

**MINUTES OF THE ANCHORAGE SCHOOL BOARD
REGULAR MEETING OF AUGUST 2, 2004**

The Anchorage School Board met in Regular Session on Monday, August 2, 2004 at 6:30 p.m. in the Board Room at the Anchorage School District Administration Building. President Tim Steele presided.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE

Board Members Present: Tim Steele, Jeff Friedman, Crystal Kennedy, John Steiner, and Jake Metcalfe

Board Members Excused: Mary Marks, Macon Roberts

Others Present: Carol Comeau, George Vakalis, Janet Stokesbary, Mike Henry, Jerry Sjolander, Patricia McRae, Gail Opalinski, Jeff Wood, Enid Hunter, Eric Tollefsen, Marie Laule, Robb Boyer, Mark Mew, Pam Chenier, Ophelia Dargan-Steed, Teresa Johnson, Stan Syta, Mike Price, Mary Kay Sambo, the press, and other interested people.

B. ANNOUNCEMENTS

Crystal Kennedy announced that the School Board Legislative Subcommittee will meet on Wednesday, August 4, 2004 at 11:00 a.m. in Room 320.

Jeff Friedman announced that the School Board Policy Subcommittee will meet on Thursday, August 5, 2004 at 8:30 a.m. in Room 322.

Tim Steele noted that four School Board members, Jeff Friedman, John Steiner, Mary Marks, and Crystal Kennedy, recently attended a conference sponsored by the Broad Foundation. This conference was funded entirely by the Broad Foundation.

C. APPROVAL OF AGENDA

The agenda with the addition of an addendum to the Personnel Report was approved unanimously

D. AWARDS/RECOGNITION/PRESENTATIONS

1. Presentation by the Nerland Agency

Michelle Egan noted that the Anchorage School District is developing an extensive communications campaign to remind Anchorage of the positive influence the school district has on our community. This campaign, entitled "Lessons for Life," will demonstrate the role school district employees - at all levels - have in creating constructive, healthy learning environments at ASD. Its goal is to connect parents, students, voters and others to the District, increasing participation, volunteerism, support and advocacy of the best possible education for our city's children. Coupled with extensive communications efforts, this campaign will demonstrate that our district continually strives to improve and provide the best possible educational opportunities. An extensive public relations effort will go hand-in-hand with our advertising campaign, with the goal of recognizing local businesses for supporting our schools.

Ms. Egan informed the Board that this campaign started in May 2003 with a survey asking employees how they felt about the District. She put together a steering committee who has met over a nine month period. Many recommendations were brought forward. The strongest attribute of the Anchorage School District was the respected superintendent. Others were our user friendly web site, value of diversity, excellent selection of program choices across the District, recognition and rewards for student excellence and a strong education in the fundamentals. Challenges include communications and teamwork between the Administration and the schools, employee morale, and class size. The perceptions about the District from the Community include wasteful, bureaucratic, and top heavy.

Ms. Egan explained that the committee came up with the following recommendation: develop/revive ASD identity; develop identify standards; develop identity tools; and produce an image campaign; improve internal

communications; develop public relations strategies; and measure success.

The focus of the District is "Success for Every Child." This is the core of our organization and our identity; our ASD personality is described as earnest, hardworking, nurturing, trustworthy, and engaging.

Karen Klusner and Michelle Egan gave a brief overview of the campaign and how it will work and commented that it is a two-season campaign; they hope to begin in the fall 2004.

John Steiner commented that he appreciates the fact that we are not using taxpayer money for this campaign and is pleased that the private industry is supporting this effort. Michelle Egan responded that money has been spent from the Public Relations budget on background information, but not on the campaign itself.

Karen Klusner stated that the decision will be made this week to either begin the campaign on September 7 or if enough money has been raised to fund the campaign.

E. SPECIAL ADVISORY REPORTS

1. Student Advisory

No Report

2. Military Delegate

LTC David Jones noted that Fort Richardson will be gaining a new brigade with approximately 2,000 soldiers. There has not been a set timeline, but reports indicate that it may be spread out over the next few years. LTC Jones stated that he will be keeping the District informed on the progress of additional students coming into the District. His initial understanding is that the new brigade will consist of 70 percent standard grade personnel that will most likely have young school-age children.

