

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**March 8, 2018**  
**6:30 p.m.**  
**Education Service Center – Board Room**

**1.00 Call to Order and Roll Call**

A regular meeting of the Board of Education was called to order at 6:33 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Cruson*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*. Mr. *Butcher* was absent with prior notice.

**2.00 Welcome and Pledge of Allegiance**

President *La Vere-Wright* welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

**3.00 Approval of Agenda**

It was moved by *Cruson*, seconded by *Fry* to approve the agenda.

*The motion was put and carried with Cruson, aye; Fry, aye; Graham, aye, La Vere-Wright, aye. Motion carried 4-0.*

**4.00 Consent Agenda – see attachments**

4.01 Approval of Minutes of Regular Board of Education Meeting 2/8/2018

4.02 Approval of Matters Relating to Administrative Personnel

4.03 Approval of Matters Relating to Professional/Technical Personnel

4.04 Approval of Matters Relating to Licensed Personnel

4.05 Approval of Matters Relating to Educational Support Personnel

4.06 Approval of Matters Relating to Specialized Services Professionals

4.07 Approval of Minutes of Special Board of Education Meeting 2/28/18

**5.00 Board Update**

*La Vere-Wright*: Our student board of representatives are from Falcon High School and PPEC, Athena Espiritu is from PPEC and MyAvion Walker is from Falcon HS. They'll represent all of our high schools today in our panel. I wanted folks to be aware that Mr. Butcher is not here tonight because his daughter Mackenzie who is a 2015 Sand Creek alum will be competing in the Division 2 national track meet tomorrow morning at 9:00 a.m. in the pole vault. She's currently seated 5<sup>th</sup>. He and his wife are on a plane right now so that they can see their daughter in the national event. We as a district are very proud of Mackenzie as well. Remind everyone to fill out their evaluations.

*Graham*: There are a lot of things going on in the school district, a lot of building, a lot of improvements. I think we're going to be doing a tour on the 12<sup>th</sup> and I get to see some of these builds. There's a lot of discussion in our community about safety and security and possible district name changes. Things like that that are getting some people excited and I encourage our community and staff to continue with the inputs. Let us know what you're thinking and how you feel. I ask that you do it respectfully and so far it all has been that way. We represent the district, the voters and the staff. Unless you share with us how you feel about some of these subjects, we really will not have a clue which way our district is leaning. I encourage everyone to feel free to share with us your thoughts on some of these important subjects that are dear to your heart. Thank you.

*Cruson:* The wellness challenge that the district-wide participated in, the step challenge, I did not hear how the final results added up but I hear there was some heated competition between some of the zones and administration and primarily for our staff. It was fantastic that they all participated. Thanks to all of our staff and Rachel Duerr for coordinating that. It's hard for me to even think that we're talking about end of year type of stuff. We as a board received invitations to graduations and 3.75 breakfasts and I'm thinking, we haven't even had winter yet. Thanks to our students for keeping their nose attuned to what's going on and focusing on what needs to happen especially academically.

*La Vere-Wright:* We have a Scout here tonight. Would you like to share with us what badge you're working on today?

*Scout:* Communications Merit Badge

*La Vere-Wright:* Welcome and we're glad that you're here to start seeing how this part of our government works.

### **5.01 Chief Officer Update**

*Hilts:* I think you're all aware that we operate in the district a program called Project Lead the Way, which is a pre-engineering curriculum for high school students. The middle school equivalent of Project Lead the Way is called Gateway to Technology. We offer that at district middle schools. I'm really excited to announce tonight that the program at Skyview is the only middle school Gateway to Technology program in the state of Colorado that was honored as a distinguished program. We're going to get those people and some of those students here. A big shout out to Jay Bonser and Megan Rasmusen that are the teacher leaders of that program. It's a huge honor and really shows the depth and expertise that's going on at Skyview. It's fun to acknowledge and recognize that. As Mr. Graham alluded to, we have an elevated level of concern about school safety and security. There is an event happening this Monday. It's a town hall or an open forum on issues of school safety and security. Several members of our staff are going to be participating in that. It's at the ENT Center at the University of Colorado, Colorado Springs. The ENT Center is down along North Nevada, just north of Garden of the Gods and it's at the ENT Center for the Arts which a new facility down there. I will be there, Dave Watson, our Chief of Security will be there. Mr. Nancarrow, our Director of Communications will be there and we would invite any or all board members that want to be there and hear the level of conversation in our larger community. I think it's going to be a significant event and we appreciate the invitation to be there and participate and represent the commitments that our community has been making for years. The reason that we have what we have. That will be an important event. There's another important event that I get to disclose today and then you'll hear a deeper report. Something happened 8 years, 2 months and 12 days ago that really changed the direction of District 49 in ways that we now know were really for the better. That is the day that we began a monitoring agreement with the Federal Department of Justice related to equity and environment in our schools. We were released yesterday from that agreement. That is a big celebration. It shows the great leadership of our students and families, but also of our school level designated administrators of Dr. Lou Fletcher and the office of Culture and Services. We performed exactly as we expected to and we've built an enduring culture that will last well beyond any agreement or any oversight or monitoring because this board directed that we commit to that culture. It's why it's on the way and in all of our buildings. It's exciting to report that. Dr. Fletcher will be back with you in a month, if you agree to put that on the agenda so that he can present a more complete report about where we go from here and what that means for programs that are already underway. What an exciting place to be after 8 years.

*La Vere-Wright:* May I ask you reiterate the date and time of that safety town hall?

*Hilts:* It is Monday, March 12<sup>th</sup> at 6:00 p.m. at the ENT Center for the Arts on the campus of UCCS, the lower campus, along North Nevada.

*La Vere-Wright:* Would it be appropriate for us to have communications share that with our community so that if they'd like to attend and hear what is happening regionally, is this an open event?

*Hilts:* It is an open event. It will be live streamed as well. We certainly can place that on our district's website and use other means to push it out.

*La Vere-Wright:* I know that I personally have gotten several emails from parents asking questions. I'm sure other board members have as well and I think sharing that information with our community and letting them know that this is a place where our entire greater Colorado Springs area will be discussed this. Might be an important thing just messaging wise to say we're participating. We'd love for you to come or watch the live stream or be able to access the information later so you can hear all of the ways which we're trying to work together to make our schools even safer.

*Hilts:* I know that the board can't task us live in a meeting but I'm not so constrained so David Nancarrow will take that direction and we'll walk forward with that.

*Almeida:* One more point on that, I'm pretty sure that you have to register online. Folks should go to that website at KOAA and you can see it on our Facebook page as well.

*Ridgway:* In the business office, it's a busy time of year. A lot of stuff that you actually hear of in the meetings, we get into evaluation season, going through performance reviews, hirings for the new year, especially as we're bringing a new building on, budget season, etc. There's just a lot of work going on and you will hear most of it in meetings coming up.

*Almeida:* There's a lot of good stuff going on across the district. I do appreciate John mentioning the tour that we'll go out there with the board and have a chance to show some of our board volunteers some of the great work that's happening in the area of facilities and construction across the district. I want to say a few words in the area of security. I appreciate again the fact that both John and Peter brought that up as a point of concern. I wanted to make sure that we're expressing very clearly across the board, we understand the heightened concerns and awareness that there is across the community. We're seeing that loud and clear from our community members, staff and faculty. The entire country is obviously at a point of heightened awareness in the aftermath of recent events. I want everyone to understand and hear that we have some really good protocols that are in place. As a new member of the district, having been on board for only a few months, one of the things that impressed me very much is the fact that we have some very good protocols that are in place. I want to reemphasize and mention that to our constituents, our schools and our community that the work that has been done for a number of years prior to now is very, very solid. As a person coming from a military background, I have a very keen sense of watching for these types of questions, these types of issues and my opinion is that the district has a lot of really good systems that are already put in place. Some of things include things like the security measures that we've really made a big effort here recently to increase our controlled entry into schools. The safe entry process that we've been working through and tying down and tightening up the protocols for entering schools, single point of entry across the schools, the MLO 3B upgrades that we've had, increased surveillance cameras, all of these things have been adding to a base that has already been established here within the district. Those things are continuing to make us better. I want to make sure that everybody understands that we're not resting on any of that. We understand very clearly that the area of security is something that requires constant vigil, constant review, looking constantly at where we can improve and take where we are now and take it to the next level. The district had already been thinking about and we had already been considering the question of expanding our security capability to help the schools train and prepare and conduct assessments at the school levels across the entire breadth of the district. We're taking some of those measures now to increase that staff and that capacity. The intent is clearly that we need to have that first response and that first immediate response capability at the best level we possibly can at the school level. That's the first thing that has to happen in any kind of event. So we're very focused on making sure that the schools have the assets and the schools have the analysis and the schools have the assistance to make themselves as prepared as possible across

the entire district. We're working pretty hard at that. We're also looking at our planning process, our review process, and how we're going to go back and revisit all of the individual lanes that go into security planning, our personnel structure, our equipment, the physical security that we have at each school, how we're doing assessments, how we're doing training, what processes we have in place. All of this is being reenergized. We're taking a hard look at ourselves and we're going to continue to have group efforts to both plan, make recommendations, work with the community and then turn around and implement those plans over time in conjunction with the chief officers as we move forward. My key message to everyone out there is we're very, very aware and we are also as equally concerned as anyone is out there. We take the security of our students, the security of our schools as the utmost priority and we want to continue in that direction.

## **5.02 *Student Board of Representatives Update***

*Espiritu:* It's International Women's Day, go women, go us. There's a lot going on inside my school. Right now we're working on a schoolwide ecology project and at the end of this month, on March 31<sup>st</sup> we will be holding a conservation festival where we will have many different groups present focusing on raising awareness for the conservation of monarch butterflies, as well as the gray wolf in North America and there's going to be a booth there for clean water in Africa. We're working on getting that sent out to the whole district. We'd really appreciate it if you came. All proceeds will be donated to these charities.

## **6.00 *Open Forum (3 minute time limit for each speaker)***

We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum.

It is the practice of the board to withhold any board comment or direction to the chiefs until after all who have signed up for open forum have had a chance to speak.

I would also like to make you aware of our stakeholder grievance process. This process can be initiated by anyone in our d49 community and guides the community member through the correct people to help resolve their concern including as a final step the opportunity formally appeal to the board. We encourage you to utilize this process as many have successfully resolved their concerns this way.

*Romero:* My name is Samantha Romero. I am a parent at Vista Ridge High School. Today I wanted to talk a little bit about the name change. I know that I have heard that Vista Ridge's area at least was not well represented in the survey that was sent out. Part of that is parent participation, just not responding and part of it I don't think it was my parents understanding exactly what we were discussing. At our SAC meeting last night we had a really good discussion. I asked those questions and offered to bring it to you guys so that we could give you that information. Overwhelmingly, I have about 12-15 parents usually at my SAC meetings and last night there were 12. We were overwhelmingly in agreement to have that name change. We really liked the idea of having all of our area much better represented as far as location goes. A couple of my parents felt it was misleading. When you read Falcon District 49 and they had moved into town, especially my military parents, they felt like they didn't necessarily look in our area because they thought that they were looking out east and that wasn't going to be good for work, whatever the situation might be. Dropping off the Falcon piece of that would be much more descriptive of what our district looks like. It doesn't favor one high school versus another. I know I'm saying that coming from Vista Ridge High School but if you look at

all of the all of the way around, we do have a Falcon High School and then it was Falcon District 49 so that was one of the things. That being said that we were all excited to have the name change. On the flip side of that, none of my parents were happy about the Pikes Peak piece that was potentially one of the choices. Some of those reasons were the cost of the name change. We've seen that really great logo that's up here and I do know that the Pikes Peak is behind it. They loved that and were not particularly happy about what it might cost to change the name all across the board to that Pikes Peak piece. Another thing is that it might be confusing. There is Pikes Peak Community College that is here and we would be Pikes Peak District 49, could potentially cross a little bit and make that confusing. Another piece of that is that geographically we're not particularly near Pikes Peak. Those were the different things that were on there. I did want to say that many of parents particularly liked just the D49. I know that might not be possible because there's plenty of D49s but I wanted to bring that information to you guys as a board to represent our little area on Powers a little bit better than maybe the survey might have.

*La Vere-Wright:* Thank you very much. I really appreciate you taking that time.

*Duckers:* I'm Ellen Duckers. I've been in the district for almost 30 years. I've been here with the good, the bad and the ugly. Take everything to heart that is written in the Falcon Harold because I totally agree with them. The Falcon lunch bunch of seniors and everybody was irate with the name change. So am I. I think Falcon is a nice bird. There is nothing wrong with the name. The money it would cost to change it, I think that money would be better spent. Put more seatbelts in the buses, more security in schools. If you have nothing else to do with the money, buy the teachers a couple of movie tickets with it. Do not do the name change. Everybody I've talked to does not like it, even at my granddaughter's gymnastic when us grandparents and parents were sitting around. Nobody likes it. I really would appreciate it if you guys consider that. Please put the money in seatbelts and school buses. We need the safety. And another thing you could spend the money on is on Londonderry, they need turn lanes. When that school opens up, they have a lot of accidents there. Having turn lanes might help alleviate some of the accidents. I'm also for our school security. If our teachers want to carry a gun, I think they should be allowed to do so. There's nothing wrong with guns. I don't know why people are so scared of them. I'm very comfortable with guns also. I've had mine for many years. I've never shot anybody and I'm never planning on it unless somebody threatens mine or my grandkids lives. Simple as that. The teachers that are comfortable with it. The ones that need to be trained with it. Another thing about security was last year I went to pick up my granddaughter at kindergarten and you have to push the button to get in the school. No problem, but I walked in, went to the bathroom, nobody checked on me, where I was. Where's the person that rang the bell. Even people going out of the school, they just open the door and the next person walks in. In the office they have no clue if somebody walks in or not. Those people are not checked. There needs to be a little bit better security. Somebody needs to be there to say who are you, why are you going there. That needs to be checked first. I think that's a little flaw about letting people in the district that don't belong.

*La Vere-Wright:* I know of where you speak because we used to run into one another. One of the things that you may not be aware of that Mr. Almeida referred to is that as a part of the MLO funds that were approved by voters in this last election. One of the things we're doing is designing secure entries. By the end of this summer I believe, all of our schools will have the double secured entry. That school right now does not, but will be by August. You would not be able to walk in and go wherever you want because the entries are specifically designed to force you to only be able to enter the office first. That security concern is actively being addressed. We couldn't do all schools at once. There's just not enough labor to do it. We didn't want to disrupt the school days. We've been partitioning it out. Each school's had pieces of it done over last summer and during school breaks. I believe every single school will have the double secured entry where they can only get in through the main office by the beginning of school next year. All of our district operated ones. The name change pieces, we'll be having additional presentations later. I wanted to thank

both of our speakers for being respectful on that topic and bringing what they had heard. The more information we have the better and that truly is what we're asking for as a board. The reason we have a voice of community survey out there. The reason we're asking staff, parents and community members to take it, is we're asking for your help to make an informed decision. We can only make an informed decision if you're willing to inform us. Please use the tools we have out there to continue to provide your input. Encourage the people you know who are voicing those opinions pro, con, indifferent, to voice those opinions through that survey to provide in the comment section what their specific concerns are. I appreciated that we got a summary of exactly what things the SAC at Vista Ridge liked and did not like. That's incredibly helpful to us as we move forward. Having that kind of commentary whether it's through the survey or on Facebook is helpful to all of us because that is how we operate as a board is by asking for your input first. That's been consistent for the entire time that anybody who's currently on this board, including Mr. Butcher, who's cheering his daughter on, has been there. That has been our modus operandi and it will continue to be.

**7.00 Action Items – see attachments**

- 7.01 Action on Special Education New Structure/Organization
- 7.02 Action on Personalized Diploma Pathway (PDP)
- 7.03 Action on Policy Revisions
  - a. DD Funding Proposals, Grants & Special Projects
- 7.04 Action on New Course Proposals at Skyview Middle School
  - a. Magic of Electrons
  - b. Creative Writing Workshop
  - c. Piano Lab
- 7.05 Items Removed from Consent Agenda

**8.00 Information Items– see attachments**

- 8.01 Process Improvement Update
  - a. DD-R Grant Application & Funding Requirements
  - b. JH-E Truancy Process Flowchart
- 8.02 Expulsion Information
- 8.03 Student Study Trips
- 8.04 Current Legal Issues
- 8.05 Chief Officers' Goals
- 8.06 Financial Audit Results
- 8.07 Falcon Zone Performance Update
- 8.08 iConnect Zone Performance Update
- 8.09 Board Sub-Committee Minutes

**9.00 Discussions Items– see attachments**

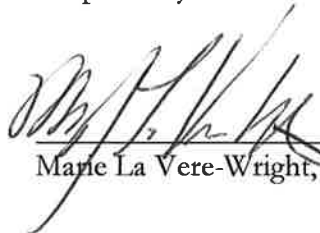
- 9.01 2016 3B Projects Update (10 minutes)
- 9.02 Establishing a Common and Legal Identity for District 49 (10 minutes)
- 9.03 2018-19 Budget Focus and Legislative Update (10 minutes)
- 9.04 Annual Peak Plan (10 minutes)
- 9.05 Mission Innovation (10 minutes)

**10.00 Other Business**

**11.00 Adjournment**

It was moved by *Cruson* and seconded by *Fry* to adjourn the meeting at 8:31 p.m. *The motion was put and carried with Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 4-0.*

Respectfully submitted by Donna Richer,

  
\_\_\_\_\_  
Marie La Vere-Wright, President  
\_\_\_\_\_  
Dave Cruson, Secretary

## March 8, 2018 Regular Board of Education Meeting

### OPEN FORUM

"Please provide your name, relation to the district and the relevant topic or agenda item of your comment for this open forum. Just as we hold our students to high standards of speech and respect for others, we expect your comments to follow these same standards. **Please limit your comments to three minutes.** Thank you."

| Name                                   | Please indicate your Relation to the district  | Please indicate the relevant topic or agenda item . | Please indicate your position on the issue, if any.   |
|--|--|---|---|
| 1. <i>Samatha Romero</i>               | <input type="checkbox"/> Employee <input type="checkbox"/> Community<br><input checked="" type="checkbox"/> Parent <input type="checkbox"/> Student            | <i>Name Change</i>                                  | <input type="checkbox"/> Support <input checked="" type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other |
| 2. <i>Ellen Duckers</i>                | <input type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student                       | <i>Name Change</i>                                  | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 3. <del><i>Aminda Martin</i></del>     | <input checked="" type="checkbox"/> Employee <input checked="" type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 4. <del><i>Matt [unclear]</i></del>    | <input checked="" type="checkbox"/> Employee <input checked="" type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 5. <del><i>Jeff [unclear]</i></del>    | <input checked="" type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student            |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 6. <del><i>Michael [unclear]</i></del> | <input checked="" type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student            |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 7.                                     | <input type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student                       |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 8.                                     | <input type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student                       |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |
| 9.                                     | <input type="checkbox"/> Employee <input type="checkbox"/> Community<br><input type="checkbox"/> Parent <input type="checkbox"/> Student                       |   | <input type="checkbox"/> Support <input type="checkbox"/> Inform<br><input type="checkbox"/> Oppose <input type="checkbox"/> Other            |



February 8, 2018 Regular Board of Education Meeting

## OPEN FORUM STATEMENT

**Open Forum Statement:** "We appreciate and welcome comments on school operations and programs in District 49 as part of tonight's open forum. Please speak into the microphone and state your name before beginning. We ask that your comments be made in a respectful and orderly manner. Personal complaints against any individual connected with the school system are prohibited. Follow-up action items may be assigned to the appropriate chief officer depending on the nature of the comments. In accordance with Board policy BEDH, public participation is limited to three (3) minutes per person. Thank you for participating in our open forum."

**BOARD OF EDUCATION ITEM 4.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** D. Richer, Executive Assistant to the Board

**TITLE OF AGENDA ITEM:** Approval of Minutes of Regular Board of Education Meeting  
2/8/18

**ACTION/INFORMATION/DISCUSSION:** Consent Agenda-Action

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Once approved by the board, the minutes will be posted on the district website.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the February 8th regular board of education meeting.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** February 23, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|           | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|-----|--------|--------|----------------|
| VOTED AYE | Absent  | X   | X      | X      | X              |
| VOTED NAY |         |     |        |        |                |
| COMMENTED |         |     |        |        |                |

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 4.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Administrative Personnel

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |  |  |
|----------|--|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached personnel changes as recommended by the administration.

**APPROVED BY:** Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

**DATE:** February 23, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|           | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|-----|--------|--------|----------------|
| VOTED AYE | Absent  | X   | X      | X      | X              |
| VOTED NAY |         |     |        |        |                |
| COMMENTED |         |     |        |        |                |

BOE Regular Meeting March 8, 2018  
Item 4.02 continued

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Administrative Personnel  
March 8, 2018**

Be it resolved, that the following matters relating to administrative personnel be approved as recommended by the Chief Officers:

**Appointments to Existing Positions:**

| <b>Name</b>     | <b>Position</b>   | <b>Location</b>    | <b>Effective Date</b> |
|-----------------|-------------------|--------------------|-----------------------|
| Gregg, Jennifer | Athletic Director | Falcon High School | July 1, 2018          |

**Resignations:**

| <b>Name</b>       | <b>Position</b>     | <b>Location</b>       | <b>Effective Date</b> |
|-------------------|---------------------|-----------------------|-----------------------|
| Kennington, David | Assistant Principal | Horizon Middle School | June 30, 2018         |

**BOARD OF EDUCATION ITEM 4.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Professional Technical Personnel

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached personnel changes as recommended by the administration.

**APPROVED BY:** Peter Hiltz, Chief Education Officer; Brett Ridgway, Chief Business Officer

**DATE:** February 23, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|-----|--------|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X   | X      | X      | X              |
| <b>VOTED NAY</b> |         |     |        |        |                |
| <b>COMMENTED</b> |         |     |        |        |                |

BOE Regular Meeting March 8, 2018  
Item 4.03 continued

|                  |              |                |                |  |  |
|------------------|--------------|----------------|----------------|--|--|
|                  | <b>HILTS</b> | <b>RIDGWAY</b> | <b>ALMEIDA</b> |  |  |
| <b>COMMENTED</b> |              |                |                |  |  |

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Professional/Technical Personnel  
March 8, 2018**

Be it resolved, that the following matters relating to professional/technical personnel be approved as recommended by the Chief Officers:

**Resignations:**

| <b>Name</b>      | <b>Position</b>               | <b>Location</b>      | <b>Effective Date</b> |
|------------------|-------------------------------|----------------------|-----------------------|
| Kimberly Steeves | Central Enrollment Supervisor | Culture and Services | February 28, 2018     |



**BOARD OF EDUCATION ITEM 4.04 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Melanie White, Human Resources Manager

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Licensed Personnel

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached personnel changes as recommended by the administration.

**APPROVED BY:** Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

**DATE:** February 23, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|-----|--------|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X   | X      | X      | X              |
| <b>VOTED NAY</b> |         |     |        |        |                |
| <b>COMMENTED</b> |         |     |        |        |                |

BOE Regular Meeting March 8, 2018  
Item 4.04 continued

|                  |              |                |                |  |  |
|------------------|--------------|----------------|----------------|--|--|
|                  | <b>HILTS</b> | <b>RIDGWAY</b> | <b>ALMEIDA</b> |  |  |
| <b>COMMENTED</b> |              |                |                |  |  |

**EL PASO COUNTY SCHOOL DISTRICT 49**

**Approval of Matters Relating to Licensed Personnel  
March 8, 2018**

Be it resolved, that the following matters relating to licensed personnel be approved as recommended by the Chief Education Officer:

**Appointments to Existing Positions:**

| <b>Name</b>   | <b>Position</b>     | <b>Location</b>         | <b>Effective Date</b> |
|---------------|---------------------|-------------------------|-----------------------|
| Breckon, Paul | INR English Teacher | Vista Ridge High School | 3/1/2018              |

**Appointments to New Positions:**

| <b>Name</b>  | <b>Position</b>             | <b>Location</b>            | <b>Effective Date</b> |
|--------------|-----------------------------|----------------------------|-----------------------|
| Felder, Lena | Speech Language Pathologist | Service Education Services | February 5, 2018      |

**Retirements:**

| <b>Name</b>        | <b>Position</b> | <b>Location</b>         | <b>Effective Date</b> |
|--------------------|-----------------|-------------------------|-----------------------|
| Scholer, George    | Job Developer   | Falcon High School      | May 25, 2018          |
| Williams, Lynn     | Art Teacher     | Vista Ridge High School | May 30, 2018          |
| DeWitt, Sheldon    | PE Teacher      | Horizon Middle School   | May 30, 2018          |
| Robillard, Richard | English Teacher | Falcon High School      | May 30, 2018          |

**Resignations:**

| <b>Name</b>       | <b>Position</b>                   | <b>Location</b>                 | <b>Effective Date</b> |
|-------------------|-----------------------------------|---------------------------------|-----------------------|
| Winner, Marvra    | Special Education (DD) Teacher    | Ridgeview Elementary School     | May 30, 2018          |
| Roberts, Kari     | Early Childhood Special Education | Woodmen Hills Elementary School | May 30, 2018          |
| Wilson, Natasha   | Math Teacher                      | Sand Creek High School          | May 30, 2018          |
| Hibbard, Burnett  | Math Teacher                      | Vista Ridge High School         | May 30, 2018          |
| Taylor, Holly     | French Teacher                    | Sand Creek High School          | May 30, 2018          |
| Scruggs, Madeline | English Teacher                   | Falcon Middle School            | May 30, 2018          |

**Transfers:**

| <b>Name</b>  | <b>Position</b>                                       | <b>Location</b>             | <b>Effective Date</b> |
|--------------|---|-----------------------------|-----------------------|
| Hess, Meghan | Intent to Non-Renew Special Education (DD/ID) Teacher | Ridgeview Elementary School | February 7, 2018      |

**Substitutes:**

| <b>Name</b>        | <b>Position</b>     | <b>Location</b> | <b>Effective Date</b> |
|--------------------|---------------------|-----------------|-----------------------|
| Banks, Altagracia  | ESP Substitute      | Varies          | February 14, 2018     |
| Campbell, Laura    | Licensed Substitute | Varies          | February 28, 2018     |
| Castle, Kira       | Licensed Substitute | Varies          | February 28, 2018     |
| Combs, Priscilla   | ESP Substitute      | Varies          | February 14, 2018     |
| Hartsock, Richelle | ESP Substitute      | Varies          | February 14, 2018     |
| Henderson, Monica  | Licensed Substitute | Varies          | February 28, 2018     |

|                         |                     |        |                   |
|-------------------------|---------------------|--------|-------------------|
| Johnson, Jamita         | ESP Substitute      | Varies | February 14, 2018 |
| King, Lauren            | Licensed Substitute | Varies | February 28, 2018 |
| Kosiavelon, Christopher | Licensed Substitute | Varies | February 28, 2018 |
| Kramer, Sandra          | ESP Substitute      | Varies | February 14, 2018 |
| Lessard, Audrey         | Licensed Substitute | Varies | February 28, 2018 |
| Lopes, Ashleigh         | Licensed Substitute | Varies | February 28, 2018 |
| Lundquist, Lynette      | Licensed Substitute | Varies | February 28, 2018 |
| Merrill, Lauren         | ESP Substitute      | Varies | February 14, 2018 |
| Milton, Marie           | ESP Substitute      | Varies | February 14, 2018 |
| Mounger, Maurisa        | Licensed Substitute | Varies | February 28, 2018 |
| Murphy, Kristine        | Licensed Substitute | Varies | February 28, 2018 |
| Patterson, Christian    | ESP Substitute      | Varies | February 14, 2018 |
| Phillips, Veronica      | Licensed Substitute | Varies | February 28, 2018 |
| Pirzadeh, Hannah        | Licensed Substitute | Varies | February 28, 2018 |
| Rawson, Lisa            | ESP Substitute      | Varies | February 14, 2018 |
| Rhodes, Cheryl          | ESP Substitute      | Varies | February 14, 2018 |
| Rich, Amy               | Licensed Substitute | Varies | February 28, 2018 |
| Roach, Shelley          | Licensed Substitute | Varies | February 28, 2018 |
| Rood, Miranda           | ESP Substitute      | Varies | February 14, 2018 |
| Schrock, Phebe          | ESP Substitute      | Varies | February 14, 2018 |
| Stevenson, Melissa      | ESP Substitute      | Varies | February 14, 2018 |
| Struck, Aimee           | Licensed Substitute | Varies | February 28, 2018 |
| Sutherland, Dawn        | ESP Substitute      | Varies | February 14, 2018 |
| Tate, Connie            | Licensed Substitute | Varies | February 28, 2018 |
| Taylor, Jennifer        | Licensed Substitute | Varies | February 28, 2018 |
| Ulanski, Kristen        | ESP Substitute      | Varies | February 14, 2018 |
| Underwood, Michael      | Licensed Substitute | Varies | February 28, 2018 |
| West, Adam              | ESP Substitute      | Varies | February 14, 2018 |

**BOARD OF EDUCATION ITEM 4.05 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Nicole Evans, Human Resources Manager

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Educational Support Personnel

**ACTION/INFORMATION/DISCUSSION:** Consent - Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. Retirement and resignations, if any, are included in this roster.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By addressing these actions, the Board of Education is approving the necessary actions that allow the district to continue its' function of hiring and other associated personnel activities that impact student achievement.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached personnel changes as recommended by the administration.

**APPROVED BY:** Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

**DATE:** February 23, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|-----|--------|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X   | X      | X      | X              |
| <b>VOTED NAY</b> |         |     |        |        |                |
| <b>COMMENTED</b> |         |     |        |        |                |

BOE Regular Meeting March 8, 2018  
Item 4.05 continued

|                  |              |                |                |  |  |
|------------------|--------------|----------------|----------------|--|--|
|                  | <b>HILTS</b> | <b>RIDGWAY</b> | <b>ALMEIDA</b> |  |  |
| <b>COMMENTED</b> |              |                |                |  |  |

**EL PASO COUNTY SCHOOL DISTRICT 49****Approval of Matters Relating to Educational Support Personnel (ESP)  
March 8, 2018**

Be it resolved, that the following matters relating to ESP personnel be approved as recommended by the Chief Officers:

**Appointments to Existing Positions:**

| <b>Name</b>          | <b>Position</b>                        | <b>Location</b>                             | <b>Effective Date</b> |
|----------------------|--|---|-----------------------|
| Atwood, Karla        | Bus Driver                             | Transportation                              | February 12, 2018     |
| Bamber, Maria        | Special Education Paraprofessional     | Falcon High School                          | February 01, 2018     |
| Callaghan, Kimberly  | Lunch Monitor                          | ALLIES                                      | February 15, 2018     |
| Daley, Lainnie       | Bus Paraprofessional                   | Transportation                              | February 12, 2018     |
| Hire, Keera          | Special Education Paraprofessional     | Woodmen Hills Elementary School             | February 22, 2018     |
| Konz, Robert         | Bus Driver                             | Transportation                              | January 29, 2018      |
| Lancaster, Charles   | Electrician                            | Facilities                                  | February 08, 2018     |
| Landon, Lynn         | Lunch Monitor                          | Springs Ranch Elementary School             | February 01, 2018     |
| Maldonado, Christian | Building Custodial Technician          | Ridgeview Elementary School                 | February 22, 2018     |
| McFie, Sanya         | Bus Paraprofessional                   | Transportation                              | February 12, 2018     |
| Motes, Grace         | Physical Therapist Assistant           | Special Services                            | February 15, 2018     |
| Murr, Sharon         | Nutrition Services Assistant           | Pikes Peak School of Expeditionary Learning | February 22, 2018     |
| Pitre, Susan         | Crossing Guard                         | Woodmen Hills Elementary School             | February 09, 2018     |
| Pryka, Kirk          | Bus Driver                             | Transportation                              | January 30, 2018      |
| Rose, Patrick        | Bus Driver                             | Transportation                              | January 22, 2018      |
| Shaum, Andrew        | Building Custodial Technician          | Falcon Middle School                        | February 20, 2018     |
| Ulanski, Kristen     | Crossing Guard                         | Meridian Ranch Elementary School            | February 15, 2018     |
| Woods, Leeza         | Preschool Paraprofessional – Temporary | Springs Ranch Elementary School             | February 22, 2018     |

**Appointments to New Positions:**

| <b>Name</b>      | <b>Position</b>              | <b>Location</b>  | <b>Effective Date</b> |
|------------------|------------------------------|------------------|-----------------------|
| Gingrich, Bonnie | Physical Therapist Assistant | Special Services | February 08, 2018     |
| Glauvitz, Sarah  | Human Resources Specialist   | Human Resources  | February 07, 2018     |

**Adjusted Salary Schedule Placements:**

| <b>Name</b>    | <b>Position</b> | <b>Location</b> |
|----------------|-----------------|-----------------|
| Fagan, Deborah | Router          | Transportation  |

**Transfers:**

| <b>Name</b>            | <b>Transfer From</b>                              | <b>Transfer To</b>                                    | <b>Effective Date</b> |
|------------------------|---|---|-----------------------|
| Alesch, Tammy          | Attendance Secretary at Odyssey Elementary School | Administrative Secretary at Odyssey Elementary School | March 1, 2018         |
| Clark Powell, Victoria | School Secretary at Falcon Middle School          | Administrative Assistant at Communications            | February 12, 2018     |

|                  |   |   |                   |
|------------------|---|---|-------------------|
| Mariscal, Juan   | Building Manger at Woodmen Hills Elementary School                    | Building Manager at Springs Ranch Elementary School         | February 20, 2018 |
| Peoples, Michele | Special Education Paraprofessional at Vista Ridge High School         | Special Education Paraprofessional at Skyview Middle School | February 26, 2018 |
| Sanderson, Linda | Kids' Corner Site Assistant at Falcon Elementary School of Technology | Kids' Corner Site Lead at Remington Elementary School       | February 05, 2018 |

### Resignations:

| Name                   | Position                           | Location                               | Effective Date    |
|------------------------|------------------------------------|--|-------------------|
| Berryman, Alexis       | Campus Security Officer            | Vista Ridge High School                | February 16, 2018 |
| Broce, Donna           | Kids' Corner Site Assistant        | Odyssey Elementary School              | February 28, 2018 |
| Davis, Amanda          | Special Education Paraprofessional | Remington Elementary School            | February 23, 2018 |
| Florez-Kidwell, Marisa | Online Mentor                      | Springs Studio for Academic Excellence | February 02, 2018 |
| Gillies, Jenny         | Deaf/Hearing Paraprofessional      | Special Services                       | February 01, 2018 |
| Holley, Mattie         | Nutrition Services Assistant       | Falcon High School                     | March 16, 2018    |
| Santagata, Heidi       | Special Education Paraprofessional | Falcon Elementary School of Technology | February 05, 2018 |
| Shaw, Cynthia          | Special Education Paraprofessional | Banning Lewis Ranch Academy            | February 20, 2018 |
| Shroyer, Ryan          | Health Assistant                   | Rocky Mountain Classical Academy       | March 23, 2018    |
| Torres, Marylyn        | Nutrition Services Assistant       | Sand Creek High School                 | February 05, 2018 |
| West, Debbie           | Nutrition Services Manager         | Woodmen Hills Elementary School        | January 31, 2018  |

### Retirements:

| Name            | Position         | Location                              | Effective Date    |
|-----------------|------------------|---------------------------------------|-------------------|
| Steeves, Robert | Building Manager | Evans International Elementary School | February 28, 2018 |

### Terminations:

| Name          | Position                           | Location               | Effective Date    |
|---------------|------------------------------------|------------------------|-------------------|
| Farris, Amber | Special Education Paraprofessional | Sand Creek High School | February 13, 2018 |



**BOARD OF EDUCATION ITEM 4.06 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** Approval of Matters Relating to Specialized Services Professionals

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

To gain Board of Education approval for personnel changes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The contract renewal actions on attached roster are to meet Board of Education objectives in student achievement. By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached personnel changes as recommended by the administration.

**APPROVED BY:** Peter Hilts, Chief Education Officer, Brett Ridgway, Chief Business Officer, Pedro Almeida, Chief Operations Officer

**DATE:** February 27, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|-----|--------|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X   | X      | X      | X              |
| <b>VOTED NAY</b> |         |     |        |        |                |
| <b>COMMENTED</b> |         |     |        |        |                |

BOE Regular Meeting March 8, 2018  
Item 4.06 continued

|                  |              |                |                |  |  |
|------------------|--------------|----------------|----------------|--|--|
|                  | <b>HILTS</b> | <b>RIDGWAY</b> | <b>ALMEIDA</b> |  |  |
| <b>COMMENTED</b> |              |                |                |  |  |

**EL PASO COUNTY SCHOOL DISTRICT 49**  
**2018-2019 Special Services Provider Recommendations**  
**March 8, 2018**

| <b>Last Name</b> | <b>First Name</b> | <b>Location</b>          | <b>Position</b> |
|------------------|-------------------|--------------------------|-----------------|
| Hartman          | Lisa              | EIES                     | Counselor       |
| Busa             | Mary              | FES                      | Counselor - .5  |
| Perrizo          | Christine         | FES                      | Counselor - .5  |
| Villani          | Amber             | FHS                      | Counselor       |
| Morris           | Gregory           | FHS                      | Counselor       |
| Rynearson        | Erinn             | FHS                      | Counselor       |
| Thompson         | Mary              | FHS                      | Counselor       |
| Murdock          | Lisa              | FMS                      | Counselor       |
| Owen             | Geoffrey          | FMS                      | Counselor       |
| Hull             | Ariel             | FMS                      | Counselor       |
| Dazey            | Audrey            | HMS                      | Counselor       |
| Garza            | Leslie            | HMS                      | Counselor       |
| Juarros          | Tara              | HMS                      | Counselor       |
| Kelkenberg       | Stephanie         | MRIS                     | Counselor       |
| Shipley          | Nicole            | OES                      | Counselor       |
| Trethewey        | Nicole            | PHS                      | Social Worker   |
| Barela           | Dawn              | PHS                      | Counselor       |
| Bonavita         | Dale              | PPEC                     | Counselor       |
| Padilla          | Rocio             | RES                      | Counselor       |
| Woolery          | Kara              | RVES                     | Counselor       |
| Tapia            | Armando           | SCHS                     | Counselor       |
| Corral           | Alexis            | SCHS                     | Counselor       |
| Jankovsky        | Krystle           | SCHS                     | Counselor       |
| Carroll          | Kelly             | SCHS                     | Counselor       |
| Williams         | Jennifer          | SMS                      | Counselor       |
| White            | Jason             | SMS                      | Counselor       |
| Rauer            | Krista            | SMS                      | Counselor       |
| Gates            | Sandra            | SRES                     | Counselor       |
| Bevan            | Molly             | SSAE                     | Counselor - .6  |
| Pethtel          | Amanda            | SSAE                     | Counselor       |
| Zuvac            | Jill              | SSAE                     | Counselor - .6  |
| Jannicola        | Stephanie         | SES                      | Counselor       |
| Cosner           | Chad              | VRHS                     | Counselor       |
| Lewis            | Jared             | VRHS                     | Counselor       |
| Kovack           | Kristen           | VRHS                     | Counselor       |
| Oles-Taylor      | Mary              | WHES                     | Counselor       |
| Haynes           | Marla             | Individualized Education | School Nurse    |
| Gold             | Jacqueline        | Individualized Education | School Nurse    |
| Prettyman        | Patricia          | Individualized Education | School Nurse    |

|                |           |                          |                                  |
|----------------|-----------|--------------------------|----------------------------------|
| Dreher         | Amy       | Individualized Education | School Nurse - .8                |
| Smith          | Toni      | Individualized Education | School Nurse                     |
| Robb           | Tamie     | Individualized Education | School Nurse                     |
| Radcliffe      | Erika     | Individualized Education | School Nurse - .8                |
| Duran          | Shelly    | Individualized Education | School Nurse                     |
| Smits          | Ann       | Individualized Education | School Nurse                     |
| Martin         | Chelsea   | Individualized Education | School Nurse                     |
| Ingram         | Anitra    | Individualized Education | School Nurse                     |
| Herndon        | George    | Individualized Education | School Psychologist              |
| Cruz Villareal | Bethdalie | Individualized Education | School Psychologist - .5         |
| Hill           | Jennifer  | Individualized Education | School Psychologist - .6         |
| Mucciolo       | Megan     | Individualized Education | School Psychologist              |
| Hohner         | Barbara   | Individualized Education | School Psychologist              |
| Harris         | Rezzella  | Individualized Education | School Psychologist              |
| Montoya        | Sheryl    | Individualized Education | School Psychologist              |
| Neugebauer     | Corrina   | Individualized Education | School Psychologist              |
| Moon           | Jane      | Individualized Education | School Psychologist              |
| McFall         | Stephen   | Individualized Education | School Psychologist              |
| Kruse          | Amy       | Individualized Education | Speech/Language Pathologist      |
| Salas          | Heather   | Individualized Education | Speech/Language Pathologist - .4 |
| Mendell        | Jamie     | Individualized Education | Speech/Language Pathologist      |
| Pomeroy        | Marnie    | Individualized Education | Speech/Language Pathologist      |
| Sampieri       | Jodi      | Individualized Education | Speech/Language Pathologist      |
| Felder         | Lena      | Individualized Education | Speech/Language Pathologist      |
| Vanasse        | Jessica   | Individualized Education | Physical Therapist               |
| Smith          | Rachel    | Individualized Education | Physical Therapist               |
| Can            | Julie     | Individualized Education | Occupational Therapist           |
| Can            | Ryan      | Individualized Education | Occupational Therapist           |
| Ogilvy         | Amanda    | Individualized Education | Occupational Therapist           |
| Gizzi          | Sandra    | Individualized Education | Occupational Therapist           |
| Collins        | Kira      | Individualized Education | Audiologist                      |
| Chavanne       | Kimberly  | Individualized Education | Audiologist - .5                 |
| Eslick         | Regina    | Individualized Education | Social Worker                    |
| Stevens        | Sherrie   | Individualized Education | Social Worker (Crisis Response)  |
| Burnside       | Jessica   | Individualized Education | Social Worker                    |

