

Fairbanks North Star Borough School District
Board Diversity Committee

Thursday, November 12, 2015
5:30 – 7:00 p.m.

520 Fifth Avenue
School District Administrative Center
Room 341

AGENDA

A. PRELIMINARIES

1. Call to Order
2. Roll Call / Introductions
3. Approval of Agenda
4. Approval of October 8, 2015 Meeting Minutes

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

C. REPORTS

1. Meeting Minutes (October, 2015)
2. Board Diversity Committee Flyer
3. 2012 School Climate Report
4. LGBT Empowerment Workshop Flyer
5. Rock Your Mocks! Flyer
6. Heritage Celebration Flyer

D. OLD BUSINESS

1. BDC Marketing Strategies
2. Complete Amendments to BDC Vision Statement for Pamphlet

E. NEW BUSINESS

1. Student Climate Survey for Principals
2. SY 2015-16 Goals
3. Diversity Curriculum: Bringing more diversity into the curriculum in regards to celebrating the diverse population of faculty and students within our school district was discussed during the first BDC meeting this school year. Next month, Melanie Hadaway (Ex. Dir. Of Curriculum and Instruction) will attend as a guest to discuss topics identified by the Committee and to answer questions. She would like to have a list of topics/questions prior to her meeting attendance in order to be prepared for discussion.

F. INFORMATION

1. Native Heritage Month Activities:
 - i. Nov. 4th- ANE Native Heritage Celebration for the community at Hunter Elem. 6-8pm
 - ii. Nov. 10th- ANE Native Heritage Celebration for Badger Rd. and beyond at North Pole Middle School 6-8pm
 - iii. Nov. 10th and 11th- TCC Interior Education Summit at Tribal Hall 8:30am-5pm
 - iv. Nov. 13th- ANE and PTA Native Cultural Celebration at Denali Elem. for Denali families from 6-8pm
 - v. Nov 11th-14th Athabascan Fiddlers Fiddle Festival at the Tribal Hall
 - vi. Nov 8th-15th- Rock Your Mocs! Everywhere and Anywhere!
 - vii. Every Wednesday in November. and throughout the year- Wear your cultural shirt to work ie. Kuspuk or Atikluk.
2. LGBTQ Speak Up! Speak Out! Empowerment Workshop:
Unitarian Universalist Fellowship of Fairbanks, Saturday, November 14th - 10:30am-3:30pm
3. Upcoming FNSBSD Recruiting Event:
JP Jones Center, Tuesday, December 8th 6:00pm-7:30pm
4. Next Meeting: Thursday, December 10, 2015

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

October 8, 2015

A. PRELIMINARIES

1. Call to Order

The meeting was called to order by Doreen Oliver at 5:36 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Roll Call / Introductions

Members present:

Alex Amegashie
Michael Campbell
Dorothy Jones
Georgia Sandgren

Administrative support present:

Doreen Oliver
Britainy Paris

Members absent:

Jo Ann Borges
Heidi Haas
Larnetia Skippis
Ava Vent
Beka Zerbst

Guest:

Jarrod Decker (Headmaster, Watershed
Charter School)

3. Approval of Agenda

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

4. Approval of the Minutes

Minutes of the September 10, 2015 meeting were reviewed. Dorothy Jones made a motion to approve the minutes as submitted. Georgia Sandgren seconded the motion and it carried unanimously.

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

None

C. REPORTS

1. Indigenous Peoples Day Resolution
2. Board Diversity Committee Flyer
3. 2012 School Climate Report
4. Friendship Day Flyer
5. ANE Literacy Month Flyer
6. African American Student Leadership Pamphlet

D. OLD BUSINESS

1. **Indigenous Peoples Day Resolution:** The BDC passed the Indigenous Peoples' Day Resolution, stipulating to any grammatical errors and typographical errors corrections. One in particular was noted in the last paragraph, first sentence- "...Peoples' Day Month..." It was recommended to take out the word "Month". Georgia Sandgren moved

to pass the resolution, Michael Campbell seconded the motion and it carried unanimously.

2. **BDC Marketing Strategies:** The BDC asked for confirmation that parents and students can still register concerns with the BDC through PowerSchool. The BDC discussed amending the BDC vision statement to reflect the school district's vision statement. It was decided that more discussion on the vision statement would be added to next month's agenda.

