

**Legislative Committee Meeting**  
**November 13, 2018**  
**5:30-7:00 p.m.**  
Board Room, Administrative Center  
520 Fifth Avenue

**AGENDA**

**1. Call to Order**

**2. 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.

**3. Roll Call**

Committee Members:

Dr. Karen Gaborik, Superintendent & Committee Chair  
Wendy Dominique, Board President  
Timothy Doran, Board Vice President  
Sharon McConnell, Board Clerk  
Robyn Taylor, FPA President  
Sandi Ryan, FEA President  
Jasmine Adkins-Brown, ESSA President  
Jimmy Fox, Parent Representative  
Vacant – Community Representative  
John Ringstad – District Lobbyist

Staff:

Andreau DeGraw, Chief Operations Officer  
Dave Norum, Executive Director of Facilities Management  
Rebecca Hurbi, Digital Communications Manager  
Sharon Tuttle, Board Executive Assistant & Committee Administrative Support

**4. 2019-2020 Legislative Priorities**

**5. Adjournment**



# LEGISLATIVE PRIORITIES

Academic Year 2018-2019

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.



Fairbanks North Star Borough School District

# #1 BUDGET PRIORITY = PERSONALIZED LEARNING



The top priority for the 2018-2019 district budget is continuing implementation of a districtwide personalized learning model for students. Our goal is to meet the learning needs of every student. Personalized learning leads to measurable increases in student achievement and engagement. *(Read more about personalized learning on page 4)*

## EXTERNAL CHALLENGES

### Early & Forward Funding

Approving education funding early in the legislative session provides school districts crucial time to plan for the coming academic year. Forward funding education at least two years would provide districts an optimal amount of time to align operations with available resources.

### Transportation Costs

Under current state funding levels, escalating costs and limited service options require the district to subsidize transportation services by **\$1.8 million** for FY 2019. Among the big five school districts, Fairbanks is the only district required to provide a heated bus barn due to the extreme temperatures in the Interior and Alaska minimum standards for seat temperature. We encourage consideration to utilize transportation funds as capital outlay for the Fairbanks School District to begin the purchase of our own fleet. Due to capital barriers, lack of competition in the Fairbanks market and facilities requirements, it is time for Fairbanks to move forward in a manner similar to other big five districts and build capacity to provide our own student transportation.

### Fiscal Plan

We urge the Legislature to develop and implement a long-term fiscal plan that allows for continued forward progress on the Fairbanks School District's strategic plan.

### Deferred Maintenance

It is imperative that Alaska develop a statewide plan for deferred maintenance. Costs continue to escalate as facilities age, districts and municipalities delay maintenance due to fiscal pressures, and the State reduces or eliminates capital project funding. Specific capital and deferred maintenance projects in Fairbanks that require immediate attention include the completion of Barnette Magnet School Renovation, Phase IV (\$10,168,215), Lathrop Gym Roof Replacement (\$500,000), and Ben Eielson Jr/Sr Roof Replacement (\$3,900,000). Building roof replacements have resulted in energy cost savings as high as 30%.

### Cost Shifting

We strongly oppose any cost shifting of state expenditure responsibilities to the local municipalities or to the school district. This includes reductions in funding for bond debt reimbursements, the PRS/TRS retirement liability, and municipality revenue sharing.

# INVESTING IN ALASKA'S FUTURE

## STRATEGIC GOALS

1. **Personalized Learning:** Provide students with options to meet their needs and achieve academic success.
2. **Effective Communication:** Establish transparent and consistent communication to increase student, parent, staff, and community connectedness with the district.
3. **Parent & Community Engagement:** Engage parents and community groups with schools to facilitate a stronger learning environment for students.
4. **Organizational Support:** Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.
5. **Technology Integration:** Expand student access to technology to amplify learning.



## EFFICIENCIES WITHIN OUR DISTRICT

Alternative ways the district is cutting costs.

### ■ HEALTH PLAN RESTRUCTURE

We restructured our health plan, including a review of deductibles and copays. Through educational efforts and incentives for a high deductible health plan, the district is encouraging a more consumer-driven approach to health care with greater employee awareness and participation in the benefit package. In the second half of FY 2018, the Fairbanks School District has already realized an 8.8% savings (\$3.2 million). We are expecting an additional \$3.7 - \$4.2 million in savings over the next two years. Although Fairbanks appreciates the larger conversation regarding a statewide approach to health care, due to significant savings in our own health plan, we strongly urge an opt out provision for districts that are able to contain costs without outside management.

