



Board of Education

Minutes

Tuesday, September 10, 2024

Available seating is contingent on room capacity restrictions and provided on a first-come basis or lottery system, if necessary. Community members can also view this meeting via livestream via YouTube.

Call to Order and Roll Call

1. Call to Order

RECOMMENDATION: That the presiding Board Director call the meeting to order.

The meeting of the Board of Education of Douglas County School District (DCSD) Number RE-1, held at 620 Wilcox St., Castle Rock, CO, 80104, was called to order by President Williams at 5:00 p.m.

2. Roll Call

RECOMMENDATION: That the presiding Board Director call roll.

BOARD MEMBERS PRESENT: Geiger, Meek, Moore, Myers, Thompson, Williams, Winegar.

BOARD MEMBERS EXCUSED: N/A

ALSO IN ATTENDANCE: Deputy Superintendent Hiatt, Assistant Superintendent Winsor, Chief of Staff Colella, Learning Services Officer Reynolds, General Counsel Klimesh, Chief Technology Officer Blair, Chief Operations Officer Cosgrove, Chief Financial Officer Schleusner, Chief Communications Rader, and Superintendent Administrative Assistant, Debbey Quintana.

A moment of silence was observed in remembrance of 9/11.

Pledge of Allegiance

3. Pledge of Allegiance

RECOMMENDATION: That the presiding Board Director lead the Pledge of Allegiance.

President Williams led the Pledge of Allegiance.

DCSD Spotlight

4. Recognition of DCSD Communication's Department Awards

RECOMMENDATION: Information only.

The DCSD Communications Team was recognized for recently winning awards from the National School Public Relations Association (NSPRA) and the Colorado School Public Relations Association (COSPRA).

Golden Achievement Award from the National School Public Relations Association

"Funding their Future" 2023 MLO/Bond Campaign

DCSD Communications Team

Medallion Award from the Colorado School Public Relations Association

"Funding their Future" 2023 MLO/Bond Campaign

DCSD Communications Team

Accreditation (APR) Candidate Scholarship from the Colorado School Public Relations Association

Stacy Rader, Douglas County School District

Branding/Image Package Award of Merit from the Colorado School Public Relations Association

"Celebrating DCSD Family Favorites"

DCSD Communications Team / Jan Reagan

Video Award of Merit from the Colorado School Public Relations Association

"Faces of DCSD: Sue Tymkew, Physical Education Teacher/Athletic Trainer, Chaparral High School"

Thomas Palanuk, Douglas County School District

5. Fox Creek Elementary named a Model SSN Site by the Colorado Department of Education

RECOMMENDATION: Information only.

Fox Creek Elementary Principal Cheryl Fullmer and SSN team were recognized for being named by the Colorado Department of Education 2024 Significant Support Model School Site. Fox Creek is the only school in Douglas County that has been honored as a Significant Support Model School.

Acceptance of Agenda

6. Acceptance of Agenda

RECOMMENDATION: That the Board of Education approve the agenda as presented.

ORIGINAL - Motion

Director Winegar moved; Director Moore seconded the ORIGINAL motion.

Geiger, aye; Meek, aye; Moore, aye; Myers, aye; Thompson, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried
7-0.

Superintendent Reports

7. Superintendent Updates

RECOMMENDATION: Information only.

Deputy Superintendent Hiatt provided the following updates:

- Welcome to September. High school fall sports and activities are already in full swing, and we have homecoming weeks right around the corner. September is also full of many holidays and milestones, including the following:
- September 11 marked 23 years since the 9/11 attacks occurred. This is now known as Patriot Day and National Day of Service and Remembrance. I want to take a couple of minutes to remember the 3,000 men, women, and children who lost their lives that day in 2001. And, to thank our incredible first responders - those across the country and those right here in Douglas County. DCSD flags were flown at half-staff on Patriot Day.
- On September 11, the Douglas County Marching Band Showcase took place at Halftime Help Stadium in Highlands Ranch. All nine high school bands performed a special combined piece to commemorate 9/11.

