



PEAK TO PEAK
CHARTER SCHOOL
800 Merlin Drive • Lafayette, CO 80026

College Prep in a Small School Environment

The Peak to Peak community will inspire students to fulfill their academic dreams for college, to develop their creative passions and athletic talents, and to become responsible citizens.

Minutes of the Peak to Peak Board of Directors Meeting
Wednesday, March 15, 8:00 a.m. | College Counseling Conference Room

Board of Directors in attendance: Voting Board: Gregg Sommer, Jennifer Schroeder, Sandy Ray, Lisa Sicker, Hank Dalton, and Joanne Hyman. Ex-Officio: Kelly Reeser, Sam Todd, Lori Preston, and Melissa Christensen.

Via Phone: none

Absent: Alison Griffin, Kyle Mathews

Guests in attendance: Traci Schoeneweis, John Wilcox, Megan Freeman, Jen Dauzvardis, Eveline Grady, Jaimee Miller, Beth Custard, Ted Pilger, Stacey Mahaffie, Stephanie Vendegna, Jen Hughes, Cheryl Sack, Elizabeth Begley, Cheryl Sack, Jennifer Douglass, Derek Cole, Tracy Durland, Clara Quinlan, Sara Miley, Renee Cooke, Kristianna Vedvik, Manele Short

Call to Order: Mr. Sommer called the meeting to order at 8:00 a.m.

Administrative Business

1) Approval of March 1, 2017 Meeting Minutes:

Motion to approve minutes, Lisa Sicker, second, Hank Dalton.

Motion passed, 6-0.

2) Review of Action items from February 15, 2017:

1. UPDATE ON FS COMPARISON COMMITTEE | MAR 1 | SAM, HANK, JEN
 - working hard to pull together data on both programs
 - likely report goes out before April 1st; will give the community an opportunity to respond via survey or town hall, etc.; one voting member/ other committee liaison comment -favor sending email to community with findings and asking community to send back in opinions, thoughts, etc. to inform board deliberation, with notice before it comes out
 - parents respond for family

- difficult for committee to respond at this early point; going through process to make this understandable
- NEXT STEPS -Friday Digest entry about email/link; committee releases report by April 1st, board discussion April 6th, vote April 19th.

Voting member comment -important that we not delay this -not fair to the people in this room; impressive to see all the attendance around this issue

2. BOARD FILES HOSTING -mixed messages from HOD, but overall it appears they do want to give input, suggested that bringing in BVSD IT at this early point would help them define their system requirements to inform the board of their needs. Suggested board discusses more fully at next meeting| APR 6| LISA SICKER
3. Peter Chandler Athletic Trainer Request -ELT discussions, then within board budget discussions on review of FTEs | APR 19 | ELT, FULL BOARD
4. COMPLETE | FURNITURE specification, i.e. if wheels are wanted to add ability to easily configure rooms -secondary principals will handle | MAR | KYLE, LORI
5. MID-YEAR GOAL MEETINGS: SAM -input to Gregg & Sandy to finalize Friday; KELLY -Gregg & Jen -results shared with FULL BOARD | MAR | GREGG, JEN, SANDY
6. STUDENT FEES, PAVING PROPOSALS APR 6 -present to board | APR 6 | SAM
7. INDIGO -schedule and notify board & BOARD ASSESSMENT DRAFT -develop present to board | MAR-15 | LORI, JEN
8. OPERATIONS HANDBOOK AND DASHBOARD PROTOTYPE -comment, if we as a board could define what we would like on the dashboard it would be helpful to Sam; Sam to send out financial KPIs; input on both could occur at April KPI work session | APR 6 | SAM, SANDY
9. SPRING COMMUNITY GATHERING PLANNING -APR 17 -digest announcements + outdoor signs, etc., INCLUDE INFO ON ELECTRONIC VOTING | MAR, APR 7, 14 | JEN SCHROEDER, JOANNE HYMAN, TRACI SCHOENEWEIS, JEN DAUZVARDIS
10. EMPANELING OFFICERS earlier -discuss | APR, after Election Committee meets | FULL BOARD
11. CUSTODIAL AS PURCHASED SERVICE FROM BVSD -look into this possibility | APRIL | SAM
12. CONTACT RACHEL HIRT TO HELP WITH GALA & ROBYN w/FOUNDATION, CORPORATE, NETWORKING CONTACTS | APRIL, ONGOING | VOTING/FULL BOARD
13. SHARK TANK -6-12 interest at Peak to Peak; consider funding & judging panel| SPRING | KYLE, LORI, ALISON, GREGG -one student, Divyam went to start up conference over summer; has done his own start up process; inspiring teams at higher level; use of Maker Space -Carla Flanhofer & Bobby Letter & Sheena Kelly --stock market challenge in Carla's room after school; comment -many things being discussed go to this concept
14. EMAIL -board communications officer responded to email on FS Comparison Committee
15. EMAIL -board communications officer responded to email on G Suite
16. EMAIL -board communications officer responded to email on Electronic Voting

