

THE BOARD REPORT **March 14, 2018**

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GOOD THINGS

2018 National Board Certified Teachers

The District 11 National Board Certification Program is pleased to announce the District 11 2018 National Board Certified Teachers. National Board Certification is the highest credential in the teaching profession. To those in Colorado who achieve the title of National Board Certified Teacher (NBCT), the Colorado Department of Education awards its top certification, the Colorado Master Teacher Certificate. Congratulations to the following teachers, who made a year-long commitment to measure their teaching practices against the highest national professional teaching standards in the country: **Kiersten Deen**, Palmer High School; **Kate McCall**, Palmer High School; **Syvena Fairbairn**, Queen Palmer Elementary; and **Janine Herbertson**, Jackson Elementary.

Russell Middle School Recognized as Colorado Trailblazer School to Watch for Fourth Time

The Colorado Association of Middle Level Education has recognized **Russell Middle School** as a 2018 Colorado Trailblazer Schools to Watch and congratulates Russell for continuing its trajectory of success over the course of 12 years. This is the fourth time Russell has earned this honor, and they now hold the longest, sustained designation of a School to Watch in Colorado history!

Russell challenges students to use their minds well, creates a learning environment sensitive to the unique developmental needs of early adolescence, and delivers a high-quality learning experience for every child. Russell is one of 100+ schools to be recognized nationwide at the National Schools to Watch Conference on June 29, 2018 in Washington, DC.

“Russell excels in providing expansive, engaging, and rigorous student learning for every child. They have built a powerful, high quality middle school that is a model for our state,” explained Diane Lauer, State Director of the Colorado Schools to Watch program. “Russell demonstrates that excellence is the result of intentional focus on the whole child. A caring environment that cultivates student curiosity, creativity, social-emotional supports, and intellectual development results in a dynamic school where students thrive!”

Selection is based on a written application that requires schools to show how they met criteria developed by the Forum. State teams organized by the Colorado Schools to Watch (www.coloradoschoolstowatch.com) program conduct site visits in order to affirm that they have indeed met the rigorous requirements of the award. These teams observe classrooms, interview administrators, teachers, and parents, review achievement data, suspension rates, instructional quality, and student work. Schools are recognized for a three-year period, and at the end of three years must repeat the process in order to be re-designated. Twenty states are currently involved in the program, and the re-designation of Russell raises the active number of Schools to Watch to over 450 nationwide.

SPECIAL REPORTS

Board Member Reports

Board members reported on their various activities.

Superintendent’s Report to the Board: Policies

Policy IB, Academic Freedom, guarantees academic freedom to District 11 teachers. This policy was reviewed by the Board's Policy Committee, and there are no significant content changes recommended at this time.

Policy IC/ICA, School Year/School Calendar, discusses the parameters surrounding the development of the school year/school calendar each year. This policy was reviewed by the Board's Policy Committee, and there are no significant content changes recommended at this time.

Policy EHB, Records Management, explains the District's records management system. This policy was reviewed by the Board's Policy Committee, and there are no significant content changes recommended at this time.

CONSENT ITEMS

Approval of Board Meeting Minutes

Certified copies of the Board of Education's official minutes may be obtained from the Records Management Center. Cost of copying will be borne by the requester, per Board Policy BEDG.

The Board of Education approved the minutes of the February 28, 2018 regular board meeting. All minutes are available on the District website, after approval by the Board of Education.

Personnel Recommendations

The Board of Education approved the March 14, 2018 Personnel Recommendations, as submitted by administration.

ACTION ITEMS

Real Estate Contract to Sell Vacant Land (approximately 10.69 acres): Newport Heights

This property is approximately 10.69 acres and is located south of Woodmen Road and west of Austin Bluffs Parkway, adjacent to Bridle Pass Drive in the Newport Heights Development. Cottonwood Creek trail exists through a portion of the property. Rockwood Homes, LLC, has offered \$450,000 to purchase this undeveloped land. They intend to build approximately 28 single family resident homes.

