

**Fairbanks North Star Borough Board of Education
Diversity Committee Meeting By Video Conference**

**Thursday, December 17, 2020
5:30 – 7:00 p.m.**

Hosted from the Board Room
School District Administrative Center
520 Fifth Avenue

AGENDA

For Devices: Public Zoom Webinar Link: <https://us02web.zoom.us/j/81203318874>

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888 788 0099 (Toll Free)

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Webinar ID: 812 0331 8874

*For callers - *6 mutes and unmutes; *9 raises a caller's hand.*

A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement
3. Roll Call / Introductions
4. Approval of Agenda
5. Approval of November 19, 2020 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. Department Presentation – Committee Suggestions for January Meeting

D. OLD BUSINESS

1. Review of Mae Marsh Diversity Committee Training Topics – Postponed until Mae Marsh returns in spring 2021
2. ANE Board of Education Advisory Representative

E. NEW BUSINESS

1. Training Topics Requested by Committee Members
2. Action Items to Support Diversity Committee Priorities
3. Diversity Committee Website Review

F. INFORMATION

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

November 19, 2020

A. PRELIMINARIES

1. Call to Order

Erin Morotti called the meeting to order at 5:34 pm via ZOOM from the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Land Acknowledgement

3. Roll Call / Introductions – Committee has a quorum.

Members present:

Marissa Anderson

Allison Carr

Janelle Chapin

Brytan 'Bea' Felter

Elizabeth Holm

Malcolm McEwen

Erin Morotti

Denise Newman

Rose O'Hara-Jolley

Alyssa Quintyne

Ellen Weiser

Members Not in Attendance:

Taryn Hughes

Clarice Mingo

Methanie Ongtooguk

Administrative support present:

Heather Christian

Kate LaPlaunt

Other:

Jennifer Luke – Prior Board Chair

4. Approval of Agenda

Motion to adopt agenda moved by Marissa Anderson. Malcolm McEwen seconded the motion.

5. Approval of the Minutes

Members reviewed the October 15, 2020 meeting minutes. Alyssa Quintyne made a motion to approve the October 15, 2020 minutes. Malcolm McEwen seconded the motion.

B. PUBLIC COMMENT

1. Kristi McEwen – Superintendent hiring process discussed to ensure candidates of diversity. Training on Roberts Rules of Order requested in regards to parent community. Language Arts Curriculum noted.

C. REPORTS

1. Jennifer Luke and Erin Morotti for a personal hand over of the Diversity Committee.
 - i. Comments by Jennifer Luke regarding term with Diversity Committee
 - ii. Marissa Anderson – Noted welcoming atmosphere at start of meeting
 - iii. Gratitude for service and leadership of Jennifer Luke expressed by committee members
 - iv. Malcolm McEwen – ANE Board Representative update requested
 - Jennifer Luke has briefed new committee chair and board president for review of this request
 - v. Introduction and welcome of Erin Morotti

D. OLD BUSINESS

1. Committee Review of Diversity Equity and Inclusion (DEI) Training options offered by Mae Marsh.
 - i. Parameters of training discussed in regards to logistics and cost
 - ii. Malcolm McEwen – First Alaskans training options noted
 - iii. Bea Felter – Requested clarification on purpose of training: district or committee
 - Location of training / public forum
 - Allison Quintyne suggested inviting other board members / committees and the public to training as well

E. NEW BUSINESS

1. Strategic Plan and Diversity Committee Priorities - Erin Morotti
 - i. DEI Priorities to recommend to the School Board
 - ii. DEI Training for Diversity Committee
 - iii. Exercise for top three (3) objectives for Diversity Committee – Google Doc Reviewed
 - 4.1 Workforce Excellence
 - 1.6 Social Emotional Learning
 - 3.2 Family Engagement
 - 3.3 Community Partnership
 - iv. Bea Felter – Noted that these priorities are in addition to the Equity and Inclusion strategic objectives
 - v. Informed, proactive, and communicative approach to committee / philosophy of the Diversity Committee discussed
 - vi. Diversity Committee will explore action items that support priorities
 - Diversity Committee will identify meeting topics that the committee would like to explore such as letters to the board
 - Requested document link be posted on the website for group to update

