

## Work Session

1. **Call to Order** by President Baumgartner at 6:31 p.m.
2. **Roll Call** Directors Baumgartner, Gustafson, Haffner, Hayes, and Jensen were present. President Baumgartner noted that a recording will take place for Agenda Item 4.1 CEI Listening Session only.
3. **Review of Agenda**
4. **Information/Discussion**

### 4.1 Colorado Education Initiative (CEI) Facilitated Listening Session with Board of Education Members

Alex Carter, Vice President of Field Implementation with CEI, facilitated a listening session with the Board of Education members regarding the development of a graduate profile and the creation of a narrative about what sets the district apart from others. Board members responded to a variety of prompts from Dr. Carter. CEI will be compiling the information along with their data collected in this comprehensive process. Dr. Carter summarized the timeline for the remaining work that will be completed. Director Hayes will serve on the Advisory Committee developing the graduate profile due to her DAC membership. Dr. Rabenhorst noted that one additional Board member could participate if desired.

### 4.2 Unified Improvement Plan Development & Strategic Plan Action Steps

Dr. Rabenhorst and Dr. Wakeman presented an overview of the timeline and process for the strategic plan goals and the District and School Unified Improvement Plans. The district performance framework shows that schools are *approaching* achievement levels at the elementary and middle school levels but *do not meet* at the high school levels. The five year graduation rate is very strong, including for minority students, low income students, and students with disabilities. Dr. Rabenhorst proposed a reduction in the Strategic Directions from 5 to 4 based on input from consultants and principals and explained the rationale. Board members expressed support for the reduction in Directions.

Schools will be submitting their Unified improvement Plans to CDE by the revised October 25 deadline. The deadline was extended from October 15 since district and school performance frameworks were released a week later than expected. The district is continuing to align UIP goals directly with Strategic Plan Directions and action goals.

Dr. Rabenhorst explained that one goal for Strategic Direction 2: Safety & Mental Health will apply to all schools. Each school staff has already reviewed the district-wide safety procedures and protocols prior to the start of the school year. Additionally, principals will participate in

tabletop activities with the district Safety Team to implement those activities with the full school staff at least twice during the school year.

**(a) Weld Central Middle School**

Principal Justin McMillan gave an overview of goals that align with each of the Strategic Directions.

Strategic Goal 1: Growth & Achievement - Mr. McMillan explained how cooperative learning is being built into lessons to ensure individual accountability for all students. Teachers are also working towards creating Common Formative Assessments in order to quickly assess students' understanding and identify concepts that need to be retaught. Director Jensen asked how all students are being reached without additional loss of instruction time and Mr. McMillan gave an example of how co-teaching alleviates that concern.

Strategic Goal 2: Safety & Mental Health - Grade-level celebrations along with team building and class building activities are a main focus using survey data to evaluate the success of these programs. Dr. Rabenhorst asked that Mr. McMillan include a target benchmark based on last year's survey data to help with evaluation of this goal. Director Gustafson asked how students are being supported that are typically underserved and Mr. McMillan explained that one of his office paraprofessional has been specifically tasked to connect specifically with students and their families regarding potential needs.

Strategic Goal 3: Quality Staff - Learning walks for the purpose of peer feedback are being conducted regularly. Director Jensen asked if the focus is leaning more heavily towards recruitment or retention and whether a staff turnover rate of 15% is too high. Mr. McMillan wants to focus on both by looking at reasons why employees are actually leaving and if those reasons are something that can be improved. Dr. Rabenhorst also gave several reasons for natural attrition that led to the goal of 15%.

Strategic Goal 4: Readiness & Success - Grade level teams will continue working towards grade-level achievement while promoting readiness through Virtual Job Shadow and College and Career Days.

**(b) Weld Central High School**

Principal Nicolas Ng and Assistant Principal Kelli Dwyer gave an overview of goals that align with each of the Strategic Directions.

Strategic Goal 1: Growth & Achievement - Mr. Ng discussed how staff is working towards increased engaged participation for all students through education rounds. Director Gustafson asked if teachers are working through book studies to learn new strategies. Mr. Ng explained that administration is working on more individualized connection with each teacher. Director

Jensen asked how comprehension is being checked and Mr. Ng gave an example of a strategy for how teachers can quickly assess students.

Strategic Goal 2: Safety & Mental Health - Ms. Dwyer spoke about the Seven Mindsets and how advisory classes are being organized with teachers loosely aligned with the pathways that students have chosen (i.e. science teachers advising students in the Health and Sciences pathway). Ms. Dwyer also noted that staff will participate in de-escalation training as part of professional development.

