

**Fond du Lac Ojibwe School Board  
Regular Meeting Zoom  
Tuesday November 2, 2021  
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 October 5, 2021
6. Review Ledger
  7. New Business:
 

	RA	IPA	I
i. COVID-19 Update-Jenn			X
ii. COVID 19 Guidance for Basketball Season	X		
iii. MN American Indian State Aid Grant	X		
iv. Student request for headphones use during class	X		
  8. Old Business:
 

	RA	IPA	I
i. Strategic Plan Review			X
ii. School Board Sub-Committees			X
iii. 2021 Superintendent Evaluation	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. Antonio Flores, 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**

**November 2, 2021**

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.
- ESSA Tribal Consultation with 9 Metro School Districts on October 25-28, 2021 via Zoom.

**Accomplishments:**

- MDE, BIE, and BIA reports, grants, waivers, and annual applications were submitted on time.
- CUE Rapid Testing.
- Sent HR copies of our staff's COVID 19 Vaccination and Exemption requests.

**Challenges:**

- We transitioned to in-person on October 12, 2021.
- Continuously reviewing of COVID 19 safety guidelines and protocols.

**Employee updates:**

We hired Theresa Torrance, Receptionist. We interviewed for Drum Instructor, and will be interviewing for an Art Teacher, and Custodians. We reposted for a Science Teacher and Special Education Teacher.

**Other:**

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

**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.

**School Board Committees Meeting dates TBD**

School Board Sub-Committees- Please be prepared to share and update school board at our monthly school board meetings.

The FDLOS staff leader for each committee will contact school board members with dates & times of meetings.

**Leadership:** Deb Johnson-Fuller and Robert Peacock

FDLOS Staff leader: Valerie Tanner

**Cultural:** Naomi Northrup and Jeffrey Tibbetts. Robert Peacock is an alternate on this sub-committee

FDLOS Staff leader: Dawn LaPrairie

**Safety:** Mike Diver and Carol Wuollet. Jeffrey Tibbetts is an alternate on this sub-committee

FDLOS Staff leader: Maria DeFoe

**Community Involvement:** Carol Wuollet and Deb Johnson-Fuller

FDLOS Staff leader: Antonio Flores and Tara Dupuis.

**Policy Review:** Jeffrey Tibbetts and Naomi Northrup

FDLOS Staff leaders: Jennifer Murray and Maria Defoe.

**Fond du Lac Ojibwe School  
School Board Report  
K-12 Principal  
November, 2021**

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**Travel/Trainings:**

-Achieve 3000 (Supplemental Reading Program) training for teachers and instructional aids held September 16, 2021

**Accomplishments:**

-Continuing with Harvest of the Month activities

-Delivering lunches on Tuesday and Thursdays for student who are online

-FDLOS is providing COVID testing for all students and received additional funding for COVID related activities.

-Successfully conducted Fire Drill and Lockdown Procedures

**Student Activities**

-October 15, 2021- Itasca Community College Virtual Tour: 9th-12th grade

-November 1, 2021 – Re-take Picture Day

**Challenges:**

-Damaged Chromebooks

-Still in search of a science teacher

-Student Attendance-Check and Connect Mentors have provided much support

**Employee updates:**

**Hires**

Theresa Torrance – School Receptionist/Secretary

**Other**

-Staff, including Admin, are conducting home visits to deliver Chromebooks, MIFIs, and/or chargers (depending on student need)

-Planning for Teacher Professional Development on October 29, 2021. Topics include: Wonders Training (reading curriculum), Student Personal Learning Plan development, GoGuardian (Chromebook safety management system) training, CHAMPS Student Engagement Training, and Behavioral/Mental Health support