An overview of the real estate contract includes:

- \$450,000 (cash)
- \$25,000 earnest money deposit, applicable towards purchase price and conditionally refundable
- Buyer pays for all desired/requested surveys or reports (i.e., environmental or soils)
- Buyer accepts our Title Use Restrictions which will be a covenant that runs with the land and will be a permitted exception to title
- Buyer and Seller each pay half of Title Company closing fees (approximately \$700 each)
- Buyer can purchase a 30 day extension, prior to expiration of the due diligence period, if needed for \$2,500 (non-refundable and not applicable to the purchase price)
- Due Diligence Periods
 - Title Commitment ordered - within first 10 days after executing contract
 - Inspection Period Deadline - 60 calendar days (review Title Commitment, Title Documents, property surveys conducted, soils reports, and lot development costs are estimated)
 - Entitlement Period - None ("governmental approvals")
- If all matters stay on schedule we will close approximately 90 days after signing the real estate contract (unless an extension is purchased)

All proceeds from the sale will go to the Capital Reserve fund in accordance with statute. We will be bringing a recommended capital project that utilizes these funds at a later date.

The Board of Education approved the sale of vacant land (approximately 10.69 acres) located adjacent to Bridle Pass Drive in the Newport Heights Development, at a sales price of \$450,000.00 and authorize Kris Odom, executive director, Procurement and Contracting to effectuate the real estate contract.

Resolution 2018-34: Diversity in Education Month, April 2018

Education is a basic human right that should nurture fair treatment and respect towards all others regardless of disability, race, creed, color, language, gender, gender identity or expression, sexual orientation, national origin, religion, ancestry, or socio-economic status; prevent attitudes of fear and intolerance; and enhance inclusion for all into citizenship, work, democratic political processes, and other areas of social and cultural participation. The Colorado Springs School District 11 Board of Education recognizes the value of diversity for enriching and strengthening our educational environment and preparing our students to become good citizens and workers in an increasingly pluralistic and global society and encourages the District to continue efforts to build healthy and diverse teaching and learning environments.

The Board of Education adopted Resolution 2018-34, recognizing Diversity in Education.

FY2018-19 Benefits Insurance Committee Health Plan Design and Premium Recommendations

The District's Benefits Insurance Committee (BIC) is requesting the approval of its recommended FY 2018-19 health plan and dental plan design changes, rate recommendations, and continuation with our current providers, including BEST Health Plan. Consequent to preparing our recommendations, the BIC, administration, and USI Benefits Consulting, considered various plan design options that allow for an increased participation in wellness and the least amount of impact to Colorado Springs School District 11 and its employees.

We face several challenges in D11 including rising health-care costs, managing our surplus, an aging population, Health Care Reform mandates, the challenge of encouraging employees to participate in managing their own health, and controlling cost. This years' recommendations continue us down the path of a Consumer Driven Health Plan (CDHP) by allowing employees to keep a richer plan design by working more closely with their primary care physician and encourages a higher participation in wellness.

The recommended changes include:

- Two percent premium increase for the medical plan
- Three-year plan design strategy, which will put all members in the Platinum Plan FY2018-19 with a lower out-of-pocket maximum of \$3000 single/\$6000 family for one year. During 2018-19, the covered employee and spouse will be given the option to participate in the Health Promotion Program to stay in the Platinum Plan for FY2019-20. If they chose not to participate, they will be placed in the Base Plan for FY2019-20.
- Adding the Right Start 4 Kids program to both dental plans, which will give all covered children ages 0-12 100% coverage for dental care (except for orthodontia).

- Premium increase of 2.48 percent for both dental plans.
The Board of Education removed this item from the agenda.

Request to Relinquish Exclusive Chartering Authority: Young Leaders Academy

Young Leaders Academy charter school desires to submit a charter school application to Colorado Charter School Institute (CSI) to open school year 2019-2020 within the District 11 boundaries. The "ownership" of this charter school currently operates the Ambassador Academy charter school in the Airport & Circle cite formerly occupied by STAR Academy Charter School. Since the District 11 Board of Education retains Exclusive Chartering Authority, any CSI authorized school operating in the District 11 boundaries requires approval by the Board of Education in the form of a resolution. LBD-R instructs Charter School applicants who desire to be authorized by CSI to complete and submit LBD-E2, Colorado Springs School District 11 Charter School Request to Relinquish Exclusive Chartering Authority Form. The Board has 30 working days from receipt to render a decision by resolution.

