



## Estes Park School District R-3 Board of Education Work Session

Admin Conference Room

1605 Brodie Avenue, Estes Park, CO 80517

[ZOOM LINK](#) | Meeting ID: 805 178 0517 | Password: EPSP

March 14, 2023 @ 8:30 a.m.

### Estes Park School District R-3 E5 Statement:

#### *Excellent Educational Experience for Every Student, Every Day!*

#### **Board of Education:**

Stacy Ferree, President  
Ava Kendall, Vice President  
John Davis, Secretary/Treasurer  
Eric Adams, Director  
Jason Cushner, Director

#### **Superintendent:**

Ruby Bode

#### **Secretary to the Board:**

Erin Copeland

#### **Mission:**

The mission of the Estes Park School District R-3 is to meet the needs of the Whole Child.

We will prepare all learners to excel as citizens in a diverse and technological society, through a curriculum that meets our Ends and supports our Global Outcomes.

#### **Vision: E<sup>5</sup>**



#### **1. CALL TO ORDER: 8:30 a.m.**

Pledge of Allegiance  
Roll Call  
Approval/Changes to the Agenda

#### **2. DISCUSSION ITEMS**

1. Student Services Report-Sundee Pietsch, Director of Student Services
2. Building Level Mid-year UIP reports-Building Principals
3. Student Board Reps Dress Code Discussion  
Oliver Tapia Villegas and Amelia Bryant
4. EL-3 Development of Administrative Policy
5. EL-4/Communication Plan and Strategic Planning

#### **3. UPCOMING MEETINGS**

1. Upcoming Meetings
  - i. Board Meeting: March 20, 2023
  - ii. Work session: April 11, 2023

#### **4. ADJOURNMENT**

\*As per policy, public participation is not available during board work sessions.



## Estes Park School District R-3 Board of Education Regular Meeting

170 MacGregor Avenue | Estes Park, CO 80517  
[ZOOM LINK](#) | Meeting ID: 805 178 0517 | Password: EPSD

March 20, 2023 @ 6:15 p.m.

### Estes Park School District R-3 E5 Statement:

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#### **Vision: E<sup>5</sup>**



#### **1. CALL TO ORDER: 6:15pm**

Pledge of Allegiance  
Roll Call  
Approval/Changes to the Agenda  
Public Participation

#### **2. SPOTLIGHT ON SUCCESS**

1. Students from Career and Technical Education (CTE)

#### **3. DISCUSSION ITEMS**

1. Student Board Representative Report  
2. Superintendent Report  
3. Administrator Reports  
4. Board Reports

#### **4. CONSENT AGENDA**

1. Approval of Meeting Minutes:  
i. [February 2023 Meeting Minutes](#)  
2. Approval of March 2023 Personnel List  
3. [EL-4 Human Relations](#)  
4. [EL-3 Development of Administrative Policy](#)

#### **5. ACTION ITEMS**

1. Approval of Superintendent Evaluation  
2. Approval of Superintendent Contract

#### **6. UPCOMING MEETINGS**

1. April 11, 2023: Work Session 8:30 am  
2. April 24, 2023: Regular Meeting 6:15 pm

#### **7. ADJOURNMENT**

# Estes Park School District R-3: March 2023 Meeting Minutes

**Work Session: March 14, 2023 @ 8:30 a.m.**

1605 Brodie Avenue, Estes Park, CO 80517

## **School Board:**

Stacy Ferree, President  
Ava Kendall, Vice President  
John Davis, Secretary/Treasurer  
Eric Adams, Director  
Jason Cushner, Director

## **Administration:**

Ruby Bode  
Sundee Pietsch  
Mary Barron  
Sonja Greenway  
Erin Miller  
John Bryant

### **1. CALL TO ORDER: 8:34 a.m.**

Pledge of Allegiance: The Board led the Pledge of Allegiance.

Roll Call: President Stacy Ferree, Vice President Ava Kendall, Secretary/Treasurer John Davis, Directors Eric Adams and Jason Cushner were present.