F. INFORMATION

1. Bea Felter – Coalition Builders Open Circles events discussed
 - i. Fairbanks Coalition Builders: <https://www.k12northstar.org/domain/4745>
2. Alyssa Quintyne – Invitation to Trans Awareness Week Transgender Day of Remembrance (TDOR) event tomorrow
 - i. Link to be provided and available via Facebook: <https://www.facebook.com/events/709310909934210?scrlybrkr=a4a2befe>

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

1. Malcolm McEwen – Diversity Committee Website noted. Operating Guide, member terms, by laws requested.
 - i. Requested DEI process at school level where parents, students, and staff can bring their concerns to the committee
2. Kate LaPlaunt – Google Doc process noted
3. Rose O’Hara-Jolley – Comments on first meeting with new board chair

H. ADJOURNMENT

Motion to adjourn made by Bea Felter. Marissa Anderson seconded the motion. Meeting adjourned at 7:04 pm.

Diversity Committee Priorities



[See the Complete SY20-25 Strategic Plan Below](#)

Exercise: Rank priority of objectives from the Strategic Plan (page 2) as related to Diversity, Equity & Inclusion

	Name	Objective #1	Objective #2	Objective #3
1 Sample	Jane Doe	1.1 Competency Based Learning	3.1 Effective Communication	4.5 Technology Adoption
2	Rose O'Hara-Jolley	3.1 Effective Communication	4.2 Safety and Wellness	3.2 Family Engagement
4	Brytan Felter	1.6 SEL	3.3 Community Partnerships	4.1 Workforce Excellence
5	Alyssa Quintyne	1.6 Social Emotional Learning	3.3 Community Partnerships	4.1 Workforce Excellence
6	Ellen Weiser	1.4 Multiple Pathways	1.6 Social and Emotional Learning	4.1 Workforce excellence
7	Denise Newman	1.6 SEL	3.2 family eng.	4.1 workforce excellence
8	Janelle Chapin	3.2 family engagement	3.1 effective communication	2.1 Equity & Access:
9	Marissa Anderson	2.2 Diversity/ Inclusion	3.3 Community Partnerships	4.2 Facilities

10	Allison Carr	2.1 Equity/access	3.1 Communication	4.1 Workforce Excellence
11	Malcolm mcewen	2.2 Diversity/Inclusion	1.6 social emotional learning	4.1 workforce excellence
16	K. LaPlaunt	1.6 Social Emotional Learning: Support the social emotional needs and character development of all students through a personalized learning model.	4.1 Workforce Excellence: Attract, retain and empower excellence in our employees.	3.2 Family Engagement: Celebrate and support the diverse ways families engage in partnering for student success.



2020-25 STRATEGIC PLAN

OUR MISSION & PURPOSE

Our mission is to provide an excellent, equitable education in safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

OUR VALUES

CONDUCTIVE LEARNING

SAFE ENVIRONMENT

INNOVATION

STUDENT-CENTERED

HIGH EXPECTATIONS

INTEGRITY

RESPECT

COLLABORATION

OUR VISION FOR SUCCESSFUL STUDENTS

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.

HOW WILL WE DO THIS?



OUR GOALS TO ACHIEVE THIS VISION

Learn how our goals from the strategic plan will impact our students.

STUDENT SUCCESS

Define competencies by grade level and content areas, allowing students to advance based upon demonstrated mastery rather than seat time.

Expand CTE pathways and access to career and technical education opportunities across the District.

Engage teachers in reflective practices in a cycle of continuous improvement.

Provide multiple ways to progress through the K-12 system based on student needs and interests.

Utilize the "Core 4" key elements to personalize learning and meet student needs.

Support the social emotional needs and character development of all students through a personalized learning model.

Ensure technology is embedded within instruction as appropriate to support learning.

COMMUNICATION & ENGAGEMENT

Enable consistent, relevant and inclusive two-way dialogue with internal and external stakeholders.