### ■ FUND BALANCE

In the FY 2019 Proposed Budget, district administration has included a responsible fund balance management plan in a climate of decreasing revenue. District administration recommends the board adopt a four year plan to draw down existing reserves of no more than \$2.81 million each year. The district projects a fund balance level of no less than 2% after a four-year drawdown of projected fund balance.

Responsible management of fund balance over the next four years will allow for ongoing program development and initiative implementation. The Fairbanks School District will be able to continue to innovate and engage in best instructional practices that will positively impact student achievement.

### ■ RESPONSIBLE, SUSTAINABLE RESOURCE MANAGEMENT

In the FY 2019 Proposed Budget, district administration has established Phase I of an equipment replacement fund. This fund will allow for a sustainable level of funding and predictable replacement cycle for district instructional equipment.

### ■ SYSTEM EFFICIENCIES

We have paid particular attention in recent years to cost savings through personnel and systems management. All district programs and personnel are continually subject to review and more efficient scheduling. Automated systems have been implemented to reduce personnel costs and streamline work flow.



# PERSONALIZED LEARN

PROVIDE STUDENTS WITH OPTIONS TO MEET THEIR NEEDS AND ACHIEVE ACADEM

Personalized learning is the structuring of schools, classrooms, and instruction so we can better respond to the individual needs of students. The personalized learning “why” is to ensure each student achieves their highest potential by creating a student-centered environment that engages, inspires and empowers all learners based on their unique needs and strengths.

The district is in the process of implementing a system-wide shift focusing on four core elements:

- Flexible Content and Tools
- Targeted Instruction
- Student Reflection and Ownership
- Data Driven Decisions



## FULL DAY KINDERGARTEN

For years, families in our community have expressed a desire for full day kindergarten. In response to this request, we've now implemented full day kindergarten programs at six elementary schools: Hunter, Ladd, Joy, Midnight Sun, North Pole, and Ticasuk Brown Elementaries. Our goal is for all families in the community to have the option of full-day kindergarten.

Research shows that full day kindergarten can produce long-term educational gains, especially for low-income and minority students. Children in full day kindergarten classes have shown greater reading and mathematics achievement gains than those in half-day classes.



## K-8 OPTIONS

To increase the options available to parents and students, five elementary schools are moving into a K-8 grade structure. Beginning in the 2018-19 school year, students will be able to attend 7th grade at Arctic Light, Hunter, Joy, Ladd, and Nordale Elementaries. In the 2019-20 school year, eighth grade will be added.

Classroom seats are limited and enrollment is lottery-based. Each school created a unique K-8 model through collaboration with their school community.

## CAREER & TECHNICAL EDUCATION

The mission of Career and Technical Education (CTE) programs is to integrate comprehensive technical training, core academics, and relevant CTE experiences for students. This approach develops a skilled workforce and increases students' understanding of post-secondary employment, education, training options, and high wage, in-demand careers.

In 2016, over 500 district students earned industry, state and federal certifications and licenses in areas including: building trades, welding, the medical and healthcare fields, automotive technology, pre-engineering, culinary arts, STEM, and information technology.

A long-standing agreement with the UAF Community & Technical College trains and certifies high school students as Certified Nurse Assistants (CNA). Up to 40 seniors per year earn state CNA credentials and nine college credits before graduating from high school. This program provides approximately 80% of the Interior Region's largest healthcare providers yearly CNA hires.

Our nationally recognized School to Apprenticeship program provides selected students direct entry to federally registered apprenticeships upon graduation from high school. This agreement is coordinated through the Fairbanks Pipeline Training Center and Alaska Works Partnership. Since



2012, the Student to Apprenticeship program has connected 47 students with apprenticeships. In the last six years, 164 students have participated in after-school introduction to trade classes.