Approval/Changes to the Agenda: Motion to approve the agenda was made by Jason Cushner, seconded by Ava Kendall, all members voted "aye" through a roll call vote.

### **2. DISCUSSION ITEMS**

1. Student Services Report-Sundee Pietsch, Director of Student Services gave an overview of the current plans across the district.
2. Building Level Mid-year UIP reports-Building Principals
  - i. Erin Miller and John Bryant presented: School wide behavior and expectations, awards and assemblies to recognize ROARS behavior, teachers stepping up to sponsor clubs and activities, school safety education with Officer Paul in classrooms and parent meetings, student led conferences, goal is to have 100% of parents in attendance twice a year
  - ii. Mary Barron presented: emphasis on student relations, family partnerships, collective efficacy and building culture.
3. Sonja Greenway presented: increasing student ownership, increasing PBL opportunities, four focus areas (achievement, communication, attendance and culture).
4. Student Board Reps Dress Code Discussion Chloe Coop and Amelia Bryant: Continuing to work through revising the dress code; need to look at the legal document that Colorado School Boards are required to follow to make sure any of our changes do not violate the CO school board law; enforcement and consistency are important issues that need to be addressed; EPSD board feels that student voice is missing from the current dress code;

needs to follow CASB law, universal verbiage, consistent enforcement, and should include an appeal/grievance process. Ruby meets with Student Board Reps today and will continue the discussion

5. EL-3 Development of Administrative Policy: Ruby Bode reported compliance. [Full report linked here](#)
6. EL-4/Communication Plan and Strategic Planning: Ruby Bode reported compliance. [Full report linked here](#)

### 3. UPCOMING MEETINGS

1. Upcoming Meetings
  - i. Board Meeting: March 20, 2023
  - ii. Work session: April 11, 2023

### 4. ADJOURNMENT

John Davis motioned to adjourn the meeting, Jason Cushner seconded, meeting adjourned at 11:39 a.m.

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### **Regular Meeting: March 20, 2023 @ 6:15 p.m.**

Estes Park Town Hall, 170 MacGregor Ave. Estes Park, CO

#### **School Board:**

Stacy Ferree, President  
Ava Kendall, Vice President  
John Davis, Secretary/Treasurer  
Eric Adams, Director  
Jason Cushner, Director

#### **Administration:**

Ruby Bode  
Carmen Williams  
Sundee Pietsch

### 1. **CALL TO ORDER: 6:15pm**

Pledge of Allegiance: The Board led the Pledge of Allegiance

Roll Call: President Stacy Ferree, Vice President Ava Kendall, Secretary/Treasurer John Davis (virtual), and Director Jason Cushner were present. Director Eric Adams joined the meeting at 6:27 pm.

Approval/Changes to the Agenda: Motion to approve the agenda was made by Jason Cushner, Ava Kendall seconded, all board members voted "aye" through a roll call vote.

Public Participation: none



## **2. SPOTLIGHT ON SUCCESS**

Career & Technical Education Center teachers (Mrs. Davis and Mr. Harris) and students shared their experiences in the courses that they teach or that the students are taking. Construction, Welding, Agriculture Mechanics, Sustainability and Business/Accounting/Marketing were the classes that were highlighted. The focus was on the hands-on experiences and projects that are structured but also personalized depending on the course. Students identified several Global Outcomes foundational to the classes.

