

ENGLEWOOD SCHOOLS
Englewood, Colorado
Minutes of the Regular Meeting of the Board of Education
August 21, 2007

MEMBERS PRESENT: MS. KAREN MILLER, Presiding
MR. SCOTT GORSKY
MRS. SHERRY SCAGGIARI
MS. SHELLEY THOMPSON

ABSENT MS. HEATHER HUNT

STAFF PRESENT: Dr. James McCabe, Superintendent
Ms. Gail Neubert, Director, Student Services
Ms. Peg LaPlante, Chief Financial Officer
Mr. Chris Gramstorff, Executive Director of HR
Mr. Dale Stout, Director, Technology

OTHERS PRESENT: Vicki Howard Les Cowger
Gayle Ogden

I. CALL TO ORDER

Ms. Miller, President, called the regular meeting of the Board of Education to order at 6:30 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 determination of positions relative to matters that may be subject to negotiations, development of strategy for negotiations and instruction of negotiators in accordance with C.R.S. 24-6-402(4)(e).
The Board returned to the Regular meeting at 7:12 p.m.

III. PLEDGE OF ALLEGIANCE

IV. ADDITIONS TO AND ADOPTION OF AGENDA

Dr. McCabe pulled item #2 from the agenda. A mistake had been made in formulating Policy GBGG. Also there would be a personnel addendum. The agenda was adopted as amended.

V. APPROVAL OF MINUTES

Ms. Thompson moved and Mr. Gorsky seconded to approve the August 7, 2007, Regular Meeting Minutes.

ROLL CALL: Mr. Gorsky, Aye Mrs. Scaggiari, Abstain
Ms. Hunt, Absent Ms. Thompson, Aye
Ms. Miller, Aye Motion Carried, 3-0

VI. PUBLIC COMMENTS

A parent addressed the Board about her concerns regarding the new identification cards and lanyards that are being worn at Englewood High School this year. Her concerns included the ten dollars replacement fee, the requirement that they be worn everyday, and safety saying they could be swung and used as a weapon for example hitting someone in the eye. Ms. LaPlante replied that the lanyards are break-away to eliminate choking concerns and problems were not expected. The ids provide comfort and security and allow for instant identification. Ms. Miller stated that visits were made to other schools that were using similar identification methods, and learned that they worked and were well received by students at those schools.

VII. SPECIAL REPORTS AND RECOGNITION

There were no special reports.

VIII. BOARD MEMBER REPORTS

- On Thursday, August 16, Ms. Miller attended a Parks and Recreation meeting and learned that the in-line skate park is due to be completed and will have an opening ceremony soon. The park will remain locked as its purpose is for classes and recreation games not open use.
- Ms. Miller met with Kara at Englewood High School to discuss Board representatives meeting with student government this year. They decided to select a day and meet the same time each month, probably on a Monday. Ms. Thompson asked if the Board is also offering to meet with the CFAHS student government and Ms. Miller said yes.

IX. SUPERINTENDENT REPORT

- Dr. McCabe stated that we are at impasse with the teachers; on the consensus agenda you will see that included are salary schedules for administrators and classified employees since they are not part of the negotiations it was decided to take them out of the mix and move that forward. So the only group left is the teachers.
- Schools are up and running and things are going well. The middle school looks great after all the work that was done this summer. Actually all the schools look great. Dr. McCabe has visited all the schools and noted Board Members have also been to the schools. We do not have enrollment figures; they do not solidify until after Labor Day.
- There will be a Special Meeting on October 9th at 6:00 p.m. to re-adopt the Budget. It is required by state law that we adopt the Budget by October 19 and it will not be ready by October 2nd and the October 15 meeting is too late.

X. ACTION/DISCUSSION/INFORMATION ITEMS

1. Advertising

Ms. LaPlante provided some background information on the possibility of allowing advertising in the High School. She has information from one company only at this point and they propose a replacement scoreboard in the stadium with a scoreboard that would allow for community appropriate ads on the scoreboard. The goal being to get enough advertising money to pay for the scoreboard and then split 50/50 additional

revenues for a specified time period. The school district would have final approval of the type of ads. This company does all the work, including finding advertising sponsors. The company Ms. LaPlante has been talking to was very impressed that some state tournaments were held in the EHS stadium and thought that improved the value to advertising sponsors. Ms. Thompson wanted to be certain the Board would have control over the type of advertising and Ms. LaPlante assured that would be the case and suggested that guideline could be included in the contract. Ms. LaPlante showed examples of the proposed scoreboards. Ms. LaPlante asked the Board how they felt about advertising and does the Board want her to pursue this. Mr. Gorsky asked do they do other types of ads like on walls and fields. Ms. LaPlante said that would not be the type of work they would include. Ms. Thompson asked for competing companies to be considered. Ms. LaPlante said she would do that but she has not moved forward with more complete work, as she wants Board approval of the idea. Ms. Scaggiari said a formal motion is not necessary and the Board agreed to ask Ms. LaPlante to bring more information and a proposal at a future meeting.

2. Policy GBGG-2 Annual Leave

Dr. McCabe pulled this item.

3. Suggested Resolutions for the CASB 2007 Delegate Assembly

Dr. McCabe stated the Board had requested the Leadership Team to develop some resolutions for CASB. Typically Heather Hunt, Board representative to the CASB Legislative Committee, will take the resolutions to the committee and then they take them to the General Assembly. The first resolution supports legislation that would improve the fairness of funding to declining enrollment districts compared to growing districts and requests a review of the averaging formula. Dr. McCabe stated this is about equality of opportunity for all districts. Number two addresses funding to serve all at-risk preschoolers and provide full-day kindergarten for all students. Ms. Scaggiari asked if that resolution had been previously adopted and Dr. McCabe said perhaps but they will bring it back for further discussion. Ms. LaPlante clarified that what has been passed is that districts can bring the option to fund full-day kindergarten to their community in the form of a mill levy increase. The third resolution would allow districts to utilize individual student growth (longitudinal measurements) for the purpose of reporting student progress. This would allow for measurement of a student's individual growth and not a comparison of their progress in relation to their age group. Dr. McCabe stated that currently they use inappropriate measures. Mr. Gorsky wants included a letter to parents that explains the CSAP test and the comparisons used to determine a student's rating. The fourth resolution asks for appropriate funding of categoricals including Special Education, transportation, and English Language Learners, while the complexities required to serve these students continues to increase funding does not.

Ms. Miller moved and Ms. Thompson seconded, to approve the resolutions for submission to CASB.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Hunt, Absent
Ms. Miller, Aye

Mrs. Scaggiari, Aye
Ms. Thompson, Aye
Motion Carried, 4-0

4. Personnel Report

Mr. Chris Gramstorff presented an updated on district personnel including classified and certificated, new additions, retirements and changed of assignments. This was general information, on numbers and positions for the 2007-2008 school year not specific individuals. He observed that this year was comparable to past years with not a lot of change stating stability is a hallmark of the district. Employee movement within the district does happen but there are not a lot of people actually leaving the district. Mr. Gorsky asked how many certified and classified staff in the district and Mr. Gramstorff replied about 250 teachers and 175 classified.

5. Review Board Goals for 2006-2007

Dr. McCabe reviewed the Board Goals and accomplishments for the 2006-2007 school year. Stating that this document reflects the Goals established by the Board and other work that came up during the year. The Board goals represent the Board's focus for much of the work done in the District. The Leadership Team, comprised of District Office administrators, dedicate much of their time to achieving these goals along with other management task that take up much of their time. Five goals were identified: Strategic Plan, Closing Flood, Teacher Evaluation Instrument, Balanced Leadership and Positive Behavior Support System. Dr. McCabe outlined the work comprised in achieving these goals and noted that other important work also was accomplished mentioning the selling of the Duncan property; the Comprehensive Appraisal for District Improvement (CADI), a careful evaluation of the district by a team of education consultants that will help shape the focus of the coming years; the Budget; the student count disagreement with CDE; policy recoding; negotiation with Englewood Educators; plans for the disposition of the Flood property; safety concerns which were addressed following the events at Platte Canyon: addition of mental health services at the EHS clinic and reimbursement of \$40,000 from Medicaid. Reviewing briefly the work done on the Strategic Plan Dr. McCabe noted that the CADI report fit well with the Strategic Plan. Closing Flood was noted to be a two-year project. The closing of the two middle schools allowed for an analysis of the current and formulation of a new structure of instruction for middle school education. This also created a new culture for the new middle school. There were many steps involved in the decision to close Flood and the actual carrying out of the closure and combining of the two middle schools. The process, although complex, was carried out very efficiently. Goal three was the use of the new teacher evaluation instrument, which was developed in 2005-2006, this instrument is growth based and the CADI review mentioned that this is a strong point. Balanced Leadership was a professional growth tool the administrators chose this program from Mid-Continental Research Educational Lab (MCREL). The last is Positive Behavior Support (PBS). This is a very good program and will be in all but one of the buildings this year. Ms. Scaggiari asked how the new principal at Cherrelyn would be able to catch up on the past year's Balanced Leadership training. Dr. McCabe said she has the book and she has a liaison/mentor who will help her. Ms. Thompson said what lessons are here for all of us from this report. Dr. McCabe said the District Focus, which he will go over tonight, would address that along with the presentation of the new Board Goals. Ms. Thompson complimented the administrators on all their work this year and mentioned especially the closing of Flood and the combining of the two middle schools saying "it was a crowning achievement of this district, never easy but handled with such grace". Dr. McCabe noted that was also mentioned by CADI.

