

PSD District Advisory Board

April 4, 2022
7:00pm-9:00pm
ITC Building,
Aspen Room 1 and 2

MEETING MINUTES

Attendance: Brady Martucci (DAB Chair, Kinard, Fossil Ridge); Janna Walker (Bacon); Matt Crothers (Beattie); Lisa Verbsky (Bennett); Erica Daniell (CLP Elementary); Lindsay Steele-Idem (DAB Legislative, Dunn); Ginny Mack (Dunn); Queen (Laurel); Jami Montoya (Laurel); Stephen Clarke (Linton); Ethnie Treik (McGraw); Erin Lee (Rice); Julie Wenzel (Shepardson); Christy Halderman (Timnath); Andrea Booth (Traut); Chelsea Padgett (Werner); Natalie Niemeyer (Zach); Michelle Finchum (Blevins); Angela Lindquist (CLP MS, Poudre, DAB Membership Chair, DAC); Abby Kleier (Leshner); Mike Werner (Lincoln); Laura Martin (Preston); Scott Schoenbauer (DAB Chair-Elect, Webber); Rich Davis (Fort Collins); Amy Hoseth (Fossil Ridge); Jodi Quass (Poudre Global Academy, PGA Virtual, DAB Secretary); Dave Garner (Polaris); Michelle Duncan (Liberty Common); Kathy Ross (Liberty Common); Tom Reilly (Ridgeview Classical); Marty Goldberg (Front Range Community College); Lani Williams (DAB-DEI, Past Chair); Jessica Zamora (Board of Education); Dr. Traci Gile (Asst. Superintendent of Elementary Schools); Scott Nielsen (Asst. Superintendent of Secondary Schools); Marlena Gross-Taylor (Chief Equity and Academic Officer).

I. Welcome and Approval of Minutes

- a. DAB Chair B. Martucci called the meeting to order at 7:07 pm and completed attendance.
- b. The March minutes were unanimously approved by the membership,

II. Committee Updates

- a. **Membership Chair:** A. Lindquist reported. If you are no longer participating as the DAB representative, please communicate with your principal and communicate via DAB email. If you know of people who might be interested, encourage them to come to the next meeting, or to reach out. DAB Membership Chair will reach out to principals in August regarding representation.
- b. **Legislative Committee:** L. Steele-Idem reported on the Board of Education's Legislative Subcommittee meeting she attended the previous week. Because the end of the session is nearing and the budget being finalized there is a flurry of activity. She discussed the status of various pieces of legislation including Universal Preschool, Privacy Protections for Educators, and Medically Necessary Services for Special Education students. L. Steele-Idem also explained that if interested, members may track any education bill online, including through the Chalkbeat Colorado website.

- c. **District Accountability Committee:** There was no report as there was not a meeting to report on.
- d. **Diversity Equity, and Inclusion Committee:** L. Williams reported. The committee researched PSD communications to best support the District's stated DEI goals in preparation for the committee's end of year report.

The committee reviewed the February 10, 2021 PSD Update. The committee noted that the committee's selection of the book *Stamped: Racism, Antiracism, and You* as a resource for staff and students aligns with the District's desire that "PSD's curriculum materials should affirm our many identities, and represent multiple, complex human experiences and perspectives." The committee requests a status update on the Board of Education's declaration to establish a fifth District End for equity, diversity and inclusion.

The committee examined the PSD Equity, Diversity, and Inclusion webpage. The webpage included four sections: Inclusive Leadership, Climate and Culture, Curriculum and Assessment, and Professional Learning. The committee requests the District update the webpage regularly as it is the primary source of DEI communication for the community.

The committee explored the noplacforhate.org website linked on the PSD EDI webpage. The website contains tools and resources for building a learning community of inclusivity, respect, and equity. The committee would like the District to explain how and where No Place For Hate is utilized in the District.

