

Fairbanks North Star Borough School District
Board Diversity Committee

Thursday, October 8, 2015
5:30 – 7:00 p.m.

520 Fifth Avenue
School District Administrative Center
Board Room

AGENDA

A. PRELIMINARIES

1. Call to Order
2. Roll Call / Introductions
3. Approval of Agenda
4. Approval of September, 2015 Meeting Minutes

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

C. REPORTS

1. Meeting Minutes (September, 2015)
2. Indigenous Peoples Day Resolution
3. Board Diversity Committee Flyer
4. 2012 School Climate Report
5. Friendship Day Flyer
6. ANE Literacy Month Flyer
7. African American Student Leadership Pamphlet

D. OLD BUSINESS

1. Indigenous Peoples Day Resolution: Final Draft
2. BDC Marketing Strategies

E. NEW BUSINESS

1. Welcome Denzel! Denzel will be representing the Regional Student Counsel
2. Guest: Jarrod Decker would like to discuss meaningful and attainable ways Watershed Charter School can increase diversity and access for all students.
3. Elect Chair and Vice Chair
4. 2 x New BDC Members (Military)
5. Student Climate Survey for Principals

F. INFORMATION

1. ANE Literacy Challenge: Ongoing through October 23rd
2. International Friendship Day: October 17th, 2015 – Events held at Pioneer Park Centennial Center 12:00 pm – 5:00 pm
3. Next Meeting: November 12, 2015

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

September 10, 2015

A. PRELIMINARIES

1. Call to Order

The meeting was called to order by Doreen Oliver at 5:45 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Roll Call / Introductions

Members present:

Jo Ann Borges
Michael Campbell
Dorothy Jones
Georgia Sandgren
Larnetia Skipps

Administrative support present:

Doreen Oliver
Britiany Paris

Members absent:

Alex Amegashie
Heidi Haas
Ava Vent
Beka Zerst

Guest:

Yatibaey Evans

3. Approval of Agenda

Dorothy Jones made a motion to approve the agenda. Michael Campbell seconded the motion and it carried unanimously.

4. Approval of the Minutes

Minutes of the September 10, 2015 meeting were reviewed. Larnetia Skipps made a motion to approve the minutes as submitted. Michael Campbell seconded the motion and it carried unanimously.

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

None

C. REPORTS

1. Diversity Action Plan – Doreen Oliver discussed the implementation of the DAP Hiring Committee, which will mainly discuss hiring, recruitment and retention. The first meeting is to take place on September 16, 2015.
2. "Taking a Stand Against Racism" – Board decided to wait on this event until more information can be gathered, as there was not much information provided last year.

D. OLD BUSINESS

1. Lesbian, Gay, Bisexual and Transgender (LGBT) History Month event for 2015-16 – Board discussed age appropriate topics to be discussed in the schools; the possibility of a resolution to address issues such as harassment and bullying in regards to LGBT. Board also discussed conduct for transgender students; would

like to attempt to develop guidelines and publish in a brochure or on the school website.

2. Dr. Ott's Student Ethnicity Report re-categorization for multi-ethnic students – Doreen Oliver asked to see the materials provided by Dr. Ott. Ms. Georgia Sandgren brought up discrepancies in powerschool due to the way that data is entered and stored.
3. Diversity Action Plan – Doreen Oliver addressed the Board concerning Goal #6 (Participate in Eielson Air Force Base Community Partnership Initiative program for Public Education Employment Opportunities for Air Force Spouses). Currently, she is in the process for applying for the program. A question was posed to Michael Campbell in regards to whether the Army has a similar program. Michael identified the Army program as the "Soldier for Life" program – Doreen would like to have a representative attend a meeting.

E. NEW BUSINESS

1. Increase Marketing – Ms. Georgia Sandgren suggested the board identify a marketing strategy for the upcoming year. Several different ideas were presented (update flyers – after October elections – and distribute in schools and update on school website; Increased presence in social media)
2. School Climate Survey – Ms. Georgia Sandgren suggested getting a school climate survey conducted this year. Ms. Larnetia Skipps will address the PTSA's at her next meeting for feedback. Dorothy Jones motioned to make the survey a priority at the next BDC Meeting.
3. Michael Campbell suggested an increase in resolutions concerning cultural sensitivity be implemented this school year.
4. Resolution for "Indigenous Peoples Day" was presented by Ms. Yatibaey Evans. Board decided that it needed to be revised IOT include information on how to access resources associated with the resolution. Jo Ann Borges raised concern about the accuracy of the statistical data referenced in the resolution. The Board voted unanimously to recommend the resolution to the school board. The Board then requested the revised resolution be brought back at the next meeting.