## **3. DISCUSSION ITEMS**

1. Student Board Representative Report: Sophie Kamprath reported that the High School and Middle School bands had a successful mid-year concert, MORP was held this month and they are beginning to plan PROM. The Student Board continues to work with the Board of Education in reviewing the dress code policy.
2. Superintendent Report: Ruby Bode
  - i. Recognized Sophie Kamprath and her leadership on the Student Board.
  - ii. Spring Break is next week - take time to refresh and recharge.
  - iii. Communication: Thank you to everyone who provided feedback on the District Communication Plan draft. We received feedback from DAAC and other committees. We will work on finalizing the communication plan. Currently, we have added a pop-up to our district website for anyone to sign-up for district communications.
  - iv. Communication: Excited to share the Strategic Plan during the next BOE meeting that the Steering Committee has been working on and is in its final stages of development.
  - v. Friday, April 7th is the next Breakfast with Bode event from 7:30-9:00 am in the District Administration Building.
  - vi. High Impact Instruction: State testing will start testing the week of April 10th. 3rd-8th graders will take the CMAS assessment in ELA
  - vii. I am impressed with the Elementary and Middle School robotics teams. Four teams competed in the State Championships and qualified for the World Championship in Texas in April.
  - viii. Attendance: Thank you families for partnering with us and committing to making attendance important in EPSD. The new 2023-2024
  - ix. Staff Depth and Complexity professional learning went well and we are already seeing administrators and teachers transferring what they learned into meetings and classrooms.
  - x. Culture: We have updated our ROARS acronym and changed the O from "on-time" to "ownership"

3. Administrator Reports:

Erin Miller, Elementary School PK-2 Principal Update:

- i. Culture & Communication. Spirit week this week at the Elementary School. Great participation and discussion at our Books for Breakfast topic around safety ; Thank you to the Women's League and Estes Park Library for the great Author's Visit.
- ii. High Impact Instruction!: We gave out certificates to classrooms with high achievement and growth on the middle of year assessments.
- iii. Kicked off "We Need Plants" project-based learning unit.
- iv. Our attendance this last week has been the best it has been all year. We have been communicating with students, families and setting up plans for success.
- v. UPK - we are full in the 3 year old and 4 year old classes. Families will get their acceptance letters and will have a short time to accept their placement.
- vi. Excited to offer Project Launch again this summer.

John Bryant, Elementary School 3-5 Principal Update:

- i. Preparing for State CMAS testing when we return from Spring Break. Staff was trained after school this week and communication has gone out to families.
- ii. A lot of field trips are happening at this time of year. A lot of the field trips are up to RMNP and working with the rangers.
- iii. John shared about students preparing for "A Night at the Museum" which is tied to a project-based unit focused on Estes Park History.
- iv. Team Cheeseburger received the Excellence Award during the State Championships robotics competition.
- v. Celebratory field trip for all 3rd-5th grade students to set-up a strong finish to the school year tied to attendance and testing.
- vi. Attendance: We have seen a measurable change from the families.

Sonja Greenway, Middle School Principal Update:

- i. Culture & Engagement: Vex Men and Vex Destroyers brought home many trophies. We are working on some fundraising to get the students to Texas.
- ii. Completed "My Life" projects. They have printed and volunteers will be hanging them up on the windows around the office.
- iii. Started fundraising efforts for a new MS sign.
- iv. Tuesday Trivia is focused on Women's History Month
- v. Our beehive has arrived and will be installed at the CTE building. The MS will have a club next year.

- vi. Portfolio night is this Wednesday. Students will be working on global outcomes and academic portfolio presentations. Book Fair will be running.
- vii. Spring Art Show is planned for April which includes an open mic for poetry, silent auction of student artwork.
- viii. Attendance: We revamped the MS attendance letters and sent out communication to families. Our counselor is working with students and families on attendance.
- ix. Communication: Doing a lot of listening and trying to send out clear communication through our newsletter.
- x. D&C training - staff will be working on the D&C elements during PLC meetings and how to implement them in our middle school classrooms.
- xi. Staff has been trained and are ready to give the CMAS assessments after spring break. Students are taking practice tests and we have been working on information text and extended writing. We celebrated high growth and achievement on our middle of year
- xii. Started our middle school ELA adoption process.
- xiii. Shout out to Sierra Peterson for taking on the long-term 7th grade math position.

