

BVSD DISTRICT ACCOUNTABILITY COMMITTEE (DAC)
May 4, 2021 VIRTUAL: Zoom
6:15 p.m. - 8:30 p.m.

1. Welcome (Ralph Frid, DAC Chair)
 - a. Called to order at 6:15
2. Approval of April Minutes (Ralph Frid, DAC Chair)
 - a. Approved unanimously
3. Board of Education Report (Kitty Sargent, Board Liaison; Tina Marquis, Board President)
 - a. Tina Marquis thank DAC for their work during a difficult year greatly affected by pandemic and for keeping focus on accountability and equity goals
 - b. Kitty Sargent Report on Board activity
 - i. Update on return to school in the fall, equal school day, sustainability and energy use, policy IKC (going forward weighted grades only for AP, IB, & certificates with licensure recognition), school calendar changes to reflect equal school day changes
 - ii. Questions addressed regarding the equal school day and final school calendar given changes to school day
4. Superintendent's Report (Dr. Rob Anderson)
 - a. Update on district-BVEA Contract negotiations - consensus model is being used and process is going well - final session is scheduled for Monday, 5/17; meetings are open and available to watch live online
 - b. Strategic planning metrics will be presented to Board for approval on May 11th; addressing achievement gaps, opportunity gaps, and disproportionality will be priority; working toward developing quarterly reports at school and district level to make available to SACs and public to increase accountability
 - c. Covid update - Boulder County & Broomfield Public Health provide weekly updates: county level numbers are among the best in Colorado, watching adolescence rates as somewhat elevated; no schools closed since January and have expanded in-person learning continuously since then; expect to have in-person 5-day school for all students in Fall 2021
 - d. Questions addressed regarding strategic plan metrics and quarterly reporting, timeline for data dashboards; how new contract with BVEA will address equity, cultural responsiveness, increased hiring of teachers of color; timeline for next climate survey be conducted; allocation of COVID recovery funds; use of restraints and incident recently reported in media
5. Discipline Data Update – (Jonathan Dings, Staff)
 - a. Will be addressed as part of resolution 20-33 discussion

6. Resolution Update 20-33 (SROs) (Staff Rob Price / Brendan Sullivan/Kathleen Sullivan/Amy Nelson, Eldon Davis, Tammy Lawrence)
 - a. Goal is to address disproportionality in discipline and how district will account for removal of SROs
 - b. Presentation Slides:
 - i. Slides from August 2020 SRO presentation to DAC: [School Resource Officer Presentation August 2020.pdf \(boarddocs.com\)](#)
 - c. Culturally responsive disciplinary planning & timeline update (Kathleen Sullivan)
 - i. January 2022: Plan needs to be in place to replace the current SRO program
 - ii. Initial work has addressed:
 1. Expanded culturally competent and trauma informed training and training on restorative practices and implicit biased professionals
 2. Bullying policy and process adopted
 3. 500 teachers trained around bullying/bullying prevention
 4. New educator orientation
 - iii. Infinite Campus updated with Discipline Matrix - developed using official civil rights categories and federal/state behavior and discipline categories
 - iv. Data dashboards platform created for schools and district (vizlab & tableau)
 - v. Monthly meetings with 130 reps (2 from each building) - received training and meet to review data student conduct/discipline data
 - vi. Discipline Matrix - implementing definition checks, standardizing responses, thinking through incidents
 - vii. Ongoing work
 1. Developing comprehensive alternatives for conduct incidents
 2. Training and moving to restorative practices and culturally responsive lens
 - d. Equity & Partnerships (Amy Nelson)
 - i. Focusing on authentic engagement – meeting with all who want to meet to discuss this work
 1. NAACP, parents of color council, youth equity council
 - ii. Working to develop fair discipline policies – need to also address inclusive culture and climate, holistic wellbeing, hiring practices, relevant curriculum instruction and assessment
 - iii. Expanding professional development and learning
 1. Building cultural competency and capacity
 2. Challenging inequities and bias
 3. Identifying, addressing, combating disproportionalities
 - e. Student Support Services (Tammy Lawrence)
 - i. Work to expand the number of elementary school counselors began 4 years ago with mill levy
 1. funded 10 counselors for 32 schools.
 2. Year 2 added 10 counselors and 1 mental health advocate

