

MINUTES
REGULAR BOARD OF EDUCATION MEETING
October 11, 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 6:31 p.m. by the President, *Marie La Vere-Wright*. The following board members were present: Mr. *Butcher*, Mr. *Cruson*, Mr. *Fry*, Mr. *Graham* and Mrs. *La Vere-Wright*.

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 Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.

4.00 Consent Agenda – see attachments

- 4.01 Action on Minutes of Regular Board of Education Meeting 9/13/2018 – Garza
- 4.02 Action on Matters Relating to Administrative Personnel –White
- 4.03 Action on Matters Relating to Licensed Personnel –White
- 4.04 Action on Matters Relating to Educational Support Personnel –Evans
- 4.05 Action on Matters Relating to Extra Curricular Personnel –Evans
- 4.06 Action on District Accountability Advisory Committee (DAAC) Membership – Hall
- 4.07 Action on Supplementary Pay for System Conversions - Ridgway

5.00 Board Update

Cruson: Thanks to the wellness council and Rachel Duerr in particular for the second annual D4.9K run and walk. A fantastic event hosted by Falcon High School this year. Thank you to FHS and all their administrators for opening their doors and the football field and thanks to all the teachers, staff, parents, students and community who came out. I'm proud to say that Stetson Elementary School won the Golden Sneaker or shoe as I like to call it for the most number of participants based on percentage of the entire school. Thanks to the Falcon football and cheer teams and the mascots from the different schools. Put it on your calendar next year for the end of September. I had a conversation about the success of 3B with some community members who were interested in advocating for the upcoming ballot measure that was moved by the board. I was able to share my experience of the benefit of 3B. Reminder to our community that 4C is the one that's coming up for us and get information about that through the county mailer that went out. I was able to attend 2 community events, primarily because it affected my director district but it also affects our entire district where the conversation was about our soon to be opening elementary school for the academic year 2020. The conversation was based around traffic concerns primarily in the Banning Lewis Ranch area, especially ingress and egress, not only to the school but also to the entire community. I'm mentioning it here because what we heard was pretty high intensity from folks

saying we're concerned about traffic. And yet we're not responsible for traffic. We're responsible for the school. We've met all of the qualifications that we need to by doing a traffic study for in and out of the new school property. But at the same time, I want to raise for our entire community, if you are concerned about traffic within the Banning Lewis Ranch, contact your city council members or county commissioners and let them know. Call, email, regular snail mail works fine, to let them know that this is a concern of not just the Banning Lewis community but any prospective families that might be interested in the new elementary school with the arts focus. The name is in process. That's up on the website to evaluate and see if there is some name that comes to mind for you.

Graham: I recently had the opportunity to attend the district wide senior mentor training that the district put on for each of the schools and our more experienced mentors so that they could mentor younger and newer teachers. It was a fabulous training and well worth going to. I've been a mentor in the Marine Corp. and I still learned a lot from this training session. I think having a mentorship program like this will definitely help our younger teachers but it will also help our more experienced teachers too.

La Vere-Wright: I wanted to point out that we are making progress on that Vista del Pico elementary school. I believe there was another survey that went out asking the community to continue to help refine the naming process. We did have a beam topping ceremony that was kind of fun to be able to watch them set that final beam on the structure. The school is progressing mightily and just in time, they're going to be able to start that indoor work now that it's starting to snow. We know the snow isn't going to delay the opening of that school because they've done such a great job of making sure that we stay ahead of the power curve. They even had a tree on top of the beam which is a Scandinavian tradition as an offering to the tree gypsies to be able to ask for forgiveness for disrupting nature when you took the trees down to make the building. Of course the building is mainly steel but we still recognize the tree, so it was a cool way to tie it back in. I wanted to recognize that we have a boy scout here tonight. We're probably working on a badge and that's why you're attending so if you could introduce yourself and let us know what you're working on, that would be awesome.

Meredith: My name is Thomas Meredith of Troop 70. I'm working on citizenship and community badge. You have the option to attend a school board meeting to learn that there are representative governments around the world and the community. (Audio unavailable, no microphone.)

La Vere-Wright: I'm really glad that you chose this governing board to come see. I want to point out that we have students who sit on our board as non-voting members who help provide a student perspective. Tonight Natalie Danford is joining us from Springs Studio for Academic Excellence as the student voice. They meet with our student council representatives from all of our high schools to make sure that we hear the students' perspectives which is rather unique in school boards. There are a few other boards in the state that have something similar but not many. That may be something that you'll be able to mention in your work that student voice can be a very important and impactful piece.

5.01 Chief Officer Update

Hilts: I want to thank the board members for the things that you've been out to over the last couple of months. It was fun to see Mr. Cruson at the 4.9K, really enjoyed that and glad you got to learn from Ms. Boogren at the mentor training. We have some great things coming up. We've talked before about the Baldrige Performance Excellence conference that we're fortunate to have in the state of Colorado. I know that some of you are planning to be part of that. As one of the places where I've really appreciated board presence and it really matters to have board presence, I got a call about 4 months ago from the president of Judson University, which is a school in Illinois. The president of that university is Gene Crume. He is friends with Kevin Butcher and was instrumental in helping Kevin decide that he could serve here and we're really grateful that he did. I was sort of predisposed to like Dr. Crume but I had lots more evidence by the time we were done talking because they're a

school that has a very strong architecture program and traditionally they run a summer architecture and design course where they do some classroom learning but they also take students in Chicago to look at the architecture there. They've been looking for a partner and a place. I don't know how a university president has time to be reading the minutes of a school board in Colorado, but he did. He read about the course that Josh Wixom from Springs Studio brought to you for approval, it was actually two courses, one around architecture and one around urban design and planning, and he said, this is great, a high school that's doing the very thing that we try to teach in our summer camp. We ended up on the phone through Kevin's introduction and it looks like we're walking toward a summer partnership experience between Judson University and Springs Studio for Academic Excellence to bring students from around Colorado Springs, but especially from District 49 into direct contact with our community. Kevin pointed out that JaDee Harsma who many of us know from her work not only serving our district as an architect but also she's been a very active member of the Falcon Educational Foundation, was there at this meeting. Dr. Crume and Professor Frost that runs that program came out to Colorado Springs and met with some of our folks. I say all that because what you do here is really important and when you act together and make votes, it's really important. But what you do representing us out in the community and connecting us with resources, can sometimes be just as important. I love having the opportunity to say so in a little more extended report since my team is not here. I wanted to thank you and especially thank Kevin for what you do for us.

Butcher: Dr. Crume was instrumental as I was trying to decide about running and he talked me into running for the school board. You can hate him or love him, that's your choice. If you remember that package where the architecture program was presented, we also had the alignment of all the school fees. He read our board packet and he found himself wondering how we read 500 pages of fees.

5.02 Student Board of Representatives Update

Danford: I do not believe we have anything new until the next meeting which is sometime next month.

La Vere-Wright: Yes, because our students are on break and we truly appreciate that when you have your two week break off, you are coming to serve the district and make sure that the student voice is here for this part of our meeting, so thank you.

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

La Vere-Wright: 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.

Duckers: My name is Ellen Duckers and I've been in the district for 30 years, that's my lovely little granddaughter over there. Twenty-eight, twenty-nine and thirty years ago, my daughter had a principal at Falcon High School. I don't know if any of you were here back then. Dr. Roudebush, he passed away. I just saw him last April and he seemed healthy at that time and cancer got to him. I

don't know if you guys do anything for anybody from the past but he's been special in our family and I've seen him at least once a year ever since at the Elk banquet in Colorado Springs. I'm going to miss him, not seeing him at least once a year. I don't know if any of you actually know him. My heart goes out to his family. Love you guys too.

La Vere-Wright: Thank you Ellen. I think that's another testament to how folks truly have a lasting impact on our community and so, although I didn't know him because I have only been here 12 years. Most of us probably didn't know him personally. I appreciate you sharing your condolences for his family with us because he was a part of the district 49 family and once you're part of D49, you're always part of D49 in my book. My thoughts and prayers are with his family as well.

7.00 Action Items – see attachments

- 7.01 Action on Policy Revisions
 - a. JLCD Administering Medications to Students - **Lemmond**
- 7.02 Action on Accreditation of Schools – **Whetstine**
- 7.03 Action on Resolution Regarding Amendment 73 – **Ridgway**
- 7.04 Action on Update to Student Fees – **Gilbert/Sprinz**
- 7.05 Action on Increase Adult Breakfast Price – **Deines-Henderson**
- 7.06 Action on New and Revised Job Descriptions
 - a. Senior Data Analyst (Learning and Improvement) - **Whetstine**
 - b. Programmer Academic Systems
 - c. Early Childhood Educator – **Lemmond**
 - d. TOSA Instructional Technology Coach – **Holmes/Smith**
- 7.07 Action on GOAL Academy's Revised Waivers (5 minutes) **Franko**
- 7.08 Items Removed from Consent Agenda

8.00 Information Items

- 8.01 Process Improvement Update
 - a. JLCB-R Immunization of Students - **Lemmond**
- 8.02 Expulsion Information - **Lemmond**
- 8.03 Student Study Trips – **Seeley**
- 8.04 Current Legal Issues – **Ridgway/Hathaway**
- 8.05 Board Sub-Committee Minutes – **Garza**

9.00 Discussions Items

- 9.01 Operations Performance Report
 - a. Facilities (10 minutes) **Jilek/Payne**
- 9.02 2016 3B Projects Update (10 minutes) **Lee/Willhelm**
- 9.03 Sand Creek Zone Performance Report (10 minutes) **Dorsey**
- 9.04 Mastery Based Graduation Program Report (10 minutes) **Hilts**
- 9.05 Enrollment Update (10 minutes) **Sprinz**
- 9.06 Board Development Plan (10 minutes) **Hilts**
- 9.07 CEO Performance Review - Assessments/Reports (10 minutes) **Hilts**

10.00 Other Business


Graham: Restorative practice training – let Donna know if you want to attend.

11.00 Adjournment

It was moved by *Cruson*, seconded by *Fry* to adjourn the meeting at 8:36 p.m.

*The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye.
Motion carried 5-0.*

Respectfully submitted by Donna Garza,



Marie La Vere-Wright, President

Dave Cruson, Secretary

October 11, 2018 Regular Board of Education Meeting

OPEN FORUM

"Please provide your name, relation to the district and the topic of 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. Ellen Duckert | <input checked="" type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 2. Ellen Duckert | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input checked="" type="checkbox"/> Community <input type="checkbox"/> Student | DR Rodolush | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input checked="" type="checkbox"/> Other |
| 3. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 4. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 5. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 6. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 7. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 8. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |
| 9. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent <input type="checkbox"/> Community <input type="checkbox"/> Student | | <input type="checkbox"/> Support <input type="checkbox"/> Oppose <input type="checkbox"/> Inform <input type="checkbox"/> Other |

October 11, 2018 Regular Board of Education Meeting

| | | | | |
|-----|--|--|---|---|
| 10. | <input type="checkbox"/> Employee <input type="checkbox"/> Parent | <input type="checkbox"/> Community <input type="checkbox"/> Student | <input type="checkbox"/> Support <input type="checkbox"/> Oppose | <input type="checkbox"/> Inform <input type="checkbox"/> Other |
|-----|--|--|---|---|

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: October 11, 2018

PREPARED BY: D. Garza, Executive Assistant to the Board

TITLE OF AGENDA ITEM: Approval of Minutes of Regular Board of Education Meeting
9/13/18

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 | Inner Ring —How we treat each other Outer Ring —How we treat 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 | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — 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 September 13th regular board of education meeting.

APPROVED BY: Dave Cruson, Board Secretary

DATE: September 21, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

| | BUTCHER | CRUSON | FRY | GRAHAM | LA VERE-WRIGHT |
|-----------|---------|--------|-----|--------|----------------|
| VOTED AYE | X | 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: October 11, 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 | Inner Ring —How we treat each other Outer Ring —How we treat 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 Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — 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: September 21, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 4.02 continued

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

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49

**Approval of Matters Relating to Administrative Personnel
October 11, 2018**

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

Appointments to Existing Positions:

| Name | Position | Location | Effective Date |
|-----------------|---------------------------|---------------------------|-----------------------|
| DeWitt, Sheldon | Temporary Asst. Principal | Horizon Middle School | 9/24/2018 |
| Kyle, Sherry | Interim Principal | Stetson Elementary School | 9/24/2018 |
| Geis, Grant | ELD Coordinator | Special Services | 10/15/2018 |

Transfers:

| Name | Transfer From | Transfer To | Effective Date |
|-------------|-----------------------|---------------------|-----------------------|
| Ron Sprinz | Finance Group Manager | Director of Finance | 9/1/2018 |

Retirements:

| Name | Position | Location | Effective Date |
|-----------------|-----------------|---------------------------|-----------------------|
| Jeffrey Moulton | Principal | Stetson Elementary School | 10/1/2018 |

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

BOARD MEETING OF: October 11, 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 | Inner Ring —How we treat each other Outer Ring —How we treat 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 Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — 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: September 24, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 4.03 continued

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

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**Approval of Matters Relating to Licensed Personnel
October 11, 2018**

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

Appointments to Existing Positions:

| Name | Position | Location | Effective Date |
|------------------|--------------------------|-----------------------------|-----------------------|
| Bruns, Melissa | INR Elementary Teacher | Remington Elementary School | September 10, 2018 |
| Armstrong, Joie | INR .5 Theater Teacher | Falcon High School | September 20, 2018 |
| Sidwell, Sherman | INR Kindergarten Teacher | Falcon Elementary School | September 24, 2018 |
| Walker, Ava | School Psychologist | District Wide | October 26, 2018 |

Resignations:

| Name | Position | Location | Effective Date |
|--------------------|------------------------------|---------------------------------|-----------------------|
| Boskie, Deloislynn | Elementary Teacher | Remington Elementary School | September 9, 2018 |
| Eisenbarth, Kayla | School Counselor | Woodman Hills Elementary School | May 31, 2018 |
| Divine, James | Secondary Teacher | Falcon High School | May 31, 2018 |
| Russell, Pamela | Secondary Teacher | Falcon High School | May 31, 2018 |
| Herndon, George | School Psychologist | District Wide | September 18, 2018 |
| Hess, Meghan | .5 Special Education Teacher | Ridgeview Elementary School | October 19, 2018 |
| Herstatt, Valerie | Elementary Teacher | Remington Elementary School | November 1, 2018 |
| Russell, Thomas | Secondary Teacher | Falcon High School | October 5, 2018 |

Newly Hired Guest Teachers:

| Name | Effective Date |
|---------------------|-----------------------|
| Betzmer, Jennifer | September 6, 2018 |
| Burkey, Jaclyn | September 6, 2018 |
| Finnigan, Jennifer | September 6, 2018 |
| Fitzpatrick, Joshua | September 6, 2018 |
| Garner, Michal | September 6, 2018 |
| Grimm, Steven | September 6, 2018 |
| Herold, Jackson | September 6, 2018 |
| Hoefling, Micah | August 30, 2018 |
| Little, Vanessa | September 6, 2018 |
| Mandry, Samantha | September 6, 2018 |
| Nazario, Dean | September 6, 2018 |
| Pellegrino, Joseph | September 10, 2018 |
| Webb, Lisa | September 6, 2018 |
| Yee, Christine | September 6, 2018 |
| Armstrong, Joie | September 17, 2018 |
| Arista III, Adolph | September 20, 2018 |
| Bailey, Tremayne | September 20, 2018 |
| Bishop, Charlotte | September 20, 2018 |
| Campbell, Jannell | September 20, 2018 |

| Name | Effective Date |
|----------------------|-----------------------|
| Claud, Victor | September 20, 2018 |
| Diaz, Janisha | September 20, 2018 |
| LaCroix, Wendy | September 20, 2018 |
| Rodriguez, Anne | September 20, 2018 |
| Russell, Sadie | September 20, 2018 |
| Smith, Kristin | September 20, 2018 |
| Callan, John | October 2, 2018 |
| Carson, Hayden | October 2, 2018 |
| Cumming, Nancy | October 2, 2018 |
| Fletcher, Jessica | October 2, 2018 |
| Graham, Ned | October 2, 2018 |
| Roberts, Kourtnie | October 2, 2018 |
| Sanborn, William | October 2, 2018 |
| Schneider, Katherine | October 2, 2018 |
| Shirley, April | October 2, 2018 |
| Vigil, Delores | October 2, 2018 |
| Walsh, Taylor | October 2, 2018 |
| Warner, Hannah | October 2, 2018 |
| | |

Newly Hired Support Substitutes:

| Name | Effective Date |
|--------------------|-----------------------|
| Becker, Ashley | September 20, 2018 |
| Boncler, Jenna | September 20, 2018 |
| Caban, Gabriela | September 20, 2018 |
| Cotterman, Melissa | September 20, 2018 |
| Foster, Loida | October 2, 2018 |
| Fraser, Leah | October 2, 2018 |
| Gillison, Debbie | October 2, 2018 |
| Headlee, Kobkeo | September 10, 2018 |

| Name | Effective Date |
|-------------------|-----------------------|
| Hire, Keera | September 19, 2018 |
| Kemp, Alicia | September 6, 2018 |
| Kressin, Rainie | October 2, 2018 |
| MacIver, Lisa | September 20, 2018 |
| Malner, Marry Ann | September 6, 2018 |
| Pryor, Lindsay | September 6, 2018 |
| Smith, Gavin | September 6, 2018 |
| White, Rebecca | September 6, 2018 |

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

BOARD MEETING OF: October 11, 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:

| | | |
|-----------------|--|--|
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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: September 24 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 4.04 continued

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

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**Approval of Matters Relating to Educational Support Personnel
October 11, 2018**

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

Appointments to Existing Positions:

| Name | Position | Location | Effective Date |
|----------------------|---|---------------------------------------|-----------------------|
| Bauer, Brittany | General Education Para Educator | Remington Elementary School | September 17, 2018 |
| Bedell, Daniel | Crossing Guard | Springs Ranch Elementary School | September 24, 2018 |
| Camargo, Mercy | Nutrition Services Assistant | Falcon High School | September 13, 2018 |
| Chaffin, Dawnovon | Building Custodian Technician - Part Time | Ridgeview Elementary School | September 13, 2018 |
| Christensen, Donald | Special Education Para Educator | Sand Creek High School | September 24, 2018 |
| Claman, Patricia | General Education Para Educator - Temporary | Odyssey Elementary School | September 06, 2018 |
| Craft, Heather | Special Education Para Educator | Remington Elementary School | September 13, 2018 |
| Frausto, Maria | Special Education Para Educator - Temporary | Springs Ranch Elementary School | September 06, 2018 |
| Froke, Alicia | Crossing Guard | Meridian Ranch Elementary School | September 20, 2018 |
| Garrison, Tashaneika | Special Education Para Educator | Falcon Middle School | September 24, 2018 |
| Good, Shauna | Special Education Para Educator | Skyview Middle School | September 04, 2018 |
| Headlee, Kobkeo | Special Education Para Educator | Sand Creek High School | October 01, 2018 |
| Hutter, Janelle | Crossing Guard | Ridgeview Elementary School | September 13, 2018 |
| Hutter, Janelle | Lunch Monitor | Ridgeview Elementary School | September 13, 2018 |
| Maddox, Mark | Bus Driver | Transportation | September 04, 2018 |
| McFie, Sanya | Nutrition Services Assistant | Falcon Middle School | September 10, 2018 |
| Medina, Raelee | Special Education Para Educator | Falcon High School | September 04, 2018 |
| Mock, Amy | Senior Staffing Specialist | Human Resources | September 11, 2018 |
| Noe, Carmen | BASE49 Site Assistant | Evans International Elementary School | September 13, 2018 |
| Osterholm, Lisa | Nutrition Services Assistant | Pikes Peak School of Excellence | September 10, 2018 |
| Pratt, Paula | Bus Driver | Transportation | September 04, 2018 |
| Reyes-Arroyo, Gladys | Bus Driver | Transportation | September 10, 2018 |

| | | | |
|------------------------|--------------------------------------|-----------------|--------------------|
| Schaal, Asper | Bus Driver | Transportation | September 04, 2018 |
| Sheehan, Yakayra | Lunch Monitor (as an additional job) | ALLIES | September 20, 2018 |
| Vanderheiden, Michaela | Staffing Specialist | Human Resources | September 13, 2018 |

