

Board Legislative Committee Meeting
December 18, 2019
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:

Wendy Dominique, Board President & Committee Chair
Timothy Doran, Board Vice President
Jennifer Luke, Board Member
Dr. Karen Gaborik, Superintendent
Shawna Henderson, FPA President
Sandi Ryan, FEA President
Jasmine Adkins-Brown, ESSA President
Robert Kinnard, Community Representative
Vacant, Parent Representative
Vacant, Student Representative

Staff:

John Ringstad, District Lobbyist
Andreau DeGraw, Chief Operations Officer
Mark Nilson, Executive Director of Facilities Management
Yumi McCulloch, Public Relations Director
Rebecca Hurbi, Digital Communications Manager
Sharon Tuttle, Board Executive Assistant & Committee Administrative Support

4. Adoption of the Agenda with Consent Item

(Consent agenda item(s) marked with an asterisk are considered routine items not requiring public discussion by the committee.)

MOVE to adopt the agenda with consent item

4.a. **Consent Item – November 20, 2019 Legislative Committee Meeting Notes

5. Lobbyist Update on Current Legislative Activities

6. Education Issues/Legislation

7. 2020-2021 Legislative Priorities Work

8. Adjournment

**Fairbanks North Star Borough School District
Administrative Legislative Committee Meeting
November 20, 2019**

Meeting Notes

Timothy Doran, school board vice president and legislative committee member, called the committee meeting to order at 5:30 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue.

Committee Members Present & Comprising a Quorum:

Timothy Doran, Board Vice President
Jennifer Luke, Board Member
Dr. Karen Gaborik, Superintendent
Shawna Henderson, FPA President
Sandi Ryan, FEA President
Jasmine Adkins-Brown, ESSA President
Robert Kinnard, Community Representative

Absent:

Wendy Dominique, Board President
John Ringstad, District Lobbyist

Vacant:

Parent Representative
Student Representative

Staff Present:

Andra DeGraw, Chief Operations Officer
Mark Nilson, Executive Director of Facilities Maintenance
Rebecca Hurbi, Digital Communications Manager
Sharon Tuttle, Executive Assistant to the Board & Committee Administrative Support

Lobbyist Update on Current Legislative Activities [0:01:53]

John Ringstad, district lobbyist, was unable to attend the meeting due to illness. Superintendent Dr. Karen Gaborik provided a brief overview of legislative activity. The governor's budget would be released in December. Various committee members shared legislative information they had obtained. Committee members hoped Governor Dunleavy would follow-through on his promise to meet and work with different interest groups throughout the legislative session.

Education Issues/Legislation [0:10:28]

Dr. Gaborik spoke to the Alaska Superintendents Association (ASA) priorities. Sandi Ryan, Fairbanks Education Association (FEA) president, spoke to the FEA/ESSA delegates' priorities.

Ms. Adkins-Brown arrived at 5:45 p.m.

Mr. Nilson spoke to the district's Capital Improvement Projects list.

Committee members discussed aspects of the different organizations' priorities, including the rising cost of health care; reading at grade-level and retention; the return of a defined-benefit retirement program or other high-return retirement program; the average daily membership (ADM) calculation; the effect of the F-35s arrival and the repercussions if the arrival date was delayed; and enrollment and funding calculations.

2020-2021 Legislative Priorities Work [0:10:28]

Superintendent Dr. Gaborik walked the committee through a review of the 2019-2020 Legislative Priorities. The committee and administration examined and discussed the current legislative issues and district concerns and priorities, providing suggestions for each of the draft 2020-2021 priorities. Dr. Gaborik and Rebecca Hurbi, digital communications manager, would draft language based on the comments and input from the committee for its consideration at its next meeting.

[Clerk's Note: The board room sound system encountered technical difficulties; approximately 6 minutes (6:39-6:45 pm) of the committee meeting was not recorded.]

Committee Comments/Announcements [1:26:30]

The committee's next meeting was scheduled for Tuesday, December 17 at 5:30 p.m.

[Clerk's Note: After the November 20 meeting, the next committee meeting was moved from December 17 to December 18.]

The committee meeting adjourned at 7:03 p.m.

Submitted by Sharon Tuttle, Board of Education executive assistant & Legislative Committee administrative support.



LEGISLATIVE PRIORITIES



Fairbanks North Star Borough School District

Academic Year 2020-21

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.

