

**MINUTES OF THE ANCHORAGE SCHOOL BOARD
REGULAR MEETING OF DECEMBER 13, 2004**

The Anchorage School Board met in Regular Session on Monday, December 13, 2004 at 6:31 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, Mary Marks, Jeff Friedman, Crystal Kennedy, Macon Roberts, and John Steiner; Jake Metcalfe arrived at 7:20 p.m.

Others Present: Carol Comeau, George Vakalis, Janet Stokesbary, Mike Henry, Jerry Sjolander, Patricia McRae, Gail Opalinski, Jeff Wood, Connie Bensler, Eric Tollefsen, Michelle Egan, Marie Laule, Ophelia Dargan-Steed, Mark Mew, Ed McLain, Debbie Bogard, Larry Wiget, Stan Syta, Steve Kalmes, Mary Kay Sambo, the press, and other interested people.

B. MUSICAL PRESENTATION

The Kincaid Choir, under the direction of Grant Clark, performed for the School Board and audience.

C. ANNOUNCEMENTS

Macon Roberts announced that he attended the Honors Students' Academy and Dinner at Clark on November 29. These students have attained a 4.0 GPA or above. Mr. Roberts noted that we often hear about the academically challenged students, but he would like to inform the public that we also honor those students who are gifted and achieving. He also attended the second annual Civics Conference in Washington D. C. on December 4-6, which is sponsored by both parties of Congress. The goal of the conference is to put civic education back into our schools.

On December 12, Crystal Kennedy and Mr. Roberts represented the School Board by attending the STAR 9th Annual Holiday Fundraiser at the Marriott Hotel. Mr. Roberts noted that Carol Comeau and George Vakalis attended on behalf of the District.

Crystal Kennedy announced the Legislative Subcommittee will meet at 11 a.m. on December 14 in the Administration Building.

Tim Steele informed the Board that the work session on Waldorf and Master Prep Charter Schools will begin at 4 p.m. on Wednesday, December 15. These two new proposers will be presenting their application packets for discussion.

D. APPROVAL OF AGENDA

It was noted that the agenda and the minutes from the Regular Meeting of October 25, 2004 were revised; the Board removed the minutes of the Regular Meeting of October 11, 2004 for the review of the audio tapes. Superintendent Comeau pulled ASD Memorandum #138 - Acceptance of Grant Award: Department of Education and Early Development/Teaching and Learning Support for Web-Based IEP System. The agenda was approved unanimously.

E. AWARDS/RECOGNITION/PRESENTATIONS

1. ASD Memorandum #126 - 2004 National Teacher Certification Recipients

National Board Certification, offered by the National Board for Professional Teaching Standards (NBPTS), is a demonstration of a candidate's teaching practice as measured against high and rigorous standards. It is a symbol of commitment to excellence in teaching. Once National Board Certified, a teacher holds a credential attesting to the fact that he or she has been assessed by his or her peers as one who is accomplished, makes sound professional judgments about student learning, and acts effectively on those judgments.

Candidates achieve National Board Certification if they meet or exceed NBPTS Standards by demonstrating their knowledge through portfolio entries and assessment exercises. The Anchorage School District now has 25 National Board Certified teachers. The 10 most recently certified teachers are:

- Carla Balfour of Nunaka Valley Elementary;
- Kelly Eagleton of Scenic Park Elementary;
- Lydia Johnson of South Anchorage High School;
- Alison Mall of Bartlett High School;

- Suzanne Metcalfe of Mears Middle School;
- Lori Miller of Gruening Middle School;
- Thomas Pease of Rogers Park Elementary;
- Melodie Radcliffe of Chugiak High School;
- Teri Stover of Ravenwood Elementary; and
- Larissa Wright-Elson of South Anchorage High School.

It is requested the School Board recognize these individuals for their professional teaching excellence.

2. ASD Memorandum #127 - Outstanding Youth in Philanthropy

National Philanthropy Day is a special day set aside in November each year to recognize the great contributions of philanthropy and those active in the philanthropic community. In Alaska, Philanthropy Day is celebrated to honor outstanding philanthropists in several areas including small business, volunteer, professional, youth and more.

Kelly Redick, an eighth-grade student at Goldenview Middle School was chosen as this year's Outstanding Youth in Philanthropy. This award is presented to an individual or group who has demonstrated exceptional achievements in philanthropic activities through the development of new projects, leadership, volunteer service, or direct financial support of non-profits.

Ms. Redick's love of animals and desire to help inspired her to raise a commendable \$1,200 for bulletproof and stab-resistant vests for police dogs through Dollars through Dogs, the Anchorage Police Department Canine Unit.

It is requested that the School Board recognize Ms. Redick for her passion and commitment, and determination to make a difference.

3. ASD Memorandum #128 - Project Citizen Award Recipients

We the People: Project Citizen is a standards-based, hands-on program for middle school students, grades 5-8, that promotes competent and responsible participation in local and state government. The program helps young people learn how to

monitor and influence public policy. In the process, they develop support for democratic values and principles, tolerance, and feelings of political efficacy.

Classes of students work cooperatively to identify a public policy problem in their community. They then research the problem, evaluate alternative solutions, develop their own solution in the form of a public policy, and create a political action plan to enlist local or state authorities to adopt their proposed policy. Participants develop a portfolio of their work and present their project in a simulated legislative hearing before a panel of prominent civic-minded community members.

Pam Collins', 4th period social studies students from Goldenview Middle School, with the help of the team's English teacher, Diana Daniels, researched an issue they entitled, "*Choose the Choice: Alzheimer's Home and Community Based Care*". Their project deals with the needs of Alzheimer patients and promotes a change in the current policy issue dealing with home-based care funding.

The students' portfolio and documentation binder were sent to the National Showcase, held in conjunction with the National Conference of State Legislators' annual convention, where they were evaluated and ranked into four categories (superior, exceptional, outstanding or honorable mention). This project received a superior rating. The eight students, who won the oral presentation at the state competition in Anchorage, where 16 teams from Romig, Gruening, and Tanana Middle School from Fairbanks competed, received an all-expense paid trip to meet with legislators and answer questions about their project. Over 4,000 legislators attended the conference at the exhibit hall where projects from all 50 states were displayed and evaluated.

The students will be presenting their project to the Alaska Senate Health, Education and Human Services Committee at the Legislative Information Office in Anchorage this month, seeking sponsors for their proposed legislation during the next session. Alaska is one of only two states (Alabama, being the other) that does not have this legislation in place.

The following students put forth a lot of time, effort and dedication in their award-winning project:

Rori Ann Redick
Katelyn Duncan
Shannon Bradley
Spencer Augustin
River Ramuglia
Megan Frazer
Mike Benesch
Brenna Egeland
Rosalyn Lloyd
Samantha Novak
Rianne Campbell, and
Nash Cotton

It is requested that the School Board recognize these students for their hard work, drive and enthusiasm, and for their commitment to their school, the community and the nation.

4. ASD Memorandum #129 – Milken National Educator Award

Chugach Optional kindergarten teacher Jean Ward arrived at school on Monday, November 8, prepared to teach. But she wasn't at all prepared for what she was about to learn.