3. MECC

William Johnson reported that the Minority Education Concerns Committee did not meet during the month of July. Mr. Johnson indicated that MECC would like to make a presentation to the School Board at their regular meeting on August 23, 2004. Mr. Johnson also thanked Carol Comeau for allowing him the opportunity to meet with her; he hopes that this will become a quarterly meeting.

F. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

Tim Steele recognized Dick Traini, Chair of the Anchorage Assembly, and his wife Sandi in the audience.

Marshal Reed, represented the Borealius Bullseys, which is a Service High School Rifle Team. He reported that the team members have excelled at the local level and recently competed at the national level. Mr. Reed also thanked the parent volunteers who have made this such a successful program. Mr. Reed reported that the rifle team had recently competed in Bowling Green, Kentucky and came home with a third place win. He introduced the following team members: Jessica Reed, Jessilyn Sholtz; and Steven Clark. Mr. Reed thanked the School Board and the Administration for allowing the team to use Dimond High School rifle range at a minimal cost.

Theresa Obermeyer noted several documents pertaining to the \$27 million dollar Alaska Permanent Fund Board that have been posted on her personal web site. She stated that the Board members are enriching their personal bank accounts and the School Board should review individual investment transactions of all Alaska Permanent Fund Board except Bill Hudson.

G. CONSENT AGENDA

Consent Agenda attached. **All attachments referred to in memoranda recommendations are on file in the Superintendent's Office.**

1. ASD Memorandum #4 - Recommendation for Special Election for School Bonds

It is the Administration's recommendation that the School Board approve a special election for school bonds and appropriate \$100,000 to pay the estimated cost of the election. It is also recommended that the School Board approve a Bond proposal

package totaling \$81,950,000, comprised of Proposition 1 - School Renovations/Additions and Designs in the amount of \$29,950,000; and Proposition 2 - New Muldoon Area Middle School in the amount of \$52,000,000. These propositions are summarized below:

Proposition 1- School Renovations/Additions and Designs

Bartlett High School Phase 3A Design (West wing renovation)	\$1,000,000
Chugiak High School Phase 4 Design (House 4 renovation and site improvements)	\$900,000
New Southwest Anchorage Area Elementary School Preliminary Design	\$150,000
Clark Middle School Replacement Preliminary Design	\$400,000
East High School Phase 4A Construction (IMC and South house) and Phase 4B Design (Southwest house renovation and site improvements)	\$7,000,000
Service High School Phase 2B Construction (East classroom wing renovation and addition) and Phase 3 Design (IMC and Administration renovation)	\$20,300,000
West High School/Romig Middle School Planning	\$200,000
<u>Proposition 1 Total</u>	\$29,950,000

Proposition 2- Muldoon area Middle School Construction **\$52,000,000**

2. ASD Memorandum #14 - A Resolution in Support of a Special Election for Essential School Projects to be Held Concurrent with the November State General Election

It is the Administration's recommendation that the School Board adopt the attached resolution in support of a special election for essential school projects to be held concurrent with the November State General Election.

3. ASD Memorandum #5 - Adoption of the Collective Bargaining Agreement: Public Employees Local 71, 2004-2007

It is the Administration's recommendation that the School Board approve and adopt the Collective Bargaining Agreement between the District and Public Employees Local 71, which will establish terms and conditions of employment for individuals in this unit during the period between July 1, 2004 and June 30, 2007.

4. ASD Memorandum #1 - Award of Contract: Vehicle Maintenance Welding Shop Addition

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract for the Vehicle Maintenance Welding Shop Addition to Arctic Structures, LLC for the Base Bid in the amount of \$235,900, with the Allowance Assignment of \$16,318, for a total award of \$252,218.

5. ASD Memorandum #8 - Award of Contract: Hockey Rink Dasher Boards

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a sole source contract for the supply of hockey rinks and dasher boards for East High School and Chinook Elementary School to Sports Systems Unlimited Corp. in the amount of \$114,500.

6. ASD Memorandum #2 - Award of Contract: Bartlett High School Relocatable Classroom 2004

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract for Bartlett High School Relocatable Classroom 2004 to Alaska Building Structures, Inc. for the Base Bid A in the amount of \$114,260.

7. ASD memorandum #13 - Acceptance of the Teacher Mentor Grant

It is the Administration's recommendation that the School Board authorize the Superintendent to accept a grant award from the Alaska Department of Education and Early Development in the amount of \$228,100.

