



## DAC Meeting Minutes

August 15, 2024

6:30pm-8:30pm

### **Meeting Logistics:**

Jessica Bassan - **Present**  
Jenny Brown - **Present**  
Anne Chacon - **Excused**  
Chad Cox - **Excused**  
Brian Domokos - **Present**  
Lenaya Dobseth - **Present**  
Allison Fox - **Present**  
Julie Gooden - **Present**  
Lisa Loomer - **Present**  
Katie Lynch - **Present**  
Victoria McDermott - **Absent**  
Ashley Opfer - **Present**  
Jen Spykerman - **Present**  
Kate Welsh - **Excused**  
Sammye Wheeler-Clouse - **Present**

Quorum: Quorum is met (need a majority)

Matt Reynolds, Learning Services Officer - Present

Valarie Thompson, Board of Education Director (in Director Susan Meek's position) - Present

Christy Williams, Board of Education Director - Present

Erin Kane, Superintendent

Steve Colella, Superintendent Kane's Chief of Staff

Alison Rausch - Director, Parent, Community and Civic Engagement

Dr. Deanne Kirby, Director of Educator Effectiveness - Present

Guest in attendance: 9 (this does not include DAC and DCSD staff and board members)

Came to Order at 6:33 pm

Total Attendance 27

1. Meeting Logistics (Lisa Loomer)
  - a. Roll Call/Confirm Quorum
  - b. Brian noted the change in Jessica's attendance and that one date was given as July 3rd but should have been July 23. He also asked for a motion to approve the

**Minutes Approved at September 19, 2024 DAC MEETING**

June 13, 2024 meeting minutes. The motion was made by Julie and seconded by Allison. Passed unanimously.

- c. 2024-2025 DAC Calendar dates were noted on the back of the agenda. There was a discussion about when to do the virtual meetings. One member noted that 12/19/24 was the last day of school and another noted that June is usually virtually. Allison made a motion to make those dates virtual. Ashley seconded it and it passed unanimously. One virtual meeting was held in reserve if needed due to weather.
  - d. Lenaya Dobseth introduced herself but the rest of new member introductions were delayed as no others were able to attend.
2. Chair Report (Lisa Loomer)
- a. She welcomed everyone and reminded people of the public comment sheets.
  - b. Membership Update: DAC members were previously emailed an introduction to two candidates. Julie made a motion to accept the nominations of Kristina Parent as a new member and Amy Davis an alternative. Jen seconded the motion and it passed unanimously.
  - c. Election of Officers. Brian was nominated for Secretary/Recorder. Jenny was nominated for Communications Chair. Ashley was nominated for Vice-Chair. Lisa mentioned that, due to her family issues that will require her time and energy, she has chosen not to be on the board. Julie was nominated for Chair. Jessica made a request to wait for more members, but the discussion centered around the need for it sooner. All four accepted their nominations. Jen made a motion to have these people serve on the board in these roles. Lenaya seconded and it passed unanimously.
  - d. There was a discussion about board committees that DAC representatives could be on and which members would serve on which boards. EAC needs a new DAC representative; Growth and Decline is Kate Welsh (who had a 2 year commitment); MBEC needs a new DAC representative; and MBOC needs a new DAC representative. A member asked for a definition of each and how often they meet. Most meet monthly. Allison is willing to serve in MBOC. Lenaya offered to be the MBEC representative. EAC will be assigned later.
  - e. Subcommittee Updates (MBOC, Communications)
    - i. Lisa explained how subcommittee roles are selected and the expectation that everyone chooses at least one. She offered to send a former Google form she used to Ashley, the new vice-chair, who will send a survey to others.
    - ii. **ACTION ITEM:** DAC members should fill out the survey that Ashley will send out.
  - f. DAC members received a reminder of the Norms and a short version of the Robert's Rules of Orders. With new leadership, there was a discussion of how the norms may change.
  - g. Matt encouraged DAC members to watch the recent board meeting's [Bond/MLO presentation](#).