- September is Suicide Awareness Month. We share information in our newsletters, but we also encourage the public to get familiar with the 988 Lifeline number. Anyone can call or text 988 to find support for a friend, a loved one, or themselves. There are also many resources on their website at www.988lifeline.org.
- While we celebrate Hispanic and Latino communities beyond this month, from September 15-October 15 we give extra recognition to the many contributions made to the history and culture of the United States during National Hispanic Heritage Month.
- Tera Johnson-Swartz, English teacher at STEM School Highlands Ranch, was named as one of seven Colorado Teacher of the Year finalists! DCSD's Erin Kane, Danny Winsor and Gordon Mosher joined Education Commissioner Susana Córdova, State Board of Education Chair Rebecca McClellan and the STEM administration team in surprising Tera in-person earlier this month.
- Congratulations to Kim Rankin, Sedalia Elementary School's sustainability teacher. Kim was awarded a grant from Sprouts for \$6,150. This grant will fund projects in Sedalia Elementary's sustainability classes and cooking club.
- Congratulations to Trailblazer Elementary School and Parker Performing Arts for being 2024 recipients of the Cherry Creek Arts Student Art Buying Program. The program gives Colorado students the opportunity to purchase original artwork from the Cherry Creek Arts Festival for permanent installation at their school. Students learn about art appreciation and the business of art while developing teamwork, public speaking, and financial literacy skills, and receive a \$500 donation to spend on art.
- We have a couple of DCSD schools celebrating big milestone anniversaries this year.

Soaring Hawk Elementary School turned 20 and they are celebrating with a community carnival on Thursday, September 19 at 4:00 p.m.

Cherokee Trail Elementary and Eagle Ridge Elementary are celebrating their 35th anniversary.

We will honor these schools at an upcoming Board meeting.

- Esports released its preseason rankings and four of our schools are in the top 10! Congratulations to Ponderosa, Mountain Vista, Highlands Ranch, and Chaparral high schools. We wish them a great season!
- One Book One District is ramping up - this event takes place each November. This year's book is *Whale Fall* by Melissa Stewart. Visit the One Book One District webpage for information on all events leading up to November.
- Parents/guardians of students identified for gifted programming recently received information with a link to the DCSD Gifted Education Monitoring Survey. The DCSD Gifted Education team, in collaboration with the DCSD Learning Services department, has partnered with Hanover Research to design, administer, and analyze a gifted education stakeholder survey. A formal program evaluation is conducted by the

Colorado Department of Education every five years through the Colorado Gifted Education Monitoring (GEM) process and DCSD is preparing for this process during the 2024-2025 school year. Soliciting input from stakeholders is a required component of the Gifted Education Monitoring process.

- On Wednesday, September 18 at 4:30 p.m., DCSD will host its first Special Education Family Engagement event of the school year. This is hosted by our Special Education team and will focus on the new look of IEPs with Project Education. Click here to learn more.
- DCSD's Safety and Security Committee met recently to discuss the important topic of traffic and pedestrian safety in our county and school communities. This conversation demonstrated our strong and collaborative partnerships with our staff and community partners from our local municipalities. Staff is in the process of following-up on potential grant partnerships, educational activities, and outreach that will improve traffic and pedestrian safety circumstances in our school communities.
- The fiber network upgrade at Stone Canyon Outdoor EdVentures has been completed. The upgrade involved boring into the ground to install 8,000 feet of conduit and fiber around the campus to improve not only the life/safety systems, but also internet access throughout the facility. The internet access speed increased 1,600% because of this project.
- The sewer issues at Sierra Middle School have been resolved and all systems are fully operational.
- The first Professional Development Day of the school year is Friday, September 20.

Study/Work Session

8. Turnover and Hiring Data

RECOMMENDATION: Information Only.