8. ASD Memorandum #16 - Acceptance of Grant Award: State of Alaska WIA In-School and Out-of-School Youth Program

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant from the State of Alaska, Workforce Investment Act In-School and Out-of-School Youth Program in the amount of \$80,000. This ongoing program is designed to help prepare court-involved students for postsecondary training and careers upon graduation from high school.

9. ASD Memorandum #9 - Personnel Report

It is the Administration's recommendation that the School Board approve the attached Personnel Report.

The following items were removed from the Consent Agenda: Memorandums #4; #14; and #5.

ACTION:

Moved by Jeff Friedman
seconded by Jake Metcalfe

to approve Memorandum #1;
Memorandum #8;
Memorandum #2;
Memorandum #13;
Memorandum #16; and
Memorandum #9.

John Steiner reminded the public and the audience that the School Board has thoroughly reviewed each of the memorandums passed on the consent agenda and are satisfied with the recommendation of the Superintendent. Mr. Steiner noted that the School Board members carefully consider each item brought forward and just because the items are passed on the consent agenda, they are still considered important issues.

VOTE:

Ayes: Metcalfe, Kennedy, Steele,
Friedman, Steiner

Nays: None

Absent: Marks, Roberts

MOTION PASSED

ASD Memorandum #4 – Recommendation for Special Election for School Bonds

It is the Administration's recommendation that the School Board approve a special election for school bonds and appropriate \$100,000 to pay the estimated cost of the election. It is also recommended that the School Board approve a Bond proposal package totaling \$81,950,000, comprised of Proposition 1 - School Renovations/Additions and Designs in the amount of \$29,950,000; and Proposition 2 - New Muldoon Area Middle School in the amount of \$52,000,000. These propositions are summarized below:

Proposition 1- School Renovations/Additions and Designs

Bartlett High School Phase 3A Design (West wing renovation)	\$1,000,000
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Service High School Phase 2B Construction (East classroom wing renovation and addition) and Phase 3 Design (IMC and Administration renovation)	\$20,300,000
West High School/Romig Middle School Planning	\$200,000
<u>Proposition 1 Total</u>	\$29,950,000

Proposition 2- Muldoon area Middle School Construction **\$52,000,000**

ACTION:

Moved by Jeff Friedman to approve Memorandum #4.
seconded by Crystal Kennedy

Carol Comeau stated that this has been a difficult bond package to put together. There continues to be so many needs for renovation and construction within our schools. She commented that we are very well aware of what the voters said in the April 2004 election, but we are not bringing the Administration Building forward this time. Ms. Comeau explained that the Administration went back to the public with a survey asking why they voted the way they did. Many felt it was the size of the package, but they are supportive of continuing the high school renovations. Equity is also becoming more problematic among the buildings; Ms. Comeau emphasized that all students need to have an adequate facility to learn in. There is much disparity in comparing Goldenview, Wendler, and Mirror Lake with Clark. She stated that the northeast community needs two middle schools in this area and a discussion on the replacement or renovation of Clark must also take place.

Mrs. Comeau stated that we have a site and a plan for the Muldoon Area Middle School, but we have not made a strong enough case to convince the community that a new middle school is needed in the Muldoon area. She noted that the Administration has removed the Chester Valley project from the list, but emphasized that the building still needs to be renovated. Ms. Comeau informed the School Board that she believes that our most immediate needs have been put before them tonight for consideration. Superintendent Comeau noted that the Capital Requests Advisory Committee (CRAC) has reviewed all of these projects and voted to have one package; the Administration did not agree with this and recommended that the bond package include two bond propositions. Ms. Comeau stated that the CRAC was asked to consider placing \$5 million dollars for site selection in this bond proposition. The committee requested that the District not put this in the bond proposition at this time and to save it for an April 2005 proposal.

John Steiner commented that there is another very important issue to consider and that is the retirement of debt reimbursement. Carol Comeau responded that the debt reimbursement will expire on December 31, 2004. She commented that we will need permission from the State Division of Election to hold a special election and may have to bear the cost of poll workers, polling register, and ballots. Ms. Comeau

stated that if the Board approves this package, the Assembly will introduce this topic at their meeting on August 3, 2004; a public hearing will follow. She emphasized that a special election will allow the School District to capture the debt reimbursement this year.

