

MINUTES OF THE ANCHORAGE SCHOOL BOARD  
REGULAR MEETING OF OCTOBER 24, 2005

The Anchorage School Board met in Regular Session on Monday, October 24, 2005, at 6:30 p.m. in the Board Room, at the Anchorage School District Administration Building. President, Jeff Friedman, presided.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE, Jeff Friedman Presiding

Board Members Present: Tim Steele, John Steiner, Jeff Friedman, Jake Metcalfe, and Macon Roberts, and Crystal Kennedy (by phone).

Board Members Excused: Mary Marks

Others Present: Jan Christensen, Leslie Vandergaw, Michael Henry, Enid Hunter, Patricia McRea, Jerry Sjolander, Eric Tollefsen, Larry Wiget, Janet Stokesbary, George Vakalis, Ray Amsden, Pam Chenier, Mark Standley, Stan Syta, Michelle Egan, Rhonda Gardner, Laurel Vorachek, Ralph Feriani, LTC David Jones, William Johnson, Johanna Lee, the press, and other interested people.

B. APPROVAL OF AGENDA

Mr. Friedman noted that there was an addendum to the Personnel Report and requested that Memoranda #81 and # 84 be pulled for discussion. Mr. Steiner requested that Memorandum # 64 be pulled for discussion.

The agenda was unanimously approved as amended.

C. ANNOUNCEMENTS

Ms. Comeau announced that Winterberry Charter School received a Conditional Letter of Occupancy and opened today in their downtown location.

Ms. Comeau also announced that the District kicked off Red Ribbon Week today with an assembly at Polaris School in their newly renovated building. She was hopeful that, in conjunction with this celebration, parents and students will discuss the history of Red Ribbon Week and the importance of making healthy choices. She also noted that last week was Bus Safety Week and thanked the bus drivers for the wonderful work that they do in getting our students safely to and from school.

D. AWARDS/RECOGNITIONS/PRESENTATIONS

ASD Memorandum #73 - Recognition for 2005 H.U.G.S.S. AND Coats for Kids

Mr. Steiner read the Recognition for the 2005 H.U.G.S.S. and Coats for Kids Campaign. The School Board recognized Catholic Social Services, the Salvation Army, Lutheran Social Services, Mt. View Boys and Girls Club and Barb Dexter for their continued dedication and efforts put forth to make both the H.U.G.S.S. and Coats for Kids projects truly successful programs for all involved.

ASD Memorandum #46 - East High School - Personalizing Education

Mr. Mike Henry, Director of High Schools introduced Mr. Graham, East High School Principal, noting that East High School is the largest High School in Alaska and, as such, faces a significant challenge trying to personalize education for their students. Mr. Graham reviewed efforts made over the last four years to restructure East High into Small Learning Communities (Houses). To take that a step further, the faculty and staff have developed an Advisory which will insure that every student will have one advocate on the faculty that students can know and see on a regular basis. These Advisories have been established by house and by grade in such a way that equates to approximately one teacher to every 15 students. That faculty member will follow the student through their freshman, sophomore and junior years. Counselors will work with all seniors as one large group during the designated Advisory times. The goal of the Advisory is to be able to monitor and assist students in their academic pursuits.

Ms. Trudy Keller, an English and Career Technology teacher at East High School, explained that curriculum development for the Advisory is a work in progress. She noted that the curriculum looks different at each of the different grade levels. There are approximately thirty lessons for teachers to follow, including topics such as stress management and conflict resolution. Mr. Graham noted that this whole process has been driven by the teachers. He explained how the class schedule has been arranged to allow for a weekly meeting of the Advisory without losing any instructional time. The decision was made to incorporate a modified block schedule with six classes on Mondays and Fridays and a rotating block of four classes on Tuesdays, Wednesdays and Thursdays. One challenge for the teachers is how to shift their lesson plans from a 53 minute class period to an 82 minute class. Ms. Jan Slattery, Mathematics

teacher at East High School, briefly reviewed how the Mathematics Department is using this change as an opportunity to re-align lessons around the standards. She also felt positively about how a longer class period would allow the teacher to introduce a topic, have the students work with the subject and then discuss what they learned, all during one class period. Mr. Graham further noted that the new schedule is set to begin next week.

Mr. Roberts was interested to know how the Advisory will assist the students in establishing career goals and direction. Ms. Keller explained that the 10<sup>th</sup> and 11<sup>th</sup> grade curriculum really works a great deal on post-high school opportunities and choices.

Mr. Steiner questioned how East was able to get student-to-advisor ratio down. Mr. Graham explained that they were able to reach the 15 to 1 student/teacher ratio by having counselors work with the entire Senior class as one big group. In response to an additional question from Mr. Steiner, it was explained that each faculty member would stay with their advisory group as the students moved through the first three years of high school and would teach a different curriculum each year.

Ms. Comeau asked how this program will work for the students attending the King Career Center. Mr. Graham noted that it works for those students who attend KCC in the afternoon. He noted that the Juniors and Seniors who are attending KCC could not be part of an Advisory but, when they return to East, either at semester or for their Senior year they will be able to step into the program.

Mr. Friedman noted that he had recently attended a conference where the importance of connecting students with adults in small group settings in order to make them feel part of the education community was discussed. Ms. Comeau noted that this is truly the direction schools are moving around the country. She believes that anything we can do to help personalize the ninth grade will make significant impact on giving students a successful beginning. She also felt that developing lesson plans which are in alignment with standards and grade level expectations will help make sure that the students are given the best opportunity for success.

Mr. Steele voiced some concern as to how we will be able to measure the success of the program. Mr. Graham explained that over the past 3 years, through the Smaller Learning Communities Grant, statistics have been kept on a number of items including attendance, number of failures,

involvement in extra curricular activities, the number of students in Advanced Placement classes and suspensions. All of these indicators are moving in a positive direction. Mr. Graham assured the Board that they will continue to assess and monitor the program.

