



## 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: 878 9774 0804 | Password: EPSDWS

September 13, 2022 @ 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:**

Heather Gooch

#### **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. FAMLI Act Discussion
2. Superintendent Goals
3. District/Student Ends Monitoring
4. Superintendent Evaluation Planning
5. DAAC Charge Discussion
6. Student Board Representatives-purpose and role
7. Agenda Planning

#### **3. UPCOMING MEETINGS AND DESIGNATIONS**

1. Regular Meeting: September 26, 2022 @ 6:15 pm
2. Work Session: October 11, 2022 @ 8:30 am

#### **4. ADJOURNMENT:**



Estes Park School District R-3  
Board of Education Regular Meeting  
170 MacGregor Avenue, Estes Park, CO 80517  
[ZOOM LINK](#) | Meeting ID: 833 7583 8647 | Password: EPSDRM

September 26, 2022 @ 6:15 p.m.

**Estes Park School District R-3 E<sup>5</sup> Statement: *Excellent Educational Experience for Every Student, Every Day!***

**Board of Education:**

Stacy Ferree, President  
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**Vision: E<sup>5</sup>**



**1. CALL TO ORDER:**

Pledge of Allegiance  
Roll Call  
Approval/Changes to the Agenda  
[Public Participation](#)

- [FAMLI Act Public Feedback](#)

**2. TELLURIDE FILM FESTIVAL PRESENTATION**

1. Marsha Weaver and Andrew Viridin/Students

**3. DISCUSSION ITEMS:**

1. Student Board Report-Amelia Bryant/Milo Owens
2. Superintendent Report
  - a. Building and Grounds Update
  - b. [State and District Student Data Update](#)
3. Administrator Reports
4. Board Reports

**4. CONSENT AGENDA:**

1. [Approval of Minutes: August 2022](#)
2. [Approval of September 2022 Personnel List](#)
3. [Approval of 2022-23 DAAC Members](#)
4. [Approval of the 2022-23 DAAC Charge](#)
5. [Approval of Superintendent Evaluation Form](#)

**5. ACTION ITEMS:**

1. [Approval of Audit Negotiation with Superintendent](#)
2. Approval of items pulled from the consent agenda

**6. UPCOMING MEETING DELEGATIONS:**

1. Work Session: October 11, 2022
2. Regular Meeting: October 24, 2022
3. [Board of Education Calendar](#)

**7. ADJOURNMENT:**

# Estes Park School District R-3: September 2022 Meeting Minutes

Work Session: September 13, 2022 @ 8:30 a.m.  
Administration Conference Room, Estes Park, CO 80517

## **School Board:**

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

## **Administration:**

Ruby Bode  
Brian Lund  
Kim Morris

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

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

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

Approval/Changes to the Agenda: Motion to approve the agenda was made by John Davis, seconded by Jason Cushner, the motions passes unanimously.

### ● **DISCUSSION ITEMS**

1. FAMLI Act Discussion-Director of Business Services, Brian Lund, and Human Resource manager, Kim Morris, gave an overview of the FAMLI program to the board.

2. Superintendent Goals:

- a. Board input on goals-the goals are the correct work based on what the board would like to see.
- b. Superintendent goals are very ambitious and the board would like to make sure that if things aren't getting finished that there are discussions surrounding recalibration.

3. District Goals/Student Ends Monitoring:

The Estes Park R-3 Board of Education is committed to providing a safe, engaging learning environment maximizing academic growth and achievement of each student. In addition, to improve district communication between all stakeholders.

For the 2022 - 2023 school year, the Board supports district imitative that focus on:

1. High Impact Instruction
  - a. Instruction will reflect expectations aligned to the rigor of the Colorado Academic Standards and reflect promising practices that have high impact on student learning and achievement.
2. Communication
  - a. There will be regular, effective, and responsive communication between all district stakeholders

The board agrees to table the discussion until after October when the state approves the UIP Goals.

### ● Superintendent Evaluation Planning

1. The board must notify the superintendent by February if they plan to renew the contract. The evaluation process or tool should be administered in December.

2. The superintendent tool was modified.
- DAAC Charge Discussion
    1. The board discussed the 2022-23 charges for the DAAC.
  - Student Board Representatives-purpose and role
    1. What students say about the purpose of student representatives:
      - Student point of view and perspective can be shared, heard, and valued.
      - So the BOE can hear student voices and input on policies.
      - Students being able to communicate decisions at board meetings to the rest of the student body
      - To get more students involved in general with what is happening at the school
  - Agenda Planning

### **3. UPCOMING MEETINGS AND DESIGNATIONS**

- Regular Meeting: September 26, 2022 @ 6:15 pm
- Work Session: October 11, 2022 @ 8:30 am

### **4. ADJOURNMENT:**

- Motion to adjourn made by Jason Cushner, seconded by John Davis. Meeting adjourned at 11:19 a.m.

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**Regular Meeting: September 26, 2022 @ 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  
John Bryant  
Erin Miller  
Sonja Greenway  
Monica Sims

### **1. CALL TO ORDER:**

1. Pledge of Allegiance: The Board led the Pledge of Allegiance.
2. Roll Call: President Ferree, Vice President Kendall, Secretary/Treasurer Davis and Director Cushner were present. Director Adams was excused as absent.
3. Approval/Changes to the Agenda: Motion to approve the agenda was made by John Davis, seconded by Jason Cushner, motion passes unanimously.
4. Public Participation -None



## **2. TELLURIDE FILM FESTIVAL PRESENTATION**

1. Marsha Weaver and Andrew Virdin brought their students in to speak about the exceptional education experience they were able to have at the Telluride Film Festival.
  - a. Students: Sam Workman, Zack Lewis, Daphne Hightower, Valentyna Trudyk, Bram Jackson, Olivia Meinking

## **3. DISCUSSION ITEMS:**

1. Student Board Report-Amelia Bryant/Milo Owens
  - a. The Student Board Representatives presented on the district Dress Code.
  
2. Superintendent Report
  - Attendance & Engagement: Each building has developed an attendance committee focusing on our students who are considered chronically absent. This means they have missed 10% or more days excused or unexcused. Our goal is to get engaged with students and their families early in the school so we can prevent the chronic absenteeism from getting worse.
  - We are participating in a Community Resource Fair at the Events Center on Tuesday October 4 from 12:30 -6pm. This event is a great opportunity for families to find out about the many resources offered in Estes Park and our surrounding county and region.
  - Joint letter from Larimer County Superintendents to bring awareness to the mental health of our students. This letter is timely as it is suicide awareness month.
  - We received the behavior health grant from Larimer County for \$63,564. This grant helps support our Social Worker/Mental Health Clinician, Courtney Carroll, and the work she is doing including the Cat Chat program at the high school.
  - Culture & Climate: Every Friday this school year is Purple Friday around the district, asking staff to wear their purple bobcat gear and seeing everyone in purple is really sending a message of unity throughout the district.
  - Positive behavior support systems - Glen Mayes and Courtney Carroll have been building ideas with administrators for some new ways to implement positive behavior supports for students. We are putting a focus on highlighting the students that demonstrate our ROARS expectations of being respectful, on-time, attentive, responsible, and safe and just an all-around kind person by recognizing those acts of kindness.
  - Hispanic Heritage Month is September 15-October 15. You may have seen our waving flags in front of our schools to recognize and celebrate our Hispanic Heritage which represents around 30% of our population. October 12 at 4:30PM is also our 2nd annual Hispanic Heritage Month Parade that will wrap up our month celebration.
  - Dia de los Muertos is on October 26 from 5-8pm at the Events Center. It is a little early this year because that is when the Event Center was available. This event started as a school district event about 8 years ago, but has grown into such a large celebration that we grew out of space in the high school auditorium. Many different organizations and the Town of Estes help us sponsor this event. Jose Almieda spearheads this planning committee and does an incredible job. Thank you Jose!
  - October 12 at 7:30AM will be our Walk & Roll to school day. This will also be a purple day and it is homecoming week! We are having the buses drop students at the EP Event



Center and we are all walking or riding to school together and doing one lap around the track to raise our awareness of physical health and wellness. So grateful for Caitlin Nave who has been leading our Health and Wellness Committee to plan this event and has been doing a great job. She is also planning some other great events for staff such as a step challenge to keep us physically healthy and fit. We know a healthy body leads to a healthy brain. Thank you Caitlin!