Public Comments

- Jen Dauzvardis -FS comparison input -CPD uses P2P FS to cater for snacks for induction workshops and breakfast items and lunches with water to attendees for teacher job fair and see this as a convenience and cost savings, compared to bringing food in from outside

- Ali Johnson 7th grade -Why, is it a better deal? Enjoy choices I have, should be allowed to make mistakes, learn to make decisions.
- Mia Vendegna, Audrey Wilcox, staff children -student petition against BVSD lunches with 377 signatures
- Monika Bunting (teacher, Wellness Committee) -much upheaval and speculation within the staff; please send out email with succinct results, time to digest, then send email for input; kids that use the cafeteria know the staff and it is integral to community as a whole
- Jill Parker, 8th -celiac disease (gluten-free) -have been to schools that have BVSD lunch program where there would not have been an option for me
- Tanner Richards, 12th -confusion about what you are trying to achieve here, many high school rumors
- Lauren Hudson, 7th -FS staff are part of our community; so nice to have choices
- Jack Begley, 8th, child of FS manager -wants choice, staff cares about students, ex., sub line lady; I am a student aide in our FS
- Michael Ring, 8th -love the lunches, have been to BVSD schools that used the lunches before, and like the options here
- Brandon Guo, 9th -BVSD participation could be lower; bagged lunches v. FS lunch nutritional value -source stated cafeteria lunches on average of higher value; should have choice in lunch when we are choosing colleges; undercutting autonomy
- Wyatt Hilvitz -petition of 222 students supporting P2P FS program; staff cares about us; don't believe vegetarian option will be offered
- Miguel Arriaga-don't think a survey will justify BVSD -we eat twice, so should get two votes
- KJ Sexton -breakfast and lunch options must be available; valuable to have snacks for after school
- Voting members -proud of students standing up for what they believe in; urge you all to be well informed, so Google Ann Cooper and see a bit about what she is doing; ask that everyone in the room commit to reading the report when it comes out. -I have learned so much by being on the committee.
- Heather Tracy, parent, FS cashier -here for choice; 13/16 are parents of kids or grandkids at the school; our FS is part of the heart of the school; great place to get to know the kids as an employee
- Alexis Schnabel, 11th -how would vegetarians be able to get their daily protein
- Ariana Greenspan, 10th, child of FS employee -coming from St. Vrain where not a lot of people bought lunch, like our choices
- Sampson Baker, 9th -economics of choice -will kids buy it?; wasting money if not
- D'Ona Phillips, parent ES, MS -came from BVSD school; lunchroom culture -at BVSD one lady working there; comes down to choice -students going off-campus, how culture of lunchroom would change, how 12 people lose their jobs; P2P has lots of choices, like Google's cafeteria; can respect health aspect
- Paula Greenspan, parent, FS sub station -sometimes serve probably 200 kids, and kids love all the choices; urge board to look at MS and HS, because ES only has one choice and organic salad bar; chips are healthier than a regular bag of chips; will students really choose what BVSD serves?

