

Fairbanks North Star Borough School District
Board Diversity Committee

Thursday, February 12, 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 January 8, 2015 Minutes

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

C. REPORTS

1. Diversity Issues Reporting System

D. OLD BUSINESS

1. Workplace Diversity Action Plan

E. NEW BUSINESS

- 1.

F. INFORMATION

1. Next meeting is: Thursday, March 12, 2015

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

START BACK AT 40:00 Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

January 8, 2015

A. PRELIMINARIES

1. Call to Order

The meeting was called to order by Dorothy Jones at 5:40 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 (via teleconference)
Heidi Haas
Dorothy Jones
Georgia Sandgren
Ava Vent

Administrative support present:

Bett Schaffhauser
Rebecca Burns

Members absent:

Jo Ann Borges
Bruce Scott
Deirdre Shipman
Ernest Shipman
Larnetia Skippis
Beka Zerbst

Guest:

Jennifer Randall, ESEA Program Compliance
Coordinator

3. Approval of Agenda (0:57)

Bett suggests moving the District Improvement Plan to the top of the agenda. Georgia Sandgren made a motion to approve the agenda. Alex Amegashie seconded the motion and it carried unanimously.

4. Approval of the Minutes (1:42)

Minutes of the December 11, 2014, meeting minutes were reviewed. Rebecca Burns will check minutes re: resolution re Month of Military Child. Month of military child is in April. Alex Amegashie 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 (4:33)

None

C. REPORTS (54:33)

1. Bett presented a memo on Teachers' Access to Long Distance Phone Lines from the Classroom. Many classrooms do have access to long distance phone lines. Some schools are still waiting for installation of VOIP.
2. ARISE Count: Federally imposed accountability standards requires the school district to count students as either a racial or ethnic category or as two or more. Ava Vent proposes the school district also prepare a separate report in which students are counted in each category of race or ethnicity they identify. Having these percentages would assist FNA and TCC in procuring grants that would benefit our students.

MOTION: Ava Vent moved to request Dr. Ott to do an actual enrollment report showing what each student in the two or more category have selected. Second by Larnetia Skippis.

Discussions ensued. Motion carried.

D. OLD BUSINESS (1:09:43 – 1:22:15)

1. Resolution Honoring Black History Month: Revised to include this year's theme.
2. Resolution Honoring Elizabeth Peratrovich Day: The ANE PAC revised it to include "each teacher in each school." Lesson plans will be distributed again this year.
3. Resolution Honoring Traditional Chiefs' Day: Offering this original resolution was a BDC goal for last year. The ANE PAC reviewed it last night and requested references to the Native people of Interior Alaska be changed to Dene. BDC believes Dene is exclusive and requests reversion to original language. Also, encourage will substitute for challenge. Lesson plans are being solicited. TCC will contribute ten videos to the district.

Motion to accept resolutions as revised by Georgia Sandgren. Second by Ava Vent. Motion carried.

E. NEW BUSINESS

1. District Improvement Plan, Jennifer Randall. (4:37 – 54:20)
 - Follow up on info presented by Dr. Ellis Ott at the previous meeting. Jennifer presented the STEPP Improvement Plan and discussed statewide accountability measures.
 - Annual Measurable Objectives (AMOs) are on the district and the State website. Only reflect test scores for grades 3-10. They are on the Title I school websites.
 - Alaska Schools Performance Index (ASPI) combine test scores with other criteria (attendance rate, academic achievement, school progress, graduation rate, etc.) to give the schools the star ratings.
 - Discussion, questions and answer ensued. Reviewed ASPI ratings, explanation and school examples.
 - STEPP planning team at each school. This committee could promote parental involvement in the schools STEPP planning teams.
 - Currently working on updating the district improvement plan.
 - Of importance to this committee is that each school has its own progress goals. Link to AMO website:
<http://education.alaska.gov/akaccountability/#c3gtabs-amo>
 - Heidi Haas suggested an achievement gap report since one hasn't been done for a while.

Motion: Alex Amegashie moved for Dr. Ott to conduct an achievement gap analysis by schools to include analysis by race and ethnicity, SES, and ELL. Georgia Sandgren second.

Discussion: The data is out there, but it needs to be analyzed as an achievement gap for all subgroups. **Motion carried unanimously.**

- Title 1 schools have STEPP plans attached to their home web page.
 - Asked for feedback, complete evaluation.
 - STEPP plans are meant to be a living document, a continuous process. Alex Amegashie recommends the STEPP plan should be reviewed by second body to give input. Have consultant review it every few years.
2. Memo re: BDC Representation on Principal Screening Committees (1:22:22): One of this year's goals.

MOTION: Alex Amegashie moved to accept memo and forward to Superintendent Gaborik. Second by Michael Campbell. Motion carried.

3. Workplace Diversity Action Plan (1:24:09): The Board adopted a Resolution last March calling for a Diversity Action Plan. Bett drafted the workplace diversity action plan from the resolution and is seeking input.

MOTION: Alex Amegashie motioned to table the Workplace Diversity Action Plan until the February 12, 2015 meeting in order to allow more discussion and present something more comprehensive to the Board. Ava Vent seconded. Motion carried.

F. INFORMATION (1:52:50)

1. Martin Luther King Jr. Holiday Celebrations
 - January 16th, Gospel Extravaganza, Corinthian Baptist Church, 7:00-9:00 p.m.
 - January 17th, Youth Breakfast, J.P. Jones Center, 10:00-Noon
 - January 18th, Dinner/Entertainment, Westmark Hotel, 6:00-8:00 p.m.
2. Elizabeth Peratrovich Potluck Celebration, February 5th, Barnette Magnet School, 5:30-7:30 p.m., ANE program.
3. Next meeting is: February 12, 2015

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS (1:55:20)

Dorothy Jones will be not be present for March meeting.

