

THE BOARD REPORT April 11, 2018

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GOOD THINGS

District 11 Colorado State Reflections Winners

Designed to enhance rather than replace a quality arts education, the Reflections Program provides opportunities for students to express themselves and to receive positive recognition for their artistic efforts. "What is Your Story?" was the theme for the 2017-18 Reflections program.

PTA believes all children deserve a quality arts education and encourages students to pursue artistic expression through participation in its annual arts Reflections Program. The program offers students the opportunity to create works of art for fun and recognition. Students in preschool through grade 12 are encouraged to create and submit works of art in several different areas. For more than 40 years, the program has encouraged millions of students across the nation and in American schools overseas to create works of art. The Reflections Program was started in 1969 by then Colorado PTA President Mary Lou Anderson.

Congratulations to these State Reflections winners (*Indicates entries receiving gold medals; these students will continue on to the National PTA Reflections Program. All others receive silver medals.): Dance: **Layla Barber**, Jenkins Middle School; **Anna Alber-Farro**, Doherty High School; **Abigail Humphries**, Doherty High School; Film: ***Anna Alber-Farro**, Doherty High School; ***Jack Williams**, Doherty High School; Literature: ***Braedyn Bruckner**, Penrose Elementary School; Music: **Miguel Camaran**, Doherty High School; Photography: ***Cierra Steele**, Doherty High School; **Ryan Kost**, Doherty High School; Visual Arts: **Madhuvan Kanike**, Chipeta Elementary School; ***Reilly Locke**, Jenkins Middle School.

Palmer Girls' Swim Team 5A Academic Champions

Palmer Girls' Swim Team has been named Colorado 5A Academic State Champions, with a team GPA of 4.32. This is the third year the swim team has earned this honor.

Members of the team are: **Paige Barker, Maya Berry, Abby Burkholder, Sequoia Gilliam, Emma Guinn, Eila Larsen, Annabel Lewis, Lina Rettig, Ellie Schueler, Margy Schueler, Maddie Scott, Jaye-Linh Shark, Emma Stoner, Abby Timmins, Jeanne Vera, and Molly Weeks.**

Palmer Teacher Named 5A Athletic Director of the Year

Palmer High School athletic director **Christina Miner** has been named the 5A Athletic Director of the Year.

SPECIAL REPORTS

Board Member Reports

Board members reported on their various activities.

Legislative Update

The District's legislative liaison will brief the Board of Education of new legislative matters affecting K-12 education. Board members will be encouraged to engage on various issues, depending upon Board position. This update will continue discussion of current bill tracking.

There are three accountability/assessment related bills included for review:

- SB18-011 Treatment of students who are excused by their parents from state assessments
 - Addresses occasional situations when students whose parents excused them (or opted them out) of state testing who were excluded from certain rewards given to those who took tests, such as pizza parties.
 - Prohibits schools and districts from prohibiting students from participating in activities or receiving rewards given to those students who participate in state assessments.
 - Establishes requirement for Colorado Department of Education (CDE) to notify districts of any complaints received from parents about violating this requirement.
 - Passed by Senate 34 to 1; Passed by House 54 to 9.
- HB18-1197 Establishes grants and allows for piloting alternative accountability systems
 - Creates a pilot program and establishes grants to run a second and parallel accountability system
 - Result of complaints and concerns from small and rural districts for whom the School and District Performance Frameworks (SPFs and DPFs) do not produce enough data to reasonably estimate school and district performance
 - Has a five year time limit and repeal clause embedded

- Unlikely to be used by districts of similar size to Colorado Springs School District 11
- Has not been voted on yet in either the House or Senate
- HB18-1019 Changes to criteria used in accountability performance ratings
 - Creates provisions to add points (or weight) for districts whose graduation requirements:
 - include “more rigorous course work requirements to receive a diploma”
 - adopt graduation requirements that meet or exceed college entrance requirements
 - Takes into account district size when assigning accreditation categories
 - House committee supported 10-3

Superintendent’s Report to the Board: Policies

The following policies were reviewed by the Board's Policy Committee, and there are no significant revisions recommended at this time:

CC, Administrative Organization, discusses the development and purpose of the District's organizational charts.

CCB, Line and Staff Relations (and CCB-R), authorizes the delegation of responsibilities from the Superintendent to District staff.

CE, Administrative Councils, Cabinets, and Committees, authorizes the Superintendent to form councils, cabinets and committees as necessary.

CEA, Administrative Advisory Committees (and CEA-R), gives the Superintendent (or designee) supervisory control over the use of citizens' advisory committees.

