

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



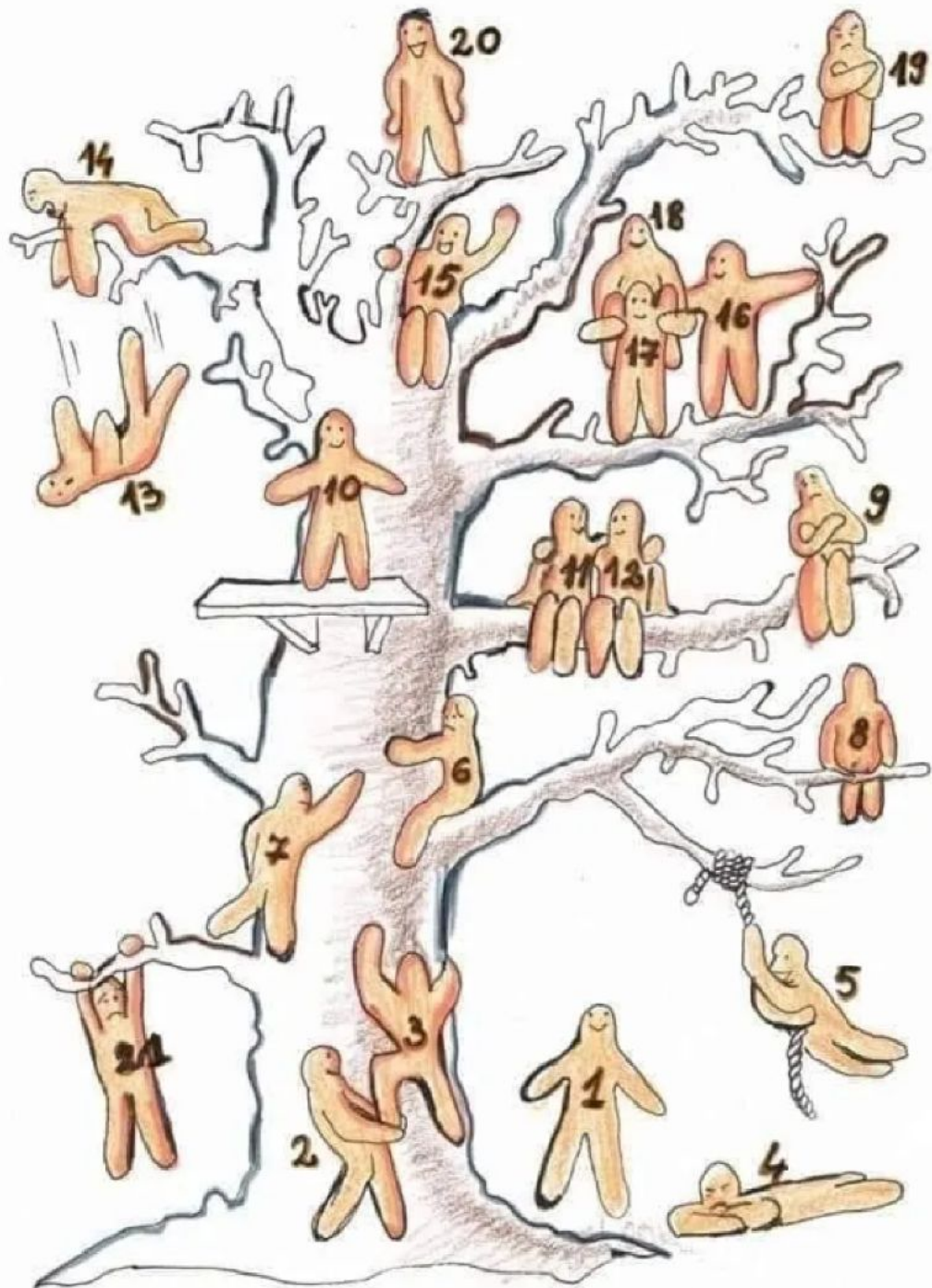
Building foundations for policy design



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

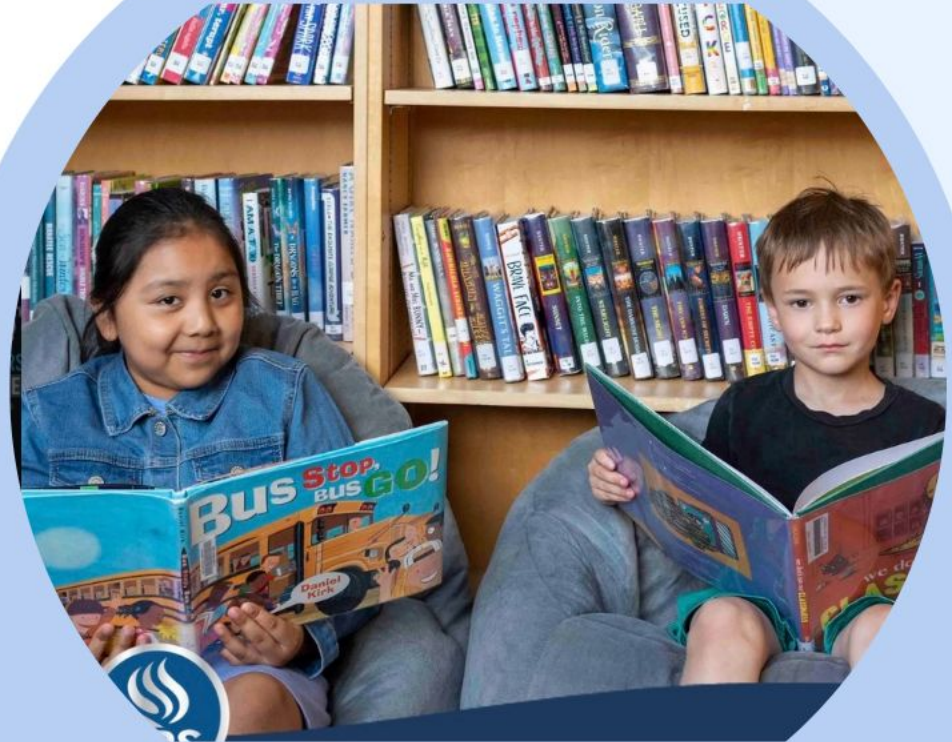


1. THE TOOLS: POLICY & PROCEDURE & GUIDELINES

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.



