

Minutes of 206th Regular Session

The Board of Trustees Bering Strait School District

A 206th Regular Session of the Board of Trustees of Bering Strait School District was held Wednesday, November 4, 2015, beginning at 9:00 AM in the Anchorage, AK.

I. Call To Order

The 206th Regular Session meeting was called to order at 9:00am by Aurora Johnson.

II. Roll Call

All members were present. Irene Navarro joined in over the phone. Annie Weyiouanna joined in via Skype.

III. Oath of Office to Newly Elected Members

Sherman Richard, Jane Kava, Aurora Johnson, and Irene Navarro were sworn in as School Board members.

A. Election of Officers

Nominations were opened. Irene Navarro nominated Aurora Johnson. Annie Weyiouanna seconded. Jeanette Iya nominated Joe Murray. Frank Oxereok seconded. The votes were taken and verified by Jeanette Iya. Aurora Johnson was elected as the School Board Chair. All other positions ran unopposed and the following Board Members were elected:

Chair: Aurora Johnson

1st Vice Chair: Aaron Iworrigan

2nd Vice Chair: Jane Kava

Secretary: Jeanette Iya

Treasurer: Irene Navarro

B. Appointment of Standing Committees

Assignments to committees will be arranged by the Board Chair.

C. Introductions

District School Board members introduced themselves and stated the communities they represent.

Dr. Bolen introduced the District Office staff present at the meeting. Present were: Carolyn Heflin, Gerald Pickner, Mark Vink, Sony Mashiana, Kristen Mashiana, John Weemes, and Tera Cunningham.

IV. Executive Session

A motion was made by Tia Wilson to enter into executive session to discuss personnel and budgetary decisions at 9:16am. Irene Navarro seconded. A motion was made by Aaron Iworrigan to exit executive session at 10:10am. Sherman Richard seconded. Milton Cheemuk was excused from the meeting at this time.

V. BSSD Attorney Report (Report A)

Saul Friedman and Susan Greenlee Sonneborn reported. Mr. Friedman indicated that the legal health of the district is excellent. An area of concern was in regards to Special Education. Ms. Sonneborn outlined a complaint that was filed regarding Special Education. The three allegations were: 1) District improperly postponed referrals, 2) District did not provide speech and language services, and 3) a class was taught by a non-certified District employee. Ms. Sonneborn indicated that there were some technical violations of the regulations: timelines were missed, a regular education class was taught by a certified *counselor*, not a certified *teacher*, and the speech and language regulations were not met due to outside factors beyond the District's control. The investigator advised corrective action and the District followed through on the corrective action.

Jeanette Iya asked if legal counsel foresees any complications coming up regarding Special Education. Ms. Sonneborn replied that the District responded appropriately and timely and emphasized the complexity of Special Education laws. Mr. Friedman shared that there is a statewide shortage of District Psychologists, despite all incentives to hire.

VI. Public Comments

No public comments were made.

VII. Reading of the District Mission Statement

Tera Cunningham read the District mission statement.

VIII. Consent Agenda – Agenda & Minutes

A motion to approve the agenda was made by Joe Murray. Frank Oxereok seconded. Motion carried.

A motion to approve the minutes from the 205th Regular Session meeting on September 22, 2015 in White Mountain and Golovin was made by Jane Kava. Annie Weyiouanna seconded. Motion carried.

IX. ACTION ITEMS

A. Small School Closure Resolution

Dr. Bolen shared current information regarding schools with enrollment lower than 50, 25, and 10. This could impact Diomedes and Wales, depending on the outcome from the legislature. Our options in Diomedes are homeschool and internet, with the internet not being reliable as well.

A motion to adopt the resolution was made by Tia Wilson. Seconded by Frank Oxereok. Motion carried

Frank Oxereok and Sherman Richard commented and thanked Dr. Bolen for advocating for Diomedes and Wales.

B. Personnel

Permanent Status:

A motion was made by Frank Oxereok to appoint April Savetilik, Marie Takak, Tyler Ivanoff, Daisy Katcheak, Cecilia Mike, and Carol Nashoanak to permanent status as Classified employees for the Bering Strait School District. Jane Kava seconded. Motion carried.