- Robin Peterson -BVSD program looks a lot healthier, but we have a lot of choices; if nobody is eating BVSD food we won't get that lost money back
- Gildar Batra, 11th -love the turkey and the breakfast burritos; why fix something that's not broken
- Ashley Song, Jordan Reichers-student with celiac disease has spoken; (Jordyn) has type I diabetes, would be denied of getting snack she needs; (Ashley) today's BVSD menu ___ does have vegetarian option; went to BVSD school in elementary school and lunches were not edible; consider money for students and school
- Lily El-Hehiawi -we like our choices, but also remember staff; talk about disorders -our staff has convinced us to eat and make healthy choices
- Emily McJannet-Bratton-people on FRL won't get to eat much if that's taken away
- Brianna Doerfler -if people don't like lunch 9th & 10th will sneak off campus
- Makenna Turner -BVSD schools have options of going off campus in 9th & 10th so they don't complain as much; I enjoy the downtime at the cafeteria; love the soup
- Aydia Kaplan 8th -love our lunch program and enjoy the choice; worried about friends that have disorders/ diseases only having one choice; I am on meds that require me to have food in my stomach; no time to pack lunch; students won't eat a lunch that they don't want and don't yet drive to go off campus, so won't eat lunch; taking away from our school's choices
- Kate Tracy, 10th, child of FS employee -parents can't control what kids eat -we'll bring cold lunch or sneak off campus; school will lose revenue
- Breck Johnson -those with sports before and after school need food; not acceptable to take away Switch -start packing lunches or don't eat; reason you want us to switch is debt?
- Renee Cooke, parent, volunteer, FS committee -do not support switching to BVSD because I'm worried about participation and the staff; interested in what the comparison has to say; huge connection between education and nutrition; concerned about students going off campus; staff does a good job making the food as nutritious as possible with the current funding --we need to look at the funding part of it; want kids and FS staff to stay here and be a part of the community
- Jenna Yates -have been to a BVSD school and I did not think it was the best; would not make me happy to see one lady serving food; [currently] have options if we don't want regular school lunch or have special dietary needs
- Emma Begley, 11th, child of FS employee -trying to fix something that doesn't need to be fixed; taking away an option from kids that are college-bound
- Voting member comment -students are amazing to stand up in a crowd of adults to state your opinion; many of the things I've heard are NOT factual; we are also parents, and whatever the outcome, we have the students in mind
- Maddie Pape -had BVSD lunches in elementary and didn't like the one option; here, a FS employee showed her all the gluten-free options; if we switched there would be less of a community
- Alison Beasley 8th -do a bunch of sports and nutrition is super important; I always bring my own lunch, but there have been times when I have bought lunch, and I was very happy with the salad option; if students aren't happy with a switch they would go off campus; could have more control if you keep these options
- Ayush Garg, 9th -Enjoys choices

- Tana Benitez, 8th -one of the most important aspects of the school are students
- Shannon Berg -FS employees and paras have encouraged daughter to eat her lunch, so personal relationships are important; allergy concerns; our older student has been well trained to make good food choices; don't know the big difference in the menu; MS staff have raved about our lunches
- Samson Baker, 9th -even if BVSD staff comes on, are they really part of the community, probably a lot live in Boulder or Longmont, where our staff have/know kids here
- Dillon ? 9th -if something is not broke, why are we trying to fix it; look at the support, why change?
- Ted Pilger, FS salad bar -encouraged about surveys going out, have only heard rumors; emphasize community, have seen kids go from K-MS in his five years; love my job and really would hate to lose it.
- Avery Ratzlaff -community focus, citing mission (value each individual), will miss this if we have BVSD, Peak to Peak staff always ask how I'm doing
- Elizabeth Begley -never been prouder to be a Puma, and love these students so very much

Indigo / Board Relationship -Jen Schroeder, Sheri Smith, CEO & founder

- First INDIGO pilot in 2013 with one grade level of students
- 2014 -used CDE grant to use INDIGO with all students and teachers -identified kids in need of social-emotional support
- National trend -increase in number of high potential entrepreneurs, over 30% P2P Freshman
- Partnered with Yale to do research study on teacher engagement -does INDIGO increase teacher engagement, and does that increase student engagement?; participating students benefit from individual attention
- Can collaborate with P2P board as part of non-profit
- Peak to Peak Mission and Vision -since 2000
 - Which pieces are you doing really well, which could use better measurement?
 - Creativity level is typically low in public schools. Board comment: We have been discussing innovation within our strategic plan and how to tie in with our students.
 - Consider what some of the definitions are, e.g. "responsible citizens of an interdependent world" What does that mean? Each person may have a different take.
 - What does the VISION statement MEAN? Do the homework to develop what this means. May lead to getting things done a lot quicker, more efficiently, especially if determined before the new board is seated. Voting member comment: Board assessment is difficult to do in absence of goals and where you are going, and INDIGO is useful in assessing ourselves in working toward a shared goal; how do we orient new board members to that. Sheri -developing the meaning is crucial.
- Husband, Scott Smith is one of Peak to Peak's co-founders and wrote a statement to the board, also an economist and entrepreneur and would be happy to participate.