John Steiner was concerned if there would be school bonds on the April 2005 ballot and if the special election would take the place of the April 2005 election. Carol Comeau assured him that there will be no school bonds on the ballot; it would only include major maintenance projects. Mr. Steiner also expressed a concern with the cost of a special election. Carol Comeau responded that it was a small cost to gain the debt reimbursement.

Crystal Kennedy asked for an explanation on what items in the bond package would not qualify for reimbursement. George Vakalis explained that planning money is not reimbursable, but design money does qualify for debt reimbursement. Ms. Kennedy asked if a site has been selected or designated for the new southwest elementary school. Mr. Vakalis responded that we are currently in the process and have narrowed it down to down to a geographic area, but no specific site has been selected.

Jake Metcalfe asked the Administration to explain why educational specifications are so important. Superintendent Comeau explained how the educational specs were developed back in 1997-1998 by involving a large number of community members. Discussions were held with the community on what our high program should look like. New high schools have state of the art buildings and equipment and are in compliance with our current educational specs. Older high schools that have not had completed renovations are not in compliance. Jake Metcalfe asked if there is a chance that the educational specifications will change and will the District need to request additional funds in the future to bring the buildings into compliance. Mike Price responded that building codes change constantly, and the Administration continues to revisit and evaluate how the buildings are functioning and how the instructional program is able to be delivered. Ms. Comeau further responded that these were the first educational specifications that have been developed in 30 years. Tim Steele asked what role the State Department of Education has in the development of educational specifications. Mike Price responded that after School Board approval, they are submitted to the Department of Education and Early Development where they are reviewed; DEED has been very satisfied with our program.

Jake Metcalfe commented that he reviewed the minutes from the CRAC meeting last week and noted that the majority of those in attendance were ASD employees. George Vakalis responded that there are always support services and instructional staff available at these meetings to answer questions that may arise. Mr. Vakalis stated that the staff does not vote.

Jake Metcalfe asked how much property taxes would increase should this bond proposition pass. Janet Stokesbary responded per \$100,000, property taxes would increase \$21 (\$9 for operation/maintenance and \$12 for debt reimbursement).

John Steiner stated that it is important to keep continuity of projects going by having a special election to bond this fall rather than next spring. He feels the District may have a greater ability to keep the project going and will provide us with more opportunity to get contracts in place prior to the next building season. George Vakalis noted that this is correct; the earlier you get the RFP on the street allows for a better bid.

Carol Comeau stated that two separate elections would be held and the estimated cost would be \$100,000 if we have to go out and get our own poll workers. She reminded the Board that this has to be approved by the Division of Election and the Lt. Governor. We also must petition the U.S. Department of Justice for permission to hold a special election as required in AMC 28.10.050.

John Steiner stated that it is important for the public to take advantage of the debt reimbursement and it would be a mistake not giving the public this opportunity. Mr. Steiner commented that we will see a cost savings by doing this bond package in the fall rather than the spring. He also believes that the Muldoon Area Middle School must stand alone on its own merits. Mr. Steiner stated that he will support keeping the bond in two packages; he would like to get beyond the construction and get back to educating students. Mr. Steiner also stated that it will be refreshing to get the high school plans completed.

Jeff Friedman stated that he believes that all of the projects are needed and likes the idea of not putting any capital projects on the April ballot. It makes sense that we are moving forward to take advantage of debt reimbursement. Mr. Friedman commented that he would like the District to not have a major maintenance bond in the spring and let the voters have some relief. He suggested using some of the undesignated fund balance for a portion of the maintenance needs and would like the

Administration to consider this request. There is a perception in the community that we are overtaxed, but the fact is that we are not. Mr. Friedman stated that this is a perfect opportunity for the Assembly to consider a sales tax in the November election. Mr. Friedman feels this is a good plan and will be supporting this recommendation.

Crystal Kennedy voiced her support of this recommendation and feels that a \$100,000 investment to procure almost \$50 million dollars is a good deal. She remains concerned that the Administration has included a couple of non-reimbursable items in the package.

ACTION:

Moved by Crystal Kennedy
seconded by Jake Metcalfe

to delete \$150,000 for the New Southwest Anchorage Area Elementary School Preliminary Design and \$200,000 for the West High School/Romig Middle School Planning from Proposition 1 - School Renovations/Additions and Designs in the amount of \$29,950,000.

