

**KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
WORK SESSION and
BUSINESS MEETING
Meeting of
Wednesday, June 22, 2022
Ketchikan Gateway Borough Assembly Chambers**

CALL TO ORDER; PLEDGE OF ALLEGIANCE; ROLL CALL

The Ketchikan Gateway Borough Board of Education met in a combined work session/regular meeting on the 22nd day of June, 2022, in the Ketchikan Gateway Borough Assembly Chambers. Board President Stephen Bradford called the meeting to order at 6:00 p.m.

The following members were present to establish a quorum and due notice had been published: Board President Stephen Bradford; Board Vice President Keenan Sanderson; Board Clerk-Treasurer Bridget Mattson; and Board Members Diane Gubatayao; Jordan Tabb; Paul Robbins Jr.; and Nicole Anderson.

Administrative staff present included Business Manager Katie Parrott, Board Clerk Kerry Watson, and training Board Clerk Crystal Vail.

CITIZEN REMARKS

Grant Echohawk, Resident, discussed his views on the Southeast Alaska Tribal Values and what he viewed as their intention.

Gloria Burns, Resident, commented on the importance of upholding the Southeast Alaska Tribal Values in schools.

Lisa Dewitt Narino & Natasha Clevenger, both Residents, came to the podium together. Ms. Clevenger spoke about the Tlingit culture and the respect it has for all things. Ms. Dewitt stated she had spoken with others about the meaning of "reverence for our creator" and they saw it to mean to have a deep respect for something outside of ourselves.

Judy Leask Guthrie, Resident, Thanked the Board for providing opportunity for public comment and for the land acknowledgement. She discussed the universal nature of the Southeast Alaska Tribal Values.

Tom Guthrie, Resident, commented on the importance of listening and hearing what everyone has to say about the Southeast Alaska Tribal Values. He commented on the importance of respect for each other and following all of the values

Trixie Bennett, Resident, stated her support was to uphold the use of Southeast Tribal Values. She discussed possible misunderstanding of one of the values. She encouraged building upon the values, using them in a useful way and not tearing them down because of misunderstanding.

Justin Breese, Resident, discussed his complaint and gave some historical references to the separation of church and state. He voiced his concern for a certain tribal value "reverence for our creator" that he found to have a religious nature. He discussed his concern that the values are not part of a curriculum and suggested they be incorporated into a lesson or curriculum to teach the Tribal Values.

Randt Hunt, Resident, discussed his experiences in childhood learning about "Our Creator."

Kenneth White, Saxman Resident, commented on teaching other cultures and how important it is to apply critical thinking of how you relate to the words.

Becky King, Resident, Kindergarten teacher at Ketchikan Charter School came to speak on her own behalf. She voiced her support for the teachings of the Southeast Tribal Values and asked (again) for the values to be part of a curriculum and lessons taught by tribal leaders and for the PBIS program to not be influenced by any one singular set of beliefs.

Irene Dundas, Resident, discussed her view of cultures being in the world view. She discussed her view that cultural teaching needs to be meaningful.

Tom Guthrie, Resident, discussed the benefit from having teachers from all three cultures to teach tribal values. He commented on his concern that there are not many native language teachers anymore and spoke of the importance of teaching at a young age.

ACTION ITEMS

“Motion to uphold District Administration’s determination and recommendation in relation to the complaint concerning instructional materials regarding the Southeast Traditional Tribal Values.”

Moved by: Gubatayo

Second by: Anderson

Discussion

Katie Parrott was designated by the Superintendent to be the person who responded. She noted the process for the public and Board from the original transmission of concern the formal complaint process. She discussed the process she used to investigate the complaint and the resources she conferred with. She noted the difference between instructional materials versus those which are being used in a PBIS setting, stating that some of the values that do not translate clearly or well to teach a desired behavior and these particular values may not be used in the PBIS lessons, rather the focus was on the values that translated clearly to behaviors.

