



10850 East Woodmen Road • Falcon, CO 80831
Tele: 719-495-1100 • Fax: 719-495-8900 • E-mail: d49@d49.org

Mission Statement

Together we are committed to graduating and preparing all children for success in college and careers.

MINUTES
REGULAR BOARD OF EDUCATION MEETING
March 14, 2013
Central Administration Office – Board Room

- 1.00** President Harold called the Meeting to order at 6:33 p.m.
Roll Call was taken with the following members present: Mr. Henry Allen Jr., Mrs. Tammy Harold, Mr. Chuck Irons, Mrs. Marie LaVere-Wright, Mr. Chris Wright.
- 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**
President Harold requested a motion to approve the agenda.

Director LaVere-Wright moved to approve the agenda. Director Irons seconded the motion.
Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.
- 4.00 Consent Agenda**
- 4.01 Approval of February Monthly Financial Update
- 4.02 Approval of Matters Relating to Administrative Personnel
APPOINTMENTS:
Leon, Kimberly Hired as the principal at Meridian Ranch International Elementary School effective July 1, 2013. Ms. Leon was Interim Principal for the 2012-2013. Her 2013-2014 salary will be based on the current salary schedule for an elementary level principal.
APPROVAL FOR CONTINUATION FOR 2013-2014:
Axford, Steve Approved to continue in his existing position as Director of Special Services for the 2013-2014 school year.
- 4.03 Approval of Matters Relating to Licensed Personnel
APPOINTMENTS:
Blanas, Megan Hired as an hourly paid Interventionist for Kindergarten – 5th Grade at Falcon Elementary School effective February 27, 2013. This position will auto-terminate on May 30, 2013. This is a new position that has been approved by the Chief Business Officer, Chief Education Office and Innovation Zone Leader. This position will be paid solely out of zone funds.
REQUESTS FOR LEAVE:

Donahoo, Jennifer Written request for a leave of absence for the 2013-2014 school year. This would be covered under the Family Medical Leave Act.

Pharris, Briana Written request for a leave of absence for the 2013-2014 school year. This would be covered under the Family Medical Leave Act.

Weyer, Kimberly Written request for a leave of absence for the 2013-2014 school year. This would be covered under the Family Medical Leave Act.

TERMINATIONS:

Farist, Mindy Terminated from her position as Math Teacher at Skyview Middle School effective February 28, 2013 due to the fact that Family Medical Leave Act (FMLA) has been exhausted effective February 11, 2013. She has been reevaluated under the Americans with Disabilities Act/Amendment Act (ADA/AA) and there is no reasonable accommodation under the ADA/AA that can be provided to her.

RESIGNATIONS:

Albertson, Jennifer Written resignation from her position as SPED MH Teacher at Falcon High School effective May 30, 2013.

Anderson, Jill Written resignation received February 19, 2013 indicating that she will not be returning for the 2013-2014 school year to her position as Special Education SLIC Teacher at Springs Ranch Elementary School.

Brown, Cameron Written resignation from his position as Special Education SLD Teacher at Horizon Middle School effective February 15, 2013.

Derickson, Brett Written resignation received February 11, 2013 indicating that he will not be returning for the 2013-2014 school year to his position as International Baccalaureate Coordinator/Dean of Students at Sand Creek High School.

Ford, Cindy Written resignation received February 14, 2013 indicating that she will not be returning for the 2013-2014 school year to her position as Special Education SLD Teacher at Evans International Elementary School.

Gillam, Ronda Written resignation from her position as 4th Grade Teacher at Meridian Ranch International Elementary School effective May 30, 2013.

Halsten, Margaret Written resignation received February 14, 2013 indicating that she will not be returning for the 2013-14 school year to her position as Music Teacher at Falcon Middle School. Ms. Halsten was currently on a one year leave of absence.

Krug, Stephanie Written resignation received February 19, 2013 indicating that she will not be returning for the 2013-14 school year to her position as Kindergarten Teacher at Ridgeview Elementary School. Ms. Krug was currently on a one year leave of absence.

Wiley, Dawn Written resignation from her position as Counselor at Springs Ranch Elementary School effective May 30, 2013.

SUBSTITUTES:

Aragon, Melanie Hired as a substitute for the 2012/2013 school year for Falcon D49

Ayers, Sharalyn Hired as a substitute for the 2012/2013 school year for Falcon D49

Campbell, Wyndie Hired as a substitute for the 2012/2013 school year for Falcon D49

Carter, Cortney Hired as a substitute for the 2012/2013 school year for Falcon D49

Cleland, Lisa Hired as a substitute for the 2012/2013 school year for Falcon D49

Cobos, Windy Hired as a substitute for the 2012/2013 school year for Falcon D49

Condas Jr., Thomas Hired as a substitute for the 2012/2013 school year for Falcon D49

Dalrymple, Michelle Hired as a substitute for the 2012/2013 school year for Falcon D49

Ehrensaft, Alison Hired as a substitute for the 2012/2013 school year for Falcon D49

Fessenden, Shannon Hired as a substitute for the 2012/2013 school year for Falcon D49

Henderson, Stacey Hired as a substitute for the 2012/2013 school year for Falcon D49

Kapphan, Staci Hired as a substitute for the 2012/2013 school year for Falcon D49

Killgore, Mishka Hired as a substitute for the 2012/2013 school year for Falcon D49

Labonte, Thomas Hired as a substitute for the 2012/2013 school year for Falcon D49
 Lacombe, Joseph Hired as a substitute for the 2012/2013 school year for Falcon D49
 Maiers, Kristina Hired as a substitute for the 2012/2013 school year for Falcon D49
 Malcolm, Alyssa Hired as a substitute for the 2012/2013 school year for Falcon D49
 Martin, Diva Hired as a substitute for the 2012/2013 school year for Falcon D49
 Phanuef, Jeri Hired as a substitute for the 2012/2013 school year for Falcon D49
 Portwood, Jeffrey Hired as a substitute for the 2012/2013 school year for Falcon D49
 Ramirez, Mellora Hired as a substitute for the 2012/2013 school year for Falcon D49
 Reynolds, Connie Hired as a substitute for the 2012/2013 school year for Falcon D49
 Rogers, Christopher Hired as a substitute for the 2012/2013 school year for Falcon D49
 Rossberg, Roger Hired as a substitute for the 2012/2013 school year for Falcon D49
 Saylor, Amy Hired as a substitute for the 2012/2013 school year for Falcon D49
 Schoening, Bruce Hired as a substitute for the 2012/2013 school year for Falcon D49
 Scott, Dana Hired as a substitute for the 2012/2013 school year for Falcon D49
 Trainor, Zachary Hired as a substitute for the 2012/2013 school year for Falcon D49
 Welsh, Erin Hired as a substitute for the 2012/2013 school year for Falcon D49
 Wheeler, Jessica Hired as a substitute for the 2012/2013 school year for Falcon D49

4.04 Approval of Matters Intent to Non-Renew (INR) Licensed Personnel

List of Intent to Non Renew (INR) Staff

Staff Name	Building Location and Position Title
Adamson, Rhonda	Springs Ranch Elementary School – Early Childhood Special Education
Allen, Michael	Vista Ridge/Skyview Middle Schools – Physical Education
Anderson, Nancy	Ridgeview Elementary School – Kindergarten
Arzate, Elizabeth	Skyview Middle School – Spanish
Aubain, Jennifer	Falcon Virtual Academy – Online SPED Instructor
Austin, Jordan	Meridian Ranch International Elementary School – 3 rd Grade
Beadles, Lowell	Horizon Middle School – Math Interventionist
Broderick, Laura	Falcon High School – English
Calhoun, Jamie	Meridian Ranch International Elementary School – 3 rd Grade
Collins, Miriam	Rocky Mountain Classical Academy – Special Education SLD
Cullins, George	Vista Ridge High School – English
Curtis, Jay	Special Services Department – School Psychologist
Ehrensaft, Alison	Sand Creek High School – English
Garner, Charity	Woodmen Hills Elementary School – 3 rd Grade
Kafeyan, Denise	Stetson Elementary School – Early Childhood Special Education
Kautz, Meagan	Meridian Ranch International Elementary School – Kindergarten
Lane, Audra	Sand Creek High School – Dean of Students
Lane, Jennifer	Ridgeview Elementary School – 2 nd Grade
Lewis, Francesca	Special Services Department – School Nurse
McCulloch, Marissa	Woodmen Hills Elementary School – Special Education Severe Needs
Miller, Lauren	Vista Ridge High School – Family and Consumer Science
Mullin, Karen	Falcon High School – Science
Patterson, Julie	Horizon Middle School – Special Education Affective Needs
Phipps, Craig	Meridian Ranch International Elementary School – Music
Prewett, Nicole	Falcon Middle School - Music
Schortmann, Julie	Special Services Department – School Nurse
Sutton, Amy	Falcon Elementary School – 2 nd Grade

4.05 Approval of Matters Relating to Educational Support Personnel

APPOINTMENTS:

Lull, Cheryl New Position that was approved by the Zone Leader, the Chief Business Officer, and Chief Educational Officer. Special Education Teacher Assistant at Evans Elementary School, full time, school year, step 9, 7 hours per day, start date February 27, 2013.

Schar, Amidon Existing Position, Special Education Teacher Assistant at Falcon Middle School replacing Cherylee Rounds, full time, school year, step 6, 7 hours per day, start date February 27, 2013.

Scott, Tricia Existing Position, Special Education Teacher Assistant at Vista Ridge High School replacing Marilyn Santiago, full time, school year, step 1, 7 hours per day, start date February 19, 2013.

Vancil, Shaun Existing Position, Special Education Teacher Assistant at Woodmen Hills Elementary School replacing Courtney Carter, full time, school year, step 1, 7 hours per day, start date February 14, 2013.

SUBSTITUTE:

Busch, Bruce Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Busch, Sherry Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Dowdle, Eddie Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Galindo, JoAnne Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Hackley, Natalie Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Jachimek, Amanda Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Malacara, Connie Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Massey, Sarah Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Olson, Andrew Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Reinhard, Pamela Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Rose, Zachary Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Settle, Melanie Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Watkins, Angel Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Watts, Hannah Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

White, Heather Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

Williams, Jennifer Substitute, wage range \$7.94 - \$15.30 per hour depending on substitute placement.

TRANSFERS:

Shapiro, Cissilee Transfer from her position as Nutrition Services Assistant at Evans Elementary School to an existing position as Nutrition Services Manager at Evans Elementary School replacing Belinda White, full time, school year, step 5, 7.5 hours per day, start date February 25, 2013.

RESIGNATIONS:

Christensen, Kayla Resignation from her position as Support Substitute, effective February 20, 2013.

Day, Kathy Resignation from her position as Executive Administrative Assistant at Central Office, effective March 27, 2013.

Henderson, Curtis Resignation from his position as Grounds Technician at Facilities effective March 14, 2013.

Shuler, Kristy Resignation from her position as Lunch Monitor at Odyssey Elementary School effective March 23, 2013, will remain a Crossing Guard.

TERMINATIONS:

Yslas, Christopher Abandonment

4.06 Approval of Minutes for February 14, 2013 Regular BOE Meeting

President Harold requested a motion to approve the consent agenda.

Director LaVere-Wright moved to approve the consent agenda. Director Irons seconded the motion.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

5.00 Board Update

Director LaVere-Wright – thanked the staff at Stetson Elementary School for their efforts in obtaining seventeen whiteboards and projectors for their school. The whiteboards and projectors are now being installed in the classrooms.

Director Irons - thanked Dustin Horras and his staff for the way they handled the fire that took place at Evans Elementary this week. All staff and students were accounted for within 8 minutes outside and the transportation department had all of the students delivered safely to Sand Creek High School within 40 minutes. This was a great team effort.

Director Allen – the transportation department did a fantastic job moving over 700 elementary students from Evans Elementary to Sand Creek High School this last week. The staff at SCHS did a great job also and the nutrition services department saw that they were fed and taken care of also.

Falcon School District sponsored the African American Leadership Conference and received an award from them for doing so.

Tammy Harold - Several items from the work session on the 7th of March will be action items this evening, the Creation of Colorado Digital BOCES, the Information Technology Contract, the Proposed Administrative Salary Range and the Strategic Plan.

Board member training and conferences - was agreed upon by the board to have budgeted for all five BOE members to attend the CASB Winter Conference training and that each board member will have an allotted \$1,000 for training, workshops and conferences each year.

CEO and CBO evaluations, the evaluations are taking place; tools will be distributed to board members on Wednesday, March 13, they are to be returned to Paul Andersen by Wednesday April 3, Paul will compile the information by Monday April 8 and an executive session will be held April 11.

The COO expectations will be a discussion item at the April work session

The CEO selection process will have 9 steps.

1. Applicants who don't meet the requirements will be screened out. 8 met the qualifications
2. Ranking: Board members review and rank the applicants
3. Formal Panel Interview: Top 5 -6 candidates based on rankings invited in for formal interview with all BOE members, CBO, COO and up to two other panelists.
4. Tour of Schools: Top 2-3 candidates visit five different buildings. Each BOE member is stationed at a different school and hosts a tour with each candidate.
5. Simulation: Top candidates make presentation to the board on a predetermined topic and a community question and answer time.
6. Assessment: Finalists participate in the Flippen Profile. Flippen Group will provide report to the board on each candidate.
7. Decision: Board considers all data points and makes decision.
8. Reference checking.
9. Formal job offer. The target date is May 1, 2013

Tammy Harold and Don Begier presented National Teacher Certification Recognition to Lisa Kulka, and Caralyn Leyes. Chris Freark was unable to attend the meeting.

Chris Wright - we now have an influence at the state level on SB 213. Because of in roads a member of the board, financial officer and a couple of parents will be testifying on Capitol Hill next week. Falcon is becoming a power in the area. The Educational Reform group is watching what is going on and has written that the Falcon School District is the most innovative in the nation. Chris thanked CEO, CBO and COO for looking into the Strategic Plan. Jack is putting together a score card for the facilities department and are finding processes that are more effective. Chris also thanked the IT department for the work they have been doing to help us soft copy all of our curriculum. We will be able to give parents more say in curriculum with the soft copy. Playground for the home school, we have the opportunity to get this equipment free. The program has taken off by leaps and bounds. This has brought many different groups together. He read an article about knowledge workers; these are our staff members, we are well on our way to having this environment across the district.

Brett Ridgway – we hosted the Regional Finance Director meeting this week at Falcon Virtual Academy; we were able to show leaders from across the state what we are doing and also give a presentation on our funding and budgeting model.

Don Begier – Falcon High School Student Shane Borah has been selected as a 2013 Summit Award Recipient. He was selected by the Pikes Peak Council of Boy Scouts of America for this prestigious award, recognizing his academic and community achievements, especially his efforts to raise awareness for anti-bullying programs. Congrats to Shane.

Springs Ranch Elementary School students' stories of the power of kindness have earned funding for their project. The school's second graders won a \$1,000 grant from Student Treasures to publish the students' kindness books each fall.

Falcon Virtual Academy seventh-grader Taylor Blakeley auditioned and was accepted into the Joffrey Ballet School of Dance in New York City. Fewer than 5% of those that audition are selected, and Taylor was chosen from dancers from all over the world to participate in the Joffrey Trainee program. She was invited to train for the next year exclusively with the Joffrey Ballet.

Skyview Middle School Teacher Lindy Bachman has earned her school a \$5,000 grant to fund projects for her seventh-grade environmental education classes. Students will be testing air quality, investigating cause and effect and using critical thinking exercises to make assessments. Kids will be performing science in action thanks to the grant Lindy received from the National Jewish Health Clean Air Campaign.

Jack Bay commended the transportation department on the job they did on Tuesday transporting the students from Evans Elementary to Sand Creek High School; they did an outstanding job. The transportation department also had a CDE review that held our transportation department in high regard.

6.00 Open Forum

Ann Fletcher, parent of student in the district, finds that a board that works together does a better job than those that don't. The board is a unit, it takes three to pass a vote but it takes five to do what is best for our kids. Please think about what you do and do what is best for our kids in everything you do. Take a step back and think about what you are doing to each other when you are not respectful. She thanked the board for their service.

Peg Mahoney, FTEA president, the POWER Zone, by design spent many hours on their innovation plan, and everyone worked really hard. They have come up with a plan that many of them support. Did the TELL survey and Odyssey elementary completed it 100%, the survey was put on by several educational organizations in the state.

Ellen Ducker, grandparent in the district, if she sees something that is not right she will tell the board. The students are the most important thing in the district.

John Nelson, student at Falcon Home School Enrichment program. He told the board what he liked about it. He has many special opportunities there; he is participating in helping their school get the playground. He likes the flexible schedules that are provided. The teachers are interested in him and the program is very hands on and academic.

Tammy Harold – this board has overcome a lot of obstacles and they do know that it is all about the kids. Whether we agree or not we truly do care about the students. We will do even better as we go along, we do want to make a difference and we are doing that.

7.00 Action Items

7.01 School Unified Improvement Plans

Amber Whetstone, Coordinator of School Improvement and Professional Development

Each school in Colorado is required to develop a Unified Improvement Plan, which includes improvement strategies specific to their students' needs. Schools must submit plans to the Colorado Department of Education by March 15th of each school year for public viewing.

A Unified Improvement Plan allows 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 for schools is a requirement by the Colorado Department of Education as part of the Accreditation Process.

President Harold requested a motion to approve action item 7.01

Director LaVere-Wright moved to approve the school Unified Improvement Plans as recommended by the administration. Director Irons seconded the motion.

President Harold asked if there was any discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.02 Information Technology Contract

Kjersti McKee, Purchasing Department

Beginning with a restructuring of the District in January 2011, in which the Chief Information Officer Position (CIO) was eliminated, the Information Technology (IT) support services morphed from an internally provided service to a completely externally provided service. The IT support services have continued to evolve with the introduction of the Mac/Apples products, in addition to the original PCs, to a now limited re-introduction of internal support operating in concert with an external provider. Our external provider, during this entire time, is Colorado Computer Support (CCS). During the periods of change in the provision of services, the District has also had a major change in technology strategy regarding the choice of platforms on the educational side and major changes in the connectivity to the internet.

Given the continued changes in the IT platform and services, District Administration is recommending to re-contract with CCS, rather than have a complete Request for Proposal (RFP) process to solicit other potential service providers. This recommendation comes from a couple of different reasons:

- (1) with the IT platform and service design continuing to evolve at a rapid pace, it is virtually impossible to create a valid scope of service outline upon which to base an effective RFP process on;
- (2) with CCS being the district's support provider for the past eighteen months, there is significant institutional knowledge that they possess that is vital to the continued evolution of our IT platform and service design;
- (3) CCS continues to receive rave reviews for the work they do across the District, from all levels of customers within the District, effectively removing any impetus to seek a change in service providers at this time; and
- (4) CCS has been more than fair to the District, possibly to the point of being unfair to their own organization, by not enacting contractual provisions that would allow them to increase fees due to the massive changes the District has implemented in the last twelve months – specifically the roll-out of the Apple platform, the roll-out of nearly 1,000 MacBook devices, and significant changes to the network infrastructure connected with that change.

All levels of District Administration support this approach to re-contract with CCS rather than pursuing a full RFP at this time. IT support services, as a service-oriented relationship, rather than a physical item relationship (i.e. supplies, equipment, etc.) are not required to be put out for bid according to state statute, mainly for the institutional knowledge component that comes with providing a service rather than a product. Typically, a service-oriented relationship will be put out to bid when either a change in service provider is desired and/or there are concerns about the cost/benefit aspects of a current service provider relationship. With no concerns in either area, District Administration is recommending re-contracting with CCS. It is proposed to re-contract, rather than simply extend the current contract, in order to ensure the composition of the new contract more accurately reflects the current IT platform and likely direction(s) the continued evolution of the IT platform could take in the near future.

President Harold requested a motion to approve action item 7.02.

Director LaVere-Wright moved to approve the information technology contract with Colorado Computer Support for the 2013-2014 School Year in the amount of \$1,254,881.25. Director Irons seconded the motion.

Director Wright - the blended model of the portfolio model in our schools is so important and this will extend our reach. He is excited that such a strong relationship has been developed during this last year.

President Harold asked if there was any other discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.03 Contractual Change for Special Services Providers

Paul Andersen, Personnel Director

To gain Board of Education approval surrounding a change in the way that special services providers are contracted with Falcon School District 49

Special service providers do not fall into the "Teacher" category by definition. By contracting them as special service providers they are exempted from SB191 Teacher Educator Effectiveness requirements. Special service provider contracts will be reviewed and renewed yearly and presented to the Board of Education for approval.

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.

President Harold requested a motion to approve action item 7.03.
Director LaVere-Wright moved to approve the Special Service Provider's contract. Director Irons seconded the motion.

President Harold asked if there was any discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.04 Creation of Colorado Digital BOCES

Brett Ridgway Chief Business Officer, Don Begier Acting Chief Education Officer, Kim McClelland iConnect Innovation Leader

A vision has been formulated to create a partnership between Falcon School District 49 and an institution of higher education to create a cooperative agreement to charter or operate multi-district online schools, blended learning schools and other online-based models that combine the latest in technology and best practices along with data-driven, online and blended learning proven methods for increased student academic success.

This model of learning is the future of learning and our students' future depends on different modalities of online and blended learning. The Colorado Digital BOCES will pursue innovative approaches that will transform the way public online and blended charter schools are supported.

Online schools are struggling academically in Colorado. There is a lack of oversight, support and collaboration for online schools and programs throughout the state. Other districts and authorizers are not able to keep up with the growing demand for this type of learning environment.

Additionally, since the District has just completed a process to charter a large online program, the District itself is not in a position to become the authorizer for additional online charter school programs.

Finally, current law permits the collaboration of a single district (Falcon) with a single IHE to form a BOCES, which among other capabilities, is legally permitted to authorize online charter schools. The fact that this never has happened before should not bar it from occurring at this juncture.

The District has expressed a strong interest in identifying opportunities for operational efficiencies. Formation of the Colorado Digital BOCES will create a vehicle to spread the cost of District resources and personnel between its own needs and those of the BOCES. Additionally, creation of an online BOCES will demonstrate to the entire state how creative and collaborative efforts may be pursued in the interest of supporting the needs of a rapidly changing student population.

The District has aggregated the State's most experienced, professional and passionate cohort of online school management and authorizing experts. Together, this group (including our IConnect leadership, Finance leadership and Charter School Solutions), is recognized as a model for the future of online authorizing. However, the constraints of District resources, accreditation matters, along with the volatility of online education dictate that any authorizing of further online programs should be conducted through a separate entity.

Formation of a BOCES, which may in part be controlled by the District, will enable the District to reduce its own administrative costs (by sharing some costs with the BOCES), will create a new and urgently required new approach to management of online programs, will set the District apart as a true innovator and collaborator, will enhance the District's resume and relations with state institutions of higher learning, will permit collaboration with colleges for purposes of teacher training and mentoring, will drive future potential for new revenues related to MOU's for services to the online programs and backpack funding of co-enrolled students, as well as savings related to shared personnel expenses for teaching, staff training and facilities. This entity will

additionally afford the District with protection from applications for new online charter schools and appeals thereof.

Creation of the Colorado Digital BOCES will set the District apart as a leader in 21st century education.

Students will achieve better educational results than they would in other online programs due to the enhanced accountability provided by the BOCES.

The District will gain in reputation and in overall student growth as it takes steps forward towards the future of education.

President Harold requested a motion to approve action item 7.04.

Director LaVere-Wright moved to approve the creation of the Colorado Digital BOCES, to immediately certify this decision to the commissioner of education, to appoint the CEO as the District's representative thereto, and to enter into a MOU to ensure the continuation of the BOCES for no less than five years starting March 15, 2013 through June 30, 2018. Director Irons seconded the motion.

Brad Miller - procedure wise a separate signature will be required and then it will go to the Commissioner of Education.

Kim McClelland – it will not cost the district, it is an new program and will offer our teachers a greater opportunity for enrichment partnering with institutions of higher learning.

Director Wright - it will allow us to extend our reach outside the district and the state. It has the potential of creating a unified structure for change and innovation.

President Harold asked if there was any other discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright aye. Motion carried.

7.05 Strategic Plan Approval

Don Begier, Acting CEO, Brett Ridgeway, and CBO, Jack Bay, COO

The Board approved training on Leadership Blueprint and Organizational Blueprint in August 2012. A team of District leaders gathered December 11-13, 2012 to participate in Organizational Blueprint, which led to the development of a Strategic Plan. The attached plan outlines priorities the District will take during the next five years.

The Strategic Plan provides a foundation for prioritizing improvement efforts, staff time and resources for the next five years.

Don Begier – revisions were made after receiving feedback at the work session. We want to be intentional in what we do and want to be set up for success. Intentional language around the IT part of the plan.

In block 6 add to the plan.

EXCELEerator Plan – Recommended Additions

6. Opportunities To Exceed the Plan

Create an intentional, comprehensive IT infrastructure plan that supports the growth potential in all areas of the district to include Education, Business, and Operations. As part of the plan, include a refresh plan to ensure the very best and up-to-date technology is available for students and all staff (Education, Business, and Operations).

We are going to be intentional in taking care of technology in our district and always be ahead of the curve.

Add.

14. Semester Priorities

Fall 2013:

Develop a comprehensive plan to "soft-copy" all curricula. As part of the plan, define how this might look for the digital delivery of the curriculum.

The CEO will also be able to bring their creativity and ideas to the table as they come on board.

President Harold thanked Don Begier for the work that they have done on this.

Director Wright - when you think of all the things that we have gone through to get here it is amazing. It will change a lot of lives.

President Harold - this will be a great road map.

President Harold requested a motion to approve action item 7.05.

Director LaVere-Wright moved to approve the proposed Strategic Plan as recommended by the administration. Director Irons seconded the motion.

President Harold asked if there was any further discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, aye. Motion carried.

7.06 Administrative Salary Ranges

Paul Andersen, Personnel Director

Over the past several months, as the District has developed the CEO job description and considered the organizational structure, some questions have surfaced regarding salary structure for the District's top administrative positions. This agenda item includes proposed changes to the administrative salary ranges.

For consistency, district administration recommends the creation of salary ranges for the CEO and Innovation Leader positions. In addition, it is recommended that the Board implement salary ranges for other administrative positions to ensure the overall structure reflects the District's organizational structure and its philosophy with regard to executive compensation.

See attachments for review. Attachment #1 shows proposed changes to the District's administrative salary ranges. Attachment #2 is a summary of market data considered in the CEO salary range recommendation.

President Harold requested a motion to approve action item 7.06.

Director LaVere-Wright moved to approve the proposed administrative salary ranges, as recommended by the Personnel Director. Director Irons seconded the motion.

Director Wright – we have always wanted to put some of these things in place. Thanked the staff for their efforts on this.

President Harold asked if there was any other discussion, hearing none she called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, aye. Motion carried.

8.00 Informational Items

8.01 iConnect Zone Update

Kim McClelland, iConnect Innovation Leader

The iConnect Zone would like to take some time and give the Falcon Board of Education information on the exciting happenings with some of its schools and programs and how they are impacting the Falcon Community. Jim Bonavita, iConnect Solutions Manager will highlight the online district wide initiative that has expanded this school year and what our hopes are for the 2013-2014 school year. Jessica McAllister, Falcon Homeschool Enrichment Program Manager will highlight the growth and special program that has bridged the gap with our homeschool community. In addition to the FHEP update, Theresa Klinitski will introduce what she has also accomplished with our homeschool community. Last, Nicole Paxton, Assistant Principal from Patriot Learning Center will highlight what is happening in their school. Dave Knoche, Principal of Falcon Virtual Academy will be presenting at a separate meeting to talk about how the investment of the new Falcon Virtual Academy building is impacting so many students, parents, and community members around our city and country.

This update is to communicate and share with the Falcon Board of Education the amazing things that are happening in the iConnect Zone with its schools and programs and how they are positively impacting the community.

Jessica McAllister – Falcon Homeschool Enrichment Program Manager – staff committed to lifelong learning and have done a book study. They have had a canned food drive and collected 251 lbs and gave to the Falcon Food Pantry, doing Pennies for Patients and have raised over \$350.00. They have started a kindness campaign. Every student was given a card and they were to do an act of kindness. Their 6 – 8 grade teams have determined that they need a playground at their school. The Tuesday group is doing fundraising and the Thursday group is doing grant writing applications. They are doing a competition to win a playground through Facebook. Have a lot of students that have developed great friendships through this school. They have done field trips, pot lucks and play days. Their enrichment program will continue next year on Tuesdays and Thursdays. They also have a CORE program. Students come one day a week and can work on math and writing. CORE classes will continue next year through 9th day adding science and history or art.

Director Wright - one thing that is amazing is the ability to adapt; we have many mediums available now. This program can enhance the development and lifelong learning for all students.

Nicole Paxton, Assistant Principal from Patriot Learning Center – we have started a GED program. 100% of our students that have taken the program have passed their GED. In 2014 it will be a computer generated program. They have an adopt a pilot program and the pilot lands at the meadow lake airport. Putting together their 4th annual hiking project, it will be an overnight program this spring. They have a new club this year, the culinary creations and have been doing different events. They have received a grant from the Falcon Education Foundation program. They have had their first mural in their school this year, it is in the office. Stop Walk and Talk, they have received a 100% grant; it is an anti-bullying program. Having their first annual prom this year.

Jim Bonavita, iConnect Solutions manager – gave the statistics of what he has been doing in the school. He meets with every student in the school once a week. They have just hit their 600 student for credit recovery. At this time there are about 260 students doing student recovery work. Last semester they had 70 students accomplish their credit recovery work. This program just started in August. He worked with the schools and created the enrollment forms and this program is going great.

8.02 Career and Technology Education Update

Nikki Lester, Career and Technical Education Director

Ten years ago we consisted of 15 CTE classes, we now have over 40 over all between 9 – 12 grade 72 % of our students are accessing the CTE programs; of those students almost 20% participate in a CTE program.

They are working on academically enhanced CTE courses, develop a dedicated CTE Zone, CTE school, and or/CTE wings, expand articulation (college Credits) Last year we had over 600 students that were able to get college credits, increase annual reimbursement through increased funding and staff and develop new programs as community interest dictates.

Internships are becoming a bigger and bigger part of this program.

Director Wright would like to see an innovative plan that introduces how to include a vocational plan in our district

Director Allen would also like to see more vocational opportunities in the districts.

8.03 2012-13 Budget Focus

Brett Ridgway, Chief Business Officer

Late in the third quarter of each fiscal year, it is appropriate for the District to begin considering budget priorities for the following fiscal year. In recent years, the amount of funding available for K12 education has been in question and has, in fact, seen several reductions on a year-by-year basis. As a result, the State's quarterly revenue forecast has become a key indicator on what may happen – not only with the current year state revenue forecast (and by extension K12 funding), but also the forecast for the subsequent year. The next forecast will be released March 20 and provides some flavor to Governor Hickenlooper's original forecast for 2013/14 that was first released in November 2012.

The assumption, at this point, is that funding will increase for the 2013/14 fiscal year. Years beyond that are completely in flux due to proposed changes to the funding of K12 education. A funding increase is a welcome change to the last few years where reductions were common.

Other factors that are defined early, at a high level include projected student count and revenue allocations. FSD Finance typically uses a more conservative assumption of growth in student count than CDE projects in their statewide projection. Reserve allocations, while tied to specific priorities, have the potential to be managed according to priorities and preferences stated by the Board of Education.

With the increased funding proposals we are aware of at this time, the PPR rate would increase by 3%-4%. In addition, the district will show an increase in student count as is normal for Falcon School District. Our current projection of growth in enrollment is 2.7%. The combination of rate and volume increases will provide additional funds to the District that we currently estimate at \$4.8mm. The first caveat on what to do with those funds would be to absorb run rate commitments made in the 2012-13 fiscal year budget that projected to reduce fund balance by \$3.8mm.

The first question to consider, then, is whether to change compensation rates for district staff in the 2013-14 fiscal year. Of the three main salary schedules, the Licensed and Professional/Technical are '2% schedules'. The other main schedule, for classified staff, is a '3% schedule', and so will need to be revised to be consistent with the other two.

In the last week we have had some change and it has not been good. Drop in per pupil funding for this next year. It is down about \$100 per pupil for this next year, that is about one million dollars. We could be doing better but we will be ok.

We are continuing our participation in the legislative process on the hill. We are the next to the last 177 in the state in PPR and the bill will take more from us.

Director Wright - even though we are 177 out of 178 districts, the work that Brett has done has us as second in fiscal responsibility in the state.

President Harold - the administration and staff have done great things.

8.04 Exploratory Team Update

Professional Development

1) Overwhelming response from group in regard to needing increased time for PLCs (late starts, early releases) 51 total votes.

2) Professional development need to continue to focus on differentiated options for teachers (ie. content, needs, modes, etc)

Induction

There is a need to develop an intentional mentorship program (FTE) for the teacher and administration. Induction program to increase retention of teachers and administrators. The team recommends dedicating full time FTE to serve as qualified mentors for first and second year teacher and administrators and those who are experienced but new to the district. 18 total votes.

Micro-Innovation

The committee feels teachers should have opportunities to research and develop different mentors of teaching to improve learning outcomes for students, Further work is needed to develop common definitions, processes, metrics and analysis of outcomes form micro-innovations.

Priorities

- 1) Additional time for teachers to examine micro-innovation ideas (Fed. Ex Time)
- 2) Communication across schools / zones regarding micro-innovations
- 3) PLC time devoted to micro-innovation development

Evaluation

More clarity is needed regarding expectations for Senate Bill 191
CW would like to have an update from each one of the areas.

Amber Whetstine will set the board up with the link to see what was discussed in these teams.

Director Wright - we want to give teachers the opportunity for advancement in their classroom. We need a culture of mentoring teachers. We have got to increase the caliber of our teachers and empower them.

President Harold asked if they are looking at PLC time across the district?

Don Begier said yes they are looking at a 2 hour late start, it would need to be a very structured program.

8.05 Student Study Trips

Information Item for Falcon School District 49 Board of Education

Travel Study Trip request:

VRHS

Wrestling State Meet in Denver, CO

Departing 2/21/13 and Returning 2/23/13

4 students will attend this trip.
Trip costs include lodging, meals and transportation
The objective of this trip is to compete at the State Wrestling meet.
Fundraising will not be part of this program.

Information Item for Falcon School District 49 Board of Education

Travel Study Trip request:

VRHS

StuCo trip to NASC National Convention in Las Vegas, NV

Departing 6/21/13 and Returning 2/24/13

7-10 students will attend this trip.

Cost per student is \$646 (Trip costs include lodging, meals, transportation, insurance and tours)

The objective of this trip is team building, StuCo ideas, networking and other councils.

Fundraising will be part of this program.

The Board took a break at 8:55 p.m. coming back into session at 9:10 p.m.

9.00 Discussion Items

9.01 Policy IJNDB – School Website Publishing Adoption

Stephanie Wurtz, Public Information Officer

Districts and schools interact with the community and communicate with students and parents to improve learning in a variety of ways

School and district websites provide current and complete information to the community at large and give the community a means to communicate with faculty and staff

The communications department maintains the district's website and assists schools/departments in managing their own sites as deemed appropriate.

There is currently no policy in place to offer guidelines or strategies for managing websites appropriately

The proposed policy and regulation provide purpose and use recommendations for leveraging district and school websites, while facilitating brand engagement and reputation management.

The communications department strives to work proactively to connect with community members and share accurate and impactful information with stakeholders, thus a website policy will govern official contributions and engagement via this online information source.

What kinds of photos are allowed? There is a consent form that is signed to allow pictures or not allow them. If there is a student with a media release denied form signed they will work with the schools to make sure that student does not appear in photos.

Add statement student with denied media release forms would not be photographed.

The direction of the board is to move this to an action item with the added statement at the next BOE meeting.

9.02 Safety and Security Strategies

David Watson; Safety Emergency Coordinator gave a powerpoint presentation to the board.

Since 2007 we have been enhancing and improving safety in the district. Improving the surveillance system, looking at safety plans, training going on, assessments continuing over the summer. Climate survey will go out in April. Looking at additional Buzz in systems throughout the district.

Director Allen wants a stationary system, does not want just a buzz in system.

Dave Watson will be bringing a request to the board for an identification card for parents.

Training components, autistic program CPI, security Officers, students, staff, he would like to send one per zone \$2,000.00. Safety and Emergency Assistant would like to extend their days by 5 days for additional training.

Director Allen asked if the district is allowing safety staff to mix in the evening programs at the schools and was told yes, it depends on the event..

Dave Watson – it would be nice to have a safety and emergency assistant part time; he would like to have someone that he could train.

District Security vehicle equipped with emergency equipment. This would be so that there could be emergency equipment in a vehicle. He is working with Jack Bay on this.

Corridor locking doors – he is working with Melissa Andrews about this. This is the most expensive part of the presentation. Would like to see this at all of the elementary schools. They are doing a cost analysis at this time.

Looking at standard uniforms for the security officers in the district. They will have a security badge also. The more professional you look and act the better.

Background checks/fingerprinting for volunteers and watchdog dads. There is a software program we can use. The cost of the program that he wants to use would only cost \$4.00 per person for the background check.

Armed security, one officer per zone – he is discussing this with Don Begier. We need a security force in this district. They would be a part of the security force at activities.

Director Allen - we have got to make sure that our children are safe whatever it takes. We need to make sure that the appropriate training takes place whatever we do. This is a conversation that we have got to have.

Panic alarms/communications for modular -

Gun safe/locker for SRO's in building it would cost about \$1200 for all three high schools.

Additional (communications, supplies) evacuation lessons learned. Looking at command communication equipment. Wants to add radios in the classrooms. At least one per team in each schools.

They will have a debriefing at Evans Elementary tomorrow.

He is working with all the administrators on security needs and the long range plans for the department.

9.03 POWER Zone 2013 Revised Innovation Plan
Mike Pickering, Curriculum, Instruction, Assessment, and Professional Development
Administrator

POWER Zone has added three components to our innovation plan. Curriculum, evaluation, and a zone wide proposal process have been included along with our current calendar setting process. Through an intentionally collaborative effort within the POWER Zone Community POWER Zone has developed a revised innovation plan that will allow our entire POWER Zone believes that through:

- an internally set calendar that best meets the needs of the students within our community
- POWER Zone educators having the autonomy to collaboratively choose and align resources that meet the Colorado Academic Standards
- a teacher and administrator evaluation process that is focused on targeting teacher/administrator growth in areas proven in Dr. Robert Marzano's research to lead to increased student learning
- a community created and driven zone and school innovation proposal process

POWER Zone will be able to meet the needs of their entire community better than ever before.

POWER Zone requests that the Falcon School District 49 Board of Education approve the revised innovation application for POWER Zone. By approving the innovation application, it is understood that POWER Zone will immediately waive out of Board Policy specified in their innovation plan. If approved by the Falcon School District 49 Board of Education POWER Zone's revised innovation plan application will be sent to the Colorado State Board of Education for state approval.

Adopt the POWER Zone's 2013 revised Innovation Plan effective upon approval by the State Board of

Funding for the Innovation Plan revision will come from the POWER Zone budget.

Would like to renew the calendar autonomy and have it start over again it would be three years from this approval.

Held to what they said they would do for the calendar for the 2013 – 14 school year.

Align the calendar to specific needs of the community (professional development, collaboration time, extended learning opportunities).

Want to drive curricular alignment and resourced development/acquisition to the community level.