- Homecoming is the week of October 10-14. This is homecoming week and the student council is planning some great events. Keep your eye out for more information.
- Visitors and Volunteers - We are extremely excited to have parent and community visitors and volunteers back in our schools. We have aligned our practices between all buildings for welcoming visitors and volunteers into our schools while maintaining a safe school campus. We already have a lot of people volunteering, which is exciting. We know that the more mentors and role models we put in front of students will lead to more success for the students. If you have the time and desire to give to our schools contact the school and they can tell you how you can get involved.
- High Impact Instruction: Our partnership approach to providing extended year learning called Project Launch in the summers has been approved by the Colorado Department of Education! We applied for the Expanded Learning Opportunities Grant with our partnership districts (St. Vrain leading the charge, thank you St. Vrain!) and the grant was approved on Monday. This means that we have ample funding for the 22-23 and 23-24 years to continue the program. Erin Miller, our p-2 principal, has been coordinating the implementation of this program and has been doing a fabulous job. Thank you Erin!
- Jeff Arhold is the recipient of the 2022 Koelbel Enterprising Teacher of the Year. He was presented this award at the Free Enterprise Breakfast back in April and we put this in one of our newsletters. His speech at the breakfast wowed everyone so they asked him to be a speaker at the Focus on Finance fundraiser, which took place at Seawell Ballroom at the Denver Center for Performing Arts. He joined the other featured guests for the evening which were Bronco Super Bowl Champions Ryan Harris and Rod Smith. Jeff gave a speech about the importance of youth learning economics and personal finance, as well as the importance of EconLitCo's professional development programs as a support tool for teachers across the state. Jeff is retiring at the end of this year and I just want to say how lucky we are to have him in our district and how proud we are of his accomplishments!
- Our Steering Committee met for the first time on September 13. We meet again tomorrow in a virtual session. We have a great committee of 32 community members, parents, staff members, and students. Colorado Education Initiative is who we have hired to lead us through strategic planning for the next 5 years. Thank you for all the input we were able to gather from the listening sessions and take to the steering committee for planning. If you have any more thoughts you want to share you can email [info@estesschools.org](mailto:info@estesschools.org) and we will pass it along to CEI and we will get them to the steering committee.
- At the end of August, after the last board meeting our State assessment results were released. I have invited Carmen Williams, our Director of Curriculum and Instruction to share this data along with the district beginning of the year assessment data we have gathered throughout the first month of school. As a district we give the NWEA Maps



assessment to students in grades 2-10 in our district. These assessments are just a few snapshots of student performance and give us one piece of information about student learning. All the information about student learning that we also gather from student performance and classroom assessments also inform us about student learning.

#### Building and Grounds Update

- Dave, Brian and Ruby are working on proactive planning for buildings, grounds, and maintenance capital projects. This month we have begun building a spreadsheet of all the needed and desired projects we have around the district. Dave is working on gathering quotes for these projects and then we are prioritizing what we can do this year, what can wait until next year, and what we need to plan and budget for 5 years out or more. As you saw in Brian's last finance report we have budgeted a little more than \$200,000 for capital projects.
- Some of the projects we have priorities include:
  - building awnings over the doors on the lower level of the elementary school. This project will only be around \$300/awning because our guys will be building them so this is just materials cost. We have 7-8 awnings to build. This is important because it will extend the life of the doors and provide more climate control for the classrooms.
  - Tiling the preschool classrooms. This is important because it is required and was flagged in our inspection report so this is something we have to get done as soon as possible. The cost for this is around \$11,000.
  - We are prioritizing refurbishing and electrocoat painting the lockers. The cost for this will be \$33,540. We have dreams of doing an entire locker room area renovation including both the boys and girls locker rooms and the gender neutral bathroom. The total cost for this entire renovation is 1.3 million. We are going to be completing this project in parts when we can afford it starting with refurbishing the lockers and our next priority will be to make the bathrooms ADA compliant. This was flagged in our civil rights audit. We have plenty of time to get this completed, we just have to show we have a plan to do it and we do. Right now we are exploring whether or not we will hire a design firm for the ADA bathrooms renovation or if we will be going with a general contractor to save money
- We are also planning to do the same thing for transportation that we are doing for buildings and maintenance- building an excel sheet that projects the timeline for all our vehicles based on industry standards which is 20 years. 10 years for white fleet (small vehicles). We would also like to do the same for big items like boilers and preventative maintenance. RTU rooftop units, heating units, air conditioning units, carpet, Basing on on manufacturers recommendations. A big thank you to Brian and Dave working together with Ruby on this and meeting each week to put this in place so we can get as many improvements completed as possible and project future funding needs.

State and District Student Data Update: Director of Curriculum, Instruction and Assessment, Carmen Williams, presented on the district and state student data from the fall overview. She covered both growth and achievement on state assessments (CMAS, PSAT/SAT), as well as

district assessments (NWEA and DIBELS).

### 3. Administrator Reports

ES/John Bryant:

- Major Improvement Strategies: Culture & Collective Efficacy, High Impact Instructional Strategies, Communication, Attendance
- First report since first week of school! Things are off to a fantastic start...
- Culture & Collective Efficacy, As a school, a culture of asset-based language and thinking, School spirit and culture!, PLC Goal writing = collective ownership and efficacy, "Better Together!" assemblies K-5
- Extra Curricular Activities: Gamers unplugged, Garden Club, Mountain Echoes Choir, Bobcat Beats, Robotics Club, Bobcats on the Run!, Circle-Up (facilitated by community volunteers), Student Council, Outdoor Adventure Club (RM Conservancy), Fall Field Day on Oct. 7, Walk and roll to school on Oct. 12, Field Trips.
- High Impact Instructional Strategies: SIPPS training Oct. 3, Teach-meet at an upcoming PD day, Focus, BOY Maps data analysis, Shaina Maytum and Jen Maley, instructional coaches, what does high impact instruction look like in our school district?...one pager, Props walks, Informational Text and Writing (PCR), Data pointing in this direction, Hoping to get after school tutoring up and running soon!
- Communication: Books and Breakfast...next one Friday, Oct. 14, Junior Achievement, Volunteers, Creede Repertory Theater-Bilingual dramatic / musical performances, grades 3-5, Community Listening Sessions and Steering Committee, Field Trips (place based learning), Community partnerships, First quarter parent conferences coming up soon.
- Attendance: Counselor Goal-We are focusing our efforts on chronically absent students, and saying that 70% of them will improve their attendance rate at a significant level by the end of the school year. Differences at each school as to reasons...Elem to Middle to High, By May 2023, 70% of the identified chronically absent students will improve their attendance rates by 25% from the previous school year.
  1. Elem. School: 2020-21 = 94%, 2021-22 = 88.5%

