

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
FAIRBANKS, ALASKA

Regular Meeting

MINUTES

February 16, 2016

Vice President Gentry called the meeting to order at 7:00 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. Randy Smith Middle School's Jazz Band led the Pledge of Allegiance and performed for the school board under the guidance of Robert Lockwood, band director.

Vice President Gentry read the district's mission statement: *"Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society."*

Present:

Lisa Gentry, Vice President  
Allyson Lambert, Treasurer  
Michael O'Brien, Clerk  
Wendy Dominique, Member  
Sue Hull, Member  
Richard Cole, Base Representative  
Sean Williams, Post Representative  
Kobe Rizk, Student Representative

Absent:

Heidi Haas, President  
Sean Rice, Member

Staff Present:

Dr. Karen Gaborik, Superintendent of Schools  
Lisa Pearce, Chief Financial Officer  
Dan Schmidt, Assistant Superintendent of Secondary Education  
Dave Norum, Executive Director of Facilities Maintenance  
Kathie Wassmann, Executive Director of Special Education  
Melanie Hadaway, Executive Director of Curriculum & Instruction  
Janet Cobb, Executive Director of Technology  
Sharice Walker, Director of Public Relations  
Helen Clark, Director of Federal Programs  
Dan Domke, Director of Career and Technical Education  
Heather Rauenhorst, Director of Grants & Strategic Partnerships  
Dr. Ellis Ott, Research Associate and Accountability Coordinator  
Sharon Tuttle, Executive Assistant to the Board

**PRELIMINARY ITEMS**

**Spotlight: Randy Smith Middle School** [0:07:05]

Dave Dershin, Randy Smith Middle School principal, along with Olga Napolilli, teacher, and Cory Goodman, prevention-intervention specialist, presented the spotlight on Randy Smith Middle School. Mr. Dershin highlighted the work of Randy Smith certificated and support staff and each of their important roles in the success of the school and student achievement.

Ms. Napolilli spoke to the school's 21<sup>st</sup> Century After-School Program. Two years ago, the school transitioned to a morning tutoring program to better accommodate the needs of students. The morning program operated every morning from 8:00-9:00 a.m. The goal of the program was to provide academic support to students. Currently the program served 67 students, seeing 20-25 students on a daily basis. The program was one of the first interventions recommended for struggling students. The program and staff worked to meet the individual needs of students so all students succeeded.

## **Spotlight: Randy Smith Middle School (continued)**

Ms. Goodman, and Randy Smith students Riley Angelo and Gabriel Anderson, spoke to the school's SOS (Signs of Suicide) program. The SOS program taught students how to identify signs of depression, self-harm, and potential suicide, and how to respond confidently and in a positive helpful manner to help individuals seek help. Ms. Angelo spoke about and presented the board with copies of the SOS "Take What You Need" posters that provided inspiration to students who needed a boost and support. Mr. Anderson demonstrated the "Happy Lights" that were set up in the school's library. The lights simulated natural daylight, which worked to improve mood and make people happier.

Vice President Gentry, on behalf of the entire board, thanked Mr. Dershin, Ms. Napolilli, Ms. Goodman, Ms. Angelo, and Mr. Anderson for the great spotlight. The posters were beautiful and a great idea.

### **AGENDA** [0:15:01]

LAMBERT MOVED, HULL SECONDED, TO ADOPT THE AGENDA WITH CONSENT ITEMS.

The following consent items were moved:

approved the minutes from the regular meeting on January 19, and the special meeting and work session on February 1, 2016, as submitted.

accepted the gift of \$1,350 from the Anne Wien Elementary School PTA to Anne Wien Elementary School to support classroom field trips.

accepted the gift of \$2,400 from the Woodriver PTA to Woodriver Elementary School to support classroom budgets.

accepted the gift of \$1,000 from the Eielson Officer Spouses' Club to Ben Eielson Junior-Senior High School to help fund activity travel and uniforms.

approved the Personnel Action Report for the period January 25-February 5, 2016.

acknowledged the Personnel Information Report for the period January 23- February 5, 2016.

acknowledged the Superintendent's Budget Transfer Report for the period January 16-31, 2016.