The Board asked questions regarding legalities, wondering if legal council was sought? Ms. Parrott confirmed it had.

Mr. Breese, Resident, commented again on the spiritual nature of some of the values and encouraged them to be taught with correct context, not left up to the student to interpret by themselves.

Board discussion

Mr. Robbins Jr. commented on how the Values List should be included in teachings with the values of many other cultures. One set of values should not be extolled over another.

Ms. Parrott commented about the action item on the agenda, being one to affirm, modify or revoke the District’s finding from the investigation of the complaint. That the discussions here have brought up many topics that may be ones the School Board would like to instruct the Superintendent to investigate further beyond this complaint.

Mr. Tabb discussed the need for more material and guidance on how to use the Tribal Values list for its intended purpose and full potential. He discussed the importance of how we teach culture and how this has opened avenues for continued evaluation of ourselves. He encouraged inviting and welcoming the Native knowledge bearers to share their values and teachings.

Ms. Mattson, referred to BP 6141, reminding the School Board is responsible for establishing what children should learn in their district. She discussed the importance of all students learning the Southeast Tribal Values, she read them out loud and talked about the support the School Board has for the idea of these values being taught. She stated her support of the discussion about the way they are being taught.

Mr. Sanderson, discussed the importance of preserving the indigenous teachings and language of multiple cultural groups.

Mr. Tabb, discussed the benefit of more training and materials available to help staff, students and families understand the meaning behind the Values List.

Mr. Robbins, Jr.: Asked about the process going forward to modify the amendment.

AMENDMENT

Uphold District findings with the amendment which changes “therefore no change to the current use of the Southeast Traditional Tribal Values within KGBSD schools is recommended” to “the Board instructs the Superintendent to work with local tribal organizations to develop curriculum teaching of Southeast Traditional Tribal Values and culture and to incorporate other cultural values in values presentations and behavioral programs to comply with Board Policy 6141”

Moved by: Robbins, Jr.

Second by: Gubatayao

Discussion

Ms. Gubatayao: Thanked all of the people who came out to discuss tonight and thanked Mr. Breese for bringing the issue forward. She spoke to the possible misunderstanding of spirituality versus religion. She addressed there is a difference between using it in the classroom versus within a PBIS model. She will agree with Mr. Robbins Jr.'s suggestion to ask administration and staff to follow up. She also knows that some teachers give direct instruction about values of other cultures on their own.

Mr. Sanderson: Agreed with the amendment but stated that we cannot always rely on the Native Community to do the heavy lifting when it comes to teaching, others must learn and teach and take some of the work off of the Native leaders.

Ms. Anderson: Spoke to not putting the Western view on this by learning from the knowledge bearers, how that is difficult when many have a Western view as their frame of reference. She spoke about how it seems that using the values in the PBIS lesson may need to be re-evaluated and we may not be appropriately interpreting the values within this system. The values are important because they are true to the land we are on and we need to integrate them into a curriculum.

Mr. Bradford: Stated as to why he would vote against the amendment. He is limiting his thoughts to whether or not the poster should come down. Whether the teachings should be expanded is another question and beyond the scope of what we are here for tonight.

Mr. Tabb: Referred to the need for this not being an “unfunded” mandate. Confirming that if the amendment did pass that the Board would be in support to compensate any party asked to help make the adjustments in the amendment.

Ms. Gubatayao: Made a clarification on what they were voting for, whether or not the posters would come down as a result of voting for or against the amendment.

Ms. Parrott: Clarified the basis of “no recommendation for change” and how that would allow for the posters and the PBIS program to continue without modifications. There is also a recommendation for what might work in its place, including creating a list of secular values. However, the Board may make specific recommendations to make modifications to that program.

Mr. Tabb: Stated that he did not know enough about the PBIS program in its entirety to make specific requests for modifications.

Mr. Bradford: Stated he believes the amendment is beyond the scope of the board’s consideration tonight. Advised that the Board should limit their consideration to the complaint about the posters.

