's students in an effort to improve the quality of education for all students.

The Student Success Act (Oregon House Bill 3427) ensures significant investments in programs to support historically underserved students. When fully implemented, this act will invest approximately \$2 billion per biennium for early learning and K-12 education. Nestled within the Student Success Act is the Native Hawaiian/Pacific Islander Student Success Plan. Native Hawaiian/Pacific Islander (NHPI) students are among the fastest growing student populations in the state and experience disparate outcomes. Since 2017, there has been significant growth in this student population which has necessitated the importance of providing culturally and linguistically responsive services of academic support. Bleak school statistics including lower graduation and post-secondary enrollment rates, high disciplinary rates, and low attendance rates, have magnified the need for specific student investments and support.

The 2021 legislative session provided funding to support a position to begin the work of developing a NHPI Student Success Plan. Recruitment for a Coordinator position was exhaustive and challenging given the unique skill set requirement and ODE finally filled the position in February 2023. Communities were immediately engaged through in-person and online Town Hall meetings across the state along with the initiation of recruitment for a NHPI Advisory Group. The passing of House Bill 3144 during the 2023 legislative session operationalized the state's commitment to addressing disparities in our educational system through the development and implementation of a Native Hawaiian/Pacific Islander Student Success Plan as part of the Oregon Student Success Act.

A statewide search was conducted and as a result, an Advisory Group of community leaders who reflect and represent the NHPI community has been assembled. This group uplifts the voices and experiences of NHPI students in Oregon to shape and guide the development of the Native Hawaiian/Pacific Islander Student Success Plan. The Native Hawaiian/Pacific Islander Student Success Plan will provide a blueprint for schools and communities to partner for the improvement of educational outcomes for NHPI students. This student success plan will center equity and community by ensuring those closest to the harmful experiences develop and design the solutions. Through the implementation of House Bill 3144, the Native Hawaiian/Pacific Islander Student Success Plan will guide ODE to award grants to a variety of organizations serving NHPI students and will disperse a total of \$2 million dollars per biennium to grantees to implement programs that accomplish the objectives and strategies of the Native Hawaiian/Pacific Islander Student Success Plan.

The Oregon Department of Education intends to award grants to eligible entities which may include early learning hubs, providers of early learning services, school districts, education service districts, post-secondary institutions of education, and community-based organizations. The Oregon Department of Education will work with grantees to evaluate replicability, best practices and lessons learned from implemented projects, programs and services. The data collected and analyzed from grantees' programs will be utilized by the Oregon Department of Education to further refine the Native Hawaiian/Pacific Islander Student Success Plan and inform effective internal agency and cross-agency implementation as well as external (i.e. district) implementation of the Native Hawaiian/Pacific Islander Student Success Plan.

History and Purpose

The Oregon Department of Education acknowledges the work that Native Hawaiian/Pacific Islander communities have done to support their youth. This student success plan is a direct result of community efforts. In the 2021 legislative session, funds were released to enable the Oregon Department of Education to hire a Coordinator to lay the foundation for a statewide education plan for Native Hawaiian/Pacific Islander students who are in early childhood through post-secondary education programs. The Coordinator began community engagement through Town Hall meetings, and the convening of an Advisory Group reflective of this community to advise the Oregon Department of Education on the development and implementation of the Native Hawaiian/Pacific Islander Student Success Plan.

In the 2023 legislative session, House Bill 3144 was passed which directs the Oregon Department of Education to develop and implement a statewide education plan for Native Hawaiian/Pacific Islander students in early childhood through post-secondary education programs. Through this work, the Oregon Department of Education is charged with establishing criteria, processes, and expectations regarding grant awards which includes the adoption of rules by the State Board of Education for the implementation of the grant program.

Incorporating statewide voice and input, the Native Hawaiian/Pacific Islander Student Success Plan has an Advisory group that advises the Oregon Department of Education on the development and implementation of the plan, Rule development for the grant program, and policy decisions. Supporting the work forward, the Native Hawaiian/Pacific Islander Student Success Plan will have a grant program where grants are awarded to local and community-led projects to implement the student success strategies key to the program.