MS/Sonja Greenway:

- At the last meeting I said that I hoped to report that we had filled our MS secretary bookkeeper position and today I am happy to say that we should have it filled this week!
- I've been doing a lot of listening this month.. To students, parents, teachers Being heard is key to a positive culture and a sense of belonging. Getting that feedback has been instrumental as we work to get better. We've been looking hard at our data: identifying target and gap areas and creating action plans to address them. Seeing teachers tackle these sometimes daunting goals has been humbling.
- CMAS, MAP. We have work to do, but it's good work and the right work.
- Communication/Engagement—Parents Org/MSAC, kinvo—aligned with the District plan, sending positive communications home, Weekly S'mores newsletters, Volunteers—4 signed up so far, Hoping to keep doubling this. Looking at our unspoken communication



as well. Our building –inside and out. What are we communicating about our school culture at our front door? Front office? Classrooms?

- 4 areas of focus this year:
  - Culture–(aligned with district plan), Open House, Advisory: Each has a name, a mascot and a flag. Clubs are up and running. Assemblies –recognizing ROARS and GOs. Compassion and Global Awareness this month
  - Leveraging our “ships” : Relationships, Partnerships–Volunteers, community members–PBL classes, Learning Place . Circles. Ownership, Leadership –opportunities for students to lead
  - Achievement–Aligned with district: Instruction We’re happy with our growth–historically, it’s been very good. Now working on achievement. School-wide goals. NWEA (Northwest Evaluation Association) MAP (Measure of Academic Progress) assessments  
Pie in the sky=pie in the face. Our end of year goal is that we have more students above the 60th percentile in ELA and Science than below it, and that we have more students above the 50th percentile in math than below it. Principal gets a pie in the face for achievement. Jason and Ruby have volunteered as well! Partnered with Learning Place –tutoring starts the first week in Oct. Mid year goal: 70% of our students meet their growth goals= pie in the face.
  - Attendance –We are trying for 90% attendance for the 1st quarter. See how many 100% days we can get. Holding our first dance in quite a while: Atten-DANCE. Sam Morrison, our school counselor, is working with our most at risk students as far as attendance goes.
  - Project based learning: Mark Speckien has been coaching on PBL, Erinn Wharton is working with students on erosion and native plants and partnering with our grounds team, working on landscaping–shout out to Craig Dewey and Linda Elmarr at Cave Cat Gardens for their help with the project. Anastasia Sunday –working with students on the unknown history of EP–photojournalism . Partnering with James Frank–local photographer.

#### 4. Board Reports

- a. John Davis reported to the Finance Committee, they discussed the district’s need for a new auditor due to the current auditor dropping our account due to lack of staff.
- b. CBOCES-Stacy Ferree attended the CBOCES meeting for John Davis.

#### 4. CONSENT AGENDA:

Motion to approve the consent agenda made by John Davis seconded by Jason Cushner, all members voted “aye” via a roll call vote. Motion passes.

1. Approval of Minutes: August 2022
2. Approval of September 2022 Personnel List
3. Approval of 2022-23 DAAC Members
4. Approval of the 2022-23 DAAC Charge
5. Approval of Superintendent Evaluation Form

**5. ACTION ITEMS:**

Motion to approve action item 5.1 made by John Davis, seconded by Ava Kendall. All members voted "aye" via a roll call vote. Motion passes.

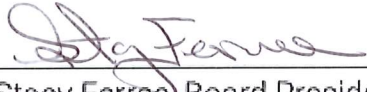
1. Approval of Audit Negotiation with Superintendent

**6. UPCOMING MEETING DELEGATIONS:**

1. Work Session: October 11, 2022
2. Regular Meeting: October 24, 2022
3. Board of Education Calendar

**7. ADJOURNMENT:**

John Davis motions to adjourn the meeting, Jason Cushner seconded. Meeting adjourned at 7:24 pm.



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Stacy Ferree, Board President



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Heather Gooch, Secretary to the Board