Probationary Status:

A motion was made by Tia Wilson to appoint Robert Saccheus, Brian Savetilik, Norman Kokeok, Kathleen Otten, Karen Tom, Krisanne Tom, and Ashley Garnie to probationary status as Classified employees for the Bering Strait School District. Joe Murray seconded. Motion carried.

C. Gambell Fire Alarm System

A motion was made by Frank Oxereok to ratify the phone poll conducted to request approval on the bid for the Gambell fire alarm system replacement to DeYoung Electrical Contractor in the amount of \$143,090.00. Jane Kava seconded. Motion carried.

It was noted that there was an error in including Sherman Richard prior to him being sworn in.

D. Housing Lease Agreements

A motion was made by Tia Wilson to approve the three Bering Strait School District teacher housing lease agreements. Jane Kava seconded. Motion carried.

It was noted to change the name of the owner of the Shishmaref – Ningeulook House to Robbie Ningeulook.

E. FY15 Audit Report & Approval

The final numbers have not been released by the State causing a delay in finalizing the audit report. The FY15 Audit Report will be presented to the Board once the District receives the information from the State of Alaska. Steve Wadleigh from Altman, Rogers, & Co. shared an overview of the report without the final numbers. He noted a deficiency in capitol projects and the bidding process and explained that inaccurate reports will delay the dispersal of finds from granting agencies.

F. Board Policy on Boat Safety Procedures

Mark Vink presented to the Board. A motion was made by Tia Wilson to accept the second reading on the Boat Safety Procedures. Frank Oxereok seconded. Motion carried.

In addition to the rules set forth in each school's Student Handbook, all students and staff are required to abide by guidelines established in the Boat Safety Procedures. The procedures include the direct supervision of specially trained staff, utilizing special equipment for water-related activities, monitor weather conditions and abide by the specific rules set forth, and ensure that the water vessel is covered by insurance and has current registration, number and decals.

G. High School Graduation Testing Requirement

Carolyn Heflin presented to the Board. The current Bering Strait School District policies listed reflect the state's former state graduation testing requirement known as the High School Graduation Qualifying Exam (HSGQE) instead of the current state graduation testing requirement known as College and Career Ready Assessments (CCRA). The content of these board policies have been revised to meet current state graduation testing requirements.

A motion was made by Tia Wilson to approve the adoption of revised Board Policies BP 6146.1, BP 6146.3, BP 6146.4 and BP 6136.5. Sherman Richard seconded. Motion carried.

X. REPORTS

A. (BSSD Attorney Report)

B. AASB Report

Timi Tullis, AASB Director of Membership Services, presented to the Board. Ms. Tullis shared information regarding the strategic planning process for BSSD, particularly that it will include input from various community entities such as local tribes and corporations, AEC's, and other community partners. AASB plans to work with BSSD's AEC members on developing two or three goals for the District. An AEC workshop will be held in Unalakleet in January.

C. NACTEC Report

Dr. Doug Walrath presented to the Board. Dr. Walrath shared data that describes recent trends in BSSD and the students' attendance at NACTEC and the correlating graduation rates for BSSD students. Dr. Walrath noted that NACTEC experienced significant budget reductions. Dr. Walrath highlighted the Jr. High programs at NACTEC. He supports the continuation of these programs because these programs engage students in their education at a younger age, which encourages students to continue their education to graduation. He also supports the District considering utilizing the ANSEP program for students in middle school.

Jeanette Iya asked how the Board can support NACTEC. Dr. Walrath responded that providing support in Juneau is the best support the Board can give.

D. Lobbyist Report

John Walsh presented to the Board. Mr. Walsh shared personal experiences with NACTEC and he appreciates and supports NACTEC. Mr. Walsh acknowledged the financial constraints in Juneau and is committed to bringing factual information to encourage fiscal support from the State of Alaska. Mr. Walsh also stressed the significance of support from regional entities. Mr. Walsh described the circumstances surrounding the administration in Juneau, and explained some of the reasons why the legislature is taking more time to settle the budget, which impacts the funding and operations of school districts in Alaska.