E. SPECIAL ADVISORY REPORTS

1. Student Advisory Board

Mr. Feriani reported that the Student Advisory Board met today at the King Career Center. Elections were held for President and Vice-President. Mr. Feriani reported that he had attended the Alaska Association of Student Governments conference a couple of weeks ago and indicated that the program was very informative. Mr. Metcalfe asked whether the AASG had passed any resolutions at their state meeting and whether any of them dealt with education financing. Mr. Feriani noted that the group was able to address 12 of 31 resolutions presented. One of those resolutions was to lobby the Legislature for additional funding for education. An overview of the AASG resolutions will be presented to the Board at a future meeting.

2. Military Delegate

LTC Jones extended greetings Lt. Gen. Frazier, the new Commander of Alaska Command. LTC Jones explained that we have somewhere in excess of 500 students in the District who are affected by military deployments right now. He anticipated that those numbers will remain at that level or higher over the next year. He asked that the Board and the Administration to remind teachers and counselors to watch for signs of problems and let the military community know if issues related to deployments are identified that might be causing problems or hampering the students' education. In light of upcoming Parent Teacher Conferences, Ms. Comeau asked LTC Jones to encourage military families to be very candid with teachers and counselors about this issue.

3. M.E.C.C.

Mr. Johnson reported that MECC held their last meeting on October 20, 2005. The meeting was used to conduct administrative

items for current and newly appointed members and to establish broad goals for each sub-committee. MECC plans to hold both a work session and a retreat prior to the next Board meeting. Mr. Johnson shared the appreciation of MECC members for having received a copy of the Profiles of Performance. Mr. Johnson encouraged parents, students and community members to attend one of the upcoming budget development town meetings.

Mr. Johnson reported that the next meeting of the MECC is scheduled for November 17<sup>th</sup> at 12:00 noon in Room 322 of the Administration Building. As always, the public is welcome.

Mr. Steele thanked Mr. Johnson for the additional information about the history of MECC provided to the Board.

#### F. PUBLIC TESTIMONY

Mr. Friedman called for Public Testimony regarding upcoming contract negotiations for the Bus Driver and the Food Service units.

Mr. Dale Miller, Teamsters business representative, noted that they are looking forward to the upcoming negotiations. They are planning on using an interest-base bargaining style, which worked very well with the maintenance contract. He looked forward to spirited and fruitful negotiations. He was confident that the District values its employees and did not anticipate any issues that would cause a stumbling block.

Mr. Dan Loring spoke on the issue of parent monitors on school buses. He asked the Board to consider creating work rules that allow monitors to assist drivers on certain bus routes. Mr. Loring indicated that he had requested information on this topic and had not yet received a response. Ms. Comeau noted that information had been compiled in response to Mr. Loring's request and that it was her understanding that it had been distributed. The packet of information will be re-sent to Mr. Loring and Board members tomorrow.

#### G. PERSONS TO BE HEARD NON-AGENDA ITEMS

Barbara Nagengast, Principal at Springhill Elementary School and President of Alaska Association of Elementary School Principals, was present to give an update on the state of the Principalship in Alaska. Ms. Nagengast noted that Anchorage Principals were well represented at the

recent Annual Fall Principals Conference here in Anchorage and voiced her appreciation for the support and leadership within the District. She reported that the Presidents of both the National Association of Elementary School Principals and the National Association of Secondary School Principals attended the Alaska State Conference. She shared that both of these national leaders praised the quality of the conference. Ms. Nagengast was proud to announce that Ed Scherer, Homestead Elementary, was our National Distinguished Principal, recognized by the National Association of Elementary School Principals. She was also pleased to announce that Mike Graham, East High School, was recognized as the Alaska Principal of the Year and is now one of the top three principals competing for the Secondary Principal of the Year at the National level.

Ms. Nagengast reported that the statewide organizations have been working with our legislators at both the state and national level and will continue to do so. Joint resolutions were passed at the recent conference that support a number of items including funding for public education, funding to address the high cost of intensive needs Special Education students, full funding for the TRS/PERS, supporting work force development, and monetary relief to address the high cost of energy as associated with our schools. These joint resolutions will be taken forward under the umbrella of the Alaska Council of School Administrators to both Juneau and Washington, DC.

Mr. Steele thanked Ms. Nagengast for the work done by her organization and requested copies of their resolutions as soon as they are available.

Dan Loring voiced his support of the East High School restructuring. He particularly appreciated the fact that it is teacher driven and does not require new money. He is encouraged to see teachers looking at ways to better educate our students within our current budget. In his mind the realignment of the math curriculum with state standards begs the question: why aren't all of our classes aligned toward state standards? He encouraged the Board to take a look at all of our schools and not wait until the teachers step up to drive efforts in this direction. Mr. Friedman explained that there are efforts similar to the one at East High School, which modifies programs to make them more personal, being made at each of the District's high schools.

Mr. Loring also spoke on the Board Policy on Drug and Alcohol Abuse, in relation to a recent DUI incident involving a Board member. He voiced his opinion that the situation was of a personal nature, that everyone

makes mistakes, and that the member in question should not be under any pressure to resign. In light of this and other incidents involving ASD staff he encouraged the Board to review their Drug and Alcohol Policy in order to take a more supportive stance.

H. CONSENT AGENDA

Consent Agenda is attached. **All attachments referred to in memoranda Recommendations are on file in the Superintendent's office.**

1. Approval of Minutes:

a. Special Meeting - September 26, 2005 4:30 p.m.

2. ASD Memorandum # 77 - Comprehensive Annual Financial Report Fiscal Year 2004-2005

It is the Administration's recommendation that the School Board approve the Comprehensive Annual Financial Report for the fiscal year ended June 30, 2005 and authorize the Superintendent to forward this report to the Commissioner of Education, State of Alaska, and the Anchorage Assembly.