ROLL CALL:

AMENDMENT FAILED

2 AYES

5 NO

Main motion

"Motion to uphold District Administration's determination and recommendation in relation to the complaint concerning instructional materials regarding the Southeast Traditional Tribal Values."

Discussion

Mr. Bradford: Spoke to why he felt the traditional values posting should remain. Stated posting the values of the native people of the land we are on is important. He noted that he doesn't feel that posting it is a constitutional issue. He agreed we can do better on how the values are explained.

Ms. Mattson: She stated she thinks that direction to the Superintendent is something that needs to occur. She doesn't think it is too much to expect to develop a curriculum with fidelity. She does have an issue with how PBIS might be implemented in our schools and is not sure if the inconsistency is providing benefit to our district. That is something "we" can give direction on – and the board should give direction tonight.

Mr. Robbins, Jr.: Explained why he will vote no on "upholding." Having these up in common areas and posting throughout the school district and why he feels it is outside of policy and lacks inclusion.

Mr. Bradford: Reminded the Board and Mr. Robbins Jr. that the school who uses these as a PBIS model is a charter school.

Ms. Gubatayao: Stated that there is a Curriculum Committee and that is their job.

Ms. Mattson: Affirmed Mr. Bradford's comment that even the Board and Curriculum Committee cannot determine the final say at the Charter School. Their ASB has the power to make that decision.

ROLL CALL:

6 AYES

1 NO

MOTION PASSED

Motion to approve the certified contracts for the 2022-23 school year in the amount of \$1,139,835.00 pending verification of service and education.

Moved by: Tabb

Second by: Mattson

Discussion

Mr. Bradford: All are together in the consent calendar and any can be removed if it is desired to look at a specific one more closely.

Ms. Gubatayao: Stated she was excited, looking at their qualifications and background and glad to see skills and knowledge brought to the community. Happy to see some paraprofessionals become qualified and certificated.

ROLL CALL

MOTION PASSED UNANIMOUSLY

Motion to approve Resolution 22-04 authorization of district bank accounts and check signers.

Moved by: Robbins, Jr.

Second by: Gubatayao

No Discussion

ROLL CALL

MOTION PASSED UNANIMOUSLY

10 minute break before work session

WORKSESSION

Motion to move into work session

Moved by: Gubatayao

Second by: Robbins, Jr.

No objection

Work session started at 8:20 p.m.

Board Assessment: It was noted that COVID took much time out of the board dealing with some issues, it had an effect on the priorities of keeping schools open over addressing some of the evaluation points. It was noted that some of the areas that would usually get more attention did not happen because of COVID related issues taking up that time. Keep in mind that long term planning needs to be acknowledged and dialed in the next few months. Recognition of the proactive nature of the Policy Committee, be proud of this, it is one of our strong points. Higher scores were in providing public finance information; recognition of students; use of legal information when needed.

Mr. Tabb: Commented on making sure we have opportunities for stakeholders to be heard and know they are being listened to and being protected.

Mr. Robbins, Jr.: Commented that this Board has made itself open and listens to many hours of public comment, that this Board has done a good job of that. He stated that there are just some people that are uncomfortable making public comments.

Ms. Gubatayao: Was interested in knowing if cultural orientation was a focus, noting its score (2.5c) was somewhat low or not as high as it could be. She was curious about what we do for new hires in the form of cultural training.

Mr. Robbins (Supt.): Responded to this with the processes we use with new hires concerning cultural training.

Ms. Gubatayao: Spoke of a disconnect with parents because of COVID.

Mr. Robbins Jr.: Had an idea for 2 board members showing up at a business to hear parents or meet with parents – “a listening session.” A place where the community can be heard, and possible issues can be brought to the board.

Ms. Gubatayao: Spoke of “Brown Bag Lunch ” where an open discussion with the Superintendent or member of the School Board would be available to parents.