3. Board of Education Liaison Update (Dir. Thompson [in lieu of Dir. Meek] and Dir. Williams)
  - a. There was a Board meeting two nights ago that included information about recent polling data and a presentation on the Bond/MLO. Other topics included [AI](#), a [policy on AI](#), and [Growth and Decline](#). Dir. Thompson mentioned that polling showed that 60% supported the \$490 million bond while only 49% supported the \$580 million bond.
  - b. At a recent retreat they worked on their End Statements and their board norms around community and communication.
  - c. Focus Areas for the DAC for 24-25 are being delayed until a retreat this upcoming Saturday, August 17.
  - d. Dir. Williams mentioned that they met with the DAC Bylaws subcommittee. She mentioned that this is intended to be passed until September so there's time for more feedback. DAC members have two handouts: a third reading of the District Accountability Committee Bylaws and Subcommittee Thoughts on New Proposed Bylaws. Dir. Williams noted that some of the questions could be considered procedures the DAC has instead of bylaws that are needed. There was a question about the timing of the September vote as it is fairly close to when the committee was meeting. Dir. Williams mentioned that if there were minor changes, they could still make the date but if it's larger questions, they'd have to push them off. Dir. Williams went through the changes and questions and encouraged DAC members who had questions to email her prior to the September meeting so she can come to the meeting prepared. She again referenced a distinction between procedure of the DAC and bylaws.
    - i. **ACTION ITEM:** Lisa will send the original questions to President Williams, who promised to send answers to all DAC members via email.
    - ii. **ACTION ITEM:** Each DAC member will review the two documents and send any questions to President Williams. They should also come with any questions to the September meeting.
4. Growth and Decline (Erin Kane, Steve Colella)
  - a. This presentation was moved up due to the time.
  - b. Superintendent Kane went through the [DCSD Growth and Decline presentation that was given to the board](#) the previous Tuesday. They are trying to be proactive and focus on what is best for kids, including that no teachers will be losing their jobs. Some issues are clear: for example, in 2014, there were 10,484 students in 18 elementary schools but it's projected that about 6,476 students will be in those same schools in 2028. Additionally, smaller schools cost more to operate and offer students fewer opportunities.
  - c. Chief of Staff Colella mentioned that the current guidelines is that pairings would happen in 2026 and no buildings are planned to be sold. Also, there is a list of many of the discussions and topics they are considering.
  - d. Superintendent Kane showed how they are currently in Phase 1 (Plan and Engage). Phase 2 (Policy and Decision) will start in January 2025 with Phase 3 (Implement and Support) including the opening of new schools in August 2026.

- e. There was a question from the audience about how transportation fits into the new plan. This is something that will need to be looked at more during the Plan stage. Superintendent Kane mentioned that school closings aren't based on success as Highlands Ranch schools are very successful.
  - f. A member asked about how to discuss this with the Bond coming up. Superintendent Kane reviewed how she's communicated with various SACs, Windcrest, HRCA, and more. They hope to show that they are building new schools but also be wise with what already exists.
  - g. An audience member asked again about the partial deployment of 6th grade students. Superintendent Kane mentioned that this has been done for years in the Castle View feeder system.
  - h. A DAC member complimented Superintendent "Bucket" video for the bond and asked for one similar video here.
  - i. An audience member asked which school paired schools go to or if it'd be a new school and if it would change the high school feeder. Superintendent Kane responded that one of the two paired schools would become the "destination school". She also can't promise that the feeders stay the same but this is one of the conditions that is being considered.
  - j. A DAC member asked how schools would know if their schools are considered for pairings. Superintendent said that policy is more important currently. She reiterated that there are no questions about a school's scores/achievement as they are all strong.
  - k. An audience member asked about what the non-destination school would be used for. Superintendent Kane said there are many needs for schools like the Bridge program and other needs similar to these, hopefully for spaces that the district currently rents.
  - l. A DAC member asked about the impact on charter schools and charter school application. Superintendent Kane mentioned that all schools, including charter schools, are experiencing declining enrollment. Following the law means that any charter school with the necessary requirements has to be approved but she doubted that this would happen (specifically parent demand) in today's world.
5. Educator Effectiveness Update (Dr. Deanne Kirby)
- a. She went through the slide deck called [Educator Effectiveness Updates 8-15-24](#)
  - b. In this district, the DAC is also the evaluation council. There are some changes in how focus groups are organized. There are currently no rubrics in production though the three rubrics approved last year are now in use. Physical Therapists and Autism/Behavior Specialist rubrics are being piloted for the 2024-2025 year.
  - c. With the change from 50/50 to 70/30 split in evaluation (Professional Practice, Student Learning/Data), there has been a decline in number of staff that is ranked Highly Effective and an increase in the other three categories of Effective, Partially Effective, and Ineffective.
  - d. A DAC Member was surprised about this change and the number of Effective teachers who used to be Highly Effective. Another asked about staff response if they were one who changed. Dr. Kirby said that many staff seemed okay with it

