



**MINUTES  
BOARD OF EDUCATION**

**December 12, 2019**

**I. CALL TO ORDER**

The regular meeting was called to order at 7:00 p.m. by school board president Mr. Morlang.

**A. Pledge of Allegiance**

The pledge of allegiance was said.

**B. Request for Additional Items**

Ms. Barkemeyer made a motion to add Action Item N: Set a date for a work session in January 2020. Seconded by Ms. Bray. Roll call Vote: “aye’s”5, “no’s” 0. Motion Carried

**II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD - None**

**III. COMMUNITY REPORTS - None**

**IV. STUDENT REPORTS - None**

**V. STAFF REPORTS**

**Positive Behavior Intervention and Support (PBIS)** – Andrya Brantingham and Shannon Dean presented PBIS and how it is being implemented in Norwood Public Schools.

**Multi-Tiered Systems of Support (MTSS)** –Catherine Kolbet and Kelly Webb gave a report on the MTSS and how it is working at Norwood Public Schools.

**Graduation Requirements-** Mr. Rick Williams explained the changes Colorado Department of Education is making for graduation requirements for school districts. Mr. Williams also presented recommendations to the board to help our students succeed after graduation.

**VI. PRINCIPAL REPORT – See attached**

**VII. CELEBRATIONS**

Norwood Public School has received a \$340,000 grant from The Colorado Health Foundation for a new playground. Thank you Ms. Gipner and Mrs. Rasmussen.

**VIII. APPROVE CONSENT ITEMS**

- A. Approval of October 15, 2019 and December 2, 2019 Minutes
- B. Approval of November/December General Fund Bill
- C. Approval of Bond Payment of \$259,725.00
- D. Approval of HS Assistant Wrestling Coach, Justin Franklin
- E. Approval of the addition of a Math Credit to Graduation Requirement, Policy IKF
- F. Approval of Neenan Company to create a Master Plan
- G. Approval of Austin Smith as Middle School Girls Basketball Coach
- H. Approval of Randy Harris as Middle School Wrestling Coach
- I. Certify the Norwood School District Mill Levy
- J. Approval of the 2018-2019 Financial Audit
- K. Approval of Andrya Brantingham as Gifted and Talented Coordinator
- L. Approval of Shelley Donnellon as ELL Coordinator
- M. Approval of 1<sup>st</sup> Reading of MTSS Policy
- N. Set Date for Work Session in January 2020.
- O. Approval of CASB conducting the Superintendent Search

Ms. Barkemeyer made a motion to approve consent items: A. October 15, and December 2, 2019 Minutes, B. November and December General Fund Bills and C. Approval of Bond Payment \$259,725.00. Seconded by Mr. Ordean. Roll call Vote: “aye’s”5, “no’s” 0. Motion Carried

**IX. ACTION ITEMS**

**D. Approval of Justin Franklin as assistant High School Wrestling Coach**

Ms. Barkemeyer made a motion to approve Justin Franklin as High School Wrestling Coach. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**E. Approval of the Addition of a Math Credit to Graduation Requirement to Policy IKF**

Ms. Barkemeyer made a motion to approve the addition of one Math Credit to Policy IKF beginning with the 2021 graduating class. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**F. Approval of Neenan Company to create a Master Plan**

Ms. Barkemeyer made a motion to approve Neenan Company to Create a Master Plan. Seconded by Ms. Bray. Mrs. Nickell handed out more information on the Best Grant. Discussion was held on what are we getting in the Master Plan and more information is needed. Roll call vote: “aye’s” 2, “no’s” 3. Motion Failed.