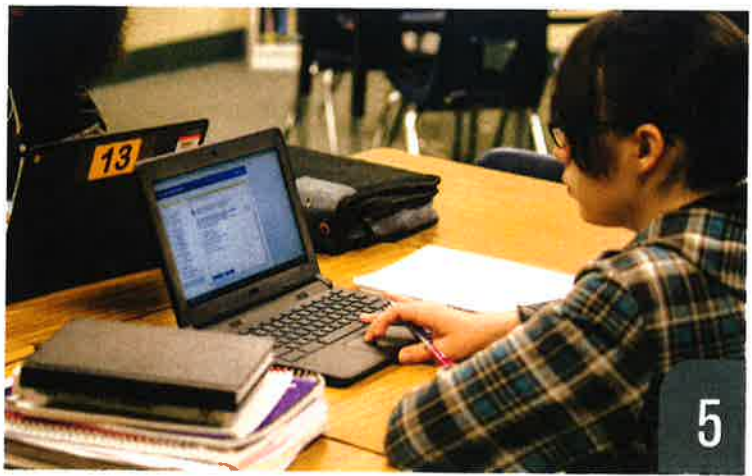
The district is in the process of conducting a comprehensive CTE review to ensure programs continue to match the employment needs of business and industry with graduates who are prepared to excel in further training, post-secondary education, and the future workforces of Alaska, the nation, and the world.

## HIGH SCHOOL eLEARNING

This year, hundreds of high school students across the district have used our new eLearning course options to customize their learning experiences and class schedules.

Students have taken nearly 1,420 eLearning courses this school year to earn original credit, achieve credit recovery, access advanced placement and honors courses, and explore world languages.

For the spring 2018 semester, 619 students are enrolled in eLearning courses. Social studies classes such as Economics, U.S. History, and Psychology have drawn the most students. Spanish, Health, and Biology classes have also been popular.



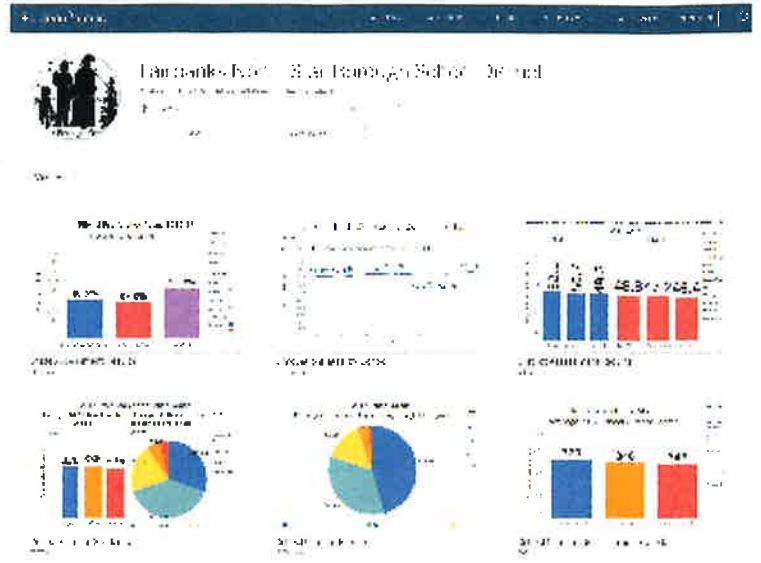
# EFFECTIVE COMMUNICATION

Establish transparent and consistent communication to increase student, parent, staff and community connectedness with the district.

The district and schools continue to use multiple platforms to communicate with parents and the larger community, including email, texting, phone calls, websites, and social media.

New federal requirements adding digital accessibility to the American Disability Act are necessitating a thorough review of, and improvements to, district and school websites. The district has developed new training for principals and staff, as well as access to a tool for finding and fixing accessibility errors; this will improve stakeholders' experience with district online platforms.

To support data driven decisions and establish transparent and consistent communication, the following visual data dashboards were created and made publicly available at [k12northstar.org/data-dashboards](http://k12northstar.org/data-dashboards):



- **District Data Dashboard** - A series of visual data dashboards including graduation rates, school climate data and summary student assessment data.

- **PowerSchool Class Size Dashboard** - Based on live daily class assignments

# PARENT & COMMUNITY ENGAGEMENT

Engage parents and community groups with schools to facilitate a stronger learning environment for students.

## BRIGHT FUTURES

Bright Futures Fairbanks launched in April 2017, and is already having a tremendous positive impact by bringing businesses, faith-based organizations, non-profit agencies, military units, and parent groups together to strengthen our school communities. Our Bright Futures leadership team has focused their first year on engaging with community partners to address **students' unmet basic needs** (such as food, clothing, and school supplies). The next step is to recruit more partners to help remove barriers to learning so that all of our students can achieve their highest potential.

