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**Mission Statement**

To prepare students, in a safe and caring environment, to be successful, competent  
and productive citizens in a global society.

**MINUTES**  
**REGULAR BOARD OF EDUCATION MEETING**  
**December 12, 2013**  
**Central Administration Office – Board Room**

**1.00** A regular meeting of the Falcon Board of Education was called to order at 6:32 p.m. by the President, Tammy Harold. The following Board members were present: Mr. Butcher, Ms. Harold, Mr. Irons, Mrs. LaVere-Wright and Mr. Moore.

**2.00 Welcome and Pledge of Allegiance**

President Harold 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 LaVere-Wright and seconded by Irons to amend the agenda to remove item 9.01 from the agenda to postpone until next month. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

It was moved by LaVere-Wright and seconded by Irons to approve the agenda as amended. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

**4.00 Consent Agenda – See attachments**

4.01 Approval of Matters Relating to Licensed Personnel

4.02 Approval of Matters Relating to Educational Support Personnel

4.03 Approval of Matters Relating to Schedule B Personnel

4.04 Approval of Minutes of Regular Board of Education Meeting 11/14/2013 and Special Meeting 11/20/2013

**5.00 Board Update**

5.01 Chief Officer Update

Bay: Santa's Express was successful on Saturday. During 1<sup>st</sup> snow removal, 2 staff members had scheduled the day off, in lieu of taking the day, came in to help grounds people remove snow. Transportation mechanic assisting grounds supervisor in time of need. Stephanie played a video from Santa's Express on Saturday. Thank you to staff for putting this together.

Ridgway: Attended the CASB conference last week, all 5 board members and all 3 chief officers attended together, 1<sup>st</sup> time that has happened. Appreciate the opportunity to start off this new

cycle after the election on a positive note, establish a good common working relationship that we have to have between administrative and board role. I'm excited to see that type of commitment and effort coming out of the gate.

Hilts: Echo Brett's excitement about CASB. Excellent conference, validated things we were doing or gave us timely advise about what we have to do. I have been to 3 of 4 geographic charter school board meetings. Message has been same: we believe that our success as a district and their success as charter schools are interdependent including capital campaign. Seemed like a positive first set of encounters. We've had 6 severe weather days since we last met. Had good authentic interaction on Facebook and other venues, strong praise, criticism, and a lot of moderate voices. Able to communicate thought process, heard what people wanted. Kudos goes out to Stephanie and her team who went out to get the information. We are getting a lot of support and from CO Dept of Education: 3 things, strong sense that we are doing something they care about and want to see us formalize it, want to make us a leader district for CD BOCES, leader at CDE as CASB on Saturday, innovation initiatives, laboratory, accountability focus, different evaluations in our zones, very supportive. They are interested in our training for new graduation requirements. At state level seems to be a turn in tide, tipping point, credit kind of leadership at board and administrative end of the table, zone leaders, policy advocates, and growing reputation of innovation minus any chaos or turmoil. Group for Singapore come to FVA, go away excited about blended model. We're doing something innovative and excellent.

Irons: RJ and folks in transportation, marvelous thing they do at this time of year, took care of 50 kids and family, doing it for 12 years. Every year it gets better and better.

LaVere-Wright: CASB conference gave us an opportunity to look into some things, a lot of validation. Keynote speaker on Saturday, is available on CASB website, on STEM 2.0 combining knowledge and skills, sounded like some of what we are trying, but went further. Could be a great resource; try to look at his paper. It's pretty inspiring, showing examples of schools just starting to do what he's doing. Hoping we have an opportunity to discuss St. Grange and what we could benefit from.

Moore: Breakout session for STEM, St. Grange, they're on fire. Talking about turn-around in their education, grant for \$16 million. Does STEM education work? The graduation rate before STEM was 50%, and is now at 85% in a poor neighborhood. That's a big turnaround, eager to learn more.

Harold: A lot of good and positive things happening in the district. Wish everyone a merry Christmas and happy new year. Takes time to enjoy the time off and not work through it. Enjoy the holidays with your families.

## **6.00 Open Forum - none**

## **7.00 Action Items – See attachments**

- 7.01 Approval of Resolution for Application Cycle Waiver
- 7.02 Approval of Sand Creek High School 2014 Calendar Change
- 7.03 Approval of District Calendars for 2014-2015 and 2015-2016

- 7.04 Approval of 2014 Mill Levy Rate
- 7.05 Approval of HVAC Staff Position Salary Modifications
- 7.06 Approval of Policy and Procedure Review and Responsibility
- 7.07 Items Removed from Consent Agenda - none

**8:00 Information Items – See attachments**

- 8.01 District & School Unified Improvement Plans
- 8.02 Amended Budget Update
- 8.03 Student Study Trips
- 8.04 Expulsion/Suspension Information

**9.00 Discussion Items – See attachments**

- 9.01 Review of Policy Revisions Related to SB 10-91 & Teacher Evaluation – removed to January meeting.

**10.00 Other Business – See attachment**

- 10.01 Executive Session: Pursuant to CRS 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification

It was moved by LaVere-Wright and seconded by Irons to go into Executive Session pursuant to CRS 24-6- 402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

The Board recessed for ten minutes at 7:26 p.m.

The Board went into Executive Session at 8:05 p.m. with the following people present: President Harold, Vice-President Moore, Treasurer Butcher, Secretary LaVere-Wright, Director Irons, Peter Hilts, Chief Education Officer, and Paul Anderson, Personnel Director.

It was moved by LaVere-Wright and seconded by Irons to return to regular session at 8:20 p.m. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

**10.02 Approval of Matters Relating to Administrative Personnel**

It was moved by LaVere-Wright and seconded by Irons to approve the personnel action as recommended by the Chief Education Officer.

Hilts: My recommendation is to pursue dismissal of specific staff member that we discussed in executive session.

Harold: Do we need to change or amend the motion Donna?

Teubner: Yes.

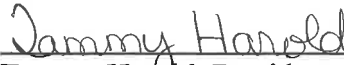
LaVere-Wright withdrew the motion.


It was moved by LaVere-Wright and seconded by Irons to pursue dismissal of the specific person as recommended in executive session by the Chief Education Officer. *The motion was put and carried with Butcher, aye; Harold, aye; Irons, aye; LaVere-Wright, aye; Moore, aye.*

**11.00 Adjournment**

With no further business to be brought before the Board, the regular meeting of the Board of Education adjourned at 8:24 p.m.

Respectfully submitted by Donna Teubner

  
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Tammy Harold, President

  
\_\_\_\_\_  
Marie LaVere-Wright, Secretary



## BOARD OF EDUCATION AGENDA ITEM 4.01 MNUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Kim Steeves, Professional Staff Liaison
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Licensed Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** To gain Board of Education approval for personnel changes

**RATIONALE:** 1. The hiring and transfer actions on attached roster are to meet Board of Education objectives in student achievement. 2. Retirement and resignations, if any, are including in this roster.

**RELEVANT DATA AND EXPECTED OUTCOMES:** By addressing these action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes X No \_\_\_\_  
Education approved salary tables.

**AMOUNT BUDGETED:** In accordance with Board of

**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  
Paul Andersen, Personnel Director

**DATE:** November 26, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright moved to approve the consent agenda. Seconded by Irons. The motion passed 5-0.*

**FALCON SCHOOL DISTRICT 49**  
**December 12, 2013**

**APPROVAL OF MATTERS RELATING TO LICENSED PERSONNEL**

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

**APPOINTMENTS:**

Armstrong, Jennifer	Hired as an INR English Teacher at Falcon Middle School effective November 25, 2013. She has been set at a BA/2 based on a pro-rated work schedule of 107 days. This is a replacement position.
Goode, Sherry	Hired as an hourly paid Title funded Interventionist at Odyssey Elementary School. She will be paid for a maximum of 5.5 hours per day. This is a replacement position.
Grimmett, Jennifer	Hired as an INR 3 <sup>rd</sup> Grade Teacher at Ridgeview Elementary School effective November 13, 2013. She has been placed at a BA/7 based on a pro-rated work schedule of 113 days. This is a new position that was approved by the Chief Education Officer, Chief Business Officer and Innovation Zone Leader.
Sampieri, Jodie	Hired as a Speech-Language Pathologist with the Special Services Department effective December 2, 2013. She has been placed at a MA/11 based on a pro-rated work schedule of 105 days. This is a replacement position.

**REQUESTS FOR LEAVE:**

**RETIREMENTS:**

Houtz, Charlene	Written notice of intent to retire at the end of the 2013-2014 school year and request to participate in a 110/110 transition year for the 2014-2015 school year.
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**TRANSFERS:**

Saavedra, Jekaterina	Transferred from her hourly Title funded interventionist to an INR Kindergarten position for the remainder of the 2013-2014 school year. She has been set at a BA/6 based on a pro-rated work schedule of 107 days. This is a new position due to growth which was approved by the Chief Education Officer, Chief Business Officer and the Innovation Zone Leader.
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**TERMINATIONS:**

**RESIGNATIONS:**

Douglas, Hillary      Written notice of her intent to resign from her position as SPED SLD Teacher at Sand Creek High School effective December 21, 2013.

Ponce De Leon      Written notice of her intent to resign from her position as Speech-Language Pathologist with the Special Services Department effective December 12, 2013.

**SUBSTITUTES:**



## BOARD OF EDUCATION AGENDA ITEM 4.02 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Lisa Hines, Educational Support Staff Liaison
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Educational Support Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent - Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** To gain Board of Education approval for personnel changes

**RATIONALE:** 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 action items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes X No \_\_\_ **AMOUNT BUDGETED:** In accordance with Board of Education approved salary tables

**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  
Paul Andersen, Personnel Director

**DATE:** December 2, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright moved to approve the consent agenda. Seconded by Irons. The motion passed 5-0.*



## **FALCON SCHOOL DISTRICT**

December 12, 2013

### **APPROVAL OF MATTERS RELATING TO EDUCATION SUPPORT PERSONNEL**

The following matters relating to classified personnel shall be approved as recommended by the Chief Education Officer:

#### **APPOINTMENTS:**

Ardoin, Assel	Existing Position, Nutrition Services Assistant at Skyview Middle School, replacing Genola Jernigan, Part Time, School year, step 2, 5.5 hours per day, start date November 19, 2013.
Lucykanish, Heidi	Existing Position, Bus Driver at Transportation, Full Time, School year, step 1, 5 hours per day, start date November 25, 2013.
Masters, Emily	Existing Position, Special Services teachers Assistant at Ridgeview Elementary School, replacing Jennifer Newel, Full Time, School year, step 1, 7 hours per day, start date November 19, 2013.
McCormack, Susan	New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Paraprofessional at Ridgeview Elementary School, full time, school year, Step 6, 7 hours per day, start date November 08, 2013.
Nemer, Sandra	New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Human Resource Specialist at Central Office, full time, School year, Step 11, 8 hours per day, start date November 18, 2013.
Nygren, Megan	Existing Position, Crossing Guard at Skyview Middle School, replacing , Part Time, School year, step 4, 1.5 hours per day, start date November 08, 2013.
Polley, Lisa	Existing Position, Crossing Guard at Springs Ranch Elementary School, replacing Rebecca Fematt, Part Time, School year, step 4, 1.5 hours per day, start date November 08, 2013.
Price, Clayton	Existing Position, Building Custodian Technician at Falcon Middle School, replacing Matthew Loidolt, Full time, Full year, step 11, 8 hours per day, start date November 11, 2013.
Villafan, Maria	Existing Position, Nutrition Services Assistant at Skyview Middle School, replacing Paula Pratt, Part Time, School year, step 1, 5.5 hours per day, start date November 18, 2013.