Ward and her kindergarten class, along with the other Chugach Optional students and staff, gathered in the school's gymnasium and prepared for a performance by a local native dance group. The dance group, however, was pre-empted by a surprise visit by Anchorage School District Superintendent Carol Comeau and Commissioner of Education and Early Development Roger Sampson who delivered the news that Ward had been chosen by the Milken Family Foundation in California for a 2004 National Educator Award.

This national award recognizes exceptional teachers, principals and specialists in K-12 education. These individuals demonstrate expertise in subject matter, distinguished achievement in developing innovative curricula, outstanding ability to instill students with sound values and commitment to professional development and excellence. The award identifies some of the nation's best educators and seals that distinction with a \$25,000 cash award.

The Anchorage School District has had 16 Milken award recipients since 1990, when Alaska first began participating in the program.

It is requested that the School Board recognize Jean Ward for receiving the prestigious 2004 Milken National Educator Award. She is a credit to her profession, the Anchorage School District and the local community.

F. SPECIAL ADVISORY REPORTS

1. Student Advisory

Lorett Nabong stated that the Student Advisory Board met on December 7, 2004 and reviewed the soda pop legislation; Carol Comeau led the discussion on budget reductions with the students. They also discussed the Smaller Learning Communities, bullying, and the proposed calendar for 2005-2006. He mentioned that the students liked the idea of the semester ending prior to the winter holiday break. All the high schools and middle schools are currently participating in an aids awareness project presented by peer educators from all the high schools. The Student Government Conference was held at South Anchorage High School; he commented that it was nice to see their new school. Mr. Nabong also noted that all high schools are participating in a buckle-up week to practice safe driving. He applauded the students who received awards tonight for their many accomplishments and contributions. Mr. Nabong wished everyone a safe and happy holiday.

2. Military Delegate

LTC Jones gave a presentation to the Chugiak/Eagle River principals about deployments and services that the military offers. He thanked Jeanne Fischer for coordinating this presentation. He noted that he received a call from Barb Jacobs at Romig requesting that he speak to the counselors. LTC Jones thanked Natalie Burnett for the tour of the Eagle River High School last week. He noted that the school is about 70 percent complete and it is very impressive. LTC Jones also participated in the State Board of Education meeting this past week and noted that a number of important issues were discussed, i.e., the passage of the Alaska Studies requirement. On behalf of the military men and women in Alaska, he wished everyone a happy holiday.

3. MECC

William Johnson announced the MECC will meet on January 20 at 12 noon in Room 320 of the Administration Building. He feels that 2004 has been a great year for the City of Anchorage and the District. He applauded the District for handling the following issues in a very positive manner: NCLB; high stakes testing, HSGQE; acts of vandalism; and personnel issues. Mr. Johnson wished everyone a safe and happy holiday season.

G. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

Rich Kronberg spoke on fetal alcohol syndrome and offered a solution to the problem in dealing with difficult, challenging students who have been diagnosed with FAS. It is not his intent to complain, but to offer a solution. He noted capacity comes in the form of learning how to identify and assess. There is not enough expertise in the District and what is available is not efficiently distributed. He noted that a grant has been received that will allow the District to retain quality teachers. Mr. Kronberg noted that he researched MyLearning Plan and there is only one single class offering. He understands that there is quality professional development ongoing, but we need capacity. The District needs to train a cadre of teachers that can prove to be mentors to teachers who teach FAS students. He noted that it is our collective responsibility to meet the students' needs. Mr. Kronberg emphasized that we need local capacity and building this capacity is our number one priority.

Maria Benevides is a teacher with the District and a parent of an adopted daughter with FAS. She noted that it is very challenging for an FAS student to overcome a difficult academic environment. Her daughter does not look like a FAS child so it makes it difficult to identify her as a student in need. Ms. Benevides stated that you must be consistent with a child with FAS and her daughter is lucky to have a parent that is an educator. She noted that her daughter dropped out of East High School because teachers do not know how to deal with this type of student. Her daughter was about four years behind in school, took days to understand her school work, and did not pass the HSGQE; she felt defeated in school.

Macon Roberts asked Ms. Benevides for any suggestions. She responded that it will take a lot more training and understanding; the techniques of teachers need to be changed. Mary Marks asked if on-line training would be a consideration or would it be more suitable for a face to face

instructor. Ms. Benevides responded that face to face is more beneficial; you must practice what you see and analyze and make activities for the students.

Sandy Mitchell noted that she is a high school special education teacher and a roommate of Ms. Benevides. She commented that FAS outranks downs syndrome and there is a prevalence among Alaska Native students. Ms. Mitchell stated that everyday is a new day for these students as they do not retain information on a day-to-day basis. They often cannot focus in class and have behavior problems; have trouble with organization; tend to be very literal; are impulsive and quick to anger; poor at anticipating consequences; and often react to social situations. These students may need additional time to process as they experience frustration and often shut down. Ms. Mitchell stated that there remains a lack of resources in the District on what you do and how you discipline and help these FAS students.

Crystal Kennedy asked if Ms. Mitchell believes that research exists on how to help these students. Ms. Mitchell responded that there is a lot of information available on the internet, but we need to have a teacher flexible to help the child at the moment. Macon Roberts asked if the cognitive abilities progress with age or remains the same. Ms. Mitchell responded that it depends on the severity of the disease; many plateau at a certain point.

Carol Comeau asked Jerry Sjolander to explain the training the District offers to teachers regarding FAS. Mr. Sjolander responded that the training is ongoing under the grant awarded this year and is offered in MyLearningPlan. There is also a second year of the grant to help provide additional training. The goal of the training is to ensure that every elementary school has one teacher that has completed the FAS 101 training. Mr. Sjolander also noted that during the past year, they began to build capacity. He noted that the parent/teacher institute in STEP is another opportunity for training. These trainings were advertised on Channel 14 and were well attended. Mary Marks asked if there was a collaboration with the Native consortium or Southcentral for assistance with the training. Jerry Sjolander responded yes, with the diagnostic team at Southcentral. They have provided some of the training for staff in the District. Mr. Sjolander will also check to see if we are talking with foster parent groups. Crystal Kennedy asked if the training is focused on behavior or learning. Jerry Sjolander responded that more focus is spent on behavior issues. Mr. Sjolander reminded the Board that a behavior strategist position was added this year to focus on student behavioral

issues and assist schools. Behavioral issues prevent a student from progressing with their academics. Jeff Friedman noted that he met with Mary Paige Lucas and she has an abundant amount of information on FAS.

Debra McGhan stated that the North America Outdoor Institute proposes a winter outdoor safety and avalanche awareness presentation for junior and high school students, grades 7-12, in an effort to reduce rising avalanche and outdoor accidental death rates. They believe education is critical and must begin early; they embrace the philosophy that teaching our children creates a safer future for everyone. Their number one goal is to actively engage young people in how to be safe in the snow. Ms. McGhan stated that her group has petitioned the governor to proclaim December as Avalanche Awareness Month. Their program is funded by grants and other groups; they are requesting support from the Anchorage School District. Ms. McGhan would like to make this program available to the schools next winter. Carol Comeau commented that she will make this information about the program available to our community resources department where assemblies are scheduled. Ms. Comeau will have them call Ms. McGhan to discuss her proposal.

