

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

**1.00 Call to Order and Roll Call**

A regular meeting of the Board of Education was called to order at 6:31 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 10/11/2018 – Garza
- 4.02 Action on Matters Relating to Professional/Technical Personnel –Evans
- 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 Minutes of Special Board of Education Meeting 10/24/2018 - Garza

**5.00 Board Update**

*Butcher:* I want to thank the community for passing our mill levy issue at the polls. I really want to thank our staff and everybody that works for the district. I think its proof that we are winning our community's trust back. We will be responsible.

*Cruson:* Wanted to mention 4C, thanks. Also to the leadership team, the D49 community received two flyers and I appreciate the trust from our community. Especially when we saw some of our fellow school districts not receive support. It is helpful to know that our D49 community still appreciates us and we appreciate them. I attended two separate Baldrige activities. One was the conference in Denver with many of our staff members and the annual planning review, which is great in terms of preparing ourselves as a board. I was able to attend the restorative practices training with Kevin and John on Tuesday. Thanks to Dr. Fletcher and Lea Holland for putting that together. I love all of our sporting events.

*Fry:* Echo the gratitude of the outcome of 4C. Looking forward to the snowy weather, we have on the way.

*Graham:* I went to the Baldrige conference and it was wonderful to hear all these stories of performance excellence and how to achieve that. I know that our district is moving in that direction, not necessarily to win an award but to be the best that we can be. District 49 is setting trends within this region and probably the state of Colorado if not the nation. I went to the restorative practices conference today and I wanted to thank Lea Holland who is the project manager for BRIGHT. It is

from a grant from DODA. We have people at this conference not only from District 49 but also from other districts within our Colorado area, from Wyoming, Texas and some colleges. So far, I am impressed with the conference and the effort that the staff and the volunteers have put into it to bring restorative practices and this information out to our whole community. I want to wish the United States Marine Corp a happy birthday for the 242<sup>nd</sup> celebration.

*La Vere-Wright:* I want to echo the thanks that everyone has already given our community for passing 4C this year that will allow our revenue stream to grow as the number of students grows and as our community grows without increasing the amount, any individual taxpayer has to contribute. It is a recognition that our community understands some of the sophistication involved in that ballot initiative and in understanding that our community is growing and that we can be responsible and still need the revenue to follow that growth. Thank you for giving us that. I want to thank everyone who has put all the time into that annual performance review. That is not about trying to achieve awards, although awards are nice, it is about continuing to grow as an organization. One of the things I heard that ties into the restorative practices conference and the work that our staff, students, and leadership have been doing is that the value of our culture and our cultural compass and how we want to impart some of those values to our students, dovetails into the restorative practices. That was pointed out to us as a unique value that could be shared with others. We were thanked and given kudos for that. I am excited to hear that other communities were also in attendance at that conference because I truly believe restorative practices is what our country needs. Not just our schools and local communities but I think understanding how to communicate with one another in a relational way would address many of the problems we see in our nation. One other thing celebrated in November is National Adoption Month, which is dear to my heart. Families are formed in many different ways. One area of diversity in our community is families that are formed by adoption and so if you know someone who has been adopted or a family who has adopted, help them celebrate this month because it is an equally cool way to have a family.

#### **5.01 Chief Officer Update**

*Hilts:* Thank our community for the support of 4C. I always point to Brett and his ability to see the opportunity. This was a great opportunity, our best turnout in a mid-term election and our highest level of support. We get even more voters in general elections when we are electing a president. This is a very encouraging result especially given what happened to some other similar school financing measures. The contrast between statewide and local measures was impressive. We really appreciate it. We do not take it for granted at all. They say you can tell what you value by where you spend your time so I think this week I probably really value the annual performance review and the restorative practices conferences because that's the only places I've been. It has been a good place to spend time. I am proud of our district in both of those instances to create something that creates more value for people. I really appreciated the presence of the board at both of those events as well as at the Baldrige conference. That is unusual and this is telling our community that we have a board that is unusually engaged with the things that make us a great district. We have students here from the Future Business Leader's chapter from Sand Creek High School. They are learning. We are approaching Veterans Day and it is a great opportunity to remind ourselves that we do what we do because they served and sacrificed and some gave all. We are grateful for our veterans and grateful for their ongoing service.

*Ridgway:* I appreciate the communities' response on the 4C ballot initiative. This was always a technical adjustment and the language wasn't easy and it wasn't an easy idea to understand. It was counterintuitive as we talked about how the tax rate would go down but the revenue would go up. I appreciate people hanging with that and/or simply trusting that we would make a good recommendation and supporting us in that. It's a great place for us to be. Five of our last six questions have passed now. It's a great relationship with our community, I feel. That's really

appreciated. Went to the Baldrige conference. A month ago I missed the board meeting because I was at the CASBO conference and making a presentation with Monica our Nutrition Services Director there about the good partnership between a business office and the nutrition services department and how that can really provide a great provision of services. That was fun to do and got a lot of good questions from other districts wanting to explore that. A lot of the nutrition people saying how do I get my finance person to respond. We are in open enrollment season as a staff and it's one of the things that's unique about us as a school district. Because we offer certain health plans that no other school district does and that means that we need to have it on a calendar year basis versus the school year or the fiscal year basis.

*Almeida:* I will echo the comments about the annual performance review and the process we went through this week. It was a fantastic opportunity for us to work with these external experts here across the district staff. I think that is something that is going to pay off a lot of benefits for us over time. I was very appreciative of having the opportunity to be in it. It also ties to my thoughts to some of the things that we're trying to work in operations. We just did some strategic planning last week as we continue to try to move that football further down the field with regard to synchronizing what we do for a key purpose and making sure that we have a long-term vision and objective that's in sight for everything that we're doing in operations. I'll tie that back to a couple of key customer points. Myself, Peter and Brett have had the opportunity to go out there and start working the VoW Learning Tour, something that is turning out to be a very beneficial exercise as we have a chance to go out there and touch base with different subgroups within the district, whether it's school leaders, teachers, the facilities team, transportation team or the business office. As we do this in little chunks at a time, our ability to hear from the folks that are a big part of serving our customers, which is our entire workforce, has sometimes proven very beneficial to us. You are going to hear an extended update on the 3B MLO project. Two years ago, you led the effort and you passed the MLO 3B initiative. I think you will see from the update, a very clear picture of the progress that we have made. Going back to the appreciation to our voters and our community and showing them that yes if you do entrust us, we intend on doing some very good things with that trust. I appreciate Peter mentioning our military as we approach Veterans Day. I would like to take a moment to recognize and make sure that we are thinking through the support that our law enforcement officials give us. I had a stark reminder of this just about 3 hours ago as Peter and I sat at the restorative practices conference and we had a large number, 11 of our community representatives from local law enforcement that were sitting up on a panel. We had members of the El Paso County Sheriff's Department, Colorado Springs Police Department, and Fountain Police Department that were sitting up on a panel and talking about how they work to support our schools. I couldn't help but be reminded as I looked at all of these law enforcement professionals, in particular on a day that's tied back to what we saw this morning that happened in Thousand Oaks last night. The sacrifice and the effort that all of these law enforcement officials provide to all of us as our community is something that I think we ought to make sure that we're keeping in the top of our minds and I was starkly reminded of that earlier today. This ties back again to our initiatives to continually enhance security here within the district. We have another ESCAB meeting that will be coming up next week and we will continue to look at and consider initiatives that will make our district even safer for our students and staff.

#### 5.02 Student Board of Representatives Update

*Washburn:* One of the highlights of my year so far has been going to Remington and hanging out with some awesome third graders every Thursday. That is because of Miss Jankovsky's high school buddy program which she got a Falcon 49 grant last year. It's amazing to see what she's done and really connecting our high schoolers to our elementary schools. It's honestly the highlight of my week. They're awesome.

*Neuwirth:* Falcon High School HOSA has started doing a cancer fundraiser for children with cancer this month. That's a big thing that we're doing. We just cleared with our principal to decorate our bathrooms to help body positivity. Another is our new building, we have seen ins and outs of different clubs and classes that have used the building. It's good to see that it's being utilized to its full potential.