**BOARD OF EDUCATION ITEM 4.07 Minutes**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** D. Richer, Executive Assistant to the Board

**TITLE OF AGENDA ITEM:** Approval of Minutes of Special Board of Education Meeting  
2/28/18

**ACTION/INFORMATION/DISCUSSION:** Consent Agenda-Action

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Once approved by the board, the minutes will be posted on the district website.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |  |
|          |   |  |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      |  |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the February 28<sup>th</sup> special board of education meeting.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** February 28, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|           | BUTCHER | FRY | CRUSON | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|-----|--------|--------|----------------|
| VOTED AYE | Absent  | X   | X      | X      | X              |
| VOTED NAY |         |     |        |        |                |
| COMMENTED |         |     |        |        |                |

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 7.01 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Nancy Lemmond, PhD – Executive Director of Individualized Education

**TITLE OF AGENDA ITEM:** Special Education Organization Proposal

**ACTION/INFORMATION/DISCUSSION:** Action

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**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Continuous, steady growth of special education students and needs has resulted in the current organization model – school psychologists and social workers acting as Director Designees – becoming ineffective and inefficient. The “DD” model was adopted years ago when there were 10 or fewer schools in the district and probably less than 300 special education students. The Executive Director of Individualized Education is seeking Board approval to hire a special education administrator for each zone.

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**RATIONALE:**

The school psychologists and social workers are spending more and more time on administrative tasks as numbers and needs increase. Time on administrative tasks means less time supporting student, family, and building needs. There has been an uptick in requests from schools and programs for support with significant behavioral needs and interventions. In the current DD model, school psychologists and social workers do not have the time to assist schools outside of seeing the students on their caseload.

The current model also requires team leads to perform annual staff evaluations as there is not enough administrators to effectively evaluate 70.6 FTE of special education staff. As team leads are used to evaluate staff, there is less time for them to provide services – resulting in hiring more staff – and reluctance to address poor performance issues – resulting in possible retention of low-performing staff.

The options were to either increase school psychologists and social workers and allow them to continue to work as mini-administrators or to explore the zone administrator structure.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

The measureable outcomes would be improved service to schools and families surrounding their special education needs yielding a decrease in complaint e-mails and phone calls. Tabling special education meetings whether for a few days or weeks would decrease as all the decision-making players would be more readily available. Stakeholder satisfaction would increase as more focus is given to building-teams including administrators and families. Internal stakeholder satisfaction could be measured by a VoW survey and external stakeholder satisfaction could be measured by a targeted VoC survey.

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**INNOVATION AND INTELLIGENT RISK:**

The new special education organizational structure will improve trust within our special education family as customer service and special education services improve. We have a commitment to the education of all students and our commitment has been teetering on the edge of success for a couple of years. District special education families and staff are committed to us and we, in turn, should be fully committed to them by providing them with the best level of administrative support that we can offer.

The risk to the district is the successful on-boarding of 3 new zone administrators. The new organizational structure has been communicated to stakeholder groups with positive feedback. This lends the Executive Director of Individualized Education to anticipate wide-community support; however, regular, frequent and open discussions with the zone special education administrators, Director of Special Education, and other stakeholder groups will be conducted.

---

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |  |
|----------|---|--|
| Culture  | <b>Inner Ring</b> —How we treat each other  | Improving customer service and special education services improves our caring of each other, our students, and our families.   |
|          | <b>Outer Ring</b> —How we treat our work  | Special education is equally important as special education. Additional administrator support will allow building-level teams to receive the specific training and   |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Our special education staff and families have been with us through good times and bad times. They support us, care for us, and collaborate with us. We need to provide that same support, care, and collaboration in return. |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |  |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |  |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |  |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               | This customization of the special education organization will better serve our schools allowing staff to focus more on the success of each student while maintaining their high standard for compliance.                     |

**BUDGET IMPACT:** \$396,000 – approved by the Zone Leaders – versus \$294,309 for 2 additional school psychologists. Savings will be \$46,909 paid to team leads for completing evaluations and a vacant record-keeping position.

**AMOUNT BUDGETED:** \$396,000 Approved by the Zone Leaders

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the new special education organization structure with the hiring of 3 zone administrators.

**APPROVED BY:** Peter Hilts, Chief Education Officer, Brett Ridgway, Chief Business Officer

**DATE:** February 28, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|--------|-----|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X      | X   | X      | X              |
| <b>VOTED NAY</b> |         |        |     |        |                |
| <b>COMMENTED</b> |         |        |     |        |                |

|                  | HILTS | RIDGWAY | ALMEIDA |  |  |
|------------------|-------|---------|---------|--|--|
| <b>COMMENTED</b> |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 7.02 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Andy Franko, iConnect Zone Leader

**TITLE OF AGENDA ITEM:** Personalized Diploma Pathway

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Under the iConnect Zone reorganization plan of 2016, administration recommended and the board approved a pause in Graduation Equivalency Diploma (GED) support offerings at Patriot Learning Center. At the time, the support plan was unfunded, lacked strategic implementation strategies, and had unclear outcome objectives. The Personalized Diploma Pathway addresses each of these issues and provides a foundation provide a specific need for students within the iConnect Zone, District 49 as a whole, and students in the Pikes Peak region.

**RATIONALE:**

Students who are enrolled at Patriot High School are seeking an alternative educational experience and currently do not have a viable pathway option to choose if they decide to enter the workforce after they have demonstrated a minimal level of proficiency.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Creation of a mastery based Personalized Diploma Pathway (PDP) establishes an opportunity for students and families to make a pathway choice based on their personalized need to enter the workforce prior to the completion of a four-year plan. [D49 BOE policy IKF Graduation Requirements](#) indicates students will demonstrate mastery by completing their Pathway Plan and by attaining specified levels of achievement on designated examinations. Students completing their Personalized Diploma Plan and obtaining a passing score on the GED assessment will receive a mastery based diploma from D49.

**INNOVATION AND INTELLIGENT RISK:**

**What if?:** Students at PHS had multiple options that allowed them to choose CTE pathways or a personalized pathways where they could demonstrate mastery, receive an early diploma and enter the workforce. Also, what if students could stack their personalized pathway with an Internship, certification programs or job readiness training? Could we better serve a population of students who sometimes need and desire a faster track to the workforce beyond high school.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |  |  |
|----------|--|--|
| Culture  | Inner Ring—How we treat each other   | Students, families and staff are being survived about the desire for the Personalized Diploma Pathway. Early responses indicate this is extremely desirable for a number students. |
|          | Outer Ring—How we treat our work   | The development of the PDP has been a collaborative effort which builds connections and respect for our work.  |
| Strategy | Rock #1—Establish enduring <u>trust</u> throughout our community                               |  |
|          | Rock #2—Research, design and implement programs for intentional <u>community</u> participation |  |



|   |   |
|---|---|
| <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    | The Personalized Diploma Pathway adds a much-needed component to our portfolio offering within District 49. |
| <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | The plan ensures students are building firm foundations and demonstrating mastery within their pathway.     |
| <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               | Students who complete the PDP can be assured they have the appropriate skills to be successful.             |

**BUDGET IMPACT:** Staffing and assessment fees are the two budget considerations of this project. Both can and will be considered under the building budget of PHS.

**AMOUNT BUDGETED:** With board endorsement a pilot program will launch in the spring of 2018 with appropriate funds allocated from opportunity within the current PHS budget.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the Personalized Diploma Pathway as recommended by the administration.

**APPROVED BY:** PETER HILTS, CHIEF EDUCATION OFFICER

**DATE:** February 28, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|--------|-----|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X      | X   | X      | X              |
| <b>VOTED NAY</b> |         |        |     |        |                |
| <b>COMMENTED</b> |         |        |     |        | X              |

|                  | HILTS | RIDGWAY | ALMEIDA |  |  |
|------------------|-------|---------|---------|--|--|
| <b>COMMENTED</b> |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 7.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** D. Richer, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Policy and Procedure Review

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Ongoing review of Board policies to ensure compliance with current laws and regulations and to ensure policies align with practices that best serve the district.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Board policies are routinely reviewed to ensure that they are current and reflect applicable federal and/or state regulations as well as the needs and processes of the districts.

| No.   | Designation | Title                                       | Reviewed by   | Recommendations                     |
|-------|-------------|---|---------------|-------------------------------------|
| 7.03a | DD          | Funding Proposals, Grants & Special Project | F Christensen | Updated to reflect current practice |

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |   |   |
|----------|---|---|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |   |
|          |   |   |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district. |
|          | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |   |
|          | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |   |
|          | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |   |
|          | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |   |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After board review at the previous work session, I move to approve revisions to policy DD as recommended by the administration.

**APPROVED BY:** Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer; Pedro Almeida, Chief Operations Officer

**DATE:** February 28, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

BOE Regular Meeting March 8, 2018  
Item 7.03 continued

|           | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|--------|-----|--------|----------------|
| VOTED AYE | Absent  | X      | X   | X      | X              |
| VOTED NAY |         |        |     |        |                |
| COMMENTED |         |        |     |        |                |

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

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**BOARD OF EDUCATION ITEM 7.04A MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Cathy Tinucci and Jennifer Williams

**TITLE OF AGENDA ITEM:** Addition of Enrichment Course at Skyview MS

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Addition of new Enrichment course at Skyview MS: The Magic of Electrons, a Gateway to Technology Course.

**RATIONALE:**

Since Skyview Middle School is a CTE school, we support the growth of Elective courses that offer students the opportunity to experience STEM areas, increasing the options our students have for participating in Career and Tech Education pathways.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Offering new course to expand the engagement of student learning. Providing more options for students to choose classes that will help them find success in a future career path.