#### **SUBSTITUTE:**

None

#### **TRANSFERS:**

Cox, Tess	Transfer from her position as Preschool Teacher Assistant at Stetson Elementary School to an existing position as Speech Language Pathologist Assistant at Stetson Elementary School replacing Melanie Harrington, full time, school year, step 1, 7 hours per day, start date November 18, 2013.
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Jernigan, Genola	Transfer from her position as Nutrition Services Assistant at Skyview Middle School to an existing position as Nutrition Services Assistant at Falcon Middle School replacing Eva Rich, part time, school year, step 13, 5 hours per day, start date November 18, 2013.
Pratt, Paula	Transfer from her position as Nutrition Services Assistant at Skyview Middle School to an existing position as Nutrition Services Assistant at Ridgeview Elementary School replacing Denise McBride, part time, school year, step 2, 4.5 hours per day, start date November 18, 2013.

**RESIGNATIONS:**

Chase, Linda	Resignation from her position as a crossing guard at Ridge View Elementary School effective November 22, 2013.
Lientz, Tracy	Resignation from her position as a special Education Paraprofessional at Remington Elementary School effective November 29, 2013.
Martin, Jeannie	Resignation from her position as a Special Education Paraprofessional at Odyssey Elementary School effective November 8, 2013.
McBride, Denise	Resignation from her position as a Nutrition Services Assistant at Ridgeview Elementary School effective November 8, 2013.
Quinn, Mindy	Resignation from her position as a Marketing Communications Specialist at Central Office effective November 8, 2013.
Wheelis, Alicia	Resignation from her position as a Support Substitute, effective November 7, 2013.

**TERMINATIONS:**

None

**RETIREMENTS:**

None

**LEAVE OF ABSENCE:**

None



## BOARD OF EDUCATION AGENDA ITEM 4.03 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Susan Junkins, HR Specialist
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Schedule B Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent-Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** To gain Board of Education approval for personnel changes.

**RATIONALE:** 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 items, the Board of Education is approving the necessary actions that allow the District to continue its' function of hiring and other associated personnel activities that impact student achievement.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes X No \_\_\_\_ **AMOUNT BUDGETED:** In accordance with Board of Education approved salary tables.

**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  
Paul Andersen, Personnel Director

**DATE:** December 3, 2013

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright moved to approve the consent agenda. Seconded by Irons. The motion passed 5-0.*

**FALCON SCHOOL DISTRICT 49**  
**December 12, 2013**

APPROVAL OF MATTERS RELATING TO **SCHEDULE “B” PERSONNEL:** Be it Resolved, that the following matters relating to Schedule “B” Personnel be approved as recommended:

**APPOINTMENTS:**

**Falcon Middle School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
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**Skyview Middle School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
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**Horizon Middle School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
Neumann Proctor, Victoria	Softball	1	

**Falcon High School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
Nielsen, Cody	Football		
Bratton, Daniel	Football		
Lukins, Carl	Football		

**Sand Creek High School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
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**Vista Ridge High School (2013-2014)**

<b><u>Individual</u></b>	<b><u>Sport/Activity</u></b>	<b><u>Step</u></b>	<b><u>Salary</u></b>
ReOrda, Wayne	Assistant Boys Golf	1	
Kaufman, Kyle	Head Boys Golf	4	

**TRANSFERS:**

None at this time

**RESIGNATIONS:**

None at this time



## **BOARD OF EDUCATION AGENDA ITEM 4.04 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Donna Teubner
<b>TITLE OF AGENDA ITEM:</b>	Approval of Minutes of Regular Board of Education Meeting 11/14/2013 and Special Meeting 11/20/2013
<b>ACTION/INFORMATION/DISCUSSION:</b>	Consent Agenda

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Board approval required prior to posting minutes.

**RATIONALE:** Board of Education shall review minutes of meetings to ensure accuracy.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Minutes of the two meetings will be posted on the district website after approval.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement	<u>X</u>	Social and Ethical Responsibility	<u>X</u>
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes No X

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the consent agenda.

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

**DATE:** December 3, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright moved to approve the consent agenda. Seconded by Irons. The motion passed 5-0.*



## From the desk of the Chief Operations Officer Board of Education Report

December 12, 2013

Dear Board Members,

Now that we are in the midst of the 2013 holiday season, I am pleased to report the Transportation Department hosted their annual Santa's Toy Express event on Saturday December 7<sup>th</sup>. In its 12th year in Falcon School District 49, Santa's Toy Express benefited from more than \$6,000 dollars in community donations. The philanthropy of staff and community members boosted spirits for 49 children, each selected with special circumstances from the district's elementary schools. After a hot breakfast, each child was bused to Wal-Mart in Falcon, where they bought presents for their family with a \$40 gift card. When they returned for activities, they received a hand-knitted hat and scarf, coat and gloves, a stuffed animal, as well as a stuffed Christmas stocking, wrapped presents and a gift bag. Special thanks to one of our bus drivers, RJ Berry, for spearheading this annual event and to one of our board members that went above and beyond the call of duty to ensure no child was left out.

Unfortunately, one of our children on the list passed away November 13. My prayers and thoughts go out to this family for their loss. I want to give special thanks to a board member that went out of his way to ensure every child at the event had a gift at Santa's Toy Express.



In regard to our Big Rocks, I wanted to give special thanks to several members of the grounds staff, Herman Pino, Erik Murr and Justin Walkinshaw for foregoing their scheduled days off before the Thanksgiving holiday break to assist the grounds crew in the snow removal process. I commend each of them for their great team spirit and their support in ensuring safe passage for our students, staff and stakeholders during this snow event. I would also like to commend one of our transportation mechanics, Chuck Church, for his efforts in assisting CJ Jilek our assistant manager for facilities and grounds supervisor in a time of need with a tire issue even though he was quite busy at the time.

I invite each of you to our Central Office pot luck holiday celebration on December 19, 2013 from 12:30 to 2:30 pm that is being hosted by the Facilities, Operations and Maintenance department this year.

Respectfully,

Jack W. Bay MBA

# Facilities & Maintenance

## Ongoing

1. **Scheduling the Sand Creek Zone school campus site reviews with the various principals for December 2013 and the Power Zone for January 2014.**
  - a. **This review is a scheduled event designed to assess capital and operational needs of the school for the 2014-2015 fiscal year.**
2. **Recruiting two positions for the Facilities Department to replace staff members that have elected to leave the school district recently.**
3. Developed a plan to resolve several outstanding issues that remain from the electrical storms that occurred at the beginning of school.
  - a. Installing a lightning mitigation plan at Woodmen Hills Elementary
    - i. Estimated time of completion April 2014.
4. Finalizing the initial snow removal plan for each school.
  - a. Determining what are the first, second and third priorities.
  - b. **Reviewing preliminary plan with building principal to obtain consensus.**
5. Finalizing the recruiting process for a new Safety, Health and Regulatory compliance person for the District.
  - a. A key position to ensuring compliance with all of the many regulatory issues we must comply with each year.
6. Developed a plan to resolve several OCR issues that have surfaced at Vista Ridge High School in a random review by August 2014.
  - a. Most of this work will be completed by spring break.
7. Completing a comprehensive physical plant inventory to be integrated with our School Dude operating system. This would be a basis for our preventive maintenance and long term capital needs assessment program.
8. Installing a new marquis sign at Falcon Middle School.
9. Mitigating operating or capital needs safety issues throughout the District including ADA access issues.
10. Engaging with our peer district and outside organizations to determine best practices in our quest to become the “Best School District” to learn, work and lead.

## Upcoming

1. Completion of 2013-2014 capital improvement projects.
2. **I.T. master plan development.**
3. Completing the district wide Modular Paint Project. To date eight school campuses have had their modular classrooms painted.
4. Reroofing the majority of Falcon Middle School.
  - a. Completion June 30, 2014.

## Completed:

1. **Finalized the department dash board of key performance indicators and presented the first quarter results at the November work session.**
2. Completed the Falcon Zone school campus site reviews with the various principals.
  - a. This review is a scheduled event designed to assess capital and operational needs of the school for the 2014-2015 fiscal year.
3. Completed a comprehensive staff review for the fiscal 2015 budget.
4. Revamped the District inventory-warehouse system and facility to prove accountability for District assets.
5. Determined a capital needs list of expenditures that will allow for significant operational savings or efficiency improvements for possible inclusion in the 2014 bond and/or mill levy override campaign.
6. Re-designed the Facilities webpages to provide our community stakeholder's information on what we do, how we measure our performance and various reports on our progress. Our aim is to regain their Trust by providing transparency and clarity on our operations as desired in Big Rock #1.
7. Adopted a comprehensive training program for all facilities, operations and maintenance staff members at the October BOE meeting in support of our desire to become one of the Best districts to learn, work and lead as noted in Big Rock #3.
8. Completed the CPR and First Aid training for all Facilities, Operations and Maintenance staff over the fall break.
9. Completed a preliminary bad or inclement weather dash board for use in decision to close or delay normal operation.
10. Transferred permitting and inspection to Pikes Peak Regional Building.

## Grounds

### **On Going**

1. Preparing all athletic venues for competition on a weekly basis.
2. Preparing all equipment needed for the winter weather conditions.
3. Capital construction projects for 2013-2014 related to grounds.
4. **Developed an action plan to efficiently remove snow for all of the school campuses.**
5. **Developing an action plan to enhance the grass athletic venues (practice fields, baseball field, etc.)**

### **Upcoming**

1. Installation of two small artificial turf areas at Remington and Ridgeview Elementary
  - a. Timeframe – Dec/Jan 2014
2. Modification to Evans Elementary POD fire lane.
3. Completion of POD landscaping at Evans Elem.

### **Completed**

1. Winter shutdown of all irrigation systems
2. Sand Creek pedestrian bridge capital project



# Transportation

## Ongoing

1. Developing a more potential lucrative bus advertising program.
2. Prepared preliminary plans for the new bus barn electric service capital project. The department is attempting to resolve a snow drifting issue with this project as well.
  - a. Preparing a Request for Proposal for pricing and completion by June 30, 2014
3. The TLC paint team is now booking spring break projects.
4. Reviewing current time management system to provide greater clarity and optimum operational performance.
5. Continually monitoring the weather condition to assess adverse impact on the instruction process.
6. Reviewing and updating all department job descriptions to be reviewed by HR and submitted to BOE for approval, if necessary.

## Upcoming

1. Conducting the annual National Association for Pupil Transportation's annual bus safety poster contest with our students and staff.
2. Preparing for staff in service event scheduled in January
3. Completed various staff members for CPR training in November.
4. Winners of state ROADEO competition will compete in national ROADEO event held at the Transporting Students with Disabilities Conference in Nashville at the end of February 2014.
  - a. Both will also attend the conference in order to advance their professional education.

## Completed

1. **Completed the annual Santa's Toy Express event for 49 school district students on December 7, 2013.**
  - a. This program provides forty nine (49) elementary students the opportunity to have an enhanced Christmas Holiday and supports Big Rock #2 (engage the community).
  - b. Completed the annual Soup & Bread event November 2013 to provide funds for the annual Santa's Toy Express.
  - c. Completed the annual Chili cook-off October 30, 2013
2. Completed installation of 10 video surveillance systems on buses
3. Prepared a yellow and white fleet replacement program for the possible 2014 Bond campaign.
4. **Reviewed bus and parent loops to create greater efficiency at Vista Ridge and Sand Creek High School**
5. **The TLC paint team completed the two painting projects listed below over the break.**
  - a. **Springs Ranch Cafeteria**
  - b. **Remington Cafeteria**

## Nutrition Services

### Ongoing

1. Our director, Monica Deines-Henderson will meet with Representative Moreno to carry the Colorado School Nutrition Association's bill to extend the elimination of reduced lunch price in the state of Colorado from preschool-2<sup>nd</sup> grade to cover preschool through 12<sup>th</sup>. Senator Jessie Ulibarri will be the Senate sponsor for this bill.
  - a. Monica is working with groups such as Hunger Free Colorado, Live Well Colorado to build a coalition of sponsors for the bill.
  - b. The passage of this bill would allow 957 reduced students to participate in lunch for free in the Falcon School District.
2. Continue to locate and incorporate high quality, nutritious, child friendly foods into the menu that meets the financial constraints of the program.
3. Continually monitoring and striving to exceed or meet their breakeven point at the end of fiscal 2014.