acknowledged the Long Term Suspension & Expulsion Report for the 2015-2016 school year, as of February 8, 2016.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 3 AYES (COLE, WILLIAMS, RIZK)  
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES  
(HULL, DOMINIQUE, O'BRIEN, LAMBERT, GENTRY)

## **PUBLIC COMMENT ON NONAGENDA ITEMS** [0:17:41]

Sean Genson, 2118 South Cushman, district teacher and FEA member, announced Fairbanks FEA members were joining a nationwide walk-in for public education. Members were walking-in for the world-class education all children deserved. Mr. Genson said FEA members were walking-in to recognize and thank the board for its expertise, dedication, and passion for students and their education. Education should be seen as an investment, not a cost. Alaska had the resources to fully and sustainably fund schools; and it had the obligation to children to do so. FEA members were walking-in to highlight that the professionals teaching students made the best leaders of education reform. FEA members were trained experts in evaluating which education reform ideas would most improve schools. As educators, it was in their nature to innovate and find efficient solutions. Mr. Genson went on to say FEA members were walking-in to celebrate what worked: increasing time students spent learning; effective family and school partnerships; delivering rich and varied curriculum; and improving collaboration and professional development, including the personalized professional development pilot at West Valley. Members were walking-in to remind themselves and the community that a strong public education system was vital to each individual child and the success of the community's economy, society, and democracy.

Tim Parker, 1716 Reed Circle, district teacher and FEA member, spoke to the nationwide walk-in. Mr. Parker was excited about the walk-in and explained it was part of nationwide movement. The walk-in in Fairbanks might not be as dramatic as in other cities, but the issues in Fairbanks, at the current time, were not as dramatic as in other cities. Mr. Parker pointed out other cities had seen a real loss in their community connection with schools; something that had not been lost in Fairbanks. He hoped the connection between the community and schools would never be lost. Over the weekend, Mr. Parker had met a protester from Chicago, who had went on a hunger strike last August for over a month because Chicago was closing its last open-enrollment high school in her area. She was concerned her children would not be able to attend the local high school. Mr. Parker hoped something like that never happened in Fairbanks. Community schools were the core of education. He explained the goal of the walk-in was to participate in a positive protest and celebrate and embrace the good things happening at schools. There should always be open-enrollment community schools where students could attend and receive the best public education possible.

Bobby LaSalle, PO Box 57175, proud employee of the school district and ESSA, shared how much she enjoyed her job. Ms. LaSalle was a 28-year employee and had worked in a variety of positions in a number of schools. She appreciated Mr. Dershin pointing out the importance of support staff during his spotlight. The district needed support staff to operate schools and teachers to teacher students. Ms. LaSalle liked that for her, going to work was an adventure every day. She thanked the school board for looking out for staff and all children.

## **OLD BUSINESS**

Included in the Consent Agenda.

## **NEW BUSINESS**

### **Policy 428.4: Supplemental Funding (First Reading)** [0:24:58]

Revisions to Policy 428.4: Supplemental Funding aligned the policy to district practice.

*Core Value/Goal: Organizational Support: Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.*

HULL MOVED, O'BRIEN SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 428.4: SUPPLEMENTAL FUNDING.

Superintendent Dr. Gaborik stated the proposed policy change was to align the policy to the district's current practice.

#### **Policy 428.4: Supplemental Funding (First Reading) (continued)**

Heather Rauenhorst, director of grants and strategic partnerships, explained that due to short submittal timelines, grants were already submitted for consideration prior to coming before the board as consent agenda items. The proposed policy change would align the policy to the administration's current practice.

#### **Public Comments**

None

#### **Board Questions/Comments**

Board discussion ensued. Much of the board's discussion centered on the concern of the school board being bypassed in the grant process and consideration of different opportunities and options for keeping the board informed. Other questions and comments included the type and dollar figure of grants; the possibility of partnering with UAF on ANEP and other grants; the different types of grants the district applied for; the importance of submitting the grant versus getting the board's approval; the amount of Title I grants; and options to adhere to grant requirements of board approval/acknowledgment.

Dr. Gaborik explained that through the district's grant review process, grants were already submitted prior to the board receiving the request to approve submittal on their consent agendas.

