



Board of Education  
Minutes  
Board Retreat  
Saturday, February 24, 2024

The Board of Education conducted a Retreat with the Superintendent at Douglas County School District's (DCSD) Legacy Campus, 10035 S. Peoria Street, Rooms 245 and 247, Lone Tree, CO 80134.

Call to Order and Roll Call

1. Call to Order

RECOMMENDATION: That the presiding Board Member calls the meeting to order.

President Williams convened the Board Retreat at 8:00 a.m.

2. Roll Call

RECOMMENDATION: That the presiding Board Member calls roll.

BOARD MEMBERS PRESENT: Meek, Moore, Myers, Thompson, Williams and Winegar.  
Director Geiger arrived later at 8:05 a.m.

BOARD MEMBERS ABSENT: N/A

ALSO IN ATTENDANCE: Superintendent Kane and Board Assistant Secretary Brockman.

Work Session

3. Connection and Overview

RECOMMENDATION: Information only

President Williams gave opening remarks and conducted an icebreaker exercise.

4. Desired State as a Board

RECOMMENDATION: Information only.

- Attachment #1: BC School Board Member Conduct 06.18.19
- Attachment #2: BCA-E-1 Code of Ethics for School Board Members 08.20.19
- Attachment #3: BCA-E-2 Operating Norms for School Board Members 08.23.2022
- Attachment #4: BCB School Board Member Conflict of Interest 06.18.19

The Board reviewed Board Policy BCA-E-2, Operating Norms for School Board Members, and added language related to addressing the media. The proposed revision will be considered for adoption by the Board at their March 12, 2024 Regular Meeting.

The Board also reviewed Board Policy BC, School Board Member Conduct, with no revisions suggested and discussed their desired state as a Board.

5. Communication Norms

RECOMMENDATION: Information only.

- Attachment #1: DCSD BOE Communications and Community Relations DRAFT
- Attachment #2: BOE Website Landing Page Considerations

The Board discussed their communication norms. Director Thompson introduced a draft communication and community relations plan and presented her recommendations to the Board.

Deputy Superintendent Danelle Hiatt and Mental Health Director Stephanie Crawford-Goetz, members of the District Mental Health Crisis Team, discussed crisis response in the school district.

6. Policy Governance Overview

RECOMMENDATION: Information only.

- Attachment #1: 2023-24 DCSD Community Connections Plan\_Jan2024
- Attachment #2: Policy Governance Book Revised 12.13.2022
- Attachment #3: CASB Presentation Policy Governance (Douglas County PG Overview)

Director Meek provided an overview on Policy Governance. The Board Directors discussed their Ends (goals) and Executive Limitations and plan to review and discuss potential revisions to both at a special meeting of the Board on April 2, 2024.

Recess

7. Recess

RECOMMENDATION: Information only.

President Williams called a recess at 9:47 a.m. and reconvened the Retreat at 10:02 a.m.

Work Session (Continued)

8. Board Committees

RECOMMENDATION: Information only.

- Attachment #1: 02.24.2024 Board Liaisons\_External Groups and Committees
- Attachment #2: District Accountability Committee (DAC) Bylaws 11.27.2018
- Attachment #3: Fiscal Oversight Committee (FOC) Bylaws 09.12.2019
- Attachment #4: Long Range Planning Committee (LRPC) Bylaws 04.19.2016
- Attachment #5: Mill Bond Oversight Committee (MBOC) Bylaws 05.14.2019
- Attachment #6: Student Advisory Group (SAG) Bylaws 09.22.2023

The Board identified its liaisons to DCSD Board committees, certain district/parent committees, and external groups. The Board elected to not assign Board liaisons to the following district/parent committees: Douglas County Special Education Advisory Committee, Douglas County Gifted Education Advisory Committee, and the Equity Advisory Council.

The Board also discussed standardizing bylaws across Board committees.

9. Board Self-Evaluation

RECOMMENDATION: Information only.

- Attachment #1: Board Self-evaluation (Presentation)

Director Meek discussed the purpose of Board self-evaluation; proposed that the Board evaluate its performance based on Governance Processes and Board-Superintendent Linkages in the Board of Education Policy Governance Book; and introduced a proposed annual self-evaluation schedule. Following discussion, the Board members agreed to begin the self-evaluation process at the March 12, 2024 Board meeting.

Lunch

10. Lunch

RECOMMENDATION: Information only.

President Williams called a recess at 12:30 p.m. for lunch and reconvened the Retreat at 1:30 p.m.

Work Session with Board Committee Members

11. Review Board Committees and Their Priorities

RECOMMENDATION: Information only.

- Attachment #1: Resolution 2023-2024 Priorities for Board Committees  
09.26.2023 Final

Board committee representatives with the District Accountability Committee (DAC), the Fiscal Oversight Committee (FOC), the Long Range Planning Committee (LRPC), the Mill Bond Oversight Committee (MBOC), and the Student Advisory Group (SAG) introduced themselves and reviewed their committee priorities.

12. Discuss Relationship Between Board and Board Committees

RECOMMENDATION: Information Only.

- Attachment #1: Data\_All\_240218
- Attachment #2: DCSD Board Committees Feedback\_all responses
- Attachment #3: DAC\_DCSD Board Committees Feedback\_all responses
- Attachment #4: FOC\_DCSD Board Committees Feedback\_all responses
- Attachment #5: LRPC\_DCSD Board Committees Feedback\_all responses
- Attachment #6: MBOC\_DCSD Board Committees Feedback\_all responses
- Attachment #7: SAG\_DCSD Board Committees Feedback\_all responses

Director Meek presented quantitative results from the survey that was administered to Board committee members to garner feedback concerning Board\committee relationships and opportunities for improvement. Each Board and committee member discussed their observations based on the survey results.

13. Break into Committee Groups

RECOMMENDATION: Information only.

The Board committees broke into groups to discuss their committee priorities (charges), their bylaws and their survey scores.

14. Report Out

RECOMMENDATION: Information only.

The committees summarized their breakout group discussions concerning their committee priorities (charges), their bylaws and their survey results.

Recess

15. Recess

RECOMMENDATION: Information only.

President Williams called a recess at 3:38 p.m. and reconvened the Retreat at 3:55 p.m.

Work Session (Continued)

16. Board Recap

RECOMMENDATION: Information only.

President Williams provided a quick recap of the Retreat.

17. Next Steps

RECOMMENDATION: Information only.

President Williams summarized next steps which include:

- Placing Board Policy BCA-E-2, Operating Norms for School Board Members, on the March 12, 2024 consent agenda to consider approving the proposed revision.
- Beginning the Board self-evaluation process at the March 12, 2024 Board meeting.
- Reviewing the Board Ends (goals) and Executive Limitations at a special meeting on April 2, 2024.
- Continuing work on the Board's draft communication and community relations plan.
- Asking the Legal Department to develop a generic bylaws template for Board committees.
- Holding a Board Retreat on July 20, 2024.

Adjourn

18. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

President Williams adjourned the meeting at 4:33 p.m. by general consent.

Supporting document(s) attached to the agenda items may be viewed by accessing the following link: <https://douglas.ic-board.com>.

[Signatures Continued on Next Page]

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Christy Williams  
Board of Education President

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Becky Myers  
Board of Education Secretary