-School is preparing to provide student vaccination support

-Have begun Afterschool Activities for students

-Continual work on Strategic Plan

-Continual work of Student Personal Learning Plans

-Planning for November 1, 2021 Vaccination Requirement Deadline

Fond du Lac Ojibwe School

School Board Report

November 2021

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**Travel/Trainings:**

- Professional Development Oct. 29<sup>th</sup> CHAMS, Behavioral Health,

**Accomplishments:**

- I have met with the senior and junior class about work- based learning that will be offered this year and the many possibilities it offers. I have connected with some seniors and juniors on PSEO information. I have been working with the behavior management specialist on creating behavior plans for some students. I have been keeping track of write ups and calling parents/ guardians if there is concern. I worked with the Close- Up program to start encouraging more students to become interested in the program. Close up is the organization that educates and provides opportunity for students to come to Washington DC to learn about government and see first- hand how the government operates. I spoke with the director of the College bound program but we will wait until Spring semester to start anything. It has been a pleasure to be back in the building with students and staff. Professional development on the 29th of October we will have Hannah Tibbets speak about issues going on in behavioral health dealing with the pandemic.

**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.

-Making sure all students have permission to test forms

- There are three behavior / contracts plans for students in the high school (we have not had signed by the parent

**Other:** Working on goals with the strategic plan

<b>21-22</b> <b>Fond du Lac Ojibwe School</b> 49 University Road, Cloquet MN 55720 Generated on 10/27/2021 03:18:43 PM Page 1 of 1	<b>BIE Behavior Summary Report</b> All Grades Event Count (ascending)
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**CONTROLLED:** This page contains PII and should be handled to protect privacy.

<b>BIE Location</b>	<b>Incident Count</b>	<b>Event Count</b>	<b>Participant Count</b>
Office	1	1	1
Playground	1	1	1
Restrooms	1	1	1
Bus loading zone	2	2	2
Common Area	2	2	2
Other	2	2	2
Hall/Breezeway	5	6	7
School-sponsored transportation	16	16	16
Gym	36	36	38
Classroom	38	41	46

<b>Context</b>	<b>Incident Count</b>	<b>Event Count</b>	<b>Participant Count</b>
Outside School Hours	16	16	16
No Context Reported	20	21	23
During School Hours	95	99	108

<b>21-22</b> <b>Fond du Lac Ojibwe School</b> 49 University Road, Cloquet MN 55720 Generated on 10/27/2021 03:19:58 PM Page 1 of 1	<b>BIE Behavior Type Report</b> Staff: All; Date Range: 10/01/2021~10/27/2021 Events: All Events All Roles Group by Submitted By Staff: 12 Events types: 9 Events: 35 Students: 31
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<b>Submitted By</b>	<b>Event Type</b>	<b>Event</b>	<b>Students</b>
Anderson, Kristian Events: 3 Students: 3	Positive Behavior	3	3
Babineau, John David Events: 12 Students: 11	Fighting	1	2
	Insubordination	5	4
	Other Offenses	1	1
	Skippping Class	5	5
Dupuis, Tara Events: 4 Students: 4	Other Offenses	2	2
	Truancy	2	2
Fosness, Deanna Events: 2 Students: 2	Positive Behavior	1	1
	Skippping Class	1	1
Franklin, Daniel N Events: 1 Students: 1	Use of Electronic Device	1	1
Granholtm, Lisa Events: 3 Students: 4	Positive Behavior	1	1
	Skippping Class	1	1
	Vandalism of Personal Property	1	2
Lockling, Jodie Events: 1 Students: 1	Insubordination	1	1
Martin, Meredith Events: 3 Students: 3	Positive Behavior	3	3
Nelson, Kathy Events: 2 Students: 2	Insubordination	1	1
	Vandalism of School Property	1	1

**Grants & Accountability Manager  
Facilities and School Programs  
November 2021**

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**Travel/Trainings:**

- No travel for trainings
- Webinar – EASIE application
- Fire Drill
- Lock Down w/Intruder
- Maximo BIA - Navigation

**Accomplishments:**

- MN Department of Education COVID-19 School Testing Grant- The grant would provide funding in the amount of \$40,000 to provide support for the Ojibwe School to detect and prevent the transmission of COVID-19 within the school by allowing staff to administer rapid tests, I pad used for testing, and personal protective equipment
- 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.

**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:**

- A COVID – 19 Ventilation assessment was done on October 20<sup>th</sup>. The purpose of the assessments is to evaluate ventilation at BIE funded schools and to provide

recommendations to improve ventilation through enhanced filtration and increased fresh air. The inspection was initiated by the BIE as a response to the COVID-19 pandemic. The report is forthcoming.

- Maintenance will replace and install four faucets: One in each of the elementary bathrooms, one in Kindergarten and another elementary classroom when the equipment arrives. The order was placed the last week in October.
- Dimmer switch was installed in the nurse's office
- The heating elements on the ovens were replaced and are ready to use.

### **Employee Updates**

- We posted to hire (2) FT custodians, closing date is October 4. Interviews are scheduled for November 3<sup>rd</sup>.

### **Challenges.**

- Retaining permanent custodial positions of new hires.
- Parts to replace aged faucets in elementary/middle/high school bathrooms. A work around is to order new faucets to replace the existing faucets.

### **Goals:**

- Develop additional facility improvement projects for funding in 2021
- Continue improvement with the day to day operations, management, and safety of the Ojibwe School

**Budget Update** : Please see the ledger

### **Other**

- Flu vaccination clinic was held in the gym on October 20<sup>th</sup>.
- Safety Meeting is scheduled for Thursday, November at 9:00 a.m. via zoom. Time: Nov 4, 2021 09:00 AM Central Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/92698434815?pwd=UStSbnYxdmN6QmRlSTBlc3JxQWU0dz09>

Meeting ID: 926 9843 4815

Passcode: vLe9aR

**Fond du Lac Ojibwe School**  
**School Board Report**  
**October 26, 2021**

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.

**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 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 Ojibwe School is participating in the "Harvest Of The Month" pilot grant
- The HOTM provided an opportunity to provide a food tasting for all students k-12 and each student who participated in the tasting took a survey and entered a drawing for water bottles provided by the HOTM program.
- The Ojibwe School participated in the Great Apple Crunch inspired by the MDE and HOTM. (What is the Crunch? Celebrate National Farm to School Month by collectively purchasing and crunching into locally and regionally grown apples on Thursday, October 14th, 2021. )
- Completing HOTM objectives by adding locally harvested foods to the OS menu like Wild Rice, Pumpkin, and Apples in different recipes.
- Working with local harvesters successfully to incorporate fresh local foods in the school menu

## **School Nutrition Program**

For the month of October

Combined total for SNP includes Breakfast and Lunch

<b>Breakfast</b>	<b>Lunch</b>	<b>Totals</b>
2,170	2,254	4,424

### **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
- Looking into a Farm to School Grant for 2022-2023

### **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
- Work effectively to improve kitchen updates

**Wellness Report**  
**September 2021, Fond du Lac Ojibwe School Board**

**Program Administrator:** Dan DuPay, K-12 Wellness Coordinator.  
**Wellness Team =** Dan D, Remy I, Tara W, Nissa W, Dawn Lii, Jill G, Hailey M, Tara D. (Janelle B remains a resource for referring families for services to help connect back to school.

**Department Overview –**

1. Check and Connect continue to prove to be a very useful resource in making connections with families and students, as well attendance issues.
2. Restorative Chat Training took place. Practice continues to be used in the Turnaround Process. Additional Restorative Practice training TBD.
3. Awaiting pictures of the ALL STAFF to begin relationship survey in the event of another complete shutdown, or other catastrophic event. If no ALL Staff photo available, I will work with our Media Specialists to get pictures for the students to relate to the staff and pick their “go to” people.

**Travel/Training –**

1. None currently. Continuing to drive students home as needed for medical/covid reasons.

**Accomplishments –**

1. AM currently testing students for Covid with other team members (nurse Tara, Earl, Sharon)

**Employee updates –** Lost school social worker to other employment. Interviews are Happening soon.

**Wellness Team Staff –** No updates.

**School Linked Mental Health Updates –** Three referrals have moved forward in the process, another on the way with guardians’ signature for consent.