STRATEGIC GOALS

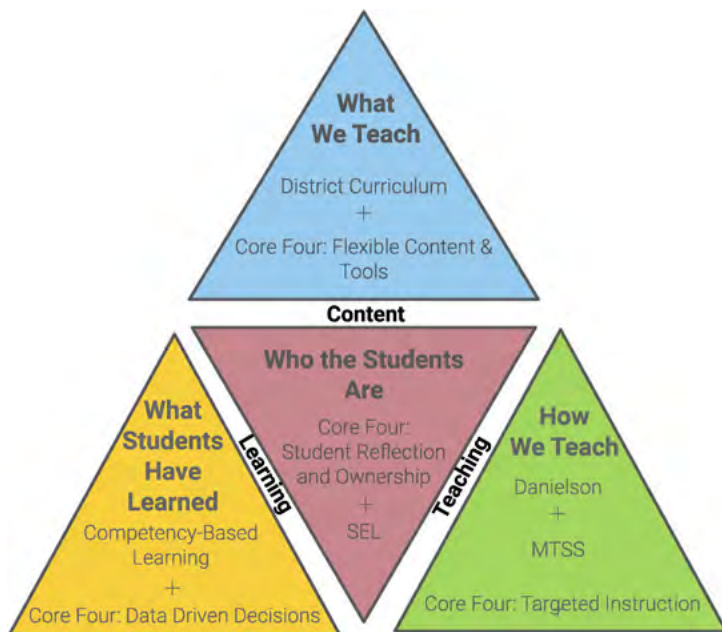
- ▶ **Student Success:** Increase academic achievement and social emotional well-being for all students.
- ▶ **Workforce & Organizational Excellence:** Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.
- ▶ **Equity & Inclusion:** Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe, and supported.
- ▶ **Communication & Engagement:** Ensure students, staff, families, and the community are informed, connected, and engaged with the district.

#1 BUDGET PRIORITY: STUDENT SUCCESS

INCREASE ACADEMIC ACHIEVEMENT AND SOCIAL EMOTIONAL WELL-BEING FOR ALL STUDENTS.

- ▶ Competency based learning
- ▶ Career & technical education
- ▶ Instructional excellence
- ▶ Multiple pathways to graduation
- ▶ Personalized options
- ▶ Social emotional learning
- ▶ Technology in the classroom

CYCLE OF CONTINUOUS IMPROVEMENT



Lathrop High Innovations Academy

- An alternative pathway to graduation
- Personalized to meet each student's learning needs
- Student agency, individual pacing, flexible schedule
- Teacher mentors

School to Apprenticeship

- High school seniors enter Federally Registered Apprenticeship Programs
- Joint Electrical Apprenticeship & Training Trust (AJEATT) IBEW Local 1547
- Fairbanks Area Carpenters Local 1243
- Fairbanks Area Plumbers and Pipefitters Local 375

Middle College

- School District and University of Alaska collaboration
- North Star College - Launch in fall 2020
- Open to high school seniors
- (More to come on this after my next meeting on December 18)

North Star to Nanook

- Promote early college awareness
- Title I elementary schools
- UAF Campus field trips and tours
- 3rd & 4th graders dreaming big

Social Emotional Learning

- Trauma-sensitive school approaches
- Cultivate resilience to Adverse Childhood Experiences
- Develop self-awareness, self-control and interpersonal skills
- Positively impact school, work and life success



Logan Lewellyn of North Pole High signs an apprenticeship agreement with Fairbanks Area Plumbers & Pipefitters Local 375 as part of the School to Apprenticeship program.

WORKFORCE & ORGANIZATIONAL EXCELLENCE

CREATE AN ENVIRONMENT THAT SUPPORTS THE STRENGTHS AND NEEDS OF STAFF SO THEY CAN CREATE A SAFE CLIMATE WHERE STUDENTS THRIVE.