- Attachment #1: Turnover and Hiring Report 2024.pdf

Chief Human Resources Officer Brian Condon presented turnover and hiring data for DCSD.

Turnover rates have improved year over year in every category. DCSD's turnover rates are lower than the state average for every job category measured by the Colorado Department of Education. A comparison of DCSD vs other Metro peers and DCSD is out competing in competing with other districts. The turnover rate has gone down by over 3%. We were able to retain over a hundred more licensed staff compared to last year. Information from exit surveys was shared: the top five reasons reported were: personal reasons, retirement, moving, family reasons, and career change opportunity. Improvement was made in the better pay category. Last year's workday reported at 75 staff resigned because of pay issues and this year those numbers are down to 31. Exit survey satisfaction rankings were also shared and in general the satisfaction of the direction of DCSD, and climate and culture has improved. Mr. Condon shared 2024 TLCC data about teaching and learning conditions. The data shows that our employees taking the survey are feeling better about working for Douglas County School District. Mr. Condon summed up

in terms of turnover and retention data and CDE data and looking at the voluntary exit data shows that thanks to the public for the passage of 5A is a net benefit in our ability to retain staff. In response to hiring and recruitment, since we were able to retain more of our staff, we hired 299 licensed employees this year compared to 378 last year, similarly we've had success in the classified area. The District is also increasing its exposure in LinkedIn with success of exposure in non-employee followers, career page and job views. Other hiring data shared shows that DCSD is hiring more student teachers, DCSD graduates, and returning former DCSD employees. Another thank you again give to the public for the passage of 5A - not long ago we had 22% of people that we were seeking to hire rejected our offer because our salary was inadequate that numbers down to 9% this past year

9. State Testing and Literacy Update

RECOMMENDATION: Information Only.

- Attachment #1: BOE Presentation 9-10-24
- Attachment #2: i-Ready End of Year Data Review 2023-24

Learning Services Officer Matt Reynolds presented 2023 end-of-year i-Ready Data. i-Ready assessments are administered three times a year. Mr. Reynolds also provided an update on Literacy and Numeracy including transitioning middle schools to StudySync as their core reading program. As you move through the years, we're gaining percentages percent of typical growth on the left side and then the achievement on the horizontal axis we want to be up in the top quadrants this is our reading data so previously darker green which is exciting as it shows more students are performing on grade level. At all grade levels we continue to see proficient or exceeding which is really great and to see us be above where we were in 2019 is really exciting as well this is our growth data anytime we can exceed 50 it's really good news for us the category for the performance frameworks. Mr. Reynolds thanks to Danelle's leadership and Liza for providing an opportunity to target special education providers and talk about literacy not only grade level expectations but interventions we can provide for students who may not be accessing grade level content. One of the first things we want to do is another audit of our resources to see what resources are in play, what resources our staff need and what resources they are using for instruction. Mr. Reynolds has been meeting with leaders to review their data to help them understand their data and create action plans for this year. The District Accountability Committee has been very active and looking at District data and preparing to create a recommendation for the Unified Improvement Plan.

Recess

10. Recess

RECOMMENDATION: Information only.

President Williams called a recess at 6:15 pm and reconvened the meeting at 6:30 pm.

Study/Work Session II

11. Strategic Planning Vendor

RECOMMENDATION: Information Only.

- Attachment #1: 2024-9-10 Strategic Plan Kickoff Presentation
- Attachment #2: SPN Strategic Plan Board Presentation (v2)

Chief of Staff Steve Colella introduced representatives from Successful Practices Network who will help facilitate the school district's upcoming strategic planning process.

DCSD staff, students, families and community members are encouraged to join us at an upcoming event to kick off the creation of Douglas County School District's next strategic plan and learn more about how the district is building upon the great work we have done. We will also talk about the future and lay the groundwork to proactively ensure we provide our students with crucial knowledge and skills.

