

Fairbanks North Star Borough School District
Board Diversity Committee

Thursday, May 12, 2016
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 April 14, 2016 Minutes

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

C. REPORTS

1. Board Diversity Committee Annual Report (Draft)
2. School Board Policy 921.3
3. Administrative Regulation 921.3

D. OLD BUSINESS

N/A

E. NEW BUSINESS

1. Review: 2015-16 BDC Annual Report
2. Designate: BDC Representative for Annual Report reading to the School Board (June 2016)
3. Discussion (JoAnn Borges Moderator): Parental Permission for Outside Material Viewing (Ref. BP/AR 921.3)

F. INFORMATION

N/A

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

April 14, 2016

A. PRELIMINARIES

1. Call to Order

Michael Campbell called the meeting to order at 5:31 p.m. in room 341 of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Roll Call / Introductions

Members present:

Jo Ann Borges
Jazzanne Gordon-Fretwell
Michael Campbell
Michelle Goodwin
Brianna Gray
Larnetia Skipps
Jerry Stebbins

Members absent:

Alex Amegashie
Dorothy Jones
Denzel Harris
Georgia Sandgren
Sean Rice

Administrative support present:

Doreen Oliver
Britainy Paris

Guest:

Nancy Duez (FEA President)
John Rogers (Teacher)

3. Approval of Agenda

Michael Campbell made a motion to approve the agenda. Michelle Goodwin seconded the motion and it carried unanimously.

4. Approval of the Minutes

Members reviewed the February 11, 2016 and March 10, 2016 meeting minutes and Michelle Goodwin made a motion to approve the February 2016 minutes as submitted and the March 2016 minutes with the amendment that she was present for the March 2016 meeting. Michael Campbell seconded the motion and it carried unanimously.

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

John Rogers (Teacher): Mr. Rogers commented on his experiences as an African-American teacher at North Pole High School. He shared that he experienced racial prejudice as a football coach and teacher. He wanted the BDC to be aware of his challenges.

C. REPORTS

1. 2015-16 AAP Executive Summary

D. OLD BUSINESS

1. None

E. NEW BUSINESS

1. **Guest – FEA President Nancy Duez:** Nancy presented the newly formed Multi-Ethnic Caucus mission statement to the BDC. She wanted to know how the BDC operated and what matters it addressed. Ms. Duez was also interested in participating/collaborating in any matters that the BDC addressed regarding cultural sensitivity.

2. **2015-16 Affirmative Action Plan Review:** The BDC reviewed the AAP Executive Summary presented by Ms. Oliver, and offered suggestions on proposed strategies.

F. INFORMATION

1. The next committee meeting will be May 12, 2016 from 5:30 – 7:00 in the Board Room.

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. Michelle Goodwin moved to extend the meeting to 7:05 in order to complete the review of the AAP. Michael Campbell seconded the motion and it carried unanimously.
2. Michelle Goodwin moved to extend the meeting to 7:20 in order to complete the review of the AAP. Michael Campbell seconded the motion and it carried unanimously.

H. ADJOURNMENT

Michael Campbell made a motion to adjourn the meeting. Briana Gray seconded the motion and it carried unanimously. The meeting adjourned at 7:23 p.m.



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

M E M O R A N D U M

June 7, 2016

TO: School Board

FROM: Board Diversity Committee

SUBJECT: Annual Report to the School Board

The members of the Board Diversity Committee (BDC) appreciate this opportunity to provide Board members, the school district, and the Fairbanks community insight into its goals, activities, and accomplishments during the 2015-16 school year. The committee respectfully submits this annual report per the guidelines of Administrative Regulation 236.

I. New/Departing BDC Members

The Committee welcomed several new members this year:

1. Sean Rice (School Board, Ex-Officio); replacing Heidi Haas, President
2. Larnetia Skippis (Member-at-large); replacing Beka Zerbst
3. Michelle Goodwin (Member-at-large); replacing Georgia Sandgren
4. Jerry Stebbins (Wendy Dominique, School Board Member); replacing Ernest Shipman
5. Georgia Sandgren (Sean Rice, School Board Member); replacing Deirdre Shipman
6. Denzel Harris (Regional Student Council); replacing Bruce Scott
7. Brianna Gray (Col. Sean Williams, Post Representative- Ft. Wainwright); new military representative
8. Jazzanne Gordon-Fretwell (Col. Richard Cole, Base Representative- Eielson AFB); new military representative

II. 2015-2016 BDC Goals

The BDC developed six (6) goals for the 2015-16 school year:

1. Use periodic updates from the Diversity Action Plan to facilitate BDC support with the hiring, recruiting and retention process for diverse staff.
2. Identify a better approach to gathering information and conducting future climate surveys.
3. Collaborate with other groups within the community in order to be more active in cultural events within the district.
4. Create a “Resolutions Calendar” identifying which resolutions will be passed this year. This will allow principals and administrators ample time to prepare for events held for each resolution.
5. Collaborate with cultural liaisons throughout the district in order to determine where the BDC can be of help.
6. Begin reaching out to the community in order to ensure that the BDC and its function/mission is known and properly utilized throughout the district.

III. BDC Activities/Guest Speakers

The BDC had several guests attend meetings during the 2015-16 school year:

1. Mr. Jarrod Decker – Headmaster, Watershed Charter School

Mr. Decker discussed expansion strategies to increase access for Minorities to attend the school.