**INNOVATION AND INTELLIGENT RISK:**

Adding this class to our Elective offerings does not increase any risk, as it will be taught by a current Engineering (CTE) teacher. We can now substitute this course into a regular rotation along with Pre-Engineering, Forensics, and Robotics. This enriches the experiences our students can have in our overall Elective program.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

New course will provide more class options for students in the STEAM field.

|                 |   |   |
|-----------------|---|---|
| New course will | <b>Inner Ring</b> —How we treat each other  | Our teachers are dedicated to continuing their own learning to provide new courses for our students.  |
|                 | <b>Outer Ring</b> —How we treat our work  | As a school, it is important to us to provide the best opportunities for our students that meet current interest and are a reflection of future career opportunities.               |
| Strategy        | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Skyview wants to continue being an exceptional school through our curriculum so all students can be successful in courses they find will be beneficial to their future career path. |
|                 | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        | Magic of Electrons curriculum covers state standards in ELA, Technological Literacy, Science and Math.  |
|                 | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    | Magic of Electrons will add to a growing collection of Electives that give students options for a variety of pathway experiences.   |
|                 | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | Magic Of Electrons will incorporate hands-on activities where students will explore electricity, the behavior and parts of an atom and circuit design. Students will learn          |

BOE Regular Meeting March 8, 2018  
Item 7.04a continued

|   |   |
|---|---|
|   | where electricity comes from, why it works, and how it is produced and transmitted  |
| <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Magic of Electrons will add to a growing collection of Electives that give students options for a variety of pathway experiences. |

**BUDGET IMPACT:** The only costs associated with this new class is the summer Gateway to Technology training that will be supported by CTE programing.

**AMOUNT BUDGETED:** These funds have been previously budgeted through CTE.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the new course, Magic of Electrons, to continue our school of excellence and launching our students towards success.

**APPROVED BY:** Peter Hilts, Chief Education Officer and Dr. Michael Pickering, POWER Zone Leader

**DATE:** February 28, 2018

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|                  | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|------------------|---------|--------|-----|--------|----------------|
| <b>VOTED AYE</b> | Absent  | X      | X   | X      | X              |
| <b>VOTED NAY</b> |         |        |     |        |                |
| <b>COMMENTED</b> |         |        |     |        | X              |

|                  | HILTS | RIDGWAY | ALMEIDA |  |  |
|------------------|-------|---------|---------|--|--|
| <b>COMMENTED</b> |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 7.04B MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Cathy Tinucci and Jennifer Williams

**TITLE OF AGENDA ITEM:** Addition of Enrichment Course at Skyview MS

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Addition of new Enrichment course at Skyview MS: Creative Writing Workshop

**RATIONALE:**

Offering an elective writing course to our students will encourage students to write for enjoyment, increasing their proficiency at reading and writing.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Offering new course to expand the engagement of student learning. Providing more options for students to choose classes that will help them find success in a future career path.

**INNOVATION AND INTELLIGENT RISK:**

Adding this course does not increase any risk, as our current Communications teacher will teach the course. He is a licensed Language Arts teacher and his students will be given the opportunity to explore writing creatively.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:** New course will provide more class options for students in the Language Arts field.

|                 |   |   |
|-----------------|---|---|
| New course will | <b>Inner Ring</b> —How we treat each other  | Our teachers are dedicated in continuing their own learning to provide new courses for our students.  |
|                 | <b>Outer Ring</b> —How we treat our work  | As a school, it is important to us to provide the best opportunities for our students that meet current interest and are a reflection of future career opportunities.               |
| Strategy        | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Skyview wants to continue being an exceptional school through our curriculum so all students can be successful in courses they find will be beneficial to their future career path. |
|                 | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        | The Creative Writing Workshop curriculum covers state standards in reading and writing (ELA 8.3.1, 8.2.1, 8.2.3, and 8.1.1)   |
|                 | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    | The Creative Writing Workshop will add to a growing collection of Electives that give students options for a variety of pathway experiences.  |
|                 | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | The Creative Writing Workshop will nurture students' creativity through reading and writing a variety of poetry, drama, and short stories.  |
|                 | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               | The Creative Writing Workshop will add to a growing collection of Electives that give students options for a variety of pathway experiences.  |

BOE Regular Meeting March 8, 2018  
Item 7.04b continued

**BUDGET IMPACT:** There is no impact on the budget. This course will be moved into a regular rotation of Elective courses that students may choose by the semester.

**AMOUNT BUDGETED:** No funds need to be set aside as there is no cost to the addition of this course.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the new course, Creative Writing Workshop, to continue our school of excellence and launching our students towards success.

**APPROVED BY:** Peter Hilts, Chief Education Officer and Dr. Michael Pickering, POWER Zone Leader

**DATE:** 2-28-18

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|           | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|--------|-----|--------|----------------|
| VOTED AYE | Absent  | X      | X   | X      | X              |
| VOTED NAY |         |        |     |        |                |
| COMMENTED |         |        |     |        | X              |

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 7.04C MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Cathy Tinucci and Jennifer Williams

**TITLE OF AGENDA ITEM:** Addition of Enrichment Course at Skyview MS

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

Addition of new Enrichment course at Skyview MS: Piano Lab.

**RATIONALE:**

We believe it is important to also increase the offerings of the Arts for our students to gain a richer experience in the elective programming. Piano lab allows students to gain valuable instrumental experiences.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Many of the students who take Piano Lab will not chose to join band, thus giving them a music experience that they might not otherwise chose. Offering new course to expand the engagement of student learning. Providing more options for students to choose classes that will help them find success in a future career path.

**INNOVATION AND INTELLIGENT RISK:**

There is no risk in adding this class to our Performing Arts offerings, as it will be taught by a certified music teacher who can rotate classes with choir, expanding the Arts classes that students can chose from.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:** New course will provide more class options for students in the STEAM field.

|                 |   |  |
|-----------------|---|--|
| New course will | <b>Inner Ring</b> —How we treat each other  | Our teachers are dedicated in continuing their own learning to provide new courses for our students.   |
|                 | <b>Outer Ring</b> —How we treat our work  | As a school, it is important to us to provide the best opportunities for our students that meet current interest and are a reflection of future career opportunities.  |
| Strategy        | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Skyview wants to continue being an exceptional school through our curriculum so all students can be successful in courses they find will be beneficial to their future career path.  |
|                 | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        | Piano Lab covers state standards for music in Expression of Music, Creation of Music, and Theory of Music.   |
|                 | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    | Skyview wants to continue being an exceptional school through our curriculum so all students can be successful in courses they find will be beneficial to their future career path.  |
|                 | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | In Piano Lab, students will learn steady beat, understanding beat versus rhythm, understanding the musical alphabet, getting to know the piano keyboard, building music literacy skills, and understanding musical concepts of melody, beat, rhythm, tempo, and dynamics, important to learning piano. |



BOE Regular Meeting March 8, 2018  
Item 7.04c continued

|   |   |
|---|---|
| <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Our students will experience a broad range of Performing Arts experiences which will support future pathways in the Arts. |
|---|---|

**BUDGET IMPACT:** There is no additional cost associated with the inclusion of Piano Lab to our course offerings. We already own the Midi-lab (30 electronic, computer assisted keyboards) and the regular Music budget will support yearly licensing.

**AMOUNT BUDGETED:** Yearly licensing on the piano software is \$420 for 28 licenses, covered through building budget (Instrumental Music budget).

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the new course, Piano Lab, to continue our school of excellence and launching our students towards

**APPROVED BY:** Peter Hilts, Chief Education Officer and Dr. Michael Pickering, POWER Zone Leader

**DATE:** 2-28-18

*Cruson made the motion; seconded by Fry. The motion passed 4-0.*

|           | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|--------|-----|--------|----------------|
| VOTED AYE | Absent  | X      | X   | X      | X              |
| VOTED NAY |         |        |     |        |                |
| COMMENTED |         |        |     |        | X              |

|           | HILTS | RIDGWAY | ALMEIDA |  |  |
|-----------|-------|---------|---------|--|--|
| COMMENTED |       |         |         |  |  |

**BOARD OF EDUCATION ITEM 8.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** D. Richer, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Process Improvement Update

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

We seek to continuously improve our processes in the district.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Administrative regulation development, revision and systematic review of district policies are designed to increase the probability of an effective and efficient school system.

| No.   | Designation | Title                                       | Reviewed by   | Recommendations   |
|-------|-------------|---|---------------|---|
| 8.01a | DD-R        | Grant Applications and Funding Requirements | F Christensen | Updated to reflect current practice                               |
| 8.01b | JH-E        | Truancy Process Flowchart                   | L Fletcher    | Updated to reflect support provided by new grant funding position |

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |   |   |
|-----------------|---|---|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work                        |   |
|                 |   |   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community                                      | Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district. |
|                 | <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation        |   |
|                 | <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    |   |
|                 | <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive |   |
|                 | <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               |   |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

**APPROVED BY:** Peter Hilts, Chief Education Officer; Brett Ridgway, Chief Business Officer

**DATE:** February 28, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** N. Lemmond, Executive Director of Individualized Education

**TITLE OF AGENDA ITEM:** Expulsion Information

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

See attached confidential sheet for list of expulsions in February, 2018 per board policy.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |   |
|-----------------|--|---|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Ensures compliance with all Colorado Revised Statutes. Provide alternative pathways to students that align with 49 Pathways Initiative. |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** February 28, 2018

|                  | <b>BUTCHER</b> | <b>CRUSON</b>  | <b>FRY</b>     | <b>GRAHAM</b> | <b>LA VERE-WRIGHT</b> |
|------------------|----------------|----------------|----------------|---------------|-----------------------|
| <b>COMMENTED</b> |                |                |                |               |                       |
|                  | <b>HILTS</b>   | <b>RIDGWAY</b> | <b>ALMEIDA</b> |               |                       |
| <b>COMMENTED</b> |                |                |                |               |                       |

**BOARD OF EDUCATION ITEM 8.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Barbara Austin-Seeley, Executive Assistant to CEO

**TITLE OF AGENDA ITEM:** Student Study Trips

**ACTION/INFORMATION/DISCUSSION:** Information

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**BACKGROUND OR RATIONALE**

**VRHS**

LifeSmarts Nationals in San Diego, CA

Depart 4/21/18 Return 4/24/18

4 Students will attend this trip.

Cost of this trip will be \$275 per student and includes transportation, meals and lodging.

LifeSmarts is an academically rigorous and engaging competition in which all teams compete multiple times and top teams and individual students are recognized for high achievement. Students have competed online in a knowledge bowl like competition for 5 categories of LifeSmarts. Students earned a bid to the national competition.

Fundraising will be part of this trip.

**PPEC**

Adams State and Western State College Trip

Depart 3/1/18 Return 3/2/18

7 students will attend this trip

Cost of this trip will include transportation, meals and lodging.

I will be taking a small group of students on a college trip to visit 2 colleges so that students can begin narrowing down college choices. Additionally students can see what college life is about, what the campus looks like, talk to college students and experience a lecture.

Fundraising will not be part of this trip.

**SSAE**

High Trails trip

Depart 4/24/18 Return 4/27/18

40 Student will attend this trip.

Cost of this trip will be \$100 per student and includes transportation, meals and lodging.