### Upcoming

### Completed

1. Election for regional board of director's position was completed. Our director, Monica Deines-Henderson was not selected to the director's position. However, she was asked to serve on several nationally prominent committees that impact student nutrition.
2. Reviewed the Rocky Mountain Charter School's new building plans and the nutrition area with the charter school leadership to provide clarity and optimum operational performance.
3. Completed their employee training session on September 27, 2013
4. Completed a facilities upgrade for the proposed 2014 Bond and Mill Levy election.
  - a. Remodel and enhance Stetson and Evans Elementary school kitchens.

Our Facilities, Operations and Maintenance department mission is to provide safe, comfortable, & aesthetically pleasing facilities for our students, staff and community stakeholders through timely communication, accurate analysis, and effective use of resources.



Chief Education Officer

Ongoing	Upcoming
<p>November was an important month as we began an era of working together as a newly constituted Board and stable team of chief officers. We moved through a transitional cycle from Board to Board, and began forming new partnerships and supervisory relationships. The highlight of the transition so far was our joint participation in the Colorado Association of School Boards (CASB) conference in the first week of December.</p> <p>At that conference, I focused on sessions related to our STEM education efforts and new state requirements for high school diplomas. I was very impressed with the quality of the sessions and the discussion with our colleagues from around the state. It was also helpful to develop some networking connections with other district leaders who are innovating with online schools, differentiated schools, and STEM initiatives.</p> <p>I was also privileged to attend the annual conference of the Colorado School Public Relations Association (COSPPRA). The sessions there ranged from social media to crisis management with a healthy dose of state-level policy and legislation thrown in. Based on some of the training at that conference, and other insights that our communications team has developed, we have made a distinct effort to engage with our community over social media. While this isn't a new effort, the recent spate of severe weather gave us multiple opportunities to connect with our parents and student communities online. While not always pleasant, those interactions have been authentic and generally respectful.</p> <p>The final item I want to emphasize in this report is that the work of our capital planning committee is converging toward a final recommendation to the Board of Education. We have spent months gathering input and project recommendations for capital needs and operating investments, so I am excited about finalizing the campaign recommendations as we start the new year.</p>	<p>In the very full week before Christmas break, I'll be meeting with Lyle Wells of the Flippen Group to discuss executive coaching profiles. I will be using those profiles to enhance our leadership culture.</p> <p>I am also set to host two more CEO Chat opportunities in the iConnect and Falcon Zones. Now that we've had some weather decisions and increased conversations, I am hopeful that community members will take advantage of the opportunity to share their perspective about District 49.</p> <p>Early in January, I will be meeting with Lance Bolton, President of Pikes Peak Community College, to discuss how our two institutions might continue to partner in the years ahead.</p>

Ongoing	Upcoming
<p><b><u>Rock #2 Engage the Community</u></b></p> <p>The Zone Leader is continuing to meet with all schools staff members and PTAs, throughout the zone, to get feedback and answer questions about future growth and capital needs.</p> <p>The parent groups have been very receptive to this during the initial meetings.</p> <p><b><u>Rock #3 Create an environment that is the best to learn, work and lead.</u></b></p> <p>PLC driven meetings driven by the 4 essential questions:</p> <ul style="list-style-type: none"> <li>What do we want kids to know?</li> <li>How do we know if they have learned it?</li> <li>What do we do if they don't learn it?</li> <li>What do we do if they already know it?</li> </ul> <p>Expectations are set and modeled at Admin meetings that then flow down into the schools.</p> <p>Grade level and department meeting are consistently following this expectation.</p> <p>The Common Core Curriculum Cadre has had the initial meeting. They are working on developing/using common assessments across the Zone and working with other Zones about common assessments across the District.</p> <p><b><u>Rock #4 Develop a robust portfolio of exceptional schools.</u></b></p> <p>Schools are working on defining their essential standards by grade level and course. Some of our schools are finished and are working on enhancing their common assessments.</p> <p><b><u>Rock #5 Individualize education to launch every student into success.</u></b></p> <p>Falcon Zone elementary schools are continuing their inclusion work with Christi Casa. FMS has also started to work with Christi as well. The main focus is defining co-teaching and re-evaluating current pull-out methods.</p> <p>We have identified a Lead Inclusion teacher within the Zone, Avelyn Green, as a support to teachers when Christi is not available.</p> <p>Falcon Middle mini-courses were a huge success at the middle school despite some canceled bus trips due to poor weather conditions.</p>	<p><b><u>Rock #2 Engage the Community</u></b></p> <p>We are also going to bring together the community, staff and students to view the documentary <i>Including Samuel</i>.</p> <p>During and after the viewing, we will lead whole and small group discussions.</p> <p><b><u>Rock #3 Create an environment that is the best to learn, work and lead.</u></b></p> <p>We are developing teacher surveys for parents and students that will be included in teacher evaluation with SB 191.</p> <p>The iPad teachers are continuing to get training in enhancing their instruction through deeper integration of technology in their day-to-day teaching.</p> <p>FHS admin is going to observe PLCs at Arapahoe HS in Littleton to help develop their best practices for PLCs. In the future, staff members will also be going to observe PLCs at Arapahoe HS.</p> <p>Falcon Zone Elementary schools are continuing work with White River SD on improving our PLC cycles.</p> <p>In collaboration with Amplify, we have invited Senator Kent Lambert down to see the success of our Burst literacy interventions. Our hope is to give a personal story so that when decisions about future funding are made, he will have a specific connection to the success of this program.</p> <p><b><u>Rock #5 Individualize education to launch every student into success.</u></b></p> <p>Differentiation training for the entire zone with Ann Benninghoff will take place in January.</p>

<p><b>Big Rock 1: Reestablishing Trust:</b> POWER Zone is actively working on bringing more community members into the decision making process. Research is underway to identify some potential models for increased community participation. These models will be presented to POWER Zone’s leadership team and the Zone Innovation Assembly in January.</p> <p><b>Big Rock 2: Community Participation:</b> Data was reviewed by POWER Zone’s Zone Innovation Assembly on Wednesday, November 6th. Members began the work of deciding what current community participation opportunities POWER Zone already has and begun to analyze this against which opportunities parents are asking for through our survey and community forum responses. They are then identifying any potential gaps and will decide next steps for furthering community participation opportunities.</p> <p><b>Big Rock 3: Best district to learn/work/lead:</b> POWER Zone believes their evaluation model is an integral component in creating the best environment for our students to learn within and our staff to learn and work within. Their model is currently being adjusted in order to more readily align to the state’s Colorado Teacher Quality Standards. This will help teachers and administrators track which standards have been met and which still need work. This will also help bring further consistency district wide in meeting end of year state evaluation reporting requirements.</p> <p><b>Big Rock 4: Robust portfolio of exceptional schools:</b> Work will continue with POWER Zone’s IL, ZOA, and principal team in order to get an accurate perspective on where OES, SMS, and VRHS’s strengths and weaknesses like in relation to offering top quality STEM programming.</p> <p><b>Big Rock 5: Customize educational experiences:</b> Program effectiveness is an integral component in successfully customizing educational experiences for our students. To aid in this process preliminary, and ongoing, local assessment work has begun to help measure student learning in specific areas. Sample assessments are planned for 3<sup>rd</sup> quarter.</p>	<p><b>Big Rock 1: Reestablishing Trust:</b> Once some participation models have been identified this information will be brought to the Big Rock 2 committee so that we can collaborate as a district over best next steps.</p> <p><b>Big Rock 3: Best district to learn/work/lead:</b> POWER Zone’s IL has began scheduling monthly meetings per principal in order to more effectively and accurately evaluate and support principal leadership within the zone. These monthly evaluation meetings allow time for consistent, specific, and directed conversations to occur regarding administrator, teacher, and student growth within each school.</p> <p><b>Instructional Alignment to the Colorado Academic Standards:</b> As UIP’s are continuing to be completed zone wide each school has a unique action plan on how to meet the goal of aligning instruction to the Colorado Academic Standards across the core content areas over the next 18 months.</p> <p><b>Professional Development:</b> The Art and Science of Teaching book study and iObservation Academy online Marzano Framework Study will continue through the end of next quarter. iObservation Academy’s Element Study has been opened up as an option for staff to take as well. This additional course dives into each specific element within the new evaluation model and offers suggestions for how to successfully integrate these into the classrooms.</p>
<p><b>Ongoing</b></p>	<p><b>Upcoming</b></p>

<p>All 250 Middle School students at <b>BLRA</b> participated in the annual Science Fair. BLRA has had numerous award winners and State Science Fair participants over the 3 years.</p> <p><b>BLRA</b> is focusing on <i>Individualized Instruction</i> as a common theme of the major improvement strategies embedded in the Unified Improvement Plan. Through the use of interventionists, blended learning concepts, focused data discussions, and staff development, BLRA looks to improve differentiation of learning for all students.</p> <p>Students who received “Character Bucks” for demonstrating <b>PPSEL</b>’s Character Traits were put into a drawing to have “Breakfast with the Principal”. This is a bi-monthly event to celebrate students’ good character.</p> <p><b>PPSEL</b> professional development has revolved around Lesson Design and the Core Practice Benchmarks of Expeditionary Learning. Recently teachers have done work around Workshop Model 2.0 with the regional director of Expeditionary Learning, Jon Mann.</p> <p>The <b>FHP</b> is lining its halls with canned goods to donate to the Falcon Food Pantry.</p> <p><b>FVA</b> staff is beginning a new strategic planning campaign aligned with District Big Rocks. The community engagement opportunities will shape FVA 2.0. Meetings will begin in February.</p> <p><b>GOAL</b> is meeting with magistrates in Denver, Adams, and Arapahoe County, finalizing universal statewide truancy processes.</p> <p><b>GOAL</b> student Jesus Saul Lopez Benegas was asked to participate in a National Council of La Raza event on Nov. 6, 2013 with Rep. Polis, Rep. Perlmutter, and Rep. DeGette. During the community discussion regarding comprehensive immigration reform (HR15), Jesus asked the Colorado Congressional delegation a question, "Si llega la día que el bill se pasa, cuanto tiempo va a ser para nosotros aquí en Colorado para ver el efecto que tiene con nuestras familias?" ("If the day comes that the bill passes, how long will it be for us here in Colorado to see the effect it has on our families?").</p> <p><b>GOAL</b> sites are being upgraded to better meet the needs of its students and creating more innovative spaces for students to receive support.</p> <p><b>PLC</b>’s GED program will be participating in the GED presentations for community outreach in various locations throughout the state this month.</p>	<p><b>BLRA</b> 6<sup>th</sup> graders have begun to gear up for their spring trip to the Keystone Science School. Students will be learning lessons in ecology and conservation throughout the school year. They will later apply their understanding in a 3 day field experience at the science school in Summit County.</p> <p><b>FVA</b> Clothing Drive was a great success to our community members. We had a huge turn out and made many families very happy with the quality items submitted.</p> <p><b>FVA</b> is hosting a “day of code” programming opportunity for our K-6 student. Jason Marruffo an FVA parent will help our teacher Lori Hall facilitate an introduction to basic coding.</p> <p>Students who received “Character Bucks” for demonstrating <b>PPSEL</b>’s Character Traits were put into a drawing to have “Breakfast with the Principal”. This is a bi-monthly event to celebrate students’ good character.</p> <p><b>PPSEL</b> professional development has revolved around Lesson Design and the Core Practice Benchmarks of Expeditionary Learning. Recently teachers have done work around Workshop Model 2.0 with the regional director of Expeditionary Learning, Jon Mann.</p> <p><b>PLC</b> is holding a challenge day that is a high-energy program that allows youth to be guided through a series of personal power and self-esteem. This will address the issues of: racism, harassment, conflict management, suicide, peer pressure, alcohol and drug abuse.</p>
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Ongoing

Upcoming

<p><b>Sand Creek H.S.</b> Four choir students have been selected for the 2014 All-State Colorado Choir. The students will travel to Denver for a performance in February, 2014. We are concluding the self-study portion of our IB MYP 5 year evaluation, in conjunction with HMS, and will be uploading a library of documentation to the IBO just prior to Thanksgiving break and in preparation for our site visit in April/May.</p> <p><b>Horizon M.S.</b> The Junior Optimist Octagon International Club gave 1,400 items donated by students and staff to the Fostering Hope charity. Due to this effort, 120 local foster children will receive gift packages and handwritten cards for the holidays.</p> <p><b>Remington E.S.</b> Remington is working with Kim Boyd on being a participating school for the social skills curriculum grant she is pursuing. The music department offered performances with 4<sup>th</sup> and 5<sup>th</sup> graders. Both programs were designed with focus on brain development and content standards.</p> <p><b>Evans International E.S.</b> PLC meetings continue to focus on new Common Core ELA standards and inquiry in the classroom. The team is identifying students with significant reading deficiencies. Those students are receiving BURST intervention. Katie Poulsen, recipient of the F.E.F. grant, also received a grant from the Morgridge Family Foundation to purchase a Khan Academy mini lab for her 4<sup>th</sup> grade classroom.</p> <p><b>Springs Ranch E.S.</b> SRES has submitted an application for Girls on the Run, a program focused on self-esteem and will culminate with a 5K in May for girls 3<sup>rd</sup> – 5<sup>th</sup> grades. PLC teams are working with our Instructional Coach, Kristy Rigdon on aligning instruction with Colorado Academic Standards and Common Core. Students will partner with Starlight for a toy drive in December.</p>	<p><b>Sand Creek H.S.</b> 12/2/13: 1<sup>st</sup> semester Personal Project night. 10<sup>th</sup> grade students have the opportunity to showcase their self-directed project for families and the community. 12/13/13 &amp; 12/15/13: In partnership with the Air Force Academy, the AFA Band's holiday concert: <i>Holly &amp; Ivy</i> will be performed at SCHS. This performance is offered to our community at no charge.</p> <p><b>Horizon M.S.</b> 12/5/13: Water for People – students will present projects on the importance of clean water for all. 12/13 &amp; 12/14: School Play "<i>Christmas Scene Investigators</i>" will take place at 7pm.</p> <p><b>Remington E.S.</b> December: annual Harvest of Love food drive. Our goal is to beat last year's donation of 1,165 pounds.</p> <p><b>Evans International E.S.</b> A local church is donating food baskets to support 15 of our Evans families for Thanksgiving. This is the 4<sup>th</sup> year of providing <i>Coats for Kids</i>, a program in which our students in need can get a warm winter coat.</p> <p><b>Springs Ranch E.S.</b> 12/7/13: Muffins with Santa and Holiday Shoppe will be hosted from 10am – 12noon.</p>
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Ongoing

Upcoming



<p><u>CogAT:</u> Throughout the month of November, all third grade students completed the CogAT (Cognitive Abilities Test). This test is designed to measure cognitive ability across verbal, quantitative and non-verbal domains and serves to identify students who may qualify as gifted and talented. For the first time, the administration was done on the recently released online platform. Many schools experienced technical glitches to varying degrees. Wayne John from the district technology department was out in schools throughout the test window to help minimize disruptions. After much communication with CogAT, it was determined that the majority of the technical issues were their responsibility. Though this online testing process was not as seamless as had been hoped, we did obtain valuable data that will be instrumental in supporting individualized student learning and align with Rock 5.</p> <p><u>Gifted Education in D49:</u> A survey designed to identify the strengths of our gifted program and identify areas for improvement has been emailed to parents of gifted students in District 49. A second invitation will be sent in a few weeks to attempt to maximize the response rate. This information will be used by the GT task force as it begins to formulate a long-term plan of improvement. This process aligns with Rock 5 of our district’s overarching strategic plan.</p> <p><u>Health and Wellness:</u> Rachel Duerr, our Health and Wellness Coordinator conducted an all-day training for building level Coordinated School Health co-leaders. Rocky Mountain Health was available to review the new <i>Destinations Healthy Schools Successful Students</i> manual. As a condition of the grant we received from Rocky Mountain Health, each school will be asked to complete SHIPS or School Health Improvement Plans. These documents will be used to guide the schools as they seek to bring additional health and wellness resources to the students.</p>	<p><u>CogAT:</u> Student scores are becoming available. Building leaders will decide how to disseminate the data to parents (mass mailing vs. available upon request). Additionally, GT Specialists will review the data to identify students for the gifted nomination process.</p> <p><u>Big Rocks Survey:</u> After feedback from Big Rock Subcommittees, the final draft of the Big Rocks Survey is being compiled. The survey is expected to be released shortly after the new year and is designed to solicit feedback from all district stakeholders.</p> <p><u>December Count:</u> As October Count is being finalized, we are already preparing for our next student count. The December count is limited to students receiving special education services and is used by the state to determine how much additional funding we will receive for these students.</p> <p><u>Health and Wellness:</u> December 2 will mark the beginning of the “12 Days of Fitness”. Every day until the 17<sup>th</sup>, at 12 noon, there will be 12 minutes of guided exercise. Each day will be a different activity ranging from Zumba on the 6<sup>th</sup> to Tabata on the 16<sup>th</sup>. This will be held in the transportation modular and is designed to fit into staff lunch breaks.</p>
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<p><u>University Partnerships</u> Professors from the University of Phoenix presented, “Difficult Conversations” training for Lead Mentors from each school on November 21. This session was the 3<sup>rd</sup> in a series developed collaboratively between the executive director of learning services and the university to enhance instructional coaching skills of mentors.</p> <p><u>Unified Improvement Planning</u> Work has continued on the development of the district and school level UIPs. The executive director of learning services met with a DAAC subcommittee on November 20 to review the district plan and will present a summary to the entire DAAC on December 3. The district and school UIPs will be presented to the Board as an information item at the December 12 regular meeting.</p> <p><u>Aha!</u> Work continues on the online hub for professional learning, which is anticipated for launch early 2014. The TOSA for online professional development is researching systems and processes to best offer timely, relevant learning opportunities to establish our district as the best place to learn, work and lead. The professional development team met with Schoology to gain insight on the enterprise system for online learning.</p> <p><u>Leadership Academy</u> Session 3 of the Falcon Principal Induction Leadership Academy met November 11. CEO, Peter Hilts presented to the group on “Meaningful Community Participation” and Amber Whetstine shared processes for developing a school vision and plan for increased student achievement. The next session of the academy is scheduled for December 16 and will include topics on individualized education and the Colorado Academic Standards.</p>	<p><u>Leadership Blueprint</u> New leaders in district 49 will participate in Leadership Blueprint December 17-19. District leaders including Board of education directors, principals and assistant principals and central office administration have been working to implement this leadership framework over the course of the last year to establish district 49 as the best place to learn, work and lead.</p> <p><u>Consolidated Grants</u> The executive director of learning services will attend the “Understanding the Ten Risks of Federal Education Grants Management” conference December 4-6. Sessions will include information on budgeting, planning, monitoring and compliance for federal grants in support of Big Rock #1.</p> <p><u>Assessment Task Force</u> During the development of the District Unified Improvement Plan, a need to form an assessment task force was identified by leaders in Learning Services and the zones. Initial discussions have begun to identify needs in the area of assessments aligned with new Colorado Academic Standards and the Common Core. This task force will soon begin to examine current resources, and future needs for a balanced assessment model.</p>
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<p><u>Grants and Fund Development</u></p> <p>A focus of the Grants and Fund Development office in November was to organize and present to long-term funders the resulting benefits of their grants to district 49 programs.</p> <p>The first presentation, Nov. 13, was to the Vice-Chairman of the Caring for Colorado Foundation (CFC), Susan Hill, on the accomplishments of The Academy of Health Sciences (AOHS), which has been supported by CFC grants totaling more than \$200,000 over the past four years. A team of five teachers and two dozen students showcased all aspects of the curriculum including the Emergency Medical Technician class, the Health II and Health Careers classes, and the upcoming Health Information Technology class.</p> <p>Additionally, video clips from graduates of the program, now in college and working in healthcare, were presented to Ms. Hill.</p> <p>The second presentation, Nov. 19, was to Mr. John Farnam, Community Liaison for the Morgridge Family Foundation (MFF). Fifteen administrators, teachers and principals showcased the SMART Board technology &amp; professional development; the Reading Plus online silent reading fluency curriculum; and the Khan Academy Mini-Lab program; which have been the result of over \$250,000 in four years of funding from MFF. The engaging dialogue about education that came out of this presentation provided a very positive foundation for future funding partnerships with MFF. Additionally, our CEO, Executive Director of STEMsCO and the Coordinator of Grants and Fund Development spoke with Mr. Farnam regarding STEMsCO and the potential for MFF funding.</p>	<p><u>Grants and Fund Development</u></p> <p>A \$50,000 grant proposal was submitted to Kaiser Permanente to support physical activity for students and staff (will receive results in Dec. 2013). A \$50,000 grant proposal was submitted to Caring for Colorado Foundation to support the Academy of Health Sciences (will receive results in March 2014). A Letter of Inquiry was submitted to the Helen K and Arthur E Johnson Foundation for \$100,000 to support continuation of the Health and Wellness Initiative. A grant proposal to the Toyota Foundation for \$100,000 will be submitted in December for support of the Science, Technology, Engineering and Math for Southern Colorado (STEMsCO).</p>
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STEM	<p>STEMsCO is an official entity as of November 19, 2013 when the CD Boces officially voted to accept STEMsCO's by-laws, the Executive Team, and Dianne Kingsland as the Executive Director.</p> <p>Peter Hilts and Dianne Kingsland met with John Farnam from the Morgridge Foundation, and they are interested in doing business with STEMsCO on certain projects,</p> <p>The November 21, 2013 COS STEM Consortium meeting was cancelled because of weather.</p> <p>The US Navy wants to partner with STEMsCO and is waiting for STEMsCO's website to be up and working.</p>	<p>STEMsCO's Executive Team will have a short meeting after the Thanksgiving break to vote on officers.</p> <p>There will be a half-day retreat with the Executive Team from STEMsCO and the executive committee from the Consortium in January. Date TBD.</p> <p>The next COS STEM Consortium meeting will be in January. Date TBD. The BSCS and the National Geographic Alliance will present.</p>

Communications	<p>As we strive to support the Portfolio of Schools Rock, and the Best District Rock, our communications team operates in “campaign mode” at all times. However, the Choice Enrollment period is our most significant and aggressive marketing campaign of the year. We are finalizing messaging, including testimonials from parents who have “choiced” into the district about why they chose District 49. We’ll have some powerful stories to share in our coordinated television, radio and print marketing and advertising components. Additionally, we are working with our enrollment team to ensure all materials are up-to-date and consistent with the district wide messaging. It is critical to collaborate to maintain consistent messaging and preserve the district brand, while individualizing zone- and school-level offerings. We’re updating our website to provide clear, convenient information for families visiting our site during the enrollment window.</p> <p>Advancing Big Rock 2, Community, we are finalizing an implementation plan, budget and educational component of a District 49 volunteer program. This will enable us to more meaningfully engage with the parent volunteers already helping support our schools, and provide accountability and safety measures for our schools’ volunteers. This will be a brand new program, encompassing community engagement, education and ambassador elements, enhancing our ability to connect with our volunteers.</p> <p>To support our Trust, Community and Best District Rocks, we are working through a plan for outreach opportunities involving district leaders, beginning with the chiefs (Peter is already doing “Chats with the CEO around the community), extending to board members and departmental leaders. We would like to offer these both internally and externally, striving to build trust with internal and external stakeholders, who often do not get “face time” with those in leadership positions.</p> <p>Advancing Best District and Every Student Rocks, we’ve facilitated media opportunities, showcasing students’ achievements (SCHS InvenTeam), school cultures (SMS student story) and Veterans Day and community-giving features, highlighting excellence in District 49.</p>	<p>Our annual Santa’s Toy Express event is Saturday, Dec. 7, which provides an ideal opportunity to advance our Trust, Community and Every Student Rocks. We will coordinate media interest throughout the day and share coverage with our community through all communications channels. This is an outstanding way to show our district coming together and giving back to our students, which is an exciting story to tell.</p> <p>In supporting our Community Rock, we are researching mobile communications platforms. We want to provide relevant and timely communications to parents in a way that is convenient for them. We’re exploring responsive design, which allows our website to adapt to various platforms (computer, tablet, phone, etc.) and is reactive to users’ needs. This will significantly enhance our communications program, but will be a major undertaking.</p> <p>In advancing our Trust Rock, it is vital to understand what messages and initiatives resonate with our audiences. We will be establishing research components of the district’s communications program to better inform messaging and to test our current campaign related to the effectiveness of communications around our strategic plan. We will conduct polling of our community in the first half of the second semester.</p> <p>We look forward to selecting an outstanding marketing and comm. specialist to support our communications strategy.</p>
	Ongoing	Upcoming

## REPORT OF THE CHIEF EDUCATION OFFICER

CTE

SCHS Engineering/IT - Personal Project is the culminating project for all IB sophomores. It is a semester-long project, focused on individual student passions. Students research and create a project based around either a career interest or a life-long passion. SCHS sophomores in the past have learned to play musical instruments and created music videos, designed eco-friendly sports cars, and more. Every sophomore creates a website to display their Personal Project. Personal Project night is Dec 2<sup>nd</sup> 2013.

