



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

College Prep in a Small School Environment

Minutes of the Peak to Peak Board of Directors Meeting
Thursday, April 6, 2017 3:15 pm | College Counseling Conference Room

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.

Board of Directors in attendance: Voting Board: Gregg Sommer, Sandy Ray, Hank Dalton, and Joanne Hyman. Ex-Officio: Kelly Reeser, Sam Todd, Kyle Mathews and Melissa Christensen. Lori Preston, Jennifer Schroeder, Lisa Sicker joined by 3:30pm.

Via Phone: none

Absent: Alison Griffin

Guests in attendance: Cheryl Sack, Elizabeth Begley, Dave Reynolds, Cindy Gross, Paula Greenspan, Sarah Miley, Derek Cole, Jaimee Miller, Eveline Grady, Neda Milani, Jack Begley, Ted Pilger, Stephanie Vendegna, Elizabeth Gable, Hillary Miller, Beth Custard, Ellen Bagnato, Renee Cooke, Monkia Bunting, Megan Freeman, Jen Dauzvardis, Kristiana Vedvik, Jessy Rozitis, John Wilcox, Deanne Kasic, Curtis Hamm, Traci Schoeneweis, Holly Monarski, Jennifer Douglass, Sunshine Phillips, Jon Jouzdani, Diangy Zaronias, Victoria Hankey, Lisa Walther, Raquel Hink, Ann Cooper, Sara Hill, Annie Sasseville.

Call to Order: Mr. Sommer called the meeting to order at 3:20 pm.

Administrative Business

1) Approval of April 6, 2017 Meeting Minutes:

Motion, Hank. Second, XX.

Approved, 5-0.

2) Review of Action items from Month DATE, YEAR:

1. FOOD SERVICE will provide the BOARD their audit RESPONSES submitted to the CDE | ELIZABETH BEGLEY
2. BOARD FILES HOSTING -discussion 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. MID-YEAR GOAL MEETINGS: SAM -one more meeting with EDO & EDE, then sent to board for final review -input to Gregg & Sandy to finalize; KELLY -Gregg & Jen -results shared with FULL BOARD | MAR | GREGG, JEN, SANDY
5. STUDENT FEES, PAVING PROPOSALS APR 6 -present to board today | APR 6 | SAM
6. INDIGO & BOARD ASSESSMENT DRAFT -Indigo initial board presentation complete; Jen to work with Sheri Smith (Indigo) to develop board assessment, present to board | APR | JEN
7. OPERATIONS HANDBOOK AND DASHBOARD PROTOTYPE -board members to email Sam to define what they would like on the dashboard; Sam to send out financial KPIs; to discuss at board meeting in budget session | APR 6 | SAM, SANDY, FULL BOARD
8. 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
9. EMPANELING OFFICERS earlier -discuss | APR, after Election Committee meets | FULL BOARD
10. CUSTODIAL AS PURCHASED SERVICE FROM BVSD -look into this possibility | APRIL | SAM
11. CONTACT RACHEL HIRT TO HELP WITH GALA & ROBYN w/FOUNDATION, CORPORATE, NETWORKING CONTACTS | APRIL, ONGOING | VOTING/FULL BOARD
12. 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
13. COMPLETE |EMAIL -board communications officer responded to emails on FS Comparison Committee

Public Comments

- Jack Begley (student, child of FS staff) –spoke to FS goals, \$650k spent on kitchen, strong FS community, nothing needs to be fixed. He doesn't want the BVSD FS program, and other students have spoken to this.
- Ellen Bagnato (parent) – thanked board for responding to email but questioned makeup of FS comparison committee and why it was formed. Interested to learn the the path forward and how community will be engaged; how will next steps include representation from all levels of school.
- Paula Greenspan (FS staff) - Questioned why we are doing a comparison to BVSD -elementary level has a hot meal, organic salad bar vegetables, GF bread, can accommodate allergies and restrictions. Voiced that choice is more important to her than the time it takes to move through the lunch line, that parents can choose to block student lunch accounts and parents should make the choices, kids need to learn to choose, and she feels choice keeps kids from going off campus. Said that no board members have come to tour the P2P kitchen.
- Ted (FS staff) -spoke of importance of relationships: in kitchen for 5 years, wonders if strangers will be staffing the cafeteria, he has student letters and gets hugs.
- Elizabeth Begley (FS manager) – Echoes Ms. Greenspan's comments. Expressed that no one knows what it's like to serve three levels of school. Said that not one voting board member has

come to kitchen. Expressed disappointment in process of committee and who is making the decision.

- Curtis Hahm (parent) -would not want to go to BVSD FS
- Lisa Walther (parent) -Where is the community input? Where is the representation on the committee, K-12? Provide mostly to HS students -breakfast, lunch, snack for after-school.
- Dave Reynolds (non-parent, non-staff) -ORA request that board release all records, emails, etc. of all meetings.

Debrief KPI Meeting - Board

- Hank -Art group- Common credit for digital art discussed.
- Sandy -Social Studies -The group discussed what to do to motivate students to fail, to take risks, and how to grade to make surer GPAs are not harmed. May be helpful to communicate with teachers what changes college admissions are making
- Joanne -World Languages -discussion on requiring 3 years or more of language as opposed to level 40, and trying to keep kids in higher level world language classes because colleges will sometimes require more world languages credits. Also discussed immersion.
- Lori -large group -conversation about the power we have because we are K-12 -joining the different schools- like in Harry Potter. Music & Theater -discussed potential funding from Gala; cross-curricular ideas.
- Melissa -wide variety of things people were talking about, innovation. World Language Department - Impressed by really individualized approaches.
- Joanne -expressed desire for more external PD in World Language to see how other schools are doing it.
- Kyle -how different types of audiences can motivate student writers. Expanding philosophy beyond literature writing to public writing, and reflecting on what is already innovative in what they are doing.
- Gregg -the way people are defining innovation is different. Covering topics in a more efficient and engaging manner.
- Kelly -data gathering -when school was started, a survey of 30 most competitive colleges was undertaken, and we are doing a refresh on that now.

Leadership -Board-ELT Relationship -Sommer

- Effective leadership
 - Be proactive, not reactive.
 - Do not participate in group think.
 - Imperative that leaders create an environment where different ideas can be brought forth.
 - Ideas is as basic as it comes.
 - Successful leadership groups do not act in silos.
 - When groups are meeting, titles are not relevant.
 - If process failures occur, it is the responsibility of leadership to call people out.
 - Leaders do not shy away from controversy.

- When people get caught up in distractions leaders bring people back on point.
- Must understand where responsibilities start and where they end. A discussion around this would be helpful. Several examples in recent years when these things were not done correctly. Must be addressed directly, in the rest of the year, e.g., would expect CP should first go to ELT, then the board. Would like to come to some clarity. It is the entire board's desire to empower the ELT members. Should address all of this in a very transparent, open manner.

2017-18 School Fees -Sam Todd

- Presented at the last meeting. Amy Skinner showed changes and broke out by grade level and curriculum area.
- Asked by voting board member that this Student Fees document is exactly the same as the one presented at the previous board meeting and verified that it is by EDO, Sam Todd.

Motion to approve School Fees exactly as discussed in last meeting, Sandy Ray, second Lisa Sicker.

Approved, 7-0.

Curriculum Committee Proposal -Mathews

- 4 curriculum based, 2 materials based.
- Con Brio Orchestra -comment in support; 0.14 FTE increase
- Weighted grades for Symphony Orchestra, Puma Pride Choirs, Woodwind Symphony
- Integrated Design (Christie Letter) -comment in support; 0.2 FTE addition
- Splitting Calc III & Differential Equations into two courses: Multivariable Calc III and Diff EQ --no need for new texts, just need about \$1000 to cover time to develop class curriculum
- AP Human Geography classroom set of texts @ \$7000 to update world changes from current edition
- SMART MUSIC -\$500 for students alone to access, \$2000 for teacher to fully utilize
- Voting member asked if the FTE increases have been built into the budget and HS Principal, Kyle Mathews responded that, yes, all of them have been included in the budget.
- Voting member question: Integrated Design -how do you track success? How are students effectively using skills in communication and presentation, reflection on challenges, perseverance. Voting member comment -students would have to regroup if they meet failure. A: Based on MIT, CMU, etc. programs.
- Voting member question: What kind of structure underpins this to ensure it goes well, as it could be really difficult for a teacher to manage a diverse array of projects and for a group of students to work toward a meaningful product/outcome. HS Principal, Kyle Mathews explained that there are only 24 students, the pitch meeting stated that it is not a course where you will be comfortable; there will be small teams of 4-6; consultant instructors will provide support; it must be cross-curricular, across departments; and evaluation will be by a panel. Voting member: Excellent, sounds like a robust structure.

