



**BOARD OF EDUCATION**  
Greg Piotraschke, President  
Blaine Nickeson, Vice President  
Tom Green, Director  
Kevin Kerber, Director  
Mandy Thomas, Director  
Mary Vigil, Director  
Lloyd Worth, Director

**BOARD OF EDUCATION  
27J SCHOOLS  
April 27, 2021  
7:00 p.m. Regular Meeting  
Electronic Meeting**

**A livestream link will be available at [www.sd27j.org](http://www.sd27j.org)  
Dial-in phone number:720-572-1628**

**BOARD OF EDUCATION MISSION STATEMENT**

The Board of Education is committed to the School District’s overall success and improvement. The central focus of all meetings and discussions will be on establishing, monitoring, and supporting the District’s goals. We will actively engage all segments of our community in this ongoing focus and provide an instructional program to assure that our students meet or exceed the highest and most rigorous standards.

**AGENDA**

- 1. CALL TO ORDER** President Piotraschke

All matters noticed on this agenda, in any category, may be considered for action as listed. Any item not so noticed may not be considered. Items listed on this agenda may be considered in any order, at the discretion of the chairperson.

- 2. PLEDGE OF ALLEGIANCE** President Piotraschke

**ROLL CALL FOR ATTENDANCE (Policy Reference: 2.C)** President Piotraschke

- 3. COMMITMENT TO GOVERNING STYLE** President Piotraschke

The Board will govern lawfully, observing Policy Governance principles, with an emphasis on (a) outward vision rather than internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d) clear distinction of Board and chief executive roles, (e) collective rather than individual decisions, (f) future rather than past or present, and (g) governing proactively rather than reactively.

- 4. APPROVAL OF AGENDA** President Piotraschke

Recommended motion: “Move to approve the agenda dated April 27, 2021 as presented.”

**5. BOARD RECOGNITIONS**

- a. The Board of Education would like to recognize the following staff members for receiving the Reaching Out award for being Magical Motivators:

Classified

Rhonda Plambeck - Student Health & Wellness Coordinator  
Kristin Setzer - COVID Call Center Coordinator  
Greg Martin - Quist Middle School Office Team  
Jamie Spotts - Quist Middle School Office Team

Certified

Amber Buczkiewicz - Pennock Elementary Achieve Institute K-1 Teacher  
Dionne McGrady - Brighton High School English Teacher  
Barb Umsted - Bright Beginnings (PreK) Dean of Students  
Amanda VanBlaricom - Quist Middle School 6th Grade Social Studies Teacher

Administrator

Michael Clow - Chief Human Resource Officer

Groups

Reunion Elementary Specials Team - Josh Linville, Abigail Vajda, Cassie Day, Ashley Serna, and Callie Anderson

Overland Trail Middle School 6th Grade Machu Picchu Team - Alicia Marquez, Rebekka Herreras, and Brendan Jones

Prairie View High School 9th Grade Academy Team - Nicole Ramirez, Joelle Galceran, Jenny Baldoni, Chris Martinez, Kevin O'Brien, Jacquie Brown, Lora McCabe, Molly Whitaker, Monica Shattuck, Lindsey Kavallar, Mauna Mazzola, Sean Mallander, Nate Howard, Kelsey Estes, Joe Sabo, Tamra Lowe, Corissa LaPanse, Jose Cardona Kristi Nistel, Delaney Burchfield, Rachel Bilardi, Gina Francalancia-Cancienne, Brooke VanderWeit, Dulce Herrera, Teresa Woolworth, and Mark Gonzalez

- b. The Board of Education would like to recognize the following community members and businesses for receiving the Reaching In award for being Magical Motivators:

Danielle (Dani) Jayne - West Ridge Elementary Parent

Roger Lance - Brantner Elementary Volunteer

Mary Lou Steinbacher - Anser Advisor as Owner's Representative Managing Associate

Rosie (Alma) Haage, Jennifer Gamble, Vanessa Roll, and Katie Southard Henderson Elementary P.T.O. presidents, past & present and the core P.T.O. volunteers

**6. STUDENT ADVISORY GROUP MONTHLY REPORT**

Dr. Fiedler

Various members of the advisory group will present information regarding school activities.

**7. SUPERINTENDENT'S REPORT**

Dr. Fiedler

Dr. Fiedler will report on activities throughout the District.