VRHS Engineering - students are making Airfoils and testing them using the wind tunnel. After they have tested, they redesign and use the 3-d printer to print the airfoils then retest in wind tunnel comparing their 1<sup>st</sup> and 2<sup>nd</sup> airfoil. Students are also using the flight simulators as a hands on assessment for understanding the concepts of coefficient of lift drag, and center of gravity in understanding about aerospace.

VRHS Engineering - 3 students from the Aerospace/PLTW classes applied and were accepted in the AEFCE (Education Foundation of Colorado, Inc). Private Pilot Exam Prep Course. Students had to submit their school transcripts, fill out application, as well as go through an interview process to be accepted into the program. Only 25 students were selected out of the state. There were three D49 students selected. This class meets monthly during the school year to prepare students to pass the FAA Private Pilot Exam. The first step in becoming a Private Pilot is to pass the FAA Private Pilot Knowledge Exam. This class meets 2 Saturdays a month during the school year to prepare students to pass the exam.

CTE Admin - Career and Technical Education hosted a professional development day on Nov 8<sup>th</sup> 2013. Approximately 55 personnel attended.

FHS DECA Chapter is going to the DECA District 8 Role-play Competition at UCCS this next Tuesday, December 3rd. 24 FHS student competitors will be attending

Ongoing

Upcoming

CTE

<p>FHS IT - Falcon technology students were recently visited by members of Progressive Insurance's Information Technology Operations Department as part of the PEPP program. The goal of the Progressive Educational Partnership Program (PEPP) is to increase awareness among local high school students that Progressive Insurance is a technology leader and for them to consider opportunities to work for Progressive Insurance's Information technology department after graduating from college. This program is helps build partnerships with Falcon High School to enrich Falcon's programs and to identify exceptional high school students who are motivated, self-driven scholars wishing to succeed in the information technology field.</p> <p>This is accomplished through site visits, field trips and real life shadowing experiences and exposure to a large, complex IT environment for technology students. During the visit, Progressive representatives illustrated how technology is changing our world everyday and that Progressive is one of the leaders driving some of this technology. More than 4,000 people currently hold IT positions at Progressive; that's more than 10% of its entire workforce. A large part of this workforce is located in Colorado Springs.</p> <p>FHS IT – Thomas Russell was awarded the Falcon Education Foundation Grant (for the 3<sup>rd</sup> consecutive year). The grant was written to support the purchase of Mindstorms Lego Robots for the students at FHS and FMS. The students will be participating in the SEMTech (Student Engagement and Mentoring in Technology) Program; designed to help students become more engaged in technology with the goal of gaining enough interest for them to take technology courses in high school and go on to major in computer science in college.</p> <p>VRHS IT - CyberPatriot Teams at VRHS scored 100% in their first round of competition. There were only 13 teams over 800 competing (High School &amp; Military Teams) nationwide that scored 100%.</p>	<p>FHS IT - Field trip and guided tour of Progressive's state-of-the-art Data Center, workshops with IT professionals and shadowing experiences in the spring.</p> <p>VRHS &amp; FHS IT – CyberPatriot teams are preparing for the next round of competition on <a href="#">December 6 &amp; 7<sup>th</sup></a></p>
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Ongoing

Upcoming



<p>FHS AOHS - The Colorado State Board of Nursing audited the PPCC Falcon Nursing Assistant Program on November 21, 2013; the program was approved for another two years despite a lower than average pass rate for graduates taking the State certification exam. The auditor suggested some minor changes in curriculum and offered free re-testing of 2013 graduates who initially failed the state certification exam once they take a refresher course at FHS. The drop in the pass rate is believed to be unrelated to programming, as similar declines in pass rates occurred at programs throughout the Pikes Peak region. Plans are underway for both the refresher course and in-facility testing.</p> <p>FHS AOHS - For the fifth year in a row, students in Ethical and Legal Issues in Healthcare had the opportunity to tour The University of Colorado's Animal Research Laboratories (<i>November 15, 2013</i>) This trip is the culmination of study and discussion on the ethical use of humans and animals in medical research. Students were given a tour of the facility by the laboratory's veterinarians and had the opportunity to interact with one of the scientists who researches stroke and cardiac arrest in mice.</p> <p>FHS AOHS - AOHS received a visit from Susan Hill of The Caring for Colorado Foundation on November 13<sup>th</sup> prior to her report to The CFC Board of Directors regarding our pending grant proposal for next year. Ms. Hill spoke with students and alumni from our EMT and Health II classes and observed them performing skills and dissecting sheep brains. AOHS has received over \$200,000 from CFC in the past several years and has submitted a grant proposal totaling \$50,000 for the upcoming year.</p> <p>FHS AOHS - Approximately 40 AOHS students volunteered at a Multiple Casualty Incident exercise on November 23, 2013. This event was held at Falcon High School as a mock disaster exercise where EMR students practice the skills learned in the classroom. Volunteers had the opportunity to see first hand what these courses are all about, helping in the personal decision-making process to follow an Emergency Services track as an upperclassman.</p>	<p>FHS AOHS - HOSA student leaders are planning for Pump It Up, Falcon! to be held on Saturday, February 15, 2014. This Community Service Event will include a blood drive and mass hands-only CPR training.</p> <p>FHS AOHS - Members are preparing to compete at The HOSA State Leadership Conference in Pueblo in March 2014, with hopes of going on to compete at The National Leadership Conference in Orlando, FL in June 2014. Total Falcon HOSA membership is at an all-time high this year, with 97 affiliated members.</p>
<p><b>Ongoing</b></p>	<p><b>Upcoming</b></p>



<p><b>November:</b></p> <ul style="list-style-type: none"> <li>- Several ELD/General Education Teachers attended Colorado-Teaching English to Speakers Other Languages Conference in Denver. SIOP Framework author, D. Short was the Keynote Speaker.</li> <li>- Pikes Peak Library District, High Prairie Branch, Julie Simmons, spoke to our Advisory group about ELL resources for all ages, handed out library cards, and books for the children to keep. A new partnership is forming between the branch and ELD.</li> <li>- ELD Parent Advisory Meeting recognized students with the top growth on the annual ACCESS test</li> <li>- Nov. 19<sup>th</sup> – ELD Team PLC – a representative from CDE will present on MPIs – Model Performance Indicators. MPIs are a part of new CELP (Colorado English Language Proficiency) Standards.</li> <li>- WIDA ACCESS – annual Language Assessment for ELLs – Training for proctors – December. Administration is scheduled for the entire month January.</li> <li>- Attended a CDE “Mega Meeting” with discussions on AMAO’s, READ Act, Parent Involvement Legislation, and Data Dig tool.</li> <li>- ACCESS order completed</li> <li>- Adult ESL classes began at Horizon MS – EL parents have participated in English classes taught by two very dedicated teachers from HMS.</li> </ul> <p><b>HOMELESS/MIGRANT LIAISON:</b></p> <ul style="list-style-type: none"> <li>- Continued to interview families to accept into homeless status</li> <li>- Update Infinite Campus with state-reporting fields</li> <li>- Complete the necessary paperwork to reporting</li> </ul>	<p><b>December-January:</b></p> <ul style="list-style-type: none"> <li>- WIDA ACCESS – annual Language Assessment for ELLs – Training for proctors – December. Administration window is January 6 – February 7<sup>th</sup></li> <li>- Creation of online ELD Schoology class – Classroom Instruction That Works for ELLs – to be delivered in December.</li> <li>- ACCESS administration training to be held Dec. 10<sup>th</sup></li> <li>- Dec. 9<sup>th</sup>, ELD leadership to attend, <i>“Beyond Words: Preparing and Supporting Effective Cultural Mediators, Interpreters &amp; Translators as Educational Team Members,”</i></li> </ul>
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## REPORT OF THE CHIEF EDUCATION OFFICER

<p><b>Special Education</b></p> <p><b>Inclusion Training Initiative</b></p> <ul style="list-style-type: none"> <li>Consulted with Dr. Christi Kasa to coordinate rollout of training</li> </ul> <p><b>Closure related to OCR investigations</b></p> <ul style="list-style-type: none"> <li>Completed requirements for two dispute resolutions, resulting in closure of the cases</li> </ul> <p><b>Team Meetings</b></p> <ul style="list-style-type: none"> <li>Special Services administration participated in team meetings for the nurses, the mental health team, and the motor team.</li> </ul> <p><b>SWAAAC</b></p> <ul style="list-style-type: none"> <li>Met with the Assistive Technology Team to review and determine staffing needs</li> </ul> <p><b>Recruitment</b></p> <ul style="list-style-type: none"> <li>Filled Speech Therapist and Certified Occupational Therapist Assistant (COTA) positions with contracted providers</li> </ul> <p><b>SEAC</b></p> <ul style="list-style-type: none"> <li>Participated in the Executive Committee meeting for the Special Education Advisory Committee</li> <li>Initiated development of a leadership survey for Special Services</li> </ul> <p><b>READ Plans</b></p> <ul style="list-style-type: none"> <li>Met with the District Assessment Coordinator and District leadership to collaborate in establishing procedures for developing READ Plans for students with IEPs</li> </ul> <p><b>BLRA Conference</b></p> <ul style="list-style-type: none"> <li>Addressed procedures related to assessment and placement of students with emotional involvement and at-risk behaviors</li> </ul> <p><b>Pre-conferences for Special Education staff</b></p> <ul style="list-style-type: none"> <li>As part of the staff evaluation process, conducted pre-conferences with support staff</li> </ul> <p><b>Springs Ranch Consultation Meeting</b></p> <ul style="list-style-type: none"> <li>Consulted with the Evaluation Team related to a difficult referral</li> </ul> <p><b>Ethics for Public Employees</b></p> <ul style="list-style-type: none"> <li>The Director of Special Services participated in this training</li> </ul> <p><b>Colorado Alternative Assessment Training (CoALT)</b></p> <ul style="list-style-type: none"> <li>The Director of Special Services, the District Assessment Coordinator and the Mental Health Team Leaders participated in a CDE sponsored training in Pueblo</li> </ul>	<p><b>Special Services Leadership Survey</b></p> <ul style="list-style-type: none"> <li>Distributed surveys for the Director, Assistant Director and the Dean of Early Childhood Education</li> <li>The surveys will be open until the end of the first week after Christmas Break</li> </ul> <p><b>READ Plans</b></p> <ul style="list-style-type: none"> <li>Distributed a memo to SPED staff providing direction on the development of READ Plans for students with IEPs</li> </ul> <p><b>Springs Ranch Follow Up</b></p> <ul style="list-style-type: none"> <li>Coordinated assessments</li> <li>The Director of Special Services will attend the Eligibility Determination meeting to provide administrative support</li> </ul> <p><b>CoALT</b></p> <ul style="list-style-type: none"> <li>Follow-up training will be provided to District staff</li> </ul>
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**Ongoing**

**Upcoming**

Special Education

<p>Rock #5 – Special Services Administration worked to support the ongoing efforts of Rock #5, customizing our educational systems to launch each student toward success through a variety of measures over the month of November. A few of these include, a collaborative training with the CIA Coordinator for Director Designees regarding CoAlt changes and changes to documentation related to individual student needs; collaboration for the Unified Improvement Plan improvement strategies and participating in Instructional Rounds in one Zone.</p> <p>Rock #2 – Special Services Administration staff participated in a variety of community based efforts such as the School Subcommittee of the HB 1451 IOG committee fostering a positive, wrap-around launchpad of ideas that support increased support to students and struggling families; consulting with Dr. Christi Kasa from the UCCS in her work with the Falcon Zone to continually Innovate Inclusion, and active participation with the CDE in their Early Dispute Resolution committee. Efforts are moving forward on all levels to increase the depth of individual support for students through this community based collaborative efforts.</p>	<p>Rock #5 – participation in the Cultural Mediators committee and finalizing plans for the January 6<sup>th</sup> staff development day for all special education teachers, itinerants and para-professionals.</p>
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Ongoing

Upcoming

<p><b>Trust</b></p> <ul style="list-style-type: none"> <li>• Online courses regarding policies and procedures for Suicide Assessment, Threat Assessments and Grief, Loss, Trauma Incidents are being developed via Schoology for the purposes of district professional development.</li> <li>• Adjustments are being made to the District Grief. Loss Trauma procedure as a result of feedback from recent incidents.</li> <li>• A grant application was completed by Kim Boyd and Tyra Little to obtain funds from the Colorado Legacy Foundation for Character Education development curricula.</li> <li>• Research is being done in regard to how to best address bullying in all schools throughout the district.</li> </ul> <p><b>Every Student</b></p> <ul style="list-style-type: none"> <li>• A 504 rubric was developed and a district-wide audit of all 504 plans will be conducted.</li> <li>• Teachers in all buildings throughout the district completed CDE's classroom level RtI rubric. The results were distributed to building leaders for use in improving implementation levels. A hardcopy packet of the results has been provided for each Board Member.</li> <li>• A meeting was held with a key representative from CollegeinColorado in regard to ICAP improvement. The District Counselor was asked to be a part of the State ICAP Improvement team due to her level of knowledge and experience with the process.</li> </ul>	<p><b>Community</b></p> <ul style="list-style-type: none"> <li>• The data gathered from the District Climate Survey is being disaggregated and will be delivered to all schools.</li> </ul> <p><b>Work, Learn, Lead</b></p> <ul style="list-style-type: none"> <li>• Training on the Teenage Brain will be held on December 4<sup>th</sup> for all Counselors and Mental Health workers.</li> </ul> <p><b>Every Student</b></p> <ul style="list-style-type: none"> <li>• RtI Resources will be collected from schools throughout the district to create a Resource Bank of effective Interventions</li> </ul>
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<p><b>Leader Training</b> On Tuesday, November 26, approximately 30 district leaders received training in ethics for public sector employers. Mountain States Employers Council presented the two-hour training.</p> <p><b>Policy Work</b> At the December 14, 2013 Board of Education meeting, Paul Andersen will present a set of policies that need to be adopted, revised or repealed as a result of SB 191. HR and Learning Services have collaborated to develop the proposed changes. Zone leaders and legal counsel are also reviewing and providing input.</p> <p><b>Partnering with Charters</b> At the request of one of the district charter schools, Human Resources, in collaboration with the business office, developed a proposal that would allow charter schools to participate in the district substitute system. The proposal includes one time set up costs and ongoing use fees associated with the substitute system. If a charter school chooses to participate, the district and the charter would work from a memorandum of understanding.</p> <p><b>Annual CDE</b> The HR staff is putting final touches on the annual staff report to the Colorado Department of Education. This comprehensive report requires many hours of compilation and data validation. The addition of GOAL Academy to our portfolio of charter schools has resulted in significantly more work to compile this report.</p>	<p><b>Process Improvement</b> Human Resources has commissioned a new project to address problems and challenges associated with the current job description/evaluation form used with classified staff. This project will involve developing a new format for the classified job description and a new "standardized" evaluation tool for use with classified staff. HR will ensure that a communication plan is designed to support the implementation of these changes. HR expects to complete the project by March 1, 2014 in time for annual evaluations.</p> <p><b>HR Newsletter</b> Human Resources is working with the communications department to enhance the monthly newsletter it provides for staff. This will enable HR to push information to staff in a more timely and targeted way.</p>
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<p><b><u>Excel and Expulsions</u></b></p> <ul style="list-style-type: none"> <li>• There were 3 expulsions in the month of November. Two of them were from VRHS and one was from FMS. One of the students has begun the EXCEL program and the other two will start shortly.</li> <li>• We have begun the process of transitioning eight of the current expelled students back to their traditional school on contracts. Six of these students will be going back on deferred contracts and two of the student's expulsions are complete.</li> <li>• Excellent attendance continues to be displayed.</li> <li>• The students continue to work on affective education. Virtues and life skills discussed this month : Honesty, Loyalty and Faith (not in a religious sense – faith in yourself and others)</li> <li>• Weekly discussion s on current events has been added</li> <li>• A number of the HS students have been given the opportunity to receive independent study credits through PLC.</li> <li>• The students continue to work out of the book: “7 Habits of Highly Effective Teams”</li> <li>• Already transitioned students are doing an excellent job at their respective schools</li> </ul> <p><b><u>District Athletics</u></b></p> <ul style="list-style-type: none"> <li>• I am still working with finance on the priority of getting HS fundraising activity accounts in order. This has not happened yet with finance and it is a priority for us in the schools. This was first addressed on November 4</li> <li>• Fall sports will be starting.</li> <li>• A meeting was held on November 22 with transportation and Yellow Bus Media and with the HS Ads. Specifics of revenue from advertising were discussed. We want to move forward with a decision before winter break.</li> </ul>	<ul style="list-style-type: none"> <li>• I met with Greg Northlete for a presentation on artificial turf. He is formulating some cost projections for FHS and SCHS</li> <li>• I met with Dan Rojas and the building ADs. We will be visiting the schools on December 9 to look at logistics.</li> <li>• As the semester comes to a close I will be meeting with schools and students/guardians on December 13 to transition current expelled students back to a traditional setting and to sign deferment contracts.</li> <li>• I continue to meet with PLC Principal Tom Wilke on how we can possibly present a strategic plan to merge our programs to be able to serve more students.</li> <li>• Registration and reservations were made for me to attend the Alternative Education Conference on March 12-14, 2014.</li> </ul>
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<p><b>Reestablish District 49 as a trustworthy recipient of taxpayer investment</b></p> <ul style="list-style-type: none"> <li>• John Litchenberg has been working on the IT Master Plan, Capital Projects, and Bond Mill committees. The priority for John is to make sure each building can integrate technology according to their vision in a cost effective manner.</li> <li>• John has also been working with schools to focus their technology purchases on products and services that best fit budgets and are sustainable.</li> </ul> <p><b>Research, design, implement programs for intentional community engagement</b></p> <ul style="list-style-type: none"> <li>• John Litchenberg has been soliciting feedback from parents of students in the iPad pilot. The goal is to see what areas of our policy or implementation can be adjusted to better meet each students need. A flexible technology initiative will produce better results when it comes to student growth.</li> <li>• John continues to work with the Southern Colorado Educational Television Consortium (SCETC) replacing our television station equipment. This new system will allow D49 to broadcast at the new HD standard and provide better reliability. Installation should be complete before Christmas break.</li> </ul> <p><b>Establish District 49 as best district in Colorado to work, learn, lead</b></p> <ul style="list-style-type: none"> <li>• John Litchenberg participated in the accreditation process at Air Academy High School in District 20. Experiencing this process as an evaluator has given Mr. Litchenberg the valuable insight to help guide D49 down this same path should one of our schools or zones pursue a similar accreditation.</li> </ul> <p><b>Customize our educational systems to launch each student toward success</b></p> <ul style="list-style-type: none"> <li>• John Litchenberg has begun the planning of our staff technology replacement as our current lease of 1000 MacBook Pro's ends in July 2014. This will include model selection, purpose, deployment model, and staff development.</li> <li>• John finished deploying a customized fix from Apple to re-supervise the iPads in our 1 to 1 pilots. Two schools were able to take their iPads home as a result of this deployment.</li> </ul>	<p><b>Customize our educational systems to launch each student toward success</b></p> <ul style="list-style-type: none"> <li>• John will be sending out directions to staff on how to take the Technology Uses and Perceptions survey. This survey is designed to gain a better understanding of how educators use technology in their teaching, their level of experience with technology, and their comfort with and attitudes toward technology. Results from this survey help identify professional development needs at the teacher, school, and zone level.</li> </ul>
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Ongoing

Upcoming

Instructional Technology

<p>Wayne assisted with CogAT testing for all 3<sup>rd</sup> Graders. Test window is Oct 28 – Nov 22<sup>nd</sup> 2013.</p> <p>Wayne confirmed the current Smart Notebook software is not updated to run smoothly with Apple's new Mac Pro OS 10.9. Smartboard users will need to continue using Apple's OS 10.8 until Smarttech releases an update.</p>	<p>Technology input to Technology Master Plan</p> <p>CCS (IT) Contract Review</p> <p>VoIP RFP Committee – Review of Vendor Proposals</p> <p>Review of District's Future with Online Testing</p> <p>Wayne will attend CDE's presentation on Science and Social Studies Site Readiness Kick Off.</p>
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Ongoing

Upcoming



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| <ul style="list-style-type: none"> <li>• <b>Volunteer Procedures-</b> Working collaboratively with Human resources and the Communications Department to create a comprehensive Volunteer screening procedure for background checks and accountability.</li> <li>• <b>Suicide/ Mental health-</b> Continuous meetings to discuss and research various programs to assist our schools and students in the topic of Mental Health and suicide ideations.</li> <li>• <b>Safe 2 Tell reports-</b> Falcon School District has experienced an increase of safe 2 Tell reports this academic school year. This is a good sign that students are reporting “bad behavior” and looking out for the wellness of their fellow students.</li> <li>• <b>School safety Videos-</b> In collaboration with the Colorado Springs Fire Department, we are continuing our school safety videos. Another video shoot on Holiday decorations safety will take place on Monday December 2, 2013 at Sand Creek High School.</li> <li>• <b>Patrols-</b> Mr. Watson continues proactive patrols at all school district sites to maintain visibility and safety for staff, visitors and students.</li> </ul> | <ul style="list-style-type: none"> <li>• <b>“Bullying”-</b> The District Crisis team, along with members of the District Safety committee will begin to look at the Districts’ Bullying Policy to determine possible revisions to the policy based on community/ emergency responder feedback.</li> <li>• <b>Training-</b> Mr. Watson will represent Falcon School District at an upcoming Joint Training and Exercise Planning Workshop training in December, hosted by the City of Colorado Springs and El Paso County Offices of Emergency Management.</li> <li>• <b>Community Partnership-</b> Mr. Watson will represent Falcon School District at the African Americans Leadership Conference scheduled for March 1, 2014. He will take part in a discussion panel to talk about the topic of “Bullying”.</li> </ul> |
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Ongoing	Upcoming
<p>Student Information</p> <p>Central Enrollment:</p> <ul style="list-style-type: none"> <li>Central enrollment is looking to address the enrollment process and procedures for a more efficient and user-friendly experience. To establish a more trustworthy use of taxpayer investments.</li> </ul> <p>Parent Portal:</p> <ul style="list-style-type: none"> <li>Investigate how schools are using the Parent Portal. Help school staff expand the use of features on the Portal to present more information for parents. Help design and implement community participation.</li> </ul> <p>Test Scores attached to Student Information</p> <ul style="list-style-type: none"> <li>Populating Student Information with test scores for 'one stop shopping' for parents.</li> </ul> <p>Gradebooks/Teachers:</p> <ul style="list-style-type: none"> <li>Training for teachers to expand their knowledge on the Infinite Campus grade book features. Helping launch each student toward success.</li> </ul>	<p>School of Choice</p> <ul style="list-style-type: none"> <li>Preparation for School of Choice</li> <li>Establish a more efficient means of communication for Parents regarding School of Choice.</li> </ul> <p>Scheduling for 2014-15</p> <ul style="list-style-type: none"> <li>Scheduling check lists for Infinite Campus set up. <ol style="list-style-type: none"> <li>Course offerings new and current</li> <li>Student Portal Online course requests set up (which schools)</li> <li>Start dates for the grade levels</li> <li>Master schedule types (rotating/block/traditional) periods</li> <li>Working with charters with 8<sup>th</sup> grade to 9<sup>th</sup> grade enrollments, coding for next school</li> </ol> </li> </ul>



## BOARD OF EDUCATION AGENDA ITEM 7.01 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Kim McClelland
<b>TITLE OF AGENDA ITEM:</b>	Proposed Waiver Request for Charter School Application Timeline
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** The State Board of Education has received and approved a number of request for waiver from the traditional charter school application timeline from local school districts that request the waiver due to time constraints inherent in the fall of each year and the difficulties presented by the election cycle every other fall. Moreover, a spring charter school application cycle allows the charter school a longer period of time to prepare before opening its doors and provides for seated DAAC subcommittee members that weren't otherwise available before the first DAAC meeting of the school year. Statute requires a district to post notice of the requested waiver in the district, in the newspaper and through the Board of Education's public meeting notice. These notices have been posted and this meeting's discussion is one step in the process for the board's consideration of a Board Resolution at the December meeting.

