



2023-2024 Annual

*Family*  
**SURVEY**

**RESPONSE**

Information collected and  
analyzed by the school  
Accountability Committee



**PEAK TO PEAK**  
CHARTER SCHOOL



## **PURPOSE**

The purpose of the Accountability Committee is to gather and analyze data to assess the school's progress toward its mission and to provide results of that analysis to the Peak to Peak Board of Directors, the administration and the rest of the Peak to Peak community.

The results of the 2023-2024 Peak to Peak Annual Family Survey were provided to the Peak to Peak Board of Directors and administration in the spring of the 2023-2024 school year. A report detailing the results of the survey was provided to the Peak to Peak community and is available on the school website, linked [here](#). After compiling both the ratings that families reported and their comments, specific strengths and areas of improvement were identified in each area. The Executive Leadership Team has responded with many changes to address the concerns of the Peak to Peak community. The following response, prepared by the Accountability Committee, summarizes those activities as reported by school leadership.

A summary of the report provided the following themes to address:

- [Address concerns raised by families related to Staffing Issues.](#)
- [Address concerns related to Standards Based Grading.](#)
- [Address concerns related to Facilities and Operations, including potential adjustments to lunch timing and portion sizes, traffic policies and bus service.](#)

## **Staffing Issues**

Leadership mentioned several initiatives in this area:

- One area where Peak to Peak is proud to show support for our teachers is in compensation. For the 2024-2025 school year, Peak to Peak exceeded BVSD in salary increases (5.2% vs. 4%). Peak to Peak also kept substitute teacher compensation at the same level, instead of lowering sub pay as experienced at the district level.
- We continue to look at new ways to recruit teaching candidates and to align our hiring practices with the educational environment we're now experiencing. It's important for families to know that the hiring environment has become much more challenging over the last few years, and we've had to review Hiring and Organizational Development Committee (HOD) processes and make adjustments so that we continue to attract, hire and retain the very best educators for our students.
- We acknowledge the staffing challenges we faced during the 2023-2024 school year. One of the ways we addressed vacancies was to deploy our teaching staff to ensure adequate coverage. In some situations, this worked well but was not ideal. We are excited that our teaching positions are fully staffed this 2024-2025 school year. We will continue to look at a variety of ways to gather feedback from teachers and provide support and coaching as needed.
- In response to concerns raised from families of students in Peak to Peak's Appropriate Learning Placement Services (ALPS) and Talented and Gifted (TAG) program, we are excited to announce the hiring of Ms. Michelle Eckstein as our newly created K-8 GT Coordinator. Ms. Eckstein is focused on providing extension activities at the Elementary level, primarily K-3. She is also

supporting ALPS testing and reporting, which will give Ms. Tracy Cloniger, ALPS & TAG Coordinator, additional time to support ALPS and TAG students in 4th-5th grades and at the Secondary level.

### Standards Based Grading

This theme includes comments about process, consistency, implementation and communication related to Standards Based Grading.

- We listened to comments and concerns in this area from last year's Family Survey and determined several steps to address these concerns:
  - ◆ Teachers in the 6th-12th grades collaborated on developing norms for subject areas, naming conventions and non-negotiables on core elements. More information is available on the Peak to Peak website under [Full Standards Based Grading](#).
  - ◆ A *Standards Based Grading Transition Training* was developed and is now being offered for 6th grade students and their families.
- We are encouraged by early standardized testing results. We believe that Standards Based Grading helps students perform well on AP, PSAT, SAT, and CMAS tests. We will continue to collect data on student performance and bring the best research-based systems into practice.

### School Climate

While the specific comments vary each year, School Climate continues to garner comments from all school levels. School Climate is an umbrella term that encompasses comments related to family perceptions that their students don't feel welcome at Peak to Peak or are having trouble finding a trusted adult at the school. It also includes concerns about student behavior or that students are not all treated equally.

Leadership mentioned several initiatives in this area:

- One visible sign of the ELT's commitment in this area are the new signs on the school doors and hallways with reminders of how students have pledged to treat each other and their teachers with kindness and respect.
- School leaders are using *No Place for Hate* as a framework for this initiative. The Anti-Defamation League (ADL) developed the *No Place for Hate* model which provides a structure for this student-driven program. A student-led committee is being developed at each school level and the school will host three No Place for Hate activities this year.
- Peak to Peak's new cellphone policy and enforcement is already showing positive results with feedback from teachers and students mentioning improved student focus and respectful behavior.
- Peak to Peak's Equity Council has shifted its role from one of listening to student feedback to moving into action. Trained high school students are now mentoring teams of middle school students on improvements they can make to improve student relationships.