III. Chief Equity and Academic Officer and Assistant Superintendent Updates

- a. Ms. M. Gross-Taylor reported.
 - i. Hired a new principal at FCHS and at Centennial. A few more principal positions open and working through the process. Learning Services Team is hiring for Integrated Services Director, Language Culture and Equity Director, and Student Services Director. Shared that Mr. Kingsley continues to be looking for the very best in the hiring of Integrated Services Director, having had interviews and widening the pool of candidates. PSD is always hiring for paras and bus drivers. If you know anyone who is interested in any of these positions, please refer them to HR. Looking at recruitment and retention of these positions including a review of competitive pay.
 - 1. LGTBQIA+ - has been hired and will be shared along with the DEI Coordinator once hired.
 - 2. DEI Coordinator- in the hiring process
 - ii. Ms. Gross-Taylor encouraged members to watch the presentation about universal preschool, head start, kindergarten programs, hiring and recruitment, etc. Other states are well ahead of Colorado. There will be challenges to work through in shifting to universal preschool, but we are heading in the right direction.
 - iii. Tuesday's Board Meeting:

1. Medicaid billing will be discussed. This is a revenue stream that we have not been accessing recently. It is no longer reimbursement for special education alone.
2. Overview of Integrated Services Programming with 2 key questions: 1- Are we identifying correctly? Are we under identifying? 2- How do we continue to increase graduation rates for our students with disabilities?

IV. Board of Education Update

- a. J. Zamora reported. Ms. Zamora agreed that the early childhood presentation in the last meeting was very informative. Staff in early childhood are supporting children and their families with supports beginning as early as prior to delivery, and continue to support students and families until Kindergarten. Additionally, a presentation on High Impact Tutoring was very informative and would be valuable to watch. Lastly, student advisory council, which comes monthly, attended a meeting with the board and shared thoughts on the connections surveys. The board appreciates these opportunities to listen to student voices and feedback.

V. 2022-2023 DAB Executive Team Positions/Candidate Introductions

- a. Chair elect S. Schoenbauer reported the positions that are included in the executive team, primary roles of each position, and initiated sharing of nominees that were sent in prior to the meeting. Each position was opened for nominations.
 - i. Nominees to be voted on in May:
 1. Incoming Chair: Dave Garner (Polaris), Queen (Laurel)
 2. Membership Chair: Angela Lindquist (Poudre)
 3. Secretary: Chelsea Padgett (Werner), Michelle Duncan (Liberty)
 4. District Accountability Committee Representative: L. Steele-Idem (Dunn), Mike Werner (Lincoln)
 5. Legislative Committee: Laura Martin (Preston)
 6. Academic Committee: Janna Walker (Bacon), Kathy Ross (Liberty)

VI. Year-End Summary Collaboration

- a. Each table worked together to share takeaways and further wonderings for each meeting. Notes were gathered from each table. See the attached page.

VII. Concluding Remarks and Adjournment

- a. Adjournment: B. Martucci concluded the meeting at 9:04pm.

--Jodi Quass, DAB Secretary

Year End Summary Collaboration: Table Feedback

Table Group Members

Table A - Lindsay Steele-Idem, Virginia "Ginny" Mack

Table B – Natalie Niemeyer, Janna Walker, Thomas Reilly

Table C – Queen, Jenny Miller

Table D – Abby Klein, Erica Daniell, Michelle Finchum, Dave Garner, Rich Davis

Table E – Erin Lee, Kathy Ross, Michelle Duncan

Table F – Lani Williams, Chelsea Padgett, Jodi Quass, Stephen Clarke

Table G – Ethnie Treick, Christy Haldeman, Lisa Verbsky

Table H – Scott Schoenbauer, Jami Montoya, Laura Martin, Mike Werner, Andrea Booth

September 2021 Meeting

Meeting Topic: PSD Superintendent Update presented by Brian Kingsley (Superintendent), Dr. Traci Gile (Assistant Superintendent of Elementary Schools) and Scott Nielsen (Assistant Superintendent of Secondary Schools). Board of Education Update and Q&A with Christophe Febvre (BOE President and BOE DAB Liaison).