Jeff Friedman asked if the two items in Ms. Kennedy's amendment are not reimbursable. George Vakalis responded that this is correct.

John Steiner expressed a concern with the delay of the projects if the preliminary design for the southwest elementary school and the planning money for the West/Romig school are removed from the bond package. Mr. Steiner asked if these two items could be included in a maintenance bond in April 2005.

Carol Comeau noted that the southwest area of Anchorage is the fastest growing area in Anchorage and every elementary school in this area is grossly overcrowded. She stated that as soon as the site is selected, the number one construction project in 2006 will be this school. Ms. Comeau also stated that the West/Romig area has been waiting patiently over the past few years for this planning money. Superintendent Comeau is concerned the delay is not fair to this community.

Tim Steele announced to the Board that he spoke with Board member Mary Marks and her concern is that we not remove the Clark Middle School Replacement Preliminary Design money and the West/Romig

planning funds from this bond package. Mr. Steele commented that Superintendent Comeau has done an excellent job in bringing this recommendation forward; she has listened to the voters and reviewed each project in great detail.

Jake Metcalfe asked President Steele if the discussion was centered on the main motion or Ms. Kennedy's amendment. Mr. Steele requested some flexibility in discussing the main motion.

Crystal Kennedy stated that she feels there are other ways to find the \$350,000 that would not be reimbursed in this bond package. Ms. Kennedy emphasized that the District needs to tell the public that this is a total reimbursable bond package.

John Steiner asked if this amendment is passed, can the deleted items be added to a maintenance bond in April 2005. Carol Comeau responded yes, but is unsure if there will be a bond package at that time. Her concern is if we take these two items off at this time and the decision to not have a bond package in April is made, we will have lost the opportunity to fund these two items.

Crystal Kennedy asked if taking money from the fund balance is an appropriate choice to fund these two items. Carol Comeau responded yes, but it may not be a smart move to use the fund balance. It has never been done in the past and could set a precedent for the future.

Jeff Friedman commented that the option of putting these two items in a maintenance bond would be a mistake. We are telling the voters that we are not putting capital projects in a maintenance bond, and it is contrary to the message that we are sending tonight. Mr. Friedman applauds the idea of making the package totally reimbursable, but \$350,000 is not a significant amount.

Tim Steele asked if there is money in the West High School construction fund that could be used for planning purposes. Mike Price responded he does not believe there is, but did not have accurate information tonight. Mr. Steele asked if site acquisition funds could be used for these two projects. George Vakalis responded he did not believe so.

Jake Metcalfe asked if the District is certain that the debt reimbursement is there from the legislature. Carol Comeau responded that Governor Murkowski promised he would fund it if the voters approved the bonds. She emphasized that there is no guarantee and it is always dependent

upon legislative approval. Superintendent Comeau believes the legislature will honor the commitment.

Jake Metcalfe commented that this will be a difficult vote for him. The District has gone to the public once and received a negative answer. Mr. Metcalfe understands that from a fiduciary standpoint it makes sense due to the fact that the debt reimbursement funding will not be available next year. He also believes that the District should not have a large bond package next year.

William Johnson noted that MECC would support the inclusion of Clark and Muldoon Area Middle School in this package. He feels that students need quality schools to get quality results. Mr. Johnson believes that reimbursement is a major issue and encouraged the Board to support the Superintendent's recommendation. He also noted that the Northeast Community Council supports the bond package.

Tim Steele agreed that this is a good package to submit to the voters in November and to have a small package in April 2005. Mr. Steele agreed that the package will rise or fall on its own merits.

John Steiner noted that interest rates are at an all time low, but they are starting to rise; it is more likely they will go up instead of going down. Mr. Steiner also wanted the public to know that the Board and the Administration did understand the word "no." He stated that we understood "n" for not now and "o" for "ouch" because the bond package was too large. Mr. Steiner believes this bond package has merit.