Policy Governance

12. Proposed Revisions to Policy JKA: Use of Physical Intervention and Restraint - First Reading

RECOMMENDATION: For Information Only.

- Attachment #1: JKA Use of Restraint and Seclusion - First Reading - Redline
- Attachment #2: JKA Use of Restraint and Seclusion - First Reading - Clean

The definition of parent has been updated. In this policy - parent is not a new definition in the law, however due to the increased emphasis on parental notice in the revised State Statute and regulations - JKA now makes clear who is entitled to receive such notices. The definition of seclusion has been updated in this policy; it is now its own subsection within the policy. Colorado law had previously treated seclusion as a subcategory of restraint. The law now distinguishes seclusion as a concept independent of physical restraint which is why you see that categorized accordingly. Deputy Superintendent Hiatt pointed out that seclusion and restraint are only used in extreme or emergency circumstances. It is not used for disciplinary reasons, and it's not used for timeout and that is made clear in this policy.

13. Proposed Revisions to Policy IKF: Graduation Requirements - First Reading

RECOMMENDATION: Information Only.

- Attachment #1: IKF Graduation Requirements First Reading Redline
- Attachment #2: IKF Graduation Requirements First Reading Clean

This policy is being updated to reflect the enactment of recent state laws as related to graduation attire House Bill 24 1323 concerning the manner of dress during school graduation ceremonies which was effective July 2024. The schools must allow graduates to wear items associated with religion culture during graduation ceremonies. Another layer to the policy is specifically around reflecting changes to recent state laws ensuring that students in the criminal justice system have equal opportunity to graduate with a diploma from the district.

14. Proposed Revisions to Policy LBD-R-1: Douglas County School District Charter School Manual - First Reading

RECOMMENDATION: Information Only.

- Attachment #1: LBD-R-1 Charter School Procedure Manual - First Reading - Redlined
- Attachment #2: LBD-R-1 Charter School Procedure Manual - First Reading - Clean

Processes clearly identified and the language is clarified.

Updates reviewed by the state Board of Education. No change to any current practices. Next step is bringing to charter leaders

15. Proposed Revisions to Policy JCA-JFB: Assignment of Students to Schools, School Choice and Open Enrollment - First Reading

RECOMMENDATION: Information only.

- Attachment #1: JCA_JFB Assignment of Students to Schools, School Choice and Open Enrollment First Reading Redline Version
- Attachment #2: JCA_JFB Assignment of Students to Schools, School Choice and Open Enrollment First Reading Clean Version

In our open enrollment processes, everything we have in publication says any parent who chooses to open enroll their child to a school other than home address is waiving the right to transportation. That's been our clear messaging and it's just been brought to attention then in policy it says on a space available basis, though now we say we're not doing that as a practice as we don't have that capacity any longer.

16. Community Connections Plan

RECOMMENDATION: Information only.

- Attachment #1: 2024-25 DCSD Community Connections Plan_Sep2024DCSD is committed to talking with parents with preschool-aged children this school year.

One of the groups that we were committed to talking to is parents that have young kids not yet in the district, so we are looking at the preschool age and one of the things is potentially going to libraries and story time as that's a really great place to catch parents with young kids. The board members discussed visits in the spring, with a handout of talking points. A visit to Windcrest was also discussed.

Recess

RECOMMENDATION: Information only.

President Williams called a short recess at 8:14 pm and reconvened the meeting at 8:20 pm.

17. Executive Limitations to BOE Handbook: BSLs and GBs - Redline

RECOMMENDATION: Information only.