3. ASD Memorandum # 81 - School Board Goals FY 2005-2006

It is the Administration's recommendation that the School Board approve and adopt the Anchorage School District Mission Statement and Goals as shown in Attachment A. For comparison purposes, the Goals for 2004-2005 are shown in Attachment B.

4. ASD Memorandum # 75 - Sale of Surplus Property

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to dispose of the listed surplus property by sealed bid sale or public auction in accordance with School Board policy section 732.1. Prior to the sale, these assets will be offered to the Municipality of Anchorage for extended public use.

5. ASD Memorandum # 84 - 2006 Legislative Priorities

It is the Administration's recommendation that the School Board approve the 2006 Anchorage School District Legislative Priorities. (Attachment A).

6. ASD Memorandum # 93 - Approval of MECC Name Change

It is the Administration's recommendation that the School Board review and approve the Minority Education Concerns Committee's name change from Minority Education Concerns Committee to Minority Education Concerns Advisory Committee.

7. ASD Memorandum # 64 - School Board Policy Revisions: Appendix A Student Rights and Responsibilities 14 Drugs and Alcohol (b) (First Reading)

It is the Administration's recommendation that the School Board adopt on First Reading the recommended policy changes for School Board Policy -Appendix A - Student Rights and Responsibilities - 14. Drugs and Alcohol (b).

8. ASD Memorandum # 61 - School Board Policy Revisions: Section 165.2 Regular Meetings (Second Reading)

It is the Administration's recommendation that the School Board approve on Second Reading the recommended policy change for School Board Policy 165.2 Regular Meetings.

9. ASD Memorandum # 62 - School Board Policy Revisions: Section 343.34 (h) Directory Information (Second Reading)

It is the Administration's recommendation that the School Board approve on Second Reading the recommended policy change for School Board Policy 343.4(h) - Directory Information.

10. ASD Memorandum # 78 - Acceptance of Grant Award: PALS Literacy and Libraries Project

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept a grant award in the amount of \$37,225 from the Alaska Department of Education and Early Development's Interlibrary Cooperation Grant Program for Willow Crest Elementary School.

11. ASD Memorandum # 92 - Acceptance of Continuation Grant Award: Project MIR - Mission is Russian

It is the Administration's recommendation that the School Board

approve and authorize the Superintendent to accept a continuation grant from the U. S. Department of Education's Foreign Language Assistance Program, in the amount of \$174,982. The project will implement the third year of the K-6 Russian Partial Immersion program at Turnagain Elementary School.

12. ASD Memorandum # 67 - Award of Contract: Pupil Transportation Services

It is recommended that the School Board accept the "All or None" Pupil Transportation Bid and authorized reimbursement for attendant and monitor salaries in Service Areas III, IV, V, VI and VII from First Student, Inc. for the daily rates as shown on the attached Tabulation of Bids for the five-year period (2006-2011).

13. ASD Memorandum # 49 - Award of Contract: Arctic Grade Diesel Fuel

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract to Suburban Propane as shown on the attached Tabulation of Bids for furnishing Arctic Grade Diesel Fuel (Attachment A) in an estimated amount not to exceed \$294,385 for a one-year period with an option to renew for an additional three (3) one-year periods.

14. ASD Memorandum # 79 - Personnel Report

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

ACTION:

Moved by: John Steiner  
seconded by: Macon Roberts

To approve the Minutes of the Special Meeting, September 26, 2005, and ASD Memoranda #77, #75, #93, #61, #62, #78, #92, #67, #49, and #79.

VOTE:

Ayes: Steele, Friedman, Steiner,  
Metcalf, Roberts

Nays: None

Absent: Marks, Kennedy

MOTION PASSED

Mr. Friedman called for a brief recess to connect with Crystal Kennedy via telephone. The Board remained in recess for approximately three minutes.

ASD Memorandum # 81 - School Board Goals FY 2005-2006

It is the Administration's recommendation that the School Board approve and adopt the Anchorage School District Mission Statement and Goals as shown in Attachment A. For comparison purposes, the Goals for 2004-2005 are shown in Attachment B.

ACTION:

Moved by: John Steiner	To approve ASD Memorandum #81,
seconded by: Macon Roberts	School Board Goals FY 2005-2006.

Carol Comeau explained that the Board Goals and indicators were developed through the Instructional Division. She noted that, given how diverse the District is becoming and looking at our EEO statistics over the last year, she had requested that a goal be developed that would focus on the issue of diversity in a very direct way. The Administration felt that it was time to bring the issue to a higher level. She noted that the District has worked very hard to recruit the most diverse and qualified staff possible, but that we have not been as successful as we need to be. She also noted that feedback from the community indicates frustration with the lack of diversity, particularly in the teacher, principal and other administrator ranks both in the schools and at the central office. This mission statement addressing Diversity in the Workforce was added to clearly reflect the District's to improvement in this area.

Ms. Comeau also drew the Board's attention to the Customer Service and Satisfaction Goal (#7). She noted that, through staff questionnaires and a number of community meetings, she has recognized a sense that our schools and departments are not always customer or user friendly and that we need to do better.

Ms. Christensen reported that she had met with Ms. Gardner, Ms. Podvin and Ms. Vorachek to review items discussed during the presentation of the Profiles of Performance at the last Board meeting in order to be able to address some of those issues in the goals. They have also met with the Instructional Team to review the goals to see how they fit with the District's Six-Year Plan.

