

## School Board Meeting July 20, 2010

### ***Meeting opens at 5:30 Mountain Vista High School***

Board Members Present:

John Carson	Doug Benevento
Dan Gerken	Cliff Stahl
Meghann Silverthorn	Craig Richardson

*Absent: Justin Williams*

Open meeting at 5:30 pm.

Enter Executive Session at 5:32.

Call to order at 7:09 pm.

(Did not vote to go into executive session – had to go through do formal process)

*Voted to go into Executive Session at 7:10 (forgot to vote before entering)*

*Vote to end executive session 7:12*

### **Public Comment:** (7:20 pm)

**Gunther Wackerle** (*Employee at Mountain Vista HS*):

What is the board's view on the role of the middle school play in Douglas County?

**Carson:** “Public Comment is not a question and answer session.” If board the board would like to answer they can. What is your thought on the role of middle schools?

**Gunther:** Mr. Wackerle discussed his ideas on behavior issues. In his opinion a lot of the problems have to do with a disciplinary question, which is part of growing up... a lot of the emphasis should be put on the language used with kids. He also felt that kids get lost in the transition between middle school and high school.

### **Superintendent Update:** (7:22)

*Presented by: Brian Hales and Susan Meek*

Survey Results from the 2009/2010 School Year

In January 2010 a survey went out to Community (open to all) with 14,649 respondents

In February 2010 a survey went out to All Employees with 1,526 respondents

In Spring of 2010 a survey went out to Stakeholder Groups with 601 respondents

In Spring 2010 a survey went out to Seniors and Alumni with 3,110 respondents

In July 2010 a survey went out to Community on choice with 4,361 respondents

**Stakeholder Satisfaction:**

Continued strong support and satisfaction from schools

<i>Ensuring safe schools</i>	89%
<i>Providing healthy environment</i>	83%
<i>Preparing for higher achievement</i>	77%
<i>Retaining and quality of teachers</i>	73%

**Community Budget Survey Highlights:**

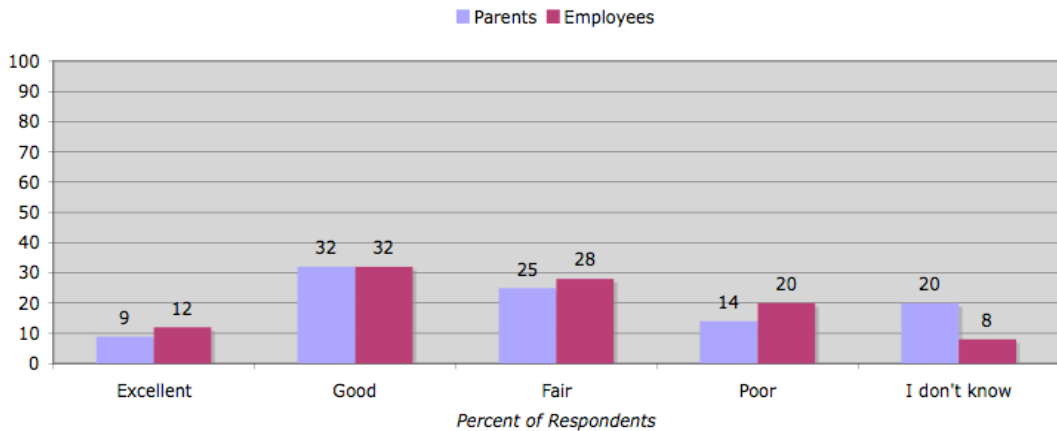
This is where we have opportunities to improve

Learned a great deal from employees and community on their views

Interesting fact: 20% parents don't know how we manage their tax \$\$

20% of employees surveyed feel district manage money poorly

**How well does the District do in managing tax dollars wisely?**



**Stakeholder Highlights**

*Parent, Student and Staff Survey – each school take it once every 3 years.*

Student, Teacher and Parents are asked questions in these surveys

Found that Staff is most supportive of DCSD

Students have lowest amount of support

Parents in the middle of those two categories

*Found that this year students and staff not feeling as recognized as in past*

38 percent of Staff believe district is headed in the right direction

**Choice/Option Highlights:**

*First Priority:* Quality teachers, Safe environment and Good admin

*Second Priority:* 21<sup>st</sup> Century Learners, AP and College Prep

*Third Priority:* Programming

There has been an abundance of information this year with these surveys

Satisfaction numbers from surveys are in line with past trends and are higher than they are on a national level.

***We (Brian and Susan) feel good about that level –***

*Important for Future: Truly focus to communicate and educate the community.*

*Last year was a year of change in our district as was the case across the state*

**Things in place to help:**

New website – placing key messaging on the front page

Utilizing subscription buttons on web page

Fully utilize technology to our greatest extent

Working closely to use the data to inform our decision – these surveys will help drive that

**Questions from the Board of Education:**

***Gerken:*** Is the plan to give the same survey every year so we can see changes?

***Answer:*** Parents, student, staff Stakeholder Survey is a constant – every year we take a look at that – there may be some changes but usually consistent

Budget Survey was new – We were trying to form organization around budget ideas.

-Example are the increased fees.

Choice/Option Survey – provides valuable data – I believe we do want to take a look at doing this annually as we move forward.

***Gerken:*** Are some of these questions comparative nationally?

***Answer:*** Questions are taken from a collection of questions from books or other places.

We make some comparisons on questions, so specific questioning and general satisfaction questions can be compared.

***Gerken:*** It would be interesting to see how we are doing nationally and from year to year.

***Gerken:*** Can you comment on trends?

***Answer:*** We do compare where we can compare.

Schools as a nation are lower than what you rate your local school. As you get closer to the school, the scores go up. (People are more satisfied with their local community than they are nationally with their views on education).

We tend to be above on general satisfaction

***Gerken:*** How are we comparative to last year:

**Answer:** Within a 5 to 10 percent rate each year. The certain ones we highlighted tonight are off the scale - those are the ones we paid attention to/have to track.

**Stahl:** Are you looking at previous years or over an extended time? Staff has a 50% drop over two years in the direction the district is moving.

**Answer:** Actually 40%: It is a different staff each year. Rotates schools in feeders on a three-year cycle. Trend shows us we need to pay attention. Staff is concerned about direction and work environment. That is why we highlighted and are paying attention to it. Parents have had a slight drop probably because they did not know the impact of the budget reductions until after the staff. That may be portrayed in survey results  
Satisfaction for staff has gone from 77 to 38 –

**Stahl:** What happens now – data gets compiled now? What happens next...  
To me a 50 % drop is more than paying attention – we have to fix something.

**Answer:** Communication internally and externally – this data is used for strategic discussions in the district

**Richardson:** Looking at the participation column. Explain how this works – how does this change, how can we judge the survey if whole cohort has changed

**Answer:**

We ran the Stakeholders Survey for all schools for 5 years.

Feedback: Too much

Now a three-year cycle.

District still gets data – feeder split

It is a bit of all schools

This is the 3<sup>rd</sup> year of the process- -in three years we have heard from three different areas. Not talking about the same cohort groups

With big gaps we need to take a look.

If it is within a 5% change we don't really look at it

**Silverthorn:** We are concerned with the staff concern with the way our district. The numbers have changed over the years

**Answer:** Only surveying a third of the schools. Participation was down – much lower rate of return than in previous years

**Gerken:** When did you start the rotation?

**Answer:** This is the third year.

**Gerken:** We have ½ the respondents

**Answer:** Schools are in charge of the getting survey out

**Gerken:** Can you make any judgments based on this?

**Answer:** Too many surveys negatively could have impacted the amount of respondents  
We do not know why people chose to take it or not.  
Could be angry employees that took it.  
Trend shows we need to look at it

**Richardson:** With declining participation, part of that there is a survey fatigue phenomenon.

If there is some way to show the participants - to show they make a difference. Might be an opportunity increasing the number of people

**Stahl:** Give Susan credit – I do think it is telling when we talk about what happens next. When we go back to the respondents. It is one thing to communicate and another thing to educate. However we develop strategy as we are going forward. When I look at the community survey, one I attract to, 89% of community respondents are happy with quality of schools.  
61% are happy with the managing of money. However they are getting information – there is a massive disconnect. I understand transition but difference between information and education.

**Carson:** Thank you.

### **Informational purposes only:**

#### **Sky View Academy Expansion:**

K-8 school to a K-12 school. Phase in 9<sup>th</sup> grade in fall of 2011. Waiting for feedback in fall

#### **Introduction and welcome of new Superintendent Dr. Fagen**

Long transition period – looking forward to great leadership.  
Want to welcome Dr. Fagen on behalf of full board.

#### **Monitoring Reports:**

How we are working on monitoring reports. (Currently Policy Governance)

**Carson:** I explained we have not made any big decisions on Policy Governance and End Statements. I think Dr. Fagen will want to know what kind of monitoring reports we have been using. My recommendation is that we had Superintendent to bring us a proposal – how much detail she would want to bring to the board. Reports have been voluminous and take a lot of staff time. More precise presentations – let Superintendent decide how we want to have staff do in the reporting process.

**Stahl:** Initial thoughts: Leave it to Dr. Fagen to bring what you think is pertinent and relevant – how it comes to us, not interested in form but content. We have limited staff and lean – Wants the nuts and bolts. Serve as a dialogue as we go forward. None of us have weighed in on how the monitoring reports should look. Then we can comment and give guidance. I don't feel like I am in the business to tell staff and the Superintendent how to bring business forward.

**Gerken:** Asked Pat McGraw what he thought– CITE work it seems to me that instead of commenting on End Statements but hopefully we will be doing common assessments. More informative reports to how we are doing. (CITE is the evaluation and pay for performance committee)

**Carson:** I think it is pretty clear – we leave it up to Dr. Fagen to bring a recommendation. We want to have a retreat where we make some decisions on the End Statements and Governing Model – have not had a time in the last few months to work on those. Had an awful lot of things that have consumed out time. We need to attend to those end statements – condense and look. Integrate school of choice – Look to do it this fall at a retreat.

**Stahl:** Mr. President, work that needs to be done ahead of time? Talk about preparation from those discussions?

**Carson:** I think you are right – Best thing to start is for us to have – the appropriate person in the district – bring us a list a name of the Policy Governance or other governance coaches and we can interview those people. We have had several over the past few years. We have to find someone we are comfortable with. I don't think the board can just go out and do – we need someone to help condense this into a working model.

**Stahl:** Is willing to spearhead this project. Pull together history about the End Statements. Where it came from – understanding of where they came from and how we arrived. Cliff is happy to work with staff or appropriate people to get consultants and prepare for the board.

**Carson:** Just bring in us 5 names – more than Policy Governance – Governance Model Consultants – 5 people Cliff screens. Interview three people. Guarantee being on the board for 4.5 years. Can not do it on our own.

**Stahl:** Doug can help

**Doug:** Be happy to help.

## **MODIFICATIONS ON POLICY – Meeting format**

*Presentation Craig Richardson*

**Richardson:** Generally describe concepts

Efficient and Effective Meetings use 21<sup>st</sup> century technology

Board members have not been able to participate because of being out of town

Phone is an opportunity – improvement

***The concept is having telephonic board meetings – exceptional.***

Rare and between regularly scheduled board meetings

They would be public for the law.

Community could come to the district office and listen.

***Vision – exceptional and rare but in light of fast moving events and in light of commitment to conserve energy – I hope – a board in the 21<sup>st</sup> century could do this.***

***We have been in touch with another council that has done this – it is part of Colorado Law.***

***When telephonic board meetings conducted – members can participate and community could listen in a room. What would be the next steps be to pursue?***

***Carson:*** We need an emergency/spur of the moment plan– that we could use by phone – it would be rare. Voting by phone – we might want to think about that. I have not given much thought to this.

***Benevento:*** Craig made a good suggestion – we make a resolution to help bind these options, look at it on paper and then make the determination. Conceptually we all agree we have had some meetings it would have been better to have them by phone if they could not be physically present. I suggest take Craig’s suggestions as respects to a motion – have staff/council propose a resolution that we can review at next meetings or in the future.

***Carson:*** Dick – write something more about public but not action. We want to have a conference call that... - Consider at next meeting

### **Acceptance of the Agenda:**

Moved by Benevento

Seconded by Silverthorn

### **Consent Agenda:**

- Adoption of Consent Agenda
- Douglas County High School Construction Manager/General Contractor Award of Contract Construction Manager/General
- Colorado High School Activities Association (CHSAA) and the scope of employment of Douglas County School District employees who serve on their committees.
- Platte River Academy Contract Renew
- Personnel Changes

***Richardson:*** Question about Construction contract

Explained by District

Gerken wants to know about phone lines and saving money

Will be looked into by district.

***Motion to adopt consent agenda***

**Carson:** Energy conservation contract – we go next month to purchase power?

**District Employee:** Solar panels on 31 sites

Craig Richardson will not be participating in that vote (conflict of interest) and Doug will not be participating because of business...

Renewable energy stuff...