E. AASB Climate Survey

Jenni Lefing presented to the Board. Ms. Lefing shared the results of the School Climate and Connectedness Survey. The survey measures how students and staff view their school climate and how connected students feel to adults and their peers. The goal is to improve community and school relationships. Ms. Lefing highlighted that there is a decline in risk/delinquent behaviors among the students in BSSD, and overall staff scored high in staff attitude. Staff rated “respectful climate” as the lowest, which means student-to-student interaction.

F. Capitol Projects Update

Sony Mashiana presented to the Board.

BSSD Schools

The students and community members of the Bering Strait School District are fortunate to have quality school facilities. This directs our department’s goals and focuses to quality maintenance and upgrades. All school buildings have unique concerns we focus on, however there are a few schools that require more attention, such as our relatively older schools in Gambell and Stebbins.

Listed are the BSSD schools that are currently receiving major maintenance and facilities upgrades:

St. Michael School

We had a significant maintenance accident at the Old School teacher housing in St. Michael. While filling the building’s interior furnace day-tank, the final fuel oil storage just before the boiler, the tank was overfilled with fuel oil. Our worker walked away from the tank while filling it; 50-100 gal were spilled inside the building. All of the teachers were temporarily moved out. The Coast Guard was notified and we initiated cleanup. Cleanup is now complete and an air quality test will be performed before the teachers move back in. Our carpenter, Chris Masters, and local help led the cleanup effort.

Elim

The new teacher housing is now complete. Both duplexes are occupied by teachers. These duplexes will satisfy our housing needs for years to come. The quality of construction by Congdon Construction is excellent, these duplexes will last for decades and be very easy to maintain and heat. As our AHFC required grant inspections are completed, we will close out this AHFC construction grant.

White Mountain

An extensive plumbing job by our BSSD plumber, Kirk Panzer, with help from Randal Hossman, was done this summer. The water supply and wastewater line from the BSSD duplex to the City’s main was replaced, the initial line was inadequate and continually freezing up.

Teller

Water tests in the Teller School were showing high levels of some metals, mainly copper, which can be potentially harmful. The tests from other points in the water system showed lower levels, which pointed to the schools plumbing. We had our district

plumber, Kirk Panzer, with help from John Kakaruk, replace the school water supply lines with new and safer “PEX” lines.

Shishmaref

Construction of the two new teacher housing duplexes is underway. This is an Alaska Housing Finance Corporation (AHFC) funded project. H-Construction is currently at the electrical and plumbing rough-in stage. The project is going as scheduled and inspections are showing quality work.

Wales

Construction is underway on the new Vocational/Tech Ed Classroom. This facility will allow students to participate in classes such as Mechanics, Welding and Carpentry. The building was mistakenly placed 25 feet east of the intended location, which was on a documented road easement. Because of this we temporarily stopped construction until the building could be moved to its intended location. Fortunately the mistake was caught early, which is allowing an easy correction. The contractors, Congdon Construction, should have this facility ready for second semester.

Savoonga

The Savoonga School has a new Vocational/Tech Ed student shop and vehicle garage under construction. This and the Wales shops were put out to bid following the April Board meeting, with Congdon Construction being awarded the contract. The student shop portion of this building will be set up and tooled to teach classes like Mechanics and Welding; the Savoonga School already has a woodworking shop.

Along with useful skills being taught in these facilities, we anticipate students developing interest in perusing careers in the trades.

Gambell

Gambell is also receiving a new Vocational/Tech Ed student shop. This shop is being built with a focus on Mechanics and Welding classes. Gambell has a woodshop in the main building. Congdon Construction set the foundation and the frame, however majority of the construction of the shop will be done in-house. William Soonagrook, John Lycan and another local carpenters will perform the bulk of the work.

BSSD has also started the process of repainting the exterior of the school. To do this correctly, we removed all the original siding screws and replaced them with stainless steel to rid the building of rust markings. This project was placed on hold as our District painter, Joe Gajdosik, announced his retirement.

Questions/Comments from the Board:

Frank Oxereok asked about the gravel pad – it needs water break. Mr. Mashiana assured that a water break is in the works.

Jeanette Iya inquired about the two old classrooms. It is slated to be configured into teacher housing.