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

**7.00    Action Items – see attachments**

- 7.01    Action on POWER Zone Arts-Focused Elementary School Naming Options - Rigdon
- 7.02    Action on POWER Zone Arts-Focused Elementary School Boundary Change Proposal - Andrews
- 7.03    Action on POWER Zone Calendar Adjustment - Pickering
- 7.04    Action on Policy and Procedure Revisions
  - a. CBI Chief Officer Evaluation – Andersen
  - b. JICH Drug & Alcohol Involvement by Students - Watson
  - c. KFA Public Conduct on District Property - Watson
- 7.05    Action on New and Revised Course Proposals
  - a. Spanish for Spanish Speakers 2 - Morphet
  - b. Nutrition- Willard/Lane
  - c. Jazz Choir - Meyer
  - d. ACE Pathway Realign for Business - McCluan
- 7.06    Action on Policy Adoption: Complying with New State Requirement for Parental Notification of Alleged Criminal Conduct by Staff Members- Andersen
  - a. ADD Safe Schools
  - b. GBEB Staff Conduct and Responsibilities
  - c. KDBA Notice to Parents of Alleged Criminal Conduct by School Employee
- 7.07    Action on American Education Week Resolution - Hilts
- 7.08    Action on Resolution for Alternative Forms of Transportation for Events – Pietraallo
- 7.09    Action on New Job Description: Early Childhood Education Administrative Assistant – Lemmond
- 7.10    Items Removed from Consent Agenda

**8.00    Information Items**

- 8.01    Process Improvement Update-Garza
  - a. GBEB-R, GBEB-R-2 Staff Conduct and Responsibilities
- 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
- 8.06    Job Descriptions-Administrative Revisions – Andersen

**9.00    Discussions Items**

- 9.01    Annual Planning Summit Preview: State of the Workforce Annual Report (10 minutes) Andersen
- 9.02    Amended Budget and Enrollment Update (10 minutes) Sprinz
- 9.03    MLO 3B Annual Review (15 minutes) Lee/Willhelm
- 9.04    POWER Zone Performance Report (10 minutes) Pickering
- 9.05    Communications Department Performance Report (10 minutes) Matissek/Dosen-Himelrick

**10.00    *Other Business***

*La Vere-Wright:* BOE Evaluations, we have done a 360 for last 2 years, so we need consensus on whether to continue a 3<sup>rd</sup> year of that survey. For consistency and trending, for the last 2 years, we used a set of questions and group of people. We fill it out and we have a subset of employees who routinely interacts with the board fill it out as well. Do we want to use the same set of questions and process?

**Board consensus is to do the same process again, open the survey on 11/26 with a 2-week window.**

*La Vere-Wright:* Innovation Plans is not on our action calendar, because it is only every 3 years. I have to ask how we want to proceed on this. We have eleven schools that have innovation plans and they would be in year 6. According to state statute means there should be a board review again of those. How do we want to accomplish that? No technical penalty but we want to make sure we're doing our due diligence.

*Hilts:* No penalty or sanction, last time we did a review between spring and summer break. We have a process for this. **I can bring a preview to the annual planning summit and that would fit in well at that level of detail.**

*La Vere-Wright:* I want to make sure that we do what we're required to do even if nobody is checking on us. That's a part of the transparency of our process. I'm assuming that we could even streamline that and work it into our UIP process. Where maybe year 3 becomes a piece of that when we get those presentations. That's something we can talk about at our planning summit in terms of process. Ultimately we're supposed to be looking at student achievement with it.

*Hilts:* We had talked about the board development plan related to Dr. Jim Walker providing an orientation to Baldrige. I talked with him when he was here for our site review. The direction we're going is consistent with board direction. He's going to development approximately 90 minutes, might be two 45 minute video presentations that are an overview of the Baldrige criteria framework, probably too basic for all of you. But helpful for future board development when we onboard new board members and since he's had this recent experience with us, it'll be contextualized to district 49. The second element would be a 60-minute presentation that would be appropriate for your level of expertise on results and requirements. The relationship between results and the requirements of our customers and our processes. Both of those would be video based. You could access them on your own schedule. It would probably be a combination of video with a slide Power Point style presentation. Those are the first two pieces. The one that has some schedule implications that we discussed generally and now we're ready to lock it in. He is open and available to come to do a 2 ½ hour calibration specifically for this board of education for this district and our results from our annual performance review. You would be the audience along with any of our district leadership that you choose to invite. He would present to you and we would be listening in on the side how to use Baldrige to lead our performance excellence movement forward. His offer, and I recommend that you accept it, is that he would come at 9:00 on February the 2<sup>nd</sup>, you would begin your day with an overview of the Baldrige criteria and our performance. We would break for lunch and then we would have what has traditionally been our morning session, annual planning summit. We would have that in the afternoon with reports from Chief Officers and other leadership to set our direction for the next 6-18 months.

*La Vere-Wright:* **Board consensus to move ahead.**

*Graham:* When do we finalize the schedule for that training?

- 10.01 Executive Session: Pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification for Chief Business Officer evaluation and review

It was moved by Cruson, seconded by Fry to go into Executive Session pursuant to C.R.S. 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification

for Chief Business Officer evaluation and review. *The motion was put and carried with Butcher, aye; Cruson, aye; Fry, aye; Graham, aye; La Vere-Wright, aye. Motion carried 5-0.*

*The Board took at 10 minute break at 8:25 p.m.*

The Board went into Executive Session at 8:35 p.m. with the following people present: Marie La Vere-Wright, President, John Graham, Vice-President, Dave Cruson, Secretary, Joshua Fry, Director, Brett Ridgway, Chief Business Officer and Donna Garza, Executive Assistant.

It was moved by Cruson and seconded by Fry to return to regular session at 8:51 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.*

#### **11.00 Adjournment**

It was moved by *Cruson*, seconded by *Fry* to adjourn the meeting at 8:52 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

## November 8, 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. 	<input checked="" type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
2.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
3.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
4.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
5.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
6.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
7.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
8.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other
9.	<input type="checkbox"/> Employee	<input type="checkbox"/> Community <input type="checkbox"/> Student		<input type="checkbox"/> Support	<input type="checkbox"/> Inform	<input type="checkbox"/> Other

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
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### 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:** November 8, 2018

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Regular Board of Education Meeting  
10/11/18

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

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the October 11th regular board of education meeting.

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

**DATE:** October 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 4.02 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** October 24, 2018

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

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

BOE Regular Meeting November 8, 2018  
Item 4.02 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

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

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Johnson, Joshua	Data Analyst (Academic Systems Administrator)	Education Service Center	September 05, 2018

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

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

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** October 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 November 8, 2018  
Item 4.03 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

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

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Meyer, Jason	INR Music Teacher	Remington Elementary School	October 31, 2018
Ellis, Justin	INR Business Teacher	Falcon High School	October 29, 2018

**Appointments to New Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Fitzpatrick, Joshua	INR Early Childhood Educator	Woodmen Hills Elementary School	October 26, 2018

**Transfers:**

<b>Name</b>	<b>Transfer From</b>	<b>Transfer To</b>	<b>Effective Date</b>
Dudden, Neely	Para Educator	INR Early Childhood Educator	October 29, 2018

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Bruner, Jennifer	Special Education Teacher	Banning Lewis Preparatory Academy	October 19, 2018
Schardt, Lori	Special Education Teacher	Sand Creek High School	October 5, 2018

**Newly Hired Guest Teachers:**

<b>Name</b>	<b>Effective Date</b>
Hess, Meghan	October 24, 2018
Alip, Tracy	October 25, 2018
Burkey, Nicholas	October 25, 2018
Elwick, Laurie	October 25, 2018
Underbrink, Natalie	October 25, 2018
Weger, Brianne	October 25, 2018
Robinson, Christopher	October 25, 2018

<b>Name</b>	<b>Effective Date</b>
Gillera, Kelly	October 25, 2018
Hernandez, Ricardo	October 25, 2018
Rick, Jennifer	October 25, 2018
Stevens, Craig	October 25, 2018

**Newly Hired Support Substitutes:**

<b>Name</b>	<b>Effective Date</b>
Amankulova, Aigul	October 24, 2018
Rico Taube, Rachael	October 24, 2018


Tatch, Ashley	October 25, 2018
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**BOARD OF EDUCATION ITEM 4.04 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