The purpose of this work is to address the glaring disparities facing Native Hawaiian/Pacific Islander students throughout the education systems of Oregon and to determine specific Native Hawaiian/Pacific Islander supports that will improve academic outcomes for these students.



Updates: 2021-2023

Student Success Coordinator

While the funds for a position to support this work were released in 2021, recruitment for the Student Success Coordinator (SCC) was difficult, as the desired outcome required identifying an individual with specific skills including but not limited to educational program development and grant management experience, as well as deep levels of expertise in supporting Native Hawaiian/Pacific Islander communities. Through a rigorous and lengthy process, a SCC was selected and hired in February 2023. The SCC immediately began to build community and foster relationships to support the anticipated work for a Native Hawaiian/Pacific Islander Student Success Plan.

Community Engagement

Through an analysis of state-level k-12 enrollment data provided by the Office of Research, Assessment, Data, Accountability, and Reporting, Medford, Corvallis, and Portland were carefully selected as Town Hall destinations to accommodate a radius of where the largest number of Native Hawaiian/Pacific Islander students reside. The Native Hawaiian/Pacific Islander Student Success Plan Coordinator collaborated with community leaders from these three cities to secure meeting sites, advertise the event, and identify additional partners to elicit community support. In addition, online Town Hall meetings were held to accommodate those who were unable to attend the in-person events.

The in-person and online Town Halls drew crowds of Native Hawaiian/Pacific Islander students, parents, teachers, administrators, community partners, and advocates that ranged from middle school aged students to grandparents. The events were a beautiful collaboration of community, family, and schools and provided a great opportunity to foster and deepen relationships to understand what students in these communities are navigating. Common themes of needs that arose from these events included:

Needs in Schools:

- Curriculum with a cultural lens, taught by those from that culture
- College counseling support and resources
- Re-centering of history to include Native Hawaiian/Pacific Islanders in our educational systems
- Increased opportunities for Native Hawaiian/Pacific Islander cultures to be shared, thereby improving the opportunities for others to learn more about the Native Hawaiian/Pacific Islander populations (students and families)
- Cultural training for educators
- Understanding the vastness of Native Hawaiian/Pacific Islander cultures
- Understanding the political affiliations that impact Native Hawaiian/Pacific Islander individuals and families

Needs for Cultural Resource Center:

- Community connections/network hub
- Community advocacy/collaboration
- Opportunities to learn more about culture (students and families)
- Financial literacy supports

Establishing an Advisory Group

The call for applicants for the inaugural Native Hawaiian/Pacific Islander Student Success Advisory Group happened through the Oregon Department of Education website, GovDelivery Listserv, school districts, and Native Hawaiian/Pacific Islander community-based organizations. In addition, presentations were made at the Town Hall meetings where the Advisory Group opportunity was shared with each community and age category to include students (Medford, Corvallis, Portland, Online).

Interested parties were encouraged to submit an application in advance of the May 26, 2023 deadline after which 27 applications were received. An internal review committee of six evaluated and scored the applications, and provided quality feedback that drove the final determination and offering of 17 external appointments. Representatives from the Department of Early Learning and Care, the Higher Education Coordinating Commission, and the Youth Development Division were identified by the Assistant Superintendent of the Office of Equity, Diversity, and Inclusion to bring the total number of Advisory Group appointments to 20 members.

Native Hawaiian/Pacific Islander Student Success Plan: Timeline



2023: A Student Success Coordinator was hired to lead the work directed by the passing of House Bill 3144 (2023) to develop and implement a statewide education plan for Native Hawaiian/Pacific Islander students that addresses the disparities experienced in every indicator of academic success, the historical practices leading to disproportionate outcomes, and the educational needs from early childhood through post-secondary education, as determined by examining culturally appropriate best practices in this state and across the nation. Additionally, the inaugural Native Hawaiian/Pacific Islander Advisory Group was reviewed, selected, and appointed.