**G. Approval of Austin Smith as Middle School Basketball Coach**

Ms. Barkemeyer made a motion to approve Austin Smith as Middle School Basketball Coach. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**H. Approval of Randy Harris as Middle School Wrestling Coach**

Ms. Barkemeyer made a motion to approve Randy Harris as Middle School Wrestling Coach. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**I. Certify Norwood School District Mill Levy**

Ms. Barkemeyer made a motion to approve the Mill Levy as presented. Seconded by Mr. Ordean. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**J. Approval of 2018-2019 Financial Audit**

Mr. Ordean made a motion to approve the 2018-2019 Financial Audit. Seconded by Ms. Barkemeyer. . Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**K. Approval of Andrya Brantingham as Gifted and Talented Coordinator**

Mr. Ordean made a motion to approve the 2018-2019 Financial Audit. Seconded by Ms. Barkemeyer. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**L. Approval of Shelley Donnellon as ELL Coordinator**

Ms. Barkemeyer made a motion to approve Shelley Donnellon as ELL Coordinator. Seconded by Mr. Ordean. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**M. Approval of 1<sup>st</sup> Reading of MTSS Policy**

Mr. Ordean made a motion to approve the 1<sup>st</sup> Reading of MTSS Policy. Seconded by Ms. Barkemeyer. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**X. MISCELLANEOUS REPORTS**

**A. DAAC - None**

**B. UNBOCES -None**

C. WSCF – None

C. PTA – Working on ideas for a Bingo Dinner Night

D. **OTHER BOARD REPORTS** - None

**XI. NEW BUSINESS**

**XII. OLD BUSINESS**

Inside Out

Superintendent Search - Discussion was held on how we want to do the search and who will do the work.

**XIII. ADMINISTRATION REPORTS**

**A. Superintendent Report – In Board Packet-See Attached.**

**XIV. EXECUTIVE SESSION - None**

**XV. ADDITIONAL ACTION ITEMS**

**Action Item N: Set Date for Work Session in January 2020.**

Ms. Barkemeyer made a motion to have a Work Session on January 16, 2020 at 6:30 p.m. Seconded by Ms. Bray. Mo Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried

**Action Item O. Approval of Superintendent Search to be done by CASB.**

Ms. Barkemeyer made a motion to approve hire CASB to do the Superintendent Search and cost will be decided at the January 16, 2020 work session with Randy Black. Seconded by Mr. Ordean. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

**XVI. ADJOURNMENT**

Ms. Barkemeyer made a motion to adjourn the meeting at 9:54 p.m. Seconded by Ms. Bray. Roll call vote: “aye’s” 5, “no’s” 0. Motion carried.

Respectfully submitted,  
Susan Epright

**Norwood Public Schools Board of Education**  
**Principals Report**  
**12-12-19**

**Respectfully Submitted by Perri Gipner and Sara Rasmussen**

<b>Behavior</b>
<p>The <b>PBIS Leadership Team (Positive Behavior Interventions and Supports)</b> co-leads will present to the new board what PBIS is and how they can support the initiative. An overview of PBIS components as well as the work being done at NPS will be provided, particularly the benefits of a PBIS system, data and exemplars of school-wide acknowledgements, and a discussion on how the board can support staff and students.</p>
<b>Communication</b>
<p>The <b>MTSS Leadership Team (Multi-Tiered Systems of Support)</b> received a grant in the amount of \$12,343 for the 2019-2020 school year. MTSS team members will also present to the board.</p>
<b>Personnel Development</b>
<p><b>Early Literacy Grant (ELG):</b> Amy will be meeting with the teachers on January 7th to conduct a data dig on the testing results from December. This collaboration will allow teachers to create plans for students who have not met benchmark or who have exceeded benchmark.</p> <p><b>PBIS Coaches and Administration</b> attended the 2nd round of PBIS coaching in Denver In October.</p> <p><b>PBIS Technical Assistance</b> is being offered to our staff through Robyn Shank. Sue Williams, Warren Taylor, Ross Willms, Nicole Taylor, and Abbie Mahlin are working with Robyn every month to hone their PBIS skills.</p> <p><b>Ellen Metrick</b> took a webinar with Jill Jackson, "Jill Tackles Your Most Upvoted Challenges in WRITING". From Ellen, "the biggest takeaway from this course is that I know how to tackle state standards in a new way to lay out the specific skills to teach that will boost writing effectiveness. Since I am focusing on writing growth this year, I'm now taking time to walk back through the state writing standards to list the skills so I can teach them more systematically."</p> <p><b>Ellen Metrick</b> is enrolled in "Tackling the Text", a six-week, self-paced pilot course through AchieveTheCore.org for 12 hours of professional development.</p> <p><b>Teri Williams</b> attended the Colorado Association of School Nurses Fall Conference, School Nurses Managing Neurological Conditions, and a webinar regarding the care of children with Diabetes.</p>