Mr. Tabb: Suggested the meetings to be informal and there be no promises made that the comments would be brought back to the board, no decisions would be made at these meetings. He spoke about engaging more with PTAs at the individual schools. He suggested a Saturday post School Board meeting to meet with a Board member.

Mr. Robbins, Jr.: Clarified the meetings in his idea involve more listening than discussing, only to take notes and bring them back to the board for possible discussion items.

Ms. Gubatayo: This is what the "Brown Bag Lunch " idea is as well.

Ms. Anderson: Thought of "Coffee with a Cop," and stated this may bring a more comfortable format to the community.

Ms. Gubatayo: Reported that she had a good experience with sitting down with Fawn Mountain PTA. She said that may be something for the Board to consider is taking turns sitting in with the PTAs of different schools.

Ms. Mattson: Spoke to the Board being responsible for new board member orientation. To help the new board member find information and procedures about what the whole picture of being a Board Member entails.

Mr. Robbins (Supt.): Suggested to look at AASB trainings and suggested to have everyone go through a training even if they have had it before as they could be beneficial for everyone.

Ms. Mattson: We should provide an update as to "these are our goals and values of this year" to new members, how to find Board Policies on the website and knowing how to do that would be helpful as a new board member.

Ms. Gubatayo: Can we add a "quick link" to our website about the Board Policies? It was a recommendation by AASB as well.

Mr. Bradford: Suggested a discussion item at the July meeting be further Board Self Evaluation. Suggested Board Members go through each item more carefully to see if any further discussion is needed.

Mr. Robbins, Jr.: Asked if there was real interest in switching the radio spot to the "listening sessions."

Mr. Bradford: Suggested having the "listening sessions" in the same place and rotating board members to provide consistency.

Ms. Mattson: Suggested having it next to a Regular Meeting versus a Work Session Meeting.

Ms. Anderson: Suggested having a weekend or evening option may be more reasonable for board members and parents to attend.

Mr. Robbins, Jr.: Said he will explore locations to hold the "listening sessions for a Saturday post meeting, calling them "Breakfast with a Board Member."

Board Goals

Discussion:

Mr. Bradford: Opened up discussion of the Board Goals.

Mr. Robbins Jr.: Spoke to the goal that he suggested, wanted to make it clear that the board and the Superintendent should focus on the communications plan to address the issues brought to the board by the public and to help repair damaged relationships as well as making sure that all committees formed by the board are representative of our community and inclusive.

Mr. Bradford: Asked Mr. Robbins, Jr. to clarify what is meant by a "robust communications plan."

Mr. Robbins, Jr.: Answered it would lay out what the plan is to reach all of the different groups and what mediums we would use to do so for the whole year. It is a broad plan on how to relay the messages we want to get out to the community as a whole.

Mr. Bradford: Suggested we include a plan for crisis in the communications plan.

Mr. Tabb: Confirmed the ideas of the communications plan and added that having routine regular opportunities to engage with the community and getting more fidelity to how we gain and release information.

Mr. Robbins, Jr.: Clarified the importance of knowing part of having a robust communications plan is that it is both internal and external.

Diane – Suggested combining the MTSS goals with the trauma engaged framework. Training staff and becoming proficient can take years, so get started now.

Mr. Robbins (Supt.): Using MTSS and the Trauma engaged framework together goes with a training piece and a social emotional piece that must be learned together and that is something we can target our resources towards.

Mr. Tabb: This is something that the Board has wanted to do for a long time, but the steps have not been laid out well in the past.

Mr. Bradford: Commented that there is a goal in the 2021 goals list to implement MTSS and asked if we should modify this goal to include different language or keep it as is and take action on it?

Mr. Tabb: He stated that he thought the language had the same intent and was understandable, now the question is how do we get there coming out of COVID?

Mr. Robbins (Supt.): Asked what the action steps were to be taken and what does implementation look like?