Strategic Goal 3: Quality Staff - Administration is focusing on Instructional Rounds with a focus on building support and trust with teachers.

Strategic Goal 4: Readiness & Success - Ms. Dwyer explained that all students will participate in quarterly grade level team meetings to discuss academic expectations with administration and counseling monitoring all students to ensure graduation requirements are being met. Ms. Dwyer also noted that the high school is partnering with Generation Schools Network (GSN) regarding tours for different industries to support the work being done in the pathways programs.

### **(c) Re-3J Online Innovations**

Principal Ryan Witzel gave an overview of goals that align with each of the Strategic Directions. Dr. Rabenhorst noted that goals for the Innovations school may look different due to the formation of the online school versus its previous program status during the height of the COVID 19 pandemic.

Strategic Goal 1: Growth & Achievement - Staff will be focusing on analyzing data for achievement goals through weekly meetings. There will also be alignment in social emotional learning and college and career readiness materials to the rest of the district schools. Director Hayes asked how teachers will reach out to students who are not meeting goals. Mr. Witzel explained how attendance works for the online school and how teachers use that information to ensure students are meeting requirements. Instructors will also meet with students individually twice per month to review progress.

Strategic Goal 2: Safety & Mental Health - Online Innovations also reviewed safety procedures and Mr. Witzel pointed out how some protocols are different due to the nature of the school and how those safety issues (i.e. internet safety, etc.) are addressed. BrainWise will be used at the elementary level along with the Seven Mindsets SEL curriculum.

Strategic Goal 3: Quality Staff - Staff have set office hours and communication response expectations to aid in a positive school climate. RebelsUnited is being formed to connect older students to younger students in the online environment.

Strategic Goal 4: Readiness & Success - Mr. Witzel highlighted the quarterly elementary field trip opportunities that align with the four pathways. Quarterly staff meetings will be held for credit tracking.

#### **4.3 Curricular Supplies & Materials Adoption - Supplemental Health Education**

WeldWAITS was reviewed by school mental health professionals, teachers, and district Registered Nurses for use in 5th grade puberty education presentations and as supplemental health education curriculum in grades 6-12. Dr. Wakeman explained that the current curriculum is limited in its content and support to those teaching the standards. WeldWAITS presentations have been found to be medically accurate, culturally and developmentally relevant, based on best practice models, and tailored to meet the needs of each audience. CCA has also been using WeldWAITS. The materials are aligned with Colorado State Standards and programming is available to Weld County schools at no cost. The curriculum has been placed on public display via the website and community feedback will be received until Friday, September 23. Director Jensen asked if there has been any feedback regarding the curriculum, and Dr. Rabenhorst noted that none has been received and that the appropriate stakeholders have reviewed the curriculum materials. Director Jensen asked if any of the material would likely invite controversy. Dr. Wakeman explained that the standards will be executed in the most professional way possible. She noted that the strength of the program is the WeldWAITS staff has considerable experience in presenting the material unlike teachers that may not be comfortable presenting the material. Director Gustafson asked if CCA has been happy with the curriculum, and Dr. Wakeman noted that District Nurse Kara Chambers has had personal experience with the curriculum as a parent and recommended the program knowing that it can be tailored to the needs of Re-3J students. The Board indicated that they did not require any additional information prior to the next meeting.

#### **4.4 2023-2024 District Calendar Development**

Dr. Rabenhorst requested feedback from the Board regarding a potential change to future district calendars. Since 2014, the district has utilized an Early Release Monday model to provide routine professional development opportunities for staff. While the model does meet this need, the district is considering eliminating the Early Release model and having more full day teacher inservice days throughout the school year. The full day of inservice would be very conducive for team planning specifically. Dr. Rabenhorst and the Superintendent's Advisory Council are recommending that parents and teachers be surveyed to gather their input on such a major change to the calendar. The survey will likely be part of a survey regarding communications in the district which CEI would like to have included. Director Gustafson noted that it is difficult to create consistency due to holidays. Director Jensen asked if the amount of time for teachers is comparable to what they are doing now which it is. Mondays are potentially the preferred day due to preschool not being in session and several holidays also falling on Mondays. Work days for teachers are built into this plan. Director Hayes voiced her concern over the lack of child care in the district, and Board members discussed how child care could be an issue in either model. The end of the collection time will correspond with

Parent Teacher Conferences and Board members can encourage parents to complete the survey.

5. **Adjournment** at 8:41 p.m.



Cynthia Baumgartner



Paul Jensen