

Fond du Lac Ojibwe School Board
Regular Meeting
Thursday March 6, 2025, at 12:00 p.m.
Fond du Lac Ojibwe School

1. Call to Order
2. Roll Call
3. Reading of Mission Statement & Vision
4. Approval of Agenda
5. Approval of Minutes
 - Regular Meeting February 6, 2024, Meeting Minutes
6. Review Ledger
7. New Business:

	RA	IPA	I
i. Student Council-Update/Vending Machines		X	
ii. Restorative Practice-Hailey			X
iii. Executive Order 14191 Discussion			X
8. Old Business:

	RA	IPA	I
i. 2024-2025 SY Calendar		X	
ii. Omit July 8, 2025 School Board Meeting	X		
iii. Strategic Plan-Mirja Hanson			X
9. Supervisor Reports:
 - i. Tara Dupuis, Superintendent
 - ii. Valerie Tanner, Principal
 - iii. Blake Ludemann, Education Grants and Accountability Manager
 - iv. Michelle Hamski, Interim Special Education Coordinator
 - v. Mace Fonoti, Kitchen
 - vi. Hailey Martin, Wellness Coordinator
 - vii. Ashley Jaakola, School-wide Activities Supervisor
 - viii. Cameron Thompson, Athletic Manager
 - ix. Dawn LaPrairie, Cultural Coordinator
 - x. Barbara Francis, FACE Coordinator
 - xi. Kathy Nelson, Transportation
10. Other
11. Adjourn

**Fond du Lac Ojibwe School
Superintendent
School Board Report
March 6, 2025**

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"Work, study, strive, succeed"

Travel/Trainings:

- Prairie Island for TNEC ESSA Consultation with 11 school districts in metro area.

Accomplishments:

- Working on 25-26 SY budget.
- Attended TNEC.
- Met with language group about planning for kindergarten immersion for next year.
- Met with Jen Dupuis on collaborating with MNAW Human Services.
- Started planning for next year's calendar/staff input greatly appreciated.
- Requested information on becoming a community school.
- Attended Carlton School Board meeting.
- Started IEFA community meetings in Sawyer.
- Attended Cloquet LIEC JOM parent meeting.

Challenges:

- Have not yet received language immersion grant (in progress).
- Human Resources getting positions posted / updating job descriptions.

Employee updates:

- Interviewed for Social Studies teacher.
- Need Ojibwe Language teacher posted.

Goals within Department:

- Special Education teachers needed.
- Licensed staff in area of licensure.

**Fond du Lac Ojibwe School
K-12 Principal
School Board Report
March 6, 2025**

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Travel/Trainings:

- 2/13 -Ojibwe Language for staff.
- 2/14 – Restorative Practices for All-Staff.
- 2/18 – Staff member attended the Non-Exclusionary Discipline Training (virtual).
- 2/27 and 28 -Staff member attended the Heal the Healers Workshop in St. Paul.
- 2/27 and 28 – Elementary and high school conferences held.
- Teachers continue professional development in reading programs as required by the MN READ Act.

Student Activities:

- 2/6 – Group of students visit the Tweed Art Museum.
- 2/11 – 2nd grade students visit Fond du lac Tribal and Community College.
- 2/13 – Group of student tour the Richard I Bong Museum (Superior, WI).
- 2/28-Group of students tour University of Minnesota – Duluth.
- Throughout the month students finished the Northwestern Educational Assessment testing which measures student growth.

Challenges:

- Staffing in specific licensure areas.
- Loss of BIE staff who have been providing support.

Employee Updates:

none

Other

- Working with computer science (CS) grant in partnership with the University of Minnesota “K12 CS Pathways for Rural and Tribal Communities - for CS Champions”.
- Continued work with USDA Cooperative Agreement - “Supporting the Use of Traditional Indigenous Foods in the Child Nutrition Plan”.
- Continued work with John Hopkins grant and their Native Visions Curriculum (health-based curriculum) development and implementation (3rd and 7th grade).
- Continual work with Mickelson Consulting on Restorative Practices.
- Continual work on READ Act requirements (i.e., training).
- Continual work with Cloquet High School for Career and Technical Education programming partnership.
- Planning for graduation.
- Planning for Ziigwan celebration.
- Working on 2025-2026 budgets.
- Working with BMH for student resources and programs including student vaping support.

**Fond du Lac Ojibwe School
Grants and Accountability Manager
School Board Report
March 6, 2025**

Travel/Trainings:

- Various webinars, Microsoft Teams calls with BIE staff, and new monthly training sessions held by BIE.

School Programs Accomplishments:

- A new dishwasher was installed in the home economics room that will facilitate loading and unloading dishwasher lessons for interested students. This same funding source also facilitated a new ice machine installed in the staff break room. Thanks to Mace for assisting with this.
- Two Elkay water filling units were installed in both FACE buildings, saving the FACE program money on their current water station upkeep and saving on waste.
- Further work with Anthony Mazzini and Zaakir Hassan from natural resources on an updated school waste/compost system. More to come on this as we develop a plan and locate funding sources. Brittany H and Mace F are also assisting in this project.
- Preparation for the 21st Century Grant application due at the end of March with the rest of the team (Ashley Jaakola, Dan A, Tara D, myself, and Vicki O). Ashley has done the bulk of the writing and is receiving guidance and assistance from everyone else on the team to refine. This grant would fund our afterschool program ~\$108,000 a year from 2025 – 2030.

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 clean and safe environment for learning and working.

Accomplishments:

- School HVAC system upgrade project contract development nearly finished. The general contractor has signed, awaiting a separate AIA contract for the controls portion of the construction that will be with a different contractor.
- We are still waiting on accounting to return a ~\$1400 over payment to the BIE. This has proved difficult for them with the agreed upon ACH payment method, so I was told they would cut a check.
- Bruce Blacketter attended our monthly safety meeting and informed us that he likely will be able to fund an ARMER BDA that would provide strong signal throughout the building for emergency responder radios including our own school resource officer. The total cost of this system was quoted by DSC at \$40k.
- We are continuing preparation for our first EMAP (Environmental Management Assessment Performance Audit) since 2016. This audit may be delayed or cancelled due to the current federal administration's cutting of contracts with federal agencies. Regardless, we will be prepared for it if and when it does occur.

Employee Updates:

- None

Challenges:

- FDL Accounting has taken a long time (more than two months) to process a ~\$1400 over payment which has put our current construction preparation on hold until it is returned. We continue to reach out to them several times a week and have been reassured that the check will be sent out this week (2/25) by Chris Hammit.

Goals:

- Continued development and management of school program grants.
- Continued development and management of facility improvement projects.
- Continue improvement with the day-to-day operations, management, and safety of the Ojibwe School.

**Fond du Lac Ojibwe School
Interim Special Education Coordinator
School Board Report
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Travel/Trainings:

- Ongoing Special Education Teachers and Paraprofessionals participating in and completing the READ Act Trainings.
- Ongoing Special Education Staff completing Direct Step Trainings that cover topics in Special Education.
- Recurring meeting with BIE Special Education Specialist.

Accomplishments:

- Awarded additional Special Education funds from Unmet Needs Application.
- Received templates from BIE Special Education Specialist to help us ensure we have all required documentation before desk audit.
- Attended January 30th PAG Meeting.

Student Updates:

- Total Students Receiving Service: 34
- 1 student transferred out
 - DD: 1
 - SLD: 18
 - EBD: 7
 - OHI: 2
 - S/L: 6
 - ISEP: 22/34

Employee Updates:

Challenges:

- BIE Special Education Specialist has been released from their position-working on connecting with other BIE staff.
- Not receiving information from the BIE about our 2023-2024 audit until now (BIE completed the audit late).
- Continuing to find areas in the Special Education Program that need updating.
- Reviewing the budget.
- Needing to make changes to IEPs.
- Not having a psychologist to complete IQ testing.
- Getting positions posted to be filled.

Goals:

- Better collaboration and communication between special education teachers, paraprofessionals, and classroom teachers to ensure that all the special education needs of each individual student are being met.
- Retain qualified special education teachers and paraprofessionals.
- Hire/Contract with psychologist.
- Being consistent and maintaining high standards within the Special Education Team.

**Fond du Lac Ojibwe School
Kitchen Supervisor
School Board Report
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Accomplishments:

- In February, the Ojibwe School menu highlighted 7 days of local foods out of the 19 days of school. These foods were locally procured, culturally relevant, and / or Minnesota Harvest of the Month items.
- February the Kitchen Supervisor participated in The Farm to School Roadshow in Cloquet to network and gather information about procurement options.
- Continuing to work with work base students on mural project and kitchen helpers.
- Provided lunch for the FACE Program for their student's naming ceremony. The meal featured Venison over mashed potatoes, vegetable tray, fruit tray, and manoomin.
- Coordinating with Natural Resources to assist with cafeteria waste management, recycling, composting.
- Coordinating with Natural Resources to source out more treaty foods available to the Ojibwe School, School Nutrition Program.

Challenges:

- To find funding for cafeteria murals.
- To find funding for cafeteria remodel.
- Storage for equipment that is not utilized daily.
- Hiring on-call staff.