H. ADJOURNMENT

The meeting was adjourned without objection at 7:35 p.m.

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
1. Teachers and other staff who reflect the diversity of our students will work in our schools.	School Board selects as a performance goal the adoption and implementation of a Diversity Action Plan using innovative and creative strategies and programs to attain the goal.	The School Board will approve as a performance goal the adoption and implementation of a Diversity Action Plan.	School Board	On October 21, 2014 the School Board approved 2014-15 Priorities with a primary performance goal to adopt and implement a Diversity Action Plan.
2. Examine recruiting, hiring, and retention practices so as to identify existing impediments to achieving greater diversity amongst its staff.	Establish a committee to review the recruitment practices of the school district in order to identify existing impediments to achieving greater diversity amongst its staff	The committee will identify innovative, creative, and legally appropriate strategies to overcome impediments and recruit a more diverse staff.	Human Resources Special Education Superintendents Principals EEO Knowledgeable community person	
	Establish a committee to review the hiring practices of the school district in order to identify existing impediments to achieving greater diversity amongst its staff	The committee will identify innovative, creative, and legally appropriate strategies to overcome impediments and hire a more diverse staff.	Human Resources Special Education Superintendents Principals EEO Knowledgeable community person	
	Establish a	The committee will	Human Resources	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
	committee to review the retention practices of the school district in order to identify existing impediments to achieving greater diversity amongst its staff	identify innovative, creative, and legally appropriate strategies to overcome impediments and retain a more diverse staff.	Special Education Superintendents Principals EEO Office Knowledgeable community person	
3. Endeavor to recruit, hire, assign and retain qualified applicants who will contribute to building healthy, diverse learning and work environments to benefit all students, their families and staff.	Complete the Affirmative Action Plan for the current year and implement its actions.	The Affirmative Action Plan will identify job categories with hiring goals and offer strategies for attaining them.	EEO Office Information Technology	
4. Implement ongoing diversity training programs for hiring authorities and managers as well as for all employees	Plan and present training program to managers and hiring authorities to address issues of cultural and racial awareness (including Native cultural norms), anti-bias education, EEO considerations	Managers and hiring authorities will gain insight into their cultural and racial awareness, and overcome personal bias that might impact their recruiting, hiring, and retention decisions.	Human Resources Federal Programs Curriculum EEO Office	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
	Plan, schedule and present training programs to all employees to address issues of cultural and racial awareness(including Native cultural norms), anti-bias education, EEO considerations	All employees will gain insight into cultural and racial awareness, anti-bias education, EEO considerations creating a welcoming environment for all, leading to greater retention.		
5. Increase recruitment, hiring and retention of employees who represent diverse cultural, religious, language, ethnic and economic backgrounds through systematic change in the district's recruitment, hiring and retention practices.	Schedule and host recruitment events for the community. Include opportunities for mock interviews for candidates utilizing district administrators.	School district will reach a diverse pool of interested applicants in the local recruitment area who will gain knowledge of the application and interview process resulting in a diverse pool of candidates in the interview pools.	Human Resources EEO Office	
	Form principal screening committees representing the diverse constituencies of the school community.	The representatives from diverse constituencies will ensure that the principal candidates are aware of and will address the interests of the diverse communities of the school they seek to	Superintendent	Four principal screening committees formed in January 2015 (Joy, Ladd, Hutchison, NPH) with representation from teachers, support staff, parents, FNA.

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
		lead.		
	Train principal hiring committees on diversity leadership, anti-bias, non-discrimination and EEO considerations.	The school district's valuing of diversity leadership will result in hiring building administrators who exhibit strong diversity leadership skills.	EEO Office HR	Diversity Leadership and EEO presentation given to four principal screening committees in January and February 2015..
	Research the feasibility of developmental positions and lay the foundation for creating these positions.	Retention of novice practitioners due to mentor/apprenticeship support as they gain experience.	HR Business Office Labor Relations	
6. Encourage a diverse population to enter the workforce ready to develop and sustain meaningful relationships as they carry out the work of the district.	High school career offices encourage and support minority students' pursuit of careers in education and support their application for scholarships.	More minority high school students will receive scholarship assistance to support pursuit of post-secondary education goals.	High School Counseling staff	
	Develop partnerships with sources offering scholarships or grants for students pursuing teaching certifications to develop a program	More Native students will pursue post-secondary education leading to a career in public education.	HR ANE and ANE PAC Native Corporations	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
	to inspire people to become teachers, educate on the process, stimulate greater allocations.			
	Conduct a resource and data analysis on a “grow your own” program.	If resource and data analysis finds a “grow your own” program is feasible, the school district will seek funding to support the program.	HR	Grants
	Seek candidates looking for a second career.	Mature, stable candidates will join the workforce.	Military partnerships	
7. Evaluate the implementation and outcomes of the workforce diversity action plan in its recruiting, hiring and retention practices for all categories of employees.	Maintain data on applicants and analyze for outcomes.	The school district will learn if it effectively recruited a more diverse workforce.	HR EEO IT	
	Maintain data on hiring and analyze for outcomes.	The school district will learn if it effectively hired a more diverse workforce.	HR EEO IT	
	Maintain data on retention and analyze for outcomes.	The school district will learn if it effectively retained a more diverse workforce.	HR EEO IT	