Adequate and Forward Funding

- Long term state fiscal plan
- Approve education funding early in the legislative session.
- Forward fund education a minimum of two years
- Base Student Allocation that keeps pace with inflation

Recruitment and Retention

- District contribution to employee 403b plans
- Sick leave cash-out options
- Long-term operational planning for districts
- Employee stability

Capital Projects & Deferred Maintenance

- Need for a statewide deferred maintenance plan
- Over \$250 million in deferred maintenance and grows by approximately \$33 million per year
- The district's Facilities Maintenance Reserve Fund has gone towards:
 - ▷ Roofs at Ben Eielson Jr/Sr High (\$4.6 million) and Woodriver Elementary (\$2.8 million)
 - ▷ Upgrade districtwide lighting to LED (\$1.4 million)
 - ▷ Roof replacement over mat and locker rooms at Lathrop High (\$746,000)
 - ▷ Replacement of failed water line at Facilities Maintenance Building (\$200,000)
- Average age of district buildings is 37 years old

SHADOW A STAFF

For the second year, district employees from the Administrative Center spent a day shadowing fellow staff who work in schools, positions shadowed ranged from teachers to special education aides to kitchen managers.



Superintendent Karen Gaborik shadows Central Kitchen Coordinator April Johnson at the Nutrition Services building.



Executive Director of Facilities Management Mark Nilson shadows 3rd/4th grade blend teacher Hillary Weilbacher at Joy Elementary.



Chief Operations Officer Andreu DeGraw shadows 4th grade teacher Fawn Jelinek at Hunter Elementary.



Director of Labor Relations Ivory McDaniel shadows pre-K teacher Mercedes Anderson at Hunter Elementary.

EQUITY & INCLUSION

PROVIDE EQUITABLE OPPORTUNITIES AND AN INCLUSIVE ENVIRONMENT WHERE ALL STUDENTS AND STAFF ARE RESPECTED AND FEEL WELCOME, SAFE, AND SUPPORTED.

National Coalition Building Institute

- International leadership organization
- Welcome diversity in our district and community
- Institutionalize diversity and inclusion programs
- Build an environment where everybody wants to belong

Challenge Day

- Experiential social and emotional learning program
- School connectedness, empathy, inclusivity
- Builds empathy and inspires schoolwide compassion
- Addresses common social issues in secondary schools
- Students and staff unite for positive change

Districtwide Analysis of Equity & Inclusion

- Gap analysis of district's current efforts
- Research effective K-12 equity and inclusion programs
- Comprehensive equity and inclusion plan



COMMUNICATION & ENGAGEMENT

ENSURE STUDENTS, STAFF, FAMILIES, AND THE COMMUNITY ARE INFORMED, CONNECTED, AND ENGAGED WITH THE DISTRICT.


Two-Way Communication

- The district uses a platform called Let's Talk! for easy and convenient two-way communication for student, parents, and the community to ask questions and share concerns
- Since rolling out in late 2018, the district has received over 900 messages
- Most messages are questions (68%) are questions asked by parents/guardians (50%)
- The district's average customer service score is 8.7/10

Bright Futures Fairbanks

- Connects students in need with existing community resources
- Recognizes and promotes community service projects and donations to schools on social media
- 2019 highlights include
 - ▷ Collected school supplies for Federal Programs to distribute to students in need across the FNSBSD
 - ▷ Collected winter gear for North Pole Worship Center to distribute to children in need across the FNSB
 - ▷ Donated \$400 to start a school-based food pantry at Lathrop High School

LEGISLATIVE PRIORITIES



Quick Facts

Alaska Education Challenge

In order to meet Alaska's educational challenges, the Department of Education and Early Development is addressing the public education system through three components:

1. A call to action: Shared Commitments

- ▶ Increase Student Success: Success will be identified using multiple measures as part of a rich and varied curriculum.
- ▶ Support Responsible & Reflective Learners: Families, tribes, educators, and communities will provide relevant learning opportunities.
- ▶ Cultivate Safety & Well-Being: All schools will be safe and nourish student well-being.

2. A focus of efforts: Measurable Goals

- ▶ Support all students to read at grade level by the end of third grade
- ▶ Increase career, technical, and culturally relevant education to meet student and workforce needs
- ▶ Close the achievement gap by ensuring equitable educational rigor and resources
- ▶ Prepare, attract, and retain effective education professionals
- ▶ Improve the safety and well-being of students through school partnerships with families, communities, and tribes

3. A prioritization of change: Targeted Strategies

- ▶ 13 recommendations from the Alaska's Education Challenge committees
- ▶ Additional strategies in Alaska's Every Student Succeeds Act (ESSA) plan

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

Quick Facts

18 Elementary Schools • **8** Secondary Schools • **10** Schools of Choice

ENROLLMENT

Grade	2019-20
Elementary (Pre K-6)	7,581
Middle/Jr High (7-8)	2,026
High School (9-12)	3,612
Total	13,219