Celebrate and support the diverse ways families engage in partnering for student success.

Engage local stakeholders in contributing to student success.

EQUITY & INCLUSION

Close opportunity gaps while increasing student outcomes/achievement for all.

Create a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness and civic responsibility.

WORKFORCE & ORGANIZATIONAL EXCELLENCE

Attract, retain and empower excellence in our employees.

Achieve an environment that promotes social, emotional and physical safety.

Ensure facility plans to address safety, changing needs and fluctuating enrollment.

Execute efficiency and best practice in operational support and financial management for schools, students and staff.

Continue to develop capacity for staff to effectively use technology through continual training and support.

Ensure robust, reliable and relevant technology infrastructure.



WANT MORE INFORMATION?

Visit www.k12northstar.org/strategicplan



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.



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?

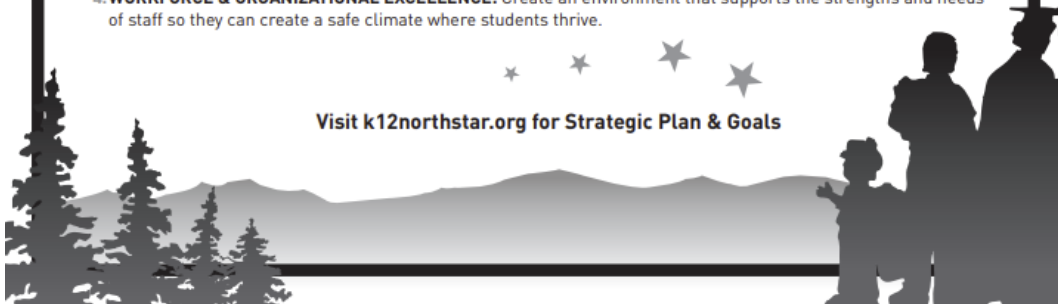
We envision each and every student achieving academic and life success by personalizing the learning process.

- **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.

Board Approved as of October 15, 2019

Priority Discussion Notes

Priority #1 - Diversity, Equity and Inclusion in EVERYTHING that we prioritize.

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.

Priority #2 - **4.1 Workforce Excellence:** Attract, retain and empower excellence in our employees.

Priority #3 - **1.6 Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.

Priority #4 - **3.2 Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success

Priority #5 - **3.3 Community Partnerships:** Engage local stakeholders in contributing to student success.

3.1	3.1	3.1						
4.2	4.2							
3.2	3.2	3.2	3.2	3.2				
1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	
3.3	3.3	3.3	3.3					
4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1
1.4								
2.1	2.1							
2.2	2.2							

Actions and Ideas using the Diversity Committee philosophy and priorities:

- 1. Letter to the board identifying the diversity related priorities the committee suggests the board should consider.**

SB DE&I Strategic Plan Progress To Date (11/29/2020)

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.

Current Priorities/Critical Areas of Focus	Owner		Comments
Equity and inclusion focus through Brilliant Unity trainings and follow up break out discussions and work in principal meetings.	SEC Ed		

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.

Current Priorities/Critical Areas of Focus	Owner		Comments
Diversity, Equity and Inclusion: Diversity Committee , FCB and training schedule, opportunities to keep DEI in the public and district conscience.	ELEM		Open Circles have been a success, and the Diversity Committee is drawing (mostly) positive attention. The work in this category helps the district have a continual record of doing something and being proactive

Brainstorming Ideas:

Examples:

Superintendent hiring process - Letter to the Board about DE&I emphasis?

Budget Cuts are coming - Letter to the Board about Equity?

Related Diversity Committee Training - by Mae Marsh or other facilitator

Complete new board - DE&I Professional Development opportunities to educate?

Priority #2 - **4.1 Workforce Excellence:** Attract, retain and empower excellence in our employees.

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.