There was also a question about the status of the District's electrician. Mr. Mashiana clarified that we have a contracted electrician working for BSSD. He is currently in Wales.

Dr. Bolen commented that he and Sony went to Brevig Mission and shared that the buildings in Brevig were moving along very well. Annie Weyiouanna commented as well and stated that the buildings look good.

G. Election Results – School Board & AEC

Gerald Pickner presented to the Board. Twenty-three AEC members were elected. We have one run-off election in Gambell.

Questions/Comments from the Board:

Jeanette Iya requested a correction be made to Savoonga's AEC list and amended Cora Iya's name.

Dr. Bolen asked about the vacancy in Diomedea. Mr. Pickner clarified that a member recently resigned and they were going to appoint a member to their AEC.

H. Personnel Report

Gerald Pickner presented to the Board. The District currently has five vacancies for certified staff. The Human Resource Department is going to a job fair after the Thanksgiving holiday in Madison, Wisconsin.

We are exploring the avenue of offering a local test to qualify classified candidates as highly qualified. We are hoping to make this part of the application process as it will qualify more folks for possible employment opportunities. This has been a problem in regards to the local hire option as federal guidelines and the state educational waiver require us to hire the highly qualified staff before we look at those that do not have the college degrees or college credits to achieve the HQ status. It also will give us an idea about who would best qualify for our substitute teaching positions.

District Evaluation Plan

We have made slight changes to the District's teacher evaluation program. We have forgone the three-year rollout plan and have implemented the full use of the Marzano/iObservation program in its entirety this year. We are putting added emphasis on the growth plan development of teachers and will use it in conjunction with identified weaknesses of each staff member if needed. Through the implementation and adoption of the Negotiated Agreement for Certified Staff we have committed to and are in the process of developing assessment systems that we will use to determine the data component of the evaluation program, which is mandated by the State Department of Education to be in place by August of 2016. We will have certified teachers, administrators, and district office staff involved in the development process. We have developed and implemented evaluation systems for our principals, itinerant staff, coordinators, technology personnel, and our counselors. We are working on an evaluation system that will be implemented for the classified staff also but will present it to the Board for approval, along with the updated classified handbook at a future board meeting.

District Policy Manual

Up to this point we have been looking at our personnel section of the current BSSD Policy Manual and find that there are a large number of either policies that need to be developed and added to the document or that we need to develop Administrative Regulations that will assist in the functioning of not only the Personnel Office but practicing principals and administrators currently in the district. As we identify and create these documents we will present them to the Policy Committee and to the full Board for approval in the appropriate manner.

Questions/Comments from the Board:

Tia Wilson asked if all employees undergo drug testing since we advertise that we are a “drug-free district.” Mr. Pickner commented that we do not have drug testing in our District at this point. He also noted that there are certain circumstances that could allow us to legally require drug testing. Dr. Bolen shared that he has more information in his Superintendent Report.

Annie Weyiouanna inquired about the locations of the District Maintenance position and the Technology position. Mr. Pickner shared that they are both based in Unalakleet. Ms. Weyiouanna also asked about the ECE position in Shishmaref. Mr. Pickner said we are still searching and that the school has been approved for a substitute in the meantime.

I. 1st Quarter Financial Report

Mark Vink presented to the Board. *See Attachment A.*

J. Alaska Measure of Progress (AMP) Update

Kristen Mashiana presented to the Board. *See Attachment B.*

Questions/Comments from the Board:

Tia Wilson asked what kinds of security controls are in place to ensure the tests are being taken appropriately. Ms. Mashiana ensured that the program has safeguards in place, i.e. frequent password changes and internal controls.

Jeanette Iya commented that some sites have issues with internet connectivity. Ms. Mashiana explained that each site has a trained tech liaison who ensures that all systems are operating and ready for testing. There are back-up plans if that happens. Each site also has caching servers that will alleviate situations in case the internet is not currently working.

K. Cultural Awareness, Art, & CTE Report

John Weemes presented to the Board.

Bilingual Bicultural -Professional Development

We continue to emphasize collaborative professional development opportunities for site instructors to gather together and learn from each other. Several specific opportunities such as CHAMPS training as well as culturally appropriate classroom structure and practice such as BREAL I & II is an ongoing priority.