TARGET CLASS SIZE

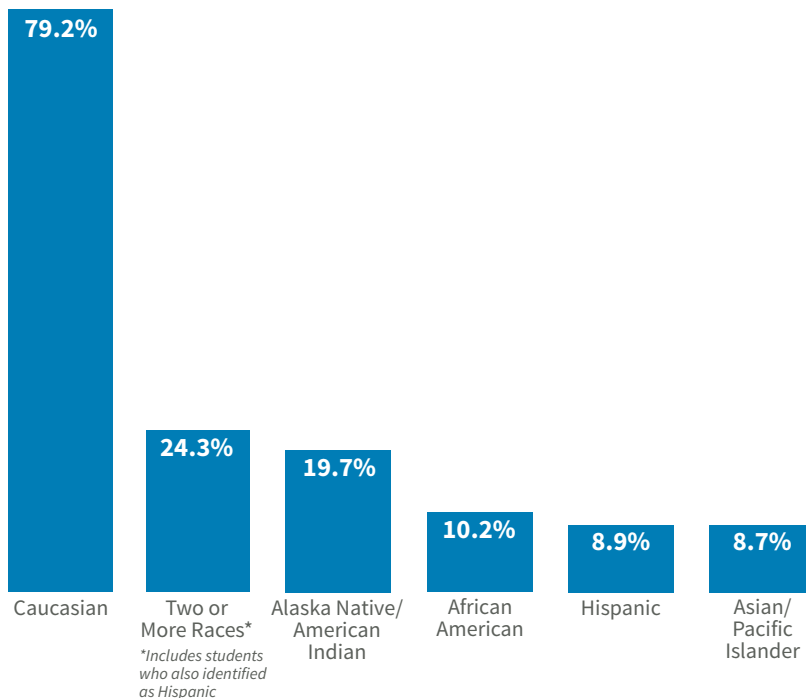
Grade	2019-20
Kindergarten	22.5
1st - 3rd	24.0
4th - 6th	26.0
7th - 8th	27.0
9th - 12th	29.5

FAST STATS

- 4,373 students, or 33.1%, are economically disadvantaged
- **3,335 students, or 26%, are military connected**
- The 2018-19 4-year graduation rate was 80.2%
- Districtwide attendance is 92%
- 87% of the district's operating fund is spent on employee salaries and benefits

ETHNICITIES

Includes students who identified as an additional race or ethnicity.



DISTRICT STAFF

Instruction: **744.1**
 Instruction Support Services: **67.73**
 Special Education Instruction: **298.84**
 Special Education Support Services: **77.00**
 Facilities Maintenance: **167.80**
 School Administration & Support: **123.53**
 Student Support Services: **127.90**
 District Administration & Support: **76.12**
 Student Activities: **3.50**