Jerry Krieter asked for the District's support for reprioritization of the hillside snow removal criteria. He believes the Department of Transportation was lax in their approach to snow removal. The priority list was developed many years ago and there is now a very dense population on the hillside. Mr. Krieter believes if we address snow removal on O'Malley, Rabbit Creek, and Abbott, we can reduce hazardous conditions for the general public as well as the school district. Jake Metcalfe asked if these roads are state maintained. Mr. Krieter responded that these roads are all grade and not flat; they are state roads. John Steiner stated that this is not just a hillside problem, but also a problem in the Eagle River area. He reminded everyone that the focus has been on the major highways and the community is rapidly growing in off-beaten areas. John Steiner emphasized that we must put more sand trucks in the hillside and Eagle River areas. Mr. Krieter stated that he has been in contact with the Community Councils to formulate a game plan. He has received a great deal of support from the public regarding his request for reprioritization of the snow removal criteria.

Theresa Obermeyer stated that she came tonight to talk about respect and common courtesy. She asked the Board if they know why she attends the School Board meetings. She was a teacher from 1984 to 1990 at McLaughlin and sat on the School Board. Ms. Obermeyer noted that the

Permanent Fund board members are not certified by the legislature. This fund is supposed to be owned by all Alaskans. She has never hurt anyone or deceived or manipulated anyone because she leads by example. Ms. Obermeyer stated that Alaska is the only state that does not have a law school or an elected attorney. She offered to form a committee for this school board or talk with Mark Mew so they can review her documents. Ms. Obermeyer wished everyone a happy holiday and cautioned them to drive safely.

H. CONSENT AGENDA

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

1. Approval of Minutes

- | | | | |
|----|-----------------|------------------|-----------|
| a. | Special Meeting | October 11, 2004 | 4:30 p.m. |
| b. | Regular Meeting | October 11, 2004 | 6:30 p.m. |
| c. | Special Meeting | October 25, 2004 | 4:30 p.m. |
| d. | Regular Meeting | October 25, 2004 | 6:30 p.m. |

2. ASD Memorandum #134 - Superintendent's Evaluation and Contract Change

The School Board and Superintendent have agreed to extend her contract for one year to December 31, 2007. The contract specifies a salary of \$136,990 per year, effective January 1, 2005.

3. ASD Memorandum #131 - Approval of School Calendar 2005-2006

It is the Administration's recommendation that the School Board approve and adopt the attached Districtwide calendar for the 2005-2006 school year.

4. ASD Memorandum #119 - Anchorage School District Improvement Plan

It is the Administration's recommendation that the School Board approve the Anchorage School District's District Improvement Plan for implementation and submission to the Department of Education and Early Development.

5. ASD Memorandum #137 - Recommended Core Literacy Program

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to purchase the Houghton Mifflin, c. 2005, core literacy curriculum for Title I elementary schools.

6. ASD Memorandum #136 - Acceptance of Grant Award: Alaska Community Learning Center Technical Assistance - 21st Century Community Learning Centers

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant award from the Alaska Department of Education and Early Development in the amount of \$60,903. Funding will provide technical assistance for the 21st Century Community Learning Center after school program.

7. ASD Memorandum #138 - Acceptance of Grant Award: Department of Education and Early Development/Teaching and Learning Support for Web-Based IEP Systems

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept grant funds from the Alaska Department of Education and Early Development (DEED) for \$120,000. Funds will enable the Special Education Division to continue to develop a web-based electronic system for Individual Education Plans (IEP) and for IEP reporting.

8. ASD Memorandum #140 - Acceptance of Grant Award: Manning Family Foundation

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a cash grant from the Manning Family Foundation to Inlet View Elementary School in the amount of \$20,000.

9. ASD Memorandum #115 - Alternative Program Proposal: World Discovery Seminar Program at Chugiak High School

It is the Administration's recommendation that the School Board approve and adopt the World Discovery Seminar Program at Chugiak High School as an official School-Within-a-School Alternative Program of the Anchorage School District.

10. ASD Memorandum #132 - Award of Contract: Huffman Elementary School Fire Alarm; IMC & Art Room Lighting Replacement

It is the Administration's recommendation the School Board approve and authorize the Superintendent to award a contract for the Huffman Elementary School Fire Alarm, IMC and Art Room Lighting Replacement to the lowest responsive bidder, Bering Sea Eccotech, Inc., for the Base Bid amount of \$132,686.

11. ASD Memorandum #142 - Village Charter School Proposal

It is the Administration's recommendation that the School Board consider Village Charter School's request for additional funds for the 2004-2005 school year.

12. ASD Memorandum #118 - Approval of Lease for Consolidated Administrative Space

It is the Administration's recommendation that the School Board approve and authorize the Administration to enter into a five-year lease with three additional five-year options to renew with Boniface Center, LLC for approximately 65,159 square feet of administrative space.

13. ASD Memorandum #120 - 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: Minutes from the Regular Meeting of October 11, 2004; Memorandums #131; #119; #137; #115; #142; and #118.

ACTION:

Moved by John Steiner
seconded by Jeff Friedman

to approve Minutes from the
Special Meeting of October 11,
2004;
Minutes from the Special Meeting
of October 25, 2004;
Minutes from the Regular Meeting
of October 25 2004 (Revised);
Memorandum #134;
Memorandum #136;
Memorandum #140;
Memorandum #132; and
Memorandum #120.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

ASD Memorandum #131 - Approval of School Calendar 2005-2006

It is the Administration's recommendation that the School Board approve and adopt the attached Districtwide calendar for the 2005-2006 school year.

ACTION:

Moved by Crystal Kennedy
seconded by Jeff Friedman

to approve Memorandum #131.

Carol Comeau stated that the whole issue regarding the calendar is to begin the discussion on starting school two weeks prior to Labor Day and end before Memorial Day. She reminded the Board that this calendar recommendation is only for the 2005-2006 school year and moves the date for spring break due to the testing schedule. Superintendent Comeau informed the Board that a recommendation will be brought forward in the spring 2005 for approval of the calendars for the next two years.

Crystal Kennedy expressed her support for this recommendation, but is disappointed that they could not deal with the parent/teacher conference issue. She stated that the committee spent an abundant amount of time discussing this issue, but appears that the right conversations were not held with various bargaining groups to approve the changes for the next year. Ms. Kennedy asked if conversations could be held in the near future so changes could be incurred for the calendars for the next two years. Carol Comeau responded that as we negotiate with the Anchorage Education Association, this will be part of the discussion. She also stated if there is a need to modify the other contracts, we will work through the negotiation process. John Steiner also mentioned that he spoke with Robb Boyer regarding this very same issue and was informed that it must be handled through the bargaining process. He also asked if the testing dates have been confirmed for the next few years. Carol Comeau responded that the date has been set for the next five years; Tuesday-Thursday during the first week of April.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

ASD Memorandum #119 - Anchorage School District Improvement Plan

It is the Administration's recommendation that the School Board approve the Anchorage School District's District Improvement Plan for implementation and submission to the Department of Education and Early Development.