E. NEW BUSINESS

1. **Guest, Jarrod Decker:** Mr. Jarrod Decker brought the issue of finding ways to expand strategies used to increase access for minorities at Watershed Charter School. The BDC recommended that Mr. Decker identify his goals in terms of the percentage of minority he would like to see in the school, and then actively seek out those groups in which he is looking to increase. Mr. Decker identified that transportation is a problem to and from the school – the possibility of asking the school board for help in this area was discussed. Mr. Decker was invited to return to discuss the issues he brought forward in more detail once he completes collecting initial data.
2. **Elect Chair, Vice Chair:** Dorothy Jones nominated Georgia Sandgren to serve as Chair for the BDC, Alex Amegashie seconded the motion and it carried unanimously. Alex Amegashie nominated Michael Campbell to serve as Vice Chair for the BDC, Dorothy Jones seconded the motion and it carried unanimously.
3. **2 x New Military Members:** The addition of 2 military members to the BDC was moved to accept by Dorothy Jones. Alex Amegashie seconded the motion and it carried unanimously.

F. INFORMATION

1. The next committee meeting will be November 12, 2015 from 5:30 – 7:00 in room 341.
2. 2012 Climate Survey will be moved to discuss at the next meeting.

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

- Georgia Sandgren noted that 10 states have formally recognized Indigenous People's Day.
- Dorothy Jones asked to limit the number of items to review on the agenda – based on what can actually be addressed during the time allotted.
- The BDC asked that the processes for passing resolutions be added to the agenda for the next meeting.
- The BDC asked for a status report on the LBGT Resolution.

H. ADJOURNMENT

Dorothy Jones made a motion to adjourn the meeting. Alex Amegashie seconded the motion and it passed unanimously. The meeting was adjourned at 7:05 p.m.

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

einnaci91@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

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georgia.sandgren@k12northstar.org

Larnetia Skippis

Member-at-large

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larnetiaskippis@gmail.com

Ava Vent

Board Appointee (Allyson Lambert)

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Work: 452-8251 x 3032

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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

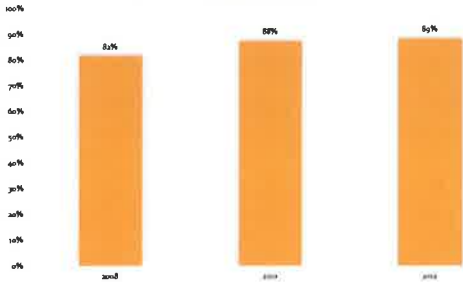
- In 2012, we revised and administered our own locally designed surveys for all three groups at the secondary level: parents, students, and staff.
- In 2012, all surveys at the secondary school level were revised significantly to meet changing information needs and to better align the questions asked 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%
Anne Wilson	13%
Arctic Light	12%
Baldger	20%
Barrovia	49%
Chisook	21%
Crawford	27%
Donali	34%
Humber	21%
Jay	22%
Ladd	17%
Mordale	14%
NPB	25%
Peach Creek	34%
Salcha	41%
Ticonah Brown	17%
Two Rivers	18%
University Park	32%
Wheatland	44%
Waller	22%
Woodriver	28%
All Elementary Schools	24%

Elementary Parent Survey Highlights

Percent of Parents Who Gave Their Child's Elementary School an A or a B



Secondary School Response Rates

Secondary School	2014-2015 Response Rate	2013-2014 Response Rate	2011-2012 Response Rate
Ben Blabon	62.5%	19.0%	* 78.6%
Bills Kolzine	60.0%	N/A	* 82.3%
BONE: NPA	74.2%	3.2%	* 73.3%
NPB	66.0%	16.6%	87.7%
Randy Smith	66.3%	22.8%	83.0%
Ryan	70.9%	18.6%	83.8%
Tanana	66.2%	18.9%	48.2%
All Middle Schools	64.2%	18.0%	81.4%

High School	2014-2015 Response Rate	2013-2014 Response Rate	2011-2012 Response Rate
Ben Blabon	62.5%	17.8%	* 78.6%
Bills Kolzine	59.5%	N/A	* 82.3%
Hubbard	73.0%	27.2%	87.7%
Lathrop	78.0%	16.2%	100.0%
BONE: CBD & NPA	28.0%	11.1%	* 73.3%
NPBH	71.1%	17.3%	100.0%
West Valley	84.0%	20.8%	100.0%
All High Schools	72.6%	22.3%	81.6%

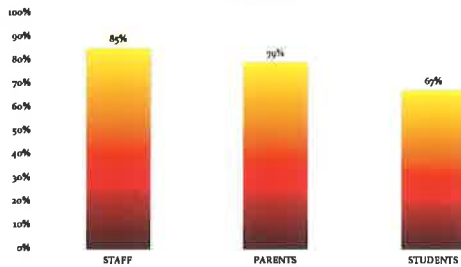
* Staff responses could not be split between the middle and high school level because staff at these schools teach at both levels.