Mary Barron, High School Principal and Monica Sims, High School Assistant Principal Update:

- i. HII: We are working on collective efficacy. Teachers are doing peer walkthroughs and looking for different engagement strategies that are happening in our classrooms.
- ii. We have been working with our ELA staff on adopting a new curriculum and have sent out a survey to our families.
- iii. D&C training - we used a frame in our staff meeting today and we are seeing teachers trying the new elements in classrooms.
- iv. Culinary competition was amazing last week. Thank you Mrs. Martin for being such a great mentor for the students.
- v. Final senior meeting will be this Wednesday to discuss final details for the school year.
- vi. MORP dance was a lot of fun and the student council worked hard on bringing it back this year. A lot of planning is happening for Prom this year.
- vii. Beautiful band and choir concerts this year. Amazing teachers supporting the programs in our buildings. HS band made a lot of money parking cars this past weekend.
- viii. Spring Sports rally went well
- ix. Attendance is being stressed through KINVO, parent meetings and letters will be going out.
- x. Students have been visiting CSU and FRCC campuses.



- xi. Mrs. Mabry is offering support to seniors tomorrow night on filling out scholarships.
- xii. Work-Based learning - we have been working on partnering with more businesses and met with the Chamber. We are finishing up with middle of year reviews from the employers. Started communication with Ritchie Brothers in Longmont to partner with them during auctions.
- xiii. Laramie County School District wants to partner with us to see how we are creating CTE opportunities in our district.
- xiv. Bobcat buddies played BINGO and we had a lot of fun! Our next activity is a field day on April 21st. Letters will be sent out to businesses later this week to see if anyone wants to participate.
- xv. SAT/PSAT testing is scheduled for April 12th and 11th grade Science CMAS is scheduled for April 19th.

Ruby Bode spoke on behalf of Nolan Oberg, District Athletic Director:

- i. High School spring sports are underway: Baseball, Boys Swimming/Diving, Girls Soccer, Track and Field; unfortunately no Girls Golf this season due to low numbers.
- ii. Middle School has a lot of participants this season; Girls soccer with 19 players and Track & Field with a team of 45 athletes.
- iii. CHSAA has released their proposed football alignment for 2024-26; EPHS is in the 1A Central League which is expected to be approved in April.

#### 4. Board Reports

- i. Eric Adams: Finance - looking at medical insurance for staff and the impact on smaller classes in the future. Reviewing pay scales and being competitive with surrounding districts.
- ii. Jason Cushner: MSAC - Sonja does a great job of listening to feedback from meeting participants; HSAC - discussed high interest seminar ideas for parents and heard feedback on the Communication plan.
- iii. John Davis: Eric covered Finance
- iv. Ava Kendall: No reports at this time
- v. Stacy Ferree: DACC meeting - MOY data was presented and heard feedback on Communication plan

#### 4. CONSENT AGENDA

Motion to approve the consent agenda made by Ava Kendall, seconded by Jason Cushner, all members voted "aye" through a roll call vote.

- 1. Approval of Meeting Minutes:
  - i. February 2023 Meeting Minutes



2. Approval of March 2023 Personnel List
3. EL-4 Human Relations
4. EL-3 Development of Administrative Policy

**5. ACTION ITEMS**

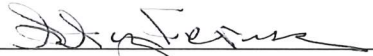
1. Approval of Superintendent Evaluation  
Motion to approve Action Item 5.1 made by Ava Kendall, seconded by Eric Adams, all members voted "aye" through a roll call vote.
2. Approval of Superintendent Contract  
Motion to approve Action Item 5.2 made by Ava Kendall, seconded by Jason Cushner, all members voted "aye" through a roll call vote.

**6. UPCOMING MEETINGS**

1. April 11, 2023: Work Session 8:30 am
2. April 24, 2023: Regular Meeting 6:15 pm

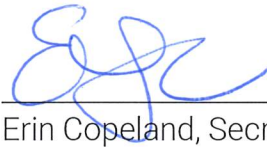
**7. ADJOURNMENT**

Motion to adjourn was made by Jason Cushner, Eric Adams seconded, meeting adjourned at 7:27 pm.



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Stacy Ferree, Board President



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Erin Copeland, Secretary to the Board