Ms. Rauenhorst reiterated that due to the often short grant submittal timelines, board agenda deadlines, and many grants being due over the summer, there often was not enough time to seek board approval prior to submitting grant applications. The administration was seeking to align policy to practice.

Superintendent Gaborik added on to Ms. Rauenhorst's comments, in that submission and agenda timelines were difficult to meet. She didn't want to pretend the administration was complying with the policy. Dr. Gaborik pointed out the board would continue to approve the acceptance of any grant funding and could reject the grant if they did not agree with it.

It was suggested the administration consider options/language to address the board's concerns for second reading.

ADVISORY VOTES. 2 AYES: RIZK, WILLIAMS; 1 NAY: COLE  
MOTION CARRIED BY ROLL CALL VOTE. 3 AYES; 2 NAYS  
AYES: DOMINIQUE, O'BRIEN, GENTRY  
NAYS: LAMBERT, HULL

#### **Policy 1027: Homeless Children and Youth (First Reading)** [0:59:00]

Policy 1027: Homeless Children and Youth was being updated to align with federal law.

*Core Value/Goal: Respect: Embody respect for the diversity and dignity of all.*

LAMBERT MOVED, O'BRIEN SECONDED, TO APPROVE FIRST READING,  
PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY  
1027: HOMELESS CHILDREN AND YOUTH.

Helen Clark, director of federal programs, explained the proposed change was a simple fix noted from the state's last monitoring audit of Title programs. While the audit found the district's procedures ensured activities supported by McKinney-Vento funds did not stigmatize homeless children and youth, the district's policy lacked the language supporting district practice.

#### **Public Comments**

None

## **Policy 1027: Homeless Children and Youth (First Reading) (continued)**

### Board Questions/Comments

None

ADVISORY VOTES. 3 AYES (COLE, WILLIAMS, RIZK)  
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES  
(O'BRIEN, LAMBERT, HULL, DOMINIQUE, GENTRY)

### **INFORMATION AND REPORTS**

#### **Superintendent Report** [1:01:09]

Superintendent Dr. Gaborik announced the parent engagement and school lunch surveys. She thanked Mr. Genson for mentioning the personalized professional development pilot at West Valley during his testimony. Dr. Gaborik was very pleased with what was happening at West Valley; good progress was being made in shifting the current professional development model to one that was more personalized.

#### Public Comments

None

#### Board Questions/Comments

Board members inquired about where to find the surveys. Dr. Gaborik stated the survey links were available on the front page of the district's website. She would also have the links forwarded to board members the next day.

#### **Report on Draft AR 985: Commencement Ceremony Participation** [1:03:19]

Administrative Regulation (AR) 985: Commencement Ceremony Participation was drafted to address previous concerns regarding graduation attire.

*Core Value/Goal: Respect: Embody respect for the diversity and dignity of all.*

Superintendent Dr. Gaborik explained the administrative regulation (AR) was drafted in response to issues raised last year regarding graduation attire. Dan Schmidt, assistant superintendent of secondary education, was tasked with addressing the issue, along with assistance from Robert Meade, Lathrop principal, and Shaun Kraska, West Valley principal.

Mr. Schmidt had not found a lot of language on the issue; but had found some wording from a university. The draft AR had been presented to the Alaska Native Education (ANE) Parent Committee. The committee only had one issue with the language regarding schools establishing individual standards of appropriate attire to be worn under the graduation cap and gown.

The goal of the new AR was to provide guidelines to administrators in helping to respect the formality of the ceremony, yet allowing celebration of culture and heritage.

#### Public Comments

None

#### Board Questions/Comments

Board discussion ensued. Item for discussion only; no action required. Board members found some of the language confusing, contradictory, and possibly offending to some. Board members generally agreed with the ANE Parent Committee's concern regarding the language addressing appropriate attire worn under the graduation cap and gown and suggested it be deleted. Concern was also voiced regarding the language grouping cultures with clubs – the board was concerned it might be offensive to some people. Cultures should be celebrated, not regulated. It was suggested the entire second paragraph that referenced groups, clubs, organizations, etc. be deleted.