Goals within Department:

- To coordinate with partnerships to develop an opportunity for student artists to create a mural for the school cafeteria.
- To continue to maintain a smooth-running and effective School Nutrition Program and Summer Lunch Program.
- To continue to provide all meals within the MDE & USDA Guidelines.
- Continue to keep the cafeteria safe for students and staff to congregate within the E.O.C. Guidelines.
- To resource and incorporate more Indigenous and local foods into the FDLOS menu. To include and introduce meats locally raised and Indigenous to area like venison, moose, rabbit, fish, bison, and buffalo.
- 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 add signage using technology in the cafeteria to inform students and staff about support programs, available resources, kitchen partnerships, menus, etc.
- Obtain more funding for kitchen staff training, equipment, and local foods.

**The Fond du Lac Ojibwe School
Wellness Coordinator
School Board Report
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Travel/Trainings:

- Our reset team had a 3-6 PM training course on Restorative Practices in hopes of developing a mission statement and goals for the team.
 - This will allow other staff to understand our goals for the reset team while incorporating restorative practices.

Accomplishments:

- Working with our School Linked Mental Health therapists regarding our students' needs.
 - Behavioral Health hired five new therapists and assigned one of them to the school part time.
 - I will be meeting with Rachel to get her set up in an office and start working on our waitlist.
 - Developed better Restorative Practice data tracking which will help with our end-of-the-year reporting.
- Communicating with Kathy to have the bus barn assist the school with rides to the clinic for student therapy.
 - This is still in progress. We are hoping with the new hire; we won't have to transport our students to the clinic to be seen by a therapist.
- Brooke DeFoe, the Harm Reduction Registered Nurse at the clinic has presented two times to our high school students.
- I will be meeting with Tracy Grove monthly to discuss tribal truancy cases along with our two Check & Connect Mentors (Jill & Brynn).
- Started Unit 3 of our SEL (Social Emotion Learning) curriculum with grades one and two.
- Scheduled Change the Outcome organization to come present to our students in grades 6-12.
 - They talk about real life situations that involve drug use, overdose, ETC.
- Working to increase the number of students/families that are signed up for our backpack program.
 - We currently have 31 students signed up to receive weekly backpacks.
 - When I took over the grant, we had 3 officially enrolled.
 - We currently have 14 students signed up to receive benefits from our McKinney Vento grant.

- When I took over the grant, we had 2 officially enrolled.
- P&I (Prevention Intervention) started coming in to talk with our 5th grade students one time per month.

Challenges:

- Staffing shortages with our therapists.
 - We have 13 students on our waitlist.

Other:

- None

Goals within your departments for 2024-2025:

- Cut down the wording on the Wellness Policy so it is an easier read for others.
- Implement more activities to meet standards in the Wellness Policy.

**Fond du Lac Ojibwe School
Schoolwide Community Activity Supervisor
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Accomplishments:

- Quarter 3 After-school Activities has a total of 39 students signed up.
- Ziigwan Celebration is scheduled for March 20th. We have dinner and 11 activities confirmed.

Challenges:

- Rescheduled PAG from February 27th and March 20th to March 13th.

Employee updates:

- After-school Activities: 8 staff to run 10 activities.
- Gifted and Talented Education: 5 staff to give services to GATE students.

**Fond du Lac Ojibwe School
FACE Program
School Board Report
February 6, 2025**

Travel/Trainings:

- No travel this month.

Accomplishments:

- I Love to Read, and the Ojibwe Stick game is the topic of FACE Family Circle this month.
- Adult Ed scheduled for her science test on the 26th.
- FACE Audit gave us a rating of 2 which is right on schedule. We are meeting expectations with all the new guidelines.
- We just approved the final stage of getting new FACE merchandise which includes a banner, tablecloths, posters to distribute within the community with a direct link back to our FACE program.
- Adult Ed has met the 15 student expectations.

Challenges:

- Busing home for our preschool children. We just had another preschooler turn 5 so she is riding the bus in. Another preschooler will be 5 in the middle of March so transportation will not be a problem.
- Absences due to illness this month.
- FACE vehicles need repairs, and we do not need three vehicles.

Employment Updates:

- None currently.

Goals within Department:

- Continue to recruit new families and get the word out.

**Fond du Lac Ojibwe School
Transportation
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Travel/Trainings:

- Vickie is nearing the end of her online training, and she should be completed in the next few weeks. She will then obtain her school bus and passenger permit and once that is completed, she will start her behind the wheel training. She is hoping to have this completed by the end of March.

Accomplishments:

- Our 2 new buses should be arriving mid-March.
- All vehicles have now passed DOT inspections.

Challenges:

- We are still short of drivers to offer full services to head start along with the school. We are hoping to acquire more drivers at the job fair.

Employee updates:

- We have a returning driver – Jessica Walczak starting this week, we are just waiting for her DOT to come back.

Goals within Department:

- Our driver's goals within the department are to provide safe and reliable transportation for all students.