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

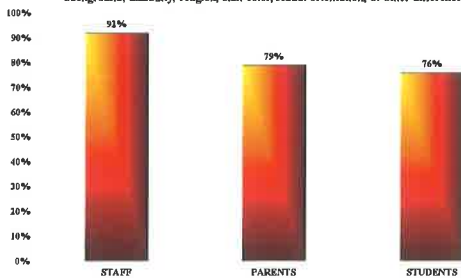
High School 2012

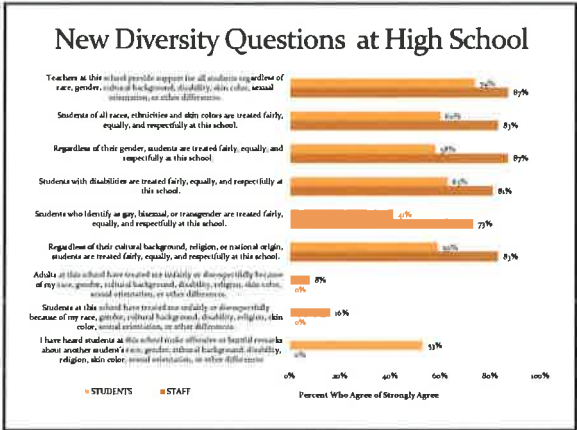
Students are welcomed at this school regardless of race, gender, cultural background, disability, religion, skin color, sexual orientation, or other differences.

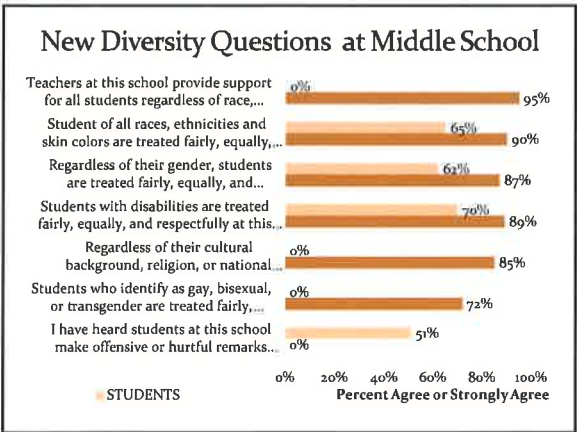


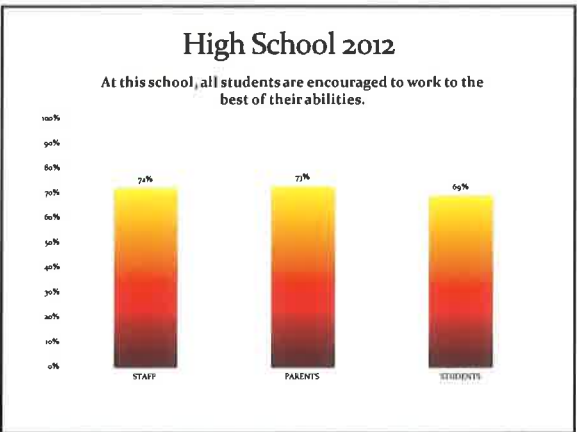
Middle School 2012

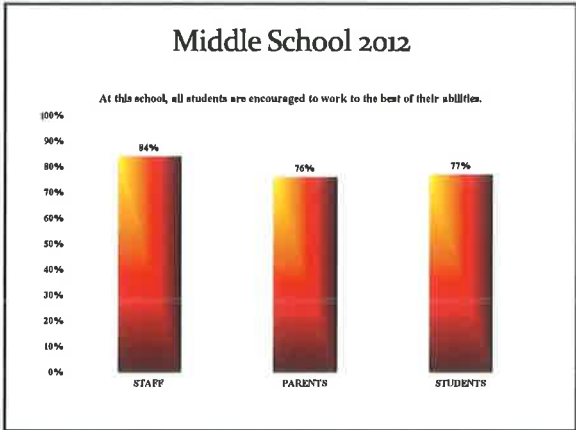
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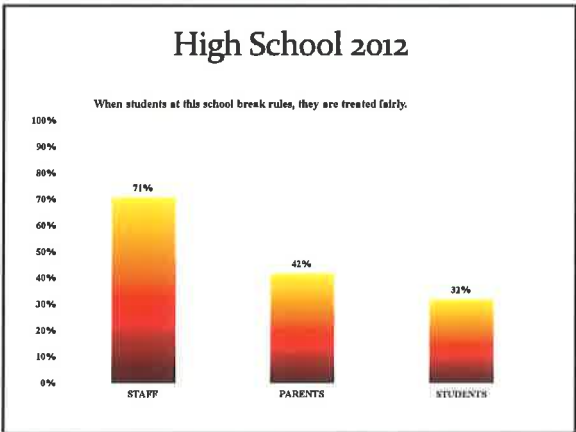