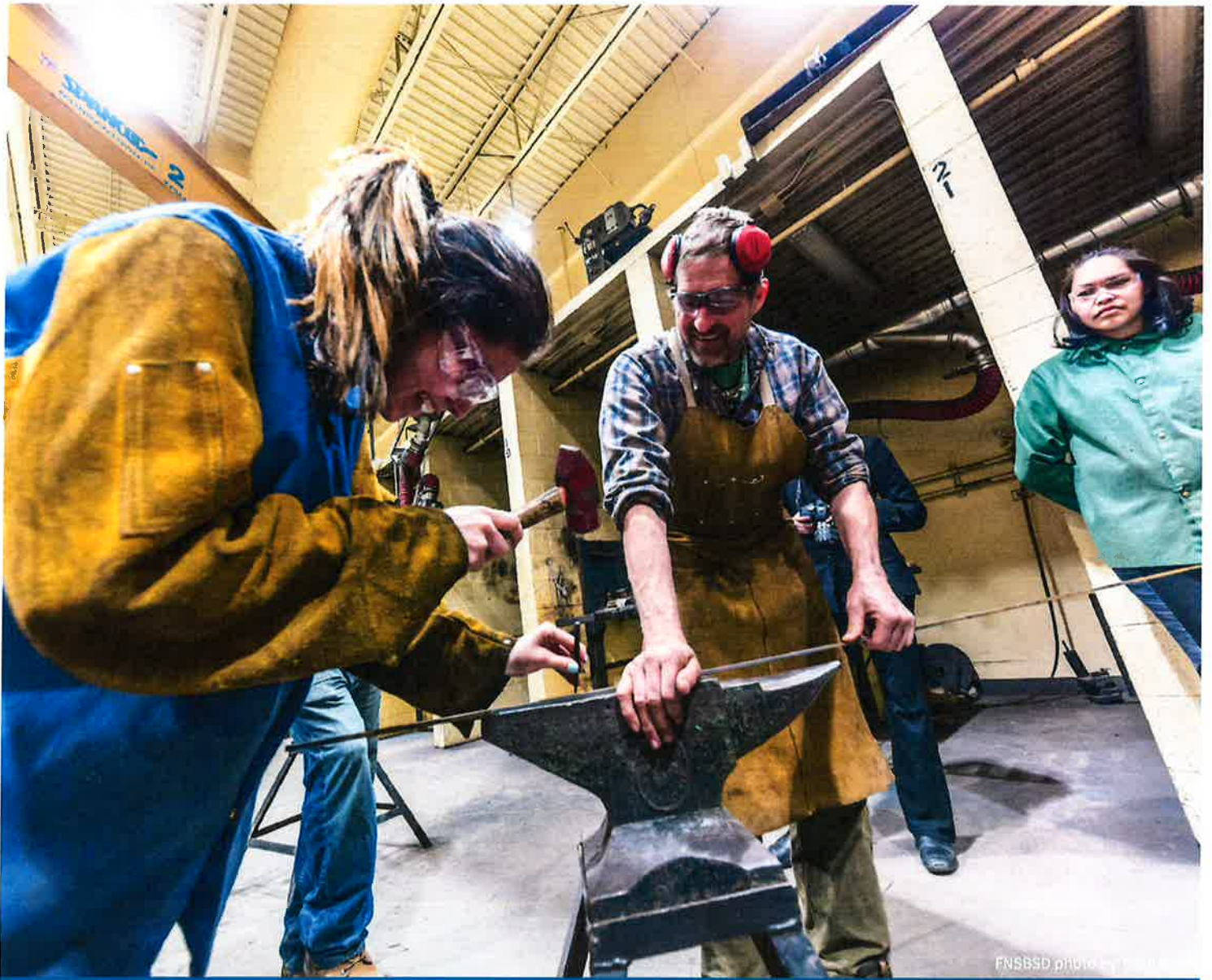
Total: 1,686.52 Full-Time Equivalent Positions

LANGUAGES

There are **over 69 different heritage languages** spoken in our students' families across the school district. Approximately 10% of all students have a heritage language.



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.



FNSBSD photo by [unreadable]

LEGISLATIVE PRIORITIES

Academic Year 2019-2020

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

- ▶ Class size that is conducive to learning, especially in pre-K through 3rd grades to ensure early literacy
- ▶ Professional development to support instructional staff
- ▶ Social-emotional learning supports
- ▶ Technology infrastructure

EXTERNAL CHALLENGES

Cost of Living

- Fairbanks Cost Factor: We urge a review and update of the Fairbanks Cost Factor as it is over 10 years old and critical to the equitable distribution of funding. Fairbanks has the same cost factor as Mat-Su at .07, despite significantly higher fuel and other costs in the Interior. We believe the current cost factor does not accurately reflect local operating costs.
- According to the Alaska Housing Finance Corporation “approximately...36% of households in the Fairbanks North Star Borough are cost-burdened, spending more than 30% of total household income on housing costs, including rent, utilities and energy,” the highest in Alaska (2017).
- The school district bears a similar burden in terms of the cost of utilities and general cost of living.
- High cost of living negatively impacts the ability of the district to provide adequate compensation packages, which in turn impacts the ability to recruit and retain highly qualified staff.

Transportation Costs

- Fairbanks currently subsidizes transportation services by approximately \$2.9 million.
- Currently, Fairbanks is required to provide a heated bus barn.
- Allocation of transportation funds as a capital outlay for the Fairbanks School District would help us begin the purchase of our own fleet.

Recruitment & Retention

- The University of Alaska is currently unable to fill statewide teacher recruiting needs.
- Fairbanks is competing in a national recruiting pool.
- Alaska’s salaries are non-competitive and the state retirement system provides no incentives.
- Fairbanks is unable to recruit and retain high quality teachers due to the high cost of living.