## **Adopt Joint Motion Agenda**

### **CASB (Colorado Association of School Boards) membership dues – \$23,007**

**Carson:** Each year we need to vote on that  
Entertain motions to approve or other actions

**Benevento:** I am going to propose *not* to go with CASB  
It is a fine organization which has been helpful to district  
Primary benefit – legislative work and legal work  
With respect to legislative board – I believe we have a lobbyist for 30k  
They look out for the district and for us  
With respect for the legal side and have been helpful in legal stuff in the past  
With Darci – *if we would give her \$13,000 more - could be used to meet the needs of those legal stuff in the past. Instead of joining CASB.*  
*With remaining \$10,000 going to School Choice – certain legal issues we may have to address – put into the board budget for legal things if necessary.*  
We still have CASE.  
Better use for the money.  
With respect to Darci's money – if legal budget is running thin  
I would come back to board and work with Darci to give her the money.  
*Purpose a motion not to join CASB.*

**Carson:** \$23,000 in budget – give \$13,000 to Darci – \$10,000 to board.  
The way Doug proposed it good. – It leaves \$7.

**Stahl:** Ready to vote on budget as it has been amended.

**Gerken:** Staff members to weigh in candidly.

**Diane:** David used CASB and Jason – lobbyist –  
Board has \$75,000 since we are not going for election

**Benevento:** We may have \$75,000 but we will have to use it next year. We can save \$75,000 for next year. Budgets are getting tight. School board budgets are getting tight.

**Stahl:** Darci not here? I am curious to hear from her. I am curious where CASB sees that \$23,000 historically is there a number we can base off it. Was there a basis she drew for \$13,000.

**Benevento:** If we took \$10,000 for School Choice Initiative  
Darci wanted \$25,000 but would work with \$13,000. I guess the ability for her to use and us to manage. We can determine what the capacity of the legal department

**Stahl:** One time Jason isn't here – I am curious in light of Diane's comments where Jason stands. We pay him an awful lot of money and he is our guy. Particularly interested in helping Jason succeed.

**Gerken:** I am inclined to save the money but I want to vote on it. Jason is someone who can say something that can change my opinion. I would want to hear from him.

**Benevento:** I am – want to vote yes. I want you to be comfortable on what you are voting on.

**Gerken:** Are we going to lose anything if we take this vote in another two weeks?

**Richardson:** I feel like testing it is good – find out we can make it. I am interested in our lobbyist but I have not met him. He is always going to want help. This seems to be an easier thing to do without. If a year goes and we find we miss something we can join.

**Benevento:** Motion – Take and do this thing

**Discussion:**

**Carson:** Part of the 10 k I envisioned being used on the school choice issue. Those of you were at the first meeting – we had a comprehensive outline by Eric Hall. He provided everyone I have talked to – we need him to help us write provisions.

I plan to discuss with Mr. Hall...a contract with him, that would be part of what I envisioned 10k for...

CASB reminds me a of a gym membership. Seems to me like we did not need all of the services.

Stahl: I still withhold that – I don't mean to hold of the group – my preference would be to hear from Jason on it. I will end up voting no for it tonight. Doug deserves a vote on it – we owe it to him on this. It is

**Richardson:** Funds – uses that have efficiencies –

**Carson:** Nona, be shorter on the motion – Board of Education Does Not Approve the Dues to CASB. \$13,000 to Darcy and 1\$0,000 for School of Choice.

Carson	yes
Benevento	yes
Richardson	yes
Silverthorn	Yes
Gerken	Abstain
Stahl	No

**Carson:** I will just say for the members who have other views we can join CASB any other time – any time we see a trade association we see will benefit the district the chair will look at it.

## Board Reports

### School Choice Task Force

*Doug and John: Second meeting – Thursday*

Vision and Purpose of Task Force

Lively discussion will continue

7 sub committees – begin drafting

- Leadership teams of 3/5 people

- Contract Schools

- Option/Certificates – Money flows

- Home schools

- Charter school 5 years

- Neighborhood Schools

- Open Enrollment Reform

- Online Learning Plan

Blue print will consist of these – Monthly meeting.

Initial Presentation to Board will be around October. Questions and comments

- Doug and I are looking for a December time frame to bring to the board.

- 5 Recommendations in each category.

- Super and Admin to initiate these recommendations.

**Stahl:** Can you update the board on the types of participation

- Who from community – all 70% in the room.