F. INFORMATION

1. The next committee meeting will be held on October 10, 2015 from 5:30 pm to 7:00 pm in the ADC Board Room.

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. Dorothy Jones asked about materials for Hispanic Heritage month. She also identified the word "encourage" on resolutions and stipulated that language be included to provide a standard as to how culture should be celebrated.

H. ADJOURNMENT

Dorothy Jones made a motion to adjourn the meeting. Larnetia Skipps seconded the motion and it passed unanimously. The meeting was adjourned at 6:55 p.m.

FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION

RESOLUTION 2016 - ##

INDIGENOUS PEOPLES' DAY

WHEREAS, Indigenous Peoples have occupied the land that now constitutes the Fairbanks North Star Borough, and

WHEREAS, the Fairbanks North Star Borough is built upon the homelands and villages of the Indigenous Peoples of this region, without whom the existence of the Borough would not be possible, and

WHEREAS, students of Indigenous Peoples' heritage comprise more than 18 percent of the Fairbanks North Star Borough School District's student body, and

WHEREAS, over fifty teachers of Indigenous Peoples' heritage distinguish themselves as educators in Fairbanks North Star Borough School District classrooms, and

WHEREAS, principals of Indigenous Peoples' heritage have led their schools with vision, and

WHEREAS, Indigenous Peoples have served the school board with distinction, and

WHEREAS, the Fairbanks North Star Borough Board of Education values the many contributions made to our community through Indigenous Peoples' knowledge, labor, skills and the deep cultural contribution that has substantially shaped the character of the City of Fairbanks, and

WHEREAS, the Fairbanks North Star Borough Board of Education has a responsibility to oppose the systematic racism towards Indigenous People in the United States, which perpetuates high rates of exacerbating disproportionate educational opportunities, and

WHEREAS, the Fairbanks North Star Borough Board of Education promotes the closing of the equity gap for Indigenous Peoples through policies and practices that reflect the experiences of Indigenous Peoples, ensure greater access and opportunity, and honor our regions indigenous roots, history, and contributions; and

WHEREAS, Indigenous Peoples' Day was first proposed in 1977 by a delegation of Native Nations to the United Nations sponsored International Conference on Discrimination Against Indigenous Populations in the Americas; and

WHEREAS, in 2011 the Affiliated Tribes of Northwest Indians, representing 59 Tribes from Washington, Oregon, Idaho, Northern California, Western Montana and some Alaskan Tribes, passed resolution #11-57 to "Support to Change Columbus Day (2nd Monday of October) to Indigenous Peoples' Day";

NOW, THEREFORE BE IT RESOLVED that the Fairbanks North Star Borough School District proclaims The second Monday in October as Indigenous Peoples' Day Month and encourages schools and teachers to honor it with performances, readings, guest speakers, displays, lessons, lectures and cultural celebrations. Assistance with resources are available through the Alaska Native Education Department.

PASSED AND APPROVED:

Heidi Haas, President
Board of Education

ATTEST:

Sharon Tuttle
Secretary to the Board



Board Diversity Committee Vision Statement

Children, youth and adults at the Fairbanks North Star Borough School District recognize, respect and celebrate each others' differences - whether our differences are skin color, language, culture, ethnicity, religion, family structure, skill level, physical development, sexual orientation, gender identity, age or ability - to ensure all students have the opportunity to realize their lifelong learning potential.

October 1997
Amended November 2000
Amended May 2011



Fairbanks North Star Borough School District

520 Fifth Avenue, Fairbanks, AK 99701
Telephone: (907) 452-2000 ext. 11463 or 11466
Facsimile: (907) 452-3172
<http://www.k12northstar.org>

Board
Diversity
Committee



Board Diversity Committee

The Board Diversity Committee is a standing committee of the School Board organized to address issues related to the academic performance of diverse students in the Fairbanks North Star Borough School District. Its duties include advising the School Board and superintendent on:

- The educational program of the school district as it relates to the education of diverse students
- How to stimulate increased participation in school activities
- Specific concerns of the diverse communities in the Fairbanks North Star Borough School District

Members of the Board Diversity Committee also develop relationships with schools in order to serve as a resource for both the schools and the communities. They may be trained in conflict resolution and called upon to assist with communication between families and schools.