Current Priorities/Critical Areas of Focus	Owner	Comments
Completing HR recruitment video for upcoming recruiting season	HR	Project should be completed by December 2020
Create a student worker recruitment process	HR	Will begin project in November/December 2020 timeframe for implementation next school year
Title IX/EEO Policy Update and awareness and update case management system	HR	New regs are in place, and policies are drafted with scheduled presentation to the BOE. Case management system in process of being updated with new regulations that were released in summer 2020.
Job description reviews	HR	Created a workgroup that meets monthly to review 4-5 job descriptions to ensure there are no unnecessary barriers to employment for applicants.
Increase support and awareness of leave management	HR	As new leave became effective, we implemented the leave districtwide. We trained staff and supervisors on leave benefits and provide support to ensure compliance.
Create professional cohorts to empower teachers to target their professional learning and collaboration opportunities.	SPED	More critical now than ever. The input from the people doing the work is our most important source of information and expertise

Increase special education professional learning opportunities for all FNSBSD staff.	SPED	It is ongoing and we have many things going but the focus, format and environment of PD has changed drastically and its time consuming for many
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Brainstorming Ideas:

Priority #3 - **1.6 Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.

Current Priorities/Critical Areas of Focus	Owner	Status	Comments
Provide leadership and support for staff, student, and family Social Emotional Learning & Mental Health	Student Support		<p>We are on target in this area and have plans for continuous supports and improvements over the school year.</p> <p>PD arranged and implemented and resources purchased and shared to ensure staff and families have SEL resources for self-care and strategies to use with students</p>
Provide significant support for phasing in most vulnerable students and students otherwise facing barriers for in-person supports.	Student Support		<p>We are on target in this area. We have provided continuous family outreach, significant professional development in support of teachers and support staff understanding cultural and equity barriers, and continue to provide supplemental supports to meet staff and student needs.</p>

Brainstorming Ideas:

Priority #4 - **3.2 Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success

Current Priorities/Critical Areas of Focu	Owner	Status	Comments
Relationship building with all FNSBSD stakeholders. This is critical given being new to the district	SEC Ed		
Increase family engagement through outreach and dialogue with parents using social media and virtual meeting platforms.	Student Support		We are on target in this area and have Increased newsletter communications, social media communications, cultural awareness events, available supports, and information about program resources.

Brainstorming Ideas:

Priority #5 - **3.3 Community Partnerships:** Engage local stakeholders in contributing to student success.

Current Priorities/Critical Areas of Focus		Status	Comment
District/Union relationships—ensuring a productive partnership with all our employee groups via multiple engagement venues.	Supt		We continue to be on a good track with all employee groups.
Community partnerships—significant engagement with the medical community for Smart Start implementation and Zone determinations.	Supt		Excellent partnership with Dr. Nace, Dr. Ohlsen, Foundation Health Partners, and Public Health.
Community Partnerships: UAF, FtWW and Eielson	ELEM		Establishing regular meetings with the School Age Center and Children and Youth Services on FtWW. Would like to do similar with Eielson. Working with UAF to establish virtual tours between Northstar to Nanooks and virtual connections with Nanooks athletics.
Increase community partnerships to support the district's most vulnerable students with participating in school and learning.	Student Support		We are on target in this area.

Brainstorming Ideas:

At the 12/5/2020 work session, Dr. Gaborik mentioned that an area of interest that is not getting enough attention at the moment is Multiple Pathways:

1.4 Multiple Pathways: Provide multiple ways to progress through the K-12 system based on student needs and interests.

Current Priorities/Critical Areas of Focus	Owner	Status	Comments
Develop a five-year plan to increase the four-year and five- year graduation rates for students with disabilities by 15 percentage points.	SPED		Focus has shifted for this year. Working on finding supports for seniors who are struggling with instructional formats and in jeopardy of not graduating. Also concerns with freshmen as a lack of credits in 9 th grade can easily lead to dropout in future
Clearly define programs and LRE (Special education programs and Least Restrictive Environment clearly defined to balance appropriate supports for student needs)	SPED		The initial work has been done but with phase-in it has been at the forefront as countless issues with staff comfort with students coming back, parents potentially unhappy if not part of initial phase-in, etc

Brainstorming Ideas: