

Fond du Lac Ojibwe School Board

Regular Meeting Zoom

Tuesday January 11, 2022

Fond du Lac Ojibwe School

12:00 p.m.

1. Call to Order
2. Roll Call
3. Reading of Mission Statement & Vision
4. Approval of Agenda
5. Approval of Minutes
 - Regular Meeting December 7, 2021
6. Review Ledger
7. New Business:

	RA	IPA	I
i. COVID-19 Update and Amendments to Safety Plan-Valerie	X		
ii. 2022-2023 School Calendar Committee			X
iii. Holiday for bus drivers-Mike Quam	X		
iv. School Board Contact Information and Elections	X		
8. Old Business:

	RA	IPA	I
i. Strategic Plan Review		X	
ii. School Board Sub-Committees		X	
iii. Teacher and Staff Pay Scales	X		
9. Supervisor Reports:
 - i. Jennifer Murray, Superintendent
 - ii. Valerie Tanner, Principal
 - iii. Tara Dupuis, Assistant Principal
 - iv. Maria DeFoe, Education Grants and Accountability Manager
 - v. Michael Quam, Transportation
 - vi. Mace Fonoti, Kitchen
 - vii. Dan DuPay, Wellness Coordinator
 - viii. Open, School-wide Activities Supervisor
 - ix. Sharon Belanger, Special Education
 - x. Earl Otis, Athletic Director
10. Other
11. Adjourn

Fond du Lac Ojibwe School
Superintendent School Board Report
January 11, 2022

The Mission of the Fond du Lac Ojibwe Schools are dedicated to providing a quality education, which focuses on integrating the Ojibwe culture into all students' learning experiences. Every learner will have the opportunity to be challenged, to succeed, and to be prepared for the future. Parents, staff, community, and students will demonstrate the highest level of expectations for themselves and the school.

OJIBWE SCHOOLS MOTTO

"Anokii, Nanda-gikendan, Enigok gagwe, Gashkitoon"

"Work, study, strive, succeed"

Travel/Trainings:

-Online security computer training.

Accomplishments:

-MDE, BIE, and BIA reports, grants, waivers, and annual applications were submitted on time.

-Working with HR on two community member's complaints about my behavior at a basketball event on December 3, 2021.

-I filed a complaint against a community member for cyberbullying and harassment.

-All staff and students Covid19 tested on January 3, 2022 before we opened in-person learning.

Challenges:

-Continuously reviewing of COVID 19 safety guidelines and protocols.

-Proposed Safety/Preparedness Plan-Valerie

Employee updates:

We posted for an Art Teacher, High School English Teacher, Instructional Assistant, Science Teacher, Special Education Teacher, SNAP Coordinator, Custodian, Ojibwemowin Teacher, School wide Community Activity Supervisor, and Behavior Specialist.

Other:

-Continuing to spend down our BIE and MDE CARES Act budgets.

-BIE ISEP audit is scheduled for March 21-25, 2022.

Goals within your departments for 2021-2022:

-Continue work on Strategic Plan.

-Correct the Findings form the BIE Personnel Security Review of Background Checks.

-Develop Wellness Assessment.

-Update Lockdown/Shelter in place Procedures.

-Ensure that our facility inventory is up to date and accurate in the BIA's facility management database.

-Develop additional facility improvement projects for funding in 2021-2022.

-We will continue to ensure our students have technology devices and Internet connection.

-We will continue to provide updates throughout the week on our website and Facebook page.

**Fond du Lac Ojibwe School
School Board Report
K-12 Principal
January, 2022**

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Travel/Trainings:

December 7 – Achieve 3000 Math training (supplemental math program) for elementary, middle, and math teachers

Accomplishments:

- Continuing with Harvest of the Month activities
- Delivering lunches on Tuesday and Thursdays for student who are online
- FDLOS continues to provide COVID testing for all students, as well as staff who have symptoms or have had close contact
- Students have started the 2021-2022 basketball season
- January 3, 2022 – held a COVID19 testing day for staff and students

Student Activities

- Continuing afterschool activities
- December 22, 2022 – Biboon Celebration include finger weaving, loom beadwork, storytelling, food drying process, traditional games, snow snakes, and trail walk (identifying plants and animals prints).