Each elected School Board member appoints a member to the committee. The School Board selects four members to serve in at-large positions. The School Board president sits as the ex-officio representative of the School Board.

Committee Members

Alex Amegashie
Board Appointee (Mike O'Brien)

Jo Ann Borges
Member-at-large
Cell: 322-0584
einnacj91@yahoo.com

Michael Campbell
Board Appointee (John Thies)
Home: 347-6466
Michael.p.campbell12.naf@mail.mil

Heidi Haas
School Board President
Ex-Officio Representative
Cell: 388-1912
heidi.haas@k12northstar.org

Dorothy Jones
Board Appointee (Sue Hull)
Home: 479-4392
Cell: 388-3614
djjones3@alaska.edu

Georgia Sandgren
Member-at-large
Work: 452-2000 ext 11358
Home: 978-1737
georgia.sandgren@k12northstar.org

Larnetia Skipps
Member-at-large
Cell: 378-6635
larnetiaskipps@gmail.com

Ava Vent
Board Appointee (Allyson Lambert)
Cell: 687-2575
Work: 452-8251 x 3032
ava.vent@tananachiefs.org

Beka Zerbst
Member-at-large
Home: 488-5518
bekazerbst@me.com

Denzel Harris
Regional Student Council
Cell: (770) 548-0161
denzel.j.harris@gmail.com

Administrative Support

Doreen Oliver, EEO Director
doreen.oliver@k12northstar.org
452-2000 ext. 11466

Britainy Paris, EEO Secretary
britainy.paris@k12northstar.org
452-2000 ext. 11463

Parents and students can register concerns with the Board Diversity Committee through a PowerSchool Premier portal. From the PowerSchool Premier home page (guardian or student) click on the Diversity Issues button.

Fairbanks North Star Borough School District
520 Fifth Avenue, Fairbanks, AK 99701
Facsimile: (907) 452-3172

<http://www.k12northstar.org/employment-educational-opportunity>
<http://www.k12northstar.org/board-of-education/school-board-advisory-committees/ethnic-advisory-committee>

School Climate

Perception of Parents, Staff, and Students Spring 2012

Preliminary Summary by Heather Rauenhorst
March 20, 2012

Parent, Staff, and Student Surveys

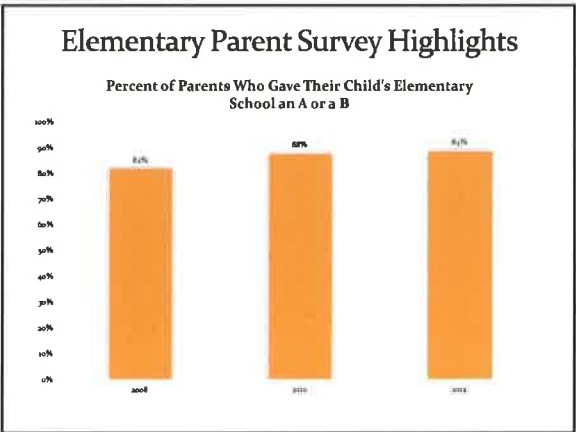
- Parent Opinion Polls have been conducted in alternate years at all schools (K-12) since at least 2000.
- School Climate Surveys of Staff and Students at secondary schools have been conducted in alternate years since 2008. The 2008 & 2010 surveys were conducted by AASB.
- Student Transition Surveys of selected grade levels have been conducted since 2007. These surveys were designed by Dr. Tony Strange in a local partnership effort.

Parent, Staff, and Student Surveys

- In 2012, we revised and administered our own locally designed surveys for all three groups at the secondary level: parents, students, and staff.
- In 2012, all surveys at the secondary school level were revised significantly to meet changing information needs and to better align the questions asked of all three groups.
- All surveys were conducted online throughout the month of February. Paper copies were also available where requested.