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

**DATE:** October 24, 2018

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

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

BOE Regular Meeting November 8, 2018  
Item 4.04 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Educational Support Personnel  
November 8, 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:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Axtell, Thomas	Bus Driver	Transportation	October 08, 2018
Baird, Yolanda	Bus Paraprofessional	Transportation	October 11, 2018
Clark, Tatiane	Special Education Para Educator Program Based ID	Falcon Middle School	October 22, 2018
Dunn, Sarah	Campus Security Officer	Sand Creek High School	October 22, 2018
Hatch, Megan	Nutrition Services Assistant	Falcon High School	October 22, 2018
Hjelmstad, Misty	Crossing Guard Temporary	Springs Ranch Elementary School	October 22, 2018
Kehren, Paul	Bus Driver	Transportation	October 16, 2018
Keiley, Robert	Bus Driver	Transportation	October 08, 2018
Kressin, Rainie	Nutrition Services Assistant	Evans International Elementary School	October 25, 2018
Kyle, David	Campus Security Officer	Vista Ridge High School	August 1, 2018
Little, Maryellen	Nutrition Services Assistant	Falcon Middle School	October 25, 2018
Malner, Marry Ann	BASE49 Site Assistant	Meridian Ranch Elementary School	October 22, 2018
McDowell-Richardson, Sandra	BASE49 Site Assistant Rover	Falcon Zone	November 01, 2018
McKine, Robert	Bus Driver	Transportation	October 01, 2018
Murphy, Ava	Campus Security Officer	Falcon High School	October 22, 2018
Niko, Shannon	Preschool Para Educator	Stetson Elementary School	October 25, 2018
Nordby, Jake	Bus Paraprofessional	Transportation	October 11, 2018
Plante, Rachel	Bus Driver	Transportation	September 26, 2018

Ressler, Brian	Bus Driver	Transportation	September 11, 2018
Santiago, Pamela	Special Education Para Educator Program Based SLD	Odyssey Elementary School	October 22, 2018
Schlegel, Patricia	BASE49 Site Leader	Falcon Elementary School	October 22, 2018
Thompson, Paul	Special Education Para Educator Program Based SSN	Odyssey Elementary School	October 22, 2018
Towell, Kristian	Nutrition Services Assistant	Woodmen Hills Elementary School	October 22, 2018
Vilela, Jake	Special Education Para Educator Program Based SSN	Odyssey Elementary School	October 22, 2018

### Appointments to New Positions:

Name	Position	Location	Effective Date
Long, Margaret	Attendance Secretary	Vista Ridge High School	October 25, 2018
Pitts, Dawanna	Nutrition Services Assistant	Skyview Middle School	October 22, 2018
Schafroth, Jennifer	Special Education Para Educator Program Based SLD	Banning Lewis Ranch Academy	October 22, 2018

### Transfers:

Name	Transfer From	Transfer To	Effective Date
Craven, Alicia	Special Education Para Educator at Odyssey Elementary School	Special Education Para Educator at Falcon Elementary School of Technology	October 22, 2018
Gonzales, Jordana	BASE49 Site Leader at Bennett Ranch Elementary School	Special Education Para Educator Program Based SED at Bennett Ranch Elementary School	August 01, 2018
Hamilton, Jared	Special Education Para Educator Program Based SSN at Falcon High School	Special Education Para Educator Program Based ID at Falcon High School	November 01, 2018
Koonce, Randy	Building Custodial Technician at Bennett Ranch Elementary School	Building Custodial Technician at Horizon Middle School	November 05, 2018
Lake, Valerie	Lunch Monitor at Springs Ranch Elementary School	Special Education Para Educator at Springs Ranch Elementary School	November 01, 2018
Mattern, Carolyn	Nutrition Services Assistant at Evans International Elementary School	Nutrition Services Assistant at Vista Ridge High School	October 22, 2018
Poulos, Tyler	Variable Site Building Custodial Technician District Wide	Building Custodial Technician at Vista Ridge High School	November 01, 2018
Prince, Betty	Nutrition Services Assistant at Pikes Peak School of Expeditionary Learning	Nutrition Services Assistant at Falcon Middle School	September 01, 2018
Rodarte, Rosalba	Building Custodial Technician at Horizon Middle School	Building Custodial Technician at Odyssey Elementary School	November 01, 2018
Roggie, Jeffrey	Building Custodial Technician at Springs Ranch Elementary School	Building Custodial Technician at Falcon Elementary School of Technology	November 01, 2018
Sapanaro, Tracey	School Support Secretary at Vista Ridge High School	School Administrative Secretary at Vista Ridge High School	November 01, 2018
Suggs, Michelle	Nutrition Services Assistant at Evans International Elementary School	Temporary English Language Development ELD Para	November 05, 2018

		Educator at Evans International Elementary School	
Scovel, DeeDee	Nutrition Services Assistant at Falcon High School	Nutrition Services Assistant at Patriot High School	October 22, 2018

### Resignations:

Name	Position	Location	Effective Date
Amankulova, Aigul	Nutrition Service Assistant	Woodmen Hills Elementary School	September 13, 2018
Dusseau, Camille	BASE49 Site Leader	Ridgeview Elementary School	October 29, 2018
Eldridge, Joshua	Building Custodial Technician	Falcon Elementary School of Technology	October 16, 2018
Esparsen, Aaron	Building Custodial Technician	Allies	October 01, 2018
Gring, Michelle	Special Education Para Educator	Odyssey Elementary School	August 31, 2018
Hayes, Misti	Nutrition Services Assistant	Falcon Middle School	October 5, 2018
Heneralau, Fredrick	Bus Driver	Transportation	October 22, 2018
Land, Kyle	Special Education Para Educator	Horizon Middle School	November 05, 2018
McIntyre, Sandra	Special Education Para Educator	Springs Ranch Elementary School	October 26, 2018
Meek, Asper	Bus Driver	Transportation	October 23, 2018
Rico Taube, Rachael	Central Registrar	Creekside	October 05, 2018
Ried, Danielle	Hourly Reading Tutor	Meridian Ranch Elementary School	May 30, 2018
Sirmans, Kirstin	Administrative Secretary	Vista Ridge High School	October 31, 2018
Wanstrath, Chelsey	Campus Security Officer	Patriot High School	November 13, 2018

### Retirements:

Name	Position	Location	Effective Date
Miller, Mark	Bus Driver	Transportation	October 21, 2018

### Adjusted Salary Schedule Placements:

Name	Position	Location
Stabler, Cheryl	Special Education Para Educator Program Based SSN - temporary	Springs Ranch Elementary

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

**BOARD MEETING OF:** November 8, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** October 24, 2018

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

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

BOE Regular Meeting November 8, 2018  
Item 4.05 continued

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

**EL PASO COUNTY COLORADO SCHOOL DISTRICT 49**

**Approval of Matters Relating to Extra Curricular Personnel  
November 8, 2018**

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

**Appointments to Existing Positions:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Gonzales, Robert	Assistant Support Cross Country	Vista Ridge High School	September 17, 2018
Haas, Jesse	Assistant Support Football	Vista Ridge High School	October 05, 2018
Rowe, John	Assistant Football	Falcon Middle School	August 13, 2018
Sanchez, Marissa	Regular Support Cheerleader	Vista Ridge High School	September 24, 2018
Spruill, Briana	Advanced Support Volleyball	Vista Ridge High School	September 11, 2018
Surface, Thomas	Advanced Support Softball	Vista Ridge High School	September 19, 2018

**Resignations:**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
Dale, Brandon	Track	Horizon Middle School	May 1, 2018
Dykema, Craig	Football	Horizon Middle School	February 27, 2018
Hawkins, Timber	Head Softball	Sand Creek High School	July 11, 2018
Jung, David	Track	Horizon Middle School	May 10, 2018
Jung, David	Wrestling	Horizon Middle School	May 10, 2018
Owen, Spencer	Boys Basketball	Falcon High School	July 05, 2018
Shuler, Stewart	Head Track	Sand Creek High School	July 21, 2018
Simpson, Matthew	Boys Basketball	Falcon Middle School	May 22, 2018
Thornsby, Janna	Track	Horizon Middle School	May 05, 2018



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

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

**PREPARED BY:** Deb Hall, Administrative Assistant to Culture & Services

**TITLE OF AGENDA ITEM:** District Accountability Advisory Committee Appointments

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

**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 31, 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					

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

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

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

**TITLE OF AGENDA ITEM:** Approval of Minutes of Special Board of Education Meeting  
10/24/18

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

**BACKGROUND OR RATIONALE**

Board review and approval is required prior to posting minutes.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda, including the minutes from the October 24th special board of education meeting.