**8. MATTERS OF PUBLIC COMMENT**

President Piotraschke

The Board is conducting this meeting virtually, and will now hear public comment on the following topics that were submitted by 12:00 p.m. on the day of the meeting via a submission document. A reminder that this Board meeting is a business meeting held in public not a public meeting. The Board hears public comment to learn about the preferences and concerns of our community. So, at this meeting, we will listen. We are prohibited by state law to take any action on the items because law requires formal public notice prior to any action on an agenda item. During our next meeting, if appropriate, we will consider comments in our discussion, and we will ask that the Superintendent attempt to find an answer for any of your questions by that time.

The Board welcomes the comments of our community members, but to ensure that each comment will have an opportunity to be heard, we have a few ground rules:

- Anyone submitting topics should include their name and address.
- The statements will be read in the order in which they were submitted. The submitter's comments are limited to a three-minute reading.
- If more than one person submitted comments on the same topic, new information will be provided when reading the next statement. Please avoid repeating views already expressed by other, if possible. Multiple names and addresses may be attached to the same submission.
- We ask you to refrain from making complaints or negative comments against individual students or District employees; however, we cannot prevent you from doing so. Such complaints and comments should be addressed first at the classroom or school level, and then if still unresolved, to the superintendent.

We thank you in advance for your participation tonight and submitting public-comment topics.

**9. CONSENT AGENDA (Policy References: 2.C)**

President Piotraschke

All matters listed under Consent Agenda are operational matters about which the Board has governing policies, implementation of which is delegated to the Superintendent. They will be enacted in one motion by category in the order listed below. There will be no discussion of these items prior to the time the Board of Directors vote on the motion, unless members of the board, staff or public, request specific items to be discussed separately and/or removed from this section.

Any member of the public who wishes to discuss consent agenda items should notify the President of the Board or the Board secretary, in writing, by 12:00 p.m. on the day of the meeting, and be recognized by invitation of the President to address the Board.

Board President Greg Piotraschke – [gpiotraschke@sd27j.net](mailto:gpiotraschke@sd27j.net)

Board Secretary Lynn Ann Sheats – [lsheats@sd27j.net](mailto:lsheats@sd27j.net)

- a. Approval of Board of Education minutes dated March 9, 2021 Regular Meeting minutes (Enclosure)
- b. Approval of personnel items on memorandum dated April 21, 2021 and Resolution Number Eight 2020-2021 Non-Renewal of Contracts of Probationary Teachers (Confidential Enclosure)

Recommended Motion: “Move to approve the consent agenda as presented.”

**ROLL CALL FOR VOTE (Policy Reference: 2.C)**

President Piotraschke

## **10. GOVERNANCE PROCESS THAT SUPPORTS OUR GLOBAL GOALS**

President Piotraschke

- a. Ownership Linkage – Members: Director Kerber and Director Vigil
- b. Board Education – Members: Director Kerber and Director Thomas
- c. Board Committees
  - i. Facility Planning Advisory Committee – Member: Director Nickeson
  - ii. Capital Facility Fee Foundation – Members: Director Kerber, Director Vigil and Director Worth
  - iii. Rocky Mountain Risk – Members: Director Piotraschke and Director Kerber is an alternate.
  - iv. Reaching Out/In – Members: Director Green and Director Thomas
  - v. Commerce City and School District 27J Use Tax Committee – Members: Director Nickeson and Director Worth, Director Green is an alternate.
  - vi. 2015 Bond Oversight Committee – Members: Director Piotraschke and Director Worth
- d. Other Matters of Information for the Board

## **11. EXPECTATIONS OF THE BOARD (Policy Reference 4.E)**

Dr. Fiedler

- a. Board acts to accept/reject the following reports due/submitted since last meeting. (ADDENDUM “A”) None at this time.
- b. Chief Operations Officer Terry Lucero will present the Expectation of the Board Report through 3.E Asset Protection. (Separate Enclosure)

Recommended motion: “Move to accept the Expectations of the Board Report through 3.E Asset Protection as conveying reasonable interpretation of the executive limitations.”