-Curriculum Resources and Documentation

Numerous instructional resources, historical and recent, have been shared with staff. The gathering of information from sites and from the work done during professional development opportunities is ongoing. This expands the depth of documentation and honors the regional contribution of communities. An example is the current development of a Skin Sewing Resource Guide by pulling together components (lesson plans, student writings, photographs, Elder interviews, etc.) from around the region in a living document that will continually be expanded.

-Materials Support

The Curriculum and Instruction Department has addressed the need for an adequate supply of resources for meaningful instruction to occur. One support in place is the processing of site cultural materials requests through district level funding allocations. Another support is district wide distributions of consumable resources such as the recent transfer of a significant amount of fur for each site to support skin sewing instruction and curriculum development across the district.

Career and Technical Education

-Instructional Resources and Support

We have established a purchasing procedure with Alaska Industrial Hardware in order to streamline the ordering of equipment and materials needed at sites. This agreement with an Alaskan vendor allows us to leverage our collective purchasing power and access enhanced customer support. Our CTE Facilitator works individually with sites to address needs in facilities, staff and supplies. Also, the CTE Facilitator if requested offers collaborative support for site-specific CTE programming.

-Unmanned Aerial Systems (a.k.a. UAV or drone)

We are now utilizing Unmanned Aerial Systems in stand-alone instructional activities that address numerous focus industries in Alaska and beyond. Systemic inclusion of Unmanned Aerial Systems for the support and enhancement of all curricular and extracurricular programs as a lever for 21st century skill acquisition for all learners is an overarching goal of the Unmanned Aerial Systems Program in the Bering Strait School District.

-Focus Industry (maritime-construction-mining-gas/oil-education)

The Alaska Department of Labor and Workforce Development has identified several focus industries that represent the highest need/growth areas. We continue to analyze these trends and offer experiences in these areas for students. Aligning our current capacities with focus industries such as emphasizing aluminum fabrication and outboard repair (welding and small engines) for the marine industry is an ongoing effort. Activities that draw on multiple skills required to meet industry needs are offered to school sites such as a "Design and Build Challenge" (Can Crusher) that brings teams of students together to solve problems and share those solutions with other student teams as part of a collegial competition.

Fine and Performing Arts

-Content Integration

Our Arts integration Facilitator has developed numerous resources for site support. The BSSD Arts Page documents many of the facilitated or site based arts experiences for students and communities. The alignment of artful activities with our core programs is an ongoing focus and numerous instructional resources have been made available to schools.

-Teaching Artists

A teaching artist residency for all schools is a goal that will be met through the continuation of the ASCA-Artist in Schools program and through other residencies developed for sites individually. These residencies are intended to function not only as an access point for students but also as professional development for all instructional staff and as a tool for community engagement.

-Site Arts Liaisons

The support for arts integration into core content instruction and the facilitation of teaching artists residencies are primary functions of the site based Arts Liaison Program. Also, support for K-12 activities such as the ARTiculate Kits and the BSSD Visual Arts Curriculum are ongoing.

-Distance Delivery

In collaboration with the Alaska State Council on the Arts and “New Visions” partner districts, we are able to offer instruction through our VTC system and other digital meeting tools. The initial offering is a visual arts course in Painting. We will explore opportunities for the distance delivery of music instruction during the Spring Semester. Based on results and feedback we will explore other possibilities.

Media Center

-Media Services informational/instructional PD resources

We have greatly improved media access through Follett Destiny Library system that includes not only interactive access to all of our media content, but also direct access to our eBooks and digital audiobooks.

-Digital Museums

We are creating a regional digital museum with the use of touch tables destined to four sites as a pilot project. This project will be in collaboration with CTE and the bicultural staff.

-Non-Fiction and Alaska collection expansion (ELA Standards Shifts)

We are revitalizing our libraries by updating and expanding our nonfiction and Alaska collections. This multi-year project will focus on adding Cengage related titles mentioned in the Additional Resources sections of the literacy texts.