**RATIONALE:** State statute (C.R.S. 22-2-117) and Board of Education rule allow local Boards of Education to apply for a waiver from statute and rule that it deems necessary to enhance educational opportunity and quality within the district. Having a charter school application deadline between August 1 and October 1, with a deadline for decision within 90 days, limits the amount of time a charter school applicant has to prepare to open a brand new charter school.

**RELEVANT DATA AND EXPECTED OUTCOMES:** It is anticipated that charter school applicants will have more time to prepare to open their new charter school, if approved by the Board of Education and that reviewers will have more time to fully evaluate each application since the cycle would not coincide with the beginning of a new school year. The district has aligned to the National Association of Charter School Authorizer's Principles and Standards, with fidelity, and this includes providing an application cycle that ensures a greater chance of immediate academic success in a new charter school.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	<u>X</u>
Parent/Community Engagement	<u>X</u>	Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the attached resolution regarding proposed waiver request for charter school application timeline.

**APPROVED BY:** Peter Hilts, CEO

**DATE:** December 3, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>	<b>MCCLELLAND</b>	
<b>COMMENTED</b>				X	

RESOLUTION OF THE BOARD OF EDUCATION

OF

FALCON SCHOOL DISTRICT 49

WHEREAS, Falcon School District 49 (the "District") is requesting a waiver from C.R.S. § 22-30.5107(1), which requires the District to accept charter school applications between August 1st and October 1st (hereinafter, referred to as "Fall Application Cycle"); and

WHEREAS, the attached waiver application substantially complies with the requirements of C.R.S. § 22-2-117, and requests that the District be permitted to require charter applicants to submit letters of intent by March 15th of each school year and applications by April 30th of each school year in order to be eligible for consideration to open a charter school in the fall of the following calendar year (hereinafter, referred to as "Spring Application Cycle"); and

WHEREAS, the granting of this waiver is necessary to enhance educational opportunity and quality within the District because the application submission timeline required in the statute does not provide charter schools with sufficient time to most effectively open a quality school the following academic year; and

WHEREAS, the District is a quality pro-charter authorizer that has adopted the National Association of Charter School Authorizers' (NACSA) Principles and Standards for Quality Authorizing, has five high quality charter schools currently in its portfolio, holds charter schools accountable through a transparent and rigorous process that uses academic, financial, operational, and governance performance data, and solicits new charter school applications through a Request for Proposals application process; and

WHEREAS, the granting of this waiver is necessary to reduce costs to the District, thereby increasing educational opportunities within the District; and

WHEREAS, allowing a waiver of the Fall Application Cycle enables the District to focus its resources on assessing new charter applications in the spring and assessing charter school renewal applications in the fall, thereby most effectively and efficiently supporting schools; and

WHEREAS, the District shall comply with the intent of C.R.S. § 22-30.5-107(1) by providing this notice of the Spring Application Cycle to all potential applicants and shall be held accountable to the Colorado Board of Education by providing notice of its Spring Application Cycle and deadlines; and

WHEREAS, the District has substantially complied with all notice requirements of C.R.S. § 22-2-107 (2) by posting notice in the Colorado Springs Gazette for four weeks and three public places

in the District setting forth a description of the waiver request and the time and location of the meeting and public hearing; and

WHEREAS, new applicants are aware of the proposed timelines because the District has publicized the waiver request and has given notice to the Colorado League of Charter Schools.

NOW, THEREFORE, BE IT RESOLVED THAT the applicant for waiver of C.R.S. § 22-30.5-107 (1) is hereby approved for submission to the Colorado Board of Education in accordance with C.R.S. § 22-2-117.

ADOPTED AND APPROVED this December 12th, 2013.

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President  
Falcon School District 49

ATTEST:

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Secretary  
Falcon School District 49



## BOARD OF EDUCATION AGENDA ITEM 7.02 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Ron Hamilton
<b>TITLE OF AGENDA ITEM:</b>	Sand Creek High School 2014 Calendar Change
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Sand Creek High School has developed a cycle of professional development based on our school's MYP philosophical and instructional needs, which form a strong part of our current instructional frameworks. We have contracted with local MYP trainers to deliver this professional development and need a mid-year development day to continue the cycle of professional learning.

**RATIONALE:** As part of a program of development involving external IB MYP trainers, working in conjunction with the school's IB MYP coordinator and instructional leaders, the need for a mid-year professional development day is integral. This is the opportunity for trainers and leaders to work with the faculty as they reflect on development that occurred, with influence from the beginning of this training cycle, in August and September and to set development goals, particularly in the area of aligned assessment, for the second semester. We also believe that the in-service day on January 6<sup>th</sup> should be maintained as a teacher workday at the beginning of second semester.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Studies indicate that job-embedded training and development, as opposed to external training opportunities, have stronger outcomes for both faculty and students. We expect that this mid-year professional development will support the school's aligned curriculum map, creation of common assessments that meet our curricular objectives as indicated in the 2013-2014 Unified Improvement Plan, MYP Action Plan, and instructional frameworks, and improvements to the school's collegial culture.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	<u>X</u>
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Motion to approve Friday, February 7<sup>th</sup>, 2014 to be transitioned in the Sand Creek High School calendar from an instructional day to a professional development day.

**APPROVED BY:** Peter Hilts, CEO

**DATE:** December 2, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## BOARD OF EDUCATION AGENDA ITEM 7.03 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Amber Whetstine
<b>TITLE OF AGENDA ITEM:</b>	District Calendars 2014-2015 and 2015-2016
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** To ensure consistency for families and staff, the proposed calendars have minimal changes from the current 2013-2014 school year. Slight adjustments have been made to provide for additional consistency across zones. Zone leaders provided input based on previous community and staff recommendations. During the 2014-2015 school year, all schools will begin participation in PARRC and new state assessments as part of the new Colorado Measures of Academic Success program. Although we can anticipate approximate testing windows at this time, revisions to the proposed calendars may be necessary due to unforeseen changes in future assessment windows at the state and national levels.

**RATIONALE:** It is necessary to have district calendars in place to provide families and staff with the ability to plan accordingly.

**RELEVANT DATA AND EXPECTED OUTCOMES:** See proposed calendars attached.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	<u>X</u>
Parent/Community Engagement	<u>X</u>	Social and Ethical Responsibility	<u>X</u>
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to approve the district calendars for 2014-2015 and 2015-2016 as recommended by the administration.

**APPROVED BY:** Peter Hilts, CEO

**DATE:** November 26, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>		X			



## **BOARD OF EDUCATION AGENDA ITEM 7.04 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Certification of Mill Levies for Property Tax Year 2013
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** Each year, the District must certify to the El Paso County Commissioners, the property tax mill levy. The Mill Levy to be assigned is for the tax year 2013, that will be collected in 2014 as part of the District's 2013-14 fiscal year. The Mill Levy can have many components, but for Falcon School District, there are only four components: Total Program (General Fund) Voter-Approved Override (Mill Levy Override related to the District's issuance of Certificates of Participation to construct new facilities according to the November 2005 election), Abatement, and the Bond Redemption Fund.

**RATIONALE:** The Total Program (General) portion of the Mill Levy is set by the Colorado Department of Education according to the School Finance Act of 1994 and so there is no 'decision' to be made. The Abatement portion of the Mill Levy is directed by another section of statute that requires abatements issued in one tax year to be covered by property owners in the subsequent tax year. The abatements are quantified and communicated by El Paso County so, again, there is no 'decision' to be made. The Mill Levy Override and Bond Redemption Fund portions of the Mill Levy are necessary to fulfill the terms of Voter-approved ballot measures related to building construction in the District. The General, Abatement, and Override portions of the Mill Levy combine to determine the total General Funds' Mill Levy.

**RELEVANT DATA AND EXPECTED OUTCOMES:** The Total Program Levy should be 24.459 mills, the Abatement Levy should be 0.146 mills, the Override Levy should be 9.800 mills, and the Bond Redemption Levy should be 11.212 mills; all applied to a Gross Assessed Value of property in the district of \$664,712,070.

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement	X	Social and Ethical Responsibility	X
Operational Efficiency and System Effectiveness	X		

**FUNDING REQUIRED:** Yes \_\_\_\_ No X

**AMOUNT BUDGETED:**

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

I move to certify, to the El Paso County Commissioners, a Mill Levy to property owners within the district totaling **45.617** mills, comprised of a General Funds Levy of **34.405** mills, and a Bond Redemption Fund Mill Levy of 11.212 mills.

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

**DATE:** December 2, 2013

	BUTCHER	HAROLD	IRONS	LAVERE-WRIGHT	MOORE
VOTED AYE	X	X	X	X	X
VOTED NAY					
COMMENTED					

*LaVere-Wright made the motion with revised numbers highlighted above provided by Ridgway. Seconded by Irons. The motion passed 5-0.*

	BAY	HILTS	RIDGWAY		
COMMENTED			X		





## **BOARD OF EDUCATION AGENDA ITEM 7.05 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Jack W. Bay
<b>TITLE OF AGENDA ITEM:</b>	Facilities Dash Board Follow-up - HVAC Staff Position Salary Modification
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION. DESCRIPTION OF NEED:** After reviewing the first quarter dash board information that has been developed for the Facilities, Operations and Maintenance Department it was determined the current HVAC staff members are significantly under paid for the functions they provide for the school district. This position is currently on schedule 13 of the classified salary matrix. This is a highly skilled position that requires certification and knowledge that is not required for a general maintenance tech I position that is currently compensated on schedule 15 of the classified salary matrix. Apparently, this has been an issue that had been identified in the past but never corrected.

**RATIONALE:** This highly skilled position is extremely valuable to the District and should be compensation within the range of our peer K-12 school districts in our region and within the market place in general. If the District elected to outsource this task we would be assessed a fee of approximately \$100 to \$120 per hour resulting in significantly higher costs. Also if the salary modification is not made for this key position the District will have a hard time competing for the type of staff member that will stay for the long term. This requested modification has been reviewed and is supported by human resources department.

**RELEVANT DATA AND EXPECTED OUTCOMES:** One staff member that was designated as an HVAC tech left the District to work for one of our competing districts in Sept 2013 and another recently provided a notice of resignation to work for one of the automated control vendors. The Facilities, Operations and Maintenance leadership has visited with the staff member to request him to reconsider his departure. There are currently two HVAC position on the facilities staff that would be impacted by this modification. The value of the position has been communicated and acknowledged by the entire facilities staff. An analysis of the financial impact is included for review. In summary, the annualized cost for this modification is approximately \$25,000 with fringe costs included. The approximate impact for the 2013-2014 is \$15,000. This additional cost can be offset by other facilities positions that have not been filled after the departure of several staff members.

