1. Preliminary

1.01 Location: Board Room, Education Center (streaming)

1.02 Call to Order: 9:00 a.m.

The study session was called to order at 9:01 a.m. by Ron Mitchell, president of the Board of Education, in the Board Room, Education Center, 1829 Denver West Dr., Golden, Colorado, Wednesday, June 12, 2019. A majority of the Board was present – Ron Mitchell, president; Ali Lasell, first vice president; Brad Rupert, treasurer; and Amanda Stevens, secretary. Dr. Glass represented the administration. Susan Harmon, second vice president, was excused from the meeting. Breaks were taken from 9:09 a.m. to 9:20 a.m., and 11:04 a.m. to 12:00 p.m.

2. Study/Dialogue Session

2.01 Stocktake: Transforming Student Task, Learning Strategy 1 (LT1)

PURPOSE: The Board received an update on the strategic plan Learning strategy (create a profoundly authentic student experience) Tactic 1, Transforming the Student Task.

DISCUSSION: Staff brought forward the tactic’s Theory of Action: if we support teachers to transform student task to incorporate high expectations and Jeffco Generation Skills then students will apply content knowledge and essential skills through relevant learning experiences. Smart goals were shared (by 2022 the transform the task elementary index (MYVH) will increase to 87% agree/strongly agree; by 2022 the transform the task secondary index (MYVH) will increase to 80% agree/strongly agree). Staff brought students from Jefferson Jr./Sr. High School to discuss, one-on-one with Board members, the application of transforming the student task, posing questions and providing a student’s perspective.

The Board discussion included: supporting teachers, teacher training, evolving education to prepare students for real life, connecting with students in a meaningful way, students at different achievement levels, collaborating with peers, and student ability to choose the direction of their learning.
CONCLUSION: Mr. Mitchell thanked staff and students from Jefferson Jr./Sr. High School.

2.02 Stocktake: Commitment to Equity, Conditions for Learning (CT3)

PURPOSE: The Board received an update on the strategic plan Conditions for Learning strategy (build repeatable procedures where quality learning can be scaled, replicated, and provided equitably for every student) Tactic 3, Commitment to Equity.

DISCUSSION: Staff brought forward the tactic’s Theory of Action: if Jeffco Public Schools develops and uses resources (talent/support/funding/facilities) equitably, then students from underserved populations (free and reduced lunch, students of color, special education, English language learners) will develop to their full academic, career and social potential. Smart goals were shared (by 2024 school year, at least 75% of students identified as underserved will graduate on time with their cohort; by 2022 school year, students identified as underserved will increase social readiness as demonstrated by an average response of 3.75 on the MYVH survey). Staff outlined milestones and leading indicators, the equity roadmap, professional learning, National Equity Project and Equity Leadership program partnerships. The implementation heat map showed good and problematic application to meet this tactic’s goals. Successes and challenges were reviewed along with necessary resources to meet the goals.

The Board discussion included: Jeffco core values, professional model of teaching, definition of underserved populations, tracking equitable programming, graduation rates, and challenges with measuring this plan’s data.

CONCLUSION: The Board requested that future presentations on this tactic provide more richness and layers of data. Mr. Mitchell thanked staff for their presentation.

2.03 Stocktake: Educate for Professionalism, Legal (LegT1)

PURPOSE: The Board received an update on the strategic plan Legal strategy (develop employees and policies to support a culture of professionalism) Tactic 1, Educate for Professionalism.

DISCUSSION: Staff brought forward the tactic’s Theory of Action: if we educate district leaders on how to implement and share techniques with their staff that will create and maintain a professional learning environment then staff will work together to foster an atmosphere of respect for their peers, our students and the greater community we serve. The smart goal was shared (by 2021 at least 80% of staff trained will implement techniques designed to facilitate professional and productive learning environments (measured through a follow up survey at 9 months). Staff outlined: milestones and leading indicators, professional learning, responsiveness, investigation (Title IX), support for student discipline (restorative practices and alternatives to suspension), and IT tracking tool. The implementation heat map showed good, mixed and problematic application to meet this tactic’s goals. Successes and challenges were reviewed along with necessary resources to meet the goals.