Appointments to New Positions:

| Name | Position | Location | Effective Date |
|---------------------|---------------------------------|----------------------------------|--------------------|
| Grall, Kathleen | Special Education Para Educator | Woodmen Hills Elementary School | September 10, 2018 |
| Horton, Leanne | BASE49 Site Assistant | Springs Ranch Elementary School | October 22, 2018 |
| Moran, Hayley | BASE49 Site Assistant | Ridgeview Elementary School | September 17, 2018 |
| Trinidad, Catherine | Special Education Para Educator | Meridian Ranch Elementary School | September 13, 2018 |

Pay Adjustments:

| Name | Position | Location | Effective Date |
|---------------------|---|--|--------------------|
| Cockrell, Joseph | Irrigation Technician | Facilities | August 13, 2018 |
| Frusetta, Jane | Bus Driver | Transportation | August 01, 2018 |
| Green, Joan | Bus Driver | Transportation | August 01, 2018 |
| Heneralau, Fredrick | Bus Driver | Transportation | August 01, 2018 |
| Hess, Darryl | Bus Driver | Transportation | August 01, 2018 |
| McCann, Lisa | Special Education Para Educator at Falcon Middle School | Special Education Para Educator at Stetson Elementary School | September 04, 2018 |
| McCurley, David | Bus Driver | Transportation | August 01, 2018 |
| Stelter, Eric | Bus Driver | Transportation | August 01, 2018 |

Transfers:

| Name | Transfer From | Transfer To | Effective Date |
|-----------------|---|--|--------------------|
| Guy, Dylan | BASE49 ROVER Site Aide at BASE 49 | BASE49 Site Assistant at Springs Ranch Elementary School | September 04, 2018 |
| Kraus, Heather | BASE49 Site Assistant at Springs Ranch Elementary School | BASE49 Site Assistant at Remington Elementary School | September 04, 2018 |
| Renzelman, Echo | Bus Paraprofessional at Transportation | Bus Paraprofessional/Driver at Transportation | September 04, 2018 |
| Rock, Cheryl | Nutrition Services Assistant at Evans International Elementary School | Nutrition Services Assistant at Sand Creek High School | August 20, 2018 |

Resignations:

| Name | Position | Location | Effective Date |
|-------------------|------------------------------|---------------------------------|--------------------|
| Alonzo, Daniel | Bus Driver Trainee | Transportation | August 24, 2018 |
| Amankulova, Aigul | Nutrition Services Assistant | Woodmen Hills Elementary School | September 13, 2018 |
| Bennett, Cecilia | Bus Paraprofessional | Transportation | October 04, 2018 |

| | | | |
|--------------------|---------------------------------|--|--------------------|
| Cross, Theresa | Job Transition Coach | Special Education Department | October 04, 2018 |
| Dickenson, Mitchel | Summer Grounds Technician | Facilities | August 09, 2018 |
| Hurley, Cody | Summer Grounds Technician | Facilities | August 10, 2018 |
| Hurley, Cori | Summer Grounds Technician | Facilities | August 03, 2018 |
| Keene, Ashten | Summer BASE49 Site Assistant | BASE49 | August 22, 2018 |
| Lee, Courtney | Summer Grounds Technician | Facilities | August 10, 2018 |
| Lewis, Mariana | Crossing Guard | Springs Ranch Elementary School | October 04, 2018 |
| Lindsley, Tiara | Special Education Para Educator | Odyssey Elementary School | October 04, 2018 |
| Medina, Raelee | Special Education Para Educator | Falcon High School | September 26, 2018 |
| Murrish, Kristel | Nutrition Services Assistant | Skyview Middle School | September 21, 2018 |
| Sharpley, Ronnelle | BASE49 Site Leader | Falcon Elementary School of Technology | September 21, 2018 |
| Slattery, Jennifer | Nutrition Services Assistant | Falcon High School | September 13, 2018 |
| Smith, Tarin | Bus Paraprofessional | Transportation | September 05, 2018 |
| Zingale, Noreen | Nutrition Services Assistant | Patriot High School | September 28, 2018 |

Retirements:

| Name | Position | Location | Effective Date |
|---------------------|---------------------------------|----------------------|-----------------------|
| Greenberg, Patricia | Special Education Para Educator | Falcon Middle School | September 28, 2018 |
| Hawn, Candice | Special Education Para Educator | Falcon High School | September 19, 2018 |

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Nicole Evans, Human Resources Manager

TITLE OF AGENDA ITEM: Approval of Matters Relating to Extra-Curricular 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 | Inner Ring —How we treat each other Outer Ring —How we treat 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 | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — 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: September 24, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 4.05 continued

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

EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**Approval of Matters Relating to Extra-Curricular Personnel
October 11, 2018**

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

Appointments to Positions:

| Name | Position | Location |
|-----------------------|-------------------------------|------------------------|
| Alban, John | Assistant Football | Falcon High School |
| Anderson, Christopher | Assistant Football | Falcon High School |
| Bailey, Tremayne | Assistant Support Football | Sand Creek High School |
| Bingman, Shanna | Assistant Volleyball | Sand Creek High School |
| Blantz, Jeremiah | Assistant Football | Sand Creek High School |
| Bond, Taylor | Assistant Cross Country | Sand Creek High School |
| Bonynge, Scott | Athletic Director | Skyview Middle School |
| Borjas, Ammon | Assistant Support Soccer | Sand Creek High School |
| Borchers, Nathan | Assistant Cross Country | Falcon High School |
| Butierres, James | Assistant Football | Sand Creek High School |
| Fletcher, Jessica | Advanced Support Softball | Falcon High School |
| Forehand, Harry | Head Boys Soccer | Falcon High School |
| Hall, Joshua | Assistant Football | Falcon High School |
| Hensley, Marc | Head Cross Country | Sand Creek High School |
| Hernandez, Juan | Assistant Softball | Sand Creek High School |
| Lashley, Laci | Advanced Support Softball | Falcon High School |
| Leary, Emma | Assistant Volleyball | Sand Creek High School |
| Lobato, Ricky | Head Football | Sand Creek High School |
| Lozano, Richard | Assistant Football | Falcon High School |
| Lutz, Loren | Head Boys Golf | Sand Creek High School |
| Malone, Bryre | Head Volleyball | Sand Creek High School |
| Manyik, Lexi | Assistant Softball | Falcon High School |
| Mayo, Daniel | Assistant Boys Soccer | Sand Creek High School |
| McCargar, Andrew | Assistant Volleyball | Falcon High School |
| McClung, Jeffrey | Assistant Boys Soccer | Falcon High School |
| McCray, Darren | Assistant Football | Sand Creek High School |
| Merchant, Alyssa | Assistant Cheerleading | Falcon High School |
| Millikan, Kerri | Head Softball | Falcon High School |
| Moore, Don | Athletic Director | Skyview Middle School |
| Morris, Greg | Head Boys Golf | Falcon High School |
| Moss, Morgan | Head Volleyball | Falcon High School |
| Nicholson, Alyssa | Head Cheerleading | Sand Creek High School |
| Nunan, Harley | Head Cross Country | Falcon High School |
| Parnell, Amanda | Assistant Cheerleading | Sand Creek High School |
| Pothour, Kori | Assistant Volleyball | Falcon High School |
| Powell, Arianna | Assistant Boys Soccer | Falcon High School |
| Prinzing, Duane | Assistant Softball | Sand Creek High School |
| Reyes, Rodolfo | Assistant Volleyball | Sand Creek High School |
| Rogers, Pamala | Head Boys Tennis | Sand Creek High School |
| Simpson, Matthew | Assistant Football | Falcon High School |
| Sloan, Sean | Assistant Boys Golf | Falcon High School |
| Smith, Emily | Assistant Cheerleading | Falcon High School |
| Tafoya, Jeremy | Head Boys Soccer | Sand Creek High School |
| Thomas, Rachel | Assistant Support Boys Tennis | Sand Creek High School |

| | | |
|-------------------|---------------------|------------------------|
| Todd, David | Assistant Football | Falcon High School |
| Waca, Christopher | Head Football | Falcon High School |
| West, Wayman | Assistant Football | Sand Creek High School |
| Wilson, Mary Ann | Head Cheerleading | Falcon High School |
| Wood, Nathan | Assistant Boys Golf | Sand Creek High School |

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

| | |
|--|--|
| <u>BOARD MEETING OF:</u> | October 11, 2018 |
| <u>PREPARED BY:</u> | Deb Hall, Administrative Assistant to Culture & Services |
| <u>TITLE OF AGENDA ITEM:</u> | District Accountability Advisory Committee Appointments |
| <u>ACTION/INFORMATION/DISCUSSION:</u> | Consent Agenda - Action |

BACKGROUND OR RATIONALE

The District 49 District Accountability Advisory Committee (DAAC) Bylaws state that the membership of the DAAC will be appointed by or elected through a process created by the Board of Education.

The purpose of the DAAC is to institute an accountability and parental and community Involvement program to define and measure academic and safety quality in the district.

The DAAC must consist of at least three parents of students enrolled in the District's schools that are not employees or related to employees of the district, one teacher, one school administrator, and one person from the community who is involved in business.

Members of the DAAC are appointed to serve for a two-year period.

The enclosed membership applications include the name of one DAAC member for the 2018- 2020 school years for your approval. At a minimum they are required to review the District Improvement Plan, charter school applications, recommend the prioritization of expenditures of school district funds, review district assessments and report on the educational and safety performance of the district.

RELEVANT DATA AND EXPECTED OUTCOMES:

Recommended DAAC members: Mary Hopper-WHES, David Rex-SMS, Amanda Ogilvy-member at large, Sharon Smith-VRHS, Wayne Beadles-PPEC, Brittany McNicker-MRES, Jamie Brackney-EIES, Mary Ellen McCluggage-Allies, Bobby Odom-FESoT, Gabrielle Lynn-OES, Amanda Bower-OES, Joanne Wheeler-PPSEL. DAAC members have already committed to the responsibilities of their charge through state statute and will report out their accomplishments in June 2020.

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

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

BOE Regular Meeting October 11, 2018
Item 4.06 continued

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the appointments of the members of the District Accountability Advisory Committee listed as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer **DATE:** October 4, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Supplementary pay for Business Plus conversion team

ACTION/INFORMATION/DISCUSSION: Consent - Action

BACKGROUND OR RATIONALE District 49's conversion from 'Widehammer-Altio' to the 'Business Plus' operating platform for Finance, Accounting, Human Resource and Payroll functions is now complete. The twenty month project consumed much time and effort from our staff, but did so particularly for six persons identified by Business Office Leadership whose time, effort, and perseverance warrant something beyond normal thanks and gratitude from their supervisors and other district leaders. With a successful conversion behind us and now operating in 'early implementation' of the system, Business Office leadership feels the situation and the time is appropriate to make a one-time supplementary compensation award to six individuals without whom the conversion would not have succeeded the way it has.

RELEVANT DATA AND EXPECTED OUTCOMES: Six members of the Business Office Team, as identified by Business Office Leadership, will share a total supplementary compensation pool of \$50,000, with preference in the allocation of that to persons who, as salaried employees, did not already receive compensation for overtime hours worked – nor did they seek such compensation, nor was such compensation promised to them.

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

| | | |
|-----------------|--|--|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat our work | <i>After treating their work with purpose, teamwork, and tenacity to complete a once-in-a-decade conversion, treating them with respect and care due after such an effort is completely appropriate to not only reflect a symbolic gratitude but a material one as well.</i> |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | <i>Bringing this item for consent-action, consistent with other personnel matters that intend to provide transparency while respecting the privacy of the employee reflects the value of trust with our community.</i> |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to endorse the authority of the Chief Business Officer to distribute a one-time supplementary compensation pool for specifically identified employees in gratitude for their time and effort in the Business Plus system conversion.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 3, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

BOE Regular Meeting October 11, 2018
Item 4.07 continued

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

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

BOARD OF EDUCATION ITEM 7.01 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: D. Garza, 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 |
|-------|-------------|---------------------------------------|-------------|---|
| 7.01a | JLCD | Administering Medications to Students | N Lemmond | Revisions align our policies with CASB guidance |

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat our work | |
| | | |
| Strategy | Rock #1 —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. |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #7 — 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 the policy JLCD as recommended by the administration.

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

DATE: September 24, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

BOE Regular Meeting October 11, 2018
Item 7.01 continued

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

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Amber Whetstine, Executive Director of Learning Services

TITLE OF AGENDA ITEM: Accreditation of Schools

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Colorado Department of Education recently released Preliminary District and School Performance Framework reports to districts in Colorado. Frameworks include indicators of performance in the areas of Finance, Safety, Test Participation, Academic Achievement, Academic Growth, and Post-Secondary Work Force Readiness. The district's and each school's preliminary rating assign a Unified Improvement Plan type for continuous improvement planning and accountability purposes. Districts are accredited by the State Board of Education with distinction, or with a performance, improvement, priority improvement or turnaround plan type. Schools are assigned a performance, improvement, priority improvement or a turnaround plan type, but are accredited by the local Board of Education.

RATIONALE:

Accrediting our schools in purposeful ways that meet the needs of a diverse portfolio of distinct and exceptional schools, community values and stakeholder expectations aligns with our cultural and strategic priorities.

RELEVANT DATA AND EXPECTED OUTCOMES:

Supporting documents provide a detailed description of each school's performance, as measured by the Colorado School Performance Framework.

INNOVATION AND INTELLIGENT RISK:

The Board is obligated to accredit its schools on an annual basis by October 15th. Each local BOE is responsible for accrediting its operated schools and authorized charter schools including alternative education campuses and online schools. Should the BOE decide not to accredit its schools, the BOE would be out of compliance with its accreditation contractual obligation with the State Board of Education.

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

| | | |
|----------|---|--|
| Culture | Inner Ring—How we treat each other | Accreditation increases responsibility of our schools aligned with community values. |
| | Outer Ring—How we treat our work | The accreditation process allows zones and schools the opportunity to consider innovation and purposeful risk related to school performance. |
| Strategy | Rock #1—Establish enduring <u>trust</u> throughout our community | A meaningful accreditation system, aligned with community values, helps build trust among our community stakeholders. |
| | Rock #2—Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | Accreditation rating recommendations serve to provide some measure of performance for each school within D49's portfolio. |
| | Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |

BOE Regular Meeting October 11, 2018
Item 7.02 continued

| | |
|---|---|
| Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | Specific indicators of performance support measuring achievement from firm foundations in the primary grades through post-secondary (career and college) readiness. |
|---|---|

BUDGET IMPACT: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to accredit schools as recommended by the administration.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 28, 2018

Cruson made the motion; seconded by Fry. Whetstine noted that GOAL Academy has requested that CDE reconsider including their 12th grade local achievement scores and asked that this information is included as part of this accreditation process. The motion passed 5-0.

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

| | HILTS | RIDGWAY | ALMEIDA | WHETSTINE | |
|-----------|-------|---------|---------|-----------|--|
| COMMENTED | | | | X | |

BOARD OF EDUCATION ITEM 7.03 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer

TITLE OF AGENDA ITEM: Resolution regarding Amendment 73

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY: In the 2018 coordinated election, voters will be asked to consider Amendment 73 (A73). A73 is the result of the citizen's ballot initiative #93, known as *Great Schools, Thriving Communities*. In the board meeting documents, you will find information from both a pro-advocate perspective, as well as a con-oppose perspective.

In general, the proposed amendment to the Colorado Constitution would create a new financial fund to be operated outside the bounds of the TABOR (Taxpayer's Bill of Rights) amendment passed in 1992. The new fund would be called the 'Quality Public Education Fund' and would be the only repository for a new income tax structure designed to raise a net of \$1.6B of new state money. The language would direct the legislature to appropriate moneys from this fund for 'specified education programs' but, ironically, does not provide any indication of what the specified education programs are.

This initiative basically comes from the same group, using the same priorities as the 'Superintendent's Model' that was introduced to the state legislature this past session at HB 18-1232; a bill that failed to make it out of its first committee prior to it being withdrawn by the bill sponsor. A large reason for its failure in the state legislature was and is the existence of the Interim Legislative Committee on School Finance – a two-year endeavor established in the 2017 legislative session under bill HB17-1340. The legislature was and is committed to that process, looking for a way to improve the school funding formula that was originally established with the School Finance Act of 1994.

Proponents of the Superintendent's Model continued down their path despite the rebuke from the legislature and have taken the issue directly to the voters with Amendment 73.

RATIONALE: People want more money in public education. Many people do want that but the questions that accompany such a statement are 'How', 'Why', 'For What', etc., and those are the questions whose answers often reveal the intentions of the original proponents of legislation and initiatives that endeavor to provide increased funding.

RELEVANT DATA AND EXPECTED OUTCOMES: The Colorado Association of School Boards (CASB) has distributed information in a one-page format that is included in the packet, for each school district in the state. They do not, however, provide any way to analyze or compare the information across school districts which is a consistent stance of non-transparency that has been a strategy of the group all along.

We would contend that this initiative has challenges that are of its own making. The priorities are too politically driven, lacking in balance that would appeal to the balanced electorate that exists in Colorado today. A balanced approach is what is being pursued by the Interim Legislative Committee. There is a chance that this initiative passes and, if so, D49 would receive and allocate the money honorably. The question remains, however, whether this is the best, right approach for obtaining new money and if it solves more problems than it creates.

INNOVATION AND INTELLIGENT RISK: For District 49, intelligent risk in these topics typically includes the willingness to be engaged in the discussion, whether invited or not, and to receive information and analysis in order to make its own decision rather than simply following the crowd as so many school districts in Colorado do.

District 49 contracts with its own political consultant and advocate and encourages the Chief Officer Team, particularly the Chief Business Officer on this particular topic, to be engaged and provide appropriate alternatives when feasible to members of the state legislature, constituents and other interested parties.

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

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

BUDGET IMPACT: According to CASB, a potential increase to D49 of \$32.5mm, which is 2.0% of the presented target of \$1.6B, despite the fact that D49 educates 2.8% of the state's students. The difference between the per-pupil share and what's being proposed is \$12.3mm, reflecting the political priorities present in the proposal that exclude District 49.

AMOUNT BUDGETED: N/A.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: move to adopt the attached resolution in _____ (support / opposition) of Amendment 73.

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: October 3, 2018

Cruson made the motion to adopt the attached resolution in support of Amendment 73; seconded by Butcher. After board discussion, Cruson moved to suspend the motion, seconded by Fry. La Vere-Wright clarified that the motion would be suspended indefinitely. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 7.03 continued

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer – Ron Sprinz Dir of Fin

TITLE OF AGENDA ITEM: Update to Student Fees for 2018/19 School Year

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

There are a number of program offerings in the district that are either extracurricular in nature (i.e. not part of a core academic program), or they are academic in nature but are beyond a standard or 'normal' academic program. In either case, it has been and continues to be appropriate to assign participation fees for such program offerings so that the standard academic program does not overly subsidize choices that some students make significantly more favorably than students that do not make similar choices.

We admit that this is a 'fine line' distinction. The underlying motivation is very altruistic, however; that being the intention that each student has the opportunity to gain as much benefit as they can from their relative share of Per-Pupil revenue (PPR). If a fee program did not exist, that ideal would be severely compromised.

For some time, we have been changing business practices to enable the district to more accurately and more completely identify program costs for extracurricular and specific-choice academic programs so that fee determinations can be well-presented and defended.

With such an endeavor, however, also comes a greater need and therefore greater emphasis on the collection of fees assigned in the structure then derived. If fees are assigned without collection, then the intention of ensuring maximum benefit to every student for their relative share of PPR is compromised, almost from the beginning.

In the vein of continuous improvement, D49 Administration now wishes to focus on ensuring equitable student participation by recognizing the difference in, and putting guidelines in place, for fees vs. fundraising.

With the beginning of the 18/19 School year, some new programs that were not included in the initial approval of fees (May Board Meeting) have started and now require approval from the Board.

RATIONALE:

Being more complete, more accurate, and more intentional about fee programs also better supports those students we serve with economic difficulties. Board policy provides assistance to cover fees for students and participants that have a documented status of economic need.

Participation fees that are not fully presented to students and parents can become a barrier to equitable participation. In addition, a program that skews its resourcing too far toward fundraising can be received as manipulative by a contributing public that is approached many, many times a year with fundraising needs.

Pursuing a 'fully loaded' fee schedule will give students and parents a clear picture from the beginning of what the true costs of running a particular program are, and it gives the Board of Education appropriate oversight as the voice of the community as to what is appropriate and necessary to participate in an activity. Furthermore, fully loaded fees allow a greater offset of fee requirements through lunch and fee assistance programs through the District.

RELEVANT DATA AND EXPECTED OUTCOMES:

We expect schools to be transparent and completely forthcoming and intentional about program design and the costs associated. We expect fees to be more and more specific to each program rather than generalized across

programs. If these expectations are met, then all students will benefit with our stated intention to ensure that each student receives maximum benefit from the relative share of per pupil revenue.

The primary expected outcome is to provide a complete picture of the parent experience to have their student participating in various extra and co-curricular programs. A participation fee should be all inclusive so that there is little-to-no need for additional funding requests.

In addition, it is intended that school fundraising for programs has some necessary and appropriate parameters. Therefore a certain number of fundraising activities per program and/or an expected range of the mix of total fees to total fundraising for each program should be instituted to reflect cultural and strategic priorities of the district as well as the vision and mission of the organization.

INNOVATION AND INTELLIGENT RISK:

With this pursuit, District 49 is clearly going where other districts have not gone before. However, we are confident that increased transparency will improve trust in the district while supporting the portfolio of schools. The Board of Education needs the opportunity to fulfill its role and responsibility to the community for providing an appropriate educational experience.

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

| | | |
|----------|---|--|
| Culture | Inner Ring —How we treat each other | Ensuring students with economic disadvantage receive equal opportunities. |
| | Outer Ring —How we treat our work | Pursuing innovative solutions to complex business issues |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community | Providing transparency to program designs |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio</u> of distinct and exceptional <u>schools</u> | The portfolio of schools concept can also be stated as a 'Portfolio of Programs'. Extra and Co-Curricular programs are important parts of the K12 experience for many students – but not all. Ensuring students who do not participate are doing so only due to personal preference and not monetary concerns validates the correct design of the portfolio that is based on need and demand instead of want and wish. |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | Ensuring that each student receives maximum benefit for their relative share of per-pupil revenue as possible. |

BUDGET IMPACT: The budget impact will be felt mostly in fund 23 and fund 74, with potential increases in revenues and expenses processed through those two funds.

AMOUNT BUDGETED: Fund 74 & 23 combined = 3.5mm

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: I move to approve the Update to school fees for 2018-19 listed in item 7.04 as recommended by the administration.

BOE Regular Meeting October 11, 2018
Item 7.04 continued

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

DATE: October 4, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

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

BOARD OF EDUCATION ITEM 7.05 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Monica Deines-Henderson, Director of Nutrition Services

TITLE OF AGENDA ITEM: Increase Adult Breakfast Price

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

CDE released new USDA guidance on adult meal pricing that requires an increase to the adult breakfast price.

RELEVANT DATA AND EXPECTED OUTCOMES:

To keep District in compliance with USDA regulations.

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

Increasing amount charged for adult breakfast from \$2.10 to \$2.40 keep the District in alignment with Federal regulations/guidelines.

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to increase the amount charged for adult breakfast from \$2.10 to \$2.40 to keep the district aligned with Federal regulations/guidelines.

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: September 24, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

BOE Regular Meeting October 11, 2018
Item 7.05 continued

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

BOARD OF EDUCATION ITEM 7.06A-B MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: September 28, 2018

PREPARED BY: Amber Whetstine, Executive Director of Learning Services

TITLE OF AGENDA ITEM: Learning Services Job Description Additions / Revisions

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

In school districts across Colorado and nationally, data management, including the management of student academic systems and student data transfer among platforms for educational use and to fulfill state reporting requirements is becoming increasingly complex. This along with a high-demand market for programmers and other computer science technicians presents a challenge in finding quality candidates to complete essential work.

RATIONALE:

In order to compete with the private sector and other school districts for data management staff, it is proposed that the following new position and current position are revised to reflect current needs and comparable salary ranges.

- 1) Senior Data Analyst for Learning and Improvement (Range 3 to Range 4)
- 2) Programmer for Academic Systems (New Job Description)

RELEVANT DATA AND EXPECTED OUTCOMES:

The proposed additions and revisions may enable District 49 to successfully fill hard-to-hire positions in the market place and increase our viability for longer-term retention of high-quality data analysts and computer programmers.

INNOVATION AND INTELLIGENT RISK:

Currently, District 49 struggles to compete in the market when hiring data analysts and computer programmers. These positions present a unique skill set, which are in high demand especially in the Colorado Springs and Denver.

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other | High-quality academic data management is essential to the work of our schools and zones and aligns with our values of trust and responsibility by supporting data integrity across D49. |
| | Outer Ring —How we treat our work | |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community | Providing support with accuracy and efficiency in academic data management builds trust with our schools and community. |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | Hiring and retaining high-quality analysts to manage and report academic data is an essential school-district function required by each of our portfolio schools. |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | Support with data management, analysis and reporting is an essential school district function to ensure student access to academic systems that build Firm Foundations for Every Student. |
| | Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | |

BOE Regular Meeting October 11, 2018
Item 7.06a-b continued

BUDGET IMPACT: Increasing the Senior Data Analyst for Learning and Improvement from Range 3 to Range 4 will result in an increase for the 18/19 school year of \$7,032. Professional Technical Range 3 is 53,100 to 71,892 annually. There are no immediate plans to fill this position within the 18-19 school-year.

AMOUNT BUDGETED: Total budget increase up to \$7,032 for 18/19.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve changes to the job description for Senior Data Analyst (Learning and Improvement) and approve new job description for Programmer (Academic Systems).

APPROVED BY: Peter Hilts, Chief Education Officer and Brett Ridgeway, Chief Business Officer

DATE: September 28, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

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

BOARD OF EDUCATION ITEM 7.06C MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: September 26, 2018

PREPARED BY: Nancy Lemmond - Executive Director of Individualized Education
Paul Andersen – Director of Human Resources

TITLE OF AGENDA ITEM: Early Childhood Educator (ECE) Job Description

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

RATIONALE:

As Individualized Education-Special Education review programs within our district, we are investigating alternative service delivery models. Any new model considered must continue to maintain our compliance while addressing identified needs. Within our preschool programs, we currently utilize a model of an Early Childhood Special Educator (ECSE) in every classroom. Supply and demand make this model unsustainable. We are moving to one of two models: The first is a model of either pairing an ECSE with an ECE. The ECSE provides special education services for both classrooms. The second model is utilizing an itinerant ECSE to provide services in multiple classrooms staffed by ECEs. This job description is a revision and update of our Group Leader job description. Group Leader is a retired title but with many of the same responsibilities.

RELEVANT DATA AND EXPECTED OUTCOMES:

We have had long-term vacancies in our preschool classrooms in which the position is posted for ECSE licensure. Preschool educators licensed as ECEs are more readily available and filling vacancies is a shorter timeframe.

