



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

October 11, 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: E⁵



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

Pledge of Allegiance
Roll Call
Approval/Changes to the Agenda

2. DISCUSSION ITEMS

1. ESSER Fund Spending Update
2. [JICA: Dress Code Policy Discussion](#)
3. Process for Administrative Policy Changes and Feedback from the Board EL-3
4. Special Policy Parameter Updates
 - i. [Superintendent Policy Updates](#)
 - ii. [Board Policy Updates](#)
5. [CASB Resolution Updates](#)
6. [Board Goals](#)

3. UPCOMING MEETINGS AND DESIGNATIONS

1. Regular Meeting: October 24, 2022 @ 6:15 pm
2. Work Session: November 8, 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

October 24, 2022 @ 6:15 p.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:

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Secretary to the Board:

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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: E⁵



1. CALL TO ORDER:

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

- [FAMLI Act Public Feedback](#)

2. SPOTLIGHT ON SUCCESS:

1. EPHS Marching Band: Kaylin Brennan, Sam Workman, Sophie Kamprath

3. DISCUSSION ITEMS:

1. Student Board Report-Chloe Coop and Oliver Tapia
2. Quarterly Finance Report
3. Superintendent Report
4. Administrator Reports
5. Board Reports

4. CONSENT AGENDA:

1. [Approval of Minutes: September 2022](#)
2. [Approval of October 2022 Personnel List](#)
3. [Approval of 2022-23 DAAC Members](#)

5. ACTION ITEMS:

1. Approval of the Paid Family Medical Leave Insurance Act Resolution
2. [Approval of 1st Reading for Legally Required Policies:](#)
 - a. BEC: Executive Sessions
 - b. JFBB: Inter-District Choice/Open Enrollment
 - c. LBD*-R: Relations with District Charter Schools
3. Approval of items pulled from the consent agenda

6. UPCOMING MEETING DELEGATIONS:

1. Work Session: November 8, 2022 @ 8:30 am
2. Regular Meeting: November 28, 2022 @ 6:15 pm
3. [Board of Education Calendar](#)

7. ADJOURNMENT:

Estes Park School District R-3: October 2022 Meeting Minutes

Work Session: October 11, 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

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 Eric Adams, seconded by Jason Cushner, the motions passes unanimously.

2. DISCUSSION ITEMS

- ESSER Fund Spending Update: the board received an update on the spending of the ESSER dollars.
- [JICA: Dress Code Policy Discussion](#) -The board discussed the recent presentation from the Superintendent Council regarding school dress codes.
- Process for Administrative Policy Changes and Feedback from the Board (EL-3)
- Special Policy Parameter Updates: The board discussed the method that the superintendent should share policy parameter updates that are not required to be voted on by the board.
 1. [Superintendent Policy Updates](#) : The board and superintendent reviewed policy changes to the administrative policies that are not required by law to have board approval.
 2. [Board Policy Updates](#) : The board and superintendent reviewed policy changes to legally required policies that will be discussed and approved for a 1st reading at the October 24th Board Meeting.
 1. BEC: The addition of reasons to enter executive session entails negotiations concerning the terms of an employment contract with one or more superintendent finalists if the Board has named more than one candidate as a finalist and has held a forum open to the public to conduct interviews with each of the finalists. The Board may also interview finalists in executive session.
 2. JFBB: Inter-District Choice/Open Enrollment, policy changes include updated guidelines surrounding Special Education and the district not being able to inquire about an applicant's IEP status or disability status until after the applicant has been admitted.
 3. LBD*-R: Relations with District Charter Schools. Policy revised to add an option to either have a single-day application deadline or a rolling application window. The district's current policy has a single day application deadline and there were no reasons to change this.

- [CASB Resolution Updates](#) -The Board reviewed the upcoming CASB Resolution updates to give feedback when President Ferree attends the CASB Delegate convention on October 21-22 as the district's voting delegate.
- [Board Goals](#)
The board held a discussion to start shaping their annual goals and the following were established.

WE ARE ALL LEARNERS - Continuing Education for the Board

- Policy Knowledge (Ava)
- High Impact Instruction (Jason)
- Gap group students/do we want to do equity work with someone like Alex Fralin (Diversity, Equity and Inclusion)
- Board's role: to remain aware of the work being done by requesting and reviewing evidence and reports to stay informed. Update on the status of GO Implementation and Assessment documents (rubrics, exemplars, other guiding documents)

COMMUNICATION & RELATIONSHIPS- Intentional Two Way Communication

- Keep a pulse on the community feedback, both negative and positive -
- Personal connections in town in addition to the mass communication and online presence. Relationships (John)
- Communicating well with Superintendent and the community
- Effectiveness of Parent/Community Committees
- Coffee chats

