

Work Session 6:30 p.m.

1. **Call to Order** by President Baumgartner at 6:31 p.m.
2. **Roll Call** Directors Baumgartner, Haffner, Hayes, and Jensen were present. Director Gustafson joined the meeting at 6:43 p.m.
3. **Review of Agenda**
4. **Action/Discussion Items**

4.1 **Governance Process or Board-Superintendent Relationship**

The Board assessed implementation of these policies. Dr. Rabenhorst suggested that GP-12 Board Member Conflict of Interest be reviewed as it is duplicative of Administrative Policy B-1 (BCB) School Board Member Conflict of Interest. During his review of the policies for the meeting, he noticed that the Administrative Policy was missing some language, and Ms. Wiener confirmed that during the overhaul process in 2019, CASB sent their sample policy without including the edits that had been requested by the district. Dr. Rabenhorst also suggested that the language be reviewed to promote more flexibility if Board members were interested in filling positions that often have critical shortages such as bus drivers. Following discussion, the Board directed, by consensus, to have each marked as “in compliance” and placed on a future consent agenda for full approval. Dr. Rabenhorst will make further edits to GP-12 and Policy B-1 and revisions will be placed on the October Regular Meeting agenda for a 1st Reading.

- (a) Review GP-3 Board Job Description
- (b) Review GP-5 President’s Role
- (c) Review GP-8 Agenda Planning
- (d) Review GP-9 Board Members Code of Conduct
- (e) Review GP-11 Board Member Covenants
- (f) Review GP-12 Board Member Conflict of Interest

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

Dr. Rabenhorst and Dr. Wakeman reminded Board members of the timeline and process for the strategic plan goals and the District and School Unified Improvement Plans at the September work session. The deadline to submit UIPs is October 25, and Dr. Rabenhorst

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would like Board approval on the strategic plan at the October 26 meeting. Strategic Directions have been reduced from 5 to 4.

Dr. Rabenhorst noted that elementary principals should continue to work in collaboration with both Weld Central Middle School and Weld Central High School for transitional goals.

Director Haffner noted that he liked specific data points (percentages) being added to some goals for ease of understanding. Dr. Rabenhorst will facilitate discussion among elementary principals about adding more measurable data points for goals. This suggestion does allow for better comparison of data year to year. He also suggested that Ms. Langlois support principals in that endeavor. Board members clarified that it was not a directive that the data points be added.

(a) Hoff Elementary School

Principal Ronda Soliz gave an overview of the goals that align with each of the Strategic Goals.

Strategic Goal 1: Growth & Achievement - Ms. Soliz explained that the overall target for growth in both areas will remain the same. Staff will focus more on addressing learning gaps at their team meetings. Team Based Problem Solving meetings will also include interventionists and support personnel (ELL and SpEd) to analyze interventions for at risk students.

Strategic Goal 2: Safety & Mental Health - Ms. Soliz noted that the Hoff Safety Team will be reviewing various drills to see where improvements are necessary. The Hoff Mental Health Team will review the school's DESSA data which may not be ready before the end of the school year.

Strategic Goal 3: Quality Staff - Mentors are continuing to work with new teachers to maintain a climate satisfaction rating of 75% or higher. Ms. Soliz is also doing monthly one-on-one meetings with new teachers to determine if their needs are being met. Solution Tree is being used for professional development and Ms. Soliz reviews the data collected from exit surveys.

Strategic Goal 4: Readiness & Success - Ms. Soliz highlighted Hoff's partnership with Executive Director of Assessment and Innovation, Becky Langlois, to continue developing a mentorship program with the Freshman Academy. Virtual Job Shadow Jr is being utilized and Hoff is planning College and Career Dress Up days.

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(b) Hudson Elementary School

Principal Greg Dent gave an overview of the goals that align with each of the Strategic Goals.

Strategic Goal 1: Growth & Achievement - The Hudson staff is engaging in professional development around both CKLA and Wit & Wisdom curriculum to ensure that essential elements of the programs are aligned with state standards.

Strategic Goal 2: Safety & Mental Health - In addition to safety tabletop discussions, Mr. Dent noted that he has been working with Hudson Fire District to bring tourniquet training to the staff. The Hudson Safety Team is continuing their work on an evacuation plan with hopes to add students to a drill that only staff is currently completing.

Strategic Goal 3: Quality Staff - Mr. Dent continues to meet with new teachers monthly while looking to maintain a 75% or higher satisfaction rating on the climate survey.

Strategic Goal 4: Readiness & Success - Hudson is working with the high school regarding career exploration classes and Mr. Dent has invited WCHS principal, Mr. Ng to his annual graduate walk of success.

(c) Lochbuie Elementary School

Principal Manual Montano gave an overview of the goals that align with each of the Strategic Goals.

Strategic Goal 1: Growth & Achievement - Grade level team meetings will continue weekly with a goal of meeting adjusted rates for CMAS and NWEA. The staff is implementing the SEL curriculum including trauma informed practices and working with their instructional coach regarding the Wit & Wisdom curriculum.

Strategic Goal 2: Safety & Mental Health - The LES Safety and Crisis Response Team will be reviewing drill procedures. The staff continues to utilize the Leader in Me program and will review DESA survey data.

Strategic Goal 3: Quality Staff - The LES staff plans team building activities at least once a month and Mr. Montano holds meetings with individual staff on an as-needed basis. Licensed teachers also participate in coaching conversations with their instructional coach.

Strategic Goal 4: Readiness & Success - LES teachers and administration will have students create their Career and College goals. They are working on building excitement

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around activities to promote their goals. Mr. Mantano also noted that he would like to implement something similar to the Hudson graduate walk of success.

(d) Meadow Ridge Elementary School

Principal Jennifer Forbes gave an overview of the goals that align with each of the Strategic Goals.

Strategic Goal 1: Growth & Achievement - Staff at MRE will be using data collected from CKLA assessments to create plans for instruction, reteaching, and remediation. Goals will be created, tracked, and celebrated. Team-based planning will focus on student engagement with support from their instructional coach.

Strategic Goal 2: Safety & Mental Health - All classrooms have dedicated time for both Leader in Me and TRAILS SEL curriculum. Staff worked on lesson plans over the summer and Mrs. Forbes was excited that they have seen success already through that planning. Leadership teams are working on plans for family engagement and positive student interaction.

Strategic Goal 3: Quality Staff - All MRE teachers will choose their individual goals from a menu of common goals regarding recruitment and retention. Teachers will then be placed in groups to support one another around goal progress. Teachers are also working on engagement strategies including creating a video of implementation to use as a model for other teachers.

Strategic Goal 4: Readiness & Success - MRE will continue to plan a Begin with the End in Mind Week. Students will use their Leadership Notebooks to track progress towards their goals.

5. Adjournment at 7:20 p.m.



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