**Turn Arouns –** More positive turnarounds being called the past month, reinforces the use of a positive turnaround for good behavior and students acknowledging when they need a break, etc. TAs are down from this time pre-covid.

**Goals within your department –**

1. Make aware the Approved Wellness Policy to Staff.
2. Continue monthly staff SEL activities and goodies for positive mental health.
3. No need for a TA schedule has presented itself. Staff are handling the TAs presently. If the need arises a schedule will be made.
4. Renew SEL Curriculums for K-12!
5. Get the “Angst” video for staff and students to watch, with a Q&A from makers of the movie.

Fond du Lac Ojibwe School

School Board Report

Position: School/community wide activities supervisor

November 3rd, 2021

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**Travel/Trainings:**

(None at this time)

**Accomplishments:**

- Completed after school program for Q1 with 17 kids attending the 12 classes available
- Developed a schedule and activities for after school programs
- Created google classroom for after school in case of going back to distance learning

**Challenges:**

- Increasing parent/guardian attendance at PAG meeting
- Gaining students to join after school

**Employee updates:**

**No employees at this time**

**Other:**

- Substitute for lunch bunch

**Goals within your departments for 2021-2022:**

**Fond du Lac Ojibwe School**  
**Special Education School Board Report**  
**November 2, 2021 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 October 29<sup>th</sup> child count, Personnel and Parent Involvement.

**Accomplishments:**

Special Education staff helped make the first quarter of 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 2019:**

\*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 2019/2020 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.

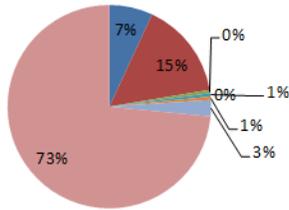
The Special Education Coordinator is retiring at the end of the 2021-2022 school. She will create a document explaining the jobs responsibilities and duties to be given to her successor.

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

**November 2021 School Board Meeting**

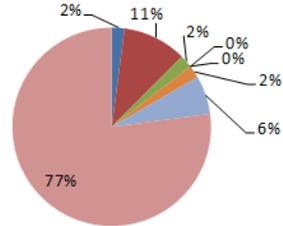
**Total Special Education**

■ EBD ■ SLD ■ OHI ■ ASD ■ DCD ■ DD ■ S/L ■ General



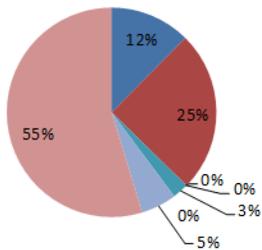
**K-3rd Special Education**

■ EBD ■ SLD ■ OHI ■ ASD ■ DCD ■ DD ■ S/L ■ General



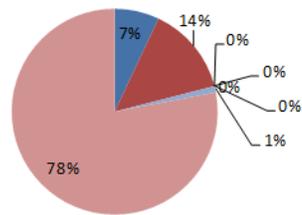
**4rd-7th Special Education**

■ EBD ■ SLD ■ OHI ■ ASD ■ DCD ■ DD ■ S/L ■ General



**8th-12th Special Education**

■ EBD ■ SLD ■ OHI ■ ASD ■ DCD ■ DD ■ S/L ■ General



EBD=Emotional/Behavioral Disability  
SLD=Specific Learning Disability  
S/L= Speech/Language

OHI=Other Health Impaired  
ASD=Autism Spectrum Disability  
Other=All other disability categories

DCD=Developmental Cognitive Disability  
DD=Developmental Delay  
General=Non-disabled students

## ***Athletics School Board Report - October***

***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.***

***Boys basketball:*** I have 26 games schedule for this season.

***Girls basketball:*** I have 15 games schedule for this season and am waiting to hear back from Bug School and LCO.

***Volleyball:*** Despite our efforts, the girls weren't able to play beyond their 1<sup>st</sup> game.

### ***Challenges.***

Trying to get approval to even HAVE sports play. We are continuing to help get our student athletes into college.

### ***Employee updates.***

New hires

Girls Basketball Head coach- Courtney Thompson

### ***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.

***Budget Update.:*** AD oversees budget and is running accordingly.