INNOVATIVE SOLUTIONS

Early & Forward Funding

- It is imperative that the Legislature develop and implement a long-term fiscal plan for Alaska that allows for continued forward progress on the Fairbanks School District’s strategic plan.
- Approve education funding early in the legislative session.
- Forward fund education at minimum of two years.
- Impacts of early funding include:
 - Adequate time for district planning and alignment of operations with resources
 - Adequate time to determine staffing needs, promote stability for employees, and positively impact recruitment and retention.

Fiscal Plan

- Cuts to education impact the district’s ability to recruit and retain quality staff.
- It is recommended the Legislature consider an incentive program based on a minimum number of years worked in an Alaska school district.

Deferred Maintenance

- 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.
- Due to national events such as earthquakes, hurricanes and wildfires, local contractors report a significant increase in the cost of supplies and a decrease in availability due to a diversion of resources to affected areas.
- Support completion of Fairbanks projects:
 - Barnette Magnet School Renovation, Final Phase: \$11,331,881 which includes a local match of \$3,966,158 as required by DEED Capital Improvement Program
 - Districtwide Security Upgrade: \$1,699,961
 - Administrative Center Air Conditioning and Ventilation Replacement: \$1,404,509

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.



The Fairbanks School District is currently working on creating a new strategic plan for academic years 2020-25. Learn more at www.k12northstar.org/strategic-plan.



FNSBSD photo by Rebecca Hurbi

EFFICIENCIES WITHIN OUR DISTRICT

Alternative ways the district is cutting costs.

HEALTH PLAN RESTRUCTURE

- Through a restructured health plan, which included a review of deductibles and copays, educational efforts, and incentives for a high deductible health plan, the district has encouraged a more consumer-driven approach to health care with greater employee awareness and participation in the benefit package.
- Between the second half of FY17 and the end of FY18, the Fairbanks School District realized a 13% reduction in healthcare costs (\$9.8 million savings). We estimate an additional \$4.5 million in savings in FY19.
- 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.

RESPONSIBLE, SUSTAINABLE RESOURCE MANAGEMENT

- The Fairbanks School District and Borough are actively engaged in collaborative dialogue to maximize resources and plan for timely maintenance of district buildings. Early, adequate funding by the Legislature will provide the district with an opportunity to consider annual and long-term resource allocations for capital projects.

OPERATIONS EFFICIENCIES

- We have achieved 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 workflow.
- Examples include: TimeClocks Plus, Munis, online work orders across the system, printing cost reductions, web help desk, streamlined shipping and receiving, and Arbiter Athlete.



FNSBSD photo by Brenna Carlson

PERSONALIZED LEARNING

PROVIDE STUDENTS WITH OPTIONS TO MEET THEIR NEEDS AND ACHIEVE ACADEMIC SUCCESS.

Personalized learning is skilled educators connecting with individual students to meet each child's specific needs. Personalized learning shifts from a one-size-fits-all model of education to one that is learner-centered and better prepares students for the jobs and needs of the future.

Teachers are implementing a system-wide shift focusing on four core elements:

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



CAREER & TECHNICAL EDUCATION

The medical training in the Certified Nursing Assistant (CNA) program is rigorous and West Valley High School senior Riley Vivlamore wasn't sure she would be able to perform the necessary medical skills when the time came.

"When you get in the scenario, you realize how vulnerable people are so it's a lot easier to help them," said Vivlamore. "I liked that we got to be immersed in what it will actually be like in the real world."

Each year, 40 local students earn state CNA licenses before high school graduation. This unique partnership with the University of Alaska Fairbanks Community and Technical College allows Fairbanks' largest healthcare provider to hire 80 percent of their entry-level CNAs locally. CNAs often progress to become the doctors, nurses and radiologists of tomorrow. These are students who want to stay and work in Alaska!

Career and Technical Education (CTE) is outcome based and helps connect students from all walks of life with their personal career goals. Academics become relevant as students learn and practice professional skills that extend far beyond the classroom. The result is a huge win for students, families, and urban and rural communities, all while developing Alaska's future workforce.



FNSBSD photo by Sharice Walker

ELEMENTARY SCHOOL STUDENT SPOTLIGHT

Sixth grader Craig Holt has noticed a lot of changes at Joy Elementary School in the last couple of years.