This is an outdoor education program that we attend yearly. Students learn about homesteading, Ute Indians, Science Innovation, Woodlands, prospecting, to name a few. Students participate in 4 half day classes and one all day class.

Fundraising will not be part of this trip.

Approved by PH and Information item 6/8/17. Date changed to one listed below.

**HMS**

WorldStrides Washington DC trip

Depart-3/20/18 Return 3/23/18

10 Students will attend this trip.

Cost of trip is \$1,699 per students and includes transportation, meals, lodging, tours and insurance.

Students will experience the history and civics of our country by visiting monuments, museums, and areas historical significance to our American culture. This trip also allows for me to receive credit towards recertification.

Fundraising will not be part of this trip.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

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**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

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|          |  |   |
|----------|--|---|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |   |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Travel study is an important component of an appealing education, and participation in student leadership is central to our commitment to be the best district for leaders. |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** March 1, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
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| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.04 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Shannon Hathaway, Risk & Benefits Manager

**TITLE OF AGENDA ITEM:** Current Legal Issues

**ACTION/INFORMATION/DISCUSSION:** Information - Confidential

**BACKGROUND OR RATIONALE**

With an organization the size of District 49, serving 20,000+ plus students, with 2,000 + employees and a constituency of over 85,000, with 80 busses on the road every day, serving the public good in public education, there will always be legal situations in at hand. This report will be a regular, confidential, information item so that the Board can be aware of what current issues, what that issue is about, and who is involved.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

District 49 .Business Office Staff, along with legal counsel will always work to protect the institution and ideals of public education, pursuing the best possible outcome on each legal situation. Sometimes, the best outcome does involve a settlement or other action that is recommended by either legal counsel or insurance representatives.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   | <i>Handling legal issues with intentionality for the appropriate outcome, to protect the District, its vision and mission, supports cultural priorities.</i>   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | <i>Risk Management is not about simply avoiding risk, but measuring the cost and feasibility of various levels of risk avoidance against potential lost opportunity. Risk is not simply monetary, but perceptual and strategic as well. Our Risk Management strives to balance these priorities in support of the district vision, mission, culture and strategic goals.</i> |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** No action necessary – information only. All information presented in this item should be kept strictly confidential.

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** February 28, 2018

BOE Regular Meeting March 8, 2018  
Item 8.04 continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.05A MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Brett Ridgway, Chief Business Officer

**TITLE OF AGENDA ITEM:** Chief Business Officer Individual Professional Goals

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

The Board of Education runs an annual performance review process for each of the chief officers. Coming out of that process is the key decision of whether to continue the employment of said chief officer for another fiscal/school year. If employment is proposed to continue then the chief officer will be committing not only to support the District's Cultural and Strategic goals that come from the annual 'Culture and Strategic Planning Process', but also to have a certain set of foci for improved performance in individual professional goals as well.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

It is expected that individual professional goals are related to observations and/or conclusions made in prior review cycles and/or related to upcoming adjustments in the organization that will require particular focus for the chief officer to be successful in the upcoming fiscal/school year. Appropriate definition and execution of the personal professional goals should create the best opportunity for success of the individual Chief Officer and then likely also, by extension, the office they oversee and the district as a whole.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   | <i>Clarity on future performance expectations supports and allows for best-case pursuit of each point of the cultural compass.</i>   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | <i>Providing public reporting of decisions on future employment of chief officers and the individual professional goals they will be pursuing supports the effort of maintaining trust with our community.</i> |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** 2/28/2018



BOE Regular Meeting March 8, 2018  
Item 8.05a continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.05B MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Peter Hilts, Chief Education Officer

**TITLE OF AGENDA ITEM:** Chief Education Officer Personal Professional Goals

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

The Board of Education runs an annual performance review process for each of the chief officers. Coming out of that process is the key decision of whether to continue the employment of said chief officer for another fiscal/school year. If employment is proposed to continue then the chief officer will be committing not only to support the District's Cultural and Strategic goals that come from the annual 'Culture and Strategic Planning Process', but also to have a certain set of foci for improved performance in personal professional goals as well.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

It is expected that personal professional goals are related to observations and/or conclusions made in prior review cycles and/or related to upcoming adjustments in the organization that will require particular focus for the chief officer to be successful in the upcoming fiscal/school year. Appropriate definition and execution of the personal professional goals should create the best opportunity for success of the individual Chief Officer and then likely also, by extension, the office they oversee and the district as a whole.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   | The Rounding and Compensation Goals address the inner and outer rings respectively   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | The Peakview displays address rock #1<br>The VoC and SBOR address rock #2<br>The Cascade results address rocks #3, #4, and #5<br>The BOE modules address rock #4 |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Peter Hilts, Chief Business Officer

**DATE:** 2/28/2018

BOE Regular Meeting March 8, 2018  
Item 8.05b continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.05C MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Pedro Almeida, Chief Operations Officer

**TITLE OF AGENDA ITEM:** Chief Operations Officer Goals

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

The Board of Education runs an annual performance review process for each of the chief officers. Normally coming out of that process is the decision of whether to continue the employment of said chief officer for another year. If employment is proposed to continue, the chief officer will be committing not only to support the District's Cultural and Strategic goals that come from the annual 'Culture and Strategic Planning Process', but also to have specific goals and objectives for improved organizational and individual performance.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

It is expected that individual professional goals are related to observations and/or conclusions made in prior review cycles and/or related to upcoming adjustments in the organization that will require particular focus for chief officer success in the upcoming year. Appropriate definition and execution of the individual professional goals create the best opportunity for success of the chief officer and, by extension, the office they oversee and the District as a whole. These goals, once agreed upon between the BOE and the chief officer, will serve as a guiding document for chief officer actions and activity.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <p><b>Inner Ring</b>—How we treat each other</p> <p><b>Outer Ring</b>—How we treat our work</p>  | <p>Properly defining performance goals will enhance the district-wide focus upon treating people right by including leadership expectations that enhance trust, respect, care and responsibility as part of those goals. Additionally, it will provide clear direction and guidance on how the office will approach our work on a daily basis.</p> |
| <b>Strategy</b> | <p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p> | <p>Rock #1 – Transparent goals and public reporting will build trust by clearly showing the community what areas the COO will focus upon. These become areas whereby the BOE can hold the COO appropriately accountable, which in turn will further build trust in the community.</p>  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The BOE and COO discuss, modify as needed and agree upon the identified performance goals.

**APPROVED BY:** Pedro G. Almeida, Chief Operations Officer.

**DATE:** Feb 28, 2018

BOE Regular Meeting March 8, 2018  
Item 8.05c continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.06 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Brett Ridgway, Chief Business Officer

**TITLE OF AGENDA ITEM:** Financial Audit Results

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

District 49 is required to have a qualified external audit firm review our financial results as well as our internal control structure every year. That review is summarized in either an ‘Audit Report’, which is exactly that; or a ‘Comprehensive Annual Financial Report’ (CAFR), which is the audit report + some statistical information about the district. For the last two years, we have produced the CAFR so as to provide the extra information that is included to our public.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The auditor’s opinion is a conclusion that has certain specific wording to indicate the results of the audit. For D49, for the fiscal year ended June 30, 2017, the opinion reads as follows:

*“In our opinion, based on our audit and the reports of other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the El Paso County School District 49, as of June 30, 2017, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.”*

This verbiage indicates a ‘clean opinion’.

**IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |  |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | <i>Maintaining trust with the community is based in large part on the financial operations of the district. The clean opinion audit report validates the work performed by D49 in this regard.</i> |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** 2/28/2018

BOE Regular Meeting March 8, 2018  
Item 8.06 continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.07 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Sue Holmes, Falcon Zone Leader

**TITLE OF AGENDA ITEM:** Falcon Zone Performance Update

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   | Our students' learning is our priority. Data informs our staff to make focused decisions to target and enhance student performance.  |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Being transparent about our data including trends, gaps, celebrations, and work builds trust.<br><br>Data analysis assist us with providing exactly what each of our students needs to thrive in our schools and prepare them for success. |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** February 23, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
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| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |



**BOARD OF EDUCATION ITEM 8.08 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Andy Franko, iConnect Zone Leader

**TITLE OF AGENDA ITEM:** iConnect Zone Performance Update

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

The Zone Leader will provide the board with an update of student performance within iConnect Zone schools. This information includes Middle of the Year results on internal assessments. In addition, the board will receive an update on the launch of programs at the Falcon Legacy Campus and as well as a status update on Power Technical Early College, and Banning Lewis Preparatory Academy.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The iConnect Zone performance report provides clarity to the board of education and general public of student outcomes within the zone.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |  |   |
|----------|--|---|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |   |
|          |  |   |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Information to the board promotes quality communication and insight to the process of building trust with the iConnect Zone and D49 community. The information includes an update to the performance of our portfolio of schools.<br><br>The performance update includes strategies both in place and in development. These strategies are implemented to ensure firm foundations for all students. |
|          |  |   |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** No action required.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** February 23, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
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| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 8.09 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** D. Richer, Executive Assistant to the Board

**TITLE OF AGENDA ITEM:** Board Sub-Committee Minutes

**ACTION/INFORMATION/DISCUSSION:** Information Item

**BACKGROUND OR RATIONALE**

At the 2018 Annual Peak Planning meeting the Board requested the inclusion of board sub-committee minutes as an information item in the board packet.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|                 |  |  |
|-----------------|--|--|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |  |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> |  |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Information only.

**APPROVED BY:** Dave Cruson, Board Secretary

**DATE:** February 28, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         |         |         |        |                |

**BOARD OF EDUCATION ITEM 9.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Ron Lee, Director of 3B MLO

**TITLE OF AGENDA ITEM:** 3B Projects Updates

**ACTION/INFORMATION/DISCUSSION:** Discussion Item

**BACKGROUND OR RATIONALE**

Discussion item, 3B project updates.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Clarity of understanding our current 3B MLO projects and status of the projects.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|         |  |   |
|---------|--|---|
| Culture | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   | Always mindful with our integrity, we manage every project to the best possible outcome.  |
|         | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Continually provide clear and concise communication with our community and carry out their requests with effectiveness and efficiency.<br><br>Providing newly refreshed and safe learning environments assists with the growth and development towards this distinction of exceptional schools. |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:**

Review of the current 3B MLO report and make any inquiries needed for clarity or direction.