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

**DATE:** October 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 7.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

**PREPARED BY:** Kristy Rigdon, Principal

**TITLE OF AGENDA ITEM:** Name Proposal for New Elementary School

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Through 3B funds, construction of D49's newest elementary is underway. After an initial name survey went out to the community in April and results were presented to the Board, it was determined that the results did not yield a final name that reflected the mission of the school. Power Zone leaders were encouraged to do more work with the new principal and the committee to develop a vision and mission and come back with names that reflected the visual and performing arts integrated focus of the new elementary school.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Through the work of the new school planning team, a vision, mission, and values have been developed. An outcome of that work are names that reflect that vision, mission, and values. Results of the community survey will be presented with a final name recommendation for the board to discuss.

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

With an official name for the school, the planning team can continue the development of the school; in particular, marketing, staff recruitment, enrollment, school codes, and of course mascot and colors.

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	Determining a name has been a collaborative process, involving the planning team and input from the community.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<b>Rock #1-</b> The community was surveyed and input considered. <b>Rock #2 and #3 -</b> Arts integrated teaching and learning adds to our portfolio of schools. Programming will encourage community participation in the school. <b>Rock #4-</b> Numerous studies demonstrate that integrating the arts with core academic subjects has multiple benefits from physical, to social emotional, to academic gains. <b>Rock#5-</b> In developing student passions and talents through the arts, each individual is known and their needs met.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the recommended school name.

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

**DATE:** October 24, 2018

Item 7.01 continued

*Cruson made the motion, with community input, I move to approve the planning team's recommended school name for the new elementary school, Inspiration View Elementary; 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 7.02 MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

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

**PREPARED BY:** Melissa Andrews, Community & Facility Planning Manager

**TITLE OF AGENDA ITEM:** Boundary Proposal for POWER Zone

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND INFORMATION: DESCRIPTION OF EXPECTATION/NEED/ OPPORTUNITY:** With a new elementary school opening in August 2019, boundaries need to be generated to identify families to be served by the school.

**RATIONALE:** The new elementary school will accommodate growth in the Banning Lewis Ranch Development and assists with capacity constraints at Ridgeview Elementary School from development in Forest Meadows and Indigo Ranch. Through thorough analysis, it became evident that Zone Boundaries would also need to change due to proximity to educational programs at the Middle School and High School levels.

**RELEVANT DATA AND EXPECTED OUTCOMES:** After providing preliminary data to the Board of Education, The POWER Zone, Principal, and planning department have worked on obtaining feedback from the community through public open house meetings and working with the communications department offering a survey regarding boundary options. Additionally, the planning department has consulted with the transportation department and the POWER Zone Leader to discuss impacts. After gathering all of the information, the POWER Zone and planning department have prepared a boundary recommendation for consideration.

**INNOVATION AND INTELLIGENT RISK:** The risk associated with the Zone boundary adjustment is the additional students for Skyview and Vista Ridge. Both Falcon Middle and Skyview, as well as Falcon High School and Vista Ridge, are all over core capacity before and after the boundary adjustment. The benefit of the boundary change is that it provides relief to Ridgeview Elementary School, as promised in the ballot language, and it provides educational opportunities closer to home while reducing transportation costs and time. It is important to note that many of the students in the area already choice into other programs since the schools currently zoned for them are so far away.

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

Working through feedback from impacted departments and responses from impacted families, we are proposing options that provide boundaried educational opportunities closer to residents' homes at all levels, elementary, middle and high school.

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>By providing early notification on changes, the community has time to proactively plan for the needs of their families.</i>
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	<i>With community input from public meetings and surveys, we were able to ensure the impacted community was involved and have had an impact on the proposed changes.</i>

BOE Regular Meeting November 8, 2018  
Item 7.02 continued

<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**BUDGET IMPACT:** There will be one year of additional transportation costs required to provide a transition period for families

**AMOUNT BUDGETED:** N/A.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the boundary changes outlined in item 7.02 as recommended by the administration.

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

**DATE:** October 25, 2018

*Cruson made the motion, after planning department review and consultation with stakeholders, I move to approve boundary option 2 outlined in item 7.02 as recommended by the administration; seconded by Fry. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA		
<b>COMMENTED</b>					

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

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

**PREPARED BY:** Michael Pickering, POWER Zone Leader

**TITLE OF AGENDA ITEM:** Power Zone Elementary Calendar Change Request

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

**BACKGROUND OR RATIONALE**

AS MANY AS 120 POWER ZONE ELEMENTARY TEACHERS WILL BENEFIT FROM EUREKA MATH TRAINING BY LEARNING HOW TO MOST EFFECTIVELY UTILIZE THE CURRICULUM TO MEET THE NEEDS OF ALL LEARNERS. RECENT LOCAL AND STATE ASSESSMENT RESULTS IN BOTH ACHIEVEMENT AND GROWTH ARE INDICATING INCREASED INSTRUCTIONAL NEEDS AROUND MATHEMATICS AT THE ELEMENTARY LEVEL. IN PART DUE TO THIS RECENT DATA THE SENSE OF URGENCY FOR THE ZONE HAS INCREASED IN THIS AREA. IN ORDER TO ENSURE THE POWER ZONE IS THE BEST PLACE FOR BOTH TEACHERS AND STUDENTS TO LEARN THE DECISION HAS BEEN MADE TO UTILIZE EUREKA MATH K-5 ACROSS ALL ELEMENTARY SCHOOLS IN THE ZONE. THIS MEANS A LARGE NUMBER OF TEACHERS NOW NEED THIS TRAINING. DUE TO THIS LARGE NUMBER OF EDUCATORS THAT WILL BENEFIT FROM THE TRAINING AND THE DIFFICULTY IN CONSISTENTLY OBTAINING SUBSTITUTES, WE ARE FORMALLY REQUESTING FRIDAY, NOVEMBER 16TH BE CHANGED FROM A STUDENT CONTACT DAY TO A NON-STUDENT CONTACT DAY FOR OUR ELEMENTARY SCHOOLS: ALLIES, STETSON, ODYSSEY, AND RIDGEVIEW. THIS DATE IS THE FRIDAY PRIOR TO THANKSGIVING BREAK FOR STUDENTS. THIS TRAINING ALIGNS WELL TO OUR DISTRICT MATH INITIATIVE AND SUPPORTS PRIMARY PROFICIENCY FOR ALL STUDENTS.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

THIS TRAINING WILL PROVIDE AN OPPORTUNITY TO SUPPORT OUR ELEMENTARY TEACHERS IN PROVIDING MORE QUALITY MATH INSTRUCTION WITH EUREKA RESOURCES WHICH WILL ASSIST WITH OUR MATH FOCUS AND ASSESSMENT DATA. OUR OVER 1,800 ELEMENTARY STUDENTS ARE THE DIRECT BENEFICIARIES OF THIS TRAINING. EXPECTED QUANTITATIVE OUTCOMES ARE INCREASED ACHIEVEMENT AND GROWTH RESULTS ON LOCAL AND STATE MATH ASSESSMENTS. EXPECTED QUALITATIVE OUTCOMES INCLUDE STUDENTS LEAVING ELEMENTARY SCHOOL MORE PREPARED AND SELF-CONFIDENT TO SUCCESSFULLY TAKE ON OUR MIDDLE SCHOOL MATH STANDARDS.

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	<b>Outer Ring:</b> This training will increase our elementary teachers knowledge base and provide additional resources increasing their instructional effectiveness. This training aligns with our district math initiatives and our primary proficiency for all students.
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BOE Regular Meeting November 8, 2018  
Item 7.03 continued

S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	<b>Rock 4:</b> This training will increase instructional effectiveness for primary math creating firm foundations for all students.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

Approval of non-student contact day for POWER Zone elementary students on Friday, November 16, 2018 in order to offer math training to all elementary classroom teachers.

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

**DATE:** 10-25-18

*Cruson made the motion, I move to approve a non-student contact day for POWER Zone elementary students on Friday, November 16, 2018 in order to offer math training to all elementary classroom teachers as recommended by the administration; seconded by Fry. Graham and Washburn stressed parental notification and accommodation for families. Hilts invited any family that for any reason finds this to be a particular hardship to connect with their principal and our expectation is that principals are going to problem solve with families. The motion passed 5-0.*

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

	HILTS	RIDGWAY	ALMEIDA	WASHBURN	PICKERING
COMMENTED	X			X	X

**BOARD OF EDUCATION ITEM 7.04 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

**BOARD MEETING OF:** November 8, 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
7.04a	CBI	Evaluation of Chief Officers	D Garza P Andersen	Minor corrections
7.04b	JICH	Drug & Alcohol Involvement by Students	D Watson	Revisions align our policies with CASB guidance
7.04c	KFA	Public Conduct on District Property	D Watson	Revisions align our policies with CASB guidance

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Updating policy to reflect current laws, regulations and best practices provides a solid foundation to lead the district.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #7</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** After board review at the previous work session, I move to approve the 3 policies in item 7.04 as recommended by the administration.