BOD-HOD Files Hosting -Update -Sommer

- Joanne Hyman and Lisa Sicker initially prompted and researched this issue, respectively. Next step is to discuss as a board to see the why behind this project -using resources, time, etc. Next, board will discuss what next steps would be appropriate.
- EDE, Kelly Reeser -should we seek legal counsel from our general counsel? Voting member -we should get a legal opinion of whether a company statement is as good as an NDA. If we had an NDA, we wouldn't even be having this conversation.

Food Services Comparison Committee Report -Jen Schroeder, Hank Dalton, Sam Todd

- Voting member/committee members: The committee was formed in response to a request to compare Peak to Peak's FS program to that of BVSD. The committee was tasked with comparing the two programs. The rationale question has come up, as to why the board took this up: parents went through communications pathways and provided a comprehensive request to review the program, and provided history as to other requests over the years. The committee was focused on gathering information.
The committee will get more data if requested, otherwise, discuss at next meeting and decide next steps. If we decide to consider the BVSD program, we should get broad community input. This has been a challenging process even from a committee perspective. The committee was not objective toward BVSD offerings. There has been some input, but there have also been comments and questions about switching to BVSD in the Family Survey. We are not talking about values of school as a whole. Engagement should never be a negative thing.
 - The comparison table has categories -nutrition, education, fiscal, human resources, parent-student considerations.
 - Some considerations are, a la carte options versus a full meal; school garden; participation rates.
 - The best outcomes for children in terms of nutrition, operations should be a priority.
 - [Read part way through comparison table.]
- Ann Cooper was invited to speak by voting member/comparison committee member:
 - Our BVSD School Food Project priorities are on locally sourced food, no trans fat, no dyes, sugar reduction, waste reduction, all meat is antibiotic and hormone free,
 - Chef Ann Cooper, Director, BVSD School Food Project, spoke to a voting member question that from scratch cooking in her kitchens means cooking with whole, unprocessed ingredients: e.g., for our chicken tenders we start with raw chicken, our own house-made breading mixture. 98% of our lunches are cooked from scratch. Ann responded that there are a very few items that they don't make, like tortillas, but they do work directly with the local producer, to even specify the exact corn used in the mesa. This is typical of the close working relationships with our suppliers -I have visited the farms and know their practices.
 - We focus on dirty dozen and clean fifteen as a guide to purchasing organic produce at BVSD.
 - We don't believe in offering a la carte items -our priority is to serve each child a whole meal.
 - You are a different organization because you are so small, and do a good job with what you have, but we have much more purchasing power.

- Voting member comment: I want the comparison table updated to show under “from scratch” that 98% of lunches in BVSD are cooked from scratch; I also want to see reimbursables reported as CDE ADP calculated per what DOE document says on reimbursable meals.
- Admin members commented:
 - This feels extremely awkward as a leader, with many staff members with questions I could not answer. Commented on article on effective school boards, that mentioned clear goal and visions, not to get into day to day operations, collaborative efforts -(feels ELT has been disconnected from voting member board), lead with trust, united and shared vision, value opinions, etc. Our mission is so college focused, and colleges that get accolades on their food programs are healthy and sustainable, with a focus on relationships. Values is blank on the P2P side, but choice and organic, comes up again and again. Part of the Peak to Peak school mission is becoming responsible citizens, and I am proud of students that spoke up. Personally, I eat a meal here everyday and feel good about the choices I have. I question the process and amount of time, and would rather use it on academic focus.
 - Questioned the process around the committee, whether it truly went through the communications pathways; Where is the ELT in this?; Divisive because process is flawed, so will always undermine the results. Include stakeholders, like ELT did for bonus pay item with a staff survey.