**APPROVED BY:** Pedro Almeida, Chief Operations Officer

**DATE:** February 22, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        |                |
|           | HILTS   | RIDGWAY | ALMEIDA | LEE    | WILHELM        |
| COMMENTED |         |         | X       |        |                |

**BOARD OF EDUCATION ITEM 9.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** David Nancarrow, Director of Communications

**TITLE OF AGENDA ITEM:** Establishing A Common and Legal Identity for District 49

**ACTION/INFORMATION/DISCUSSION:** Action/Discussion

**BACKGROUND OR RATIONALE**

To provide the Board of Education initial analysis on data collected from the VOC Survey addressing consolidation of District identity so the district's official, legal, and colloquial names are all the same.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

By reviewing this presentation, the Board of Education will increase its understanding of the survey results regarding consolidation of the district's identity.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |  |   |
|----------|--|---|
| Culture  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |   |
| Strategy | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | Community participation gives senior leaders input from all stakeholders. |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the presentation for further review prior to any further discussion on establishing a common and legal identity for District 49.

**APPROVED BY:** Peter Hilts, Chief Education Officer

**DATE:** February 28, 2018

*The consensus of the board was to request SAC input from each school. DAAC input, PTA/PTO input and input from our partners, developers, builders and the Chamber of Commerce. This item will be added for discussion at the April 12<sup>th</sup> regular board meeting. The board's assistant will coordinate meeting schedules for the board and determine who can attend.*

BOE Regular Meeting March 8, 2018  
Item 9.02 continued

|           | BUTCHER | CRUSON  | FRY     | GRAHAM    | LA VERE-WRIGHT |
|-----------|---------|---------|---------|-----------|----------------|
| COMMENTED |         | X       | X       | X         | X              |
|           | HILTS   | RIDGWAY | ALMEIDA | NANCARROW | ESPIRITU       |
| COMMENTED | X       |         |         | X         | X              |

**BOARD OF EDUCATION ITEM 9.03 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Ron Sprinz – Finance Group Manager

**TITLE OF AGENDA ITEM:** 18/19 – Budget Focus

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

In an effort to provide School/Department administration more accurate information on financial performance throughout the year, a new financial ‘score card’ is being developed by the finance department.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

These ‘score cards’ now measure monthly actual performance against a 3 year monthly historic average in an effort to help administration achieve budget targets.

**IMPACTS ON THE DISTRICT’S MISSION PRIORITIES—THE RINGS AND ROCKS:**

With the district’s commitment to Continuous Improvement, these score cards will provide an objective way to monitor and report on financial performance at the school and zone level.

|                 |  |   |
|-----------------|--|---|
| <b>Culture</b>  | <b>Inner Ring</b> —How we treat each other<br><b>Outer Ring</b> —How we treat our work   |   |
| <b>Strategy</b> | <b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community<br><b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation<br><b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u><br><b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive<br><b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u> | <p>Reviewing progress on budget targets as a fiscal/school year progresses will provide clarity and transparency to continue to develop trust with our community.</p> <p>The firm foundation for financial performance is information, and providing scorecards will improve the availability of pertinent financial information.</p> |

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** N/A

**APPROVED BY:** Brett Ridgway, Chief Business Officer

**DATE:** 2/28/2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         | X       |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA | SPRINZ |                |
| COMMENTED |         | X       |         | X      |                |

**BOARD OF EDUCATION ITEM 9.04 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Brett Ridgway, Chief Business Officer

**TITLE OF AGENDA ITEM:** Annual Peak Plan Review

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

In D49's pursuit of Performance Excellence, we continue to refine processes that are key contributors to that pursuit. A foundational process to that is the Cultural and Strategic Planning Process (CSPP). That process leads to the 'Annual Peak Plan, and progress to that is reported in the Annual Performance Report. This presentation keys in on the CSPP and the resulting Peak Plan for 2018/19.

**RATIONALE:**

Performance Excellence, again, relies on processes that are properly defined; and the intentional execution of those processes according to its design and within the prescribed timeline. CSPP is the annual gathering of information that happens throughout the course of the fall each year, synthesizing that information into discussion points for the CSPP meeting held each January. The commitment to process and the consistent implementation of that process has been, and will continue to be, a key part of the growth and improvement of District 49.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The consolidation of five key pieces of information will give perspective on whether current priorities are being pursued and realized appropriately and whether, then, new priorities – or adjustments to current priorities need to be pursued in the coming cycle. The five sources of information are: (1) Financial Results and the resulting CAFR; (2) State of the Workforce report; (3) Other external feedback from a Baldrige-styled process; (4) Operations Reports and; (5) Performance Frameworks of our delivery of educational services.

**INNOVATION AND INTELLIGENT RISK:**

Process is often anathema to K12 education. That tradition, unfortunately, does not see the benefit of innovation and intelligent risk. As a district of innovation, D49 – almost by definition is opposed to traditional norms of K12 education but to pursue that without structure and strategy of process and intelligent risk would be more harmful than treading water in the in the 'safe places' of traditional education. Therefore, we pursue performance excellence by pursuing process and innovation and intelligent risk – informed by key information and optimized through the CSPP.

**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

|          |  |   |
|----------|--|---|
| Culture  | Inner Ring—How we treat each other   | <i>The CSPP and the resulting Annual Peak Plan are</i>          |
|          | Outer Ring—How we treat our work   | <i>focused exactly on the level presented here – 'the rings</i> |
| Strategy | Rock #1—Establish enduring <u>trust</u> throughout our community                               | <i>And the rocks' – one section for each of the seven items</i> |
|          | Rock #2—Research, design and implement programs for intentional <u>community</u> participation | <i>that we measure any single task and item against in</i>      |

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|   |   |
|---|---|
| <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>                    | <i>this format of the board cover sheet. Distilling our preferred directions and pursuits along these lines</i> |
| <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | <i>ensures the coordination of multiple pursuits and</i>  |
| <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>               | <i>validates their existence when the align this way.</i>   |

**BUDGET IMPACT:** None specific, but all non-specific.

**AMOUNT BUDGETED:** N/A.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Join the Administration making this presentation by reflecting on the CSPP, how it drives the Annual Peak Plan, and being fluent in each of the items in preparation for conversation with students, staff, and constituents.

**APPROVED BY:** Brett Ridgway, Chief Business Officer  
Peter Hilts, Chief Education Officer  
Pedro Almeida, Chief Operations Officer

**DATE:** March 5, 2018

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         |         |         |        | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED |         | X       |         |        |                |



**BOARD OF EDUCATION ITEM 9.05 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

**BOARD MEETING OF:** March 8, 2018

**PREPARED BY:** Peter Hilts, Chief Education Officer

**TITLE OF AGENDA ITEM:** Mission Innovation Proposals

**ACTION/INFORMATION/DISCUSSION:** Discussion and Direction

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**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:**

In 2011, District 49 began innovating all aspects of district operations. From replacing the superintendent with a team of three chief officers to reorganizing the district into innovation zones based on feeder school systems, nearly every aspect of district performance was subject to change and improvement. Some of those early innovations were excellent ideas that have paid significant dividends, like the move to give schools more control of curriculum and instruction. Others, like differentiating the calendar by zone, were not as successful and were later reversed. Through years of experience, we have learned that systematic, thoughtful, and deliberate innovation proposals are more likely to be successful than isolated, impulsive, and rushed proposals. Even some of our best ideas have failed to thrive when we don't support them with sufficient thought, resources, and time. So, Mission Innovation is our commitment to improve the way we innovate.

Whenever we seek to improve our performance, we follow the district's mission to Learn, Work, and Lead. In this instance, our major source of learning has been the input through the Voice of the Workforce on our VOW Annual survey as well as several VOW monthly surveys. We also heard clearly through our cultural compass survey and other sources like the teacher compensation task force, that many of our colleagues do not feel like their ideas are received or appreciated. We aim to change that. Some staff feel like they have good opportunities to influence their leaders, but others might not feel heard. So, with that learning in mind, we are working to build a systematic process that will bring staff leadership to the forefront of district improvement. We've named that process Mission Innovation because we fulfill our mission by being innovative, and we envision a future where innovation drives our mission upward toward peak performance.

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**RATIONALE:**

The rationale for each MI proposal is embedded in the content documents.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

The expected outcomes for each proposal are embedded in the content documents, but the overall expected outcome of the mission innovation process is to foster systematic consideration and adoption of innovation sourced from our workforce and honoring the capacity and creativity of our colleagues.

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**INNOVATION AND INTELLIGENT RISK:**

The innovation and intelligent risk analysis for each MI proposal is embedded in the content documents. Depending on the direction of the board to pilot, adopt, or offer support for specific innovation opportunities, the business office will complete a financial analysis to consider for incorporating into the 2018-19 budget.

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**IMPACTS ON THE DISTRICT'S MISSION PRIORITIES—THE RINGS AND ROCKS:**

**Putting Mission Innovation into Practice**

There are two major aspects to *Mission Innovation*. The first is an intentional process to solicit, select, and support innovations from every teacher, support professional, or administrator. Beginning at the start of the school year, we asked ourselves to suggest ideas for small scale or large-scale improvements. Like the selection process used on *American Idol*, we began in our local settings like schools and offices with every idea eligible for consideration. Just as those early *Idol* auditions brought bright spots and bad sounds to the judges—we received a chorus of ideas from

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brilliant to impractical. At each building, and around our district offices, leaders created their own audition process to evaluate and select one innovation idea to move forward. From the schools offices, and zones the top-rated innovation ideas are now presented to the board of education for adoption, support, and integration with the district's annual cultural and strategic planning.

**BUDGET IMPACT:** The budget impact is highly variable and dependent on the timing and scale of adoption. Individual proposals detail general financial implications, but we will need to develop more precise projections based on the board's direction.

**AMOUNT BUDGETED:** In most cases, the MI proposal would rely on funds that are not yet identified or budgeted. In one case, the proposal may generate revenue.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** We recommend that the board identify one or two proposals for deeper evaluation and cost projections, along with guidance about timeframe and scope. For example, the board might direct administration to adopt a specific proposal with a three year commitment as a pilot in a specific zone.

**APPROVED BY:** Pedro Almeida, Chief Operations Officer, Peter Hilts, Chief Education Officer, Brett Ridgway, Chief Business Officer

**DATE:** March 1, 2018

*The consensus of the board was to ask whether Camp Innovation would consider redrafting it into an intersession type of program instead of a full year program. If they are willing to reconsider, pricing data is requested. The board asked whether the Building Tech Coaches innovation program could be phased in or piloted and also requested that comparison data and cost projections be provided. Add these items to the March 28<sup>th</sup> agenda for additional discussion.*

|           | BUTCHER | CRUSON  | FRY     | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|---------|---------|--------|----------------|
| COMMENTED |         | X       | X       | X      | X              |
|           | HILTS   | RIDGWAY | ALMEIDA |        |                |
| COMMENTED | X       |         |         |        |                |