Online unit and lesson development

Online curricular collaboration

Curriculum POWER

Evaluation system -

Brad Miller - legal assessments – have the state board meet here. Curriculum portion no legal concerns, has a board question about the timing. The three year plan, you can bring a plan to the state board and they would choose. SB 191 is very clear with regard to the growth measure, 50% is the percentage. This would be a departure from the law. What you could do is give this a tentative assurance. Confident that this would be heard. Would be very careful with the assurances documents. There is a piece in the evaluation plan that defines the probationary and probationary status.

Director Wright - what if we created our own tests that were geared to what they want to teach and when they want to teach. They would be able to show growth.

Brad Miller - the power of the state board is very limited. Does not think we will be successful on the growth piece. For now he does not feel we can get out of the growth measure. Regarding the policy part of this document, he does not feel that it needs to be done in a patchwork part of this.

President Harold - let the new CEO that is coming in be a part of this. It is not going to be just this zone it will be across the district. It might need to be one of the first things they do.

Brad Miller – No problem with the calendar or curriculum. The only thing would be the evaluation, but nothing says you can't try.

Mike Pickering - there is no data that supports student growth to student achievement. We do have a huge amount of support to move forward with this.

Director Wright - would suggest that this needs to go back and consider the things that have been talked about tonight. We need to get our political horse out and ride. We need to get our marketing and branding out there. This is worth a step in the right direction.

President Harold - the calendar is already in place and there is nothing new. There is no problem with curriculum. Is this an amendment and addendum to the original request? Does it stay with the original timing or are you asking to revoke the calendar and start? The concern is that if you start over each year you never have to evaluate it. Need to find out where we are with the calendar and curriculum.

Director Wright - what you want them to do is say yes 7 times. Suggest instead of piecemealing this send, it up together as a package.

Mike Pickering – his understanding is that would be refresh and start the three year cycle over again.

President Harold – that would not be good it might not ever have to be evaluated.

Mike Pickering - he was told that it would be a revised plan.

President Harold - does it have the original plan review date or does it start right over.

Mike Pickering - you can say that you don't want to start over.

Director LaVere-Wright - you might not be able to change the state waivers but you could say this is what the district will do. Revisions should not change the review dates. Would like to see the CEO come forward with policy as to how we review these plans.

Mike Pickering - believes that what the board is asking for is that the zone addresses many of the evaluation questions before the April BOE meeting.

Director Wright - there would need to be a vote on each component of the plan.

President Harold - if you move with the evaluation piece, it is going to affect the teachers in the other zones.

Brad Miller - the law is specifically structured to let zones differentiate from each other.

Director Irons only has a problem with evaluation piece.

Mike Pickering needs to know what is wanted from each BOE member.

Director Allen - data to show how you are going to measure growth.

Director Irons - how you are going to measure the growth and how evaluate.

Director LaVere-Wright - there needs to be a growth component in the plan and wants it to be attached to the plan.

Director Wright does not think it can get through as it is.

President Harold - needs to know the growth component and additionally how we are going to do revised plans and what it means moving forward, is it an addendum or is it totally new. If we move forward with assurance document with no blanks, Need to give us something to show growth. Needs to see what progressing is.

Director Irons - three years is three years but at the end of the original three years the plan is evaluated.

Mike Pickering was asked if he would be able to get something to them in two weeks, in time for the work session. He will work on it.

The direction of the board is to bring this back to the board at the work session on the 27th as a discussion item.

President Harold - the goal of this board is to see that your zone is a success when you go to the state board.

9.04 Facilities, Grounds & Maintenance Operations Review and Proposed Realignment

Jack W. Bay; Chief Operations Officer

Based on some of the previous input that I have received from my interview with the Board and the other Chief Officers I was able to determine that there was grave concern on how effective these departments are operating. Consequently, as the new Chief Operations Officer, I have been reviewing the Maintenance, Facilities, Grounds and Site Building Maintenance (M&O) departments to obtain a complete assessment of how the departments are effective running at this time.

Due to the concern over the effectiveness of the maintenance, grounds, and facilities maintenance departments I felt compelled to review the entire operations in these areas. Over the past 60 plus days I have reviewed job descriptions, scopes of work, organizations charts, conducted meet & greet meetings, and held training sessions to determine some baseline knowledge of how we are doing. Based on this analysis I have prepared a realignment proposal for these departments in order to set the stage for current and future evaluations regarding the effectiveness of the M&O department

It is imperative that the M&O department operate effectively and efficiently in order to minimize its cost of operation so the District can allocate as much budget dollars towards instruction as possible. These departments need to conduct daily business in a team oriented fashions while focusing its efforts on proactive management of the District's facilities, grounds and operating systems. The M&O department needs to monitor performance through the use of dash board reports designed to provide key performance

Comments about nutrition services and transportation. Nutrition services, district 49 is greatly respected across the state level and stays in the black. The charter schools in the area

have chosen to use our services for their schools. The same thing for the transportation department have finished a CDE report and we have been told that we are doing a very good job. They are completing an assessment of their department at this time.

What he has done over the last 75 days is to be able to assess how we are doing. The key issues to address is staff and department alignment, focus on key performance indicators, proactive scheduled activity versus being reactive, training and cross training, team all in the boat rowing in the same direction, defined leadership and accountability and focus on customer feedback to determine value provided. He is most concerned about the safety, clean environment, accountability and value provided.

Director Allen would like to see the job descriptions and have them in place when this is done.

Director Wright - this is a start.

The direction of the board is bring this back as an action item and bring the job descriptions at that time.

10:00 Other Business

11:00 Adjournment

President Harold requested a motion to adjourn.

Director LaVere-Wright moved to adjourn. Director Irons seconded the motion.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, no. Motion carried.

The meeting was adjourned at 11:59 p.m.

Tammy Harold, Board President

Chuck Irons, Board Secretary