## Facilities and Operation

Leadership mentioned several initiatives in this area:

- **Auditorium:** A new auditorium has been on the wish list for Peak to Peak families for many years. The new K-12 Auditorium / Visual and Performing Arts Center is under construction with completion planned for spring of 2025.
- **Facility Maintenance:** The school's facility staff is very lean and does all it can to effectively maintain facilities in the most budget-conscious manner (to preserve as many resources as possible for academic programming). The school is excited to see some much needed improvements happening this school year: renovated spaces (Innovation Space, high school and elementary flex offices, health classroom, middle school hub), infrastructure upgrades (new boiler, ADA push-button actuators at main entrances to each building, new generator, new HVAC units for the middle school gym with air conditioning), and the new K-12 Auditorium / Visual and Performing Arts Center. In addition, the school invests resources each year into facility maintenance to ensure the buildings are well cared for and can continue to serve students for years to come. The school understands that overcrowding, especially at the middle school level, is an ongoing challenge and is working to address this through an updated facility master plan.
- **Food Services:** The school food services team adjusted to the reality of Colorado's Healthy School Meals for All, which resulted in significant increases in participation and meals served during 2023-24. As more and more students are eating, the school has received feedback from several elementary families that portion sizes are not big enough; as a result, the school is offering a paid second portion starting September 23<sup>rd</sup>. Another shift was made to the elementary lunch schedule to allow students more time for eating, which seems to be working well thus far.
- **Parking / Car Line:** Traffic on campus both in the morning and after school continues to be a challenge. The school made a shift in student parking this year, which was designed to increase safety by having high school drivers on the east side of campus while elementary students are primarily coming in and exiting campus on the west side. This shift has increased pedestrian safety in the afternoon, but there are still challenges in the morning when a number of students are driving through the West Parking Lot to get to the student lots. The school is piloting a new initiative starting on September 23<sup>rd</sup> designed to further alleviate the safety risks and hopefully increase traffic flow coming in on Puma Drive. Last, the school is working to have the Principal Transportation Engineer from the City of Lafayette out to campus to observe morning traffic flow and offer other suggestions for improving both safety and flow.
- **Transportation:** The school has hired a dedicated, part-time transportation coordinator for the 2024-25 school year. There were no canceled routes or trips during 2023-24, but having dedicated staffing to support the transportation program will ensure continued efficiency and smooth operations. The school did add a third morning route this school year, so now

approximately 140 students are taking the bus to school each morning. The school is still working to hire substitute bus drivers who can fill in if one of the regular drivers is sick. The school continues to try to troubleshoot challenges with heat during longer winter trips (e.g. away athletic events) and is open to providing return service from games when there is enough student / family interest.

## Other Initiatives

### Weekly Digest

- Tracy Durland, Communications Director, continues to seek feedback and make improvements to the Weekly Digest. The new layout and delivery makes the Weekly Digest much easier to read on mobile devices and to find needed information quickly. The new format also makes the information far more accessible to families who do not speak English as their primary language. The new guidelines for Digest submissions have also improved brevity and resulted in less repetition. Early indications are that viewership is higher than previous years.

### Website

- Tracy Durland, Communications Director, headed up a complete website redesign which was unveiled at the beginning of the 2024-2025 school year. All the changes to both the Weekly Digest and the Website bring Peak to Peak closer to digital accessibility compliance, ensuring that anyone can access the content without barriers. The new site also includes an internally hosted search engine which makes content much easier to find than on the previous site. Leadership expresses its appreciation for the feedback gained from the Family Survey, the responses to the Digest poll questions and the user data from the old website.

### Communication Framework

- The 2023-2024 Family Survey posed questions related to the school's Communication Pathways for leadership to review and upgrade the messaging around this policy.

At the September 4<sup>th</sup>, 2024, Board of Directors meeting, the Board voted to approve a new Grievance Policy for Peak to Peak. This policy is modeled after BVSD Policy KE and outlines the process for submitting a formal complaint.

As always, Peak to Peak strives for positive, open, and inclusive two-way communication between all stakeholders. To facilitate this, we use the Communication Framework. The Communication Framework was developed last year based on parent and staff feedback gathered over the course of several months. This framework intends to encourage positive and productive conversations between stakeholders with the shared goal of supporting our students and building stronger connections within our community. The framework also includes a "toolbox" for parents/guardians as well as staff.

## **CONCLUSION**

The Accountability Committee plans to revise several survey questions in the coming school year to collect more specific data in survey responses.

The Accountability Committee would like to thank Peak to Peak's Executive Leadership Team for their time and commitment to the Family Survey and this Response. We are excited for the year ahead and look forward to working with Peak to Peak's Executive Leadership Team and Board of Directors on the next cycles of information gathering and analyzing.