ACTION:

Moved by Crystal Kennedy to approve Memorandum #119.
seconded by Mary Marks

Carol Comeau stated the improvement plan is a requirement of NCLB. She noted that she met with all principals before the plans were submitted to the State Department of Education and Early Development to discuss the four categories where that the District did not make adequate yearly progress: language arts - Alaska Native, students with disabilities, economically disadvantaged, and limited English proficient; math - African-American, students with disabilities, economically disadvantaged, and limited English proficient. Ms. Comeau also commented that the staff is developing plans with the school principals

on how to address this concern. The Six Year Instructional Plan has also guided the development of the plan.

Crystal Kennedy asked if this is a one-year or a two-year plan. Carol Comeau responded that it is a two-year plan, and we should see results over a two-year period. Ms. Kennedy asked if there are any interim assessments that will be accomplishments or will it depend on the yearly testing. Ed McLain responded that the plan has a variety of detail in the area of interim assessment. Carol Comeau stated that periodic based assessment will be done so information can be relayed to teachers.

John Steiner noted that there are 51 items on the literacy side and 37 items on the math side. This only reinforces the need for a data warehouse to show which students need assessment. Mr. Steiner emphasized the need to focus on efforts to follow this and determine what is successful. Carol Comeau responded that the instructional division executive directors will need to spend a fair amount of time working with them and the assessment director to make sure they come up with the appropriate assessment strategies.

Tim Steele asked if the reason the District stepped back from the Six Traits in Writing Assessment was because it was centrally done. Carol Comeau responded that we stopped the districtwide writing assessment due to budget cuts. She did remind the Board that schools have continued with the six traits writing, but not with that particular assessment. Ms. Comeau stated that there are other ways to assess the six traits.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

ASD Memorandum #137 - Recommended Core Literacy Program

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to purchase the Houghton Mifflin, c. 2005, core literacy curriculum for Title I elementary schools.

ACTION:

Moved by Mary Marks to approve Memorandum #137.
seconded by Jeff Friedman

Carol Comeau informed the Board that the literacy materials are currently on display in the School Board office. She is excited about moving towards a core curriculum. Ms. Comeau stated that the school districts making the most academic improvements are those that have a focused core curriculum, which is balanced and takes in all aspects of literacy. She also noted that training is a very important aspect of this program.

Patricia McRae stated that she is pleased to bring this forward in our Title I schools. The core curriculum is the primary instructional tool to teach children to read. She noted that research findings include evidence that a core literacy curriculum increases student achievement. Assessment data shows us that Title I schools are of the highest concern in terms of student achievement. Ms. McRae thanked the curriculum committee, Julie Jessal, and Mardell Kiesel for their work on this project.

Mary Marks is concerned that Mountain View and Tyson will not have this Houghton Mifflin core curriculum. With the high mobility rate in this area, she wonders how students are going to do when they have to transfer to another school with the Houghton Mifflin core curriculum program. She believes these particular students need consistency to achieve. Ms. McRae stated that Mountain View and Tyson have been working on the implementation of core curriculum school wide using Success for All and are experiencing success. She explained that even though the curriculum may be different, it includes instruction, scope and sequence in five areas. The methodology differs, but the core of the curriculum is similar. Ms. Marks asked how we will track students who move. Julie Jessal explained that even if the program changes, the grade level expectations will remain the same; this maintains the consistency of the program.

Mary Marks asked if this will tie in to the bilingual teaching component. Julie Jessal responded that the curriculum has a strong bilingual component in the core curriculum and addresses the bilingual students. Carol Comeau encouraged the Board to look at the teachers' manuals.

Crystal Kennedy is impressed with the idea of consistency, but is concerned that we are leaving out the other schools. She asked if there has been any thought to including the other schools in this adopted core curriculum. Carol Comeau responded that we need to spend time to get this up and running and then talk with the other schools. She noted that more than just Title I schools have transiency issues in their school.

Crystal Kennedy asked if there will be an effort in the future to bring those Title I schools in that are not adopting this core curriculum program at this time. Carol Comeau responded that millions of dollars have been spend on these schools and their programs are working. Over time, they may choose to move in this direction.

Mardell Kiesel explained the make-up of the committee as well as the rating and scoring criteria that was used and how the programs rated.

John Steiner asked for the cost of the adoption. Julie Jessal responded that Houghton Mifflin came in higher by about \$200,000. She mentioned that cost was not the most important criteria of the recommendation; they wanted to provide the best program for students. Ms. Jessal stated that the whole adoption cost about \$600,000 for 14 schools. Ms. Comeau believes that once the bulk order is submitted, some allowances will be made for add-ons, which this will drive the price down. Mr. Steiner stated that he wants the best program for students and appreciates the work that went into this selection.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

ASD Memorandum #115 - Alternative Program Proposal: World Discovery Seminar Program at Chugiak High School

It is the Administration's recommendation that the School Board approve and adopt the World Discovery Seminar Program at Chugiak High School as an official School-Within-a-School Alternative Program of the Anchorage School District.

ACTION:

Moved by John Steiner to approve Memorandum #115.
seconded by Macon Roberts

Erin Barrows is a junior at Chugiak High School and has been in the seminar program for the past three years. She explained that they have created their own little community, which embraces other cultures. Ms. Barrows stated that the program opened up her mind to other possibilities and is like their own little family. She feels safe and feels that you can grow as a person in this program.

K.J. Farleigh is speaking on behalf of the Chugiak/Eagle River community. She was part of a committee that came before the Board approximately eight years ago regarding a seminar program. They were encouraged to informally pursue this idea. She gave a brief history of how the program grew from 60 to 250 students and spans grades 9-12. Ms. Farleigh feels that the program has been very successful and is growing at Chugiak High School. She encouraged the Board to look at this type of program for Eagle River High School. She also feels that this is a good time to formally recognize the program. Parents volunteer daily in the classroom and this is a good way to get involved in their secondary student's classroom.

John Steiner stated that he received an email from a student who wanted to stay at Chugiak High in this program instead of transferring to the Eagle River High School. He asked if there are many students who are interested in staying at Chugiak rather than transfer. Carol Comeau stated that if the program is approved tonight, it will receive the formal designation. Students already in the program would be allowed to stay in the program at Chugiak.

Macon Roberts commented that he has been in a seminar program with his son for two years. His son is now in the debate, drama, and forensics program at South High School, and he attributes this to his time spent in the seminar program at Service High Schools.

Rick Volk stated that he has been at Chugiak High School since 1999. He is here tonight to request the Board formalize this very successful program. Mike Henry also requested the Board formalize this very successful program.

Tim Steele asked if there were any consequences to this approval. Carol Comeau responded no, it will stabilize the program. She also noted that this is a good example of a great group of parents. Ms. Comeau encouraged the Board to formalize this program and allow students to stay in the program.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

ASD Memorandum #142 - Village Charter School Proposal

It is the Administration's recommendation that the School Board consider Village Charter School's request for additional funds for the 2004-2005 school year.

