

Fairbanks North Star Borough School District
Diversity Committee

Thursday, January 16, 2020
5:30 – 7:00 p.m.

520 Fifth Avenue
School District Administrative Center
Board Room

A G E N D A

A. PRELIMINARIES

1. Call to Order
2. Roll Call / Introductions of new Diversity Committee Members
 - i. Jennifer Luke-School Board Representative
 - ii. Heather Johnson-FPA Representative
 - iii. Denise Newman-FEA Representative
 - iv. Bea Felter-ESSA Representative
 - v. Othnelia Amegashie-Regional Student Council Representative
 - vi. Ellen Weiser-Community Member
 - vii. Janet Farris-Community Member (Fort Wainwright Liaison)
 - viii. Kate LaPlaunt-Committee Chair (Assistant Superintendent)
3. Approval of Agenda
4. Approval of November 7, 2019, Meeting Notes

B. REPORTS

N/A

C. OLD BUSINESS

N/A

D. NEW BUSINESS

1. Review / Familiarize with FNSBSD 2020-2025 Strategic Plan, including Mission & Vision
2. Refine, update, and finalize Diversity Committee Mission and Vision Statement
3. Identify specific Diversity Committee Goals that support the District initiatives around Diversity, Equity, and Inclusion.
4. Issues of Diversity Incidence Guidance Team (i-DIG Team?)
Discussion: How to address "critical issues" as they arise? How can the Diversity Committee be helpful in the moment?

E. INFORMATION

1. Current Positions open on the Diversity Committee
 - i. (3) Parent Representatives
 - ii. (1) Community Member

F. CLOSING COMMENTS FROM COMMITTEE MEMBERS

G. ADJOURNMENT

Fairbanks North Star Borough School District

Diversity Committee Meeting

Quarterly Meeting

MEETING MINUTES

November 7, 2019

A. PRELIMINARIES

1. Call to Order

David Rucker called the meeting to order at 5:36 PM in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Roll Call / Introductions

Members present:

Denise Newman
Bea Felter
Katie Dabney
Rose O'Hara-Jolley
Alyssa Quintyne
Ellen Weiser
Janet Ferris
Marilyn Russell

Administrative support present:

David Rucker
Heather Christian

Members Not in Attendance:

Jennifer Luke
Heather Johnson
Elizabeth Holm
Othnelia Amegashie

Presenters:

Yatibaey Evans
Ed Alexander
Kristi McEwen

B. APPROVAL OF THE AGENDA

1. Plantation Project added to the agenda in new business
2. A motion was made to approve the minutes with corrections for November 7, 2019. The motion was seconded, and passed.

C. APPROVAL OF THE MINUTES

1. A motion was made to approve the minutes from August 22, 2019. The motion was seconded, and passed.

D. INTRODUCTIONS AROUND THE TABLE

1. Instructions given to new members
2. Emphasized respect for all members

E. REPORTS

1. N/A

F. OLD BUSINESS

1. Equity Policies Update
 - i. Policies are being considered and are now pending with the School Board
 - ii. Twenty-three (23) policies have completed review process
 1. Working on consolidation into the 100 Chapter of Admin Regulations
2. Dress Code policy update requested by Marilyn Russell
 - i. Clarified as policy regarding graduation attire

- ii. Policy 985.4: Advancement in Instruction - Commencement Ceremony Participation - Graduation Regalia & Attire
 - 1. Adopted October 1, 2019 by the School Board

G. NEW BUSINESS

- 1. Non-Voting Alaska Native Education Parent Advisory Committee (ANE PAC) School Board Member:
 - i. Presentation by Ed Alexander, Yatibaey Evans, and Kristi McEwen regarding the Resolution the ANE PAC passed
 - 1. ANE PAC defined
 - 2. Non-voting military representatives discussed
 - 3. Elementary and Secondary Education Act (ESEA) discussed
 - 4. Every Student Succeeds Act (ESSA) discussed
 - 5. Graduation rates and borough demographics discussed
 - 6. Alaska Native history discussed
 - ii. Committee discussion
 - 1. Non-voting vs voting member discussed
 - a. Demographics explored
 - b. Advantages and disadvantages explored
 - c. School Board institutional structure clarified
 - d. Title VI Federal grant briefed
 - e. Current School Board non-voting member positions discussed
 - f. ANE PAC clarified as representing nations / governments which is not race based
 - iii. A motion was made to review the ANE PAC Non-Voting School Board Member resolution and develop a letter of support. The motion was seconded and approved.
 - 1. Rose O'Hara-Jolley will create a Google Doc for members to review.
 - a. Shayna Ellingrud will forward the resolution to Rose O'Hara-Jolley
- 2. ANE Parent Advisory Committee Drafted Resolutions:
Draft resolutions in packet reviewed.
 - i. International Year of Indigenous Languages (IYIL) [read into record]
 - 1. Purpose and reasons for resolution discussed
 - 2. Value to people who do not speak those languages discussed
 - 3. Other community events related to this resolution discussed
 - 4. Relationship to curriculum clarified
 - 5. A motion was made to adopt the ANE IYIL resolution 2019-01. The motion was seconded and passed unanimously.
 - ii. Land Acknowledgements [read into record]
 - 1. History of Land Acknowledgements discussed
 - 2. Impact on stakeholders discussed
 - 3. Tanana Khwt'ana clarification
 - 4. A motion was made to pass and support the Land Acknowledgement resolution 2019-04. The motion was seconded and passed unanimously.
- 3. Mission and Vision Statement for Diversity Committee:
 - i. Current Mission Statement in packet read into the record and reviewed
 - ii. No vision statement could be located
 - iii. Request to add, 'and making recommendation to address those concerns,' to the mission statement
 - 1. Committee supports this addition to the mission statement