Ms. Mattson: Discussed implementation of MTSS district wide, with training. She also stated she would like to see the new wording by Mr. Robbins, Jr. to replace the 2021 goal of a communications plan. She spoke about how the Board Goal of self- evaluation semiannually and that was not met. She stated Board Policy 9400 and how that was sufficient to follow an annual self-evaluation. She spoke about how the goal of discussing one or two board goals at each meeting was a good goal worth keeping but questioned if we should specify at which meeting we would discuss them, at a work session or regular meeting. She then suggested modifying or removing the board goal which states each board member would attend other agency meetings twice a year.

Mr. Robbins, Jr.: Agreed to remove the goal of attending meetings because of the addition of "Breakfast with a Board Member."

Ms. Gubatayao: Would like to add a goal under "Instruction" to develop a framework with KIC for establishing "M" certificate for Native culture language. Collaborating with KIC guarantees working with knowledge bearers. She would like to see the board following through whether this is a board goal or not.

Mr. Tabb: Stated he supports the M certificate, but wants to know who decides the teachers who go for the certificate- the Superintendent or KIC? He stated the goal should be to establish an agreed upon framework.

Ms. Gubatayao: Stated she has found that the tribal leaders want to have the authority to decide who teaches through an M certificate.

Mr. Robbins, Jr.: Spoke about having a measurable goal including "establishing a framework."

Ms. Gubatayao: Developed wording for the goal

Ms. Mattson: Confirmed wording for the goal

Ms. Gubatayao: Discussed teacher morale, gave examples of low teacher morale and gave the suggestion that the Superintendent could provide suggestions for raising teacher morale after evaluating his staff.

Mr. Tabb: Suggested a board goal is to promote consistent use of competitive and transparent hiring practices to reduce the appearance of lack of fairness in hiring practices.

Ms. Mattson: Confirmed the importance of using fair practice for hiring.

Ms. Gubatayao: Stated how she has read that teacher morale is low around the whole country and appreciation makes a big difference and that when it comes from the board it is powerful.

Ms. Mattson: Something that will improve morale is for the Board itself to always function appropriately. She said when COVID started there was talk of a "celebration" at the end of it and it never happened. She said the Board needs to sponsor something to celebrate the work of the teachers and staff during COVID.

Ms. Gubatayao: Said some teachers have suggestions on how to show appreciation and she would like to see us do something not only one time but throughout the year to support our staff in a positive framework.

Mr. Bradford: Said that a celebration is not what teachers want to see for appreciation.

Mr. Tabb: Asked what this goal really looks like, how do we measure showing appreciation.

Mr. Robbins, Jr.: Said what we really need to do is wait for direction on how to do this. Said that after Mr. Robbins (Supt.) does his evaluation, there will be more information to use to determine how to help staff morale.

Mr. Tabb: Stated the new draft goal: "The Board will regularly seek input about staff morale and wellness and support recommendations to make changes whereby."

Mr. Robbins (Supt.): Stated that he has already brought this up and will do so again when all staff meets the first day. He said he understands that morale may be low, and he would like to see the focus also on the other things that are going well in the district.

Mr. Robbins, Jr.: Stated that the ideas Mr. Robbins (Supt.) is talking about are the ideas that the communications plan includes.

Mr. Robbins (Supt.): Stated the importance of building in a simple "thank you" and building in listening sessions with staff as well.

Ms. Gubatayao: Asked to look at school climate and peer climate. She sees it as a safety issue and asked the board to focus on improving the school climate and peer climate.

Mr. Robbins: Asked should we add to the 2022 goal- peer climate be an emphasis?

Ms. Gubatayao: Said looking at the data, peer climate should be our focus.

Mr. Tabb: Said some of the effects of COVID are being seen in the results of this survey. He said he thought this was a good goal and should be looked at more formally.

Ms. Mattson: Reviewed and confirmed the goals the Board had made so far.

Ms. Gubatayao: Said she had a goal of reviewing a safety/crisis plan considering the recent school shooting in Uvalde, Texas.

Mr. Robbins, Jr.: Questioned if we are changing the existing goal or making a new one?