3. [UPCOMING MEETINGS AND DESIGNATIONS](#)

- Regular Meeting: October 24, 2022 @ 6:15 pm
- Work Session: November 8, 2022 @ 8:30 am

4. ADJOURNMENT:

- Motion to adjourn made by John Davis, seconded by Ava Kendall. Meeting adjourned at 10:44 a.m.
-

Regular Meeting: October 24, 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, Director Adams and Director Cushner were present.
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. SPOTLIGHT ON SUCCESS:

1. EPHS Marching Band: Kaylin Brennan, Sam Workman, Sophie Kamprath

3. DISCUSSION ITEMS:

1. Student Board Report-Student board representatives, Chloe Coop and Oliver Tapia, spoke about the recent events happening at the high school and talked about the plans to survey staff, students and parents regarding the current dress code policies.
2. Quarterly Finance Report-Director of Business Services, Brian Lund, reported on the current financials for this quarter.
3. Superintendent Report

■ **Attendance & Engagement**

We noticed some glitches in our attendance data in our PowerSchool system not accurately reporting the attendance for some students. We are working with the company to fix this discrepancies. Not to worry, the middle school did indeed make their attendance goal. The problem is that it is reporting attendance in our buildings at a rate lower than it should be for certain students. This means the MS likely made their goal even with this glitch. We hope to have this resolved by the next BOE meeting so I can give you an accurate attendance percentage for the 1st quarter at the next meeting. I want to commend the middle school for setting a clear attendance goal for the student body and celebrating together upon reaching that goal with an attendance.

There are a lot of illnesses spreading in our community, so it is important to be focusing on your personal health and wellness at the moment. Our district nurse has been partnering with our local health providers to keep abreast of what is spreading around the

community right now. Influenza A, Respiratory Syncytial Virus (RSV), Strep Throat, COVID, Rhino and Enterovirus active in our community currently. If you receive a diagnosis of one of these illnesses please inform health office staff so we can follow classroom and grade level clusters or outbreaks and take necessary precautions to keep students and staff healthy.

The Mental Health Summit between our three Larimer county districts and community partners in Larimer county is on November 16. We are taking a team of 6 down to the event to participate. The goal is to connect, be thought partners, and share a range of resources within our community.

I want to let you know our administrators have been reflecting on improving multi-tiered systems of support for students in order to respond to the individual needs of students and provide just-in-time interventions and support. Every school has a structure in place for teachers to collaborate to identify students in need of academic or behavior supports that extend beyond what is provided for every student in the classroom.

I want to commend the high school for their launch of our first College GO Week. They did a great job engaging students with college representatives and learning about preparing for college.

Culture & Climate

It is bullying awareness month. There have been lots of activities happening throughout the district at all the buildings to support bullying prevention and awareness. Principals will share in their building reports. I just want to say that our bullying education doesn't just happen in October, but continues throughout the entire school year.

Dia de los Muertos is this Wednesday, October 26, from 5-8pm at the Events Center. We have loads of food so please come help us eat it and celebrate with us. 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 restaurants help us sponsor this event now. Lots of gratitude goes to Jose Almeida who spearheads this planning committee and does an incredible job. Also lots of gratitude goes out to nearly 60 of our Latinas familias who dedicate so much of their time to this event.

Thank you to the student council and student council leaders Ilah Reynar and Jason Simmers who planned Homecoming this month. The student council leaders did such a wonderful job planning and executing all the activities. If you missed the video of the parade and all the other pictures posted on Facebook, please go check them out. The stands and the hillside was packed for our victory Friday night at the football game against Manual High School and tons of alumni were at the game. I enjoyed talking with former students and learning about what they are doing now.

High Impact Instruction

We are launching after school tutoring opportunities for students beginning November at the elementary school to offer more academic support for students. Teachers will be communicating this opportunity with parents during parent-teacher conferences and we will launch this in November. This provides some extended academic support beyond the school day for students who need it. We are looking at offering this at the middle school soon and currently we have math tutoring available after school at the high school.

EVICS is also partnering with us to offer Spanish classes for students after school for k-5 students who want to engage in more Spanish language learning.

Our Steering Committee met again on September 27 and October 18. During the September 27 meeting committee members were placed in breakout groups where they worked on developing focus areas and priorities for the district. CEI combined all that feedback for us and brought the focus areas and priorities back to us in the October 18 meeting. At this meeting Carmen and I shared a big-picture overview of our district data and after hearing this, the committee went back to the focus areas and priorities and suggested specific actions the district should focus on. All this information was brought to the Core team, which consists of the district administrators and we continued to iron out a 5-year goal and actions under each of the focus areas and priorities. We are still in the process of this work. Our next Steering session meeting is November 1st.