ACTION:

Moved by Jeff Friedman to transfer \$20,000 from the
seconded by Crystal Kennedy undesignated fund balance to the
Village Charter School budget for
this fiscal year.

Val Woods, President of Totem Association, is concerned with the additional allocation to Village Charter School. She noted on November 17, she attend a meeting with the Village APC and Director, Superintendent, representative from AEA, and Jeff Friedman. The Village APC requested additional funding. Ms. Woods encouraged the Board to not grant these funds due to various contract violations. She believes that Village must take responsibility for their actions regarding the administration of the school and overstaffing on the administrative side. Jake Metcalfe asked why there is a problem with the school following the collective bargaining agreements. Ms. Woods responded that the school has poor leadership and wants exceptions to the contract; the school is very adversarial to deal with and has lots of employee issues.

Macon Roberts asked Ms. Woods why she thinks the school is in such dire financial shape. Ms. Woods responded that the leader is not at the school and is continually manipulating behind the scenes. She noted that the APC hired another leader and they cannot afford two leaders; there must be one person in charge.

Marcia Phillips is a parent at the school and feels she was suckered in to attending the school. She has now pulled her daughter out of the school due to the chaos; the fact that her special needs child is not receiving services outlined in her IEP; high turnover of teachers; numerous substitute teachers; and the instability in the school in general. She believes the atmosphere at the school is bizarre and unsafe. Ms. Phillips feels the school wants money from the District and wants to create a monarchy. She is concerned that there is no physical education at the school and no follow-thru for special education testing. Ms. Phillips commented that the school is not purchasing adequate supplies for the

students from the student activity fee collected at the beginning of the school year.

Brenda Kraus is a second year German immersion teacher at Village. She believes there is little cohesiveness on the staff and is requesting intervention from the District administration. Ms. Kraus explained the chaos in the math program and the fact that student math scores were not entered into the data base; she is afraid that she will be held responsible for the failure of the math program because she was not hired as a math teacher. She did the best she could under the circumstances. Ms. Kraus also asked the District administration for intervention at the school. John Steiner asked if the school could continue if sufficient funds are not granted to the school. Ms. Kraus responded no; staffing will decline even further without funds; teachers are totally stressed; and with the math program in distress, the teachers cannot meet the needs of students so they are at a disadvantage educationally. She believes that the leadership needs to change and without additional funds, they will not have the resources that are needed. Ms. Kraus stated that it is an unbearable situation for the staff and students. Mr. Steiner asked Ms. Kraus what her view would be if the school is closed. Ms. Kraus responded that she is not prepared to make a statement on behalf of the school. It would be a hard choice, but believes they would deal with transition at this point. She suggested that Mr. Steiner speak to the school administration to see if they have developed an overall plan.

Clotilde Brown is a teacher at Village and wants the Board to close the school. She has a Masters in education as well as special education certification. Ms. Brown teaches Spanish in the morning and special education in the afternoon. She is concerned that her students are not progressing due to continual schedule changes and no appropriate educational materials for the students.

Janet Monson is a teacher at Village and is certified for grades K-8, has 20 years of experience, and a Masters in reading for K-12. She feels that the needs of her students cannot be met when the classroom contains grades 1-4 students. They spend too much time singing and reciting phonograms. She has only one hour to teach reading, writing, and spelling each day. Ms. Monson complained of continual schedule changes. She apologized to the students and parents for not providing them with a good, sound educational program. She hopes that the Board will offer various opportunities to the students should the school be closed, which she is in favor of doing. Mr. Steiner asked if the concept of the school is flawed or is it the way the school has been managed. Ms.

Monson responded that the ideas are valuable, but as long as it is open, it will continue to be operated in the same manner as it is now.

Jeanne Ladd contracted with the Village Charter School in the fall of 2004 and had high hopes for the success of the school and its program. She believes the management problems have directly impacted her work and the work of other staff. Ms. Ladd stated that it is in the best interests of the students and the school district that the school be closed. Ms. Ladd explained that she was hired by the former principal of the school under a special activity agreement to work with the special education teacher. Once she started to work, her original responsibilities were changed and she was directed to work in an extra math class on Friday. Students who were judged to be behind in math were assigned to this class for the entire six-hour school day. Ms. Ladd feels that this is too long for a student to focus on one subject. She objected to this schedule because she felt it was ineffective and punitive. As she predicted, student productivity declined as the day progressed. After a period of weeks, she was advised that the extra Friday math class was discontinued. She was then directed to test every student in the school in the areas of math and reading on a monthly basis. The testing instruments used were the Saxon Math Placement Test, the Brigance Math Test, the San Diego Quick and the DRA. Ms. Ladd stated that the onerous testing schedule seemed arbitrary and without purpose; she strongly opposed the testing schedule. She believed that the repeated testing appeared to be punitive. Ms. Ladd voiced her concerns regarding the excessive testing to the new director who then directed her to the business manager. She noted that the business manager stated that she had already been through DRA training at the District and was in full agreement with her that the testing was too frequent and not being used for its intended purpose. Ms. Ladd also stated that the business manager had already addressed the testing issue with the former principal and that there was no room for discussion based on her previous conversations. She believes that the students at Village Charter School are not being provided a stable, predictable learning environment and this affects their performance and learning. Ms. Ladd believes that it is in the best interest of the students, staff, and community to close Village Charter School.

Meta Baxter has been at Village Charter School for 18 months and has gone through similar experiences. In the past, parents and staff were at odds with each other, but now there is a unity among the staff that has the responsibility of the children. She supports the immediate closure of the school. Ms. Baxter has a Bachelor's in education, is teaching grades 5-8, is the business manager for the school, and is the mom of a third grade

student at Village. She believed at one time, the school had a viable program, but that is not the case at the present time. Because of the chaotic environment, she has moved her child to another program. The student population is declining and teachers want to leave the school; they are trying to tell the Board something. She is very upset over the situation of the math program; her child, for the first time, is behind in math. Ms. Baxter does not believe Ms. Kraus should be held responsible for the decline of the math program. She believes that every child has lost a semester of learning. John Steiner asked if the Board were not to fund the school, would this cause the school to close or is she asking the Board to take action on the school charter. He would like Ms. Baxter to comment on what she thinks about the transition of the children. Ms. Baxter responded that now is time to do something since we are currently facing winter break. She believes that the staff members are in so much distress that they are becoming ill, enrollment is dropping, and the school is in a massive state of chaos. Ms. Baxter urged the Board to shut the school down and give the parents a chance to find a new school. She also noted that many children have withdrawn, but have not been entered into the student management system.

Carol Comeau applauded the courage of the staff that has come forward this evening. She stated that this school has had a troubled history since they began in 1998. Their biggest issue has been retaining and keeping staff. Ms. Comeau mentioned that the remaining charter schools have had some rocky times, but have grown and are flourishing. They recognize that they are part of the District and because public funds are being used, they know that rules and procedures must be followed. Because of a strained working relationship with the former principal of the school and the fact that they filed a citizen's complaint against her, Ms. Comeau agreed to step back and allow Jan Christensen, Assistant Superintendent for Instruction, to take over the supervisory role of the charter schools. She is assisted by Connie Bensler, who is the charter school liaison. Village Charter school has continued to resist the District's help and with the failure to adhere to various bargaining agreements, the employees have had it. Ms. Comeau commented that they need the District administration to intervene to keep them safe and to hold the school accountable.