Accountability Survey Results -Jen Douglass, Janice Thorpe

- Closed Jan 29th (extended for 2 days, always gives bump in response)
- Response rate similar to last year -2nd highest response rate we've had

- Combined School Levels
 - Qual of Instruction -highly rated category
 - 5yr trend charts, everything above 93%, highest at 97%
 - Quality of Relationships -stable, no significant change last year to this year; lowest category is “when using communication pathways ... process has been effective”
 - Trusted adult question shows 5-year dip, except Elementary School
 - Quality of Learning Environment -buildout has increased satisfaction
 - 5yr trend shows strong increase
 - Q Peak to Peak values each student -5yr trend shows dip in HS & MS
- Volunteering up 9% -same feedback as prior years
- Communication Channels -improved: Weekly Digest 91%-95%
- Finances -a few comments about transparency of scholarship funds. A call to re-examine allocation of resources of how funds are spent, asking to put more funds to student needs and less to administration
- Additional Questions
 - Principals -increased satisfaction of 12%
 - Safety measures -increased satisfaction, somewhat the result of the buildout
 - Counseling Services -increase in satisfaction also seen in area of student specific communication/information
 - FS -increase in satisfaction
- Does well/ needs improvement
 - Communication category -call for more student specific communication: could parents have more channels other than just P-T conference? Note: response rate about 45%
 - Safety -pleased with airlocks, concerns about openness of campus, concerns around pick up and drop off
 - K-12 office assistance -a few unfriendly encounters noted
 - Facilities -pleased with buildout, but concerns with uncleanliness, especially bathrooms
 - Counseling -wanting opportunities to build more trust with counselors, at HS level also more opportunities to meet with counselors, but also more resources requested for counselors
 - FS -calls for switching to BVSD program, and for healthier options
 - Board & ELT -board stay at high level, also comments recognizing board has improved in working together from previous years
- Overwhelmingly positive. Reassuring, particularly with Qual of Instruction
 - TWO things stood out, around idea of balance:
 - Balance academic rigor with opportunities to foster child’s passions and interests, e.g., attend soccer game with friends, would like to see this particular topic
 - Support for special needs students with attention to “middle of the road” student. (e.g., IEPs, TAG spectrum)
- Q: MS Bullying comments -multiple comments related to bullying, not necessarily from parents of those being bullied, concerns over responses being equal; students needed somewhere to go with this and they did not always have a trusted adult within the school

- Admin member comment: putting information we get from this into proper context, consider other pieces of information, e.g., already considering more counseling support; 44% response rate is great, but well below 70% mark of statistical significance. Voting member comment: agree on the whole, these comments come down to community's perception and communication. The survey is an important tool to measure the community's perception of how the school is doing. The work put in by the parent volunteers is greatly appreciated -they spend many hours of their time preparing this report.
- Voting member comment -more impressed over the years by this committee's ability to go through data and notice themes and trends.
- Several members thanked the committee for their work and excellent product.

Food Services Update -Elizabeth Begley and Cheryl Sack

- January audit -no fiscal fines, but 8 findings where we are required to respond to, as well as 26 technical assistance suggestions.
 - BAASC snacks and signage were needed to inform students of summer food availability and snacks must be corrected to be USDA conforming
 - Meal count -breakfasts counted as meals without containing fruit
 - Participation is up \$1000 from this time last year
 - A la carte is any item sold on its own, including a hamburger -and those sales are almost as high as reimbursable meals
 - Voting member Q: How many days do you count in a whole year? A: In elementary we serve lunches on early release, not in secondary.
 - Year to date participation is 49% for reimbursables; overall participation is 75%; numbers are lower when you don't include a la carte purchases, which goes up to 90% for Middle School.
 - Voting Q: That 75% overall participation is not just meals, but any single item a student purchases.
 - Voting member Q: What will be done differently to ensure that repeat violations/findings do not happen again? A: These are just human error. Meal components means more training with CDE for Cheryl. BAASC requires more training, also we took away choices and only offer the two items within requirement for snacks, though we don't like to take that away.
 - Voting member Q: On point of sale error -would it be more helpful to have signage there to show correct elements of a meal, so that cashiers AND students see what makes a meal. Admin member response: -Keep in perspective that these are small errors, the board shouldn't look at these if there are not fines.
 - Voting member Q: Could the board get your responses to the audit items that you had to submit to the CDE? A: Yes.
 - Food Service manager: There was also a software issue we have been working on since September [that identifies FRL purchases] -company has been non-responsive, but possibly installing FRL capabilities.

