

Board Retreat
Tuesday, May 5, 2026 5:30 PM

Dr. Matthew Prophet Education Center - Board
Auditorium
501 N. Dixon St
Portland, OR 97227

Agenda

1. School Board Retreat





NAVIGATING POLICY DESIGN

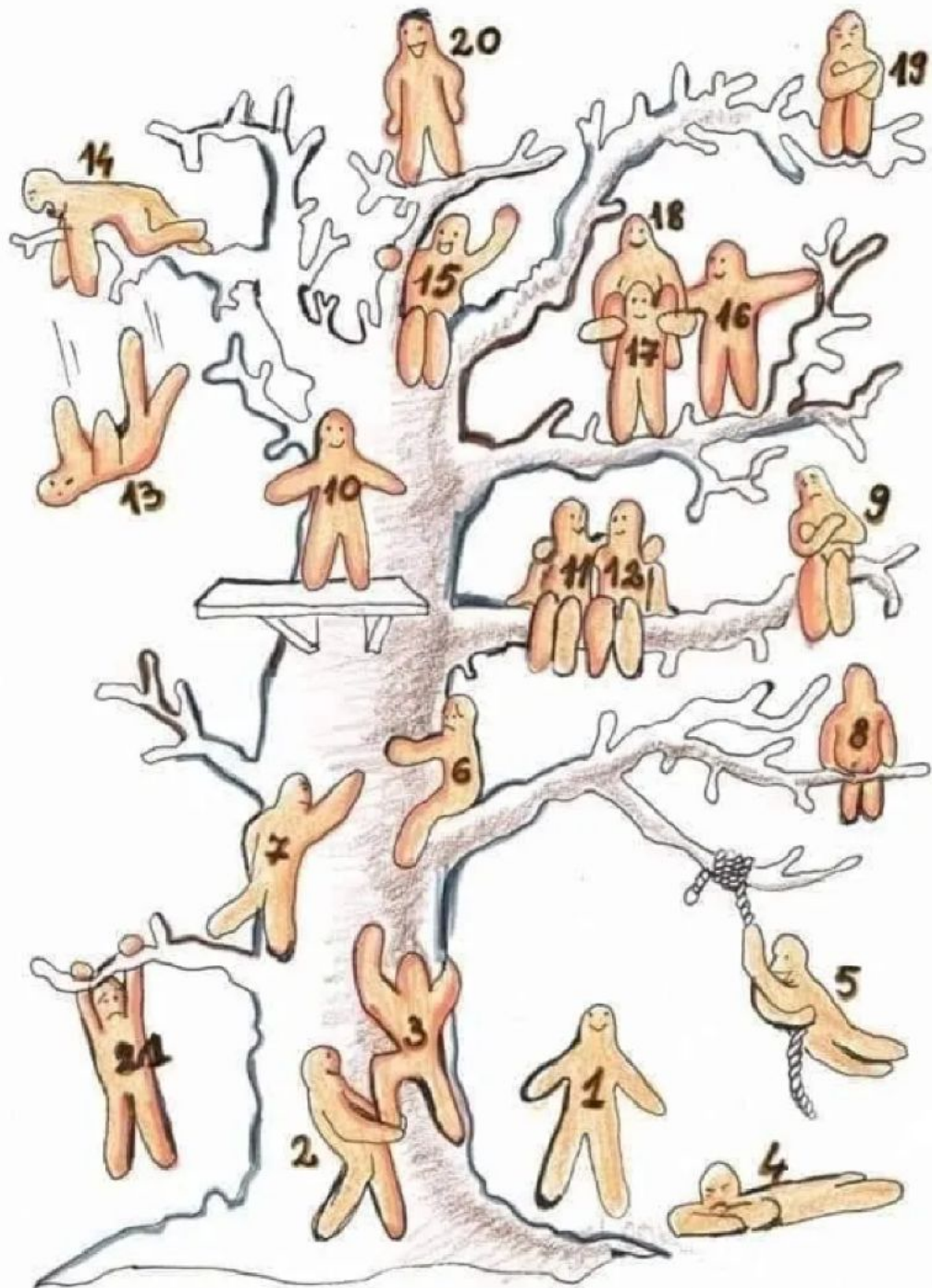
Creating an effective framework to support policy, protocol, and procedure updates.

