

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

**Thursday, April 01, 2021
5:30 – 7:00 p.m.**

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

AGENDA

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

A. PRELIMINARIES

1. Call to Order
2. Land Acknowledgement
3. District Mission Statement
4. Diversity Committee Vision Statement
5. Roll Call / Introductions
6. Approval of Agenda
7. Approval of February 18, 2021 Minutes

B. PUBLIC TESTIMONY

C. REPORTS

1. Departmental/Community Partner Presentations
 - i. Breadline Inc.'s Stone Soup Cafe, Hannah Hill - Executive Director
2. Training Session – Rodney Gaskins

D. OLD BUSINESS

1. Action Items to Support Diversity Committee Priorities
2. ANE Board of Education Advisory Representative - Bea Felter
3. Student and Staff with disabilities resolution - Alyssa Quintyne

E. NEW BUSINESS

1. Principal Hiring Committees Update
2. Superintendent Search Update
3. DC member representation / presentations
 - i. NAACP representation
 - ii. BFF presentation

F. INFORMATION

1. [Link to resolutions on the District website](#)
 - i. Dene Atlas resource
(<https://sites.google.com/a/alaska.edu/denemapped/home?authuser=0>)

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

H. ADJOURNMENT

Fairbanks North Star Borough School District

Board Diversity Committee

Regular Meeting

MEETING MINUTES

February 18, 2021

A. PRELIMINARIES

1. Call to Order

Kate LaPlaunt called the meeting to order at 5:30 pm via ZOOM from the FNSBSD Administrative Center at 520 Fifth Avenue.

2. Land Acknowledgement

3. District Mission Statement

4. Diversity Committee Vision Statement

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

Members present:

Marissa Anderson

Deanna Blackburn

Allison Carr

Janelle Chapin

Brytan 'Bea' Felter

Taryn Hughes

Malcolm McEwen

Clarice Mingo

Denise Newman

Rose O'Hara-Jolley

Ellen Weiser

Administrative support present:

Heather Christian

Kate LaPlaunt

Other:

Rodney Gaskins

Montean Jackson

Georgia Sandgren

Members Not in Attendance:

Elizabeth Holm

Erin Morotti

Alyssa Quintyne

6. Approval of Agenda

Motion to adopt agenda moved by Taryn Hughes. Malcolm McEwen seconded the motion, and it carried unanimously.

7. Approval of the Minutes

Members reviewed the January 21, 2021 meeting minutes. Taryn Hughes made a motion to approve the January 21, 2021 minutes. Allison Carr seconded the motion, and it carried unanimously.

B. PUBLIC COMMENT

1. None

C. REPORTS

1. Departmental/Community Partner Presentations

- i. Black History Month / District & NAACP Contest – Montean Jackson
 - Introduction as current president of NAACP
 - History and partnership with the School District discussed
 - NAACP Black History Month Events discussed

- a. <https://www.facebook.com/NAACPFairbanks>
 - b. Youth Stories, Songs, and Activities from 3 – 5 pm this Saturday, February 20, 2021
 - c. History, Readings, and Experiences from 1 – 3 pm, Saturday, February 27th will be for older students and adults
 - Bea Felter – How can the Diversity Committee further the relationship with NAACP and the school District?
 - a. Communication to keep the dialog open
 - b. Excited to see diversity in action to gain new awareness and understanding
 - c. Share with attendance at NAACP Council meetings
 - Rose O’Hara-Jolley – Loves that the theme this year gives each age group an opportunity to interact with it
 - ii. Bright Futures Fairbanks – Georgia Sandgren
 - Overview of Bright Futures Fairbanks
 - a. Affiliate of Bright Futures USA
 - Goal is to help all children succeed by filling needs within 24 hours
 - Georgia Sandgren can be reached at: 452-2000x11340
 - Opportunities to help discussed
 - Overview of Bright Futures Fairbanks website: <https://www.k12northstar.org/Page/6305>
 - a. Anyone can Ask For Help for students by filling out this form
 - b. Families with literacy or technology issues can contact Georgia directly or go through school staff
2. Training Session (15-20 minutes) – Rodney Gaskins
 - i. Update on district training initiatives
 - Opportunity to teach and not condemn
 - Trainings are generating excitement as the district is moving forward with training and caucus groups
 - ii. Up / Down Tool discussed and practiced - Practicing the art of appreciation
 - Discussed question: Did we leave anyone out?
 - a. People notice when they are not included
 - iii. Marissa Anderson – Look for those who may need you but may not have the courage to ask for help
 - iv. Kate LaPlaunt – Power of asking people to stand up
 - Ask people how they want to be known and identified
 - Think about who is at the table when making the decision and who needs to be there
 - a. What perspectives are you missing