Ms. Gardner reviewed the proposed School Board Goals for FY 2005-2006. Under measurable achievement goals, Goal #1 has not changed however there are some changes in the indicators for that goal. Indicator (a), the percentage of students scoring not proficient in language arts and math, will be reported the same as last year but it has been rephrased for clarification. Indicators (b) and (c) are new indicators which look at individual grade levels, three through nine, on the Alaska Standards Based Assessment (SBA) and indicate annual targets for improvement. Indicator (d) is a new goal added in response to the results of the last Profile where there was concern raised regarding eighth grade math. The indicator looks at how the same cohort of students perform from seventh to eighth grade, rather than looking at this year's eighth graders compared to last year's eighth graders. Indicator (e) is another new goal which addresses the significance of the closing of the achievement gap. Indicator (f) is new goal added in response to concerns related to writing convention. The indicator drills down in the writing specifically to the standards related to conventions and revision.

Goal #2 is the same goal as in previous years. Ms. Gardner noted the desire to keep the focus on reading independently by third grade so no changes were made other than looking for improvement year-to-year rather than every two years.

Goal #3 has to do with accelerated course work. There was discussion at the Profiles meeting regarding the concern with advanced proficiency status on the SBA being used as an indicator. Indicator (a) focuses on Algebra I in eighth grade. This indicator was changed such that we are looking for students to successfully complete Algebra I in eighth grade or earlier. The current reporting mechanism misses eighth grade students who are in Geometry. Indicator (b) asks that students continue into higher math in the ninth grade, either Geometry or Algebra II. Ms. Comeau clarified Goal 3(a), stating that we are not aiming for a "C". However, two years ago the Board asked that we not give credence to students who earned "D"s just because it is a passing grade. She wanted to be very clear that we are looking at "C"s as the low end of success.

Goal #4 has to do with the Dropout Rate, which is the same goal we have had in years passed but, at the request of the Director of High School Education, we have added that this be reported by each individual school. In the past we have only reported the District rate. Ms. Gardner also directed attention to the process directions on this Goal, noting that the

reasons reported for dropping-out will be reported so that we have a clearer picture of what is happening.

The only change to Goal #5, Graduation Rate, is that it now indicates that the results will be reported both at the District level and at each school. Ms. Gardner noted that the "by school" information had been provided in the past but it is now clearly indicated in the goal.

Ms. Gardner reported that two indicators have been added to Goal #6, which deals with higher level course work. She explained that, while not directly related to higher level course work, there is correlation between success on the indicated tests and higher level course work. Therefore, with Indicator (a) we are seeking to increase the percent of students scoring in the fourth quartile on the TerraNova CAT/6, a national normed exam. Indicator (b) is looking at issue of participation, seeking to increase the number of students taking the PSAT. The PSAT is an excellent resource for counselors and teachers to use when making recommendations for accelerated coursework to students who may not have made that choice on their own. Indicator (c) has not changed.

Ms. Kennedy questioned whether Indicator 1 (f), the cohort comparison on writing content, was added to try to address the fact that we need more attention paid to middle school spelling and grammar. Ms. Comeau responded that, while it was added for that purpose, it does not just address the middle schools. We are looking at fifth, seventh and ninth grades in order to capture information from elementary, middle and high schools.

Mr. Steele questioned whether we are going to start giving benchmark standardized tests to tenth graders or will we be using the first taking of the HSGQE to determine adequacy. Ms. Christensen explained that beginning this spring tenth graders will be taking the Standards Based Assessment which will be imbedded into the HSGQE. Ms. Comeau added that parents will get two scores, the exit exam score and the SBA score.

Mr. Steele asked for clarification on Indicator 3 (b) which seems to imply that students earning a "C" in Algebra I would not continue to be tracked. Ms. Christensen explained that sometimes a "C" in Algebra I indicates inadequate mastery of the subject matter for the student to be successful in Geometry or Algebra II. It would very much depend on the student, the parent and the teacher's recommendation. She noted that they wrestled with this indicator but believe that expecting 100% of students with a "C" or above to continue on an accelerated math track would not be realistic.

In relation to the dropout rate, Mr. Steele noted that our numbers are incomplete because we don't pick up summer graduates or those returning for a fifth year. Ms. Gardner clarified that fifth-year seniors are not included in the dropout rate. However, in the graduation rate calculations they are picked up in the denominator, in effect counting as a dropout until they graduate. She noted that the state is waiting for an announcement from the US DOE on a change in the graduation rate formula that would help rectify this discrepancy. Ms. Comeau also noted that Indicator 4(a) also seeks to find out where the students are going if they do, in fact, drop out. She also noted that, in Alaska, home schooling is considered dropout, which is very frustrating. Mr. Steele also noted that the students who graduate at the end of the summer are not picked up in the graduation rate. Ms. Comeau noted that those students are picked up the next year. Mr. Steiner clarified that if summer graduates count in next years' graduation numbers it would artificial raise next years' rate. However, if you have a fairly consistent number of summer graduates year to year it would even out over time. Ms. Christensen agreed that this is true.

Mr. Steiner voiced his appreciation for how well the Division of Instruction has incorporated the Board's questions and concerns into their goals and identified how to measure them. He noted that Goal 1 (d) indicates that we are looking for a "greater" percentage without any specific value. He wondered if this is because of the need to establish a baseline before deciding what target numbers to use. Ms. Gardner agreed that, because a cohort comparison has not been done before, we need to establish a baseline to provide direction on how to proceed.

Mr. Steiner asked for clarification on Goal 1 (e) which looks for a "significant" decrease in the achievement gap. Ms. Podvin noted that significance was determined by using the 2003-2004 rates and comparing them to 2004-2005. The Gap between each of the ethnic groups and the Caucasian group was calculated and then statistical tests were run to see if that gap was significant between the two years. Mr. Steiner was pleased to know that these numbers are mathematically founded and are statistically significant. Mr. Friedman clarified that real numbers, i.e. 10%, may be statistically significant one year and not the next, so it is more important that we have a true and meaningful increase regardless of the percentage.