The three goals of Bright Futures Fairbanks are to:

1. Shine a light on the unmet needs of our community's youth in order to be able to meet any child's basic needs **within 24 hours**,
2. Light the way for our community to help by raising awareness of existing resources and increasing the resources available, and
3. Help youth to let their light shine by supporting service projects that empower students to increase their life readiness skills as they serve their communities.





## ORGANIZATIONAL SUPPORT & TECHNOLOGY INTEGRATION

*Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive. Expand student access to technology to amplify learning.*

In an ongoing effort to expand student access to technology, amplify learning, and increase staff technology proficiency, we value the importance of a robust network infrastructure that supports staff and student use of technology. Funds from previous legislative small grants have allowed us to achieve great progress toward major upgrades in this area across the district.

Technology offers a powerful tool toward carrying out the personalized learning needs of every student. The district's rollout of personalized learning calls for the expansion of technology integration in the classroom. As part of this expansion, it is crucial we support the professional development of teachers' use of technology.





# ABOUT OUR DISTRICT

The Fairbanks North Star Borough School District encompasses 18 elementary schools, eight secondary schools, and eight schools of choice.



## ENROLLMENT

Grade	2017-18
Elementary (Pre K-6)	7,963
Middle/Jr High (7-8)	1,962
High School (9-12)	3,776
<b>Total</b>	<b>13,702</b>

## LANGUAGES

There are over 64 different languages spoken in our students' families across the school district. Approximately 10% of all students have a heritage language.

Top five most common spoken languages, after English:

1. Spanish
2. Tagalog/Filipino/Pilipino
3. German
4. Russian
5. Yup'ik (including Central and Siberian)

## DISTRICT STAFF

(Operating fund only)

FEA Certified Staff: **874.15** (Teachers, Librarians, Counselors, etc.)

ESSA Support Staff: **654.38** (Secretaries, Aides, Custodians, etc.)

Professional Staff: **79.15** (Directors, Coordinators, Technicians, etc.)

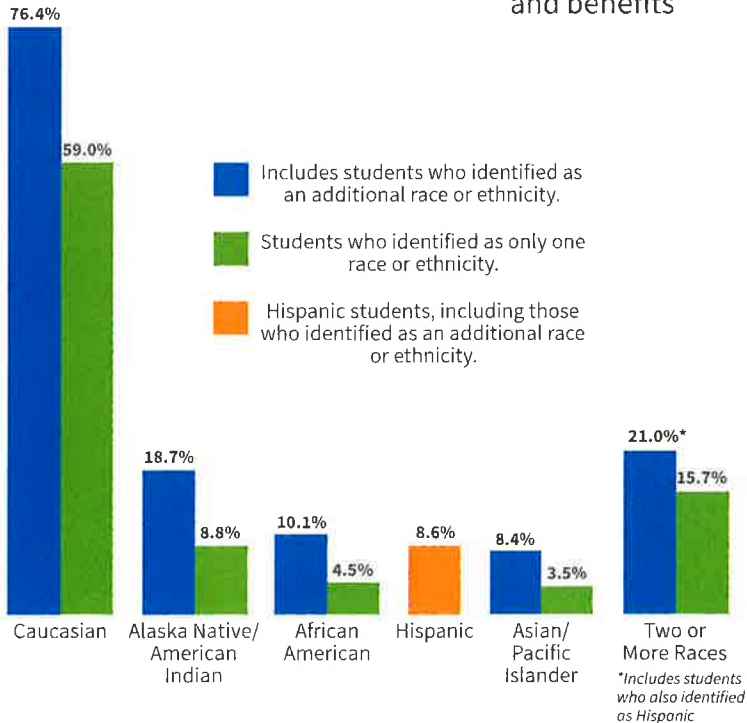
Principals & Assistant Principals: **42.00**

**Total: 1,649.68** Full-Time Equivalent Positions

## TARGET CLASS SIZE

Grade	2017-18
Kindergarten	22.5
1st - 3rd	24.0
4th - 6th	26.0
7th - 8th	28
9th - 12th	30.5

## ETHNICITIES



## FAST FACTS FY 2017-18

- 4,581 students, or 33%, are economically disadvantaged
- 3,439 students, or 25%, are military connected
- The 2016-17 graduation rate was 77%
- Districtwide attendance is 92%
- Over 85% of the district's operating fund is spent on employee salaries and benefits

The Fairbanks North Star Borough School District is an equal employment and educational opportunity institution, as well as a tobacco and nicotine-free learning and work environment.