AMY CAST & SANDY HAYES



OUR TIME TOGETHER

-  Welcome & setting the stage
-  Building foundations for policy design
-  Applying our learning: analysis and exploration of policy revisions
-  Exit ticket



“

Always be yourself,
express yourself, have
faith in yourself.

- **BRUCE LEE**

CONVERSATION SCAFFOLDS

01 Stay Engaged

02 Honor Ourselves, Each Other and Our Group

03 Make Space for Everyone

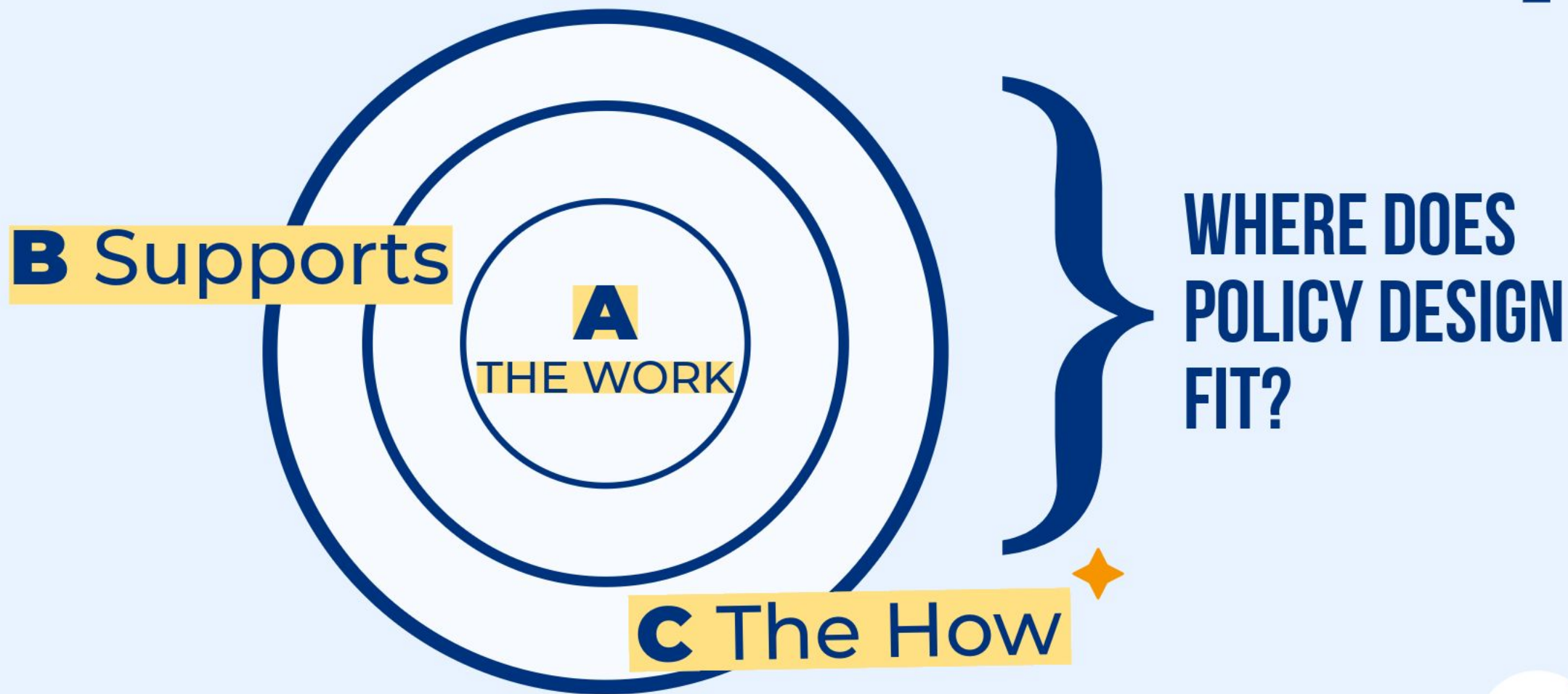
04 "Yes, and..." over "No, but..."