Mr. Steiner suggested, on Goal 5, that it would be more beneficial to reduce the number of students who do not graduate rather than

increasing the number that do. He explained that if you have a school with a high graduation rate, increasing it by 5% would be a more difficult task and not as urgent as a school with a lower graduation rate. He felt that this goal would be more meaningful and easier to understand if the goal indicated the “failure to graduate” number as measured in those who do graduate. Ms. Christensen noted that she understood Mr. Steiner’s concern particularly in light of the fact that separate figures will now be reported for each school. She agreed that there are some schools with fairly high graduation rates where success will be more of a challenge the way the goal is currently worded. Ms. Podvin requested that this goal remain straightforward as presented this year in order to provide baseline data. One of the reasons she hesitated to make changes at this time is because of the possibility of a new graduation rate calculation. She suggested that an additional indicator could be added to the goal this year that would allow the results to be looked at in both ways.

Mr. Steiner also suggested that the language in Goal 1(a) could use some clarification along those same lines. He suggested a simple change to “The percentage of student scoring not proficient in language arts and math will decrease by 10 percent in each AYP-designated student group as reflected in the percentage proficient or above.” He went on to suggest changing the wording of the example to read....Therefore, the target will be met if the percent not proficient is reduced to 10.98 and the percent proficient or above increased to 89.02 percent. By doing so, the measurement standard would be based on the not proficient figure but the target number would be proficient figure. Ms. Gardner reported that Indicator 1 (a) is the same language as in the Safe Harbor. She and Ms. Comeau explained the importance of keeping the language consistent.

Reviewing Goal 1(f), Mr. Friedman noted that it should be clear to everyone that, even though we are measuring and reporting in the fifth, seventh, and ninth grades, in order to meet those goals efforts need to start in kindergarten and continue through the ninth grade. So, this is not just a fifth grade teacher’s goal, it is a District goal. Ms. Comeau noted that this is an issue that has been discussed for many months. The efforts to reach this goal start early and, as long as the target is clearly defined, the grade level expectations can be taught in a consistent way throughout the student’s academic career.

Mr. Metcalfe applauded the District for adding Work Force Diversity to the goals. He wondered if there was a plan in place as to how this would be measured. Ms. Comeau explained that, once the Board has approved the goal as written, she will request the team to write a five-year action plan. That plan will come back to the Board for review. The plan will be a

significant, year-round recruitment and retention outreach, trying to build in some of the things picked up from the recent Council of Great City Schools conference about what other districts are doing. She indicated that they wanted to make sure that the Board was comfortable with the goal first and then they will begin working on an action plan.

In a follow-up, Mr. Metcalfe referred to a Curriculum Audit done several years ago which indicated that the Advanced Placement and Gifted Programs did not reflect the percentage of minority students that were part of the School District. At that time Dr. English, the gentleman who conducted the audit, commented to the Board that there was no reason the number of students in gifted programs shouldn't reflect the percentage of students of that ethnic group in the District. Mr. Metcalfe felt that the issue is very important as it goes to the diversity of the District and reflects what ought to be. Ms. Comeau noted that minority representation in the Gifted Program was part of the Profile of Performance discussion and Ms. Christensen added that it is also part of the Six-Year Plan. Ms. Christensen reported that there has been an increase in the diversity of students in the Gifted Program. She also noted that in Goal 6 (c) of the Board Goals we do look at the number of each AYP designated group and how they are doing with AP courses, which was reported in the Profile. Last spring the Board adopted the Culturally Responsive Plan which is embedded in what we are doing throughout the District in terms of diversity and increasing achievement for all student groups.

Mr. Metcalfe addressed Goal 7 (a) which indicates that the 2005-2006 data will establish the baseline. He questioned whether the baseline will guide how we improve in that category. Ms. Comeau explained that the baseline will establish "what is" in the various areas. If the baseline is not good, we will know that we need to develop plans in that area. If the results indicate that we are doing well, we will look at ways to replicate those practices. The goal is to really analyze what we get this year and to use those results as a baseline to develop future plans and training.

Mr. Steele indicated that he really likes both the Diversity and Customer Service goals. He requested some clarification on Goal 1(e) with regard to measuring the achievement gap in comparison to the Caucasian group. The assumption is that the Caucasian group is the highest achieving group and he wondered whether that is always the case. Ms. Comeau explained that the Caucasian group, both here and at the national level, is the highest achieving group in every sub-category in every area. Mr. Steele questioned whether we had to use the term "Caucasian" rather the term "highest achieving". Ms. Comeau indicated that, while we can

modify the language of the indicator, the current wording is consistent with NCLB. Ms. Gardner further clarified that the national discussion of achievement gap indicates, by definition, the Caucasian group compared to the other groups.

Ms. Kennedy recognized that the staff and the Board have worked very hard to address the issue of staff diversity. She noted that on the statement listed as the third bullet under "Supportive and Effective Learning Environment", it is very important to indicate understanding of the difference a more diverse staff makes to our diverse student population. She voiced her concern that the statement, as it is written, seems to apply only to highly qualified staff. She suggested changing the wording of the underlined portion of the phrase to read "with an emphasis on improving staff diversity to better reflect our student body". She felt that this change would clarify the direction without losing sight of the fact that we are working on the highly qualified staff issue, as well as the diversity issue. Ms. Comeau responded that there would be no objection to this clarification. She commented that Ms. Kennedy's language is clearer and directs to both issues, which is the intent.

AMMENDMENT:

Moved by: Crystal Kennedy  
seconded by: John Steiner

To amend the wording of the underlined portion of the third bulleted phrase under Supportive and Effective Learning Environment to read "with an emphasis on improving staff diversity to better reflect our student body".

VOTE on Amendment:

Ayes: Steele, Friedman, Steiner,  
Metcalf, Roberts, Kennedy

Nays: None

Absent: Marks

MOTION PASSED

Ms. Kennedy voiced her appreciation for the work done to develop these goals and indicators. She acknowledged the amount of thought that went into making the indicators more meaningful and to help us come up with clear targets.

