1. Welcome (Amanda Brown, DAC Vice Chair)
   a. Meeting was called to order at 6:20PM.
   b. Minutes were approved as written.

2. Draft Budget Survey Findings (Budget Survey Subcommittee)
   a. Ralph Frid presented the findings from the Budget Survey for 30 minutes with interactive
dialogue to identify key patterns and trends in the data.
   b. Several excellent comments were received regarding a need to expose the differentiated
   comments and reflect a nuance regarding High School emphasis on needs for curriculum
   emphasis.

3. Board of Education Report (Kitty Sargent, Board Liaison)
   a. New School Board Members were sworn in on 12/3, and Shelly and Sam were given a great
   send-off.
   b. The Members are looking to hire more people of color into the district – as student teachers and
   permanent teachers. Goal is to get educators that reflect the demographics of the community.
   c. Policy review continues by the Board.
   d. The BVSD Board is heading to Colorado Association of School Boards (CASB) at the
   Broadmoor in Colorado Springs.
   e. The Board is looking to adopt a civility policy due to comments that arose when a snow day
   was not called. The goal is to set a standard of conduct and protection for all BVSD employees.
The recommendation was made to insure that any standard of conduct policy be sensitive that it
is not overapplied to people of color. This has been a problem for other institutions.
4. Superintendent's Report (Dr. Rob Anderson)
   a. Rob reviewed the focus on Fairview High – the sexual assault charges are still under investigation so little was discussed as the incident did not occur on campus. School support is a focus for Fairview and all other high schools.
   b. All students (except 25) have submitted their vaccination compliance.
   c. School visits by the Superintendent continues.
   d. Principals are getting instruction on how to conduct root-cause analysis.
   e. Question regarding delayed bus / student pick up. The district is having difficulty getting enough drivers. The district is looking at different strategies to address the challenges.
      i. It cost $17M annually to transport 20% of our student body. Rob would like to provide more transportation capacity for the dollars we are spending.
   f. District is also looking to hire more cafeteria personnel. This too is proving to be challenging.

5. School Improvement at Columbine & Alicia-Sanchez (Sam Messier, Asst. Superintendent NW Area)
   a. Columbine and Alicia-Sanchez are the two lowest performing and lowest growth schools.
   b. District, School and Classroom conditions affect learning. Goal is to align the systems across all three levels.
   c. School supports needs to be differentiated and BVSD has not done this historically.
   d. BVSD needs to have partnerships with schools that have been successful with improving the learning in challenging environments.
   e. BVSD has partnered with the University of Virginia.
      i. The UVA program has evidence of contributing to improved learning one to four years with a partnership with UVA.
      ii. The UVA focus is leadership development and design systems that work for students.
      iii. The Core focus is in four areas; Leadership, Differentiated Accountability, Talent Development and Instructional Infrastructure.
   f. District learned they are not as well-developed in the area of instructional infrastructures that support learning in challenging areas / schools.

6. Subcommittee Work – Meeting broke into working groups at 8:00PM

7. Adjournment: Informal adjournment took place at 8:30PM