VOTE ON AMENDMENT:

Ayes: Kennedy

Nays: Metcalfe, Steele, Friedman, Steiner

Absent: Marks, Roberts

AMENDMENT TO THE MAIN MOTION FAILED

VOTE:

Ayes: Kennedy, Metcalfe, Steele,
Friedman, Steiner

Nays: None

Absent: Marks, Roberts

MAIN MOTION PASSED

AMENDMENT:

Moved by John Steiner
seconded by Crystal Kennedy

to amend the resolution in support
of a special election:

(fifth paragraph)

WHEREAS, a voter turnout for a
special election is of concern to the
Anchorage School Board and
because it ~~believes~~ is expected that
voter turnout at the State General
Election in November will be
substantially greater than in
October; and

(sixth paragraph)

WHEREAS, the Anchorage School
Board ~~finds that voter turnout is a~~
~~very~~ believes maximum voter
participation is a very important
consideration ~~because the voters~~
~~have previously rejected bonds for~~
~~these projects~~, and

(ninth paragraph)

NOW, THEREFORE be it resolved,
and directed that the
Superintendent, the President of
the Anchorage School Board and
the Chair of the Anchorage School
District Legislative Subcommittee
contact the Lieutenant Governor to
~~secure~~ seek the active cooperation
of the State of Alaska, Division of
Elections so that the special
election for these school projects
can be held concurrent with the
November State General Election.

The Amendment to the Resolution passed unanimously.

VOTE:

Ayes: Metcalfe, Kennedy, Steele,
Friedman, Steiner

Nays: None

Absent: Marks, Roberts

MOTION PASSED

ASD Memorandum #5 - Adoption of the Collective Bargaining Agreement: Public Employees Local 71, 2004-2007

It is the Administration's recommendation that the School Board approve and adopt the Collective Bargaining Agreement between the District and Public Employees Local 71, which will establish terms and conditions of employment for individuals in this unit during the period between July 1, 2004 and June 30, 2007.

ACTION:

Moved by Jake Metcalfe to approve Memorandum #5.
seconded by Jeff Friedman

Carol Comeau stated that she is pleased that we came to an agreement with Public Employees Local 71.

VOTE:

Ayes: Metcalfe, Kennedy, Steele,
Friedman, Steiner

Nays: None

Absent: Marks, Roberts

MOTION PASSED

H. SUPERINTENDENT'S REPORT

1. ASD Memorandum #10 - Project Status Report
This is a report of activities and project status changes in Major Capital Projects during the period of June 18, 2004 through July 22, 2004.
2. ASD Memorandum #11 - Conflict of Interest: Fourth Quarter Report FY 2003-2004

The attached listing of employee Conflict of Interest Waiver and Disclosure actions is forwarded in accordance with School Board

Policy Section 725.44. This information is provided as the fourth quarter report for the FY 2003-2004 school year.

Attachment A lists, by employee, Requests for Waiver approved between April 1, 2004 and June 30, 2004. Attachment B lists employees who submitted Disclosure statements between April 1, 2004 and June 31, 2004. All Disclosure Statements and Requests for Waiver for the year 2002-2003 expired on June 30, 2003.

3. ASD Memorandum #12 - District Recruitment and Retention Project Evaluation Report for the 2003-2004 School Year

During the 2003-2004 school year, the Training and Professional Development Department oversaw the federally funded and state administered Recruitment and Retention Grant. Kay Bennett was the Contract Coordinator for this grant. The attached report and attachment were submitted to the Department of Education and Early Development (DEED). The grant had specific areas of permitted focus and the report format was largely dictated by DEED. The Anchorage School District focused their grant participation in the following areas:

- Teacher Mentor Program - New teachers who participated in the ASD mentoring program were matched with 82 current and retired mentors.
- Mentor Training - More than 100 members of post-service (first year+) were trained through TPD, in addition to the collaborative training sessions conducted with the University of Alaska/Alaska Partnership for Teacher Enhancement pre-service mentor program. An additional cohort of 13 principals received training.
- Retention Incentives - New teachers received two survival-oriented texts, addenda were paid to mentors for their services, and stipends were provided to those teachers who participated in mentor trainings.
- Principal Mentor Program - Forty-six mentors and first-year principals participated in the fourth year of the ASD/APA/UAA Principal Mentoring Program.

Evaluation processes and findings for the 2003-2004 focused areas are included in the attached report, which was submitted to the DEED in late July of 2004. It appears from those evaluations the

most successful areas of the grant were teacher mentoring, mentor training, and the principal mentoring.

With the end of the recruitment and retention grant, continued funding for both the teacher and principal mentoring programs has been incorporated into the Title II and General Operating Budget for the 2004-2005 school year. Both programs are highlighted and focused activities in the Training and Professional Development Six-Year Instructional Plan.