Challenges:

- Damaged Chromebooks
- Student Attendance - Check and Connect Mentors have provided much support and are conducting home visits to meet with families.
- COVID19 – 8th graders went online due to positive COVID test
- in need of substitute teachers

Employee updates:

Hires

Ashley Clark-Terry – Social Worker begins 1/11/2022

Other

- Staff, including Admin, are conducting home visits to deliver Chromebooks, MIFIs, and/or chargers (depending on student need)
- Good participation in Afterschool Activities for students
- Continual work on Strategic Plan – Planning on Cultural Curriculum building for our February 4 Teacher Development Day to “Deepen Cultural
- Continual work of Student Personal Learning Plans
- FACE Site-visit took place the 1st week of December.
- December 9 – Community Booster Clinic in the gym
- Winter Break - Floors were refinished in the gym
- BIE and other reports were updated and submitted

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Assistant Principal

November 2021

Goals: Increase Academic Achievement/ Work Based Learning

Make schools safe

Reduce disciplinary incidents

Broaden cultural programs to impact students

Travel/Trainings: Professional Development on October 29th, mental health wellness webinar program for MN Schools, Minnesota's Children's Summit Jan 11 to 14th

Accomplishments: -Drug dog from Carlton County came to the school for a locker and back pack check on December 15th. Hopefully they will be back soon. Met with the team / youth initiative on December 15th will continue to work with them regarding needs of the youth in the community. We will start to send out information about their programs such as prevention intervention with our students. Tagwii will be having sessions in our building starting January 10, 2022. Still waiting to hear about ALICE training with Chad Pattison he is waiting for FDLPD to be available as well.

Challenges:

Reminding students to keep their masks on properly. Having students stay in their own classroom and not roaming the halls. Having to do home visits when student are quarantined and getting the supplies they need to them. Getting students tested daily. Testing day went pretty well with the bus routes and parent's driving students in to get tested. Students would like to go skiing or bowling this is not possible with the COVID protocol that is in place at this time.

Goals within Program: Decrease student write ups, increase students staying in their classrooms, restoring student staff relationships if an incident occurs where that is needed. Promoting focus on the positives in the classroom

Behavior Contacts: See attached

Budget:

**Grants & Accountability Manager
School Programs and Facilities
January 2022**

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Travel/Trainings:

- Online security training
- BIE – Ventilation Best Practices for School to Reduce COVID -19 Transmission
- BIA – Deferred Maintenance

School Programs

Accomplishments:

- MN Department of Agriculture Farm to School Grant 2022 – The award includes \$4,470 for food and \$10,970 for kitchen equipment. Both the food and equipment portions must be matched on a 1:1 basis. The grant will require a matching contribution of \$15,440 from the school. The Ojibwe School was approved for this grant at the end of December 2021.
- MN Department of Education Summer School Programming 2022 Grant - The grant would expand the number of teachers in which to provide in-person academic instruction and support so all students have an opportunity in the summer in the amount of \$82,587.32. The funds can be used to reduce class sizes, offer longer hours or more days, partner with community organizations to offer enrichment, provide student transportation or purchase personal protective equipment for staff. This grant status is "accepted".
- Received \$47,996 from the US Department of Education for Indian Education Formula Grants to LEA's. The budget period is 7-1-21 to 6-30-22
- Attended the FDL SRTS Focus Group Meeting 12-6-21 (via Zoom)
- EASIE SY 2022-23 Survey - submitted
- Annual Facilities Operational Report to the BIE has been submitted
- Annual State of the Band Report submitted

Facilities/Operations and Maintenance/Environmental Management System

Goals of program: Protect the health and well-being of students, staff and visitors to the school. Provide a safe environment for learning.

Accomplishments:

- The sidewalk grind and blend project - completed last week of 12/2021
- Annual recoat of the gym flooring - completed at the end of 12/2021
- Radio order placed for staff who need them - waiting for delivery
- Camera surveillance – issues were resolved that a few staff were having
- All fire extinguishers and exit lights are up to date

Employee Updates

- None

Challenges.

- Retaining new full-time/part-time Custodians.

Goals:

- Develop additional facility improvement projects for funding in 2022.
- Continue improvement with the day to day operations, management, and safety of the Ojibwe School.

Budget Update

- Please see the ledger.

Other

- Booster vaccination clinic was held in the gym on December 9
- Safety Meeting – January 13 at 9:00 am

Memorandum

To: Fond du Lac School Board Members
Cc: Julia Lintgen; Jennifer Murray; Michael Quam
From: Michael Quam, Transportation Director
Date: 1/5/2022
Re: School Board Report for December 2021

There are no significant changes from our November 2021 report.

Objectives of Program: Our goal at Fond du Lac Transportation is to provide the safe transport of students to and from school while also providing support to in-school, after-school, and community activities. We are currently conducting regular school transportation in support of in-person learning with safety protocols in place due to the ongoing COVID concerns.

Accomplishments: We have received and are currently utilizing 2 new Type III vehicles so far this school year which expands our ability to cover students in outlying areas and follows our ongoing plan to keep our fleet as safe, efficient, and modern as possible.

