

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	<b>2.1 Equity/access</b>	<b>3.1 Communication</b>	<b>4.1 Workforce Excellence</b>
11	Malcolm mcewen	2.2 Diversity/Inclusion	1.6 social emotional learning	4.1 workforce excellence
16	K. LaPlaunt	<b>1.6 Social Emotional Learning:</b> Support the social emotional needs and character development of all students through a personalized learning model.	<b>4.1 Workforce Excellence:</b> Attract, retain and empower excellence in our employees.	<b>3.2 Family Engagement:</b> 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](http://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?

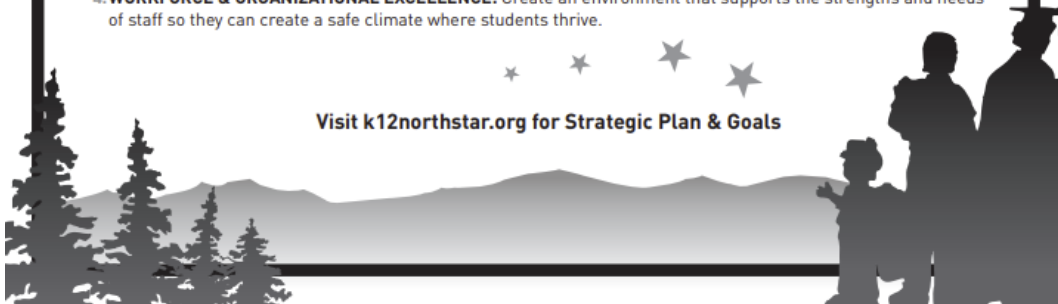
We envision each and every student achieving academic and life success by personalizing the learning process.

- **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](http://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.**