Elementary School Response Rates (Parents Only)

Elementary School	Response Rate
Anderson	22%
Aona Wan	12%
Arcadia Light	12%
Baldwin	30%
Barnstable	48%
Chilmark	21%
Crawford	27%
Deerfield	24%
Humber	21%
Jay	22%
Ladd	17%
Mardis	14%
NEPS	29%
Pearl Creek	34%
Salisbury	41%
Ticonderoga	17%
Town Rivers	18%
University Park	30%
Waterford	44%
Westerly	23%
Wood River	28%
All Elementary Schools	24%



Secondary School Response Rates

High School	2010-11	2011-12	2012-13
Ben Blabon	88.2%	10.0%	* 78.0%
Billie Koltrane	88.0%	N/A	* 82.3%
BOC: NFA	74.2%	3.3%	* 73.3%
WPS	88.0%	16.0%	87.7%
Randy Smith	98.2%	22.0%	98.0%
Ryan	70.0%	18.0%	88.0%
Tysons	88.2%	18.0%	88.2%
All Middle Schools	88.2%	18.0%	88.2%

High School	2012-13	2013-14	2014-15
Ben Blabon	82.2%	17.5%	* 78.0%
Billie Koltrane	88.0%	N/A	* 82.3%
Hobbsman	73.0%	27.3%	87.7%
Lathrop	78.0%	18.2%	100.0%
BOC: CSD & NFA	23.0%	11.1%	* 73.3%
NP10	71.1%	17.3%	100.0%
West Valley	84.0%	28.0%	100.0%
All High Schools	78.0%	22.3%	84.0%

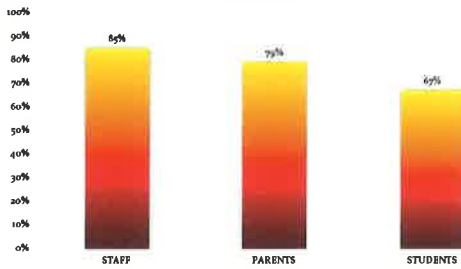
* Staff responses could not be split between the middle and high school level because staff at these schools teach at both levels.

New Diversity Questions at Secondary Schools

- For a number of years, the Board Diversity Committee had been wanting to survey students about discrimination issues
- Worked with the BDC to add some questions to the student survey while still keeping the survey short enough to be completed in 1 class period
- Questions were also added to other surveys at secondary level to provide a multi-dimensional look at these issues
- 7 questions were added to staff surveys
- 10 questions were added to high school student surveys
- 5 questions were added to middle school student surveys
- 1 question was added to middle and high school parent surveys
- No questions were added to the elementary parent surveys

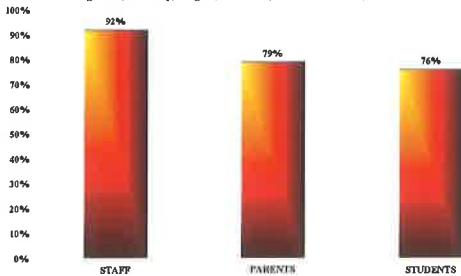
High School 2012

Students are welcomed at this school regardless of race, gender, cultural background, disability, religion, skin color, sexual orientation, or other differences.

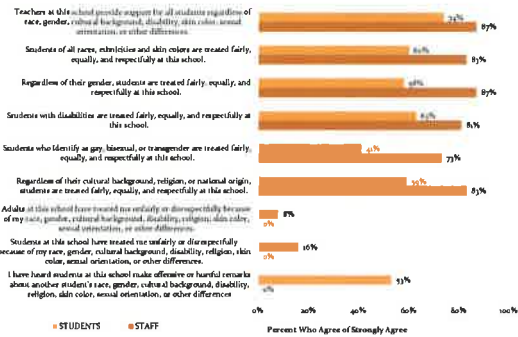


Middle School 2012

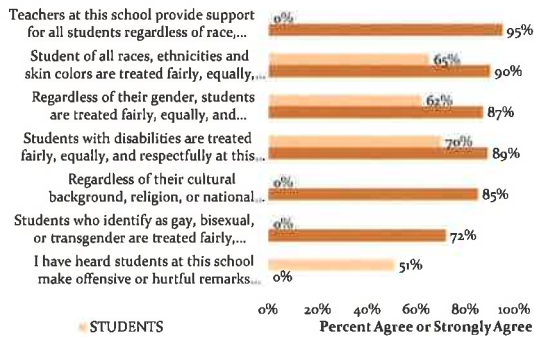
Students are welcomed at this school regardless of race, gender, cultural background, disability, religion, skin color, sexual orientation, or other differences.