Ms. Comeau assured the Board that when she had to recommend the closure of Walden Pond, the process went very smoothly. She worked with every parent, staff member, and student to make sure the transition went well. Ms. Comeau does not support granting additional funds to this school. She believes that the school has reached a crisis point and

since the Superintendent is ultimately accountable, she must recommend closure of the school at the end of the first semester. Ms. Comeau noted that the minutes from June 14, 2004 reveal the administration's concerns at that time and Village Charter School's lack of willingness to work with the District. She stated that the bottom line is that students deserve a quality education and they are not receiving it at Village. Ms. Comeau mentioned that a meeting was held with the Village APC and their administration in November; they were asked to submit a revised budget based on the 120 student enrollment. To date, they have not complied with that request. She noted that they continually refuse to follow School Board policy, Municipal ordinances, and bargaining agreements.

Jeff Friedman noted for the record that the Village Charter School APC requested to be on the next School Board agenda to discuss additional funding for their school.

Mr. Friedman agreed that something is very wrong with this program and noted that the rules of order require the motion on the floor to be addressed.

VOTE:

Ayes: None

Nays: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

MAIN MOTION FAILED

MOTION:

Moved by Jake Metcalfe
seconded by Mary Marks

to revoke the charter of Village Charter School no later than the end of the first semester for Village, which is December 17, 2004.

Jake Metcalfe asked Superintendent Comeau what is the preferred date the District wants to close the school. Ms. Comeau responded that because of the different schedule Village uses, we will need time to work through the staffing issues. She assured the Board that a mailing to each parent will occur to inform them of other available programs. Ms. Comeau believes the end of the first semester is an acceptable date.

Jeff Friedman stated that according to School Board policy, the president of the Board must send a letter revoking the charter and the reasons for this action. He is concerned that we may need an additional School

Board meeting to take action. Carol Comeau responded that he is correct; we have been very clear to them about our concerns and they have chosen to ignore our direction. She assured the Board that she will work with our attorney to have the letter written as soon as possible. Mr. Friedman reminded the Board that with five votes, they can override Board policy. He believes time is of the essence and he is willing to do whatever the Administration requests to expedite the process.

John Steiner stated that he agrees with Mr. Friedman concerns and reminded the Board that there is a contract with the charter school. He is cautious about taking the vote to close the school prior to an evaluation of the requirements in the contract. Mr. Steiner does not want to cause any unnecessary litigation due to moving too fast. He suggested adding this topic to the agenda for the December 15, 2004 meeting so the attorney has time to review the requirements. Superintendent Comeau agreed that this was a very good suggestion.

MOTION TO POSTPONE:

Moved by John Steiner	to postpone action on revoking the
seconded by Jeff Friedman	charter of Village Charter School to
	December 15, 2004 at 8:00 p.m.

Jake Metcalfe agreed to withdraw his motion to revoke the charter of Village Charter School tonight, December 13, 2004 if the Superintendent will place this as an action item on the agenda for the December 15, 2004 School Board meeting. The School Board unanimously agreed to withdraw the motion.

The School Board unanimously agreed to postpone action on the Village Charter School charter revocation until December 15, 2004 at 8:00 p.m.

ASD Memorandum #118 - Approval of Lease for Consolidated Administrative Space

It is the Administration's recommendation that the School Board approve and authorize the Administration to enter into a five-year lease with three additional five-year options to renew with Boniface Center, LLC for approximately 65,159 square feet of administrative space.

ACTION:

Moved by John Steiner	to approve Memorandum #118.
seconded by Macon Roberts	

George Vakalis stated that the School Board authorized the Administration to solicit letters of interest to provide leased office space comparable to the terms of the unsolicited offer from JL Properties. As of September 14, 2004, the closing date for responses to the solicitation notice, the District has received no credible letters of interest and begin negotiations with JL Properties to develop a lease for consolidated space at the Boniface Center, subject to Board approval of the final agreement. The lease will combine all currently leased offices, with the exception of the DeBarr Administration Building, into renovated space at the Boniface Center. The proposed lease agreement provides approximately 65,159 square feet of rental office space on a fully serviced basis, at a lease rate of \$1.44/month for five years, for a total monthly rent of \$93,829 per month. This represents a reduction in annual lease costs of approximately \$60,000, compared to rents currently in place. The lease provides for three five-year options, at the stepped-up rates of \$1.85, \$2.20, and \$2.45. In addition, the lease provides for an annual CPI adjustment for operating costs, calculated at 35 percent of the total rent.

Mr. Vakalis explained that JL Properties and its designer, RIM Design, have worked closely with the District's representatives and affected offices to develop the design and specifications for the newly offered space. The design process has proceeded sufficiently to allow the District to positively evaluate the space program that has been developed. This program will involve a change in the nature of the offices that staff currently occupy. The greater number of offices will be located in systems furniture that will be arranged in open areas. This program also allows for a greater sharing of resources and better integration of the various educational support functions to be housed there.

Carol Comeau asked Mr. Vakalis to explain the process that we will go through if we go into the multi-year leases. George Vakalis responded that one of the hurdles is the Comp Plan, which specifies government offices will be in the downtown area; the other one is the classification of the term of the lease. He stated that site selection states that if you are leasing for ten years or more, you must go through the site selection process, which is the same as purchasing a facility. On December 6, 2004, the Planning and Zoning Commission approved a resolution supporting the use of the Boniface Mall for District "non-administrative uses", but if "administration" use is proposed in the future, or if the lease is extended for another five years (i.e., the first five-year option on the five-year lease), it will be subject to a public process. The intent of the use of

“administration” in this resolution relates to the Superintendent and immediate direct reports (central administration).

Crystal Kennedy asked if modular furniture is the same thing as systems furniture. George Vakalis responded yes, it would be cost prohibitive to put up walls. The answer was to use modular furniture.

Tim Steele asked if the modular furniture is owned by JL Properties. George Vakalis responded yes, but we will maintain the furniture.

Jeff Friedman asked for the estimated moving costs. George Vakalis responded with the savings in rent, we will recoup the cost. It is estimated to be approximately \$150,000 and may go up as high as \$200,000. Mr. Vakalis reminded the Board that we will save \$300,000 in rental savings over the next five years.

John Steiner asked where the funds for the moving costs are budgeted. Carol Comeau responded that she believes they are in the 2004-2005 budget, but may need to use some undesignated fund balance. She will bring a recommendation back to the School Board for their final approval. George Vakalis stated that they have negotiated with the owner to now pay rent during June 2005. This will allow additional move-in time. Janet Stokesbary noted that if we stay within the upper limit of the budget, we will not have to go back to the Municipal Assembly to seek approval to use the undesignated fund balance.

Mr. Steiner asked if the lease rates include utilities. George Vakalis responded that this is a full-service lease. ASD will pay for telephone, custodial, and snow removal services.

Macon Roberts congratulated the negotiating team for a job well done and feels it is an excellent deal for the District.