Mr. Roberts echoed Ms. Kennedy's comments. He indicated that, regarding diversity, he would like to see efforts made in promoting current staff, not just in recruiting new staff. Ms. Christensen noted that the intention is to address those efforts as part of the five-year plan mentioned earlier. Ms. Comeau indicated that the administration is very cognizant of the need to address both promotion and recruitment.

Mr. Friedman noted that, without objection, an editorial change would be made in the numbering sequence of the Board Goals.

Mr. Steiner noted specific appreciation that the recommendations reflect an embracing of measurable goals. He felt that these goals should lay to rest any notion that the District is afraid to be held accountable, because the proposed new indicators are measurable and reflect an effort to strengthen student performance.

VOTE:

Ayes: Steele, Friedman, Steiner,  
Metcalf, Roberts, Kennedy

Nays: None

Absent: Marks

MOTION PASSED

ASD Memorandum # 84 - 2006 Legislative Priorities

It is the Administration's recommendation that the School Board approve the 2006 Anchorage School District Legislative Priorities.

ACTION:

Moved by: Tim Steele  
seconded by: Macon Roberts

To approve ASD Memorandum #84, the 2006 Anchorage School District Legislative Priorities.

Mr. Steele thanked the Legislative Committee and Mr. Larry Wiget who worked so hard on these priorities. He indicated his belief that they reflect the items that are of most concern to us. Obviously the funding is a big issue again this year.

On the Debt Reimbursement section the Governor's Office is referred to in two different places. Mr. Metcalfe noted that these are Legislative priorities and, although the Governor's Office sets and requests budget items, it is not part of the Legislative branch. He believed that, if we are

going to request that the Governor do something, it ought to be done in a separate letter. Mr. Steele indicated that Mr. Metcalfe is technically correct but that the Governor is part of the process in terms of submitting the budget and often what he submits dictates the starting point, which is why we included the Governor in the document. In fact, referring to Debt Reimbursement, it was the Governor's Office that proposed the cuts made to that program two years ago. While the Governor is not technically part of the Legislature or, you could argue, part of the Legislative process Mr. Steele thinks that the impact the Governor's Office has is an important factor to consider. In regards to this issue, Mr. Friedman believed that we should be consistent, either including the Governor's Office in all of the funding requests or none. Mr. Metcalfe felt that it would not be a bad idea for the Legislative Committee to write to the Governor's Office, but that references to that office should be removed from these priorities.

AMENDMENT:

Moved by: Jake Metcalfe  
seconded by: Macon Roberts

To strike the words "and the  
Governors Office" from both  
paragraphs under Debt  
Reimbursement.

Mr. Metcalfe explained that he believes it is a good idea to communicate with the Governor's Office and let the Governor know what we think he ought to do, noting that it is the Governor's role to be a leader with the Legislature and to tell the Legislature what he thinks the budget needs to be. He also believes that we should tell the Legislature what we think they ought to do. However, he believes that these should be two separate things.

Mr. Steiner observed that the Debt Reimbursement section is also the only place where the Legislature is referred to by name. It is the only place where anyone in particular is addressed, as opposed to just stating a position. He noted that the Governor's Office is not part of the Legislature but is part of the legislative process because the Governor submits a budget and pre-files bills which then go to the Legislature with a Governor's request attached to them. So there is a feeling that all of our requests are, in a sense, requests of the Governor's Office. If the Governor's Office wanted to pick up any of our priorities, we would certainly endorse them being made a part of the Governor's Agenda. Upon further review, Mr. Steiner located several areas on the priorities referring to the Legislature but observed that all of these are addressed to

both the Legislature and the Governor's Office, although it is the Legislature that has to vote to adopt them.

Ms. Kennedy indicated that she does not have a problem with excluding reference to the Governor's Office in the Debt Reimbursement section of the priorities. It makes sense to do so for continuity purposes.

Mr. Steele clarified that, under Debt Reimbursement, we are just asking both the Legislature and the Governor's Office to honor their past commitments. However, he did not have any problem making that request of the Governor's Office under separate cover. Mr. Friedman added his support of the amendment as it would make the language of the priorities more consistent.

VOTE on Amendment:

Ayes: Steele, Friedman,  
Metcalf, Roberts, Kennedy

Nays: Steiner

Absent: Marks

MOTION PASSED

Ms. Kennedy pointed out a typographical error on page 2 under Intensive Needs. In the third sentence of the first paragraph, an "s" is needed on the end of "intensive-need".

Mr. Metcalfe commented on the Full Funding of PERS/TRS Employer Rate Increases section. He reported that SB 141 took away retirement from employees after next year, both in the Teacher Retirement and the Public Employee Retirement System, and will have a drastic impact on our School District, on Firefighters, on Nurses, and on Police Officers. He anticipates a huge financial impact in the future when people don't have a retirement system to fall back on. This is made even worse as state employees don't qualify for the Social Security program, so there is no safety net in Alaska after next year. Mr. Metcalfe indicated that we should take a stronger position on this. He noted that he anticipates difficulty recruiting teachers, police officers and other public servants due to the loss of this benefit. He indicated that, without stronger language to the effect that SB 141 is bad policy and that we shouldn't go forward with it, he is hesitant to support these priorities.

Mr. Roberts agreed with Mr. Metcalfe particularly in relation to employee recruitment and retention. Mr. Friedman requested language for an

amendment, noting that he would support an amendment calling for a repeal of SB 141.

AMENDMENT:

Moved by: Jake Metcalfe  
seconded by: Macon Roberts

Moved to add a third bold italicized paragraph under the Full Funding of PERS/TRS Employer Rate Increases section to read "Finally the Anchorage School Board also requests that SB141 be repealed".