In our fall NWEA beginning of the year assessments, our students are showing promising growth, especially in math. Every grade level has fall-to-fall growth scores exceeding the projected growth norms on the NWEA math assessment. In literacy 50% of the grade levels tested are showing fall-to-fall growth scores exceeding the projected growth norms. The NWEA assessments provide a lot of great feedback to the teachers on students about where each student is on the learning continuum that can help teachers prepare individualized instruction in the classroom. The beginning of the year Dynamic Indicators of Basic Early Literacy Skills (DIBELS) also shows some impressive gains in learning. Grades K, 1, and 3 have mean composite scores exceeding the norm benchmark and 2nd grade is extremely close.

Congratulations to the band for winning regionals and we wish them the best when they compete in the state competition on Halloween.

Gifted

At this point all advanced learning plans have been completed and are being implemented for students. Our gifted team has reviewed data on our students and our fall testing window for gifted identification begins in November to further assess students who are surfacing.

As part of our UIP plan we hope to bring in Depth & Complexity training for our staff. This training focuses on instructional tools that raise thinking levels for all students and are critical differentiation tools for gifted students. Training all staff will be beneficial in

meeting the needs of our gifted student in every classroom every day. Our gifted team is working with trainers to schedule this professional development.

Extras:

I received the Loveland Classical School Charter application on Friday evening. I have been reviewing the application. I have 15 days to determine if the application meets all the criteria in our district policy LBD-R. If the application meets all the criteria in our policy, I will be forwarding it along to the members of our District Advisory and Accountability Committee (DAAC). This committee reviews the application first before it is submitted to the Board of Education (BOE). The Board has 90 days from the date of submission, which was Friday, to vote on a resolution. Once I have reviewed the application, I will be working on my recommendation to the Board. It will take me some time for me to review all the elements of the application.

Lastly, it is National principal appreciation month. I want all of my principals and directors to know that I appreciate them every day, not just this month, but I do want to bring the communities attention to the excellent leadership of principals and directors. I am humbled and grateful to work with all of you!

4. Administrator Reports

- EPES: Primary school principal, Erin Miller, talked about the events happening at the Elementary School. Intermediate principal, John Bryant, was excused absent.
 - Rotary pumpkin delivery
 - Fall field day
 - Books and Breakfast program
 - Annual Book Fair
- EPMS: Sonja Greenway:
 - New MS secretary/bookkeeper hit the ground running, Tia Cummins is on the team and helping make it good in the middle!
 - We made our attendance goal, and had our first dance! The AttenDANCE was a great success.
 - Thanks to the Student Council for decorating and helping with organization and thanks to all of our parents and staff chaperones! One highlight was when nearly every student on the dance floor formed a conga line—kids were laughing, dancing and having a great time—inviting anyone not in the line to join in. That's what Better Together looks like.
 - Dino Johantgen competed in the state xc meet on Saturday and placed 33rd out of 115 runners with a time of 13:44.40. It was a beautiful day to run and Peter ran a great race!
 - October is Bullying prevention and awareness month, and students participated in various learning activities in advisory to talk about this issue. We handed out orange lanyards as a reminder to be kind and our tagline is "Nope, Not Here." The positive atmosphere at the dance showed that our work is beginning to pay off.

We still have work to do, but are moving in the right direction to prevent bullying behaviors.

- The Second Quarter is off to a good start! I'd like to share some of our focus areas for the year with you.
- This year at the middle school we are sailing four "ships." Relationships, Ownership, Partnerships and Leadership.
 1. During the first quarter, we focused on relationships. Research suggests that students who connect with at least one trusted adult in school are more resilient and have a stronger sense of well-being. At EPMS we make it our business to get to know our students and to encourage them to build strong peer relationships.
 2. Our second quarter theme at the middle school is Ownership. We will work with our students on taking ownership of their academic growth and achievement as well as their behavior. REL Southwest uses the term "Self-Efficacy" to describe this. Advisors have met one-on-one with students to discuss their NWEA MAP data and set goals for higher achievement. We are determined to have more students about the national norm than below it this year! Our Fall '21 to Fall '22 growth looks great and shows that we are moving in the right direction.
- We have interventions in place to move all of our kids up: Our Learning Place tutoring program has begun. Kids can get one on one help during this time. We have an intervention program called "Level Up" for 6th graders. Erin Wharton and Kathy Klipstein have partnered to provide students with targeted instruction in math and language arts to help them "level up" when they take the MAP assessment in January.
- We are also revamping our Special Education support model. Instead of all students with IEP's being in a Resource class, we are piloting a WINN model. (What I Need Now) in order to provide the least restrictive environment for students. What this looks like is that students can sign out of their core class after instruction if they need a reteach or support with an assignment or a separate setting to take a test or any other accommodations they need according to their IEP. There are students who will still have a Resource class as well as the WINN time opportunity.
- Mrs. Klipstein is working with our GT students to ensure they are challenged and supported as well. Every student means every student.
- Goals: If 65% or more of our students meet their MAP growth goals this winter, we will have a MAP TEST FEST in January. If 70% or more reach these goals, I will let them wear hats on Fridays. According to recent informal student polls (students coming to me and asking if we can ever wear hats) this is a very important issue to them. If we make this goal, we are in great shape to meet our Pie in the Sky goal in May! Our growth data shows that we are on track for the winter growth goal.
- Soon to come: We are organizing a Breakfast with the Principal program so we can provide opportunities for student voices to be part of our conversations about