Mary Marks asked if there would be room at the Boniface Mall for a data warehouse. George Vakalis responded yes, and noted the Superintendent has made it a priority for some point in the future; there is plenty of room to include a data warehouse. Mr. Vakalis also mentioned that all the wiring will be completed now in the event that the technology department is moved to the mall sometime in the future.

Jake Metcalfe noted that this is a good deal and is an excellent use of public money.

John Steiner stated that he would really like to see the IT department moved. Mr. Vakalis stated that this lease does not cover the move of IT, but the building does have room for them should it be decided at a later date.

VOTE:

Ayes: Metcalfe, Kennedy, Marks, Steele,
Friedman, Steiner, Roberts

Nays: None

MAIN MOTION PASSED

I. SUPERINTENDENT'S REPORT

1. ASD Memorandum #121 - First Quarter Parent/Teacher Conference Report 2004-2005

The School Board and the Administration have long supported and encouraged opportunities for parents and teachers to meet to discuss student progress at various times during the school year. In many cases, students have been encouraged to be active participants in these conferences.

For many years, Anchorage School District schools have had release time opportunities twice per school year to allow 15 to 20 minute individual parent/teacher or parent/student/teacher conferences at the end of the first and third quarters. More recently, the middle schools and high schools began the practice of providing opportunities at the end of the same grading periods for parents to pick-up their student's report cards and confer briefly with teachers.

These efforts have generally been well supported by parents and teachers, as can be seen in the information provided by each division. Where there has been a decrease in participation at a school, the appropriate Instructional Division supervisor works with principals, their staffs and PTA or parent group to increase involvement. Through work with the Public Affairs staff, the web site, and our School/Business partners, the District will continue attempts to increase employer awareness of the importance of these opportunities in the hope that parents can be released from work to attend. At any time of the school year, parents are welcome to request a parent/teacher conference to discuss their child's progress at any time of the school year.

John Steiner stated that he is pleased to see the increase in attendance at the middle schools. He asked if these were the parents that normally would come in or has it been worth putting in extra resources to encourage all parents to come in. Gail Opalinski responded that this has engaged parents who normally would not have come in to the school. Parents know how hard their child has worked to prepare for the student led conference try to attend. Carol Comeau stated that it is always good to engage parents in school. Mr. Steiner stated that it is always good to show a student that a parent cares about their education; he would like to see this program continue.

2. ASD Memorandum #122 - First Quarter Suspension/Expulsion Report 2004-2005

Information regarding suspensions and expulsions for various offenses, including weapons, is collected from the elementary, middle, and high schools each quarter. The information is shown in the narrative information below and as Attachments A-F.

First Quarter Expulsion

Twenty-five students, including 10 middle school students and 15 high school students, were expelled by the School Board during the first quarter of the 2004-2005 school year; no elementary students were expelled. This compares to fifteen students expelled during the first quarter of 2003-2004. Five of the middle school students were expelled for drug/alcohol violations. Other expulsions were for criminal acts (2), threats (1), arson (1) and weapons (brass knuckles -1). Nine high school expulsions were drug/alcohol violations. Other students were expelled for vandalism (3), assault (2) and criminal acts (1).

Discipline Reports

The elementary, middle, and high school discipline summaries follow: elementary first quarter by school and category (Attachment A & B); middle school first quarter by school and category (Attachment C & D); and high school first quarter by school and category (Attachment E & F).

3. ASD Memorandum #133 - 2004-2005 Ethnicity Report

Today 44 percent of the students in the Anchorage School District are ethnically diverse, compared to 13 percent in 1976, nearly thirty years ago. Of today's ethnic minority population, the Alaska Native/American Indian (13 percent) category is the largest, followed by the Asian/Pacific Islander (11 percent), African American/Black (8 percent), and Hispanic (6 percent) groups. Since the 1995-96 school year the fastest growing ethnic population, percentage-wise, has been Asian/Pacific Islander, followed by Hispanic. The Asian/Pacific Islander ethnic group grew by 62 percent and the Hispanic ethnic group grew by 47 percent.

Since last school year, the ethnic minority student population has increased by three percent and the White student population has decreased by 2.5 percent. These changes are shown in the Historical Student Membership Composition graph (Chart 2). Looking at student numbers, the White student group decreased by 704 students this year, while the ethnic minority group increased by 625 students.

The largest numerical gain in an ethnic minority category this year, over last year, was "Other," which increased by 649 students. It should be noted that student ethnicity is self-identified. Students are given a list of ethnic categories, and they (or their parents/guardians) choose the category they feel is most appropriate. The "Other" category was established for those students identifying with more than one ethnic category, or for those students who are not comfortable choosing any of the given categories.

Chart 3 shows student ethnicity or race by Program Type. At 54 percent, Special Services has the largest population of ethnic minorities, followed by Elementary Education at 46 percent. Ethnic minorities make up 43 percent of students in the Middle School program. The High School program has the smallest ethnic minority population at 39 percent, followed by Other Secondary at 42 percent. The ethnic minority populations at the secondary levels are expected to increase as elementary students move into these levels.

The steady increase in ethnic minority membership is a long-term trend. While White populations rise and fall with the economic

climate, the ethnic minority populations continue to grow steadily. The ethnic minority population has increased by 7,003 students since 1995-96.

Since the 1999-2000 school year the proportion of ethnic minority students, to the overall student body, has increased by an average of nearly two percent per year. However, in 2003-04 and 2004-05 the increase in proportion was 1.14 and 1.33, respectively, signaling a slowing of the growth in proportion for the ethnic minority population.

If this trend continues, we would expect a change in the estimate of when the ethnic minority student population would meet, or exceed, fifty percent of the total student population. Instead of this occurring by the start of the 2006-07 school year it could be 2 - 3 years later.

The attached series of tables and graphs on District student ethnic composition represents membership numbers as of October 22, 2004.

4. ASD Memorandum #124 - Project Status Report

This is a report of activities and project status changes in Major Capital Projects during the period of November 5, 2004 through December 1, 2004.

5. ASD Memorandum #123 - 2004 Diversity Plan

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to distribute the 2004 Diversity Plan (Draft) to staff and other interested individuals for further discussion and recommendations.

Superintendent Comeau stressed the importance of this document and noted that it has not been updated since 1999. The goal is to provide the community with this document for discussion and then return to the Board for an approved diversity plan. The plan reinforces the District's and the Board's assertive and long-standing commitment to equal employment opportunity and outlines the District's ongoing efforts to achieve a diverse and highly qualified work force that is reflective of the Anchorage labor market, yet is representative of the students we serve. The

plan also emphasizes the value of the broad array of skills, experiences, backgrounds, and perspectives that individuals from diverse racial, ethnic and gender groups contribute to the District and the Anchorage community as a whole. Continued implementation of the Diversity Plan will result in a richer learning environment for all students and will better prepare students for living and working in our increasingly multicultural and diverse society.