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

**DATE:** October 24, 2018

BOE Regular Meeting November 8, 2018  
Item 7.04 continued

*Cruson made the motion, after a first reading at the October work session, I move to approve revisions to the three policies in item 7.04 as recommended by the administration; 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 7.05A MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

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

**PREPARED BY:** Christine Morphet, Foreign Language Teacher

**TITLE OF AGENDA ITEM:** SCHS Course Proposal for Foreign Language

**ACTION/INFORMATION/DISCUSSION:** Action

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

Seeking approval of the addition of a year-long course entitled Spanish for Spanish Speakers II.

**RATIONALE:**

The Sand Creek High School Foreign Language Department sees the need for a second year of Spanish for Spanish Speakers course. This will allow native Spanish speakers to continue to learn and grow in their native language in the areas of reading, writing, and oral communication.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Students successfully completing Spanish for Spanish Speakers I course will successfully complete a second year, Spanish for Spanish Speakers II. Students will learn valuable skills to prepare them for the global economy in the Spanish for Spanish Speakers II course and be prepared for the IB HL Spanish Exam.

**INNOVATION AND INTELLIGENT RISK:**

Providing a second level year-long course for native Spanish speakers to thrive in their native language and propel them for post-secondary success.

**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	Provides a second-year option for native Spanish speaking students to learn and grow in the areas of reading, writing, and oral communication.
	Rock #5— Customize our educational systems to <u>launch each student toward success</u>	This course will prepare native Spanish speaking students to thrive in a global economy and job market, which requires fluency in more than one language.

**BUDGET IMPACT:** None expected.

BOE Regular Meeting November 8, 2018  
Item 7.05a continued

**AMOUNT BUDGETED:** None expected.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the course in item 7.05a as recommended by the administration.

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

**DATE:** October 24, 2018

*Cruson made the motion, after review at the previous work session, I move to approve the addition of a year-long course entitled Spanish for Spanish Speakers II at Sand Creek High School; 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	WASHBURN	
COMMENTED				X	

**BOARD OF EDUCATION ITEM 7.05B MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

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

**PREPARED BY:** Stephanie Willard, Science Teacher

**TITLE OF AGENDA ITEM:** SCHS Course Proposal for Nutrition

**ACTION/INFORMATION/DISCUSSION:** Action

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

Seeking approval of the addition of a semester-long course entitled Nutrition.

**RATIONALE:**

The Sand Creek High School Science Department sees the need for an additional elective course, Nutrition, for students seeking a career in Health Sciences or the new Athletic Training Pathway. Current Science course offerings in those pathways include IB Sports, Exercise, & Health and Anatomy & Physiology (H).

**RELEVANT DATA AND EXPECTED OUTCOMES:**

**INNOVATION AND INTELLIGENT RISK:**

Providing a semester-long elective option for 11<sup>th</sup> and 12<sup>th</sup> grade students in the Health Sciences and/or Athletic Training Pathway will prepare students for career and college and propel them toward post-secondary success.

**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>	Provides a semester-long elective option in the Health Sciences and/or Athletic Training Pathways.
	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>	This course will introduce students to the physical impact of diet and nutrition in the areas of health and wellness. Students will exploration careers in the Health Science and Athletic Training Pathways.

**BUDGET IMPACT:** Approximately \$2,600 for text books and materials.

**AMOUNT BUDGETED:** CTE funds may be available once course is added to the SCHS CTE Athletic Training Pathway.

BOE Regular Meeting November 8, 2018  
Item 7.05b continued

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the course item 7.05b as recommended by the administration.

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

**DATE:** October 12, 2018

*Cruson made the motion, with the recommendation of the administration, I move to approve the addition of a semester-long course entitled Nutrition at Sand Creek High School; 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 7.05C MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

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

**PREPARED BY:** Bethany Meyer, FHS Choir Director

**TITLE OF AGENDA ITEM:** Course Revisions: Jazz Choir and Vocal Music Program

**ACTION/INFORMATION/DISCUSSION:** Action

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

The FHS Vocal Music Program would like to change the name of “Jazz Choir” to “**Advanced Show Choir.**”

Course objectives for “Advanced Show Choir” will remain the same as “Jazz Choir.”

The FHS Vocal Music Program would like to add the course “**Show Choir.**”

**RATIONALE:**

“Jazz Choir” is the name of the class offered to students who are interested in simultaneously singing and performing choreography. Because of the performance nature of the class, “Jazz Choir” is referred to by the general population of FHS as “Show Choir.” This arrangement can be awkward and confusing for students, parents, teachers, counselors, and administrators. Jazz is also the name of a certain style of music, and while this choir does perform jazz music from time to time, it does not stay within one genre. Changing “Jazz Choir” into a class named “Advanced Show Choir” will help to clarify the type of course being offered, and it will create an aligned language that can be used throughout the building and with community stakeholders.

There has been a growing interest in show choir participation at FHS over the past few years. According to a recent survey of current FHS choir students, 53 current choir students indicated that they are interested in auditioning for Show Choir for the 2019-2020 school year. This only includes current freshmen, sophomores, and juniors, and there is typically interest from incoming eighth graders, as well. Our current show choir has 24 students. The goal in adding a second show choir—“Show Choir”—is to give opportunities for students, after auditioning, to participate in an intermediate-level show choir while “Advanced Show Choir” will be an auditioned ensemble focused on advanced-level performance. Without this course option, many students will be turned away due to competition level and set numbers.

The main need here is to have two different course names for ease of counselor scheduling. Consultation with an FHS counselor revealed that it is almost impossible for counselors to distribute students into assigned courses if the two courses have the same name. This is why there cannot simply be one course name— “Show Choir”—split up into two course sections. Again, the names presented here are “**Show Choir**” (intermediate level) and “**Advanced Show Choir**” (advanced level).

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Participation in the FHS Choir program has increased by over 47% in the past school year. There are 143 students in FHS Concert Choir, our beginning level ensemble. Many of these students are looking to grow their skills and become involved in more advanced choirs in the coming years. This proposition will provide students with another intermediate opportunity in the FHS choir program. Additionally, by having two courses of the same type with varying names, counselors and administrators will enjoy easier scheduling of students and accommodation in the master schedule.

**INNOVATION AND INTELLIGENT RISK:**

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

**Cul**

**Inner Ring—How we treat each other**

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BOE Regular Meeting November 8, 2018  
Item 7.05c continued

	<b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Adding intermediate course offerings provides equal opportunities for students to grow through the program.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	The arts enrich the community beyond the school by producing cultural and artistic events at a minimal, or free, ticket price.
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	This is a step in moving a program, school, and district forward.
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	A thriving vocal music program is an asset to the school, creating publicity opportunities in addition to school pride.
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	This broadens opportunities for participation in the program and growth throughout the program.

**BUDGET IMPACT:** Absorbed into FHS Vocal music budget

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the course in item 7.05c as recommended by the administration.

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

**DATE:** October 25, 2018

*Cruson made the motion, to provide an intermediate opportunity in the Falcon High School choir program, I move to approve the name change from “Jazz Choir” to “Advanced Show Choir” and add the course “Show Choir” at Falcon High School as recommended by the administration; 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	NEUWIRTH	
COMMENTED				X	

**BOARD OF EDUCATION ITEM 7.05D MINUTES**  
**OPPORTUNITY AND RISK: DECISION ANALYSIS FOR MAJOR DISCUSSION AND ACTION ITEMS**

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

**PREPARED BY:** Matt McCluan, Business/ACE Teacher  
Nathan Truex, Assistant Principal

**TITLE OF AGENDA ITEM:** FHS ACE Pathway Realign for Business

**ACTION/INFORMATION/DISCUSSION:** Action

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

Seeking approval for an ACE Pathway redesign, including new courses, to directly align with newly adopted Colorado Department of Education Guidelines.

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**RATIONALE:**

The Falcon High School ACE Business Pathway is looking to adapt our course offerings to align to the newly developed state requirements. Current pathway courses are ACE I, ACE II, and ACE II. A pursuance of the alignment to CDE guidelines will shift our offerings to the following pathways: ACE core, ACE Cluster Based, and ACE Specialized.

