

ENGLEWOOD SCHOOLS
Englewood, Colorado
Minutes of the Regular Meeting of the Board of Education
March 4, 2008

MEMBERS PRESENT

HEATHER HUNT President
MS. KAREN MILLER
MS. SHELLEY THOMPSON
MS. VICKI HOWARD
MR. SCOTT GORSKY

ABSENT:

STAFF PRESENT:

Dr. James McCabe, Superintendent
Ms. Peg LaPlante, Chief Financial Officer
Ms. Gail Neubert, Director, Student Services
Dale Stout, Director of Technology
Ms. Mary Vedra, Director of Learning Services

OTHERS PRESENT:

Judy Cain	Hannah Young
Martha Palmer	Jodi Litchfield
Tracey Lonn	Sel Hewitt
Mike Carlson	Linda Torres
Marsha Harrington	

I. CALL TO ORDER

Ms. Hunt, President, called the regular meeting of the Board of Education to order at 6:00 p.m. in the Board Room of the Roscoe L. Davidson Administration Building.

II. EXECUTIVE SESSION

The Board Moved to an executive session to discuss the selection of the superintendent in accordance with CRS 24-6-402(4)(f).

THE BOARD RETURNED TO REGULAR SESSION AT 7:00 PM

III. PLEDGE OF ALLEGIANCE

IV. ADDITIONS TO AND ADOPTION OF AGENDA

Dr. McCabe said there was a Personnel addendum.

V. APPROVAL OF MINUTES

Ms. Thompson requested that under action item three the Demographics Study a line be changed to "Otherwise, she agreed with Mr. Hill that the Board should consider consolidating with another district."

Mr. Gorsky moved and Ms. Miller seconded to approve the February 19, 2008 Regular Meeting Minutes as amended.

ROLL CALL:

Mr. Gorsky, Aye	Ms. Miller, Aye
Ms. Howard, Aye	Ms. Thompson, Aye
Ms. Hunt, Abstain	Motion Carried, 4-0

Ms. Miller moved and Mr. Gorsky seconded to approve the February 26, 2008 Special Meeting Minutes.

ROLL CALL:	Mr. Gorsky, Aye Ms. Howard, Aye Ms. Hunt, Aye	Ms. Miller, Aye Ms. Thompson, Abstain Motion Carried, 4-0
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VI. PUBLIC COMMENTS

- There were no public comments.

VII. SPECIAL REPORTS AND RECOGNITIONS

Mr. Jim Chaput, Industrial Arts Teacher at EHS, brought four gentlemen to the Board to receive special recognition for their substantial contributions to the Diesel Technology program at EHS, LL Johnson Distributing, Bobcat of the Rockies, Wagner Equipment, and Mac equipment have generously supported the Diesel Technology program.

Mr. Chaput stated, the contributions from these businesses of equipment, supplies, components, and technical support, have enabled him to start and run the beginning and advanced CTE Diesel Equipment Repair training program at EHS.

The CTE diesel program at EHS focuses on training students to diagnose and repair equipment that is powered by small diesel engines such as large fairway mowers found on golf courses and skid steer construction equipment. This program is unique and is not offered at the secondary or the post secondary level in the surrounding three states.

Ms. Heather Hunt, read the following:

Our first honoree is LL Johnson. LL Johnson sells Toro and other brands of golf course mowing equipment to a three state region. LL Johnson is represented by Dan Melchior, vice president, John Bursch lead service manger and Iro Pratt service manager. Dan and John are directly responsible for getting Jim Chaput interested in training technicians for the golf course industry. LL has been a part of the program for over four years. LL Johnson has contributed: Ongoing technical support, input on what is most valuable to teach the students, used turf mowing equipment and components, a hydraulic flow and pressure tester and new demo equipment for the students to learn the latest technology. LL Johnson also takes part in the spring job fair and offers summer jobs for students leading to careers.

Jon Bursch is the president of Mr. Chaput's advisory board for the diesel program.

Our Second Honoree is Bobcat of the Rockies. BOTR is represented by Alan Coffman, President and Joe Dinneen, service supervisor for all 5 BOTR stores. BOTR has been involved in the program for 3 years. BOTR has contributed: Rotating new skid steer loader equipment for student training on the latest technology, \$5000.00 cash for a high pressure, hydraulic and flow tester and other much needed equipment, numerous Bobcat skid steer components, training materials, and on going technical support.

BOTR also takes part in the spring job fair and offers summer jobs for students leading to careers.

Our third Honoree is Wagner Equipment. Wagner Equipment is represented by Marty Cibro, the lead trainer for the Caterpillar program. Wagner offers tremendous opportunities for qualified graduates from the heavy diesel program after high school graduation. Wagner

Equipment has donated: numerous diesel components, engines, and caterpillar training materials. Marty is on the EHS board of advisors for the diesel program. He also takes part in the spring job fair and offers summer jobs for my students leading to careers. This is the second year of Wagner's involvement in the diesel program.

***Our fourth honoree is Mac Equipment and Hustler Turf Equipment of Kansas.** Mac Equipment is represented by Scott Weaver. This is the first year of involvement in the program for Mac equipment and Hustler Turf Equipment. Hustler Turf and Mac Equipment have donated: a classroom set of electrical components and is currently working with Mr. Chaput to write a "Hustler Equipment Repair Certification" training program. They are rotating the newest produced turf mowing equipment into the program on a yearly basis which provides student training on the latest technology.*

Each of the honorees expressed their appreciation for the Diesel Technology program at EHS stating there is a high demand for trained diesel mechanics. They also mentioned that qualified diesel mechanics starting pay is very high so graduates of the program have promising futures. Mr. Chaput pointed out that the son of the Principal of Englewood High School was a graduate of the Diesel Technology program and is currently working on Caterpillar equipment in Grand Junction. He also mentioned the outstanding opportunity this program presented EHS students.

VIII. BOARD MEMBER REPORTS

- **Mr. Gorsky** stated that he was very pleased with the superintendent selection process and he was happy with the results. He expressed his appreciation to everyone who participated in the process.
- **Ms. Howard** said that there is a Nutrition Committee meeting on Monday at 2:45 p.m., but she is unable to attend because it conflicts with her work schedule. Ms. LaPlante apologized but explained she was trying to accommodate the food service workers. Ms. LaPlante will try to schedule time for the next meeting that will allow Ms. Howard to attend
- **Ms. Miller** announced that the Englewood Education Foundation granted Dr. McCabe's request and will pay for the Constitution materials from the Liberty Day organization. This will provide 5th grade students a booklet containing the United States Constitution and the Declaration of Independence along with flashcards with questions about these documents. November 15 is the date set by the Englewood Education Foundation for the "Fall Fling". Ms. Miller also noted that the Major Savers fundraiser will begin soon and encouraged everyone to buy a card. An Englewood Alumni Directory will be produced this year. Ms. Miller, working with the company producing the book, will provide the initial pages providing highlights of Englewood. Ms. Miller commented that the superintendent search process was similar to the process used three years ago. She is confident that the results will be good for the district and the community.
- **Ms. Hunt** said that she and Mr. Gorsky attended 18 hours of International Baccalaureate (IB) training in Vancouver. This was a very worthwhile opportunity as the district pursues implementing the IB program in our schools that will require the Board to make informed decisions. Ms. Hunt supports the IB philosophy, the focus on internationalism, inquiry learning development, and making students responsible for their own learning. Ms. Hunt also mentioned attending Ms. Michelle Grimes' production of "A Cloudy Situation" at Clayton Elementary that addressed

bullying and how situations can escalate. Students from across the district participated in the play. March 7 she plans to attend the "Wizard of Oz" at EHS. Ms. Hunt thought the superintendent interviews provided a lot of positive feedback. She enjoyed the open house at the City Center where everyone had the opportunity to meet the candidates. Ms. Hunt and Mr. Gorsky will be attending a Colorado Association of School Boards (CASB) meeting where they will help select topics for the 2008 CASB Convention. The Board Breakfast at Bishop allowed Board Members to see the festivities for "Read Across America" and Dr. Seuss' birthday.

IX. SUPERINTENDENT REPORT

- Dr. McCabe told the Board that, in response to the inquiry about how to recognize volunteers, it was decided that the building would hold ceremonies for their volunteers. A Board Member will attend ceremonies at the schools and then recognize the volunteers who are selected for special recognition at a regular Board meeting. Ms. Hunt commented that recognizing volunteers at the schools where they volunteer seems more personal.
- The Future Business Leaders of America group at EHS won 19 awards at the district competition and 7 members qualified to attend the State competition.
- The EHS Band recently qualified for the State competition.

X. ACTION / DISCUSSION / INFORMATION ITEMS

1. Extended Field Trip—Spanish IV and Advanced Placement Spanish

Ms. Tracey Lonn, Spanish Teacher at EHS, stated that she would like to offer the opportunity to Spanish IV and AP Spanish students to participate in a field trip to Spain during the summer of 2008. She stated that she spent a semester in Spain and there is nothing like being immersed in the language and culture that will better help develop fluency in the language. The students will have to learn how to do everyday activities and cope while only using Spanish. She provided, for the Board to review, materials and forms the students will use to apply for the trip. Ms. Thompson asked if there was any funding available for students who qualify and would like to participate but do not have the required funds. Ms. Lonn said there are no funds for this summer's trip but it would be possible to raise money for future trips. Ms. Thompson said she would like to see funds raised for next year to allow more participation. Ms. Howard asked if there were students already interested in the trip? Ms. Lonn stated four of the five AP Spanish students have signed up. Mr. Gorsky asked how students met the qualifications mentioned in the application and Ms. Lonn explained there was a test that used authentic materials from Spain. Dr. McCabe emphasized the importance of following all the specified procedures and completing all the necessary forms.

Ms. Thompson moved and Ms. Hunt seconded to approve the request for an extended field trip to Spain by EHS Spanish IV and AP Spanish students for summer 2008.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

2. Response to Intervention Presentation

Ms. Gail Neubert introduced Ms. Montina Romero, who is a trainer for Response to Intervention (RtI), a new program being mandated by the Colorado Department of Education (CDE) that is designed to address the learning and behavioral needs of all students at the point they are at and help them move forward. RtI is a framework for educational reform. Commissioner of Education Jones was Ms. Romero's former boss in the Fountain-Fort Carson School District, and has asked Ms. Romero to help with the introduction of RtI to districts. This program is not mandated but soon will be.

Responding to Mr. Gorsky's question about training, Ms. Romero explained CDE plans to train key district people who will then train other teachers in methods developed for individual student interventions. Ms. Romero presented a description of the system as well as the tiered level of services and data on student performance. First will be a rollout of RtI with regional trainings and training of trainers. Principles that the program is based on include the belief that all children can learn and achieve high standards as a result of effective teaching. All students must have access to a rigorous, standards-based curriculum and research-based instruction. Intervening at the earliest indication of need is necessary for student success. And a comprehensive system of tiered interventions is essential for addressing the full range of student needs. Other core principles include the belief that student results are improved when ongoing academic and behavioral performance data are used to inform instructional decisions. Collaboration among educators, families and community members is the foundation to effective problem-solving and instructional decision-making. Ongoing and meaningful involvement of families increases student success. All members of the school community must continue to gain knowledge and develop expertise in order to build capacity and sustainability. Effective leadership at all levels is crucial for the implementation of RtI. Ms. Romero described the Colorado Multi-Tiered Model of Instruction and Intervention that indicates a Universal Level where all students will receive high quality general education that incorporates screening, progress monitoring and assessment of learning and behavior. The Targeted Area includes students identified as at-risk or under-achieving who require support to make sufficient progress. The Intensive Level provides interventions for a comparatively small number of students with severe or chronic needs based on monitoring or diagnosis of needs. Traditionally focus has been problem centered; with RtI focus will be on outcomes and what can be done to improve those outcomes for the student. Curriculum must be data driven and will be designed to meet the needs of all students at all three levels, adjustments and support materials will be provided as necessary. Teachers will be held accountable and challenged to find methods to reach all children. Effort must be made to not label students with learning deficiencies rather to provide the correct instruction to meet their various needs. Behavior needs must be equally addressed due to the effect it has on learning. Central to RtI is the recognition of shared responsibility to meet student challenges requiring involvement of families, students, community leaders, and educators who will share information, problem solve and celebrate successes. Ms. Thompson stated her understanding is schools are failing too many kids and not providing the appropriate opportunities to learn to all students. The Board of Education receives many studies and reports and it is difficult to know what should rise to the top and be addressed. Ms. Romero replied that RtI is not an additional program but should fit with what districts are currently doing. RtI will focus on the necessity to look at what is being done and what must be changed to accomplish the goal of serving the needs of all students. Mr. Gorsky stated that this program seems to be a great state

wide initiative and he hopes CDE will support the districts as they implement RtI and accomplish the goals prescribed. He stated the trainings may be great but consultants are also necessary to help districts through the process because people in education are already over burdened. Mr. Gorsky further stated that money from the State is needed to implement these new programs to help provide the necessary trainings. Ms. Romero stated that she thought the Commissioner would meet these needs. Ms. Thompson added that she supports sharing best practices, agrees that data does not lie and districts must act accordingly.

Ms. Miller had an urgent call and had to excuse herself from the Board Meeting at 8:30 p.m.

3. Pennies for Peace

Ms. Mary Vedra provided a video explaining how the Pennies for Peace project came about. In 1993 Mr. Greg Mortenson went to the Himalayas to climb the mountain K2. He was not successful in reaching the summit instead he became sick and stumbled into a small village in Pakistan. The people were very poor but provided food and comfort that allowed him to recover. He saw that the children did not have a school or even pencils and decided that he would come home to America and find a way to help the people in small villages in Pakistan and Afghanistan. Beginning with a school in Wisconsin, where his mother was the Principal, Pennies for Peace began. This project is based on the fact that everyone in America can afford to donate a penny. The pennies raised at the first school provided over \$600 that was the largest donation at that time. He formed the Central Asia Institute to help poor people in the mountain regions of Pakistan and Afghanistan. In ten years Mr. Mortenson's efforts have enabled the building of 55 schools. He co-authored the book Three Cups of Tea to document his story and show what life is like in these small villages. The title refers to the philosophy he learned from the villagers of Karakoram, "Here (in Pakistan and Afghanistan), we drink three cups of tea to do business; the first you are a stranger, the second you become a friend, and the third, you join our family, and for our family we are prepared to do anything—even die." His story is also depicts what can be accomplished when people care for others and want to help. Englewood students and staff are being asked to participate in this international project. The project fits especially well in the International Baccalaureate program. Ms. Vedra expects the program will be successful and students will enjoy the activity, and experiencing the pleasure of helping. The project will end at the start of Englewood's spring break. This project will focus positive attention on Englewood. Greg Mortenson's mother will be in town and filming for the project will be done in Englewood. Students will learn that they can make a difference in the world. Ms. Thompson asked Hannah Young, Kindergarten Teacher at Charles Hay, if the kids are receiving the program well? Ms. Young, who was in the audience, stated the kids did understand and were responding well. Seeing the video presentation helped make it real to the children. Ms. Thompson pointed out that children see the world in ways that sometimes surprises adults. The example she gave was that when her young son was looking at a picture, from the Central Asia Institute Calendar, of boys playing soccer in Kabul he noticed the building in the background with windows missing. He inquired as to why the windows were not in the building. He looked beyond the subject of the picture and tried to process why the area looked so different than what he normally sees. Ms. Vedra expressed that Englewood kids respond with sensitivity and care when they learn about the difficult situations some children experience daily.