CF, School Building Administration, establishes that the direct administration of all schools shall be under the control of the Superintendent.

KDDC, Legal Notices, requires all legal notices relating to school affairs be prepared by the Secretary of the District 11 Board of Education, the Purchasing Department or the Office of Communications and Community Relations, and published as required by law and by vote or approval of the Board.

KE, Public Concerns and Complaints, welcomes concerns and complaints from the public, and establishes how they should be routed for consideration.

KL, Relations with Government Authorities, establishes that a cooperative effort shall be maintained at all times between the Board of Education, District officials and all governmental agencies whether local, state or federal.

LB, Relations with Other Schools and School Systems, requires cooperation with parochial schools, private schools and other public school districts in matters of mutual benefit where not expressly prohibited by law.

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 March 14, 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 April 11, 2018 Personnel Recommendations, as submitted by administration.

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. The Board of Education approved the instructional materials, new or amended secondary courses, as submitted.

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 of Education adopted 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 of Education adopted the revised Policy GCG/GCGA, Substitute, Temporary, and Part-Time Teachers and Executive/Professional Employees.

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 of Education adopted the revised Policy GDG, Substitute, Temporary, and Part-Time Education Support Professionals.

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 of Education adopted the revised Policy IHBK, Colorado Springs School District 11 Preparation for Postsecondary and Workforce Readiness (Individual Career and Academic Plan).

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 of Education repealed Policy IHCD, Advanced College Placement.

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 of Education adopted the revised Policy IHAQ, Postsecondary and Workforce Readiness Education (Career and Technical Education).

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 of Education repealed Policy IHAIA, Work-Based Learning Opportunities.

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.

The Board of Education adopted Policy AF: Fair Campaign Practices.

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 of Education adopted the revised Policy EJ, Service Animals.

ACTION ITEMS

Resolution 2018-35: Executive Professionals Week, April 23-27, 2018

Executive Professionals are essential and vital to School District 11 and the State's educational system, and, in recognition, the Board of Education is proclaiming the week of April 23 – April 27, 2018 as Executive Professionals Week in District 11.

The Board of Education adopted Resolution 2018-35, recognizing Executive Professionals Week in District 11.

Resolution 2018-36: National Volunteer Week

National Volunteer Week will be celebrated the week of April 15-21, 2018. It is a time for School District 11 to recognize the efforts of 24, volunteers who contribute, in service to others, over \$36,534,456 (based on 2016-2017 data). Individual schools are encouraged to appreciate and recognize the individuals who volunteer with their students. Administration encourages all citizens to participate in the celebration of National Volunteer Week, April 15-21, 2018.

The Board of Education approved Resolution 2018-36, recognizing the week of April 15-21, 2018, as National Volunteer Week.

Resolution 2018-37: CONO Neighborhood Community Week

The Board of Education adopted Resolution 2018-37 in support of CONO Neighborhood Community Week.

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 year's 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 percent coverage for dental care (except for orthodontia).
- 2.48 percent premium increase for both dental plans.

The Board of Education approved the Benefits Insurance Committee's FY2018-19 recommended health plan design and premium recommendations.

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.

The Board of Education approved the preliminary budget development assumptions, as presented.

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 Board of Education approved the Unified District Improvement Plan.

Resolution 2018-38: Distracted Driving Awareness Month

The Board of Education adopted Resolution 2018-38 in support of Distracted Driving Awareness Month.

NON-ACTION ITEMS

2000 Mill Levy Override Plan Amendment

HB 17-1375 requires all school districts to fund their district authorized charter schools with an "equivalent" amount of mill levy override (MLO) funds. Based on this new law, the District will have to reallocate the 2000 MLO spending plan items based on its charter schools' applicability. The attached package shows the proposed reallocation of the 2000 MLO spending plan line items to the charter schools. Note that these amounts will now change annually based on actual enrollment.

The reallocation to the charter schools is required by state statute. In the event that the District does not wish to reduce the District's other MLO items by this amount, the District will have to fund the reallocation from the general fund.

For FY 18/19, the required reallocation is \$742,733. The total annual amount allocated to the District's charters will equal approximately \$1,454,784 when added to the original charter allocation for the 2000 MLO.

The District's 2017 MLO already included a pro-rata share of that mill levy override.

This item will move to consent for the April 25, 2018 meeting.

FUTURE MEETINGS/WORK SESSIONS

A Board of Education work session is scheduled for Wednesday, April 18, at 4 p.m., at the administration building, 1115 N. El Paso St., in the Board Room.

Adjournment

The meeting was adjourned at 8:42 p.m.