- Attachment #1: BoE Director Handbook DRAFT Redline
- Attachment #2: Current BSLs DRAFT
- Attachment #3: Current GPs Draft
- Attachment #4: Proposed GP 1.9 - Redline
- Attachment #5: Proposed GP 1.9 - Clean
- Attachment #6: Redlined_PG Book_Ends_10Sep2024
- Attachment #7: Clean_PG Book_Ends_10Sep2024
- Attachment #8: PG Book_ELS_Redline DRAFT
- Attachment #9: PG Book_ELS_Clean DRAFT

Director Winegar confirmed the Ends will be included in the handbook. Director Meek asked for consideration of updating to include the Strategic Plan work process. President Williams noted that 1.9 is out but will be in within the packet. Director Meek would like to open the conversation with Strategic Plan vendors with understanding of the Ends for coordination. Chief of Staff Colella confirmed the partners will work with the Board before implementation. Deputy Superintendent asked for the conversation of work with the Board and Strategic Plan vendors take place with Superintendent Kane. Director Moore thanked the Board for the work on the Handbook and appreciated the collaboration and learning. Director Winegar also thanked President Williams for the work and collaboration. Director Geiger recognized the Board members work together and leadership to complete the process. Director Meek also recognized the teamwork for the completion. Director Thompson also acknowledged the collaboration and feels very good about the final product. Director Winegar will take on BSLs. Director Meek will work on 1.0. The Board continued the review of proposed revisions to the Board of Education

Handbook, Board-Superintendent Linkage and Governance Processes. BSLs and 1.0 will be reviewed in October.

Board of Education Reports

18. Reflection on Bond Education Outreach

Recommendation: For Information Only.

The Board reflected on the election kickoff party and thanked the Cabinet members who attended. Director Geiger noted the closing of Sierra Middle School due to sewage backup is a reminder of why the bond is needed. Director Thompson thanked and acknowledged all the volunteers working on the Bond. She asked the FAQ section on the website be updated. Director Meek also acknowledged the work of volunteers and how helpful the website of its transparency related to the bond. Director Winegar mentioned the investindcsd.com website to sign up to volunteer.

19. President Report

Recommendation: For Information Only.

President Williams thanked all the volunteers in the schools for all the work they do to make a difference in schools.

20. Vice President Items

Recommendation: For Information Only.

Director Winegar attended the Parker Government Affairs Committee and reiterated the impact of investing in schools as it relates to student success.

21. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

Director Meek congratulated the teacher of the year finalist from STEM. She attended the Building the Dream gala where Apple Award winners were celebrated, and students were recognized. Director Meek talked about all the work the DAC does with data. Director Thompson reemphasized that it is Suicide Awareness month and 988 service - a resource for anyone caring for or in crisis, or just needing someone to talk to. She thanks the work the district does collaboratively with security partners keeping our schools and community safe. Director Myers gave an update on SAG and the work of feedback and voice from their schools. She reflected on 9/11 and thanked our first responders. Director Geiger reported his school visits and meetings with principals. He has received great feedback on the growth and decline conversations. Director Geiger was able to witness a lockdown drill at one school and thanked SROs for their commitment to safety. Director Moore also mentioned the safety and security meeting and acknowledged the work and training. He mentioned the collaboration effort especially for pedestrian safety with school traffic. Director Moore attended LRPC where they heard from the bond consultant and the importance of 5A.

Adjournment

22. Adjournment

RECOMMENDATION: That the Board of Education adjourn the meeting.

ORIGINAL - Motion

Director Geiger moved; Director Winegar seconded the ORIGINAL motion that the Board of Education adjourn the meeting.

Geiger, aye; Meek, aye; Moore, aye; Myers, aye; Thompson, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.

President Williams adjourned the meeting at 9:03 p.m. on Tuesday, September 10, 2024.

These minutes summarize the final decisions made by the Board of Education at the referenced meeting. View the meeting via You Tube by accessing the following link:

<https://www.youtube.com/watch?v=DBU8Yflv7Bo&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=2>

Supporting document(s) attached to the agenda <https://douglas.ic-board.com/>

Christy Williams

Christy Williams

Board of Education President



Becky Myers

Becky Myers

Board of Education Secretary



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