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**RELEVANT DATA AND EXPECTED OUTCOMES:**

The state has required a re-design of the ACE program, with this redesign the current ACE model is changing with the addition of specific classes and a breakdown of the old classes that were offered. All classes are made available for the students who meet the definition of an ACE student from the state description. All courses support the ESSK Standards for ACE programs throughout the state.

ACE CTE students receive standards based and individualized academic instruction:

Technical Skill Attainment - minimum completion of 2 or more semesters of a CTE pathway and/or of a training plan driven by career development and meaningful work based learning experience

**Expected Outcomes:**

- Work-Based Learning Partnerships - multi-occupational & developmentally appropriate
- Attainment of Postsecondary Workforce Readiness (PWR) - Employability skills and competencies
- Social Emotional Learning (SEL) standards
- Transition skills - self-determination and contributing member of a community
- Instruction through Universal Design for Learning (UDL) and Project Based Learning (PBL)
- Multi-Level ACE CTE pathways - ACE Core, ACE Career Cluster-Based, and ACE Specialized
- Through ACE CTE teaching, students are supported inclusively which can result in: Improved attendance and student engagement
- Application of core academic skills
- Improved graduation rate
- Decreased dropout rate
- Ability to identify and pursue ICAP & PWR goals
- Employment and Postsecondary placement

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**INNOVATION AND INTELLIGENT RISK:**

**Ace Pathways:**

**ACE Core Denotes a foundation course sequence/pathway.**

- Career Development I-III
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Item 7.05d continued

- Computer Literacy I
- Post Workforce Readiness I-III
- Entrepreneurship
- Personal Finance
- Work Based Learning I
- CTE Pathways Lab (in conjunction with other CTE courses)

**ACE Cluster: Denotes a collaborative learning and teaching environment between CTE instructors and ACE**

- Career Development I-III
- Computer Literacy I-III
- Post Workforce Readiness I-III
- Personal Finance
- Work Based Learning II - III
- CTE Pathways Lab (in conjunction with other CTE courses)

**ACE Specialization: Prerequisite: ACE Core or ACE Cluster Based (see course sequence recommendation document)**

- Post Workforce Readiness I-III
- Work Based Learning I - III
- Capstone
- Entrepreneurship
- CTE Pathways Lab (in conjunction with other CTE courses)

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**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	Creating opportunities for the community to support the students in career education and prepare students to be workforce ready.
	Rock #2—Research, design and implement programs for intentional <u>community</u> participation	Provide students and local businesses a bridge for educational outreach opportunities.
	Rock #3— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	Approval of ACE Pathway redesign helps to align our Business Pathway with Colorado Department of Education regulations.
	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>	Provides students with career and college readiness skills that can be applied immediately following graduation.

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Item 7.05d continued

**BUDGET IMPACT:** Absorbed in current CTE Budget.

**AMOUNT BUDGETED:** Absorbed in current CTE Budget, no additional funds needed for Pathway realign as well as teacher training.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the course in item 7.05d as recommended by the administration.

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

**DATE:** October 25, 2018

*Cruson made the motion, to align to the newly adopted Colorado Department of Education guidelines, I move to approve an ACE Pathway redesign, including new courses outlined in item 7.05d as recommended by the administration; 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 7.06 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

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

**TITLE OF AGENDA ITEM:** Policy Adoption: Complying with New State Requirement for Parental Notification of Alleged Criminal Conduct by Staff Members

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

Due to the passage of HB 18-1269, school districts and BOCES are required to notify students' parents when an employee or former employee is charged with certain criminal offenses. The definition of the term "parent" includes the "biological or adoptive parent or the legal guardian or legal custodian" of a student enrolled in the district or BOCES. C.R.S. 22-1-130(2)(c). For purposes of HB 18-1269, "former employee" means the person was employed by the district/BOCES within the twelve months preceding the criminal charges.

Under the new law, whenever the district receives a report from the Colorado Bureau of Investigation regarding a school employee indicating that the employee has been arrested for an offense described in this policy, the district has a duty to monitor the criminal proceedings to determine whether the employee is charged with an offense described in this policy and whether a preliminary hearing has been held if the charge is eligible for a preliminary hearing.

Notification must only be given for those employees or former employees whose work requires or required the employee to be in contact with students or whose work area gives or gave the employee access to students. Thus, for example, if the employee works as a mechanic in the bus barn and has no contact with or other "access" to students, parent notification is not required.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Colorado school boards are required by law to adopt a policy on this subject. To this end, the administration has prepared policy KDBA to meet this requirement. Policy KDBA as presented has been reviewed by district legal counsel. In addition, revisions to policy GBEB and GBEB-R have been drafted for the board's consideration.

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

<b>Culture</b>	<p><b>Inner Ring</b>—How we treat each other</p> <p><b>Outer Ring</b>—How we treat our work</p>	<p>As a result of the new law, the district is required to make public information about employees that might otherwise not be publicized. Therefore, it will be critically important that the district make a thoughtful, accurate assessment about the disclosure and the audience. In this work, we must be intentional to handle each case with appropriate respect and care while carrying out our responsibilities under the law. Through adoption and implementation of these policy changes, we purpose to fulfill the requirements of Colorado statute.</p>
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BOE Regular Meeting November 8, 2018  
Item 7.06 continued

<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	Properly designed and consistently applied, policy KDBA will foster trust with our school communities.
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the policies in item 7.06 as recommended by the administration.

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

**DATE:** October 25, 2018

*Cruson made the motion, after a first reading at the previous work session, I move to approve the adoption of the policy KDBA and revisions to the two policies in item 7.06 to comply with the new state requirement for parental notification of alleged criminal conduct by staff members; 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**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

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

**TITLE OF AGENDA ITEM:** Approval of American Education Week Resolution

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The Board of Education would like to recognize the efforts of all the District 49 staff members for their commitment to providing an excellent education for every student in the district. American Education Week presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference ensuring that each child receives a quality education.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

Culture	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
Strategy	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	As part of the larger state and national educational community, it is appropriate for the leaders of District 49 to celebrate our shared commitment to educators and education.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached resolution celebrating American Education Week from November 12-16, 2018.

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

**DATE:** October 26, 2018

*Cruson made the motion, to support the annual observance of American Education Week in District 49, I move the support the resolution in item 7.07; 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 November 8, 2018  
Item 7.07 continued

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





**RESOLUTION**  
**American Education Week**  
**November 12-16, 2018**

**WHEREAS**, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and

**WHEREAS**, by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and

**WHEREAS**, education employees, be they substitute educators, custodians, teachers, bus drivers, or librarians, work tirelessly to serve our children and communities with care and professionalism; and

**WHEREAS**, schools are community linchpins, bringing together adults and children, educators and volunteers, business leaders and elected officials in a common enterprise;

**NOW, THEREFORE**, we, the District 49 Board of Education, do hereby support the annual observance of American Education Week in District 49 and urge all community members to recognize those who provide our young people with an excellent education.

Approved and adopted this 8<sup>th</sup> day of November 2018.

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Marie La Vere-Wright, Board President  
District 49

(SEAL)

Attest:

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Dave Cruson, Board Secretary  
District 49

**BOARD OF EDUCATION ITEM 7.08 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

**PREPARED BY:** Jack Pietraallo, Director of Transportation

**TITLE OF AGENDA ITEM:** Approval of Resolution for Alternative Forms of Transportation for Events

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

On April 30, 2015, Colorado Department of Education adopted an update to the “Colorado Minimum Standards Governing School Transportation Vehicles.” One of the updates concerns a school district’s use of motor coaches. It states, in essence, that if a school district desires to either buy a used motor coach or attain a short term rental, the board of education must pass a resolution authorizing such. The Board of Education decision shall be reviewed annually.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Recommend that the board adopt the attached resolution to allow such rental within the restrictions, if any, set forth by the resolution.

