

Superintendent and School Board Outline of South Albany High School Mascot Investigation Process 2017 -2018

August: Request to the board to investigate the Rebel mascot in light of national events

September - December

- Investigation of history and background (documents in “Student Articles” artifacts)
- Investigation of “raw” costs for a total changeover in mascot (documents attached)
- Investigation of other schools that had investigated mascot issues
- Investigation of school staffs thoughts and mindset about mascot (80% to change)
- “Straw poll” of students beliefs at the start of the process (28% to change)

January

- 40 students to Parkrose High School with purpose of hearing mascot perspective
 - AVID strategies utilized to facilitate deep connections and discussions
 - Small groups and large group socratic input sessions
 - Many students perspective changed
 - General themes:
 - We should absolutely change the mascot
 - Can we educate people to understand that mascot does not make us racist and keep the mascot
 - Huge value in the conversation reported by nearly all students

February 20, 21, 27: Community Input Sessions -- Implemented by consultant John Lennsen

- Space for 225 people initially planned -- on line sign up -- promoted through parent email, facebook, newspaper, and school announcements at events.
- Total of 98 people attended including staff
- 73 different people attended (some attended more than one session)
- Format / Outcomes
 - Small groups (5 - 7) asked to answer 4 questions - data collected in each group
 - Who are you? Why are you here this evening?
 - What are some of the reasons for keeping the current mascot?
 - What are some reasons for changing the current mascot?
 - What recommendations do you have the for the district
 - Large group sharing from table groups -- themes, thoughts
- Data review by Mr. Lennsen and school team to determine themes in the data
 - Central Themes: **Reasons for keeping the current mascot**
 - Financial Concerns
 - Tradition / Alumni
 - Keep it -- Modify / Educate / Inform / Change perceptions

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- Central Themes: **Reasons for changing the current mascot**
 - Many negative meanings/perceptions to others
 - Bring about positive change with process
 - Can't separate mascot from racist history
- Central Themes: Recommendations for the district
 - Include students -- process is important
 - Costs need to be considered
 - Keep it but invest in rebranding/educating

March - Early April

- Student Input and Data Process
- All students have a Language Arts class and we absorbed process in these classes
- Utilized AVID strategies to complete the following tasks:
 - Critical reading strategies to review 5 related articles/documents
 - Timeline of Events -- Dr. Bob Stalick
 - The importance of having a good mascot -- School Leadership
 - Song of the South: A Rebels Confession -- Jennifer Moody, 8/11/2015
 - Rebels without racism? SAHS examines its Confederate mascot -- Casey Parks, Oregonian, 7/27/2015
 - SAHS Mascot should unify, not divide -- Melanie Springer Mock 8/30/17
 - Written assignments, graphic organizers, socratic seminars, philosophical chairs, gallery walks, "expert" testimony, and other effective strategies used
 - Small group socratic review of the 5 articles -- goal to understand purpose / information / Author / Themes
 - Input and feedback sessions in small socratic groups
 - Data recorded to a google form to collect all comments/thoughts -- Each small group with a recorder.
 - Data collected included:
 - What new information did you learn from the reading?
 - What are reasons for keeping the current mascot?
 - What are reasons for changing the current mascot?
 - What recommendations do you have for the superintendent?
 - Central Themes: Recurring Reasons for **keeping the current mascot**
 - Cost
 - Tradition -- Alumni -- History
 - We rally around being different - rebelling
 - It's other people's problem if they are offended
 - It's about the people, not the mascot, that makes our school great
 - We need to change how people perceive the mascot, not change it
 - Central Themes: Recurring Reasons for **changing the current mascot**
 - Offensive -- creates negative image and perception of SAHS
 - Racist -- some don't feel safe

- Not who we are -- excluding rather than unifying -- mascot should unify, not divide school/community
 - Time to change -- ready for the controversy to be over -- new start
 - Becoming embarrassing -- already don't have a real mascot
 - People feel uncomfortable or unwelcome
 - We no longer need to rebel against old school -- we are our own identity
- Central Themes: Recurring **Recommendations for the district** / superintendent
 - Keep the mascot -- change people's perceptions -- tradition/history is important
 - Change the mascot -- name the new mascot "Rebel"
 - Students should pick new mascot
 - Cost -- money should be spent on other needs
 - Make the decision -- the constant controversy needs to end
 - Mascot is important but it does not define the school or the people in the school.
 - MANY many many recommendations for new mascot ideas
 - Many students hope for a change but to something that is unique from other schools.

Financial Impact

Funding Sources

- District support is required to move forward -- costs are one time only
- Pursue grant funding if the decision is to change the mascot
- Pursue sponsorship from equipment/uniform companies where possible
- Amounts may be adjusted as actual estimates and costs are determined

Uniforms -- phased replacement -- JV/9th will wear Rebel gear for a few years

- \$17,000 Varsity football uniforms -- REBELS on chest -- with 2 for 1 Nike purchase
- \$2000 Varsity volleyball uniforms (with Nike 2 for 1)
- \$5600 Varsity Boys Basketball
- \$5600 Varsity Girls Basketball
- \$4500 Varsity Wrestling
- \$3800 Varsity Cheer warmups
- \$4400 Varsity Baseball Uniforms
- \$600 Girls Varsity Golf
- \$1200 Coaches team gear for 22 programs

\$44,700 one time cost -- phase in replacement over time for other programs & sub varsity

Immediate costs to make the physical changes for next fall include:

- \$7600 Gym Floor -- already scheduled for maintenance -- additional costs \$7,600
- \$11,200 -- 80 hurdles @ \$140 each (current ones have REBELS)
- \$28,500 -- Endzone replacement on field
- \$1000 -- concrete replacement at stadium
- \$3500 -- sign replacement at stadium

- \$2800 -- windscreen/signs stadium/baseball area
- \$200 -- school flag
- \$2800 -- 40' sign in main gym
- \$2000 -- Alma Mater and Fight Song -- creation and new signs
- \$4000 -- 3 wrestling mats resurfaced / lettered
- \$300 -- granite sign at stadium -- cover soldier with new mascot
- \$400 -- Tennis Court signs
- \$800 -- gym signs outside
- \$2700 -- gym chairs for volleyball/basketball
- \$1000 -- leadership supplies/etc. With Rebels
- \$1500 -- office supplies and equipment -- estimate

\$69 ,500in one time costs for physical changes over the summer and 2018-19 school year

\$114,200 Total to budget for this change