

Fairbanks North Star Borough School District
Board Diversity Committee

Thursday, March 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 February 12, 2015 Minutes

B. PUBLIC COMMENT ON NON-AGENDA ITEMS

C. REPORTS

1. Black History Month Contest and Awards
2. Tlingit and Haida Cultural Immersion Training

D. OLD BUSINESS

1. Workplace Diversity Action Plan

E. NEW BUSINESS

F. INFORMATION

1. America's Cultures Week Potluck, April 16th, Ryan Middle School
2. Next meeting is: Thursday, April 9, 2015

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

February 12, 2015

A. PRELIMINARIES

1. Call to Order

The meeting was called to order by Dorothy Jones at 5:35 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Roll Call / Introductions (0:12)

Members present:

Alex Amegashie
Jo Ann Borges
Michael Campbell
Dorothy Jones
Georgia Sandgren

Administrative support present:

Bett Schaffhauser
Rebecca Burns

Members absent:

Heidi Haas
Bruce Scott
Larnetia Skippis
Ava Vent
Beka Zerbst

Guest:

none

Rebecca Burns announced that Deirdre and Ernest Shipman have resigned from the committee. Ernest Shipman has accepted a job in Anchorage and they will be moving soon. Dorothy Jones thanked the Shipmans for their service and wished them well.

3. Approval of Agenda (1:42 & 3:58)

Michael Campbell made a motion to approve the agenda. Georgia Sandgren seconded the motion. Jo Ann Borges asked to add the policy regarding intent for weapons violation under new business. Michael Campbell made a motion to approve the agenda with the addition of the new business item. Georgia Sandgren seconded the motion and it carried unanimously.

4. Approval of the Minutes (2:06)

Minutes of the January 8, 2015, meeting were reviewed. Michael Campbell 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 (2:28)

None

C. REPORTS (4:50)

- 1. Diversity Issues Reporting System:** Bett Schaffhauser reported that the diversity issues reporting system is still active on the district website through PowerSchool Premier. She discussed an email received recently that required follow-up and contact with the involved school to resolve an issue of bullying. Discussion about the diversity

interface ensued. A suggestion was made that it may be time to advertise again, possibly in the school/education based insert in the Daily News Miner newspaper.

D. OLD BUSINESS (14:02 – 1:23:34)

1. **Workplace Diversity Action Plan:** Bett Schaffhauser gave a brief history of the Diversity Action Plan and shared that it has been vetted by the Superintendent's Committee for Excellence, the Alaska Native Education Parent Advisory Committee, Fairbanks Native Association, and the Fairbanks NAACP. The committee followed along with the document and made suggestions for changes which Bett incorporated into the draft document. Discussion of the plan and possible revisions continued.

Alex Amegashie made a motion to table the discussion of the Diversity Action Plan and to continue working on it at the committee's March 12, 2015 meeting. Georgia Sandgren seconded the motion and it passed with no objections.

E. NEW BUSINESS (1:23:40)

1. Jo Ann Borges initiated a discussion about potential weapons and the need to change wording in the policy to include anything that is used to intimidate or cause harm. Discussion proceeded about the issue.

F. INFORMATION (1:39:55)

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

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS (1:40:01)

Georgia Sandgren shared information about Wayne Jackson from North Star Behavioral Health. He is a clinical community liaison and would love to share information with teachers about how personally experienced trauma impacts learning.

H. ADJOURNMENT

The meeting was adjourned at 7:10 p.m.

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
<p>1. Teachers and other staff who reflect the diversity of our students will work in our schools.</p>	<p>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.</p>	<p>The School Board will approve as a performance goal the adoption and implementation of a Diversity Action Plan.</p>	<p>School Board</p>	<p>On October 21, 2014 the School Board approved 2014-15 Priorities with a primary performance goal to adopt and implement a Diversity Action Plan.</p>

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
2. Examine recruiting, hiring, and retention practices so as to identify existing impediments to achieving greater diversity amongst its staff.	Establish a diverse committee to include community representatives 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 and suggest strategic recruitment practices to meet recruitment goals.	Human Resources Special Education Superintendents Principals EEO Knowledgeable community persons	
	Establish a diverse committee to include community representatives 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 and suggests strategic hiring practices to meet hiring goals.	Human Resources Special Education Superintendents Principals EEO Knowledgeable community persons	
	Establish a diverse committee to include community representatives review the retention 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 retain a more diverse staff and suggests strategic retention practices to meet retention goals.	Human Resources Special Education Superintendents Principals EEO Office Knowledgeable community persons	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
<p>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.</p>	<p>Complete the Affirmative Action Plan for the current year and implement its actions. The AAP will be reviewed by the BDC.</p>	<p>The Affirmative Action Plan will identify job categories with hiring goals and offer strategies for attaining them.</p>	<p>EEO Office Information Technology</p>	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
4. Implement ongoing diversity training programs for hiring authorities and managers as well as for all employees	Plan and present training program to recruiters , managers and hiring authorities to address issues of cultural and racial awareness (including Native cultural norms), anti-bias education, EEO considerations	Recruiters , 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	
	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.		
	Have all members of the school board attend training in cultural and racial awareness and anti-bias education.	School board members will model diversity and inclusion leadership.		

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
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 lead.	Superintendent	Four principal screening committees formed in January 2015 (Joy, Ladd, Hutchison, NPH) with representation from teachers, support staff, parents, FNA.
	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	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
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 to inspire people to become teachers, educate on the process, stimulate greater allocations.	More Native students will pursue post-secondary education leading to a career in public education.	HR ANE and ANE PAC Native Corporations	
	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	

FNSBSD 2015 Workplace Diversity Action Plan

Goal	Action	Projected Outcome	Responsibility	Actual Outcome
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	