Director of Professional Development REPORT -Megan Freeman

- Qual of Instruction & Relationships Goals -nice thing we have seen manifest is a desire for more time in K-12 collaboration, so we added K-12 time for TED Talks and Genius Hour dovetails with Strategic Plan innovation work, and continues in PLCs that are not new this year.
- Goal of raising profile of P2P and CPD in educational forums and events includes additions of new events being attended or publications.
- Points for Discussion
 - Voting board attendance extends our presence at Charter League Conference. Staff gave 4 presentations.
 - National Conference -5 proposals accepted just when there was consideration around the value of participating.
 - Aspen High School is bringing a cohort to observe classrooms
 - PD workshops offered for our paraprofessionals on Infinite Campus, Google Tools, Basic Classroom Management
 - Charter School Teacher Job Fair -largest teacher job fair in Colorado, 350 teachers signed up, last year about 400, 63 entities signed up (schools, organizations supporting schools, representing possibly 80 schools), 7 vendors, 1 being an event sponsor, new layout with two gymnasiums and traffic flowing through cafeteria to improve vendor visibility
 - Master Class on Teacher Recruitment -Jen presented in Chicago to Charter School Organizations (supporting charter schools) on why our job fair is successful. Heard many things about proactive practices over passive practices. What is the CSO's responsibility in helping attract and retain teachers? What is the CSO and charter school's responsibility in elevating the profession -e.g., job fair is basically a cattle call -how do we treat teachers more professionally? Voting member comment: Cattle call is consistent with societal change. Response: In HOD we have seen a larger number of applicants who have or are finishing their PhDs -candidate pool continues to morph.
 - Voting member Q: Will paraprofessional PD continue? A: Para PD will continue. Q: Annually, or regularly? A: That is not determined yet.

School Fees -Sam Todd

- Extensive research among staff, parents. Parents prefer fee to bringing in supplies.
- Added back headphone fee.
- MS headphone, dry erase and tissue fee, food added to courage retreat and fee for MS art added.
- HS headphone, dry erase and tissue fee + senior warrior retreat at \$40, \$20 Colorado History museum fee, testing fees , no longer receive grant for AP testing so now a \$47 fee.
- Athletics slight increase in fees to increase coach salaries.

Director of Athletics and Activities Report -Peter Chandler [notes from another Board member -secretary left for another school meeting]

- Participation rates in HS sports are down.
- Boys basketball and girls basketball had a good season.
- Spring sports are on track.
- MS sports begin March 13, except track, which starts April 3.

- New coaches hired for MS girls basketball and soccer, and also for baseball; still looking for MS track coach for spring, and need MS boys soccer and MS girls basketball for next year.
- Volunteer program coaching 5th-8th grade girls for softball to generate MS interest had 24 girls sign up, and have been practicing all winter and would like field time on one of our baseball fields.
- Amanda Smith has been overseeing facility rentals, which have been well up this year, to date bringing in 25k, should pass 30k by year-end.
- Have applied for National Foundation for Governors' Fitness Council Grant, which would be a \$100k fitness center.

<<< **Strategic Plan Working Session item not held due to time taken for student comments** >>>

Action Items Review [recap from above items and minutes, not reviewed at end of meeting]

1. UPDATE ON FS COMPARISON COMMITTEE | APR 6 | SAM, HANK, JEN
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 - likely report goes out before April 1st; will give the community an opportunity to respond via survey or town hall, etc.; one voting member/ other committee liaison comment -favor sending email to community with findings and asking community to send back in opinions, thoughts, etc. to inform board deliberation, with notice before it comes out
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Voting member comment -important that we not delay this -not fair to the people in this room; impressive to see all the attendance around this issue
2. PROVIDE the BOARD the FOOD SERVICE audit RESPONSES submitted to the CDE | APR 6 | ELIZABETH BEGLEY
3. BOARD FILES HOSTING -mixed messages from HOD, but overall it appears they do want to give input, suggested that bringing in BVSD IT at this early point would help them define their system requirements to inform the board of their needs. Suggested board discusses more fully at next meeting | APR 6 | LISA SICKER
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Adjourn

Motion to Adjourn, Joanne Hyman, second, Jen Schroeder.

Approved -5-0.

Meeting adjourned 11:40 a.m.

Respectfully Submitted,
Lisa Sicker