2. Mrs. Melanie Hadaway – Executive Director of Curriculum & Instruction

Mrs. Hadaway was invited to discuss how culture and ethnicity is currently introduced in curriculum, and speak to strategies to improve in areas that lack diversity content.

3. Dr. Ellis Ott – Technology Information Systems

Dr. Ott was invited to discuss the results of the District’s last parent opinion poll. The BDC provided several suggestions on how to reach more parents and get more participation for future surveys. The Committee also recommended making the next survey completely anonymous – as it would likely increase parent participation.

4. Mrs. Virva Elliott – ELL Program Coordinator

Mrs. Elliot provided information on the ELL services her department provides to the school district. BDC members recommended ELL increase their advertising by clearly identifying its translation services in school and district offices.

5. Doreen Oliver- EEO Director

The BDC received a progress update for the Diversity Action Plan.

IV. BDC Accomplishments

The BDC accomplished the following in the 2015-2016 school term:

1. The BDC updated their vision statement in order to be more inclusive and explicit in what the committee stands for.
2. The BDC approved and recommended to the School Board the Indigenous Peoples Day resolution.
3. The BDC worked in conjunction with ELL and the EEO office to ensure each school/office within the district had advertising signage for translation services, and enrollment forms available in several different languages.
4. The BDC reviewed the 2015-16 Affirmative Action Plan and provided feedback on how to address placement goals and statistical significance for adverse impact in certain employment categories.

921.2 Supplemental Instructional Materials Selection

Supplementary materials are used to enrich the approved curriculum. Supplemental instructional materials shall be free of bias and gender role stereotyping in regard to abilities, interests, values, and roles of men and women, and of racial and cultural groups. This guideline will not be applied to classic literary works and/or primary sources.

The styles, organization, and content of supplemental instructional materials shall be appropriate for courses in which they are used. The building principal is responsible for approving supplementary materials.

*See Also
AR 921.2*

Policy Adopted: April 9, 1985
Policy Revised: August 3, 2010 (also renumbered from 971.4)
Policy Renumbered: September 21, 2010 (renumbered from 971.2)

921.3 Electronic Media Selection

Off air recorded television and radio programs, DVDs, video tapes, or other digital media may be utilized in the classroom provided their contents or uses are educational rather than promotional, do not violate copyright laws (see Administrative Regulation 924), and are appropriate to the grade level of the student.

*See Also
AR 921.3*

Policy Adopted: July 6, 1982
Policy Revised: April 9, 1985
Policy Revised: February 5, 1991
Policy Revised: July 2, 1996
Policy Revised: August 3, 2010
Policy Renumbered September 21, 2010 (renumbered from 971.3)



ADMINISTRATIVE REGULATION921.3 Electronic Media Selection

This regulation establishes standard procedures governing the selection and classroom use of video materials (off-air recorded television, video programs, video tapes and movies) in the Fairbanks North Star Borough School District.

Definition

Video materials include any videotapes/movies not provided by the Fairbanks North Star Borough School District which are selected by instructors for use in the classroom.

Procedures

- A. Instructors may select and use videotapes/movies in the classroom within the limits set forth below.
- B. Instructors will thoroughly preview videotapes/movies before using them in the classroom.
- C. Copyright laws and guidelines for printed materials, off-air recordings (both television and radio), and rental materials will be followed.
- D. Commercial Film Rating Guide Restrictions (Grades K-8)
 1. "X" rated video tapes/movies will never be shown.
 2. "NC-17" or "R" rated videotapes/movies will never be shown.
 3. "PG" or "PG-13" rated video tapes/movies may be shown if parental/guardian permission is obtained before the "PG" or "PG-13" rated videotapes/movies are presented to students. Students will be excused from these presentations if requested by parent/guardian. Another optional assignment will be made available.
Note: The "PG-13" rating began in 1984. Movies before 1984 were rated "PG."
 4. Unrated materials will be approved by the building principal before presentation to students.
- E. Commercial Film Rating Guide Restrictions (Grades 9-12)
 1. "X" rated video tapes/movies will never be shown.
 2. "NC-17" or "R" rated videotapes/movies will not be used without written approval of the building principal. (See attached Videotapes/Movies Request Form.)
 3. Parental/guardian permission will be obtained before "NC-17" or "R" rated materials are presented to students. Students will be excused from these presentations if requested by parent/guardian. Another optional assignment will be made available.
 4. Unrated videotapes/movies will be approved by the building principal before presentation to students.



ADMINISTRATIVE REGULATION

921.3 Electronic Media Selection (continued)

F. *Videotapes/Movies Request Form*: the attached Videotapes/ Movies Request Form will be used to record reviews and approvals required by this regulation.

Approved: July 5, 1996

Revised: August 3, 2010 (renamed)

Renumbered: September 21, 2010 (renumbered from 971.3)



ADMINISTRATIVE REGULATION

VIDEOTAPES/ MOVIES REQUEST FORM

Teacher _____

Grade/Dept. _____

Name of Movie or Videotape _____

Commercial Film Rating: PG PG-13 NC-17* R* Other

Student Grade Level _____ Date/Period _____

Brief Summary of Contents (attached review if available)

Curriculum Justification

Teacher Signature _____

Principal Signature _____

Date _____

Date _____

* NC-17 or R rated are for viewing by grades 9-12 only with permission of principal and parent(s).

Approved: July 5, 1996
Renumbered: September 21, 2010 (renumbered from 971.3)