INNOVATION AND INTELLIGENT RISK:

This is an improvement to our preschool program as it allows us to increase the hiring pool while modifying our service delivery model so all students – those with disabilities and their typically-performing peers. The risk to the district is a possible increase in preschool enrollments

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

The impact of the ECE job description is improved communication with our hiring pool. The new model and increase sustainability supports our strategy of building a firm foundation through our preschool program and launching every student toward success as he or she begins their K-12 journey.

| | | |
|----------|--|--|
| Culture | Inner Ring—How we treat each other | Preschool is a required foundational program for our students with disabilities and an up-tapped opportunity for our ELL families and typically-performing peers. We strive to provide the best preschool program for all of our stakeholders. |
| | Outer Ring—How we treat our work | |
| Strategy | Rock #1—Establish enduring <u>trust</u> throughout our community | Families of preschoolers trust us to provide quality education and programming. |
| | Rock #2—Research, design and implement programs for intentional <u>community</u> participation | |

BOE Regular Meeting October 11, 2018
Item 7.06c continued

| | |
|---|---|
| Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | Preschool is a foundational need for many young learners. |
| Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | |

BUDGET IMPACT: Salary is based on the Teacher Salary Schedule and dependent upon the selected candidate's education and years of experience.

AMOUNT BUDGETED: Salary is based on the Teacher Salary Schedule and dependent upon the selected candidate's education and years of experience. Positions will be posted as the need dictates.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: After discussion at the previous work session, I move to approve the Early Childhood Educator job description as recommended by the administration.

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

DATE: October 3, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

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

BOARD OF EDUCATION ITEM 7.06D MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Sue Holmes & Brian Smith, Falcon Zone

TITLE OF AGENDA ITEM: Instructional Technology Coach Job Description

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

As a part of the Mission Innovation process from the 2017-2018 school year, the Firebird Nation Campus in the Falcon Zone is utilizing the new Instructional Technology Coach position that was authorized as a part of this process. The purpose of this discussion item is to review the proposed job description for this position.

RATIONALE:

Review and approval of this job description will ensure we have appropriate responsibilities approved for this new position.

RELEVANT DATA AND EXPECTED OUTCOMES:

As a part of the Mission Innovation process, we will be collecting data throughout the 2018-2019 school year to see the impacts that this position has had on teaching and learning within the Firebird Nation Campus. We will also identify how it has enhanced the use of technology for staff and students.

INNOVATION AND INTELLIGENT RISK:

This new and innovative position will help teachers troubleshoot technology applications in their classroom and encourage responsible instructional risk by trying new technological tools and applications in the classroom to enhance student learning. This position will also assist with the implementation of Empower^{FZ} within the Falcon Zone.

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

Re

| | | |
|----------|---|---|
| Culture | Inner Ring—How we treat each other | |
| | Outer Ring—How we treat our work | |
| Strategy | Rock #1—Establish enduring <u>trust</u> throughout our community | This coach will be working to build trust with all staff throughout the campus to assist with their needs, while also challenging staff with their professional growth in the area of technology. |
| | Rock #2—Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | This new position is enhancing the services and supports we provide staff on the new Firebird Nation Campus, which is a new K-8 model within our portfolio of schools. |
| | Rock #4— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | This position is helping to establish firm foundations surrounding the use of technology in the classroom to enhance student learning. It provides instructional |

BOE Regular Meeting October 11, 2018
Item 7.06d continued

| | |
|---|---|
| | support and coaching for teachers so that learners can utilize new innovative tools to enhance their learning. |
| Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | This position will help to develop components of the Digital Ecosystem within the EmpowerFZ process in the Falcon Zone to enhance and streamline technological use for all staff within the zone. |

BUDGET IMPACT: This position is paid on the Licensed Salary Schedule + 15%.

AMOUNT BUDGETED: Funds have already been allocated to the zone to support this position.

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: We request that this job description be moved forward for Action at the next Board of Education Meeting.

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

DATE: September 24, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

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

BOARD OF EDUCATION ITEM 7.07 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Andy Franko, iConnect Zone Leader

TITLE OF AGENDA ITEM: GOAL Academy Charter School Waivers

ACTION/INFORMATION/DISCUSSION: Action/Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Charter School Act provides charter schools the opportunity to apply for and be granted waivers from state statutes that are not automatically waived. As statutes change and District 49 authorized charter schools age, waivers of certain statutes need reconsideration and revision.

RATIONALE:

It is appropriate for the District 49 BoE to consider waiver requests from charter schools and determine if the rationale and replacement plan for such waivers is sufficient and appropriate to meet local expectations. If approved by the local board of education, the waivers are then sent to the Colorado Department of Education and presented to the State Board of Education. Should the SBoE confirm the BoE's approval of the waivers and rationale/replacement plan (RRP), the waiver is in effect and is valid for the duration of the charter contract.

RELEVANT DATA AND EXPECTED OUTCOMES:

Upon approval of the GOAL Academy charter contract, the contract, to include Attachment 6 – waivers, was submitted to the Colorado Department of Education. The School of Choice unit reviewed the waiver request and rationale plans and provided feedback to revise. GOAL Academy was provided the feedback and has made the necessary adjustments to the replacement plans as advised.

INNOVATION AND INTELLIGENT RISK:

The waiver request GOAL Academy is seeking align to those requested and approved by other charter schools operating in District 49. Risk to approving the waivers as presented is limited as the process will include approval at the SBoE level.

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other | Shows respect for the autonomy granted to charter schools. |
| | Outer Ring —How we treat our work | Responds to charter schools' desire to serve students through their educational model. |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community | |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | Reinforces school's opportunity to be innovative and serve a community within a specific educational model. |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |

BOE Regular Meeting October 11, 2018
Item 7.07 continued

| | |
|--|--|
| Rock #5 — Customize our educational systems to launch each student toward success | |
|--|--|

BUDGET IMPACT: None

AMOUNT BUDGETED: None

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move to approve the requested waivers with rationale and replacement plans as presented.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: October 1, 2018

Cruson made the motion; seconded by Fry. The motion passed 5-0.

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

| | HILTS | RIDGWAY | ALMEIDA | FRANKO | |
|-----------|-------|---------|---------|--------|--|
| COMMENTED | | | | X | |



We, the members of the board, resolve to approve the modification of the GOAL Academy Charter Contract originally signed and dated June 2018 to include the listed waivers and rationale listed below:

Attachment 6 GOAL Academy Waiver Request

AUTOMATIC WAIVERS

| State Statute Citation | Description |
|----------------------------------|---|
| <i>C.R.S. § 22-32-109(1)(f)</i> | Local Board duties concerning selection of staff and pay |
| <i>C.R.S. § 22-32-109(1)(t)</i> | Determine educational program and prescribe textbooks |
| <i>C.R.S. § 22-32-110(1)(h)</i> | Local Board powers-Terminate employment of personnel |
| <i>C.R.S. § 22-32-110(1)(i)</i> | Local Board duties-Reimburse employees for expenses |
| <i>C.R.S. § 22-32-110(1)(j)</i> | Local Board powers-Procure life, health, or accident insurance |
| <i>C.R.S. § 22-32-110(1)(k)</i> | Local Board powers-Policies relating the in-service training and official conduct |
| <i>C.R.S. § 22-32-110(1)(ee)</i> | Local Board powers-Employ teachers' aides and other non-certificated personnel |
| <i>C.R.S. § 22-32-126</i> | Employment and authority of principals |
| <i>C.R.S. § 22-33-104(4)</i> | Compulsory school attendance-Attendance policies and excused absences |
| <i>C.R.S. § 22-63-301</i> | Teacher Employment Act - Grounds for dismissal |
| <i>C.R.S. § 22-63-302</i> | Teacher Employment Act-Procedures for dismissal of teachers |
| <i>C.R.S. § 22-63-401</i> | Teacher Employment Act-Teachers subject to adopted salary |
| <i>C.R.S. § 22-63-402</i> | Teacher Employment Act-Certificate required to pay teachers |
| <i>C.R.S. § 22-63-403</i> | Teacher Employment Act-Describes payment of salaries |
| <i>C.R.S. § 22-1-112</i> | School Year-National Holidays |

NON-AUTOMATIC WAIVERS

| State Statute Citation | Description |
|--|--|
| <i>C.R.S. § 22-32-109(1)(b)</i> | Local Board duties concerning competitive bidding |
| <i>C.R.S. § 22-9-106</i> <i>C.R.S. § 22-9-107</i> | Local Boards of education—duties—performance evaluation system—repeal and School District Personnel Performance Evaluation Council's duties. |
| <i>C.R.S. § 22-2-112(1)(q)(I)</i> | Commissioner-Duties (reporting performance evaluation ratings) |
| <i>C.R.S. § 22-32-109(1)(n)(I)</i> | Local Board Duties Concerning Teacher-Pupil Contact Hours |
| <i>C.R.S. § 22-32-109(1)(n)(II)(A)</i> | Teacher-Pupil Contact Hours |

| | |
|--|---|
| C.R.S. § 22-32-109(1)(n)(II)(B) | Adopt District calendar |
| C.R.S. § 22-63-201 | Employment - license required - Exception |
| C.R.S. § 22-63-202 | Teacher Employment Act - Contracts in writing, damage provision |
| C.R.S. § 22-63-203 | Teacher Employment Act-Requirements for probationary teacher, |
| C.R.S. § 22-63-206 | Teacher Employment, Compensation and Dismissal Act |
| C.R.S. § 22-63-204 | Employment – Interest prohibited |
| C.R.S. § 22-63-103 (10) | Teacher Employment, Compensation, and Dismissal |
| C.R.S. § 22-32-109.8 | Fingerprinting |
| C.R.S. § 22-32-109.9 | Fingerprinting |

1. **C.R.S. Section 22-32-109(1)(b) Local board duties concerning competitive bidding**

Rationale: GOAL requests sole discretion in all competitive bidding policies in order to make sure that the school is able to acquire the goods and services that best meet the needs of its students in the most efficient possible manner.

Replacement Plan: The board of GOAL has developed, adopted, and implemented its own financial policies, rules and regulations, including those for the competitive bidding process.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact upon the budgets of D49 or GOAL.