3. Year 3 added 10 more counselors
 4. Currently working to add 2 MH advocates – 1 on North/Southwest district, 1 on East district
- ii. MH advocate professional development to conduct RISE (Resilience in Schools and Educators) partnered with CU Boulder Center for Resilience and Prevention
 1. Training focused on cultural responsiveness, resilience promotion, trauma responsive, and social emotional development & achievement
 2. Fairview HS – has had 4 cohorts complete training, working toward district-wide implementation
 - iii. District level Restorative Practices Coordinator is working with schools with RISE program in place and looking to scale up district-wide
- f. Break for questions - questions addressed regarding which schools and what level schools have RISE program; Tier system of MH counselors; effect of budget on MH support plans; connecting BVSD to community MH supports; ability to modify Discipline Matrix and timeline for continuous review; coordinating MH supports as student age through the system; increasing access to spanish language MH supports and providers;
- g. School Safety Personnel (Elton Davis – Student Engagement Specialist)
- i. Developing internal formal capacity to address safety in schools as SROs transitioning out of schools –
 - ii. Creating a new position - budget request is being presented to the board for 11 staff to fulfill the responsibilities of safety &, liaison with law enforcement (staff trained in title 18) - 1 at each high school and 1 at each network to support elementary and middle schools
 - iii. Please complete survey regarding priorities and skills for role
 1. Survey open until Friday, May 14th
 2. Not going to general parent population – going to DAC, DPC, CAPL, POCC, DLT
 - iv. Working on new agreements with law enforcement and on emergency preparedness
 1. 7 jurisdictions – working on MOUs
 2. District and individual school plans
 - v. Questions addressed regarding who will be surveyed about new position; the biggest challenges in SRO transitions; impact on budget for 11 new staff members; who safety personnel will work with MH counselors/advocates; if will receive RISE training; clarification on roles/responsibilities of new staff for students; if new role will include mentorship, relationships, educational resources; concerns about area and number of schools that need to be covered by 11 staff; concerns with replicating SROs with non-law enforcement trained school safety officers; and timeline to present to board (May 25th)
 - vi. Contact person if have questions/concerns

1. Rob Price
2. Brendan Sullivan

7. Discipline Data (Rob Anderson)

- a. If track discipline events over time 2020-21 is outlier; can't meaningfully compare to prior years
 - i. Number of incidents are much lower; 800 in 2020-21 (3 year average is around 6000)
- b. Disproportionalities remain: Black and Latino students are over-represented (but down from 2 years earlier)
- c. Behavior incidents in 2020-21
 - i. Academic dishonesty highest this year (not usually at top of list)
 - ii. Restorative interventions and warning conferences are top resolutions
 - iii. Behavior incident data will present to DAC on a quarterly basis
- d. Questions addressed regarding how social media/bullying incidents are tracked in the data; type of data that will be available; need to start to unpack what data shows; comment on appreciation for increased transparency and accountability by district.

8. Election of DAC Executive Committee

- a. Current Slate:
 - i. Jorge Chavez – Chair
 - ii. Chris Haynes – Vice Chair
 - iii. Jamillah Richmond – Membership
 - iv. John Clasby – Secretary
- b. Only current DAC members are able to vote
- c. Motion to approve
 - i. Unanimously approved the slate as proposed

9. Policy Committee Update (Kathleen Sullivan, Staff, & Nicole Rajpal, Vice Chair)

- a. Started at 8:20 – committee elected to stay and wrap up policy review
- b. Policy Committee focused on Student Dress code Policy and Student Drug/Alcohol use policies; Worked via zoom meeting and asynchronously
- c. Student Dress code policy (JRDC, JRDC-R) See policy redline of JRDC; JRDC-R eliminated;
 - i. Focus on restorative practices and non-punitive responses – Added dress code philosophy, objective direction on what's allowed, focus on health and safety and small number of non-allowable dress options
 - ii. Addressed antiquated language as policy had not been addressed in 30 years
 - iii. Questions addressed regarding whether language can incorporate dresses; degree to which policy will address clothing which may be perceived as disruptive; ability to limit racist/gang clothing
- d. Drug and Alcohol Policies (JDDA, JDDA – R) See policy redline –

- i. Focused on creating positive and safe learning environments in and around schools and focus on restorative practices and non-punitive responses
 - ii. Addressed language and updates – but did not address legal requirements and law enforcement response requirements (need to be taken up by district and legal office)
 - iii. Policy was very dated and had not been addressed in more than 20 years
 - iv. Questions addressed regarding gap in 2nd violation for possession of drugs/alc, and/or paraphernalia (waiting to finalize based on legal considerations/requirement)
 - e. DAC Policy Memo regarding review and recommendations addresses questions/points for continued discussion focused on potential topics to consider regarding health/safety regarding: fragrances in dress code policy; equitable processes and enforcement of policies to align with efforts to address disproportionality; and tension between centralized policy and oversight and goal of addressing disproportionality and disparate interpretations.
 - f. Note: Kathleen Sullivan - thank you and very impressed by DAC work on policy
 - g. Motion to approve memo and move changes to board passed unanimously
10. Last DAC meeting of the year – Thank you to Ralph Frid and Nicole Rajpal for their leadership during this difficult past year and thank you to all members for the work that you do and efforts to continue to push your schools to help your kids.
11. Adjourn
- a. Meeting adjourned at 9:05 pm