school goals, culture and improvement.

- EPHS: Mary Barron/Monica Sims:
 - Homecoming - Thanks to StuCo and sponsoring teachers for the awesome events that were put together for Homecoming Week. Pep Rally, themed days, Power Puff/Powder Puff game, Bonfire, Football game, Homecoming dance, Parade, Lots of school spirit, participation and fun. Thanks to our students for their responsible and excellent behavior. We have the best kids ever!
 - Senior Parking Spots - with the assistance of the Rotary of EP who donated brushes, pans and other supplies and the help of some wonderful parents, seniors were given the opportunity to paint their own parking spot to be used for the rest of this school year.
 - HSAC - EPHS held its first HSAC meeting on Wednesday, Oct 12th. It was great visiting with parents and reviewing goals and current happenings at the HS. Next meeting December 14th.
 - Instructional Framework - calibrating our walkthrough tool for consistent use in walkthrough throughout our school for best instructional practices across classrooms. Working with staff on this tool.
 - Anti-Bullying Month - In October, all EPHS staff have been sending the message to "be kind, end bullying and say something if you see something." Let's all treat each other with respect and kindness always. Activities happening through the month including presentations from counselors and SRO to all advisories.
 - Attendance - at EPHS we are working every day to improve attendance rates. We are using the MTSS process, meeting with students, parents and teachers to address reasons for poor attendance.
 - Melodee Blevins - EPHS celebrated this wonderful sub who has worked for us for years. She is moving away - we celebrated with a school-wide party in the gym to surprise her.
 - New Math Curriculum - we have been taking data by polling students about how they are engaging with our new curriculum and how it is impacting learning.
 - Wednesday, November 2nd - EPHS is hosting parent/teacher conferences.
 - Friday, November 4th - NHS Induction Ceremony at EPHS

5. Board Reports

- Stacy Ferree: Recap from the recent DAAC meetings and her time at the CASB Delegate Assembly.

4. CONSENT AGENDA:

Motion to approve the consent agenda made by Eric Adams seconded by Jason Cushner, all members voted "aye" via a roll call vote. Motion passes.

1. [Approval of Minutes: September 2022](#)
2. [Approval of October 2022 Personnel List](#)
3. [Approval of 2022-23 DAAC Members](#)

5. ACTION ITEMS:

1. Approval of the Paid Family Medical Leave Insurance Act Resolution:
Motion to approve Action Item 5.1, the Resolution to Opt-Out of the Paid Family Medical Leave Insurance Act's (FAMLI) Program was made by John Davis, seconded by Eric Adams, all members voted "aye" via a roll call vote. Item passes.
2. [Approval of 1st Reading for Legally Required Policies:](#)
 - a. BEC: Executive Sessions
 - b. JFBB: Inter-District Choice/Open Enrollment
 - c. LBD*-R: Relations with District Charter Schools

Motion to approve Action Item 5.2.a, Approval of the 1st Reading for Legally Required Policies: BEC, was made by Jason Cushner, seconded by John Davis, all members voted "aye" via a roll call vote. Item passes.

Motion to approve Action Item 5.2.b, Approval of the 1st Reading for Legally Required Policies: JFBB, was made by John Davis, seconded by Jason Cushner, all members voted "aye" via a roll call vote. Item passes.

Motion to approve Action Item 5.2.c, Approval of the 1st Reading for Legally Required Policies: LBD*-R, was made by John Davis, seconded by Eric Adams, all members voted "aye" via a roll call vote. Item passes.

6. UPCOMING MEETING DELEGATIONS:

1. Work Session: November 8, 2022 @ 8:30 am
2. Regular Meeting: November 28, 2022 @ 6:15 pm
3. [Board of Education Calendar](#)

7. ADJOURNMENT:

Motion to adjourn the meeting was made by Jason Cushner, seconded by John Davis, meeting adjourned at 7:35 p.m.



Stacy Ferree, Board President



Heather Gooch, Secretary to the Board