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Approve the attached resolution for the use of charter buses to transport district students to and from school events which complies with the annual resolution review requirement

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

**DATE:** October 25, 2018

*Cruson made the motion, I move to approve the attached resolution for the use of charter buses to transport district students to and from school events, which complies with the annual resolution review requirement; seconded by Fry. The motion passed 5-0.*

BOE Regular Meeting November 8, 2018  
Item 7.08 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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**RESOLUTION APPROVING THE USE OF CHARTER BUSES  
TO TRANSPORT DISTRICT STUDENTS TO AND FROM SCHOOL EVENTS**

WHEREAS, pursuant to C.R.S. § 22-32-122 El Paso County School District 49 (the District) has the power to contract for services that it is authorized by law to undertake;

WHEREAS, pursuant to C.R.S. § 22-32-110(l)(w) the District has the power to contract for the transportation of students and to require any such contractor operating a bus or motor vehicle for such purpose to procure liability and property damage insurance on such bus or motor vehicle and pay all premiums for such insurance, without the right of contribution from the school district to the insurer;

WHEREAS, pursuant to C.R.S. § 22-32-113(1)(a) & (d) the District has elected to provide transportation to and from public schools of the District and to and from certain school-sponsored activities within or without the territorial limits of the District, and whether or not occurring during school hours;

WHEREAS, pursuant to 1 CCR 301-25 § 2251-R-4.01 (a) allows for the short-term rental of a motor coach bus from a contract carrier for the transportation of students to school related events but not to and from school or school to school; and

WHEREAS, the Board of Education of El Paso County School District 49 (the Board) has given consideration to the standards of safety to promote the welfare of students, including recommendations of national transportation organizations, and finds that it is in the best interests of pupils, the District and the community to allow the short-term rental of motor-coach buses on an as-needed basis.

NOW, THEREFORE, BE IT RESOLVED by the El Paso County School District 49 Board of Education that the short-term rental of motor coach buses for the transportation of students to and from school related events, including school related events at other schools, on an as-needed basis is hereby authorized and approved, and that all transportation of students be in accordance with applicable federal and state law.

BE IT FURTHER RESOLVED that the Chief Operations Officer shall develop procedures so the District exercises appropriate diligence in selecting contract carriers and only contracts with those that are properly licensed, permitted, registered and insured.

BE IT FURTHER RESOLVED that this resolution shall be re-considered on an annual basis by the Board. Should any material factor arise while this resolution is in effect that may cause the Board to re-consider this resolution, the Chief Operations Officer may at any time bring the factor to the Board's attention.



ADOPTED AND APPROVED this 8<sup>th</sup> day of November 2018.

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Marie La Vere-Wright, Board President  
El Paso County Colorado School District 49

(SEAL)

ATTEST:

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Dave Cruson, Board Secretary  
El Paso County Colorado School District 49

**BOARD OF EDUCATION ITEM 7.09 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

**PREPARED BY:** Dr. Nancy Lemmond, Executive Director of Individualized Education and Mr. Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** ECEAA Job Description

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The position of Early Childhood Education Administrative Assistant was initially a secretarial role. The position has been filled by the same person for 15 years and has morphed into more of an administrative assistant role. This job description provides a clear set of expectations and outcomes for the position.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

In the job description, the person reports to the Dean of Early Childhood Education. This position is currently a TOSA but is being retitled to best reflect the amount of work and responsibility expected of the position. The creation of the job description was a collaborative effort with the Dean of Early Childhood, the employee, the Director of Special Education and the Executive Director of Individualized Education.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	It is best practice to provide an accurate job description so current position holders and prospective applicants are fully informed of the duties and responsibilities of the position for which they are responsible or applying.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Accurate job descriptions indicate to our stakeholders that we are committed to finding not only the best qualified candidate but also a candidate who fully understands the responsibilities of the positions.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the job description in item 7.09 as recommended by the administration.

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

**DATE:** October 25, 2018

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

BOE Regular Meeting November 8, 2018  
Item 7.09 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 7.09 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

**PREPARED BY:** Dr. Nancy Lemmond, Executive Director of Individualized Education and Mr. Paul Andersen, Director of Human Resources

**TITLE OF AGENDA ITEM:** ECEAA Job Description

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

The position of Early Childhood Education Administrative Assistant was initially a secretarial role. The position has been filled by the same person for 15 years and has morphed into more of an administrative assistant role. This job description provides a clear set of expectations and outcomes for the position.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

In the job description, the person reports to the Dean of Early Childhood Education. This position is currently a TOSA but is being retitled to best reflect the amount of work and responsibility expected of the position. The creation of the job description was a collaborative effort with the Dean of Early Childhood, the employee, the Director of Special Education and the Executive Director of Individualized Education.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	It is best practice to provide an accurate job description so current position holders and prospective applicants are fully informed of the duties and responsibilities of the position for which they are responsible or applying.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	Accurate job descriptions indicate to our stakeholders that we are committed to finding not only the best qualified candidate but also a candidate who fully understands the responsibilities of the positions.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the job description in item 7.09 as recommended by the administration.

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

**DATE:** October 25, 2018

*Cruson made the motion, after review at the previous work session, I move to approve the new job description in item 7.09 as recommended by the administration; seconded by Fry. The motion passed 5-0.*



BOE Regular Meeting November 8, 2018  
Item 7.09 continued

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

	HILTS	RIDGWAY	ALMEIDA		
COMMENTED					

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

**BOARD MEETING OF:** September 8, 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	GBEB-R-1, GBEB-R-2	Staff Conduct and Responsibilities	P Andersen	Complying with new state requirements

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

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

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

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

**DATE:** October 24, 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:** November 8, 2018

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

**TITLE OF AGENDA ITEM:** Expulsion Information

**ACTION/INFORMATION/DISCUSSION:** Information

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

**DATE:** October 24, 2018

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

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

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

**PREPARED BY:** Barbara Austin-Seeley

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

**ACTION/INFORMATION/DISCUSSION:** Information

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**BACKGROUND OR RATIONALE:**

**FHS**

EF TOURS-LONDON, PARIS & BARCELONA

DEPART-7/2/19 RETURN-7/11/19

35 STUDENTS WILL ATTEND THIS TRIP.

COST OF THE TRIP WILL BE \$3,965 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS, LODGING, INSURANCE AND TOURS.

THIS EVENT WILL BE IMPORTANT TO THE STAFF AND STUDENTS ATTENDING BECAUSE IT WILL ALLOW BOTH TO EXPERIENCE THE CULTURE, FOOD, MUSEUMS, CASTLES, AND HISTORY OF COUNTRIES THAT WE TYPICALLY ONLY LEARN ABOUT IN BOOKS. IN ADDITION, OUR STUDENTS WILL LEARN TO BE GLOBAL CITIZENS, RATHER THAN JUST AMERICAN CITIZENS.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

**FHS**

MARYLAND CYBER PATRIOT CHALLENGE

DEPART-10/8/18 RETURN-10/10/18

6 STUDENTS WILL ATTEND THIS TRIP.

COST OF THE TRIP WILL BE \$0 PER STUDENT.

THIS IS A CYBER COMPETITION THAT STUDENTS QUALIFY FOR AND ARE COMPETING IN.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

FUNDRAISING WILL NOT BE PART OF THIS TRIP.

**FHS**

WINTER PARK SKI-MUSIC FESTIVAL

DEPART-4/5/19 RETURN 4/7/19

24 STUDENTS WILL ATTEND THIS TRIP.

COST OF THE TRIP WILL BE \$400 PER STUDENT AND INCLUDES TRANSPORTATION, MEALS, LODGING AND INSURANCE.

THE FHS SHOW CHOIR WILL ATTEND A THREE DAY EVENT, INCLUDING A COMPETITION WHERE THEIR PERFORMANCE WILL BE EVALUATED BY A PANEL OF JUDGES. THEY WILL TAKE THIS FEEDBACK AND USE IT TO EVALUATE AND IMPROVE THEIR PERFORMANCE. TWO WEEKS LATER THEY WILL PERFORM FOR THE CHSAA SHOW CHOIR FESTIVAL AT CHEYENNE MOUNTAIN HS, SO THE TIMING OF THIS EVENT WILL HELP THEM TO HONE THEIR SKILLS.

FUNDRAISING WILL BE PART OF THIS TRIP.

**FMS**

WORLDSTRIDES WASHINGTON DC TRIP

DEPART 10/13/19 RETURN 10/16/19

35 STUDENTS WILL ATTEND THIS TRIP.

COST OF THE TRIP WILL BE \$1,899 PER STUDENTS AND INCLUDES TRANSPORTATION, MEALS, LODGING, INSURANCE AND TOURS.