-eLearning access

We have expanded our eLearning and reference materials through the use of World Book Online, which spans K-12 and early college level. World Book provides easy access to primary source research materials, worldwide current events, and expanded access to WorldBook eBooks for k-12. These eBooks can be used district wide without checkout restrictions. eBooks and digital audiobooks purchased this school year are

focused on Battle of the Books selections. We now have roughly 1000 eBooks and 10 digital audiobooks.

Questions/Comments from the Board:

Frank Oxereok asked if the District has thought about having local hunters go out and collect the furs, skin it and dry it. Mr. Weemes commented that they have considered it and will do it if it is feasible.

Tia Wilson asked about the Student Spotlights to highlight graduates who have achieved positive things. Carolyn Heflin mentioned that she is working with people at Kawerak to get the Student Spotlights going again.

L. Superintendent Report

Curriculum Update

All sites are implementing the new math curriculum across the district. We have Eureka Math for our Pre-Kindergarten – 5th grade and Big Ideas Math for our 6th – 12th grade. All materials were delivered to all the sites last spring and stored for the start of the school year. This approach was successful in that all sites had all the required material for the start of the school year.

The new math curriculum was the focus for our all-staff in-service this past August where all teachers received two full days of training before returned to their site for the opening of school. Last month the District hosted its second all teacher in-service to assist the teachers and principals with further training on our new math curriculum.

Implementation ease across the district is varied by site. Overall the general consensus with the new curriculum is favorable across the district. Our district math facilitator, Mr. Jim Martin, has already visited 11 sites this school year to work with teachers and help them implement the curriculum.

REACH

REACH – Reaching Educational Achievement through Cultural Heritage is a partnership grant that was written to support K-6 science classrooms by providing materials, site-visits, professional development, and a set of supplemental and culturally relevant science lessons per grade level with heavy emphasis on climate change. This grant will end September 30, 2016. Over the last three years this partnership has provide over \$1,000,000 directly to BSSD schools in the form of materials and professional development. In the last three years this grant has served nearly 100 BSSD teachers.

REACH-UP

An extension of REACH, the REACH-UP grant was awarded to UAF. It is a three-year grant that BSSD and UAF will continue to partner to serve grades 7-12 with the development cultural relevant science curriculum, classroom materials, professional development, and site visits. An additional focus for this grant is to include students and local community leaders in the development of the science curriculum through participation in the culture camps and teacher gatherings each school year.

CHAMPS

The attached data is the most recent gathered by CHAMPS Liaisons regarding Ratios of Interactions. The data includes both “total interactions observed in a 10 minute period” and “Ratios of Interactions” data. This is really baseline data for the District with no second data set to compare it to, however, it will begin some productive conversations about the role our interactions play in engaging our students.

We have a few individual coaches who are amazing!!! Collectively, the Coaches are having a positive impact. The most common concern is having adequate coverage for them in order to be able to conduct the observations. (See attached).

Transition Camp

The annual Bering Strait School District Life Skills Transition Camp sponsored by the Special Education Department was held in Nome From September 21-25, 2015. 19 students, 10 teachers, and a service dog housed at NACTEC spent the week working on the following goals: learning to live independently/interdependently, accessing the community resources and local businesses, and learning about education opportunities, job-skills training, employment options, and self-advocacy in the workplace, contributing to the community through volunteering opportunities, participation in recreation and leisure activities to support social skill development.

Students planned, shopped for, and cooked meals, learned valuable money-management skills, and accessed the community by touring Norton Sound Health Corporation, Police station, Nome Volunteer Fire Department, Ambulance Corps, and RAVN Alaska.

Our students also completed daily jobs in the NACTEC house, visited the Nome Job center, visited Kawerak’s Vocational Rehabilitation, toured University of Alaska-Northwest Campus, participated in a disability awareness/self-advocacy dinner with Arctic Access, learned about mining and panned for gold at Alaska Gold Resort, and learned about other service jobs within the community.

The students learned valuable volunteering skills by shopping for canned goods to donate to the XYZ center, visiting elders, and working at the Nome Food Banks. Recreational opportunities allowed for students to participate in t-shirt making with Tundra Tees, art activities with BSSD’ art Liaison, Robin Child, touring Mariskya’s and Chulotka Alaska to learn about making and selling local crafts, a visit to Salmon Lake Campground, and enjoying a night on the town at the local movie theatre.