until the end of the year. Katie mentioned how she prepared her staff for the change and Matt mentioned that the pandemic year that took away student learning as a measurement also served slightly as a preparation. A DAC member asked about the benefits for highly effective teachers. Dr. Kirby mentioned that there's no longer pay for performance but teachers rated Highly Effective for three consecutive years have the option of splitting their rubric to only focus on half of the rubric, the parts they weren't yet ranked as 4 ons. A DAC member asked about how other districts' numbers were. Dr. Kirby said this change in ratios happened everywhere. A DAC member asked if this included special education teachers and interventionists. Dr. Kirby said it did.

- e. Dr. Kirby then went over the 2023-24 Licensed Evaluation Survey Data. Any job title with a yellow highlight has a new rubric this year and anyone with a green rubric had a new rubric two years ago.
  - f. DAC members had a moment to analyze it and were encouraged to write back what they noticed, wondered, and wanted to celebrate on sticky notes for her to collect. There was a short discussion about what they noticed.
6. Staff Update (Matthew Reynolds)
- a. Due to time constraints, Matt mentioned that there'd be some "home fun" in preparation for the DAC work session in two weeks.
  - b. He celebrated that, according to an optional survey staff members took, many staff members (more than other districts) like the evaluation system. He noted it's important, with the change of how overall scores are weighted, that the rubric is well liked now that it's 70% of the teachers' overall rating.
7. Accountability Update (Matt Reynolds)
- a. Matt mentioned that the data is currently under embargo, but DAC members can see it as part of their role. He asked for members to come with questions and what they want to see in the UIP.
  - b. There is a change in how UIPs are submitted and the UIP template that he will review next meeting. He reminded us that each UIP is a 3 year plan that is revised more than recreated unless new data shows a need for a major change. Another change is that the Gifted Education Annual Plan will have a separate plan and no longer be part of the UIP.
  - c. The CDE will now release "On Track Growth" for elementary and middle schools that show whether a student or site is making enough growth to meet or maintain academic expectations.
  - d. Cut-scores for Digital PSAT/SAT and CMAS Science metrics will likely be re-normed based on 2024 results as a result of the new digital format. Additionally, science results will be used in this year's framework.
  - e. A DAC member asked if the split between Gifted and Talented plans will be separated from the UIP at the school level. Matt said they are not. A DAC member asked about the timeline for the presentation on the board with the DAC recommendation for the board. Matt mentioned that there would be time for DAC members to review the information before DAC members have to vote.
8. Open Discussion

- a. The communication subcommittee reminded the DAC of their commitment to send out a survey to SAC members about communications. They wanted to ask if this was something that they could continue/finish, per previous motions and discussions, or if there needed to be more discussion on this. A DAC member mentioned that there is a need to send the survey to SAC chairs and principals soon. The DAC told the subcommittee to move forward.
  - b. Lisa reminded the new board to decide about whether or not to do the meeting reflection in the future.
  - c. A DAC member asked that in the future all presentations given to the board that the DAC will then go over are reviewed in advance so DAC members can spend more time in discussion. She mentioned tonight's Growth and Decline presentation as an example of where, if DAC Members had already watched the presentation, time could have better been spent in discussion/getting questions answered. There was an additional request to ask for any DAC members to comment on the Bond proposal at the next School Board meeting.
  - d. Another member also mentioned there used to be a DAC Forum that has now become the EXPO--is there any way to talk about the DAC Forum becoming separate in the future? This will be discussed more later.
9. Public Comment
- a. One audience member asked for a more timely posting of the agenda, along with links. Matt promised that it will be more visible in the future. There is currently a new website and some links have moved. One member suggested adding it to the calendar on the web page.
10. Motion to adjourn by Katie and seconded by Jen passed unanimously at 8:56 pm.