How the Impact of the Waivers Will be Evaluated: Since this area has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in this charter contract.

Expected Outcome: As a result of this waiver, GOAL will be able to purchase goods and services that meet its needs and support its operational needs.

2. 1 C.R.S. § 22-9-106 and C.R.S. § 22-9-107: Local Board of Education-Duties-Performance Evaluation System; C.R.S. § 22-2-112(1)(q)(I) Commissioner-Duties

These statutes allow a charter school to implement their own performance evaluations and not to have to report those evaluation ratings.

Rationale: GOAL Academy’s (“GOAL”) administration must have the ability to perform the evaluations of all personnel. Should the administration not have a Type D certificate, this should not preclude him or her from administering the evaluations. The GOAL Board must also have the ability to evaluate its Chief Executive Officer. Additionally, GOAL should not be required to report their teacher evaluation ratings

as a part of the Commissioner's report as required by C.R.S. § 22-2-112(1)(q)(I).

Plan: GOAL will use its own evaluation system as agreed to in the charter contract with D49 and therefore should not be required to report their teacher evaluation data. GOAL's evaluation system will continue to meet the intent of the law as outlined in the statute. The methods used for GOAL's evaluation system will include quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191. Also, the evaluation data will be used to inform professional development decisions for each teacher. Core course level participation will continue to be reported Pursuant to C.R.S. § 22-11-503.5, as this is a non-waivable statute.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to GOAL, as set forth in the charter contract.

Expected Outcome: With this waiver, GOAL will be able to implement its program and evaluate its teachers in a manner that produces greater accountability to the school. This will benefit staff members as well as students and the community.

Duration of the Waivers: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

3. **C.R.S. § 22-32-109(1)(n)(I), C.R.S. § 22-32-109(1)(n)(II)(A), and C.R.S. § 22-32-109(1)(n)(II)(B): School Board's duty to prescribe length of school year and hours of teacher-pupil instruction and to adopt a calendar.**

Rationale: GOAL will prescribe the actual details of its own school calendar and hours of teacher-pupil contact. The total number of student hours in school will comply with state requirements.

Replacement Plan: A finalized calendar and school day for GOAL (including teacher-pupil contact hours) will be officially adopted each year by the Board of GOAL that meets the requirements set forth in statute.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: The impact of the waivers will be measured by the same performance criteria and assessments that apply to GOAL as set forth in the charter contract.

Expected Outcome: As a result of this waiver, GOAL will be able to operate under its own schedule, which is vital to the success of its program.

Duration of the Waiver: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

4. **C.R.S. § 22-63-201: Employment - license required – Exception**

Rationale: GOAL's administration will be responsible for its own personnel matters, including employing its own staff and establishing its own terms and conditions of employment, policies, rules, regulations, and providing its own training. Therefore, GOAL requests that these statutory obligations are waived, and the duties are delegated from the D49 Board of Education to the GOAL Chief Executive Officer and Governing Board. The success of GOAL depends in large part on its ability to select, employ, pay, train, and direct its own staff.

Replacement Plan: All GOAL staff will receive an offer of employment letter and a copy of the GOAL Employee Handbook, which details the procedures and policies that will govern their employment at GOAL. Each employee will sign an Employee Statement of Acknowledgement that states that they have read and understood GOAL's employment policies. These policies will meet or exceed state requirements, including a requirement that teachers demonstrate that they are in-field, defined as follows: a teacher is in-field if she or he meets at least one of the following criteria: 1) Holds a BA or higher in the relevant subject area; 2) has completed 36 semester credit hours in the subject matter to be taught; or 3) has a passing score on a State Board approved content exam in the relevant subject area.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: The impact of the waivers will be measured by the same performance criteria and assessments that apply to GOAL as set forth in the charter contract.

Expected Outcome: As a result of these waivers, GOAL will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.

Duration of the Waiver: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

5. **C.R.S. § 22-63-202 and C.R.S. § 22-63-203**

C.R.S. § 22-63-202: Requires a written employment contract with teachers, including a damages provision. Provides for temporary suspension of employment and cancellation of contract.

C.R.S. § 22-63-203: This section establishes specific requirements for the employment of probationary teachers and the renewal or not, of their contracts.

Rationale: GOAL should be delegated the authority from D49 to develop its own employment agreements and terms and conditions of employment. GOAL will be operating differently from other schools, with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in a traditional public school will be successful at GOAL. Almost all employees of GOAL will be employed on an at-will basis using employment agreements that comply with all statutory requirements.

Replacement Plan: A GOAL specific employment agreement which requires annual renewal and addresses payment of salaries upon termination of employment of a teacher will be used. Said agreement would follow GOAL Board Policies.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on D49's budget and will have a positive impact on GOAL's budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to GOAL, as per the charter contract.

Expected Outcome: As a result of these waivers, GOAL will be able to employ professional staff possessing unique skills and/or backgrounds, filling all staff needs.

Duration of the Waivers: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

6. **C.R.S. § 22-63-206: Teacher Employment, Compensation, and Dismissal Act (substantive); Permits transfer of teachers between schools upon recommendation of District's chief administrative officer.**

Rationale: GOAL has been granted the authority under their charter contract to select its own teachers. D49 should not have the authority to transfer its teachers into GOAL or transfer teachers from GOAL to other D49 schools.

Replacement Plan: GOAL will hire teachers on a "best qualified" basis. Teachers who wish to transfer from GOAL may follow D49 procedures.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to GOAL, as per the charter contract.

Expected Outcome: GOAL expects that as a result of this waiver it will be able to manage its own personnel affairs, consistent with the terms of the charter contract and the Colorado Charter School Act.

Duration of the Waiver: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

7. **C.R.S. § 22-63-204: Employment – Interest prohibited**

Rationale: As provided for in the Charter Contract, all staff employed at GOAL are employees of GOAL and not of D49. As a result, the authority of the employing board to provide written consent in these matters should be transferred to GOAL.

Replacement Plan:

Replacement Plan: The GOAL Board will use its own policies consistent with the Charter Contract.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on D49's budget and will have a positive impact on the GOAL budget.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to GOAL, as per the charter contract.

Expected Outcome: As a result of the waiver, the GOAL Board will have the latitude to raise and expend funds as needed and will be able to act more quickly while maintaining accountability.

Duration of the Waiver: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

8. **C.R.S. § 22-63-103 (10): Teacher Employment, Compensation, and Dismissal - Definitions - Substitute Teacher; this section describes a substitute teacher and the qualifications of such.**

Rationale: Developing and maintaining a qualified pool of substitute teachers can be challenging for a charter school since the expectations vary from those of traditional public schools.

Replacement Plan: The GOAL administration shall have the authority to select part-time and substitute teachers.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to GOAL, as per the charter contract.

Expected Outcome: As a result of this waiver, GOAL will be able to employ part-time and substitute teachers possessing unique skills and/or background necessary for the smooth operation of the school.

Duration of the Waivers: GOAL requests that the waiver be for the duration of its contract with D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

9. **C.R.S. §22-32-109.8 and C.R.S. § 22-32-109.9:** Require Boards of Education to make certain inquiries and background checks before hiring applicants; requires the Board of Education to investigate allegations of child or sexual abuse; requires the applicant to submit fingerprints and certify no convictions; provide for district to require certified personnel to submit fingerprints in certain instances.

Rationale: GOAL will hire its own employees and therefore should be delegated the responsible from its authorizer to comply with these provisions for its own employees so that all required inquiries and, background checks can be conducted in a timely and efficient manner.

Replacement Plan: GOAL will conduct all inquiries and background checks in compliance with these statutes before hiring new employees.

Financial Impact: GOAL anticipates that the requested waiver will have no financial impact on the budgets of D49 or GOAL.

How the Impact of the Waivers Will Be Evaluated: The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to GOAL, as per the charter contract.

Expected Outcome: As a result of these waivers, GOAL will be responsible for

completing its own background checks.

Duration of the Waivers: GOAL requests that the waiver be for the duration of its contract with the D49. Therefore, the waiver is requested for three academic operating years, through June 30, 2021.

ADOPTED AND APPROVED this 11th day of October, 2018.

Marie La Vere-Wright, Board President
School District 49

(SEAL)

ATTEST:

Dave Cruson, Board Secretary
School District 49

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: D. Garza, 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 | JLCB-R | Immunization of Students | N Lemmond | Revisions align our policies with CASB guidance |

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat our work | |
| | | |
| Strategy | Rock #1 —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. |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — 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: August 31, 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: October 11, 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 September, 2018 per board policy.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

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

DATE: September 24, 2018

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

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

BOARD MEETING OF: September 13, 2018

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

TITLE OF AGENDA ITEM: Student Study Trips

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

SMS

Washington DC/New York Educational Tour

Depart 6/17/19 Return 6/22/19

45 Students will attend this trip.

Cost of the trip will be \$2,245 per student and includes transportation, meals, lodging, insurance, tours, security and other items.

This event helps with connections between self and the community, nation, world. The kids will visit historical and critical landmarks. They will see and touch and discover the nation's most treasured national sites. They visit the Statue of Liberty, Washington's home, Kennedy's grave, The White House, Capitol building, and Lincoln's Memorial. There will be much, much more. The kids will learn about history of the nation, our presidents, our wins and losses. The patriotism we have come to know will be something our students can now feel and experience.

Fundraising will not be part of this trip.

FMS

Trip to Peru

Depart 3/16/20 Return 3/27/20

20 Students will attend this trip.

Cost of the trip will be \$3,500 per student and includes transportation, meals, lodging, insurance and tours.

Goal: Transform Firebird Nation's Students' Perspective on the world by experiencing Peru with unforgettable moments that bring people, places and cultures to life! Students will return home better prepared to navigate an interconnected world and adapt to change with confidence.