6. District Focus

Dr. McCabe discussed the focus for the district that he presented to the entire district staff at the opening of school meeting. Reviewing the District's Mission /Vision, he emphasized, "to develop the full potential of all students, through academically excellent educational programs." Discussing the Strategic Plan and its Priority Action Plans he stated these were enhanced and fit well with the Comprehensive Appraisal for District Improvement (CADI) plans for district improvement. The fourteen, CADI identified, strengths and assets of the District were listed along with the challenges and recommendations for improvement. The CADI report mentioned that the district had pockets of good practice. Dr. McCabe emphasized that an important CADI concern was that the district did not demonstrate an urgency about raising all kids achievement and closing the achievement gap and that we need to have high expectations for all students. A district wide committee met several times to review the Strategic Plan and the CADI findings and develop a focus for the District. The District Focus features a commitment to student achievement including: (1) A district wide guaranteed and viable curriculum, (2) Effective models of instruction aligned across the district, (3) Systems thinking to align the district. Ms. Thompson asked for clarification on closing the achievement gap to be certain that term meant raising all kids and not closing from both ends. Dr McCabe replied that it meant raising all kids and that goes back to high expectations for all students. Dr. McCabe said the entire district is committed to student achievement. The work for 2007-2010 was listed. Teachers will identify "essential learning" and best learning and teaching strategies will be matched to achieve essential learning targets. An essential component of the focus is timely intervention, which demands an immediate response to student failure to address any learning problem. Ms. Thompson stated that a positive for our district is that because of our small size we can make the necessary changes to achieve success. Mr. Gorsky noted the excitement he saw in the teachers at the August 6th unwrapping of the CADI report. He asked what the Board could do to support the work of the district and the urgency of the task. Dr. McCabe said by lending your support to such tasks as the Strategic Plan you help. This year the focus is on the students.

7. Review Board Goals for 2007-2008

Dr. McCabe briefly reviewed three tentative Board goals for the 2007-2008 school year. The first goal is Commitment to Student Achievement the second goal is District Focus and Systems Alignment and the third is Planning for the Efficient Use of Resources. These three goals should drive the work of the district for several years. The central office leadership is committed to a shared vision to assure achievement of these goals. The Board is dedicated to effective planning, the use of data driven methods, and an understanding of the needs and expectations of the community so their work can support students and their families. The Board agreed that these plans were focused and good and may not be totally achieved in one year and did not want to add any additional goals. Mrs. Scaggiari said the one thing she did not see in the goals was a statement about the sense of urgency and she would like to see that included and emphasized. Dr. McCabe said he would include more emphasis on dedication to student achievement and the sense of urgency in the Goals for 2007-2008 and present them for Board approval at the next meeting.

8. Consensus Items

There was an error in one of the salary schedules and a new schedule was distributed. Ms. Scaggiari moved, and Ms. Thompson seconded, to approve the consensus items as follows:

- a. Personnel Recommendations and addendum
- b. Employee Salary and Benefits Schedules for classified and administration

ROLL CALL:

Mr. Gorsky, Aye	Mrs. Scaggiari, Aye
Ms. Hunt, Absent	Ms. Thompson, Aye
Ms. Miller, Aye	Motion Carried, 4-0

9. Board Members' Choice

- Mr. Gorsky stated he was excited that the direction being defined. He would like to add to a future agenda a discussion of District Communications.
- Ms. Thompson said she was going to a meeting of the Federal Relations Network Committee on Thursday and will be bringing information to the Board. This is a CASB committee that wants to encourage school districts to care more about what is happening at the federal level. She stated she will not be at the September 4th Board meeting as that is her son's birthday and she will be celebrating with her family. She also stated she now has a student in Englewood Schools, her son started kindergarten and she fully understands the trust that families put in teachers and the schools.
- Mrs. Scaggiari said her kids are also back in school and seem happy to be there. She attended the pool party for EMS at Pirates Cove and thought it was a terrific event.
- Ms. Miller was able to attend the New Teacher Luncheon and commented it was nice to see the quality of the teachers and their enthusiasm. She also attended the breakfast on August 15 to welcome teachers back. The District Focus was presented so everyone is starting out with that knowledge. She also visited the Englewood Middle School and thought it looks amazing and thanks to Peg things look great mentioning the marquee and handball courts and all the painting that has been done to make the building look so nice. Also mentioned were the security doors that are installed and operating and that an anonymous donor supplied very nice tee shirts for all the EMS students. Ms. Miller wanted to be certain the candidates for the Board of Education were invited to the CASB Regional meeting on October 10. The deadline to nominate an outstanding Board Member is August 30th. Ms. Miller announced that student representatives to the Board will attend the next Board meeting and will come about 15 minutes early so Board members can meet them. Shannon Eldridge will continue as the EHS representative and CFAHS will have a new representative.

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.

XIII. ADJOURNMENT

There being no further business, Ms. Miller adjourned the meeting at 8:30 p.m.

Ms. Karen Miller, President
Board of Education

Linda Felling, Secretary to the
Superintendent and Board of Education

Date Approved