- iv. Vision Statement discussed
 - 1. Will be addressed at the next meeting
 - 2. A motion was made to have Allyssa Quintyne generate a draft vision statement on Google Docs. The motion was seconded and passed.
- 4. Diversity Committee Goals for the 2020 School Year:
Discussed in conjunction with mission and vision statements in regards to direction for committee moving forward.
- 5. Plantation Project: [NEW AGENDA ITEM ADDITION]
One-day project that a teacher had students do in one class
 - i. History and nature of project discussed
 - ii. Discussed constructive notice as reporting method
 - iii. District response explained
 - iv. Committee involvement discussed
 - 1. Action plan discussed to prevent further incidents of this nature
 - 2. Do right by every student and model what it means to grow, change, and support students
 - a. Possible lead into vision statement
 - v. Mandatory training initiative discussed in relation to White Supremacy Culture and / Decolonization Training with a solution focused model
 - vi. District Diversity Consultant, Rodney Gaskins, discussed
 - 1. Committee requested to have Rodney Gaskins attend a Diversity Committee meeting and speak with the members.

H. INFORMATION

- 1. Current Positions open on the Diversity Committee
 - i. Parent Representatives (3)
 - ii. Community Member(1)

I. CLOSING COMMENTS FROM COMMITTEE MEMBERS

Round table comments accepted

J. ADJOURNMENT

David Rucker made a motion to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 8:18 PM



SY20-25 STRATEGIC PLAN

Fairbanks North Star Borough School District

MISSION STATEMENT – WHAT IS OUR PURPOSE?

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.

CORE VALUES – HOW WILL WE BEHAVE?

- **Conducive Learning:** Ensure class size that is conducive to learning.
- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Embody respect for the diversity and dignity of all.
- **Safe Environment:** Provide a safe learning environment.
- **High Expectations:** Maintain high expectations and educational opportunities to inspire high achievement.
- **Collaboration:** Engage with students, family, staff and community to support student success.
- **Innovation:** Be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy and professional.

VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

We envision each and every student achieving academic and life success by personalizing the learning process.

- **Each and Every Student:** Reach every student by working with each individual, one-by-one.
- **Academic Success:** Improve achievement for all students, close the achievement gaps, and provide accelerated learning options.
- **Life Success:** Prepare every student to contribute to society as a competent, confident, caring and curious citizen.
- **Personalizing Learning:** Provide flexible and adaptive options, pacing and creative support.

STRATEGIC GOALS – HOW WILL WE SUCCEED?

1. **STUDENT SUCCESS:** Increase academic achievement and social emotional well-being for all students.
2. **EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
3. **COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.
4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.



Visit k12northstar.org for Strategic Plan & Goals



STRATEGIC GOALS AND DISTRICT OBJECTIVES

- 1. STUDENT SUCCESS: Increase academic achievement and social emotional well-being for all students.**
 - 1.1 Competency Based Learning:** Define competencies by grade level and content areas, allowing students to advance based upon demonstrated mastery rather than seat time.
 - 1.2 CTE:** Expand CTE pathways and access to career and technical education opportunities across the District.
 - 1.3 Instructional Excellence:** Engage teachers in reflective practices in a cycle of continuous improvement.
 - 1.4 Multiple Pathways:** Provide multiple ways to progress through the K-12 system based on student needs and interests.
 - 1.5 Personalizing Options:** Utilize the “Core 4” key elements to personalize learning and meet student needs.
 - 1.6 Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.
 - 1.7 Technology in the Classroom:** Ensure technology is embedded within instruction as appropriate to support learning.

- 2. EQUITY & INCLUSION: Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.**
 - 2.1 Equity & Access:** Close opportunity gaps while increasing student outcomes/achievement for all.
 - 2.2 Diversity/Inclusion:** Create a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness and civic responsibility.

- 3. COMMUNICATION & ENGAGEMENT: Ensure students, staff, families and the community are informed, connected and engaged with the District.**
 - 3.1 Effective Communication:** Enable consistent, relevant and inclusive two-way dialogue with internal and external stakeholders.
 - 3.2 Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success.
 - 3.3 Community Partnerships:** Engage local stakeholders in contributing to student success.

- 4. WORKFORCE & ORGANIZATIONAL EXCELLENCE: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.**
 - 4.1 Workforce Excellence:** Attract, retain and empower excellence in our employees.
 - 4.2 Safety & Wellness:** Achieve an environment that promotes social, emotional and physical safety.
 - 4.3 Facilities:** Ensure facility plans to address safety, changing needs and fluctuating enrollment.
 - 4.4 District Operations/Site Support:** Execute efficiency and best practice in operational support and financial management for schools, students and staff.
 - 4.5 Technology Adoption:** Continue to develop capacity for staff to effectively use technology through continual training and support.
 - 4.6 IT Infrastructure:** Ensure robust, reliable and relevant technology infrastructure.