“They added 7th grade, made Encore classes different periods so we go to different classrooms, and changed up the rooms a bit,” said Holt. He likes the changes, but the additional walking between classes makes his legs tired.

Holt’s favorite classes are writing and coding. He looks forward to free time on the computer. He was introduced to coding at the EAST Camp program, a summer learning opportunity for students in the 21st Century After School Program.

Holt has created over 100 coding projects on his own and enjoys serving as a help desk support in his coding class to help classmates trouble shoot problems. When he isn’t fixing

bugs, he prefers to learn in a quiet area working mostly alone. But, he can learn with the right group of classmates



“If they are actually working hard on the project, then I’ll work with them. I try to always look for the people that will actually work hard.”

MIDDLE SCHOOL STUDENT SPOTLIGHT



Following in her family’s footsteps has led 8th grader Emily Bellant to a school and a sport she loves. Bellant attends North Pole Middle School, a school both her parents and two older siblings all attended.

She is a high achieving student, a leader in student council, and active in the National Junior Honor Society, but her eyes light up when she talks about wrestling.

“My dad and my sister both wrestled,” Bellant said of how she was introduced to the sport. “I love wrestling, it’s amazing,”

She isn’t sure what career she wants, but has already set her sights on a wrestling scholarship to attend an out-of-state college. In the meantime, she enjoys her middle school. She says the teachers make it a fun place to be and personalized learning options for students have increased.

“If we have a really big project, you have multiple ways to actually complete it,” said Bellant. I really like it, there’s a lot more options to do things for the different mindsets of students.”

HIGH SCHOOL STUDENT SPOTLIGHT

Lathrop sophomore Mathias Peter prefers to avoid the spotlight. During a recent studio art class he shyly offered caramel candies while he talked about his high school experiences so far.

The 16-year-old is thinking of becoming a pharmacist. His health field classes have been his favorite, especially the Emergency Trauma Tech class he takes at Hutchison High School.

“It’s nice, it gives you a push,” Peter said of the opportunity to take classes at Hutch, “It opens more doors.”

Peter prefers learning visually and going at his own pace. “I learn things slowly,” he said of his learning style, “I feel like I slow people down being in a group.”

He spends most of his free time playing video games and is

learning how to drive. At school, Peter likes seeing his friends, meeting new people and learning new things.

The challenges of high school include trying to make friends and getting all the work done.

“I try to be as laid back as possible,” Peter said.



EQUITY & ACCESSIBILITY

EARLY CHILDHOOD EDUCATION

In order to provide a strong foundation of social-emotional and academic instruction to students, Fairbanks supports funding for early childhood education, including full-day kindergarten and universal preschool statewide. Research indicates early intervention and instruction is critical to achieve reading proficiency by 3rd grade.

The Fairbanks School District supports early childhood education through its Kindergarten Jump Start program and community preschool partnerships.



AFTER SCHOOL PROGRAM

Currently after school programming in Fairbanks is primarily limited to schools that qualify for 21st Century Community Learning Center federal grant funding. These programs are desperately needed districtwide in order to provide much needed services to all students and families. Additional funding is necessary to provide districtwide after school programming.

Quick facts:

- 700 students attend programs in 6 schools supported by Alaska 21st Century CCLC grants and 75 students attend fee-based programs in 3 additional schools.
- 21st CCLC primarily serves district students attending Title 1 schools and especially targets students most at-risk academically. During the 2013-2014 school year, the district served 1082 students. Among students entering the program in fall of the 2013-2014 school year:
 - 72% were Economically Disadvantaged (eligible for free or reduced-price lunch)
 - 25% were Students with Disabilities

AFTER SCHOOL PROGRAM RESULTS

- Between 14% & 63% (depending on school site) of those below proficient the previous year in state reading assessments attained proficiency
- Between 16% & 50% (depending on school site) of those below proficient the previous year in state math assessments attained proficiency
- Between 71% & 79% showed teacher-reported improvement in academic performance and homework completion
- 65% showed teacher-reported improvement in student behavior

SOCIAL SERVICE MANAGERS

Social Services Managers (SSMs) connect home, school, and community resources to improve educational, social and vocational outcomes for students and families who experience barriers to school success. Through collaboration with school staff and families, they identify students' needs, then develop and implement strategic interventions to enhance social emotional wellbeing and improve academic performance. There are currently seven school-based SSMs serving 28 schools. Three of the seven are grant funded.