New Diversity Questions at High School

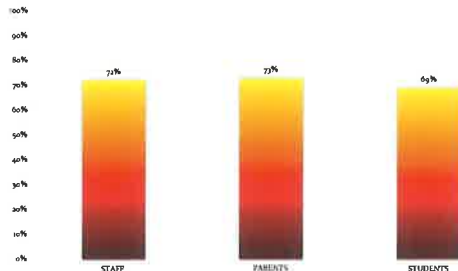


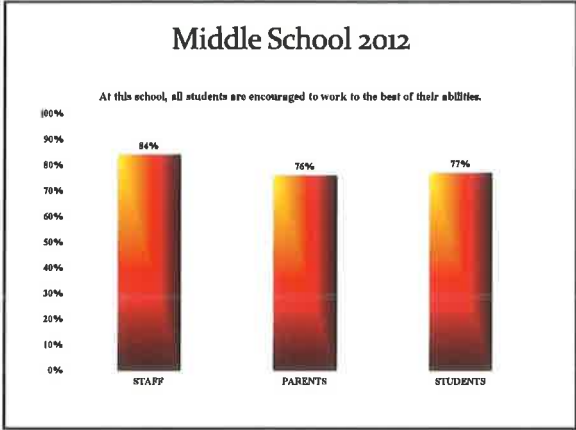
New Diversity Questions at Middle School

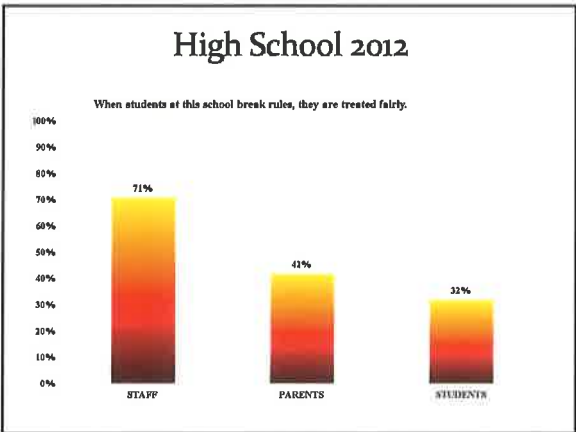


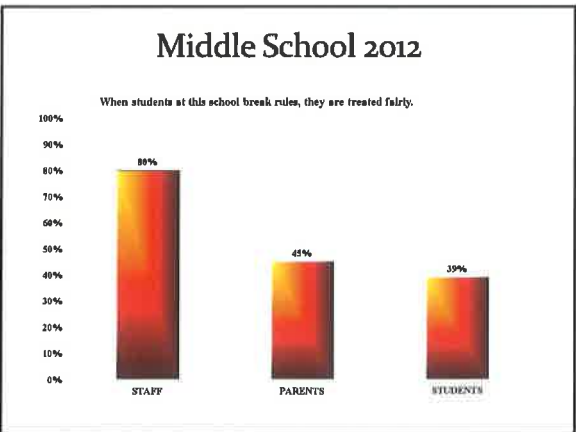
High School 2012

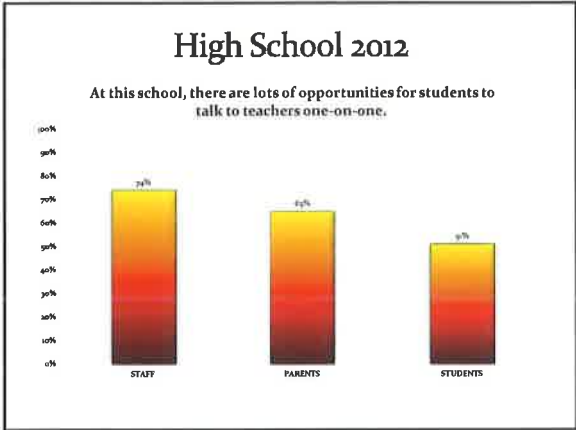
At this school, all students are encouraged to work to the best of their abilities.