- What steps we are not just preaching to the choir...that they are reflective of

**Carson:** We have 50 people on at this point. I have not turned down a single person – it is open.

We have a mix of folks from admin. Pat McGraw. Kendra, have a couple of others – Clay Abila. We have principals on Task Force. I guess you would say all board members. Charter school and neighborhood schools. I think we have a good mix. Heather – Hope online. We can seem to get the home school area. Home school families? Some of the other districts are getting our kids through their home school programs

Is it open and transparent process – Yes.

**Stahl:** Are we doing anything on this to communicate?

**Meek:** We are going to do a call to arms – 9news may do a story.

**Stahl:** I would like to see it succeed....There is a half out there – more community buy in we have going in upfront the better success we will have on the back end. I am interested in that.

**Silverthorn:** I went to the most recent one – I want to thank John and Doug for putting out a vision. There are some folks that are not clear on vision. Task force of the board. We want their ideas and input. At the same time we have to tell them what we want.

**Jim:** There is a process to vision – it does not always come out in the beginning. As the group focuses it will come to light. Some people come in and want it right away. I didn't see any teachers. I would like to hear that perspective. Can you get those people?

**John:** My thinking on the whole thing, as one board member I have a lot of issues I would like to promote on school of choice – I feel like a Task Force is a good first start with parents and community. We could put stuff on the board's agenda and they would pass but we need to have these people work it out. They will have good ideas on how to do this stuff. Get a real good blue print on it. Promote it to the community and talk about it as a board. The board needs to speak on them. After hearing the public's deliberative process. Some will take a few years.

Next item:

**District Advisory Committee:** Silverthorn

DAC: Bylaw changes. It is in an email. DAC asked board to look over changes. Anything that you thought that needed to be changed? We can go over next meeting. It will bring us into current law. Read email so I can get back to Sue as to what type of representation we would want at the August 2<sup>nd</sup> meeting.

**Carson:** Have Darci more explain what these things do. Maybe have the DAC there as well. I have a question? How often do vacancies come up?

**Silverthorn:** Serves on SAC – some are 3-year terms.

**Carson:** Could you talk about what you want? And how to get on DAC?

**Stahl:** Currently interview candidates – interview and then board approves.

**Carson:** You like having Meghann as your liaison?

### **Long Range Planning**

**Stahl:** Committee is off in July for the holiday.

Update: Is essentially the same – as how members are nominated. Interview candidates and the board has final say. We historically have allowed long range planning to draft bylaws. 2 years ago we updated. We don't anticipate updating at this time.

### **Fiscal Oversight: Gerken and Silverthorn**

We are meeting this Friday.

Going through annual audit – no big news.

### **Continuous Improvement of Teacher Effectiveness on Pay for Performance**

**Pat McGraw:** Phase 1 – CITE program – what we are doing (Focus groups of principals) will be rolled out in Halogen it will be rolled out this year. Have sent out videos – explaining this evaluation program. 21 indicators on teacher performance  
Unwrapping what we expect from teachers  
How do we better evaluate

How is this going to drive our schools and provide them with what they need.  
Assessments: We are in a pause with it right now – we need to find out what happens in our C&I department. Making great progress.

Going to have training.

Unwrapping indicators – electronic training – teach people what we expect.

Inter-rater reliability – we need to get consistent results

Linda Shamlin is helping make people ready for this system.

**Carson:** Are we on target to roll this thing out – a pilot run. We are not actually tying compensation this year but to provide a blue print

**McGraw:** Assessment piece – money component. With Karen taking a new job – we have not been able to move forward. We have been looking at the other things. Probably a year out – depends on the systems. Indicators we are taking out into the system.

**Carson:** Would we be on target if we would ask the voters – would we be in a position to ask?

**McGraw:** Key is the assessments – making great progress to the assessments.

**Community Engagement:**

***Stahl***

Susan a spreadsheet in board packet – VISIT ALL SCHOOLS in their location

***Carson:*** PUBLIC MEETINGS – **two in the fall and two in the spring**, rather than once every month. One of the two in the fall should be at a charter school.

***Stahl:*** American Academy – very interested in hosting us. One that had a particular interest. Had informal discussion. I think we will get better turn out when we focus on a...

**Government Relations:**

***Stahl:*** My time is becoming scarce. Many of these efforts require attention – new board members – open up and provide him with a list of committees that we have...

***Board will change up who is on committees this year.***

**Enter 2<sup>nd</sup> Executive Session: 9:19 pm**

Personnel Issues