**ROLL CALL FOR VOTE (Policy Reference: 2.G.1)**

President Piotraschke

c. Policy Review Schedule

- |                         |  |
|-------------------------|--|
| i. April 27, 2021       | 3.E Asset Protection   |
| ii. May 25, 2021        | 3.A Treatment of Students/Public                             |
| iii. June 22, 2021      | 3.F Financial Planning/Budgeting                             |
| iv. August 24, 2021     | 3.0 General Executive Constraint                             |
| v. September 28, 2021   | 1.2 Post Secondary Readiness (3E's)                          |
|                         | 1.3 School Academic Dashboard                                |
|                         | 3.J Charter Schools  |
| vi. October 26, 2021    | 3.D Financial Condition & Activities Internal                |
| vii. November 9, 2021   | 3.H Emergency Executive Succession                           |
| viii. December 14, 2021 | 3.D External Financial Condition & Activities                |
|                         | 3.I Board Awareness and Support Internal & Direct Inspection |
| ix. January 25, 2022    | 3.C Treatment of Faculty/Staff/Volunteers                    |
|                         | 3.D Internal Financial Condition and Activities              |
| x. February 22, 2022    | 1.1 Graduation Rate  |
|                         | 3.B Treatment of Parents/Guardians                           |
| xi. March 8, 2022       | 1.4 School SEL Dashboard (Good Humans)                       |
|                         | 3.G Compensation & Benefits                                  |

**12. SCHEDULE OF MEETINGS**

- |               |   |
|---------------|---|
| May 11, 2021  | 6:00 p.m. Linkage Meeting or Planning Session<br>Lois Lesser Board and Conference Room or Electronic Meeting        |
| May 25, 2021  | 6:00 p.m. Study Session<br>7:00 p.m. Regular Meeting<br>Lois Lesser Board and Conference Room or Electronic Meeting |
| June 22, 2021 | 6:00 p.m. Study Session<br>7:00 p.m. Regular Meeting<br>Lois Lesser Board and Conference Room or Electronic Meeting |

**13. BOARD MEETING EVALUATION**

The quarterly-meeting evaluation will be at the June 22, 2021 meeting.

**14. CLOSING COMMENTS**

**15. ADJOURNMENT**

Date of Notice: April 22, 2021



**BOARD OF EDUCATION  
27J SCHOOLS**

**March 9, 2021**

**Regular Meeting Minutes**

**Electronic Meeting**

A livestream link was available at [www.sd27j.org](http://www.sd27j.org)

A dial-in phone number was available:720-572-1628

**1. CALL TO ORDER: 7:04 p.m.**

**2. PLEDGE OF ALLEGIANCE**

Director Green, Director Kerber, Director Piotraschke, Director Thomas, Director Vigil, and Director Worth were present for this entire meeting. Director Nickeson was absent from this entire meeting.

**3. COMMITMENT TO GOVERNING STYLE**

Director Piotraschke read the following Statement: The Board will govern lawfully, observing Policy Governance principles, with an emphasis on (a) outward vision rather than internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d) clear distinction of Board and chief executive roles, (e) collective rather than individual decisions, (f) future rather than past or present, and (g) governing proactively rather than reactively.

**4. APPROVAL OF AGENDA**

Motion by Director Thomas, seconded by Director Vigil to approve the agenda dated March 9, 2021 as presented. Roll Call Vote: all ayes

**5. STUDENT ADVISORY GROUP MONTHLY REPORT**

Various members of the advisory group presented information regarding school activities.

**6. 2015 BOND OVERSIGHT COMMITTEE REPORT**

The Board of Education was presented with the quarterly report from the 2015 Bond Oversight Committee. Vice-chairperson Jason McEldowney presented the report.

Motion by Director Worth, seconded by Director Thomas to approve receipt of the March 9, 2021 Bond Oversight Committee report. Roll Call Vote: all ayes

**7. SUPERINTENDENT'S REPORT**

Dr. Fiedler reported on activities throughout the District.

## 8. MATTERS OF PUBLIC COMMENT

Dr. Fiedler read the following public comments:

Kasey Mueller      11598 Jasper Street , Commerce City, 80022

Children are not spreaders as proven over the last year. Asking them to mask during school is more than any adult can handle much less a child. My child who loves school has cried saying she doesn't want to go. This is causing depression and anxiety in children like never before. Unmask them!

Erica Lopez      11714 Memphis Street Commerce City, CO 80022

We need to end the mask mandate in Colorado and at our public schools. I am an ICU nurse who is not vaccinated and 9 months pregnant, my husband is a teacher and my children in-class at school. We have worked tirelessly to keep everyone safe without getting sick ourselves, but enough is enough! We must get these kids back to school in a way that is less isolating and fearful!