The students had a life-altering experience during this year’s Transition Camp. Students could be overheard saying, “We want to stay at NACTEC,” “We want to come back next year,” and “I will miss my friends and teachers.” This opportunity provided many real-world experiences for our students, and we look forward to sponsoring this week again next year.

Thank you for all of the Board’s support in the districts initiatives to create a meaningful educational experience for all our students. We are excited about all of our new teachers and members of our leadership team. We are certain that this will be a great year in the Bering Strait School District.

Drug Testing

There has been continued discussion regarding drug testing and at the last board meeting, it again was brought up in public comments. As a follow up to the inquiry, staff has created the following data.

There are three types of testing to consider:

1. One time testing for employment
2. Yearly Random Testing
3. Yearly random testing as well as testing for employability

Cost Factors: Testing will cost between \$60 and \$120 per test for an initial cost of \$34,000-\$65,000 with added costs for future testing needs.

A drug testing policy would need to be developed for adoption and the district would need to enter into negotiations with the teachers union to amend the negotiated agreement.

A more detailed analysis and break down is attached to this report.

Phi Delta Kappa

The following recommendations were made as part of the audit conducted in 2010. Per the Board's request up on my hire, an update is included. Following are each of the Board/Superintendent Recommendations and a status based on staff work over the first year of my Superintendency.

Recommendation #1: Adopt and Implement updated, revised, or new board policies or related administrative regulations to provide clear direction for educational programs and operational functions with an emphasis on integrating planning functions into board policy.

A new district school board policy manual was updated and approved in 2014. However, the policy is missing pages and specific information. It is very incomplete and difficult to decipher in current state. Further recommendation would be to entertain a Board Retreat to revisit critical policies.

Recommendation #2: Refocus the planning process to align all districts and school site-planning efforts to realize the strategic direction of the school district and to increase learning.

The strategic plan is expiring this school year. The future development of our next strategic plan is to establish the key stakeholder team and have the next plan crafted to be in effect by August 2016.

Recommendation #3: Create and implement a comprehensive curriculum management plan to provide system-wide direction for the design, delivery, monitoring, and evaluation of the curriculum.

BSSD has created a Curriculum Management Guide (updated in April 2015) that outlines the process for curriculum implementation.

Recommendation #4: Develop and implement high quality curriculum guides in core content areas for grades pre-kindergarten through 12. Provide a consistent format for curriculum guides to focus and coordinate teaching across the system. Deeply align curricula to increase student achievement on the state assessments.

Scope and Sequences for ELA, Social Studies, and science have been created and provided to all staff. Support resources have also been provided for all the teachers in the form of downloaded instructional material archived video tutorials, and pacing guides for all content areas.

Recommendation #5: Take immediate action steps to eliminate inequality of access to all educational programs and services for all students, and develop and implement policies that focus on systems activities to close the achievement gap.

BSSD is a full inclusion school district where students receiving special education services are mainstreamed into the general education classroom as much as possible. Student who are identified as being at risk academically and who are functioning at an instructional grade-level below their actual grade level are required to receive grade level instruction that is differentiated to meet their needs.

Recommendation #6: Design and implement a professional development plan to direct coordinated training in the essential competencies necessary for effective delivery of the written curriculum and institutionalization of best practice.

The BSSD professional development framework is comprehensive and includes multiple venues to ensure that our certified teachers, classified staff, and leadership have the necessary skill sets to successfully perform their duties. A general outline of professional development in Bering Strait School district is as follows:

All-Staff Training:

■ in the last two years BSSD brought all staff together twice a year as a measure to help the district with implementation of new curriculum.

New Teacher Training:

■ each year there is a new teacher in-service to indoctrinate new teachers to the district.

Cultural Training:

■ integrated into the new-teacher training. This school year we invited new teachers to participate in a cultural gathering at the Covenant Bible camp in UNK for cultural training (26 teachers participated).

■ new Alaska Cultural Standards implemented this year. All staff was trained.

POD Trainings:

■ district brings teachers from 3-4 sites together for curriculum and instruction training. Topics of the trainings are based on site need and district initiatives.