Margo Bellamy noted that the plan includes the definition of diversity as well as the goals and objectives that we will continue to work on. The goals and objectives are very general and will change as we gain input from the community and various groups. Ms. Bellamy explained that the document outlines the hiring and procedures used; guidelines provide the guidance that is needed. There is an action plan for employing the disabled that is a very valuable part of the document. Ms. Bellamy stated that one of the goals is to train employees on what is in the plan. This will help in processing complaints; problem solving will help people find solutions.

Mary Marks suggested that the District contact Southeastern universities and the PETA program. This would be a good information swap. She also asked about the "tree" program through Cook Inlet Tribal Council and wondered if they plan to apply for grants to start this program up again. Ms. Bellamy responded that they have had much discussion on how to increase their applicant pool; teachers remain their biggest challenge. She mentioned that CITC use to have the "Alaska Teachers of Excellence Program" and the District hired approximately 50 teachers from this very good program. Ms. Bellamy stated the District must recruit outside of Anchorage to those universities that have high ethnic populations, but unfortunately, it is a very expensive process. She commented that we need to expand the world to our students of diverse people.

Jeff Friedman asked if the plan includes what the District is going to do to locate these diverse individuals. Ms. Bellamy responded that one of the things that needs to happen is the development of a task force to look at the recruiting we have done in the past three years. Mr. Friedman asked if this should be included in the plan. Ms. Bellamy responded yes.

Jake Metcalfe called for a point of order. He noted that the Board is not approving anything tonight.

Mr. Metcalfe mentioned his disappointment in the number of minority teachers employed in the District. The District currently has three percent minority teachers, but Ms. Bellamy said it should be at least ten percent. Mr. Metcalfe stated that he is the father of children of color and there is no representative for his children in the school. With the increase in our minority student population, we need to increase these numbers that reflect the student population in our schools.

Crystal Kennedy commented that this plan lacks information on the student achievement goal of the District. She noted that recent research shows that children of whatever ethnicity will perform better if their teacher is of the same ethnicity. She believes that we need to be more reflective of this in the benefits area because this does relate to what we do here, which is educating students. Carol Comeau agreed that this is a really important statement and should be added to the document.

John Steiner asked how we are going to accomplish the increase in our number of minority teachers. Carol Comeau responded that it is a challenge convincing people to move to Anchorage so it is critical to "grow" our own in Alaska. We must make education a valued choice for a career and make sure our salaries and benefits are competitive. Mr. Steiner agrees, but we must keep our attention on student achievement because it increases when the ethnicity of a teacher is the same as the student.

Tim Steele mentioned that if we do get our two-year budget, we might be able to recruit more effectively.

Eric Tollefsen stated when you look at the population and diverse teachers; you also have to find the teachers that fit into the openings that you have. He noted that there is much competition among school districts.

Macon Roberts asked if there has been an effort to recruit current teachers into principal training positions. Margo Bellamy responded that notices are sent out to all people of color informing them of administrative openings.

Teresa Johnson noted that it is hard to fill positions. When they did a national search, they were able to recruit very few minority applicants. Family is also very important to most ethnic groups and they do not want to move all the way to Alaska.

John Steiner asked what is needed to be able to offer letters of intent. Carol Comeau responded that we must wait until the legislature makes a final decision on our budget. She stated that our annual turnover is about 200 teachers per year, but it is risky when we don't know what our finances will be. Ms. Comeau noted that the lack of funding knowledge early on is very defeating for the recruiting effort.

5. ASD Memorandum #125 - Update on Emergency Preparedness

In 2002 the School Board commissioned Emergency Planning Services, Inc., to conduct an emergency preparedness study for the Anchorage School District. The final report was published on March 4, 2003. The district is committed to implementing that plan, the central notion of which is that ASD should be capable of providing housing and care for students and staff that can't be reunited with family, or return home, following a disaster. As a result, 21 schools have been selected to become emergency shelter sites. These schools are to be modified so that, if necessary, they can operate independently from the normal utility infrastructure. Furthermore, certain support facilities are to be built out so they can serve and supply these shelters during disasters.

Eight high schools, seven middle schools, and six elementary schools have been chosen to perform the shelter function. The necessary work at all the secondary schools, and one of the elementary schools (Girdwood), is funded and in progress. Five elementary schools remain unfunded. Projects are underway at Student Nutrition, Maintenance/Facilities, Purchasing/Warehouse, Security & Emergency Preparedness, and Transportation.

Mark Mew stated that the Board memorandum accurately describes the projects. He has picked of the role of coordinating the pieces of this project that touches 21 schools and all Support Services departments. Mr. Mew noted that they are in the process of evaluating the proposals for supplies. He stated that all 21

shelters should have their supplies in place at the beginning of the 2005-2006 school year.

Jeff Friedman commented that he thinks what we are currently doing is so very important and hopes that it will be publicized to the community so they are aware that we are taking steps to protect the city as a whole.

Crystal Kennedy agrees with the importance of earthquake preparedness; it was a big thing at the elementary school where she was the PTA president. She noted that an issue of parents in the Chugiak/Eagle River area is that they will be in Anchorage and their children will be in school in Eagle River when an emergency arises. Ms. Kennedy did note a concern with the fact that Service High School, due to renovations, will not be fully fitted until 2008. She wondered if there is another school nearby that will be used. Mr. Mew responded that Trailside Elementary is the designated school, but funding is not available. George Vakalis stated that South Anchorage High School would be the designed back-up school.

Mark Mew stated that the containers are made to be mobile so they can be shifted around to various sites. There is also a plan to rotate the water.

Crystal Kennedy asked what the maintenance cost will be to maintain the containers. George Vakalis responded that the cost is unknown at this time, but is currently under review.

Tim Steele asked for the status on the radios. George Vakalis stated that the Municipality is reverting to a new radio system and we will need to change our system in the future. Mr. Vakalis commented that we may need to bond for the new radio system or use our reserves. This decision must be made by 2007.

Mr. Steele asked why we don't have an emergency shelter in the downtown area. Mr. Vakalis responded that most of the susceptible land is in the downtown area so it is not a good idea to have a shelter in this area. He noted that transportation resources have also been incorporated in our plan.

Carol Comeau expressed her appreciation for this report, and suggested that we may need to look at a future bond or use reserves to bring the additional schools up to speed.

J. PERSONS TO BE HEARD ON NON-AGENDA ITEM

K. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Tim Steele announced that a School Board retreat has been scheduled on Saturday, January 8, 2005 from 9 a.m. to 4 p.m. Sharon Young has been contacted to facilitate the retreat.

Crystal Kennedy cancelled the Legislative Subcommittee meeting scheduled for December 14.

Carol Comeau requested the Board members pull ASD Memorandum #142 - Village Charter School Proposal from their existing packet for discussion at the December 15, 2004 special meeting. She noted that a new advertisement will be placed in the Anchorage Daily News announcing the special meeting on December 15 meeting; they will also work with the attorneys on a recommendation.

Jake Metcalfe requested a work session on student nutrition due to the high number of emails that he has received,

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

M. ADJOURNMENT

The Regular Meeting of December 13, 2004 adjourned at 11:20 p.m. by unanimous consent.

Tim Steele, President

Jeff Friedman, Clerk

Mary Kay Sambo, Recording Secretary

Date Minutes Approved