D. OLD BUSINESS

- 1. Review Diversity Committee Meeting Group Agreements
 - i. Consider paring down the document
 - ii. Marissa Anderson moved a motion to have Rose O’Hara-Jolley edit the Agreement to make it more of a formal document. Bea Felter seconded the motion, and it carried unanimously.
 - iii. Committee requested to add the group agreements via link to the agenda once finalized

E. NEW BUSINESS

1. Alaska Native Education (ANE) Advisory Representative
 - i. Rose O'Hara-Jolley requested clarification as to who drafted the letter and where the wording came from
 - Alyssa Quintyne and Bea Felter drafted the letter
 - Bea Felter clarified the intent was to take it to next ANE PAC meeting to be sure it is still in line with their request
 - Concern about the quantity of students being in the beginning of the letter and believes that it may derail the intent and purpose of the request
 - ii. Bea Felter – Research discussed
 - iii. Bea Felter moved a motion to have a Diversity Committee member present the letter at the next ANE PAC meeting to request a review along with suggested edits. Denise Newman seconded the motion, and it carried unanimously.
2. Principal Hiring Committee Requests
 - i. Weller – Taryn Hughes
 - ii. Ticasuk Brown – Ellen Weiser
 - iii. Process discussed
 - Round 1 interviews
 - Round 2 interviews
3. Superintendent Search
 - i. Information coming out from school board about timelines and processes
 - ii. Hiring committee process through the school board
4. Bea Felter moved a motion to have a Diversity Committee member represent the committee at NAACP meetings. Malcolm McEwen seconded the motion, and it carried unanimously.

F. INFORMATION

1. Alyssa Quintyne – Black History Month: [The History of the African American Community in Fairbanks](#)

G. CLOSING COMMENTS FROM COMMITTEE MEMBERS

Malcolm McEwen requested the date of the next ANE PAC meeting: 2/26/21 at 5:45 – 7:30 pm
<https://www.k12northstar.org/Page/2887>

Kate LaPlaut – Committee made good progress today – Happy birthday to Erin and daughter.

H. ADJOURNMENT

Motion to adjourn made by Malcolm McEwen. Clarice Mingo seconded the motion, and it carried unanimously. Meeting adjourned at 7:11 pm.

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 , Fairbanks Coalition Builders 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?

2.2 Comments - doing good work - come a long way - focused and forward moving - don't want SB to take credit as SB for work of diversity committee

Different direction to embrace culture in a new way - leaving district due to committee.

2.1 - does admin have intention of measuring - Brilliant Unity - targeted to administrators - open discussion about cultural bias - personal experiences as related to us as a whole - develop empathy of students - Mae Marsh facilitated - measured with survey at end - feedback provided to admin - positive - administrators more comfortable about having conversations about DEI with their staff - what is next step? - complacency and fear - create spaces for professionals to have tools and conversations - timeline for success as well.

How do you measure success - what is the baseline? - action items measure baseline first.

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

Brainstorming Ideas:

Make sure our staff and faculty have the tools necessary to serve our students in the best way
 People on the ground doing the work have the resources and support in a safe way

- Hiring practices equitable
- Training localized and relevant
- Tools to handle situations and connect with students and families

ESSA staff on ground floor and works closely with teachers - training feels like one more box to check - offering trainings that they can take away and use - conversation w/educator DEI is like washing your dishes - constant conversation - like SEL intermingled with DEI - complimentary
 Other schools and groups doing great job - find groups and support further what they are doing - training more trainers to further message - empower more people to lead those discussions

Look outside of Alaska or within Alaska - pinpoint specific programs that have been successful based on criteria - diversity training groups to provide statistics - Rodney will present his findings.

Encourage/ask SB fund the FCB efforts so that we can provide full day training - train the trainer model - grow the people that are participating at the leadership level.

Partner with other groups more - elevate the voice of many from our community
 Recommend Latinos in Action, Equity Literacy Institute, possibly Teaching Tolerance

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:

Like SEL intermingled with DEI - complimentary
 How are they measuring SEL objective progress? - Behind the scenes platform - on star - whole system tracks details - motion can be made to ask through the board - erin will share
 What people are learning in classroom and what they are doing in break rooms
 Health classes - how is the district implementing - what does that look like?
 Area we need to pay attention - fish bowls with students and staff - learning sessions - spaces intended for particular group to talk about issues or phenomena - other people listen - what did you learn, what did you unlearn? How will you apply this in your own life?
 How do we empower educators to ask for the things that they need? Example - need a mental health day - reach out to a higher up and feel listened to - testimony at a SB meeting and listened to - what does SEL mean and how is it supported - not just a box checked - express emotions without it affecting jobs or lives outside of discussion

Helen speak to Alaska Riser Grant - set up fishbowls
 Student as Counselors - - in depth training would be needed

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

Current Priorities/Critical Areas of Focus	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: