

ENGLEWOOD SCHOOLS  
Englewood, Colorado  
Minutes of the Regular Meeting of the Board of Education  
February 3, 2009

MEMBERS PRESENT

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

ABSENT:

STAFF PRESENT:

Mr. Sean McDaniel, Superintendent  
Ms. Peg LaPlante, Chief Financial Officer  
Ms. Gail Neubert, Director, Student Services  
Mr. Dale Stout, Director, Technology  
Ms. Mary Vedra, Director, Learning Services

OTHERS PRESENT:

Judy Cain  
Martha Palmer  
Ronald M. Fay  
Melanie Gelinis  
Gilbert Gerber

Kay Lawson  
Peggy Sneed  
Angela Poleschook  
Theresa Martens

I. CALL TO ORDER

Ms. Hunt, President, called the regular meeting of the Board of Education to order at 7:03 p.m. in the Board Room of the Roscoe L. Davidson Administration Building.

II. PLEDGE OF ALLEGIANCE

III. ADDITIONS TO AND ADOPTION OF AGENDA

Mr. McDaniel said there was a Personnel addendum.

IV. APPROVAL OF MINUTES

Ms. Miller moved and Ms. Howard seconded to approve the January 20, 2009 Regular Meeting Minutes.

ROLL CALL:

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

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

V. PUBLIC COMMENTS

Ms. Theresa Martens, ADAPT Teacher at Maddox Elementary, spoke on behalf of Principal Marsha Harrington. Ms. Martens stated that the consolidation of the district from five to four elementary schools would require the reduction of a principal and she hoped it would not be her principal. Ms. Martens said Ms. Harrington is a good principal and she would hate to lose her. Also speaking on behalf of Ms. Harrington was Ms. Kay Lawson, Maddox Teacher, who said Ms. Harrington was a superior instructional and personal leader who taught her staff to work smarter not necessarily harder. Ms. Lawson stated that she did not want to see Ms. Harrington leave the district.

VI. SPECIAL REPORTS AND RECOGNITION

Mr. McDaniel introduced the new student representatives to the Board. Karly Gelinas representing Englewood High School and Sara Ethington representing Colorado's Finest Alternative High School. Ms. Hunt welcomed Karly and Sara to the Board and had them take their places at the board table.

VII. BOARD MEMBER REPORTS

- **Ms. Karly Gelinas** reported that basketball season was almost over. The State Wrestling tournament begins next week. Student Government is planning fun lunchtime activities, a talent show, and prom events. Ms. Gelinas encouraged people to participate in the EHS blood drive scheduled for February 17.
- **Ms. Sara Ethington** mentioned that the enrollment at Colorado's Finest Alternative High School (CFAHS) has increased by 140 students recently. The schedule has changed at CFAHS and now the evening session ends at 7:35 p.m. Planning for the CFAHS Prom has begun.
- **Ms. Miller** stated that she was unable to attend the Englewood Education Foundation (EEF) meeting and asked Mr. McDaniel to provide a report on EEF. Mr. McDaniel stated there was a quorum at the meeting and they talked about budgeting. The group felt it was necessary to restructure the parameters of the creativity grants to include technology. Also discussed were ways to increase membership in the Foundation.
- **Ms. Hunt** attended the Legislative Committee meeting last week and reported on several House and Senate Bills that related to education.
  - HB 1057 would provide parents leave from their jobs to attend their children's school activities and conferences. The Colorado Association of School Boards (CASB) Legislative group expressed concern over government interference in private business. This bill would also be costly for school districts because teachers could ask for days off to attend their children's school activities.
  - HB 1065 would create a license number to track teachers as they move from district to district, track CSAP scores, years of service and education. Access to this information would be limited. The Committee had questions about this bill and will monitor the bill.

- HB 1082 would require the mandatory recording of school board meetings. Many districts currently record their meetings but some expressed concern over this being a requirement.
- HB 1125 would limit incentives for school attendance. This would limit what districts could offer out-of-district students as enticements to convince students to attend their district. This bill will also be monitored.
- SB 56 would limit what could be sold in school vending machines. This will be watched closely because it may be too specific and limiting and also cost schools money. Ms. Howard asked about the regulation on soda pop vending machines in schools and was informed that beginning next school year no soda pop will be sold in schools. Ms. Hunt mentioned that legislation such as this takes away local control.

Ms. Hunt mentioned that Jane Urshel, Deputy Director of CASB, would like to see a Constitution Convention convened to address issues that over complicate the State's Constitution.

Ms. Hunt also mentioned the stimulus money that is to be provided for education. Mr. McDaniel said stimulus money is designated to specific federal programs that have tight guidelines as to where that money is to be spent. District administrators hope to have some flexibility on how the money can be spent.

## VIII. SUPERINTENDENT REPORT

- Mr. McDaniel again welcomed Karly Gelinis and Sara Ethington as student representatives to the Board. Mr. McDaniel told Karly and Sara if they had to study for a test or had other commitments they could leave the Board meetings after they gave their reports but they were always welcome to stay for the entire meeting.
- Mr. McDaniel stated that reorganization information would be posted and updated on the district web site. There are five teams, each working on a part of the reorganization. Each team has a captain and a point person from the Cabinet (Central Office Administration Team) to coordinate activities and communication. These teams will make recommendations to the superintendent. Team one will work on the relocation of the Early Childhood Education Program. Team two will look at the feasibility of moving the ADAPT program to Bishop or Charles Hay Elementary School. Keeping ADAPT teachers and students together will be a priority. Mr. McDaniel stated that he appreciates the complex situations faced by the Maddox parents. The five-to-four reduction in elementary schools is being studied and will transition smoothly. By February 6 the elementary principals will know their assignments for next year. The ELA Team, led by Mary Vedra, will look at growing the program. The fifth team will look at redistricting and forming the boundaries for each school. Reorganization will be done in an aggressive and thoughtful manner to benefit kids and teachers and improve learning.
- Mr. McDaniel announced that Ms. Gail Neubert, Director of Student Services, would retire at the end of this school year. Mr. McDaniel said Gail will be missed and it will be a challenge to replace her. Currently, we have 13 applications and a good pool of candidates will be developed.

- The Englewood High School Principal position has been posted. One interview team will build a profile of characteristics desired and another team will look for those qualities as they do the actual interviews. The Interview teams will include parents, staff and administrators. Mr. McDaniel assured that the best person for the position would be hired.
- Mr. McDaniel met with Schoolhouse Communications to discuss ways to market the many advantages of Englewood Schools. Mr. McDaniel stated there are many good things taking place in Englewood Schools and it is important to get the word out about the positive aspects of the district.
- Mr. McDaniel stated that an important goal is to make certain there is alignment between what is being taught and what is tested (learned). While doing classroom walk-throughs Mr. McDaniel has observed many good teachers. The district is engaged in collaboration and designing ways to be more effective and accountable. Mr. McDaniel concluded that district alignment and the work that is taking place throughout the district is difficult but exciting work.
- Last spring, the teachers at Englewood High School voted to move graduation to Friday. The past superintendent approved this move. Because some families have already made plans, based on this year's graduation being on Friday, it will remain on Friday. This has created somewhat of a dilemma because some families assumed graduation would be on Saturday. Next year Graduation will be on Saturday.
- It is clear that school districts are being affected by the current economic situation. Englewood Schools' Administrators will be looking at ways to reduce the budget. Funding from the State and County will be less this coming year. Every effort will be made to not cut jobs but it is possible that some reductions in staff will be necessary.
- Ms. LaPlante explained that the student count audit came back with a few conflicts that reduced the District's accepted enrollment by CDE. Work is on-going to document the challenged students. Mr. McDaniel stated that with the reduced funding from the state and the reduced number of students being funded Englewood is looking at a \$700,000 deduction.

## IX. ACTION/DISCUSSION/INFORMATION ITEMS

### 1. Audit Report

Ms. LaPlante introduced Ms. Wendy Swanhorst, from Swanhorst and Company, LLC, the District's auditor. Ms. LaPlante reminded the Board that at the January 20, 2009 meeting she discussed the audit but Ms. Swanhorst is here in case the Board had any questions. Ms. Swanhorst said the internal management letter states what the auditors reviewed. She stated that primarily the auditors look at internal controls and if they see any issues they would talk about those. A significant concern would be if any of the information in the districts books had to be changed. Ms. Swanhorst stated that the auditors have never had to do that in Englewood, as our Business Services department does an excellent job. There were no significant internal control issues this year. Ms. Hunt stated that we talked about this report at the last meeting and Ms. LaPlante answered any questions the Board had. The Board thanked Ms. Swanhorst for the audit and for coming to the meeting tonight.

2. EXECUTIVE SESSION (7:30)

Ms. Hunt moved and Ms. Miller seconded that the Board would move to Executive Session to confer with an attorney for the purpose of receiving legal advice on specific legal questions in accordance with CRS 24-6-402(4)(b).

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

The Board moved to Executive Session at 7:50 p.m.  
The Board returned to Regular Session at 8:18 p.m.

Mr. Gorsky moved and Ms. Miller seconded to approve the settlement agreement as presented in Executive Session.