Paige Martinez      9478 E. 108th Avenue

I would like the board to help re-consider masks mandates for our kiddos in school under the age of 16! Taking into consideration there is not an approved vaccine for children under the age of 16. Our kids shouldn't be forced to mask! I have a child with 2 autoimmune diseases and adding the masks amplifies her current stresses. With current data children are not being negatively affected by Covid-19 and at this point educators have been given the go ahead to get the vaccine.

Katie Southard      10732 Dayton Way, Henderson CO 80640

By way of introduction, my name is Katie Southard and I am highly interested in becoming more active in the district and with the board. I love this district.

For some background, I have a six-year-old first grader at Henderson Elementary. He struggles with sensory processing disorder, fears with change, separation anxiety, and some other fears. He is a wise old soul, a thinker, and quite philosophical. On Friday, he and his five-year-old brother sat, unprovoked, in the backseat of my vehicle and prayed to God for Him to remove the masks. My kids are spending car rides chatting not about superheroes, video games, or riding bicycles. They are chatting about how much they hate wearing masks. My child can't see his friends' expressions, and he grows increasingly more scared of the general public, and other children, every day.

I think it is time that we start discussing whether we are doing masks in order to pacify the parents and the powers that be, at the expense of these poor kids' mental health.

Research confirms that children appear to show fewer telltale symptoms than adults and be less contagious. Even further, it is difficult to find documented cases of people catching COVID-19 outside. Protests this summer appear to have had no effect on transmission. CDC guidance suggests at least 15 minutes of exposure to become infected, which is based on being indoors. Even more disturbing, I've personally reviewed and compiled dozens of research articles about the detrimental effects that masks have on healthy children. In one study, there was a strong correlation between children not being able to accurately read emotion in facial expressions and poor social and academic competence among elementary aged children. In another, researchers concluded that sensitivity to facial and vocal emotion is fundamental to children's social competence. Still another study found that children from 5 to 13 years of age could not accurately judge the emotional state of a happy or sad speaker when they could not see the



speakers' mouth.

Parents are supposed to protect and speak up for their children. Teachers, administrators and principals should do the same. But we're all scared out of our wits that the powers that be might come "a-knockin".

It's about time the schools start standing tall. It's not just my kids who will be affected. My kiddo just happens to wear his heart on his sleeve more than most. So many are shoving these emotions down to deal with later. Did you know that Tri County Health has repeatedly refused to provide the statistics on teen suicide in our county? I can only imagine what the teens are going through. We are robbing our kids of youth. There won't be a second chance.

For the love of God, I pray my voice is heard today in this meeting.

All the best, Katie Southard.

Chloe Garcia                      14480 E 104th Ave

I don't believe masks need to be necessary. Some kids have sensory issues and it's a really big thing. I get some kids aren't afraid of them but some are, if the kids who "aren't afraid" want to wear one, then let them, but don't make kids who are scared suffer. Masks don't even work.

Matt Southard                      10732 Dayton Way, Henderson, Co, 80640

This letter is regarding the mask mandates in school. 2020 was a year for the books for sure. It put a lot of people in a different mental space in their life. The way we handle business, the way we handle relationships in and out of the home. With that said, I respect and understand the position you all are in. You are in a position that is half controlled by higher guidelines from a few but have to mandate those decisions to thousands. However, those thousands are kids. Covid-19 is not a topic for kids (10-ish under). They are not mature enough to understand what is happening. The development of a child is so delicate and throwing them in fire of mature issues like pandemics is detrimental to their ongoing development. We will see these effects years to come. We will see a generation that is rooted in fear, anxiety, and isolation buried deep in their subconscious.

In 2020, approximately 2,726 were enrolled in pre-k to 1st grade in 27J. That means most those kids believe, feel, and comprehend that school is filled with rules that revolve around social distancing, masks, and that you're not allowed to make friends on the other side of the playground because they might get you sick. This is crazy.

I have a 5 and 6yr old. My two boys are part of that number. My 6yr old doesn't remember Kindergarten or if they wore masks. He views schools as stated above. My 5yr old is in preschool and will enter kindergarten in fall of 2021. He's never known school without a mask. It's sad to watch. They have conversations about the mask and the rules that should not take place in the first place. They act out. Shut down. And are less engaged in learning. And to be honest, I don't blame them.

