



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 Skipps (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.