05 Don't let the Perfect be the enemy of the Good

POLICY DESIGN FOUNDATIONS & FRAMEWORK



THE GOVERNANCE ECOSYSTEM

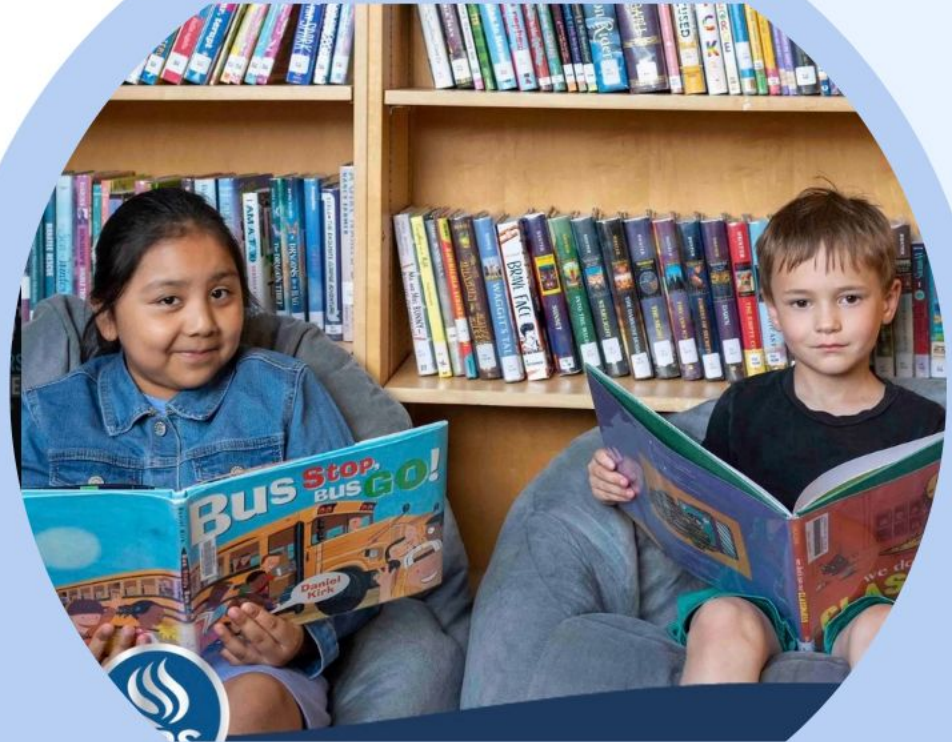


1. THE TOOLS: POLICY & PROCEDURE & GUIDELINES

Policy establishes a standard by which an institution manages its affairs.

Procedure/protocol is the description of the **operational processes** necessary to implement policy.