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BOE REGULAR MEETING NOVEMBER 8, 2018  
ITEM 8.03 CONTINUED

BY TOURING VARIOUS SITES IN WASHINGTON DC ACCOMPANIED BY A WORLDSTRIDES COURSE LEADER (TOUR GUILD), STUDENTS WILL HAVE EXPERIENTIAL OPPORTUNITIES TO GAIN KNOWLEDGE, AND BE IMMURSED IN OUR COUNTRY'S HISTORY AND CULTURE.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

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

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

**DATE:** October 26, 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:** November 8, 2018

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

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

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

**BACKGROUND OR RATIONALE**

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

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	<i>Handling legal issues with intentionality for the appropriate outcome, to protect the District, its vision and mission, supports cultural priorities.</i>
S t r a t e g y	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	<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:** October 24, 2018

BOE Regular Meeting November 8, 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:** November 8, 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:**

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

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

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

**DATE:** October 24, 2018

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



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

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

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

**TITLE OF AGENDA ITEM:** State of the Workforce Annual Report

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

At its Annual Peak Planning Workshop in January 2017, the board of education established a priority to create an annual Human Resources (HR) report. In fulfillment of that the goal, the administration developed what is now known as the State of the Workforce Annual Report (SWAR). Constructed with the Baldrige Framework in mind, the SWAR is a companion to the Annual Performance Report and provides a variety of views of and insights about the district's most valuable resource – its workforce.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

It is expected the discussion: 1) will lead to a greater understanding of the district's workforce; 2) will generate ideas for additional or refined reporting and clarify priorities related to workforce; 3) may lead to prioritization of issues and opportunities related to the workforce.

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

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	The State of the Workforce Annual Report includes elements of the district's culture. Discussion of these elements supports our Cultural Compass and should lead to strategies and goals that augment our culture.
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	The State of the Workforce Annual Report aligns with the district's strategic priorities and fulfills a stated goal of the board of education. In deciding to create the State of the Workforce Annual Report, the board committed to transparency about the workforce. This transparency is intended to foster trust with stakeholders.

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

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

**DATE:** October 27, 2018

*Regarding the guest teacher program being piloted, La Vere-Wright requested clarification on the timeline. Andersen reported that the pilot is expected to start after the Thanksgiving break and run through spring break. Board members stated that they prefer a program that supplements, not supplants our guest teacher program. Andersen stated that the pilot is intended to show us how it can perform. There was board consensus to add this item to the Board's Annual Action Calendar, 1<sup>st</sup> report at the February work session and a follow up discussion and recommendations in June.*

BOE Regular Meeting November 8, 2018  
Item 9.01 continued

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

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

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

**PREPARED BY:** Brett Ridgway, Chief Business Officer  
 Ron Sprinz, Director of Finance

**TITLE OF AGENDA ITEM:** Amended Budget/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 try and monitor how enrollment is trending as compared to the adopted budget.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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. 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, 2017. 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:**

<b>Culture</b>	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	
<b>Strategy</b>	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community	<i>Presenting such information in an open and transparent manner validates the importance placed on community trust.</i>
	<b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation	
	<b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u>	<i>Informed decision making and organizational agility are key strategies we continue to pursue.</i>
	<b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive	
	<b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	

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

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

**DATE:** October 25, 2018

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

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

**BOARD MEETING OF:** November 8, 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	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	Always mindful with our integrity, we manage every project to the best possible outcome.
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	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:** October 19, 2018

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

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

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

**PREPARED BY:** Mike Pickering, POWER Zone Leader

**TITLE OF AGENDA ITEM:** POWER Zone Performance Report

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

POWER Zone will present our BOE with relevant data and information that will help explain overall zone progress and performance in key areas. POWER Zone will explain where each school is at performance wise as evidenced by multiple measures. The zone will also draw connections between our BOE peak initiatives our zone initiatives, and work happening within our classrooms. We continue to believe that by keeping our BOE informed of the zone's progress towards increased student learning and seeking any resultant feedback we believe we will have an even stronger opportunity to serve our students and families.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

The zone will share available and relevant data that is aligned to school, zone and district priorities.

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

C u l t u r e	<b>Inner Ring</b> —How we treat each other <b>Outer Ring</b> —How we treat our work	The POWER Zone's continued focus on Capturing Kids Hearts supports the inner ring of our cultural compass well.  The development of an updated POWER zone strategic plan supports the out ring of our compass.
	<b>Rock #1</b> —Establish enduring <u>trust</u> throughout our community <b>Rock #2</b> —Research, design and implement programs for intentional <u>community</u> participation <b>Rock #3</b> — Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u> <b>Rock #4</b> — Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive <b>Rock #5</b> — Customize our educational systems to <u>launch each student toward success</u>	High Reliability School Certification supports this rock well and progress in this area will be discussed.  Zone Innovation Assembly and School Accountability Committee collaboration over community created and approved performance framework indicators.  Increased efforts and resources in primary proficiency and pathway opportunities are leading to increased opportunities for our students.  Our VoW survey review process will support increased workforce engagement.

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

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

**DATE:** October 26, 2018

BOE Regular Meeting November 8, 2018  
 Item 9.04 continued

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

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

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

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

**TITLE OF AGENDA ITEM:** Communications Department Performance Report

**ACTION/INFORMATION/DISCUSSION:** Discussion

**BACKGROUND OR RATIONALE**

Twice a year the director of communications provides an update to the Board of Education on the performance of the communications department through key metrics and a review of strategy.

**RELEVANT DATA AND EXPECTED OUTCOMES:**

Key metrics on the performance of District 49 communications tools and platforms is presented. Brand coverage and performance in the earned media space is also presented, overall long-term and process improvement strategy for the department is presented. The board will hear reports and get this information from multiple comm team members representing the segments of the department.

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

<b>Culture</b>	<p><b>Inner Ring</b>—How we treat each other</p> <p><b>Outer Ring</b>—How we treat our work</p>	<p><b>Inner-</b> The unique culture of District 49 helps make us the best choice to learn, and work. The comm. department strives to include our culture in our coverage.</p> <p><b>Outer-</b> The approach to our work of District 49 helps make us the best choice to learn, work and lead. The comm. department strives to include our culture in our coverage.</p>
<b>Strategy</b>	<p><b>Rock #1</b>—Establish enduring <u>trust</u> throughout our community</p> <p><b>Rock #2</b>—Research, design and implement programs for intentional <u>community</u> participation</p> <p><b>Rock #3</b>— Grow a robust <u>portfolio of</u> distinct and exceptional <u>schools</u></p> <p><b>Rock #4</b>— Build <u>firm foundations</u> of knowledge, skills and experience so all learners can thrive</p> <p><b>Rock #5</b>— Customize our educational systems to <u>launch each student toward success</u></p>	<p><b>Trust</b> – Continue non-biased communication school and zone initiatives and any challenging issues that develop in the district.</p> <p><b>Community</b> – All district communications support the community rock. Each communication platform targets unique community segments. Examples include advertising, Peak Partners and the District 49 Dispatch.</p> <p><b>Portfolio of Schools</b> – We’ll continue to use a “show” versus “tell” philosophy in highlighting the firm foundations being built through our educational programs.</p> <p><b>Every Student</b> – We’ll continue to use a “show” versus “tell philosophy in highlighting how students are launching to success through 49 Pathways.</p>

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Any support and guidance from Board Directors is appreciated.

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

**DATE:** October 25, 2018

BOE Regular Meeting November 8, 2018  
Item 9.05 continued

	BUTCHER	CRUSON	FRY	GRAHAM	LA VERE-WRIGHT
COMMENTED	X	X		X	X
	HILTS	RIDGWAY	ALMEIDA	MATISEK	DOSEN-HIMELRICK
COMMENTED				X	X
	VILLASCAS	BREMSE	NEUWIRTH	WASHBURN	
COMMENTED	X	X	X	X	



**BOARD OF EDUCATION ITEM 10.01 MINUTES**  
**BACKGROUND AND DOCUMENTATION FOR CONSENT OR ROUTINE AGENDA ITEMS**

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

**PREPARED BY:** Donna Garza, Executive Assistant to the BOE

**TITLE OF AGENDA ITEM:** Executive Session: Pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Business Officer evaluation and review

**ACTION/INFORMATION/DISCUSSION:** Action

**BACKGROUND OR RATIONALE**

**RELEVANT DATA AND EXPECTED OUTCOMES:**

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

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

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to enter into executive session pursuant to C.R.S. § 24-6-402(4)(f)(I) for discussion of a specific staff member with prior written notification for Chief Business Officer evaluation and review.

**APPROVED BY:** Marie La Vere-Wright, Board President

**DATE:** October 25, 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					