Takeaways:

Table A – Goal of increased partnerships in country as a new superintendent

Table B – Really liked Kingsley's message to "graduate with options"

Table C – Shocked that they put a white man in charge of PSD schools. Are they really wanting change???

Table D – He did a great Job. Good to get to know him and hear his voice. Presentation was clear and helpful to get a sense of his vision going after literacy and curriculum.

Table E – Appreciated introduction to Kingsley and farewell to Febvre.

Table F – Great intro to Brian Kingsley

Table G – Appreciated Brian Kingsley giving his time presenting vision, great communication skills

Table H – Connect and Accelerate Vision Seemed he was more interested in central planning vs school based budget approach and autonomy principals love the autonomy/freedom so there were concerns

Further wonderings:

Table A – What partnerships exist and what have been pivotal to his growth as a leader?

Table B – Would be nice to go over recommendations that were given to BOE in the previous year. I think that would be so helpful to set the stage for the year.

Table C – I’m wondering how engaging he’ll be to BIPOC families due to their experiences. (Already met with him twice)

Table D – A lot of churn and new/open positions make us curious – what does new organization look like at the district level? What is his relationship like with the B.O.A?

Table E –

Table F – What his challenges have been, accomplishments?

Table G – Could he come every year with update from him?

Table H – Wonder if central planning will be coming and if that would damage PSD OK with some programs – Sate to Tell, Tutoring being centralized if for

October 2021 Meeting

Meeting Topic: Information Sharing at DAB and Between School/SAC/PTO-A and DAB, and School to School; worked in small groups to collaborate and discuss, then each table presented to the full DAB group.

Takeaways:

Table A – (For the exec team) The idea of a uniform blurb to be shared between these groups was good but not sure how effective the implementation was.

Table B – This was a great idea but feel like it lacks implementation. Lots of good ideas shared but would like to see more steps toward implementation.

Table C – A lot of information

Table D – It was a fun time thinking of solutions but not a lot of paths forward. Principals don’t seem interested in more interaction /no incentive to collaborate with DAB and/or other schools (because student-based budgeting).

Table E – Liked the collaborative exercise, but what was done with the notes from our conversations?

Table F – Every school does it completely different

Table G – Goal of sharing “Passion Projects” good to be open/collaborative Inspire others

Table H – Passion Projects Liked the interatom and group discussion – got to know how each other and collaborate Loved that it gave ideas to share back to site Jodi’s Blurbs were great

Further wonderings:

Table A – Maybe circle back and find out how members feel it went (referring to the uniform blurb).

Table B – How can we take this a step further?

Table C – Will go home and check it all out

Table D – Did any of the ideas happen?

Table E –

Table F – action items, nothing came of this discussion

Table G – Come from district (some principals were uncomfortable with sharing) rather than DAB rep?

Table H – Can we do more of this next year, share passions/struggles Do it quarterly Great to info share between schools

November 2021 Meeting

Meeting Topic: PSD Testing Data presented by Dr. Dwayne Schmitz (Chief Institutional Effectiveness Officer)

Takeaways:

Table A – Consider doing every fall/winter

Table B – Amazing to see what is available in terms of data! Enjoyed being walked through exactly how to locate this data.

Table C – I continue to sit in rooms where Black communities are portrayed as criminals/juvenile delinquents, but it never crosses a persons mind that the school system and staff are biased (with no training) racist (using generational privilege) and to concerned with caring for white children than others

Table D – He is amazing. Site with Connections Survey Info on SROs (disciplinary actions by race). Different site with non-comparable data – why so hard to find? Is this being hidden? Liked B.O.A Dashboard/Report Card

Table E – Why won't Dwayne review and show findings on data surrounding Healthy Kids CO Survey?

Table F – He lets the data speak.

Table G – Dwayne – engaging as long as you know where to go, it's accessible

Table H – Taught us how to get into website to get data ourselves (“Teachers us how to fish”) Loved his presentation style We're doing better than others comparable with literacy Keep in mind equity lense – some schools do better than others due to demographics

Further wonderings:

Table A – How does high-impact tutoring impact test results?