The Board discussion covered measuring reduction in disciplinary actions, conflict resolution, communication for teachers and staff, data collection, monitoring/tracking de-escalation conflicts, CORA reports, and legal team costs.

CONCLUSION: Mr. Mitchell thanked staff for the work they do and the presentation.

2.04 Stocktake: Family/Community Engagement, Readiness for Learning (RT4)

PURPOSE: The Board received an update on the strategic plan Readiness for Learning strategy (create systems to ensure every student comes to school ready to learn and barriers to learning are removed) Tactic 4, meaningful family and community engagement.
**DISCUSSION:** Staff brought forward the tactic’s Theory of Action: if Jeffco Public Schools implements best practices (National Family Engagement Standards) to engage families then will participate as partners to support student learning. The smart goal was shared (by 2023 at least 90% of families will agree or strongly agree on items aligned with National Family Engagement Standards on the Family School Partnership (FSP) survey). Staff outlined: milestones and leading indicators, district trends, and a showcase/review of events. The implementation heat map showed problematic and mixed application to meet this tactic’s goals. Successes and challenges were reviewed along with necessary resources to meet the goals.

The Board discussion included: family liaisons, partnerships with PTA, response rate for taking the survey, certification program (a way for a school to attach to the work), and empowering families to have a say in how their child learns.

**CONCLUSION:** The Board requested staff provide specifics on survey data attendance. Mr. Mitchell thanked staff for their work.

### 2.05 Student-Based Budgeting (SBB) Process Update for 2019/2020

**PURPOSE:** The Board of Education received an update on the Student-Based Budgeting process for the 2019/2020 school year.

**DISCUSSION:** Staff discussion covered why Jeffco uses SBB (best practices, site-based decision making and equitable funding), an update on processes and what is happening in the district, the transition of 6th grade students, salary increases, retirement and turnover. Staff outlined Hyperion, the system used in budget development, how principals build their budgets, and the impact full day kindergarten is having on SBB and school budgets.

Board discussion included appropriate art, music and PE staff for all schools, schools creatively utilizing resources to provide appropriate staff, school equity, and the core minimum requirements for small school staffing.

**CONCLUSION:** Mr. Mitchell thanked staff for the presentation.

### 2.06 Late Start/Early Release Update

**PURPOSE:** The Board of Education received an update on the late start and early release times from the task force representatives.

**DISCUSSION:** Staff and presenting guests discussed questions and misperceptions, teacher collaboration meeting time, Professional Learning Community (PLC) effectiveness when occurring on a regular basis/weekly, early release days versus full day release, survey results, proposals, costs, stakeholders, communicating with the community and working families, teachers who are parents, and PTA and accountability committees’ feedback. Two proposals were offered: (1) weekly late start K-12 or K-8 for one hour/week, cost effectiveness of all schools having the same schedule (bussing), and cost of supervising K-5; (2) K-8 adds planning time during the student contact day, more costly than proposal 1. Next steps were covered including increased communication to families, review submitted instructional minutes using the new collection tool, and possibly a short strategic survey.

The Board discussed the high variability among middle and high schools, timeline, equity issues, family concerns (after school activities, siblings, working parents), transportation/bussing, budget implications, unforeseen costs, survey audience and having an open comment portion at end of any survey.
CONCLUSION: The Board will commit to a quality solution, and suggested narrowing the options we are polling about to get better data without too many proposals. Mr. Mitchell thanked staff for their great work.

The Board and Dr. Glass discussed the October Regular Board meeting shifting from October 3 to October 10. There was no concern about the shift and so will move forward.

Dr. Glass announced Clear Creek School District has hired Karen Quanbeck as Superintendent, noting it has been an honor working with her and welcomed Renee Nicotodes, as the new, interim Chief of Schools-Elementary. The Board congratulated both.

3. Adjournment

There being no further business to come before the Board, the meeting was adjourned at 12:49 p.m. The next regular meeting of the Board of Education is scheduled for September 5, 2019.

Crystal Frigo, Recording Secretary

Approved and entered in the proceedings of the district on September 5, 2019.

Secretary of the Board of Education

President of the Board of Education