Think about that, their only school exposure is mask mandates and tightly controlled classes. They are losing out on their innocence, developmental stages of relationships building, and how to properly express themselves. They are losing their ability to understand the difference between laughter and anger. The ability to comprehend properly (the McGurk effect). Why and how will they make friends if they can't see them smile? How will they learn how to collaborate, debate, argue, and laugh if you can only see half of their classmates face? The kids don't deserve this burden. Their future should not be revolved around removing the joy in education. It should be the opposite. Let these kids free. Allow them to be what they are meant to be. Kids. - Matt Southard

We need to get our older kids back in school! I've seen a decline in my kids that I don't think is being considered when the virtual vs. in person decisions are made. Kids need to be with kids their own age. They need to socialize and learn together. They need to learn from teachers more than computer screens. I hope that the school board will weigh the consequences of continuing with so little in person learning and get these middle schoolers and high schoolers back to school.

## **9. CONSENT AGENDA**

Motion by Director Green, seconded by Director Worth to approve the consent agenda as presented. Roll Call Vote: all ayes

- a. Approval of Board of Education minutes dated February 23, 2021 Regular Meeting minutes
- b. Approval of personnel items on memorandum dated March 4, 2021
- c. Authorize and approve the Superintendent to prepare and submit any documents that are required to effect the conveyance of the previously dedicated school site described as Tract K of the Willow Bend Subdivision from the City of Thornton to 27J Schools for the purposes described

## **10. CAPSTONE ACADEMY CHARTER SCHOOL CONTRACT ADDENDUM**

The Board of Education considered approving an addendum to the Capstone Academy Charter School contract.

Motion by Director Green, seconded by Director Kerber to approve the addendum to the Capstone Academy Charter School contract as presented. Roll Call Vote: all ayes

## **11. GOVERNANCE PROCESS THAT SUPPORTS OUR GLOBAL GOALS**

- a. Ownership Linkage – Members: Director Kerber and Director Vigil: No Report
- b. Board Education – Members: Director Kerber and Director Thomas: Director Thomas reported that the Board members received a presentation from Director of Intervention Services Jaime White about the high-school quarter system. The study session for the April 27, 2021 Board meeting will be about the repurposing of North Elementary School.
- c. Board Committees
  - i. Facility Planning Advisory Committee – Member: Director Nickeson – No report.
  - ii. Capital Facility Fee Foundation – Members: Director Kerber, Director Vigil and Director Worth: No meeting has occurred since the last Board of Education meeting.
  - iii. Rocky Mountain Risk – Members: Director Piotraschke and Director Kerber is an alternate.: No meeting has occurred since the last Board of Education meeting.
  - iv. Reaching Out/In – Members: Director Green and Director Thomas: Director Thomas reported that the nominations are out for the Magical Motivators. The winners will be honored at the April 27, 2021 Board of Education meeting.

- v. Commerce City and School District 27J Use Tax Committee – Members: Director Nickeson and Director Worth, Director Green is an alternate.: No meeting has occurred since the last Board of Education meeting.
  - vi. 2015 Bond Oversight Committee – Members: Director Piotraschke and Director Worth: The Board of Education accepted a report at tonight’s meeting from the committee.
- d. Other Matters of Information for the Board: None

**12. APPROVAL OF BOARD GLOBAL GOALS**

The Board of Education discussed revisions to their Global Goals.

Motion by Director Thomas, seconded by Director Vigil to approve the revisions to the Board Global Goals as presented or with the following revisions. Roll Call Vote: All ayes

**13. EXPECTATIONS OF THE BOARD**

- a. Board acts to accept/reject the following reports due/submitted since last meeting. (ADDENDUM “A”) None at this time.
- b. Chief Human Resource Officer Michael Clow presented the Expectation of the Board Report through 3.G Compensation and Benefits.

Motion by Director Worth, seconded by Director Thomas to accept the Expectations of the Board Report through 3.G Compensation and Benefits as conveying reasonable interpretation of the executive limitations. Roll Call Vote: All ayes