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	<b>x</b>
Parent/Community Engagement		Social and Ethical Responsibility	<b>x</b>
Operational Efficiency and System Effectiveness	<b>x</b>		

**FUNDING REQUIRED:** Yes **X** No **AMOUNT BUDGETED:** Funds can be offset from FTE positions not filled in the 2013-2014 budget year.

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** The Board of Education approves the salary modification of the Maintenance Tech II - HVAC position to the recommended classified salary schedule effective December 1, 2013.

**APPROVED BY:** Jack W. Bay MBA Chief Operations Officer

**DATE:** December 2, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE- WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X



<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## BOARD OF EDUCATION AGENDA ITEM 7.06 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Peter Hiltz
<b>TITLE OF AGENDA ITEM:</b>	Policy and Procedure Review and Responsibility
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** We seek to improve our policy management system by assigning responsibility to ensure policies and procedures are reviewed on a regular basis.

**RATIONALE:** While policy development and revision is an appropriate governance function, development of the implementing procedures and forms is an administrative function necessary to carry out the intent of the policy.

**RELEVANT DATA AND EXPECTED OUTCOMES:** Under the current system, over 150 district procedures and forms are characterized as board policy, requiring formal board action for any revision. In addition, many of the actual board policies have not been reviewed for several years. We propose to assign an office (Business, Education, or Operations) to each board policy, and to further assign a custodian for each policy who will recommend (through a chief officer) to the board any recommended revisions or other actions.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	<u>X</u>
Parent/Community Engagement	<u>X</u>	Social and Ethical Responsibility	<u>X</u>
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to direct the chief officers to begin recommending governance policies and appropriate board procedures which shall remain under board authority and to begin assigning responsibility for executive procedures to the relevant chief officer. The chief officers shall fulfill this direction through a regular agenda item at board work sessions titled, "Policy and Procedure Review and Responsibility."

**APPROVED BY:** Peter Hiltz, CEO

**DATE:** December 6, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## BOARD OF EDUCATION AGENDA ITEM 8.01 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Amber Whetstine
<b>TITLE OF AGENDA ITEM:</b>	District and School Unified Improvement Plans
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** As part of the district and school accreditation process, districts and schools must annually revise Unified Improvement Plans. The district plan has been developed with input from each of the four district innovation zones, education office leaders, and reviewed by the District Accountability Advisory Committee. The district Unified Improvement Plan specifically describes action steps that the district will take to work toward continuous improvement in student achievement and growth. In addition, each of our coordinated and charter schools develop improvement strategies, which specifically address their school's priority needs. Each of the plans will be submitted to the Department of Education in January for public viewing.

**RATIONALE:** A Unified Improvement Plan allows districts /schools to focus improvement efforts (time, resources, etc.) to impact student achievement in the areas where the most improvement is needed. The development of the Unified Improvement Plan is a requirement by the Colorado Department of Education as part of the accreditation process.

**RELEVANT DATA AND EXPECTED OUTCOMES:** See attached documents

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	<u>X</u>
Parent/Community Engagement	<u>X</u>	Social and Ethical Responsibility	<u>X</u>
Operational Efficiency and System Effectiveness	<u>X</u>		

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** Move to action item for the January regular Board meeting.

**APPROVED BY:** Peter Hilts, CEO

**DATE:** November 26, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>COMMENTED</b>		X	X	X	

***MOVED TO AN ACTION ITEM AT NEXT BOARD MEETING. QUARTERLY UPDATES SHALL BE PROVIDED TO THE BOE.***

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>	<b>WHETSTINE</b>	
<b>COMMENTED</b>		X		X	



## **BOARD OF EDUCATION AGENDA ITEM 8.02 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2103
<b>PREPARED BY:</b>	Brett Ridgway, Chief Business Officer
<b>TITLE OF AGENDA ITEM:</b>	Student Count Update / 2013-14 Amended Budget
<b>ACTION/INFORMATION/DISCUSSION:</b>	Work Session Information / Discussion

**BACKGROUND INFORMATION, DESCRIPTION OF NEED:** CRS 22-44-110 authorizes the Board of Education to "...review and change the budget, with respect to both revenues and expenditures, at any time prior to January 31 of the fiscal year for which the budget was adopted." This is commonly referred to as the 'Amended' Budget (vs. the 'Approved' Budget which is adopted prior to the start of the fiscal year – usually in June).

**RATIONALE:** The amended budget is a time to correct many assumptions that were made in the Adopted Budget to either known variables (e.g. Student Count), or better estimates (e.g. staff costs), and as such is an important exercise – not only for managing the remaining portion of the current school year, but also in laying the groundwork for a budget for the subsequent fiscal year as well.

**RELEVANT DATA AND EXPECTED OUTCOMES:** New staffing models should drive a revised assumption for personnel costs. Certain 'known' issues should be considered as well to determine what directions should be pursued.

**RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	<b>X</b>
Operational Efficiency and System Effectiveness	<b>X</b>		

**FUNDING REQUIRED:** Yes   X   No     

**AMOUNT BUDGETED:**

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

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

**DATE:** December 2, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>COMMENTED</b>		X			

***MOVE TO A DISCUSSION ITEM AT THE NEXT MEETING. MAKE THE JANUARY 22<sup>ND</sup> MEETING A SPECIAL MEETING FOR FINAL APPROVAL.***

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>			X		



## **BOARD OF EDUCATION AGENDA ITEM 8.03 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Barbara Seeley
<b>TITLE OF AGENDA ITEM:</b>	Student Study Trips
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### **BACKGROUND INFORMATION, DESCRIPTION OF NEED:**

#### **FHS**

Wrestling Tournament in Denver at MT Vista HS

Departure-12/6/13 Return-12/7/13

17-18 students will attend this trip.

Cost per student is \$20 (trip costs include one night lodging, meals, transportation and registration fees).

The objective of this trip is for the athletes to compete at tournament.

Fundraising will be part of this program.

#### **FHS**

State Cheer competition in Denver

Departure-12/5/13 Return-12/6/13

23 students will attend this trip.

The objective of this trip is for the athletes to win the CHSSA 4A Coed Division.

Fundraising will be part of this program.

#### **VRHS**

Colorado State Thespian Conference in Denver

Departure-12/5/13 Return-12/7/13

12 students will attend this trip.

Cost per student is \$235 (trip costs include lodging, transportation and conference fees).

The objective of this trip is for the students to attend the Theater conference.

Fundraising will not be part of this program.

### **RATIONALE:**

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness			

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

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

**APPROVED BY:** Peter Hilts, CEO

**DATE:** December 3, 2013



## **BOARD OF EDUCATION AGENDA ITEM 8.04 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Jay Hahn
<b>TITLE OF AGENDA ITEM:</b>	Expulsion/Suspension Information
<b>ACTION/INFORMATION/DISCUSSION:</b>	Information

### **BACKGROUND INFORMATION, DESCRIPTION OF NEED:**

See attached confidential sheet for list of expulsions in November, 2013.

### **RATIONALE:**

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance	<u>X</u>	Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness			

**FUNDING REQUIRED:** Yes \_\_\_ No X

**AMOUNT BUDGETED:** N/A

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

**APPROVED BY:** Peter Hilts, CEO

**DATE:** December 2, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>COMMENTED</b>					

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## **BOARD OF EDUCATION AGENDA ITEM 9.01 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Paul Andersen
<b>TITLE OF AGENDA ITEM:</b>	Policy Revisions Related to SB 10-191 & Teacher Evaluation
<b>ACTION/INFORMATION/DISCUSSION:</b>	<u>Discussion</u>

### **BACKGROUND INFORMATION, DESCRIPTION OF NEED:**

Senate Bill 10-191 has significant impacts on board policies related to teacher evaluation. District administration has reviewed policies as recommended by CASB. Administration recommends the board consider changes to board policies listed below to bring board policies into alignment with statute.

#### **New Policy for Adoption**

GCO, Evaluation of Licensed Personnel  
GCKAA/GCKAA-R, Teacher Displacement

#### **Policies to be Revised**

BDFA, District Personnel Performance Evaluation Council  
GBA, Open Hiring/Equal Opportunity and Affirmative Action  
GBJ, Personnel Records and File  
GC, Professional Staff  
GCKA, Instructional Staff Assignments and Transfers  
GCKB, Administrative Staff Assignments and Transfers

#### **Recommended for Repeal**

The following two policies are no longer needed if the new GCO is adopted:  
GCOA/GCOA-R, Evaluation of Instructional Staff  
GCOC/GCOC-R, Evaluation of Administrative Staff

### **RATIONALE:**

Recommended changes will ensure board policies support the requirements of SB 10-191.

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness			

**FUNDING REQUIRED:** Yes \_\_\_ No \_\_\_

**AMOUNT BUDGETED:**

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

It is hoped that the Board will move this item to an action item at the next regular board meeting.

**APPROVED BY:** Peter Hilts, CEO

**DATE:** December 3, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>COMMENTED</b>					

### **ITEM REMOVED FROM AGENDA UNTIL JANUARY 22<sup>ND</sup> WORK SESSION.**

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					





## BOARD OF EDUCATION AGENDA ITEM 10.01 MINUTES

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Peter Hiltz
<b>TITLE OF AGENDA ITEM:</b>	Executive Session: Pursuant to CRS 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification;
<b>ACTION/INFORMATION/DISCUSSION:</b>	Other Business

### BACKGROUND INFORMATION, DESCRIPTION OF NEED:

### RATIONALE:

### RELEVANT DATA AND EXPECTED OUTCOMES:

### RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	
Operational Efficiency and System Effectiveness			

**FUNDING REQUIRED:** Yes No **X**

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to go into Executive Session pursuant to CRS 24-6-402(4)(f)(I) for discussion of performance of a specific staff member with prior written notification.

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

**DATE:** December 3, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>COMMENTED</b>	X	X	X	X	X

*LaVere-Wright made the motion; seconded by Irons. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>					



## **BOARD OF EDUCATION AGENDA ITEM 10.02 MINUTES**

<b>BOARD MEETING OF:</b>	December 12, 2013
<b>PREPARED BY:</b>	Paul Andersen, Personnel Director
<b>TITLE OF AGENDA ITEM:</b>	Approval of Matters Relating to Licensed Personnel
<b>ACTION/INFORMATION/DISCUSSION:</b>	Action

### **BACKGROUND INFORMATION, DESCRIPTION OF NEED:**

District administration has concluded a thorough investigation of alleged misconduct by a high school teacher. Administration is prepared to present a recommendation to the Board of Education regarding this matter.

### **RATIONALE:**

The Board of Education holds final authority to affirm or reject administrative recommendations for personnel actions.

### **RELEVANT DATA AND EXPECTED OUTCOMES:**

The recommended action is dismissal of the subject teacher for the actions disclosed in executive session.

### **RELATIONSHIP TO THE VISION/MISSION OF THE DISTRICT GOALS ADDRESSED:**

Student Achievement and Performance		Staff Empowerment and Support	
Parent/Community Engagement		Social and Ethical Responsibility	<b>X</b>
Operational Efficiency and System Effectiveness			

**FUNDING REQUIRED:** Yes \_\_\_ No \_\_\_

**AMOUNT BUDGETED:**

**RECOMMENDED COURSE OF ACTION/MOTION REQUESTED:** I move to approve the personnel action as recommended by the Chief Education Officer.

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

**DATE:** December 6, 2013

	<b>BUTCHER</b>	<b>HAROLD</b>	<b>IRONS</b>	<b>LAVERE-WRIGHT</b>	<b>MOORE</b>
<b>VOTED AYE</b>	X	X	X	X	X
<b>VOTED NAY</b>					
<b>COMMENTED</b>					

*Hilts: My recommendation is to pursue dismissal of specific staff member discussed in executive session.*

*Harold: Do we need to change or amend the motion Donna?*

*Teubner: Yes.*

*LaVere-Wright withdrew the motion.*

*It was moved by LaVere-Wright and seconded by Irons to pursue dismissal of the specific person as recommended by the Chief Education Officer. The motion passed 5-0.*

	<b>BAY</b>	<b>HILTS</b>	<b>RIDGWAY</b>		
<b>COMMENTED</b>		X			