Mr. Steiner noted that he did not disagree that SB 141 is a real problem and that we would be better off with it repealed. However, since indications are that the chances of a repeal of this legislation are slim, he voiced his concern that asking for a repeal of SB 141 this year may damage the rest of our agenda. Mr. Metcalfe responded that he feels that, as public officials, the Board has a fiduciary responsibility to the District and needs to be a strong leader in the state. He added that, when something that the Legislature has done hurts the District, the state and the state's citizens, it needs to be discussed and brought to their attention, regardless of the prospects of success.

Mr. Steele agreed with Mr. Metcalfe but noted that he would hate to see one sentence in this document cause the failure of the entire list of priorities. He indicated that Legislators were informed last year of all the points brought up by Mr. Metcalfe. Mr. Steele does believe the statement should be made but, if it is said here, there is a risk that our other priorities will get lost in the process.

Ms. Comeau recommended that the amendment be added to the priorities as a separate topic rather than be incorporated under the Full Funding of PERS/TRS Employer Rate Increases. This approach would allow full pursuit of the critical PERS/TRS issue even if there is no success with the repeal of SB141. She noted that these really are two separate issues and would best be handled as such.

Ms. Kennedy referenced the very first sentence under the PERS/TRS section which states "Last year's passage of SB 141 does not resolve the current extraordinary budget requests for PERS and TRS." She noted that the reason for this discussion is because everyone recognized that SB 141 wasn't going to do what we needed it to do and will probably cause us

more problems than we think. There are those, however, that would disagree that SB141 was a bad decision. Therefore, she hesitated to ask that it unequivocally be repealed. She noted that we started this section of the priorities talking about the fact that SB141 does not resolve the problem and then requested that a sound determination be made in regard to the actual shortfall, so essentially with the current language we are asking them to reconsider how they address the problem and to look at what the problem really is. She indicated that she would not be supporting the amendment.

Mr. Roberts indicated that he liked the Superintendent's suggestion as he agrees that we are talking about two separate issues. He further agreed with Mr. Metcalfe that a strong statement needs to be made because of the impact SB 141 has made on recruitment efforts.

Mr. Johnson added that Anchorage School District holds a leadership position in the state and he believes that making a strong statement on this issue might encourage other groups to take a stand. He voiced his support for the Board on this issue.

Mr. Steiner indicated that, while he does not intend to support the amendment as presented here, he is interested in getting some objective information from the Superintendent that could be used to support a statement. Additional information might make it worthwhile for the committee to take a look at it as a separate topic. He noted that he would not support adding the statement without any additional rationale.

As the maker of the Motion, Mr. Metcalfe asked that we make the proposed statement a separate category and request that the Superintendent provide information to support the statement and that the section be referred back to committee for further development. He further requested the support of his second. As the maker of the second, Mr. Roberts supports the proposed changes to the amendment.

AMENDMENT to the AMENDMENT:

Moved by: Jake Metcalfe  
seconded by: Macon Roberts

To create a separate section to the Legislative Goals with the language "The Anchorage School Board also requests that SB 141 be repealed." To support that addition, the Goals will be referred back to committee and the Administration asked to provide supporting documentation.

Mr. Steiner felt that we should not add a statement and then create the reasons, but rather that we should identify the reasons first. He further indicated that he was not comfortable adding this statement unless and until we determine that we have information that will add something new to the debate.

Mr. Steele indicated that, while he does not like this legislation and believes that we need to defeat it, he would prefer that we pass the Legislative Priorities as presented here and then develop a separate legislative effort to repeal SB 141, rather than make the changes to the document before the Board at this time.

VOTE on Amendment to the Amendment:

Ayes: Friedman, Metcalfe  
Nays: Steiner, Roberts, Kennedy, Steele  
Absent: Marks  
MOTION FAILED

Mr. Friedman recognized a strong feeling that the Legislative Committee should, at least, take a look at SB 141 and not fear saying that it is the worst piece of legislation in Alaska's history and that it should be repealed.

Mr. Friedman called for a vote on the original motion to approve the Legislative Priorities with the previously approved amendment to remove "and the Governor's Office" from the Debt Reimbursement section.

VOTE:

Ayes: Steele, Friedman,  
Steiner, Roberts, Kennedy  
Nays: Metcalfe  
Absent: Marks  
MOTION PASSED

ASD Memorandum # 64 - School Board Policy Revisions: Appendix A  
Student Rights and Responsibilities 14 Drugs and Alcohol (b) (First  
Reading)

It is the Administration's recommendation that the School Board adopt on First Reading the recommended policy changes for School Board Policy - Appendix A - Student Rights and Responsibilities - 14. Drugs and Alcohol (b).

ACTION:

Moved by: John Steiner  
No second needed

To approve, on First Reading, ASD Memorandum #64, recommended policy revisions to Appendix A Student Rights and Responsibilities, Item 14 - Drugs and Alcohol (b).

Mr. Metcalfe reported that the Policy Committee considered the changes and unanimously supported them as presented here.

Mr. Steiner believed that it may be a mistake to exempt over-the-counter and prescription medications from disciplinary action as a blanket matter so he understands that the current language may be problematic. On the other hand, if the language that provides for at least the possibility of exemption is completely removed from the policy it would mean that two incidents of taking the proper dosage of a medication would lead to expulsion. His concern is that this would make the consequences of the proper use of a medication as bad as the use of a banned substance. Mr. Metcalfe felt that the issue Mr. Steiner raised was adequately addressed in the language of the proposed changes. Ms. Comeau voiced her belief that it is imperative that we maintain a stringent policy in this area so the Administration supports the proposed changes. She further indicated that the District's attorney had reviewed the policy and supported the change in order to come into compliance with statutory changes and also to protect the District. Ms. Christensen explained that the changes came about from a situation where students became seriously affected by taking large doses of an over-the-counter drug. In relation to that particular incident our attorney indicated that the District could not count that as part of the Drugs and Alcohol Policy the way it was currently written. Ms. Christensen noted that it would absolutely not be the District's intent to use the Drugs and Alcohol policy for situations involving a single aspirin such as Mr. Steiner was describing.