- Over 300 students have received SSM supports this fall
- Requests for services have increased by 70% since last spring
- The desired next step is to increase the size of the team so that SSMs can integrate more fully into schools, allowing for more focus on preventive and continuous services



PARENT & COMMUNITY ENGAGEMENT

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.
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.

EFFECTIVE COMMUNICATION

The Communications, Development and Engagement Department regularly facilitates communication with over 17,400 parents and employees.

Highlights:

- Superintendent's Quarterly Newsletter, District Digest, Monthly Roundup
- Let's Talk--real time customer service platform
- Facebook, YouTube, Twitter, Instagram
- Media press releases
- District and school websites
- School electronic newsletters
- Blackboard Messaging--phone, email, texting
- Hardcopy information upon request and school outreach to parents with limited internet access



TECHNOLOGY INTEGRATION

Expanded access to technology is necessary for schools to implement personalized learning districtwide and maximize the impact for every single student.

- Create equitable student access to technology
- Increase student and teacher technology competencies
- Seamlessly integrate technology with instruction so it is a powerful tool for quality learning
- Ensure a robust network infrastructure
- Maximize eRate funding and address local connectivity issues



ABOUT OUR DISTRICT

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



ENROLLMENT

Grade	2018-19
Elementary (Pre K-6)	7,727
Middle/Jr High (7-8)	1,927
High School (9-12)	3,635
Total	13,289

TARGET CLASS SIZE

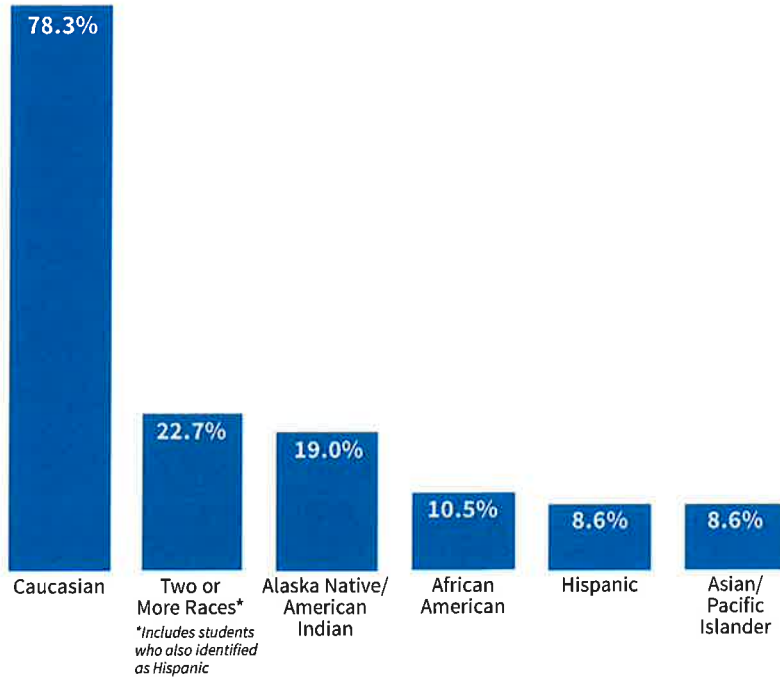
Grade	2018-19
Kindergarten	22.5
1st - 3rd	24.0
4th - 6th	26.0
7th - 8th	28.0
9th - 12th	30.5

FAST FACTS

- 4,357 students, or 31%, are economically disadvantaged
- 3,335 students, or 26%, are military connected
- The 2017-18 4-year graduation rate was 78.5%, the 5-year graduation rate was 83.3%
- Districtwide attendance is 92%
- Nearly 87% of the district's operating fund is spent on employee salaries and benefits

ETHNICITIES

Includes students who identified as an additional race or ethnicity.



DISTRICT STAFF

Instruction: **750.47**

Instruction Support Services: **67.51**

Special Education Instruction: **292.34**

Special Education Support Services: **82.00**

Facilities Maintenance: **167.80**

School Administration & Support: **124.00**

Student Support Services: **122.80**

District Administration & Support: **75.45**

Student Activities: **3.50**

Total: 1,685.87 Full-Time Equivalent Positions

LANGUAGES

There are **over 82 different heritage languages** spoken in our students' families across the school district. Approximately 10% of all students have a heritage language.

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.