## **Report on Draft AR 985: Commencement Ceremony (continued)**

Board discussion continued with questions and comments regarding honoring academic achievement and culture; the topic of regalia versus stoles and chords; consistency amongst cultures; and maintaining the formality of the ceremony. It was suggested the administration look to other school districts in what was allowed for graduation attire. The issue was somewhat time sensitive, with graduations scheduled for May. The board requested to see a revision of the AR at a meeting before spring break.

### **2014-2015 Student Assessment Results** [1:33:40]

Melanie Hadaway, executive director of curriculum and instruction, and Dr. Ellis Ott, research associate and accountability coordinator, presented the spring 2015 student assessment results.

*Core Value/Goal: High Expectations: Maintain high expectations and educational opportunities to inspire high achievement.*

The report presented district level results of the Alaska Measures of Progress (AMP) and TerraNova taken by Fairbanks students during the 2014-15 school year. In 2015, the state moved from the Standards Based Assessments (SBAs) to the Alaska Measures of Progress (AMP) for students in grades 3-10. AMP aligned to the new, more challenging Alaska English Language Arts (ELA) and Math standards. The assessment was computer-based. Scores fell into one of four performance levels. Levels 3 and 4 indicated meeting the standards and levels 1 and 2 indicated partially meeting the standards. The performance levels were not comparable to the proficiency levels of the Standards Based Assessments.

The TerraNova tests were nationally normed standardized tests that covered skills in Reading, Language, Math, Social Studies, Science, and Spelling in grades 5 and 7. In 2014-15, the TerraNova was administered only in Reading, Language, and Math.

Dr. Ott walked the board through the 2014-15 assessment results. Notable general facts:

- About 98 percent of district students were enrolled in 3-5 star rated schools.
- District schools averaged 85.3 points, which would be a 4-star rating.
- On average, students in the district outperformed students in the state and nation on standardized assessments.
- District students showed smaller AMP achievement gaps than students in the state.
- Multi-racial/ethnic students were included in results for every race and ethnicity identified.

For most assessments, district students outperformed state students, and were competitive with “Big Four” and national students. On the AMP, district results were better than for the state in every subject (ELA and Math) and grade level, and below the average performance for the “Big 4” with some exceptions by subject and grade level.

For the TerraNova, district results were better than the state. District results tended to be competitive with the “Big 4” with some years showing higher performance and other years showing lower performance.

Achievement gaps varied by ethnicity, gender, economic status, disability, and English proficiency across both the AMP and TerraNova. A general trend for achievement gaps amongst the assessments was shown for the groups:

- Fairly small gaps were shown with the groups of Hispanic (ELA), Asian, Two or More Races, and Females (Math).

## **2014-2015 Student Assessment Results (continued)**

- Small gaps were shown with the groups of Females (ELA), Hispanic (Math), African American, and Alaska Native/American Indian (Grades 3-6).
- Medium gaps were shown with the groups of Economic Disadvantaged, Caucasian, and Alaska Native/American Indian (Grades 7-10).
- Large gaps were shown with the groups of Limited English Proficient and Students with Disabilities.

The district consistently performed well versus the state, was competitive with the “Big Four” and nation, and most schools acquired a 4 or 5 star rating. Achievement gaps ranged from “fairly small” to “large” in size, but tended to be smaller in the district than in the state.

### **Public Comments**

None

### **Board Questions/Comments**

Board discussion ensued. Item for discussion only; no action required. Board members appreciated the report and information. They shared positive feedback and support regarding the possibility of the Measures of Academic Progress (MAP) assessment. Board members were looking forward to a new state assessment that would provide rich relevant data and help inform instruction.

## **BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS** [2:01:22]

Colonel Williams thanked the Randy Smith Middle School Jazz Band for their great performance. He spoke to the importance of the SOS program and would be reaching out to the administration to further a partnership regarding the program between the military and district. Colonel Williams announced and invited every one to Ft. Wainwright’s African American Black History Month Observance on February 18 from 3:00-5:00 p.m. at the Physical Fitness Facility on post.

Colonel Cole enjoyed the band performance; Mr. Lockwood, the band director, was also awesome to watch. He announced the Eielson African American Black Heritage Committee would be hosting a 3 on 3 Basketball Tournament. He also announced the Diversity Panel would be meeting on February 23. The panel consisted of a mediator and seven panelists; it would be an open forum environment and everyone was invited to attend and gain diversity awareness. The Black and White Social was scheduled for February 25 at the Yukon Club on base.