Mr. Steiner clarified that the use of the phrase "may be" as opposed to "are" or "is" will address the issue. Ms. Christensen concurred that this was, indeed, the thinking of the committee.

AMENDMENT:

Moved by: John Steiner  
seconded by:

To amend the sentence reading "Violations of this paragraph are subject to disciplinary action and

may be subject to the cumulative violation policies described above” to read “....may **in appropriate circumstances** be subject to...”

The motion to amend died for lack of second.

Ms. Comeau noted that we have to give administrators the latitude to make decisions based upon what they are observing at the time. Mr. Friedman commented that the Board deals with this issue in Discipline Hearings and the main thing that causes them trouble is that the professionals hired to make professional judgments did not take the time to make those judgments. So, whether you say “may be” or “may, in appropriate circumstances be” they are still being asked to make a professional judgment. That is what they are hired to do and they should be allowed and expected to do just that.

Ms. Kennedy commented that she understands the concern voiced by Mr. Steiner that we don’t want to expel students because they are caught taking an aspirin. She indicated her interest in an additional statement that implies that disciplinary action may be taken “in more serious situations”.

Mr. Friedman noted that this policy revision will be coming back for a Second Reading at the next Board meeting. He suggested that if Board members have language they would like to suggest for the Second Reading they should get it to Administration in advance so that they have a chance to consider it.

Mr. Steele noted that, while there may be judgment involved in applying the “may be” portion of the policy, there is judgment involved in “where appropriate” as well. Since there was input from legal council on these changes he believed that the Board should restrain from making changes. He noted that there is no way that all discretion can be removed.

Mr. Steiner indicated that he will prepare language to clarify the policy changes and forward them to the Administration before the Second Reading of this policy revision.

VOTE:

Ayes: Steele, Friedman, Steiner,  
Metcalf, Roberts, Kennedy

Nays: None

Absent: Marks

MOTION PASSED

H. SUPERINTENDENT'S REPORT

1. ASD Memorandum # 80 - Project Status Report

This is a report of activities and project status changes in Major Capital Projects during the period of September 30, 2005 through October 14, 2005.

2. ASD Memorandum # 82 - Facility Change Order Report and Completed Projects for the Month of September, 2005

The monthly Facility Contract Modification Report for the month of September is attached. There are no exceptions to report this month.

3. ASD Memorandum # 76 - Conflict of Interest Report - First Quarter Report FY 2005-2006

The attached listing of employee Conflict of Interest Waiver and Disclosure actions is forwarded in accordance with School Board Policy Section 725.44. This information is provided as the second quarter report for the FY 2005-2006 school year.

4. ASD Memorandum # 88 - Assessment Calendar for 2005-2006 School Year

The 2005-2006 Districtwide schedule of assessments and surveys managed through the ASD Assessment and Evaluation Department includes the attached test and surveys.

5. ASD Memorandum # 70 - Treasurer's Report/Financial Recap: September 30, 2005

The attached report consists of three parts: the Graphic Overview, the Treasurer's Report and the Financial Recap. The Graphic Overview is presented on a quarterly basis and the Treasurer's Report and the Financial Recap are presented on a monthly basis.

The Treasurer's report and Financial Recap are year-to-date information as of September 30, 2005.

6. ASD Memorandum # 87 - Out-Of-District Travel - First Quarter Report FY 2005-2006

The attached Travel Report summarizes the travel taken by District employees and School Board members during the first quarter of FY 2005-2006 for both in-state and out-of-state travel. This report complies with the revised travel procedures established in the fall 2004 and in accordance with School Board Policy Sections 156, Board Member Travel, and 526, Staff Travel.

There were 116 District employees and School Board members who traveled during the first quarter of FY 2005-2006 on 119 trips for a total cost to the District of \$173,204.12.

7. ASD Memorandum # 86 - Operating Budget Transfers - September Monthly Report FY 2005-2006

The attached report of budget transfers for the time period of July, August, and September 2005 that were processed in the Integrated Financial Accounting System (IFAS).

I. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

Ms. Kitty Miller is an advocate of public education, the parent of two Polaris K-12 students and a member of the Capital Request Advisory Committee. She reported that the Red Ribbon Ceremony that took place at Polaris was the first all-school assembly in twelve years because there has not been a space there to handle all the students at one time before the recently completed renovations. She voiced her appreciation for the Board's support and the work they do for our students. She noted that the fact that her children are getting a wonderful education in the public system is what keeps her family in Alaska.

Mr. Roberts returned his appreciation to Ms. Miller for her support of the District and her tireless work, particularly on the last bond issue.

J. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Ms. Michelle Egan introduced the "Spotlight on ASD" program. These are good news stories and wonderful initiatives and other events that we

need to share with the public. Heidi Embley, who has television news experience, recently joined the Communications staff. She has been tasked to produce some short clips that showcase District activities. In the future these clips will be shown during breaks in the Board meetings.

Ms. Kennedy reported that three Board members recently attended the Council of Great City Schools conference. She noted that Omaha has put in a request for a presentation on ASD's Online and Distance Learning programs. There was also some interest from them in getting the information from the preliminary survey on high school start times done in the District a couple of years back.

Mr. Johnson reported that Channel 2 sent a news crew to the last MECC meeting to cover new member installation. He noted that there are other advisory groups in the District that are doing noteworthy work and are also deserving of attention.

K. EXECUTIVE SESSION - PERSONNEL/FINANCE/NEGOTIATIONS  
LITIGATION

L. ADJOURNMENT

The Regular Meeting of October 24, 2005, was adjourned by unanimous consent at 9:08 p.m.

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Jeff Friedman, President

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John Steiner, Clerk

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Johanna Lee, Recording Secretary

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Date Minutes Approved