Table B – How is this data being used to drive change? Mention of SROs; How will SRO presence increase with addition of new high school and Wellington middle school opening? Will there be more hired on?

Table C – Have we sat down as a (PSD) community and ha this conversation. Do we understand that this graph didn't show just black kids and youth being jailed/suspended/SRO engaged but it also clearly shows the “State of mind” of most of our (PSD) school staff who clearly supports the school pipeline to prison system for BIPOC youth

Table D – Can we integrate data set so it is easier to see? How are SROs doing? Are they able to do their job?

Table E –

Table F – Hear the new numbers each year. 3 min instructional video on how to use dashboard as resource.

Table G – How to better communicate with families to build interest in data How to be transparent with statistics without them being spun to certain message/agenda

Table H – Can we compare from school to school with district. Principals have access to that but not public

December 2021 Meeting

Meeting Topic: Career and College Future Readiness and Futures Lab with presentations from the PSD Career Innovation Team and Marty Goldberg (Director of High School Programs, Front Range Community College)

Takeaways:

Table A – Very well received; should focus on.

Table B – We all thought that this presentation was very informative and gave us a great perspective as to what these programs are all about.

Table C – Can the notes be translated into Spanish? I am the secretary for Irish’s Padres in Acción and we use Google translate and then I ask a parent that is Spanish fluent to check that translation. Maybe the secretary can ask their family engagement person at their school to translate?

Table D – Xello was neat and awesome. Ineffective. PSD is creating a redundant system. Futures Lab won’t do as good of a job as the school specialties. Lab offering hands on stuff with transport – accessible - good. Futures lab too small? Is there continuity across schools?

Table E –

Table F – So many great programs

Table G – Impressed with partnerships with community Focus on “Future Ready” vs “College Ready”

Table H – Getting kids into paths – connect passion Educate parents on what’s available Very cool programs with great potential Trades not just college Internships and apprenticeships Scott takes Dwayne’s data on who says “I don’t think I’ll graduate” and speaks to them directly to discuss options

Further wonderings:

Table A – How is the program expected to expand with community partnerships? Status of construction?

Table B – How do you align motivations and incentives so that specialized schools aren’t in conflict with the mainstream schools? How do kids get steered into these programs? How do you increase awareness within PSD about these programs?

Table C –

Table D – Many of us missed this session. Some didn't agree.

Table E –

Table F – Needs better advertising Field trips

Table G – Keep working on parent communication

Table H – Getting kids interest in certain path Is one location better than multiple or portable location of F.C. Good to discover what you don't want to do

January 2022 Meeting

Meeting Topic: PSD Facilities Updates presented by Matt Bryant (Operations Executive Director) and See Something, Say Something Landing Page presented by Dr. Traci Gile (Assistant Superintendent of Elementary Schools) and Scott Nielsen (Assistant Superintendent of Secondary Schools)

Takeaways:

Table A – Regarding landing page; Helpful for parents to find the tab

Table B – Very helpful overview of planned improvements. The presentation did feel like decisions had already been made. It would have been helpful to inform the audience of when and how principals and schools can voice requests for capital improvements.

Table C –

Table D – Old schools not getting fixed-up. Illuminating budget discussion. Sadly behind on facilities – need to be more innovative about improving/going after funds. Regarding see something...Did they change the button? Come up with a new webpage? Lots of great feedback from kids about this site! Current link does not seem to load.

Table E –

Table F – Too confusing, Too many options

Table G – Principals didn't know about some of the line items

Table H – "Safe to Tell", "Title 9" and "Bias" – confusing that there are three spots to enter Facilities update was good to hear and have individual schools bring specific issues (CLP lockers – stopped because of asbestos) Concern on projects that were listed as "completed" that weren't. Got clarification about \$ allocated vs. actual spent/completed.

Further wonderings:

Table A – Regarding the landing page; Status of going live to all? What kind of data is being gathered? What have we learned from it?