Mrs. Hull provided a brief report on the recent AASB conference and legislative fly-in and shared some handouts on key legislative issues and superintendent and board roles and responsibilities. The Big 5 lunch at the conference was a great opportunity for everyone to collaborate. She really liked the conference discussion regarding board oversight versus overrule.

Mrs. Hull reported on the recent Career Technical Education Advisory Committee. There were many exciting things happening throughout the district in regards to CTE. She also shared a copy of her commentary, “Alaska State Board Played It Straight in Resignation of Hanley” in response to the recent commentary by Charles Wohlforth in the Alaska Dispatch. Mrs. Hull spoke about a conversation she had with a staff member where the idea of an Uber type model for student rides to school was mentioned. It was definitely an outside-the-box idea and might be worth thinking about. Mrs. Hull was excited about a book she was reading, *Exponential Organizations*. She thought the book related to the board’s work and encouraged everyone to read it.

Mrs. Lambert attended her children’s parent-teacher conferences and received some great feedback on MAP testing. She thanked Mrs. Hull for the AASB updates. Mrs. Lambert announced the Citizen Budget Review Committee (CBRC) would meet on Thursday, and every Thursday for the remainder of the month. The committee would be presenting its report to the board at the board’s March 7 work session. Mrs. Lambert also enjoyed the band.

## **BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)**

Mr. O'Brien announced the Policy Review Committee (PRC) would be meeting on Monday. He appreciated the administration's response to the graduation attire matter and looked forward to another version prior to spring break. He encouraged the administration to reach out to the ANE Parent Committee for feedback on the graduation attire regulation.

Mrs. Dominique announced the Board Curriculum Advisory Committee (BCAC) would be meeting on March 3. She had enjoyed February's meeting where the committee received a demonstration on the app, Canvas. It seemed to be a very interactive app. Mrs. Dominique spoke to the importance of the SOS program and how vital it was to students and others. She had received a lot of training on the program through her workplace on Ft. Wainwright. She had been able to help soldiers when she recognized possible issues.

Mrs. Dominique appreciated and thanked Mr. Genson for his testimony regarding the walk-in. She announced NAACP's upcoming event, the *1,001 Black Inventions Play*, which would be held on February 27 at Hering Auditorium.

In honor of Black History Month, Mrs. Dominique shared the accomplishments of many great African Americans, such as:

- Thomas "Fats" Waller, 1904 – African American composer, singer, and entertainer, won great fame and produced several musical hits and starred in many productions
- American Freedom Riders, 1961, protesting interstate travel segregation in the South, were attacked in Montgomery, Alabama; Attorney General Robert F. Kennedy sent U.S. Marshalls to keep the peace, along with the National Guard
- Elder Garnett Hawkins, 1964, African American minister and civil rights activist, was elected by the 176<sup>th</sup> General Assembly to become the first African American moderator of the United Presbyterian Church

Mrs. Dominique really enjoyed the Randy Smith Jazz Band's performance – it had brought back many great memories.

Superintendent Dr. Gaborik reminded everyone public feedback on the budget was being solicited online through the district's budget webpage. The first public Budget Forum was scheduled for Wednesday, February 24 at North Pole Middle School.

Dr. Gaborik announced February was School Board Recognition Month and thanked board members for their service. She hoped they enjoyed the snacks provided for their meeting.

Vice President Gentry, on behalf of the entire board, thanked Mr. Lockwood and the Randy Smith Jazz Band for their outstanding performance. She thanked staff members for their testimony and the friendly walk-in.

Vice President Gentry reported on the recent Parent Engagement Committee meeting where the committee was working hard. She was excited about the committee. The next Legislative Committee meeting was scheduled for February 29 at 11:00 a.m. During her recent visit to Juneau and attendance at the AASB conference, she was able to meet with several legislators regarding transportation, the proposed \$50 increase to the BSA, and the rehiring of retired teachers.

The meeting adjourned at 9:25 p.m.

Submitted by Sharon Tuttle, executive assistant to the Board of Education.