Fundraising will not be part of this trip.

RELEVANT DATA AND EXPECTED OUTCOMES:

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

| | | |
|----------------|--|--|
| Culture | Inner Ring —How we treat each other | |
| | Outer Ring —How we treat our work | |

BOE Regular Meeting September 13, 2018
Item 8.03 continued

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

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information only.

APPROVED BY: PETER HILTS, CHIEF EDUCATION OFFICER

DATE: August 5, 2018

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

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

BOARD MEETING OF: October 11, 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:

| | | |
|--------------------------------------|--|--|
| C u l t u r e | Inner Ring —How we treat each other Outer Ring —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> |
| S t r a t e g y | Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — 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: September 24, 2018

BOE Regular Meeting October 11, 2018
Item 8.04 continued

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: D. Garza, 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:

| | | |
|----------|---|--|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat 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 | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — 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: September 24, 2018

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: CJ Jilek and Daniel Payne, Co Directors of Facilities

TITLE OF AGENDA ITEM: Facilities Department Update

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

Bi-annual Facilities Update

RELEVANT DATA AND EXPECTED OUTCOMES:

Inform Board and Community of Facilities Department Progress

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

| | | |
|---------------------------------|--|---|
| C u l t u r e | Inner Ring —How we treat each other Outer Ring —How we treat our work | Facilities is always striving to be the best and our team is trying to get better every day. |
| | Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | Provide transparency and build trust by presenting progress report on completed projects, upcoming projects, safety inspections, added cameras, School Dude KPIS. |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Pedro Almeida, Chief Operations Officers

DATE: September 20, 2018

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Jim Tanner, Technology Quality Assurance Manager

TITLE OF AGENDA ITEM: Information Technology Update

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

Annual IT update to BOE

RELEVANT DATA AND EXPECTED OUTCOMES:

To keep the BOE and D49 community informed of the status of the district Information Technology support

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

| | | |
|----------------|--|--|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat our work | |
| | Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | The D49 IT infrastructure, network, and support are critical elements in providing an effective educational environment. |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N/A

APPROVED BY: Pedro Almeida, Chief Operations Officer

DATE: October 3, 2018

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Ron Lee, Director of 3B MLO

TITLE OF AGENDA ITEM: 3B MLO Projects Update

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 | Inner Ring —How we treat each other Outer Ring —How we treat our work | Always mindful with our integrity, we manage every project to the best possible outcome. |
| | Rock #1 —Establish enduring <u>trust</u> throughout our community Rock #2 —Research, design and implement programs for intentional <u>community</u> participation Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — 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. 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: September 24, 2018

The report is included in the board packet but there is no presentation this evening.

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

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

BOARD MEETING OF: October 11, 2018

PREPARED BY: Sean Dorsey-Sand Creek Zone Leader

TITLE OF AGENDA ITEM: Sand Creek Zone Performance Report

ACTION/INFORMATION/DISCUSSION: Information

BACKGROUND OR RATIONALE

The update is the 2018 1st semester performance report for the Sand Creek Zone.

RELEVANT DATA AND EXPECTED OUTCOMES:

The Sand Creek Zone performance report will emphasize, but not be limited to, performance data aligned with district, zone, and school goals.

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

| | | |
|-----------------|--|---|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat 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 Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | Update the BOE with regard to the performance of the Sand Creek Zone. Provide an overview of efforts to support primary proficiency and 49 Pathways. Update the BOE as to ongoing initiatives and priorities in the Sand Creek Zone, including our performance excellence work with the Studer Education Group, as well as our continued emphasis pertaining to Visible Learning throughout the zone. |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Information

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: September 27, 2018

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

BOARD OF EDUCATION ITEM 9.04 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: October 8, 2018

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Mastery-Based Graduation Program Report

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE

Colorado and District 49 are continuing to implement Mastery-Based Graduation Guidelines.

RELEVANT DATA AND EXPECTED OUTCOMES:

The Board's ongoing dialog about graduation guidelines includes multiple reports and discussions about how we are implementing standards for high school graduation.

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat our work | |
| | | |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community | The high visibility of graduation standards and guidelines impacts all our strategic priorities, but especially those related to a portfolio of schools and launching every student toward success. Under new standards, our schools can support students as they earn the right to graduate by completing coursework and end-of-course assessments, completing capstone demonstrations, or earning sufficient scores on standardized exams to demonstrate mastery. |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: No action is required for this discussion item. The board may direct additional reporting at the annual planning summit in late January.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: October 3, 2018

The consensus of the board was to task the chief education officer to return with a report about individualization of mastery requirements with samples of assessments including Capstones.

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

BOARD OF EDUCATION ITEM 9.05 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Brett Ridgway, Chief Business Officer
 Ron Sprinz, Finance Group Manager

TITLE OF AGENDA ITEM: Preliminary Enrollment Update

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND OR RATIONALE”

Under current statute, Colorado school districts’ program formula funding is largely based on the ‘October Count’ of full time equivalent students (sFTE). Like many districts, we monitor how enrollment is trending as compared to the adopted budget. sFTE is the largest variable in determining program formula funding and since program formula funding accounts for 94% of our total general fund revenue budget, and since we are continuing to move toward a full student-based funding model, it is very appropriate to monitor sFTE early in the school year to determine what issues may come from fluctuations to the adopted budget in terms of sFTE by school.

RELEVANT DATA AND EXPECTED OUTCOMES:

The actual October Count result will be the driving factor in compiling the amended budget, to be approved by the Board of Education prior to January 31, 2019. Estimates of how the October Count will unfold, and how that will affect each school and zone in turn, in terms of financial impacts, will be used in strategic decisioning throughout the course of the fall semester.

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

| | | |
|-----------------|--|--|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat 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 Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | <i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i> <i>Informed decision making and organizational agility are key strategies we continue to pursue.</i> |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: N\A

APPROVED BY: Brett Ridgway, Chief Business Officer

DATE: September 24, 2018

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Item 9.05 continued

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

BOARD OF EDUCATION ITEM 9.06 MINUTES
BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Board Development Plan

ACTION/INFORMATION/DISCUSSION: Action

BACKGROUND OR RATIONALE

The Board tasked the chief officers to present a board development plan focused on implementing the Baldrige criteria for school governance and leadership. The plan, proposed by Baldrige Assistance Services, llc includes multiple sessions aligned with other planned activities and sequences.

RELEVANT DATA AND EXPECTED OUTCOMES:

Increasing the board's insight about governance leadership for performance excellence will increase the quality and sustainability of our commitment to continuous improvement.

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

| | | |
|----------|--|---|
| Culture | Inner Ring —How we treat each other Outer Ring —How we treat 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 Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | All of our cultural and strategic priorities support our vision, mission, culture, and strategy. Increasing the board's capacity to evaluate and direct district performance will enhance outcomes across our entire operation. |

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: For this item, we seek board commitments and scheduling adjustments to participate in the planned development activities.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: October 2, 2018

Board direction to chief education officer to revise the proposal, coordinate with the board's assistant and distribute via email.

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

BOARD OF EDUCATION ITEM 9.07 MINUTES
OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS

BOARD MEETING OF: October 11, 2018

PREPARED BY: Peter Hilts, Chief Education Officer

TITLE OF AGENDA ITEM: Chief Education Officer Performance Review

ACTION/INFORMATION/DISCUSSION: Discussion

BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:

The Board of Education adopted an annual performance review process for each of its chief officers. The chief education officer's review timeline is October-September each year, with the overall review completed in October for the twelve months ending September 30. This year's review covers the period of October 2017 through September 30, 2018.

RATIONALE/DISCUSSION:

When evaluating a senior executive, it is helpful to use a review model where reviewers may examine leadership behavior in the context of daily and long-term activity and accomplishments. The purpose of performance review is to improve outcomes by improving performance. The seven sections submitted in the attached narrative organize leadership performance, accomplishments and actions into performance domains established by District 49 for evaluating its chief officers. Additional information is provided in the 360 performance review survey results and in the list of Education data attached to the narrative.

RELEVANT DATA AND EXPECTED OUTCOMES:

Quality feedback to the chief education officer is a critical ingredient that will help us become the best district to Learn, Work, and Lead. Performance review is a systematic way to provide that feedback about how well the CEO is meeting the board's expectations.

INNOVATION AND INTELLIGENT RISK:

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

| | | |
|----------|---|---|
| Culture | Inner Ring —How we treat each other | The chief officers should lead the way for the entire district in exemplifying our cultural values. The information provided in this performance review process should help validate the chief education officer effectiveness in leading in this critical area. |
| | Outer Ring —How we treat our work | |
| Strategy | Rock #1 —Establish enduring <u>trust</u> throughout our community | The chief education officer is charged to ensure that the entire Education Office is carrying out the District 49 strategy in all areas of the 5 Rocks, with emphasis on <u>establishing trust</u> , <u>growing a portfolio of distinct and exceptional schools</u> , and <u>setting the conditions</u> to build firm foundations and launch each student to success. |
| | Rock #2 —Research, design and implement programs for intentional <u>community</u> participation | |
| | Rock #3 — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> | |
| | Rock #4 — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive | |
| | Rock #5 — Customize our educational systems to <u>launch each student toward success</u> | |

BOE Regular Meeting October 11, 2018
Item 9.07 continued

BUDGET IMPACT: N/A

AMOUNT BUDGETED: N/A

RECOMMENDED COURSE OF ACTION/MOTION REQUESTED: Move the Chief Education Officer's performance review to an Executive Session discussion at the October special board meeting.

APPROVED BY: Peter Hilts, Chief Education Officer

DATE: October 9, 2018

Move this item to the October special meeting.

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