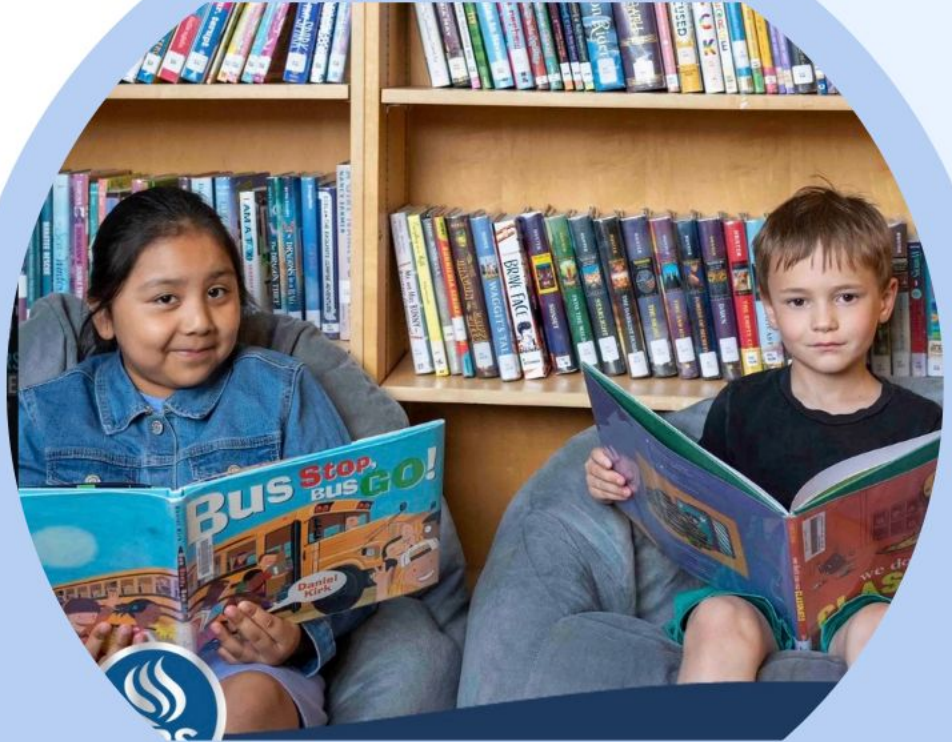
Guidelines are general non-mandatory recommendations that offer background or information on how to achieve a particular aim.



2. RESILIENT ASSUMPTIONS

Whether implicit or explicit, assumptions will shape:

- how problems are defined
- which solutions are prioritized
- how risks are balanced
- how resources are allocated
- long-term impact on the *resilience* of the policy results



SURFACING ASSUMPTIONS



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3. VALUES EXPLORATION

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BRENÉ BROWN



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BRENÉ BROWN

What focused values guide the Board's work in serving students?

4. THE WORK = BOARD RESPONSIBILITIES

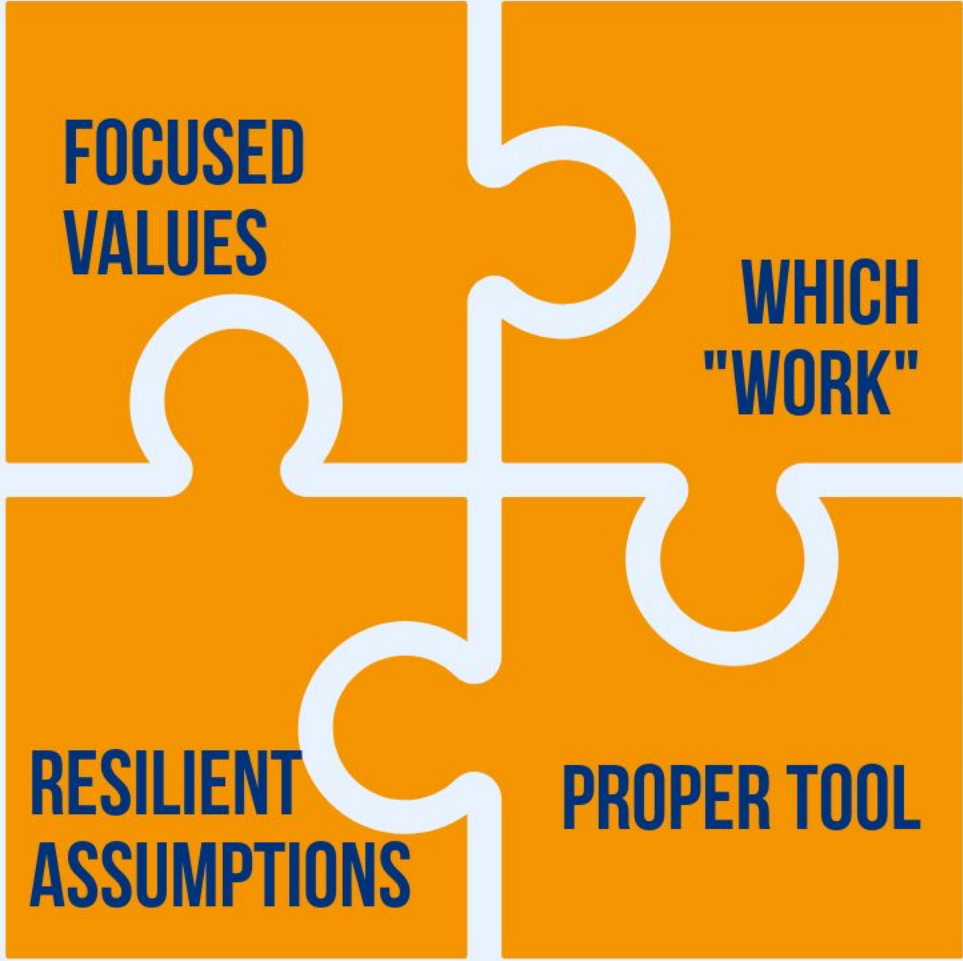
"WHAT"