Challenges: We continue to reach out for recruitment of additional drivers through the revamping of our departments job description ad which is posted in local newspapers, media, and through word-of-mouth. We have restructured our pay schedule to include per-run bus driver positions to recruit prospective new drivers as well as raised the current pay rate for our veteran drivers in an effort to help with retention.

Goals: To continue to recruit new drivers and retain veteran drivers who have been working here in the hope to achieve a "full" staff while

January 5, 2022

continuing our replacement and update of our bus fleet. We are still down several drivers to be considered at "full staff.

Our two new Bus Driver Candidates are still in training during their 90-day probationary period. They are currently driving the type 3 vehicles to help transport students located in the outlying areas until they have finished their required training and have obtained all necessary endorsements.

Budget Update: Our budget is sufficient to sustain us through the current 2021/2022 school year.

Miscellaneous: N/A

Michael R. Quam, Sr.

FDL Transportation Director

Fond du Lac Ojibwe School

School Board Report

January 5, 2022

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Department Overview

The Ojibwe Kitchen provides meals to all students enrolled at the Ojibwe School and Face Program. The Ojibwe School currently provides nutritious hot meals to 131 students and 23 students are receiving delivery meals. Meals include breakfast and lunch which are fully reimbursable and comply within the guidelines advised by the MDE.

The kitchen is currently staffed by one cook/ supervisor, three cook helpers, and one on call employee.

Accomplishments:

- The Ojibwe Kitchen welcomes new on call/ part time staff and former OS student, Starr Shabaiash to the team.
- the Ojibwe Kitchen continuously adjusts and modifies to assure all students at home or in person receives a fully healthy reimbursable breakfast and lunch
- Preparing meals for home deliveries twice a week
- Delivering hot meals to classrooms in a timely manner
- The HOTM team is planning another food tasting for all students k-12 and each student who participates will be awarded with incentives provided by the HOTM funds.
- Continuing to complete HOTM objectives by adding locally harvested foods to the OS menu.
- Working with local harvesters successfully to incorporate fresh local foods in the school menu through the winter months.

School Nutrition Program

For the month of December

Combined total for SNP includes Breakfast and Lunch

Breakfast	Lunch	Totals
1717	2042	3759

Challenges:

- Adjusting to numbers for home deliveries and In house meals changing daily/ weekly
- Menu planning (two different menus provided, one for in house and one for deliveries)
- Working with vendors to make sure food and supplies are delivered as scheduled
- Coordinating with all staff to assure our objectives are met in a timely manner
- Making sure the kitchen staff healthy
- Delivering meals to the classrooms consistently in a timely manner
- Preparing meals for distant learners twice a week for the week
- Resourcing and making new connections with local meat producers within the area

Goals Within the Department

- To continue to provide all meals within the MDE guidelines
- To resource and incorporate more indigenous and local foods into the OS menu
- To continue to network with all staff and available resources within and outside of the community to provide the best meal experience at the Ojibwe School
- To include and introduce meats locally raised and indigenous to area like fish, bison, and buffalo.

Fond du Lac Ojibwe School
School Board Report
Position: Wellness Coordinator
January, 2022

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Travel/Trainings:

- No travel
- Upcoming Restorative Practices trainings in Feb.
- Free (2) Mental Health Online Trainings upcoming end of Jan.

Accomplishments:

- Covid Testing as prioritized by Superintendent remains successful. As part of keeping the school as safe as possible, Covid testing continues for the GBB and BBB Teams, once weekly.
- Determination was made that an all staff picture would not be given by photo company; therefore, one will be taken of staff and compiled in a thumbnail pic, for completion of a NEW relationship survey, as pending rises of Covid threaten. *Anticipated completion: Jan 2022*
- Wellness Committee Zoom invite for the Wellness Committee. Meeting will introduce new members, explanation of the Policy, and expectations/responsibilities of assessing the policy. *Anticipated completion: Jan 2022*

Challenges:

- Bringing in outside entities for Social Emotional Learning for Staff and Teachers.
- Not being able to offer or participate in activities, due to Covid.

Employee updates:

- Potentially the new School Social Worker will be starting. This will assist with SEL and the overall ability of the school to provide services for the students and staff.

Other:

- A Zoom meeting is set up next week for additional clarification and collaboration between SLMH and FDLOS.

Goals within your departments for 2022:

- Continue SEL Curriculum while introducing Ojibwe Culture into all areas of learning. Assist new and veteran teachers with both integrating the curriculum and incorporating Ojibwe Teachings into them.
- Continued trainings for Restorative Practices schoolwide.
- Complete all areas of Strategic Plan in accordance with Wellness and Mental Well-BNeing for students and staff.