The review performed by the administrative team is not a full evaluation of a new application, rather a high level review of eight (of nineteen) areas in order to provide relevant information to the Board to make their decision. Four decision criteria have been developed:

1. Does the proposed charter school provide an offering that the District doesn't already do?
2. Does the proposed charter school provide an offering with a proven track record of performing better than the District (applies if the concept is something the District already offers or if it is a replication application)?
3. What is the financial impact of the District if this charter school were to be authorized by the District at full capacity or at year five enrollment?
4. Does this request for relinquishment reflect in-depth preparation to meet all Model Authorizer Evaluation rubric criteria based on the review of 8 of 19 criteria?

This request is from Young Leaders Academy founder Ms. Cherry Hill to establish a K-12 blended learning Charter School with emphasis on speaking skills and STEM curriculum. They plan to open Fall 2019 (school year 2019-2020) as a K-12 site with projected enrollment ranging from 288-323 growing to 351 by year five. Currently, Ms. Hill is the Director of Ambassador Academy Learning Center, a K-12 multi-district on-line learning center serving 204 students, located at 2520 Airport Road. Their contract with their current management company (Foundations Learning) will end June 30, 2019.

If the Board of Education approves the relinquishment of exclusive chartering authority, the Young Leaders Academy will be permitted to submit a full charter application to the Charter School Institute (CSI) for approval or denial. In the event the Board of Education denies their request for relinquishment of exclusive charter authority, the applicant will be directed to submit a full charter school application to the District this fall, in accordance with Board policy LBD.

The Board of Education did not relinquish exclusive chartering authority to Young Leaders Academy.

NON-ACTION ITEMS

Instructional Materials and Secondary Courses Approval

Instructional Materials Summary

The Board of Education has the responsibility to approve textbook materials, periodicals, newspapers, computer software, and content posters. The approval of new instructional materials originates based on identified curricular needs. Under the direction of the content facilitator, the appropriate curriculum committee reviews the instructional materials and asks a citizen to review and make a written recommendation. The curriculum committee recommends the instructional materials for general or specific use and then submits the instructional materials for recommendation to the appropriate content area facilitator. Once the appropriate facilitator approves the instructional materials, a request for approval is made to the Assistant Superintendent of Instruction, Curriculum and Student Services.

All instructional materials submitted for approval have completed the required process as specified in the Board of Education policies IJJ and IJJ-R. The Textbook Selection and Adoption policy states "The Board will receive requests to adopt titles recommended by the curriculum committees along with the citizens' comments and the curriculum committee's analysis of the citizens' comments." Instructional materials planned for district wide implementation will be designated as such in the Board of Education Instructional Materials Approval Report.

There will be times when software and textbooks may go through an approval process in anticipation of funding sources yet to be determined. The instructional materials on the enclosed list of materials have been selected and recommended for adoption according to Board of Education Policy IJJ-R. These materials include textbooks, periodicals, computer software, and content posters.

Secondary Courses Summary

The Board of Education is required by state statutes to determine the educational programs delivered to the schools of the district. The development of new courses is driven by educational needs at school sites. The process originates with identified student needs. A proposed course is then reviewed by the building principal. The proposals moves to the appropriate curriculum committee where it is approved or not approved based on the following:

1. Relationships to content standards and benchmarks
2. Assessment procedures

3. Instructional strategies and objectives

4. Materials and resources

Once approved by the curriculum committee, the appropriate Curriculum facilitator signs the course approval and submits it to the Assistant Superintendent of Instruction, Curriculum and Student Services for approval.

All course proposals submitted for approval or deletion have completed the required process of the Division of Instruction, Curriculum and Student Services. Board of Education Policy IGA (Curriculum Development) states, "Curriculum development, review and evaluation shall be the responsibility of the District staff... After development, review and/or evaluation by a curriculum committee, all new curriculum, programs and courses of study, shall be presented Superintendent/designee (Assistant Superintendent) to the Board for its consideration and action."