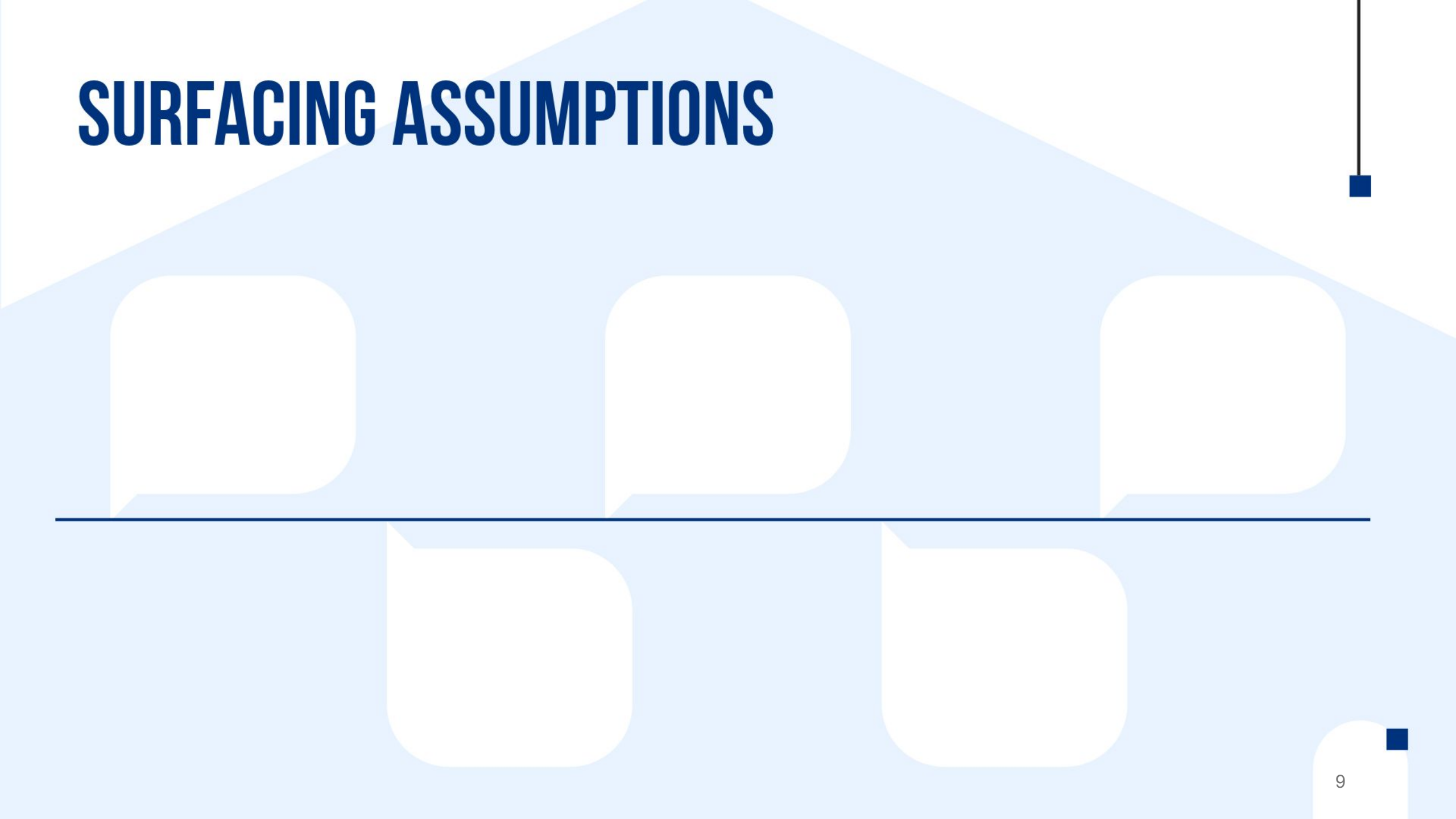
2. RESILIENT ASSUMPTIONS

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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of Education?