Table B – The decision and prioritization process for improvements would be good to know. Are there metrics being used? Is there a way this can be communicated to lay people?

Table C – How did the See Something Say Something turn out?

Table D – How are funds being used? Going after new federal funding sources?

Table E –

Table F –

Table G – Love an update every year

Table H – Didn't see a spot to report "Bias" that's not "Title IX" associated Doesn't seem to have a place for bullying

February 2022 Meeting

Meeting Topic: PSD Calendar Committee Updates presented by Alicia Bono (Principal Cache La Poudre Middle School) and Melanie Mierzwa (Principal Riffenburgh Elementary School) and PSD Principles of Community Presented by John McKay (Director of Language, Culture and Equity)

Takeaways:

Table A – Results of parent survey, priorities

Table B – It was interesting to hear the process but it was somewhat frustrating to know what to do with the info presented.

Table C –

Table D – Influenced by time of year administered. Calendar is hard to implement because sub agreements with unions, contractors Federal mandates, etc. Tense moment – 45 minutes.

Table E –

Table F – great info

Table G – Appreciated being asked for parental feedback on calendar changes With Equity Presentation, great in theory, how to measure it

Table H – We were asked our opinion but it was decided Bye John Seemed like his presentation was running counter to other presentations that we're getting

Further wonderings:

Table A – When is next parent survey What other potential changes Rec to board: examine year round data elsewhere, learning loss, etc.

Table B – The date of the calendar survey and the priorities suggest there might have been some recency bias in the people taking the survey. Is it possible to change the way the surveys or preferences could be discovered to avoid those possible issues?

Table C –

Table D – Do we really still need 12 weeks off? (hard on working parents)

Table E –

Table F – wish we had the discussion before the survey we get “talked at” more than collaborated with

Table G –

Table H – Need status update to website

March 2022 Meeting

Meeting Topic: PSD Connections Survey Data and Test Data presented by Dr. Dwayne Schmitz (Chief Institutional Effectiveness Officer)

Takeaways:

Table A – Always well received

Table B – Kids who don’t feel connected are less likely to graduate. Connection dropped during COVID but is bouncing back.

Table C –

Table D – good data. good talk.

Table E – Student survey data should be shared with parents...If a student is struggling the parents need to be informed. Transparency is crucial to student health and success.

Table F – coin toss analogy has great statistics

Table G – A little repetitive to have 2 Connections Survey Presentation in one year Fascinating as always How important being in school is

Table H – Teaching us how to self service on website Do every year Felt like I can be independent contributor to by SAC

Further wonderings:

Table A – What Dwayne has learned and other questions that his doctor friend would ask the students- next steps to identify opportunities for mentors/community engagement?

Table B – What about the kids who didn’t take the survey? We guess that they are probably some of the most at risk – who is addressing their needs?

Table C –

Table D – How are parents/community feeling about this survey? Could people get this confused with State Health Survey? Let’s Differentiate.

Table E –

Table F –

Table G – How is teacher’s mental health and how is that impacting our student’s feelings of connection

Table H –

April 2022 Meeting

Meeting Topic: Table Collaboration on takeaways and further wonderings for each meeting this year so far.

Takeaways:

Table A – Normalizing gun safety education (like 5210 healthy living), especially in light of safe/secure storage legislation that passed that nobody knows about. Partnership with SRO.

Table B – Enjoyed meeting and hearing from Marlana.

Table C –

Table D – Great team: sassy; insightful. DAB – too much introspection?

Table E –

Table F – What each role does should have been defined on paper, time management, better distribution of voting cards, prioritize collaborative conversation

Table G – Role of DAB needs to be further clarified with principal

Table H – Good to learn what all positions on the Exec Board do

Further wonderings:

Table A - Bullying

Table B – Curious, at the end of the year, how does this group really affect change? Lots of interesting info at meetings, but how are we really contributing?

Table C –

Table D –

Table E –

Table F – clarify bylaws

Table G –

Table H – Address DEI future