Carol Comeau noted that she is sending a copy of this report to Assemblyperson Dan Coffey.

Robb Boyer gave a brief overview on the recruitment and retention project evaluation for the 2003-2004 school year and noted that their focus centered on the following: mentor program; mentor training; mentor/mentee; mentor support; retention incentives; and the principal mentoring program. Dr. Boyer stated that he is very excited about the 2004-2005 school year and appreciates the fact that the District put funds in the operating budget. This action shows our professionals that we care about them and their needs for professional development.

Dr. Boyer noted that the three teachers who will be under contract with the State Department of Education and Early Development and working with their mentoring program will also working with the District mentoring program. These three teachers will work primarily with new teachers due the specificity of the grant. Jan Christensen stated that she believes there are about 65 student teachers in our District.

Crystal Kennedy commented that discussions regarding the value of teacher mentors occurred while she attended the Broad Institute conference in July. Ms. Kennedy asked Dr. Boyer if most of the mentoring teachers were placed in the classrooms or were used after school. Dr. Boyer responded that the placement occurs in various ways, but most are not placed in the classroom. Carol Comeau commented that big districts are hiring coaches who are going into the classrooms. The Anchorage School District has not been able to do this due to the expense. Tim Steele asked if we have mentoring options for teacher who will be changing grade levels. Dr. Boyer responded that they provide services for any request made by a teacher.

John Steiner stated that he is interested in the statistics of our mentored group of teachers. He asked if we are prepared to track the educational advantages gained from those teachers who have been mentored. Dr. Boyer stated that it is very difficult to research this without the appropriate staff.

Mr. Steiner commented that he hopes we are looking at the performance level of new teachers who have been mentored and their student achievement. Carol Comeau responded that if a teacher is lucky enough to stay in one building for three years, he/she is usually more successful. As new teachers are displaced due to student enrollment, this is often difficult to track. Ms. Comeau stated that principals also need to be helped to determine what strategies should be used to assist teachers as well.

I. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

J. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Carol Comeau noted that high school sports started today, August 2, 2004. She commented that there is a huge number of new principals this year and that they are top notch.

Jeff Friedman reported that he, John Steiner, Mary Marks, and Crystal Kennedy attended a conference at the Broad Institute in July, entirely at the expense of the Board Institute, for board training. Mr. Friedman commented that the Anchorage School District is the best district in the country; our School Board works well together, and we have a good staff and superintendent. He stated that they all learned a lot of theoretical foundation on how a school board and superintendent need to work together to make a district stronger. Mr. Friedman noted that all children really can succeed—it is harder for some, but we can do things in the schools to overcome these challenges. Mr. Friedman stated that he finally understands why the Anchorage School District has a Six Year Instructional Plan.

John Steiner commented that he now understands that the administration of the District is done by the Superintendent and that the School Board governs the District. Mr. Steiner asked for help in this area in recognizing his role. He noted that the Board has a huge responsibility to guide and direct the District and hopes that the public will understand that the Board should not get involved in the details of running the District. Mr.

Steiner stressed the importance of continuing collaboration between Board members.

Crystal Kennedy noted that they worked hard—sometimes ten to 11 hours per day. She learned a lot and it forced the Board members to sit down and get the bigger perspective of running a district. Ms. Kennedy stated that it was good to see that so many things that we are currently doing were being discussed. She commented that it helped all of them to understand the value of the public and to understand what they can give to the District and what we can give back to the children.

Tim Steele congratulated the District and staff for being chosen to present our Six Year Instructional Plan at the Council of Great City School Conference in Las Vegas in October 2004.

Tim Steele stated that he is very proud of the Anchorage School District. We have done a good job with the Curriculum Audit, Instructional Technology Plan, Six Year Instructional Plan, School Board goals, etc. Mr. Steele feels that we are making tremendous growth on managing this District.

K. EXECUTIVE SESSION - (PERSONNEL/FINANCE/NEGOTIATIONS/LITIGATION)

L. ADJOURNMENT

The Special Meeting of August 2, 2004 adjourned at 9:20 p.m. by unanimous consent.

Tim Steele, President

Jeff Friedman, Clerk

Mary Kay Sambo, Recording Secretary

Date Minutes Approved