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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

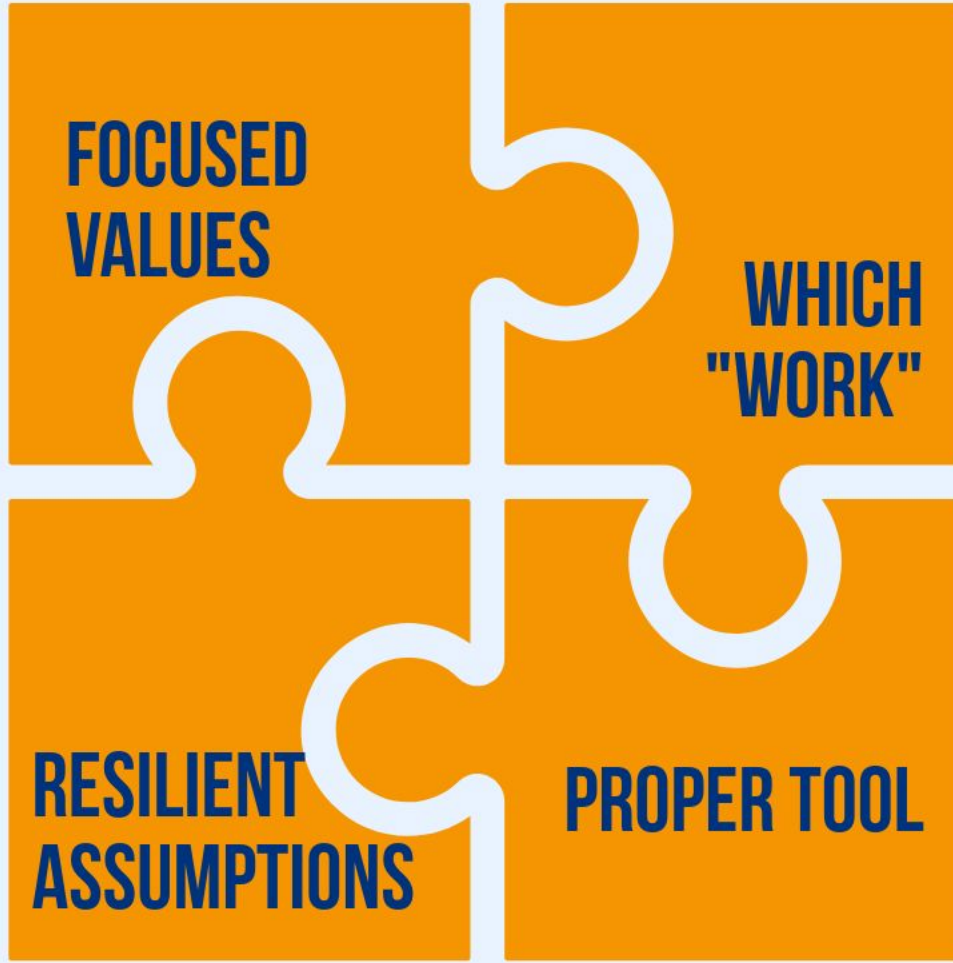
"WHAT"

- 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.