On-Site Training:

■ BSSD currently has 5 itinerant teachers that facilitate ELA,

Off-Site Training:

🏠 BSSD provides teachers with the opportunity to observe Math, Social Studies, Art, and Career and Tech Ed. Each facilitator travels to each of the villages to work with principals and teachers with curriculum implementation and classroom best practice with another teacher from another school who teaches the same content and grade level in action as a way to support the development of teacher pedagogy.

Recommendation #7: Develop and implement a comprehensive plan for student assessment that will provide meaningful data for decision making supporting improved student achievement. Develop system-wide formative assessment tools concurrently with curriculum. Require systematic evaluation of programs and interventions linking with evidence of student learning to provide feedback for decisions regarding their continuation, expansion, modification, or termination.

BSSD is currently in our 5th year of using our universal screener assessment system, AIMSweb, to identify the student at risk in the areas of reading and math for grades K-8. The process of benchmarking three times a year for both reading and math has been established. The district is focused on maintaining progress monitoring for each student identified as being at risk in reading and math. Currently this system is our only source of normative data as the statewide assessment system for all students has recently changed from Standards Based Assessment to Alaska Measurement of Progress. On-going professional development is being provided to principals and teachers in the area of formulating an instructional plan that tailors itself to serving specific student need in each school.

Recommendation #8: Develop and implement a three-year plan that fully aligns district resources to curricular goals and strategic priorities and that includes systematic cost-benefit analyses to assure that expenditures are producing desired results and are directed to the areas of greatest need.

In the last three years the district has aligned its curriculum to the new (2012) Alaska State Standards for English Language Arts (ELA) and Mathematics.

🏠 School year 2013-2014:

- ❖ Implement new ELA and Math standards
- ❖ Audit ELA curriculum for standards alignment
- ❖ Adopt National Geographic-Cengage Curriculum for Grades K-8

🏠 School year 2014-2015:

- ❖ Implement new ELA curriculum district-wide
- ❖ Audit math curriculum K-12 for standard alignment
- ❖ Adopt new PK-12 math curriculum
- ❖ Enhance High School ELA Curriculum to meet the rigor of new standards

🏠 School year 2015-2016

- ❖ Implement new math curriculum district wide
- ❖ Enhance Science and Social Studies Curriculum programs with instructional tools

Recommendation #9: Add a strategy 6 and related steps to the District's Strategic Plan that resolves the teacher-housing crisis.

For the past several years the district has focused each summer season to constructing new teacher quarters in Shishmaref, Stebbins, St. Michael, Gambell, Savoonga, Elim, Teller, and Brevig Mission.

Questions/Comments from the Board:

Tia Wilson asked about the procedures the District has in place for guarding against drug use among District employees and the current drug policies the District has in place for drug testing. Dr. Bolen commented that tests can be conducted on an “as needed” basis if there is overt suspicion. He also noted that there are policies set in place in the Negotiated Agreement with the BSEA, and these are in effect until 2018.

Aurora Johnson suggested that the District work with Norton Sound Health Corporation to conduct drug testing for employees. She encouraged the Policy Committee to work with Saul Friedman to do some research on creating a policy on drug testing.

Dr. Bolen handed out information on the regional basketball tournament and asked that all Board members review it as the year progresses.

XI. AEC Minutes

The Board reviewed the AEC minutes.

XII. Public Comments

Jeanette Iya requested that the District consider adding another teacher aide to the Savoonga school.

Joe Murray commented that the Board reduce executive sessions. Mr. Murray shared that there is a proper protocol for the use of executive sessions.

Tia Wilson suggested that the Board consider having a Parliamentarian to keep the Board on track.

Irene Navarro commented that she received an unsigned letter addressed to the Board. She also mentioned that the school and the community of Golovin is experiencing increased bullying.

Aurora Johnson mentioned that [Unalakleet School] just held parent-teacher conferences and she has heard positive remarks about the new math curriculum.

XIII. Date, Time, & Location of Next Meeting

The next meeting is scheduled for February 2, 2016 in Elim, AK and in Koyuk, AK.

XIV. Adjournment

Frank Oxereok moved for the adjournment of the 206th Regular Session at 4:13pm. Sherman Richard seconded. Motion carried.