### **2019 NSTA Science Conference Salt Lake City:**

**Warren Taylor, high school science, Kelly Webb, 5th grade teacher, and Nicole Taylor, 4th grade,** attended the 2019 National Science Teachers Association Area Conference in Salt Lake City on October 24-26. As Colorado starts to integrate the 2020 Science standards we thought it was important to learn and gain insights into the Next Generation Science Standards and the way others were using them to guide their teaching as we have adapted our new standards from NGSS..

One of Kelly's takeaways was that the new standards of "cross-cutting" curriculum is already being done in the elementary grades. For example, the fifth grade wrote about hurricanes which coincided with their weather unit. Also, Kelly says there is a great opportunity to work with the community to find Project Based Learning scenarios that could strengthen the community/school relationship. Maybe there could be formalized pathway for community members to bring such problems to the school for consideration. Mr. Webb is also excited that there are several curriculums that we can "demo" for free to see if there is a good fit for K-5 &/or 9-12.

Nicole is excited about the resources: online, paper and personal, that were shared during the conference. She found resources for simulations and authentic data through PBS LearningMedia that will help with the space standards. Also, she learned that NGSS is helping students to connect what they are learning about in science to what is going on in the world. One way of doing that is using phenomena, which is, what is happening in our world that we need our science to explain. By starting with a phenomena we can raise questions so that we build science knowledge in the context of trying to understand or solve the problem.

Warren was introduced to argument-driven inquiry projects that allows the students to defend their findings and ask questions of their classmate's findings in a round-robin approach. This also allows students to see the multiple ways that can be taken in order to achieve the same results. The students also are the designers and engineers of their experiments which allows the students to both succeed and fail, but then learn from their failures to improve their design and make a better finished project.

Warren also found many tools that can be used in the classroom such as digital sensors, online data sets, resources that come vetted by teachers, and many others. These resources can be used to help implement the new science standards as curriculums are being tested and one is found that will work well with the new standards.

**Abbie Mahlin**, elementary art teacher, the CAEA annual conference provides the highest quality professional development available. She was so grateful for the opportunity to attend. While attending this year she balanced the focus of classes between three themes.

- Practical: Classes that would provide new ideas and techniques and workshops that would fit well with the interests of the kids in Norwood while stretching their art making into universal themes.
- Pedagogy: Workshops geared toward general teaching and curricular development
- Keynote Speeches: Understanding the vision and big picture of Arts Education in Colorado and keeping up with the times.

#### Time

**SSaCC (Safe, Supportive and Collaborative Culture)** for November included staff collaborations on graduation requirements, teacher band, primary grade writing curriculum, and more. The December SSaCC day included PBIS training for new teachers and all classified staff, as well as collaborations on behavior matrix revisions, teacher band, high school implementation of lunch detention for 2nd semester, MTSS and PBIS presentations to the board, and Christmas Around the World in elementary.

**Norwood Public Schools continues to collaborate with Carla Reams with Skillful Westend and the West End Public Schools along with the support of the Telluride Foundation**

#### Four-Day School Week

**Friday Intervention:** Elementary students are continuing to come in on Fridays from 8-noon. We have on average 16 kids attending. This is an increase from last year.

#### Other Important Information & Celebrations

**Thank you** to all of our staff that helped with coverage the last couple of weeks. With the sub shortage your help was greatly appreciated.

**Literacy Night** was held December 5th. Parents came and enjoyed a movie where the students performed various literacy based skits and passages. A special thanks goes out to **Ken Lawrence** for making this movie happen!

Congratulations to **Robbie Bunker** for passing the K-12 Physical Education PRAXIS test.

**Sammi Reed and Jacob Gordon** attended the National FFA Convention the last week of October.

**Miss Kolbet's 7th and 8th grade science classes** did a fish ecology field trip on November 6th which was made possible by the Forest Service and Watershed Education Program. We are lucky to have partnerships with these organizations to provide our students these hands on learning opportunities.