4. 2008-2010 Calendar 1st Reading

Ms. Mary Vedra presented the district calendar that the calendar committee developed for 2008-2010. This calendar provides a one-hour late start for school on Mondays. Ms. Thompson inquired what advantages were provided by late start days over the currently used early release days? Ms. Vedra explained that late start days every Monday will provide time for teachers to analyze student data, plan instructional strategies, and develop common assessments. Sharing of curriculum across the district will occur. A cost benefit will be a reduced number of substitute hours. This calendar provides for standardization across the district. A goal for the district is Organizational Alignment for Continuous Improvement. This calendar creates academically focused Professional Learning Communities at all buildings. The 2008-2010 calendars provide for frequent, consistent and data-driven discussions among teachers. Plans for interventions with individual students will also be developed during the late start times. The impact of the new calendar on families was discussed. Ms. Hunt pointed out that early release days were once a month but late start impacts every week. The district promised to make accommodations to assist families if necessary. Having all schools on the same schedule should allow for families to better meet childcare needs and have consistent schedules. Ms. Neubert stated that, from the school principals' perspective, this is a gift to have time to bring all teachers together. Also, regularly scheduled meetings point out, to teachers, the importance of this work. Ms. Howard questioned how this would work at EHS since it impacts advisement times? Ms. Vedra stated that advisement does not seem to currently be meeting the students needs and administrators are considering ways to revamp advisement. Ms. Thompson asked how the new calendar information would be provided to families? Ms. Vedra stated School Accountability Committees and the District Accountability Committee will address the issue of getting the information to families and will help facilitate the new schedule. Dr. McCabe said all the district leaders are in agreement with this calendar. Mr. Gorsky added that from a teacher's view this is great and provides structure for the work to be done. He further stated he wants to be certain the time is used effectively. Ms. Neubert stated Ms McCaslin is going to the RtI training and will be the point person for training the district trainers. On August 29, 2008 every district teacher will receive training. Ms. Neubert also pointed out that the literacy coordinators would coach and be certain the RtI teams are effective. Ms. Vedra pointed out school starts two days earlier in August and spring break is one week later. Spring break being later coordinates with the Jeffco League for athletics. Ms. Thompson said she supports having one calendar for the district and offered to help gain acceptance of the calendar by district families. Board Members agreed to attend school PTSO meetings to help explain the calendar and answer questions parents may have.

Ms. Thompson moved and Ms. Hunt seconded to approve the calendars for 2008-2010 for a 1st Reading.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Absent
Ms. Thompson, Aye
Motion Carried, 4-0

5. Legislative Update

Ms. Peg LaPlante provided information on several bills currently in the State Legislature that could have an impact on education.

- HB 1186 would allow for some students to opt out of CSAP testing. Ms. Hunt stated that Colorado Association of School Boards (CASB) does not support this because CASB fears it will allow for abuse of the privilege.
- SB 130 would allow school boards, to approve “schools of innovation” similar to being a charter school. Sixty percent of the staff in the school would have to agree before the change could be established.
- HB 44 would require schools to clear background checks on employees in a more timely manner. This would be unfair to school districts that rely on the Colorado Bureau of Investigation to do background checks.
- HB 1021 would allow students considered to be “gifted” early access to school at the age of four.
- SB 129 would require each school district board of education to adopt and implement a policy that prohibits the sale of beverages in schools unless they meet certain nutritional criteria. It would also require additional funding for free lunch programs.
- HB 1204 would establish a department to oversee youth treatment facilities. This would be a duplication of work and an unnecessary cost.
- SB 98 would establish a graduation policy requiring students to demonstrate English language competency.

6. Revised Policy GBGD-Workers’ Compensation 1st Reading

Dr. Jim McCabe presented for a 1st Reading Policy GBGD-Workers’ Compensation, which contains updates to reflect the name change for approved medical facilities for workers' compensation.

Mr. Gorsky moved and Ms. Howard seconded to approve Policy GBGD Workers’ Compensation for a 1st Reading.