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

3. Counseling Grant

Ms. Mary Vedra introduced Ms. Diana Zakhem, Coordinator for the Counseling Grant. Ms. Zakhem thanked the Board for inviting her. Ms. Zakhem stated she has been with Englewood Schools for seven years, at the middle school. She will now be coordinator for the School Counselor Corps Grant. Ms. Zakhem reviewed the need for the work that will be addressed in by this grant.

- High school graduation rates are declining and achievement gaps are rising.
- Many Englewood students attending college require remediation.
- There is a need to increase the number of Colorado high school graduates who go on to college. This is necessary to have an educated population to supply an educated workforce.
- Englewood's graduation rate is 71.2% at EHS and 32.8% at CFAHS
- There are varying achievement gaps throughout ethnic groups.
- The dropout rate is 4.5% at EHS and 26.7% at CFAHS.
- College remediation rates are 45% for Englewood graduates.

The grant will increase effective school-based counseling in the secondary schools. Methods will be developed to raise the graduation rate and number of graduates who attend college while improving their college preparedness. The district team includes middle and high school counselors, principals, and the Learning Services department. SMART Goals developed include 90% of 8<sup>th</sup> grade students will develop a projected four-year plan by the end of this school year. These plans will be tracked by individual electronic files created on the College-In-Colorado website. Englewood Leadership Academy has set 100% as their goal for four-year plans developed by the end of the school year. At EHS the goal includes moving from 75% to 95% of seniors with post-secondary plans, as measured by completed Senior Transition Academic Review Reports (STAR). Another EHS goal is to decrease the percentage of students who dropout from 5.7% to 3% by the end of the school year and increase from 75% to 80% the graduation rate. Ms. Hunt inquired how Englewood compared to the state average for required remediation. Ms. Zakhem said the state average was 35%. Mr. Gorsky asked how it was determined

who required remediation? Ms. Vedra said they use ACT and SAT scores to indicate necessary remediation. To achieve the desired goals the plan includes strengthening the Quality of the Counseling Plan. The program will implement the American School Counseling Model (ASCA), which provides standards that the counselors should follow. The grant funds significant professional developments. Data will be pulled and used to achieve the necessary work. The second part of the plan is to build strong partnerships with institutions of higher education, postsecondary preparation providers like College in Colorado and others. Career and Technical Education Service providers will also be sought as partners along with community organizations such as Arapahoe Credit Union that is currently providing intern opportunities. Career exploration resources are being used. Academic rigor is important along with helping kids see how their academics fit with career opportunities. Several programs at the high school support kids moving on to college. This work is about creating a college culture by getting kids to think about and believe that attending college is in their future. The district received the grant in December and work has already begun. Eighth graders are creating College In Colorado Profiles including interest surveys and career explorations. A career fair is planned for May. At the high school level data is being collected and support completing financial aid forms is being provided. Ms. Hunt asked how many years the grant is for? Ms. Zakhem said it is a three-year grant. Ms. Hunt said she hopes that the department of education continues funding the grant because the statistics provided certainly indicate a need for this support for Englewood kids. Mr. Gorsky said he likes the updates and information that is being supplied on the district's web site. Mr. Gorsky mentioned that in some schools, teachers display banners from the colleges they attended. Ms. Vedra said you see this at EHS. Ms. Howard said this seems like a big improvement since in the past students have not begun thinking about college until their junior year. Ms. Howard asked if the current seniors would continue using the STAR program? Ms. Zakhem said the seniors would use the STAR program. Ms. Miller asked about the current sophomores and juniors and Ms. Vedra said they are being served as in the past and this grant will be used to extend services to all the kids.

### 3. Consensus Items

Ms. Howard moved and Ms. Hunt seconded, to approve the consensus items as follows:

- a. Personnel Recommendations and addendum
- b. Appointment of Negotiation Team—Adele Reester, Michell Ansley, Mandy Braun, Jon Fore
- c. District Authority to Approve Charter Schools—The Colorado Department of Education asks school districts that wish to maintain local authority over the approval of charter schools take Board action requesting the authority before March 1 of each year for the succeeding year. (See resolution-Renewing Exclusive Authority to Authorize Charter Schools)

ROLL CALL:

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

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

X COMMUNICATIONS

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

XI. FUTURE AGENDA ITEMS

Mr. McDaniel provided these items in the form of a memorandum.

XIII. ADJOURNMENT

There being no further business, Ms. Hunt adjourned the meeting at 8:48 p.m.

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Ms. Heather Hunt, President  
Board of Education

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Linda Felling, Secretary to the  
Superintendent and Board of Education

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Date Approved