



DISTRICT ACCOUNTABILITY COMMITTEE (DAC)

**General Meeting Agenda**

BVSD Education Center

March 5, 2019

6:15 p.m. - 8:30 p.m.

1. Welcome (5 min.)
2. Board of Education Report (Kitty Sargent, 10 min.)
3. Superintendent Report (Rob Anderson, 15 min.)
  - Policies [JS](#) and [GBEE](#) - Board hasn't acted on the tech policies; topic is tabled for a future agenda item.
  - [Strategic Plan Update](#) - Changes made to plan based on feedback sessions and online input. Shown in red on slide.
  - District reorg - shared with district leadership this morning. It is not a "people" issue. If it not the people, we have to think about the structure. We have a very traditional, hierarchical structure but that is not how we really how we operate. We need to be more flat, empowering, and efficient. Students/schools first. Schools don't exist to support the district; the district exists to support the schools. We have to create the right district conditions. Principals should have to make one call (their boss) to get things done when they need support. Grouping schools by region rather than just by level (elementary, middle, etc.) Creating vertical alignment (area superintendents) and horizontal - every person belongs to a vertical team as well as a horizontal. This structure probably isn't perfect but we'll adjust. This structure will allow us to be more nimble and responsive. East network is smaller to create deeper intensity. Driving \$1million from central office directly to the schools. First step in differentiated funding.

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 EAST SUPPORT NETWORK	 SOUTHWEST SUPPORT NETWORK	 NORTHWEST SUPPORT NETWORK
<b>Robbyn Fernandez</b> Area Superintendent	<b>Margaret Crespo</b> Area Superintendent	<b>Sam Messier</b> Area Superintendent
<b>Nativity Miller</b> Area Executive Director	<b>Michele Deberry</b> Area Executive Director	<b>(New) TBD</b> Area Executive Director
Broomfield HS Centaurus Halcyon Broomfield Heights Angevine Meadowlark Aspen Creek Kohl Emerald Birch Sanchez Lafayette Ryan Pioneer P2P Justice	Fairview Monarch HS Louisville MS Southern Hills Eldorado Monarch K-8 Superior Louisville ES Coal Creek Fireside Bear Creek Mesa Creekside Community Mont University Hill High Peaks BCSIS Eisenhower Summit Horizons	Boulder High Nederland MSHS New Vista HS Arapahoe Tech Boulder Universal Centennial Casey Platt Manhattan Foothill Crest View Heatherwood Whittier Douglass Columbine Nederland ES Jamestown/Gold Hill Flatirons Boulder Prep

Area Superintendent	
Area Executive Director	
Early Childhood Education	English Language Development
Special Education	Reading
Data and Assessment	Language Arts and Humanities
Equity and Partnerships	Student Services
Instructional Practices	STEM
Advanced Studies and MTSS	Mental Health
Curriculum and Standards	Dropout Prevention
Attendance	

Q: how has this change been received? A: it seems to be well received, most feel excited about the potential to be more effective (Sam Messier). Some are freaked out by such a big change, and we are being sensitive to that (Rob Anderson).

Q:

Q: what happens to the areas these people used to “own” such as “equity”. A: we should be able to bring people to

Q: is this being used in other school districts? A: a little bit. Some has have this but structure but also have a central office. We’re not doing that.

Q: Hiring new staff? A: Trying to leverage the talent we have but will have some openings, such as Director of Reading, which we split out reading from language arts.

#### 4. Initiative Inventory (Sam Messier, 25 mins)

- [Slides: BVSD Initiative Inventory](#)

Outside consulting firm collected lots of data on initiatives - cost, effectiveness (as best as possible)

Principal survey - is the particular initiative happening in your school or not, if so, do you think it is important, how well it working, etc.

Results:

251 initiatives from 28 teams, across 9 departments totaling \$46.4M in known costs (~15% of BVSD general operating costs)

Q: How accurate do you think the cost analysis is? A: the independent consulting firm dug into things that didn’t seem to add up. It seems like we got really good quality through this process, very thorough.

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Return Metric Status (Slide 18): 21 initiatives did not have a clear objective; 61 didn't have a success measure; 43 didn't have a system to measure and analyze aligned metric

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Only 27% of initiatives had results to show their efficacy

Q: How are programs chosen/added? A: An accumulation of things that have started over 20 years. We're good at starting things but not stopping things.

Share at tables - response to 72% of initiatives are not for a specific population (no target). [slide move efforts to target...] Share out: worried that we're not differentiating instruction.

Principal Survey responses -

Most initiatives were happening. Some initiatives seem worthy but not working well in the current form.

There are some things that are very costly and not necessarily effective. And other things that don't cost much but it's still a lot going on and important to see if they're programs that we really want to be doing.

Next steps - incorporate these data into the strategic plan.

Q: do you think if more initiatives were focused on specific populations we could more effectively address the gaps? A: it is certainly a hypothesis. It is not just doing initiatives for special populations but doing the right things. Figuring that out.

Q: it could be demoralizing for teachers working on these programs who might not have time to collect these data. Is there any resources being put toward helping with this? A: we would not make a decision based on the inventory.

## 5. UIP Input (55 mins)

The [Quality Criteria Rubric for Evaluating the District UIP](#) identifies 5 big guiding questions. Table groups went through the rubric focusing on items 2, 3, and 5. The DAC expressed dismay at the tight timeline for providing feedback on such a large document. A draft UIP memo, written by the Executive Team, was then shared with the DAC for review. Nicole Rajpal lead discussion about how to proceed: a) present the draft UIP to the Board of Education with on March 12, 2019 and allow the DAC to discuss this item again at the April DAC meeting before finalizing recommendations; or, b) have the Executive Team incorporate comments from small table groups into a final version that will be presented to the Board, eliminating further discussion? Consensus was that April was too late in the year to provide meaningful feedback to the Board of Education. Motion to collect feedback on the UIP Memo and finalize the language for presentation of an official memo to the board next week. Discussion on the need to improve the UIP process and timeline overall should be a high priority. Motion approved by acclamation.

[Final UIP Recommendations Memo](#) to the Board of Education as presented on March

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12, 2019.

6. [SAC Support Subcommittee Report](#) (20 mins)

Slightly abbreviated discussion on this topic, with the main question being how does the DAC want to proceed with this information? The board truly values the opinions of DAC and SAC and for these groups to provide meaningful input and support the strategic plan the need to be higher functioning.

One thought was that there are too many, and possibly conflicting/overlapping, parent groups at each school. This may result in decreased participation overall, and too many groups (and too much time) for the principals to manage. Consider conducting an audit or inventory on parent groups along the lines of the initiative inventory.

Are parents interested? We can't mandate participating, but we can make it accessible. We can be better communicate about SAC, what it is, why it's necessary.

Principals really impact the quality of SACs. Can the district support parents who want to improve their SACs.

Bylaws are great, but it would be great to have a "best practices" document for DAC.

The group was overwhelmingly supportive of a SAC/DAC orientation in August to help everyone start from the same point before SAC/DACs get started in September.

Celebrate the contributions that these committees are responsible for (ie school counselors).

Emphasize the impact on the success of the strategic plan rather than the statutory requirements.

7. Adjournment (5 min.)

### **SAC/DAC Information**

- DAC Exec, call for nominations
- Let your principal and your SAC know if you wish to remain on DAC for 2019/20
- The State Board denied Ascent Classical Academy Flatirons appeal, upholding BVSD decision. [Read BVSD communication on the decision.](#)
- Colorado Legislature: [HB19-1032 Comprehensive Human Sexuality Education](#)

### **School Board Agenda Items (Draft)**

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