Voting member responses:

- If we did not do this the board would be violating its mandate [Communication Pathways]. A board is only forced to deal with matters when they have not been dealt with by our executives, but is forced to. Would challenge some of the premises of what you have said.
- Reminder that it was our EDO that suggested, formed and led the committee. The ELT has had every chance to address this issue.
- Voting member -this has been going on since 2012. Sam and his staff have marginalized parent volunteers whose only goal was making students healthier. Parents wanted to be engaged in the community, which is what is expected of parents in a charter school. Improvements were taken as criticism by our FS. The board let the parent volunteers down and instead of helping them, we put them back in the same position on this committee. This is not an isolated event in this school -parents have brought ideas forward and many times they have been shut down. This is a culture problem that is hard on our staff, hard on volunteers, hard on everybody. We need to fix the culture. We need to embrace all of our community. We need an engaged community, where people feel comfortable and are willing to bring ideas forward.
- Admin member/committee member: We formed the Wellness committee to give parents a voice, embraced them and made so many changes in the program. To make the accusation that the parents were not embraced is not true.
- Voting member/ committee member comment:
 - Asked what the school sees as how we engage the community? If the issue is making improvements in our FS program, then that is where the conversation should be directed. If people feel they have been disregarded, I was not part of those discussions.

If your request has been denied, it doesn't mean you haven't been heard. It is time to see if there are improvements that can be made in our FS program.

Voting member comment:

- Accountability Committee has had many comments about FS, and a few changes have been made, but not all, and there have been requests to look at BVSD lunches. This is not coming out of nowhere. There have been discussions/requests for a long time. Addressing the question should not be this difficult.
- Admin member: 65% of parents are happy with our program, voting member corrected that 65% of PARTICIPANTS of the 42% that responded to the survey are satisfied, comments were made asking to look at BVSD lunches, asking for healthier lunches.
- Voting member comments: The important differences in the programs are 1) that BVSD focuses on whole meals and whole nutrition, 2) BVSD cooks almost everything from scratch, which eliminates processed foods, trans fats, dyes and additives like modified food starch, and greatly reduces sugars and salt. 3) BVSD has a nutritional program component with many aspects including tastings, cooking, learning gardens, and more nutritional education; and studies show that the most successful programs are those that are integrated, comprehensive programs like BVSD's, leading to students eating more fruits and vegetables even at home, less processed foods, more home cooked meals, and even parents improving their eating approaches. Lastly, BVSD has scales of economy and efficiency that a small school like ours just does not have, e.g., a parent spent many hours calling all regional suppliers and not one would contract with us because we were too small and they were already contracted with BVSD, and some encouraged us to just use BVSD for our lunches. We do not have these scales of economy and efficiency, nor the finances or the management resources to make such significant changes.
- Admin member/ committee member: Would like to thank Chef Ann for coming today -we can take nothing away from what she has done for schools across the nation.

Voting member comments:

- Ann has spent many hours with the committee providing information, thank you.
- Committee did not come to next steps, must notice the community that a vote is not taking place at the next meeting. Community gathering will give opportunity to get this out.
- Must come to a decision -it is not fair to have people feeling uncertainty.
- The committee has achieved its task, work should return to the board. Get information to the community in multiple venues, get a survey out to the community; [Agreed] Should dissolve committee and go into board working session.
- Voting member/committee member -have not been able to answer community questions. What is good for the students is the only thing that matters.
- Voting member: ELT was asked for feedback by voting member/committee member
- Secretary asked clarification, and all board members agreed that :
 1. Comparison committee is dissolved.
 2. There will be an update on this in the Friday Digest.
 3. Set a board working session to discuss FS comparison.
 4. There will be 20 minutes in the Community Gathering to update/address this item.

Community Meeting Agenda

- April 17, 6-8pm
- 2nd meeting this school year
- Election overview
- Family Survey Results presented, and Q & A
- 20min FS update
- Should find a more productive venue

Wrap Up / Future Meeting Topics

- Set FS comparison board working session
- G Suite item on next regular meeting agenda

Adjourn

Motion to Adjourn from Sandy Ray, second by Joanne Hyman.

Motion passed, 7-0.

Meeting adjourned 6:15 pm.

Respectfully Submitted,
Lisa Sicker