Student Success Plan Development

The Oregon Department of Education is instructed to develop and implement a statewide education plan for Native Hawaiian/Pacific Islander students who are in early childhood through post-secondary education programs. The plan must provide strategies to address the following objectives from House Bill 3144:

- Decrease the disproportionate rate of disciplinary incidents,
- Increase parental engagement,
- Increase the engagement of students in educational activities before and after regular school hours,
- Increase early childhood and kindergarten readiness,
- Improve literacy and numeracy levels between kindergarten and grade three,
- Support student transitions to middle school and through the middle and high school grades to maintain and improve academic performance,
- Support culturally responsive pedagogy and practices from early childhood through post-secondary education,
- Support the development of culturally responsive curricula from early childhood through post-secondary education,
- Increase attendance of plan students in community colleges and professional certification programs, and
- Increase attendance of plan students in four-year post-secondary institutions of education.

The Advisory Group convened in 2023 and will be instrumental in the development of recommendations and strategies for the Native Hawaiian/Pacific Islander Student Success Plan, which includes specific objectives and metrics, relevant accountability partners for each objective, and strategies to accomplish the objectives. To address the statutorily mandated strategies listed above, the Native Hawaiian/Pacific Islander Student Success Plan will include the following:

- The disparities experienced by Native Hawaiian/Pacific Islander students in every indicator of academic success, as documented by the department’s statewide report card and other relevant reports related to plan students;
- The historical practices leading to disproportionate outcomes for Native Hawaiian/Pacific Islander students; and
- The educational needs of Native Hawaiian/Pacific Islander students from early childhood through post-secondary education as determined by examining culturally appropriate best practices in this state and across the nation.

Advisory Group

House Bill 3144 directs the Oregon Department of Education to convene an Advisory Group comprised of individuals who:

- Have lived experiences with, or a demonstrated understanding of, issues facing Native Hawaiian or Pacific Islander communities, including students who have those experiences or understandings;
- Represent community-based organizations serving Native Hawaiian or Pacific Islander youth and families; and
- Represent education stakeholders, including representatives of the Department of Early Learning and Care, the Youth Development Division and the Higher Education Coordinating Commission.

The Advisory Group is directed to advise the Oregon Department of Education on:

- Development and implementation of the Plan;
- Eligibility criteria, applicant selection process, and expectations for recipients of Native Hawaiian/Pacific Islander Student Success grant awards; and
- Adoption of rules by the State Board of Education for the implementation of the Native Hawaiian/Pacific Islander Student Success Plan.



When eliciting advisory members, every effort is made to ensure that the composition of the Native Hawaiian/Pacific Islander Advisory Group reflects the diversity and representation of our students, families, and community stakeholders. It is worth noting that the Pacific Islands are made up of thousands of islands and almost as many cultures and that selecting a handful of Oregonians who can speak on behalf of the ideals and cultural values of the vast Pacific, is a huge undertaking. Community and education stakeholder members of the Advisory Group will represent one or more of the categories outlined in legislation.

Starting in September 2023, the Advisory Group meets monthly to engage in an open, collaborative process to discuss and identify challenges and opportunities and develop recommendations that will improve Native Hawaiian/Pacific Islander student outcomes across all academic indicators.

Aligning and Imbedding the Native Hawaiian/Pacific Islander Plan across Agency Initiatives and School Districts

The Oregon Department of Education’s Student Success Plans establish goals and a set of strategies to improve educational outcomes for African American/Black, American Indian/Alaska Native, Latino/a/x & Indigenous, LGBTQ2SIA+, and Native Hawaiian/Pacific Islander students. The success plans include investments in community-based organizations, school districts, early learning providers, educational service districts, Tribal governments, and higher education partners.

To bolster the metrics included to monitor and assess the implementation and impact of individual strategies, the Oregon Department of Education is developing an overarching framework or logic model for coherency across the student success plans and to guide the development, monitoring, and evaluation of the plans. This effort will result in a robust set of metrics to monitor and evaluate how community-based organizations and other grantees partner with school districts to build capacity to improve targeted outcomes for the focal student groups identified in The Oregon Department of Education’s Student Success Plans. The support that community-based organizations and other grantees provide falls into five general categories (i.e., academic support, cultural identity development, leadership development, giving back to the community, family and community engagement), and the Oregon Department of Education aims to identify metrics to monitor outputs and outcomes related to that support. To this end, the Oregon Department of Education has partnered with REL NW to develop a cross-student success plan framework that includes key indicators and metrics for monitoring and evaluating the success plans that are appropriately scaled for the Oregon Department of Education’s grantees. The Oregon Department of Education and REL NW have convened stakeholders to support the design process and help co-develop systems that foster greater communication and collaboration

between the Oregon Department of Education, districts, community-based organizations, and other grantees. This cross-student success plan framework and logic model includes indicators that can be used to:

- Support the development and revision of student success plans;
- Provide guidance to community-based organizations, districts, and other grantees regarding outputs and deliverables;
- Monitor implementation; and
- Evaluate the impact of the plans and their associated investments.