- 01 Vision-directed Planning
- 02 Community Engagement
- 04 Accountability
- 08 Learning Organization
- 12 Budgeting & Financial Administration

"HOW"

- 03 Effective Leadership
- 05 Data Driven Improvement
- 06 Cultural Responsiveness
- 07 Culture and Climate
- 09 Systems Thinking
- 10 Innovation and Creativity
- 11 Board Conduct and Relationships

WHAT DETAILS TO
INCLUDE?
HOW DO THEY
RELATE TO VALUES?
WHAT WOULD BE
CLEAR, ADAPTIVE,
SYSTEM-WIDE?



PIECING IT TOGETHER

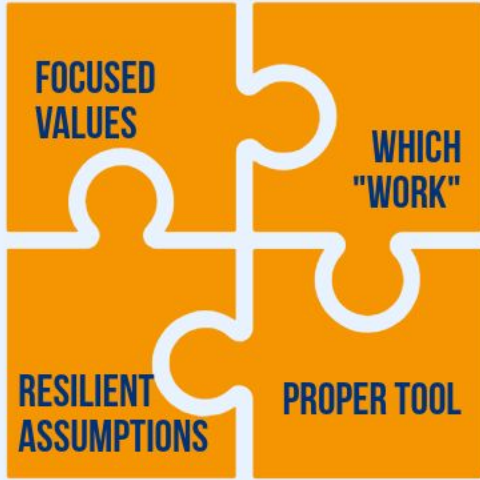




PIECING IT TOGETHER - POLICY EXPLORATION

- ✓ Any values are particularly relevant here? Could we state it as a board position? (*The "Why" with implied "How"*)
- ✓ How can we provide clarity on the expected action/behavior? (*The "What"*)
- ✓ Check: are all elements:
 - in line with our focused values,
 - involve system-wide application,
 - long-term in nature*If "no" -> does it belong in the protocol?*





PIECING IT TOGETHER - PROTOCOL

- ✓ Does it support a policy or set of policies?
- ✓ Does it outline standard practices for applying policy in specific situations?
- ✓ Check: are all elements:
 - narrower in scope than the policy,
 - able to adapt over time to improve efficiency,
 - list the who/what/when, and provide instruction.



AS YOU GO OFF...

Where else can we use these new tools?



CONSIDERING NEXT STEPS

E = Excited

W = Worried

N = Need More Information

S = Suggestions/next Steps



THANK YOU FOR OUR TIME TOGETHER.

We'd appreciate
your feedback.