Fond du Lac Ojibwe School
Special Education School Board Report
January 7, 2022 Meeting

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Travel/trainings:

Special Education staff have been participating in LRP DirectStep eCourses from the Bureau of Indian Education.

Special Education Coordinator attended BIE trainings in the area of the Local Performance plan and Part B and Part C early childhood report

Accomplishments:

Special Education staff continue to help make the 2021-2022 school year a success. They are working hard to provide the special education supports and services our students need to access and progress within the school's curriculum.

Goals within your departments for SY2021/2022:

*Coordinator is working with contract company to help obtain highly qualified staff to fill vacant school positions.

*To ensure that all students with disabilities have a free appropriate public education that emphasizes special education and related services designed to meet their unique needs and prepare them for future education, employment, and independent living.

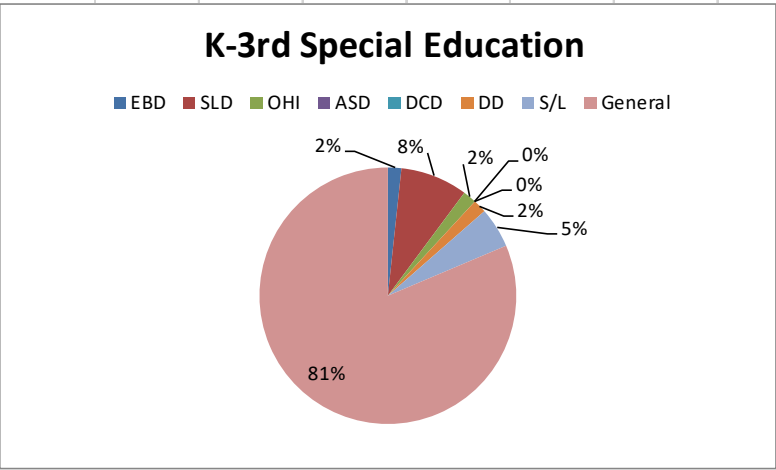
*Collaborate with behavioral/mental health to develop calming room for SY 2021/2022 and improve mental health services for students at the Ojibwe School.

*Improve the academic achievement of the students with disabilities by assuring that special education staff are well trained on Achieve 3000 and NWEA.

The Special Education Coordinator is retiring at the end of the 2021-2022 school. She will create a document explaining the jobs responsibilities and duties to be given to her successor.

Budget Update: The SpEd budget can sustain our current spending for the current school year.

K-3											
EBD	1.69%										
SLD	8.47%										
OHI	1.69%										
ASD	0.00%										
DCD	0.00%										
DD	1.69%										
S/L	5.08%										
General	81.36%										



Athletics School Board Report – January 2022

Department Overview. The Athletic department objective is to provide the Fond du Lac Ojibwe School students with an opportunity to participate in extracurricular athletics, while meeting all academic and attendance standards of the (FDL school) as well as compliance with the Minnesota State High school League (MSHSL) and any coop agreements with other school districts.

The athletic department has one salaried employee, the Athletic Director (AD) Earl Otis. The AD oversees the department which consists of 3 different programs and coaches: boys and girls basketball, Volleyball, boys and girls track and field. Each program has a head coach and assistant coach. Coaches are on a yearly contract and report to the AD who also conducts reviews as well as interviews for initial hiring. AD duties also include the maintenance, ordering and storing of all uniforms and equipment. The AD is responsible for scheduling all meets and games as well as coordination transportation for away events. For home events the AD schedules officials and workers. Concession stand operation for all home events. The paperwork and contracts for these events and workers as well as concession inventory also falls under the duties of the AD

Accomplishments.

Created a Covid 19 policy for Basketball for players and Spectators at FDLOS Sporting Events

Boys basketball: I have 25 games schedule for this season. There are 20 boys out for basketball. The boys are 3-6 and they are improving after each game.

I was wondering if I could get some quotes on new scoreboards and shot clocks. MSHSL has implemented a shoot clock for the 2023/24 boys AND girls seasons.

Girls basketball: I have 15 games schedule for this season. There are 10 girls out for basketball. We only have a girls varsity team this year. The girls are 1-3 this year so far, but I have had to cancel 3 games.

Volleyball: The girls were 1 & 0!

Challenges.

We are continuing to help get our student athletes into college.

Employee updates.

Our coaching team is still not fully staffed.

Goals within your departments.

The short-term goals of the athletic department include: maintain a strong emphasis on academics as well as sportsmanship, teamwork and fair play while also producing competitive teams. To achieve these objectives the AD will keep in close contact with coaches and teachers in order to identify any areas in which students struggle.

Get quotes on new scoreboards and shot clocks. MSHSL has implemented a shoot clock for the 2023/24 boys and girls seasons.

Budget Update.

AD oversees budget and is running accordingly.