Recently, the State FFA Officers presented to all middle school students and FFA members. The workshops for middle school students were based on John C. Maxwell's book *Sometimes You Win--Sometimes You Learn: Life's Greatest Lessons Are Gained from Our Losses*. Students discussed what can be learned from failure. The workshop for the 7th grade focused a bit more on being kind and positive. Students brainstormed ways to be kinder and shared their ideas with an accountability buddy. The workshop for the FFA members was about mentorship. The high school students were very insightful about what they want in a mentor (see attached photo of their message to our students).

**Teri Williams** collaborated with the Uncompahgre Medical Clinic to bring flu vaccines to our students and staff. Teri continues to work with our teachers, students, and custodial staff to reduce exposure to contagious illnesses.

**Jessica Johnson's** two Robotics team did very well this year. Anti-Pollution received an award for their Innovation project for the Judge's Choice Award. If you see green boxes around the school, stop and read their posters! Each person successfully programmed a mission, even if it didn't run smoothly at the qualifier. Over all, this team was amazing and scored high across the board. For most of them, this was their third year.

MasterMinds was our second team and they can boast to scoring 190 in the Robot games! This put them at 4th out of 12! This newbie team also scored higher than expected across all 4 areas. They have room to grow but were the strongest in their robot performance.



The four areas they are judged on are as follows:

Robot games

Innovation Project

Robot Design

Core Values (This holds the most weight)

The robotics team, Anti-pollution, was invited to compete at the state competition in Denver. Our group will be traveling with the West End students. Thank you Jessica Johnson for making this happen for our students. Good Luck, team!

<http://www.firstlegoleague.org/challenge#challenge>

**\*\*\*Don't forget to check the school calendar at [www.norwoodk12.org](http://www.norwoodk12.org) for the concerts and activities that are happening before winter break.**

Norwood Students,

We can't begin to thank you enough for letting us come and hang out with you for a day! We were so impressed by your engagement, respect, and enthusiasm to learn. We had so much fun getting to know each of you and saw so much potential in all of you! Keep being awesome, you all are so, so incredible! And remember, be **RELENTLESS!** Y'all rock!

-Lauren & Ashlyn

(If you need it, Miss Holbet knows how to get ahold of us!)



Perri and Sara attended an awards presentation at the state capitol for districts who earned awards for their academic success and accepted the awards on behalf of our staff and students from the State Board of Education and Governor Jared Polis.

Norwood Public Schools was recognized for being a district **Accredited with Distinction**. This is given to school districts that earn 80% or more of the points on the District Performance Framework. The District Performance Frameworks measure student performance in academic achievement, academic growth, academic growth gaps and post-secondary and workforce readiness.

Norwood High School was awarded **The High School Academic Growth Awards** recognizing high schools that demonstrate the highest levels of students' academic growth in reading writing and math, within each classification used by the statewide association for high school activities for the sport of football. Only seven high schools in the state earned this award.

SUPERINTENDENT'S REPORT  
December 12, 2019

Marshall Mike Wilkerson and I have talked and we can work with them to provide half the cost of a resource officer who would be in the school full time. Mike would provide the vehicle and equipment and the person would be their employee. We would pay half which would be between \$20 and \$25,000. What would the board like to do? Would you like to work through the budget first to make certain you can commit that much money each year? Also, we need to clarify what the duties would be.

Rick William recently receive a letter from one of our former graduates, Zoey Truelock, thanking him for encouraging her to take college credits in high school because "it has really set me up for success in college." While many of my friends are trying to figure out how they are going to be paying for college, I was given a refund from the school of nearly \$6000 this semester that I put into a savings account. Thank you for encouraging me and believing in me, it means more than you know." I am seeing the dollar amount for scholarships that our seniors are getting and they are really impressive. Thank you to Rick but also the seniors that are willing to do the extra effort for financial help.

I spoke to Randy Black (CASB) about doing a board workshop. He will be happy to do so but it will be sometime after Jan. I've noticed that you've had a previous workshop in March so hopefully this will work. Is the board still interested in having a joint meeting with the West End Board?