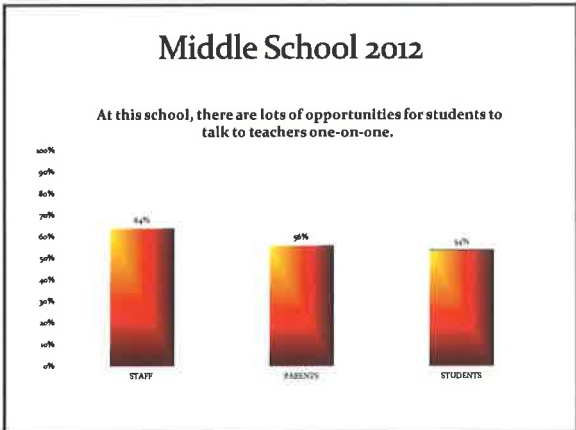












Recommendations

Some common ways that schools might use the data to have PLC conversations among staff:

- For each survey, find the questions with the highest positive response and the questions with the lowest positive response.
 - For example, perhaps the percent of students who agreed that they "feel comfortable going to my teachers when I need help" is something to be celebrated while the percent of students agreeing with the statement, "I have witnessed bullying at this school" indicates a need to work on this area.
- Compare school results with district results for the same questions.
 - For example, perhaps a high school's results indicate their students are less likely than the district average student to agree that "Students at this school are often bullied at school."
- Compare staff, student, and parent perceptions of the same topics (there are many similar questions between all the surveys) and discuss any differences in the perception of these three groups.
 - For example, do parents, staff, and students agree that "At this school, there are lots of opportunities to talk to teachers one-on-one"?
- Compare 2012 results with 2010 and 2008 results for the same questions. (Some questions don't have multi-year results, but many do.)
 - For example, perhaps a middle school's results indicate their students are more likely now than in 2010 to agree that "I am happy in school."

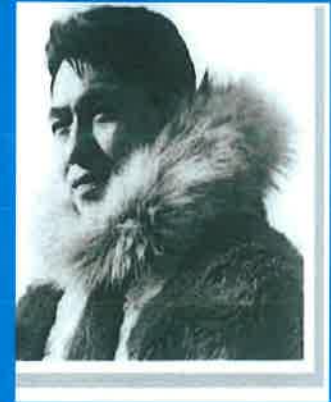
It's important to identify areas to celebrate for success as well as to target for improvement!

Alaska Native Education Program Invites ALL K-12 Graders to participate in the

5th Annual Literacy Challenge!



Sydney Huntington, Elizabeth Peratrovich, Eban Hopson, George Attla, Willie Hensley, Katie John, Howard Rock, Ada Blackjack, Sadie Neakok, Mary Sinrock, Chief Peter John, Chief Andrew Isaac, Chief David Salmon, Dr. Ted Mala, Clare Swan, Chief Charley



Students in grades K-12 are challenged to learn about Alaskan Native Leaders. Projects are due Oct. 23, 2015 by 5:00 P.M. @ the A.N.E. Office. There will be 1st through 3rd place winners and Honorary Mentions. Students will win great prizes.

K-1st grade: Color a picture or draw an Alaska Native Leader on your own.

2nd-3rd grade: Color or create your own picture of an Alaska Native Leader and include a paragraph about that person.

4-6th grade: Create an informative poster about an Alaska Native Leader.

7-12 grade: Interview an Alaska Native professional that inspires you, and submit the outcome. See interview guidelines for additional information.

**Deadline: 5:00 P.M. Friday, October 23, 2015 at 520 5th Ave.,
4th Floor, ANE office**

For information, contact: Alaska Native Education, 452-2000, Ext. 11468.

E-mail: emily.leon@k12northstar.org



29th Annual
Fairbanks
International
Friendship Day



Saturday, October 17, 2015
12 noon - 5 pm
Pioneer Park Centennial Center

Free Admission

Stage Performances Cultural Displays
Food and Gift Items for Sale

474-0928

Presented by Fairbanks International Friendship Day Committee
Co-Sponsored by FNSB Parks and Recreation