This cohesive success plan architecture will help define how the Oregon Department of Education, local education agencies, and community-based organizations work together to improve the ability of the Oregon Department of Education to:

- Guide Manage the direction of funds,
- the planning and implementation of the Student Success Plans, and
- Answer questions about how the strategic investments in community-based organizations and other grantees are impacting student outcomes.

More broadly, the success plan architecture will support the Oregon Department of Education and its partners' use of the metrics to communicate the interconnected nature of the work that grantees, districts, and the Oregon Department of Education do to improve students' experience in schools, sense of belonging, and academic outcomes.

Through this work, REL NW collaborates with representatives from the Oregon Department of Education and representatives from other stakeholder groups, as appropriate, to:

- Develop and/or refine a student success plan crosswalk that identifies key themes, trends, and development needs across the five plans;
 - Facilitate the development of a framework and logic model applicable to all current and future student success plans;
 - Identify key metrics and indicators applicable to all student success plans, while maintaining the distinct objectives and strategies developed by communities or Tribes for each of the individual plans;
 - Support the development of an internal alignment process that connects the objectives and strategies in the student success plans to other Oregon Department of Education work (e.g. reading strategies, increasing access to advancement learning, and math pathways project)
 - Support the development of a continuous improvement plan that would guide the development, monitoring, evaluation, and iteration of the student success plan; and
 - Support development of a strategic communications plan designed to:
 - Foster greater collaboration between the Oregon Department of Education, districts, community-based organizations, and other grantees; and
 - Document the impact of the plans and associated investments on students' school experience, sense of belonging, and academic outcomes.
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Looking Forward to the 2023-2025 Biennium

Summary

The work to build the foundation for the Native Hawaiian/Pacific Islander Student Success Plan is a large undertaking that has many moving parts. The Office of Equity, Diversity and Inclusion is working swiftly to draft a unified Request For Applications which catapults the necessity for the Advisory Group to immediately focus on the development of the Interim Native Hawaiian/Pacific Islander Student Success Plan. Simultaneously, the Coordinator has solicited input from internal and external constituencies for the development and adoption of Oregon Administrative Rules. Draft rules are scheduled to be presented before the Rules Advisory Committee and the State Board of Education in February 2024. In addition, the Coordinator and Native Hawaiian/Pacific Islander Advisory Group are drafting an Interim student success plan that is as inclusive of culture, community, and collaboration as possible given time constraints. An established Advisory Group, adopted rules, and an interim student success plan are key elements that are essential to establishing a grant process and program that will ensure the funding allocated for this Plan is able to serve Native Hawaiian/Pacific Islander students before the end of the 23-25 biennium.

Oregon Administrative Rules

The Oregon Administrative Rules developed and soon to be presented before the Rules Advisory Committee and the State Board of Education are reflective of input from both Oregon Department of Education staff and the Native Hawaiian/Pacific Islander Advisory Group. We are requesting temporary Oregon Administrative Rules with a plan to ensure adoption of permanent Oregon Administrative Rules before the temporary rules expire six months after they are adopted.

Interim & Final Student Success Plan

The Native Hawaiian/Pacific Islander Advisory Group has worked diligently and intentionally to align legislation with emerging themes relevant to the Native Hawaiian/Pacific Islander student population, being cognizant of improving student outcomes and infusing Native Hawaiian/Pacific Islander cultures. The goal is to immediately develop an Interim Native Hawaiian/Pacific Islander Student Success Plan to adhere to the stringent timeline of the Request For Applications and grant processes, and then to solicit community collaboration across the state in the development of the final student success plan.

Request For Applications

The Office of Equity, Diversity, and Inclusion is planning to develop and implement a Request For Applications for all Student Success Plan programs in which the Native Hawaiian/Pacific Islander Student Success Plan will participate.