- c. Policy Review Schedule

- |                        |  |
|------------------------|--|
| i. March 9, 2021       | 3.G Compensation & Benefits                                    |
| ii. April 27, 2021     | 3.E Asset Protection   |
| iii. May 25, 2021      | 3.A Treatment of Students/Public                               |
| iv. June 8, 2021       | 3.F Financial Planning/Budgeting                               |
| v. August 24, 2021     | 3.0 General Executive Constraint                               |
| vi. September 28, 2021 | 1.2 Composite SAT Scores/1.3 Academic Status of School Ratings |
|                        | 3.J Charter Schools  |
| vii. October 26, 2021  | 3.D Financial Condition & Activities Internal                  |
| viii. November 9, 2021 | 3.H Emergency Executive Succession                             |
| ix. December 14, 2021  | 3.D External Financial Condition & Activities                  |
|                        | 3.I Board Awareness and Support Internal & Direct Inspection   |
| x. January 25, 2022    | 3.C Treatment of Faculty/Staff/Volunteers                      |
|                        | 3.D Internal Financial Condition and Activities                |
| xi. February 22, 2022  | 1.1 Graduation Rate  |
|                        | 3.B Treatment of Parents/Guardians                             |

- d. The Board of Education discussed Policy 2.C Agenda Planning and the Board of Education 2021-2022 calendar.

Motion by Director Thomas, seconded by Director Worth to approve the Board of Education 2021-2022 calendar as presented. Roll Call Vote: All ayes

- e. The Board of Education discussed Policy 2.J Policy Governance Investment. No revisions were made to the current budgeted amounts.

Motion by Director Green, seconded by Director Thomas to approve the policy 2.J Governance Investment Budget as presented. Roll Call Vote: All ayes

#### **14. SCHEDULE OF MEETINGS**

March 30, 2021	6:00 p.m. Joint Meeting with City Council Members Electronic Meeting City of Brighton to Host
April 13, 2021	6:00 p.m. Linkage Meeting or Planning Session Lois Lesser Board and Conference Room or Electronic Meeting
April 27, 2021	6:00 p.m. Study Session (Note later start time) 7:00 p.m. Regular Meeting Lois Lesser Board and Conference Room or Electronic Meeting
May 11, 2021	6:00 p.m. Linkage Meeting or Planning Session Lois Lesser Board and Conference Room or Electronic Meeting
May 25, 2021	6:00 p.m. Study Session (Note later start time) 7:00 p.m. Regular Meeting Lois Lesser Board and Conference Room or Electronic Meeting
June 22, 2021	6:00 p.m. Study Session (Note later start time) 7:00 p.m. Regular Meeting Lois Lesser Board and Conference Room or Electronic Meeting

#### **15. BOARD MEETING EVALUATION**

The quarterly-meeting evaluation was presented by Director Kerber.

#### **16. CLOSING COMMENTS**

Director Worth requested that the future in- person or hybrid meetings continue to be livestreamed and have the call-in listening availability.

#### **17. ADJOURNMENT: 9:19 p.m.**



**GOVERNING POLICY OF  
THE BOARD OF EDUCATION  
Policy 4.E – MONITORING SUPERINTENDENT PERFORMANCE**

*(Accepted 8-24-10)*

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*Management Limitations 3.E*  
Asset Protection

To: Board of Education

From: Dr. Chris Fiedler, Superintendent of Schools

Re: Expectations of the Board Report – 3.E Asset Protection

I hereby present my Expectations of the Board Report on our Asset Protection, Executive Limitations 3.E, in accordance with the monitoring schedule as set forth in Board policy. I certify the information in this report is true. (Separate Enclosure)

Signed: 

Date: April 27, 2021

Dr. Chris Fiedler  
Superintendent, 27J Schools

	<b>METHOD</b>	<b>FREQUENCY</b>	<b>SCHEDULE</b>
3.D - Financial Condition & Activities	Internal	Semi - Annually	January & October
	External	Annually	December
3.C - Treatment of Faculty/Staff/Volunteers	Internal	Annually	January
1.1 - Graduation Rate	Internal	Annually	February
3.B - Treatment of Parents/Guardians	Internal	Annually	February
3.G - Compensation & Benefits	Internal	Annually	March
1.4 – School SEL Dashboard (Good Humans)	Internal	Annually	March
3.E - Asset Protection	Internal	Annually	April
3.A - Treatment of Students/Public	Internal	Annually	May
3.F - Financial Planning/Budgeting	Internal	Annually	May
3.0 - Global Executive Constraint	Internal	Annually	August
1.2 – Post Secondary Readiness (3E's)	Internal	Annually	September
1.3 –School Academic Dashboard	Internal	Annually	September
3.J - Charter Schools	Internal	Annually	September
3.H - Emergency Executive Succession	Internal	Annually	November
3.I - Board Awareness & Support	Internal	Annually	December
	Direct Inspection	Annually	December