

**October 30, 2020**  
**ARC Committee Meeting**

**Members in Attendance:** Jeri Crispe, Facilitator; Ginger Ramsey, principal Broomfield HS; Eddie Hartnett, AD Boulder HS; Steve Shelton, AD Broomfield High School; Michele DeBerry, Executive Director; Emmy Murphy, AD Centaurus HS; Stacey Zis, BVSD Board member; James Hill, principal Boulder HS; Eric Gustafson, AD Monarch HS; Don Strensrud, principal Fairview HS; Chuck Doudna AP/AD Nederland Middle-Senior High; Randy Herbstreit, Centaurus High School - Coach (football, basketball, baseball); and Erin Mason, parent **others ??**

**Meeting Notes**

As a committee, we determined the following as our goal for the 2020-2021 school year.

The goal of the athletic review committee for the 2020-2021 school year is to enhance the culture and climate of BVSD athletics by providing equitable access to athletics to ensure player diversity in all sports.

The committee will focus its work around Communications, Mental and Physical Well Being and Professional Learning this year. Equity will be at the center of our work as we want to ensure alignment with district priorities and direction.

**Communication**

We will gather feedback from parents, athletes, coaches, ADs, and administrators to improve the sports experience for all stakeholders through the development of communications, guidance documents, and general tools and resources that will improve the overall functions of athletics in BVSD as we attempt to engage more underrepresented students in athletics.

We will utilize the survey, exit interviews, and focus groups to gather feedback that will inform the development of these resources.

We will update the athletic survey, determine who will receive it, when it will be distributed and how we will improve its response rate.

One of the resources we will review is the Code of Conduct for athletes and coaches.

**Physical and Mental Well-being combined with Professional Learning**

We will look for resources to provide Just in Time Support for the Physical and Emotional Health of our coaches as part of our response to and recognition of the added stress in athletics during a COVID 19 pandemic year.

If time allows, we will look forward to role specific and personalized support inclusive of training for our ADs, athletes, and coaches.

Thoughts for consideration and possible recommendations to the BoE at the conclusion of our year may include:

Recommending a District AD in BVSD. The committee spoke extensively about the strong level of support they receive from Executive Director, Michele DeBerry, who was a former AD and understands the role. The committee members recognize BVSD is one of the few districts of its size without a District level AD.

Hiring a Media Specialist and/or Prep Reporter to bring recognition and attention to sports in BVSD.

#### **Additional notes:**

We will not be using JamBoard as a tool moving forward for committee meetings. We will keep all written communications in chat.

PowerPoint will be utilized as the facilitation tool for all meetings.

Suggested that we meet every other month, yet recognize we may need to meet more frequently to complete our work for the year. The timeline for our work below needs discussion and approval from the committee.

The committee would like students and coaches to be part of our committee and the principals and/or ADs will reach out to both and ask them to join. As a committee, we need to ensure we have a diverse group of students represented i.e. race, gender In addition, a thought to consider is how to include the voices of students who are not in sports into the room. (focus groups, surveys, etc.)

**Committee Work Moving Forward**-Each meeting will be comprised of Just in time work as given to the committee from the district and predetermined objectives for meeting our charges for the year.

**November 2020**

- Waiving of Athletic Credits-Review Letter submitted by students
  - Students will present their letter to the committee.
  - Additionally, the committee will review IKF 2021 to provide feedback
  - The committee will send feedback to Dr. Anderson with the acknowledgment that there are many additional levels the feedback must go through
- Review and Revise the Athletic Survey

**January 2021**

- Review the Code of Conduct for athletes and coaches
- The facilitator will lead Focus Groups and bring the feedback to the committee for review, discussion and next steps

**February 2021**

- Discuss Focus group results and establish next steps

**March 2021**

- The facilitator will conduct Exit interviews and bring the feedback to the committee for review, discussion and next steps

**April 2021**

- Determine Professional Learning needs for 2021-2022 and develop a Professional Learning Plan
- Discuss Exit interviews and establish next steps

**May 2021**

- The committee will prepare a report for the BoE to be presented in June 2021

Respectfully submitted,  
Jeri Crispe  
Athletic Review Committee Facilitator