Instruction, Curriculum, and Student Services presents new, changed and/or deleted courses, as attached, which have been developed according to Board of Education Policy IG and IGD. These courses are designed to support the needs of secondary students and are related to content standards and benchmarks.

Citizen Review of materials requested for adoption by the Board of Education will be held during each approval period. Notification of the Citizen Reviews are posted for each period on the District 11 website and through the District 11 Loop messaging system.

Teachers, Teacher-Leaders, Principals and Instruction and Curriculum Facilitators participate collaboratively in a selection process to bring materials and courses forward for Board of Education approval.

Once materials are approved both building, central, and Mill Levy Override budgets may be used to purchase materials.

It is requested that the Board of Education approves the instructional materials, new or amended secondary courses as submitted.

This item will move to consent for the April 11, 2018 meeting.

Policy GBEA: Staff Ethics/Conflict of Interest/Employment of Relatives

Policy GBEA, Staff Ethics/Conflict of Interest/Employment of Relatives, establishes the District's expectations surrounding the hiring of relatives working in the District.

GBEA is recommended for revisions to include the additional language requiring applicants to disclose in employment applications the names of relatives who may also work for the District. This helps in avoiding any conflicts in placing one relative as a subordinate to another relative.

The Board's Policy Committee recommends that the Board adopt the revised Policy GBEA, Staff Ethics/Conflict of Interest/ Employment of Relatives.

Policy GCG/GCGA: Substitute, Temporary, and Part-Time Teachers and Executive/Professional Employees

Policy GCG/GCGA, Substitute, Temporary, and Part-Time Teachers and Executive/Professional Employees, provides direction in relation to employing substitute, temporary and part-time Teachers and Executive Professional Employees in the District.

GCG/GCGA is recommended for revisions that include the deletion of language referencing flex plans. These plans are no longer in existence in the District.

The Board's Policy Committee recommends that the Board adopt the revised Policy GCG/GCGA, Substitute, Temporary, and Part-Time Teachers and Executive/Professional Employees.

This item will move to consent for the April 11, 2018 meeting.

Policy GDG: Substitute, Temporary, and Part-Time Education Support Professionals

Policy GDG, Substitute, Temporary, and Part-Time Education Support Professionals, provides direction in relation to employing substitute, temporary and part-time Education Support Professionals (ESP) in the District.

GDG is recommended for revisions that include the deletion of language referencing flex plans. These plans are no longer in existence in the District.

The Board's Policy Committee recommends that the Board adopt the revised Policy GDG, Substitute, Temporary, and Part-Time Education Support Professionals.

This item will move to consent for the April 11, 2018 meeting.

Policy IHBK: Colorado Springs School District 11 Preparation for Postsecondary and Workforce Readiness (Individual Career and Academic Plan)

Policy IHBK, Colorado Springs School District 11 Preparation for Postsecondary and Workforce Readiness (Individual Career and Academic Plan), requires the District to support students in planning and preparing for Postsecondary and Workforce Readiness (PWR) opportunities throughout their education.

IHBK is recommended for revisions that expand the exploration, development and maintenance of Individual Career and Academic Plans (ICAP) to all secondary students. Rather than beginning with the 9th grade, the revised policy will now provide that beginning with the 6th grade, students will begin working on their ICAPs in planning for PWR opportunities.

The Board's Policy Committee recommends that the Board adopt the revised Policy IHBK, Colorado Springs School District 11 Preparation for Postsecondary and Workforce Readiness (Individual Career and Academic Plan).

This item will move to consent for the April 11, 2018 meeting.

Policy IHCD: Advanced College Placement

Policy IHCD, Advanced College Placement, discusses opportunities for students to earn advanced placement and/or college credit.

IHCD is recommended for repeal since it is covered in other Board policies: IKC, Class Rankings/Grade Point Averages and IKF, Graduation Requirements.

The Board's Policy Committee recommends that the Board repeal Policy IHCD, Advanced College Placement.

This item will move to consent for the April 11, 2018 meeting.