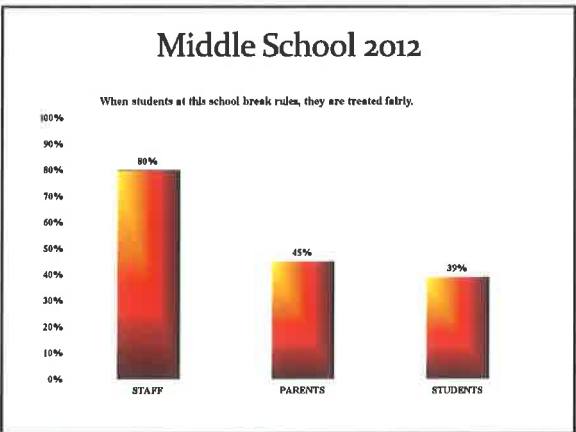


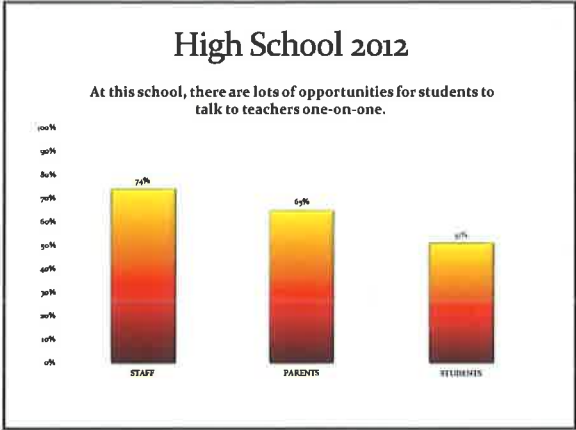


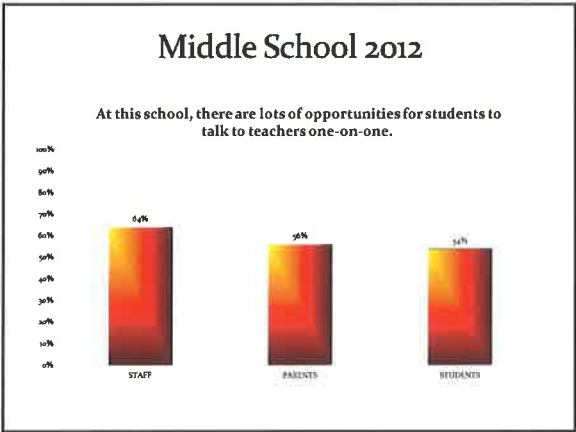












Recommendations

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!

Speak up! Speak Out!

Lifting voices for LGBTQ equality



An empowerment workshop designed to expand our advocacy toolbox!
Open to all LGBTQ people and Allies

Saturday, November 14

10:30am - 3:30pm

Unitarian Universalist Fellowship of Fairbanks

4448 Pike's Landing Road

Register at speakupfbx.eventbrite.com

For more info email speakupfbx@gmail.com



**Pride
Foundation**



Alaska Native Education
Invites you to

Heritage Celebration

Wednesday November 4th

6:00PM - 8:00



Hunter Elementary
1630 Gillam Way



ROCK YOUR MOCS WEEK!

Just
rock 'em!

NOVEMBER 8-15, 2015

Post your pictures online with these tags:

##NationalNativeAmericanHeritageDay

##ROCKYOURMOCS

##ROCKURMOCS

##Moccasins

##RYM2015

Sponsored by:

Doyon, Limited

Alaska Native Education

Tanana Chiefs Conference

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Interior Regional Housing Authority

BUY A PAIR, SHARE A PAIR, OR SEW YOUR OWN.