Mr. Tabb: Thought the goal could be changed to reflect supporting staff in implementing new safety measures based on recommendations from the district. Stated this is more of a Superintendent goal to recommend new safety measures and the goal of the board is how to support staff in implementation.

Mr. Robbins (Supt.): Reported he had met with KPD and planned to meet regularly to discuss safety measures.

Ms. Gubatayao: Confirmed her intent was to review the policies in place.

Ms. Mattson: Confirmed the goals created during this work session. Discussed with Mr. Robbins (Supt.) whether to combine Trauma Informed Training with MTSS.

Mr. Robbins (Supt.) Discussed the difference between Trauma Informed Training and MTSS and how they are used with prior knowledge and future training.

Ms. Gubatayao: Mentioned the importance of the policy piece and using it as a starting point. It can be recognized as a defined goal with everyone in the district.

Mr. Tabb: Pointed out the time was 9:30pm and there was still one more agenda item to discuss.

Ms. Mattson: Confirmed goals again as those created during this work session.

WORKSESSION

Superintendent evaluation format -

Mr. Bradford: Thanked the committee for finding the tool from the Oregon School Boards Association.

Ms. Mattson: Pointed out that the Oregon School Boards Association Website gives permission for other school boards to use this evaluation tool. Reported that the features the committee decided it was important to include in an evaluation were found in this tool and that included a communication piece to share with the community. The committee's recommendation was to adopt this tool to use with the next Superintendent Evaluation.

Mr. Bradford: Questioned the timing, because ideally the goals given to the Superintendent are established early on.

Ms. Mattson: Agreed that ideally the goals would be presented in March, before the budget. And for this year we are moving a couple of months behind this timeline.

Mr. Bradford: Said that the goals would be a collaborative effort with the Superintendent and the board.

Ms. Mattson: Confirmed that was the intention.

Mr. Robbins, Jr.: Mentioned that forming the Board Goals was an important step in moving forward.

Mr. Robbins (Supt.): Stated the Board Goals provide a framework for action plans to carry down to the schools. He said as soon as the goals are finalized, he will help put them in place.

Mr. Bradford: Questioned if we want to put the Board goals off until August?

Mr. Robbins (Supt.): Discussed how his goals will be to work toward and implement the Board Goals. This being because they all relate and come back to measuring the success of the district.

Mr. Bradford: Asked if the goals Mr. Robbins heard tonight would give him a roadmap to work from.

Mr. Robbins (Supt.): Stated that there may be individual goals that are created, but he said that he will go in the direction of the board goals.

Mr. Robbins, Jr.: Pointed out that Mr. Robbins (Supt.) has work to do to make sure the Board Goals are implemented.

Mr. Robbins (Supt.): Confirmed that his goals would be more specific in order to implement Board Goals.

Ms. Gubatayo: Reminded the Board that each meeting one or two goals would be discussed.

Mr. Bradford: Stated the Board would put a discussion of the Superintendent's goals on the August work session.

Mr. Robbins (Supt.): Agreed to the August work session timeline, that would give him a chance to meet with various groups of staff and administrators.

Mr. Bradford: Asked if there were any objections to using the Oregon School Boards Association Superintendent Evaluation Tool?

No objections.

Mr. Bradford: We will use the OSBA Superintendent Evaluation Tool to evaluate Superintendent Robbins. He stated we need to come out of the work session, asked if there were any objections?

No objections.

BOARD COMMENT

Board Member Bridget Mattson thanked those who had spoken during public comment that night.

Board Member Diane Gubatayao commented that the Board had a task ahead of itself in working with the superintendent to follow up with establishing a framework with KIC.

Board Member Stephen Bradford commented and asked if the board would like to make that task a discussion item on the July 13, 2022 meeting.

ADJOURNMENT

With no objection to a motion to adjourn, the meeting was adjourned at 9:35 p.m.


BOARD PRESIDENT
Stephen Bradford