Policy IHAQ: Postsecondary and Workforce Readiness Education (Career and Technical Education)

Policy IHAQ, Postsecondary and Workforce Readiness Education (Career and Technical Education), discusses the development of Work Based Learning (WBL) and the support of Career and Technical Education (CTE) programming in the District.

IHAQ is recommended for revisions that include: added definitions of the different types of CTE, alignment with state statutes, including C.R.S. 22-32-109(1)(oo) and C.R.S. 24-46.3-104, and taking on the added language from Policy IHAIA, Work-Based Learning Opportunities, which is recommended for repeal.

The Board's Policy Committee recommends that the Board adopt the revised Policy IHAQ, Postsecondary and Workforce Readiness Education (Career and Technical Education).

This item will move to consent for the April 11, 2018 meeting.

Policy IHAIA: Work-Based Learning Opportunities

Policy IHAIA, Work-Based Learning Opportunities, requires work-experience programs be developed as part of the total vocational education program in the District.

IHAIA is recommended for repeal since it is now covered in the revised Policy IHAQ, Postsecondary and Workforce Readiness Education (Career and Technical Education).

The Board's Policy Committee recommends that the Board repeal Policy IHAIA, Work-Based Learning Opportunities.

This item will move to consent for the April 11, 2018 meeting.

Policy AF: Fair Campaign Practices

Policy AF, Fair Campaign Practices, provides necessary information to agents and employees of District 11 regarding the rules set out in C.R.S. 1-45-101, et seq., known as the Colorado Fair Campaign Practices Act (FCPA). This is a new policy and is recommended for adoption as required by a recent ruling of an El Paso County District Court.

The Board's Policy Committee has reviewed Policy AF, Fair Campaign Practices, and recommends that it be adopted.

Policy EJ: Service Animals

Policy EJ, Service Animals, ensures that individuals with disabilities may be accompanied by service animals in District facilities, vehicles, on District grounds and at District functions.

Policy EJ is recommended for revisions that align with changes in state law, recognizing that miniature horses may be treated the same as or similar to a service animal. And as such, miniature horses may now be allowed on District property as service animals-in training. The service animal-in-training allowance was only limited to dogs. The policy is also recommended for revisions by adding a statement clarifying that the policy does not apply to emotional support animals.

The Board's Policy Committee recommends that the Board adopt the revised Policy EJ, Service Animals.

This item will move to consent for the April 11, 2018 meeting.

2018-19 Preliminary Budget Development Assumptions

Each year prior to preparing the proposed budget document, the Budget and Planning Office provides preliminary budget information (PBDA) to the Board of Education for approval. The preliminary budget guides the Superintendent for the FY 18-19 budget preparation in advance of the release of the FY 18-19 proposed budget by May 31, 2018. In addition, the PBDA provides an excellent snapshot of next year's budget outlook that is helpful in communicating the District's school finance challenges to community and staff.

Unified District Improvement Plan

The Education Accountability Act of 2009 requires each Colorado district and school to create an annual improvement plan. The Colorado Department of Education (CDE) has developed a unified improvement planning template and processes to support schools and districts in their performance management efforts. The unified improvement planning template has been designed to meet state, federal, and program accountability requirements.

The Unified District Improvement Plan (UDIP) is designed around four areas: Performance Data Analysis, Root Cause Analysis, Major Improvement Strategies and Action Steps, and Progress Monitoring Targets and Benchmarks. The UDIP is designed to be a multi-year plan; therefore, this year's version is very similar to last year's. The plan was developed in a collaborative process with District Leadership and aligns with the District's Business Plan. It has been reviewed by the District Accreditation Committee and will be reviewed by the District Accountability Committee (DAC). The submission deadline to CDE is April 16, 2018.

The recommendation is that the Board of Education approves the Unified District Improvement Plan.

FUTURE MEETINGS/WORK SESSIONS

A Board of Education work session is scheduled for Wednesday, March 21, at 4 p.m., at the administration building, 1115 N. El Paso St., in the Board Room.

Adjournment

The meeting was adjourned at 9:22 p.m.