ROLL CALL:	Mr. Gorsky, Aye	Ms. Miller, Absent
	Ms. Howard, Aye	Ms. Thompson, Aye
	Ms. Hunt, Aye	Motion Carried, 4-0

7. Converted Policy JJJ-Extracurricular Activity Eligibility 1st Reading

Dr. Jim McCabe presented for a 1st Reading converted Policy JJJ Extracurricular Activity Eligibility, which contains information from Policies 5620 and 6611 with minor wording changes.

Ms. Hunt moved and Ms. Howard seconded to approve Policy JJJ Extracurricular Activity Eligibility for a 1st Reading.

ROLL CALL:	Mr. Gorsky, Aye	Ms. Miller, Absent
	Ms. Howard, Aye	Ms. Thompson, Aye
	Ms. Hunt, Aye	Motion Carried, 4-0

8. Consensus Items

Ms. Thompson moved and Mr. Gorsky seconded, to approve the consensus items as follows:

- a. Personnel Recommendations and Addendum
- b. Policy ADF-School Wellness and ADF-R 1st Reading
- c. Policy JJ-Student Activities 1st Reading

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Absent
Ms. Thompson, Aye
Motion Carried, 4-0

9. **Board Members' Choice**

- Ms. Thompson addressed the importance of accountability and measuring the success in the district. Dr. McCabe suggested that they wait until the Doug Reeves accountability audit. He also noted that this would be work that the new superintendent should have input. Ms. Thompson wants benchmarks with data to determine success and wants the work to begin soon. Ms. Vedra said the Reeves workshop will look at the processes being used in the district and evaluating success based on all this data. She would like to see this accountability work begin with the new superintendent in June. There are several plans, being used throughout the state, on accountability work. The accountability process Ms. Vedra expects the district to use will require three days to kick it off and then several follow up meetings. The presentation to the Board would be in August. Ms. Neubert agreed there is need for progress monitoring.
- Ms. Thompson also mentioned an article in the newspaper that talked about best practices and keys to success. The Donnell Kay and Piton Foundation listed the keys to success as: Culture of High Expectations and Accountability, Targeted Assessments and the use of Data to Guide Instruction, Individualize Support for Struggling Students, Active Engagement of Teachers and School Leadership in Decision Making, Substantial Time for Collaborative Planning and Options for Professional Development, A Commitment to Core Curriculum but Not at the Expense of Arts and Humanities, Stable and Consistent Leadership, Small Learning Communities, Flexibility to use Resources to meet Student Needs, and an Economically Integrated Student Body. Copies of this report will be provided to the Board. What Ms. Thompson described is the District's Plan.
- Ms. Howard attended *A Cloudy Situation* and thought it was great and she has never seen anything like it. She will be attending the *Wizard of Oz* at EHS.
- Ms. Howard thanked the committees for the superintendent search.
- Mr. Gorsky thanked everyone who participated in the superintendent search process.
- Mr. Gorsky met with Ms. LaPlante and the district's investment advisor and learned about securities, agencies and bonds. A person from Wells Fargo came to explain how to invest to get the highest yield. Ms. LaPlante stated that currently the "market" is a mess but she will make the investment at the most opportune time possible.
- Ms. Howard asked about the Football Booster Club at EHS and their finances. The administration at EHS wants to audit the money available. They are not trying to control these funds but are checking to be certain the funds are being used properly.

XI. COMMUNICATIONS

A list of upcoming Board events is provided in the agenda.

XII. FUTURE AGENDA ITEMS

Dr. McCabe provided these items in the form of a memorandum.

IVX. ADJOURNMENT

There being no further business, Ms. Hunt adjourned the meeting at 9:57 p.m.

XIV. SPECIAL MEETING

The Board returned to an executive session to discuss the selection of the superintendent in accordance with CRS 24-6-402(4)(f).

Ms. Heather Hunt, President
Board of Education

Linda Felling, Secretary to the
Superintendent and Board of Education

Date Approved