



DAC Meeting Minutes

March 27, 2025
6:30 pm - 8:30 pm

Meeting Logistics:

Jessica Bassan - **Present**
Jenny Brown - **Present**
Anne Chacon - **Present**
Chad Cox - **Present**
Brian Domokos - **Present**
Amy Davis - **Present**
Lenaya Dotseth - **Present**
Allison Fox - **Present**
Julie Gooden - **Present**
Keith Langford - **Present**
Lisa Loomer - **Present**
Katie Lynch - **Present**
Victoria McDermott - **Present**
Kristina Parent - **Present**
Jenn Spykerman - **Present**
Kate Welsh - **Present**
Sammye Wheeler-Clouse - **Present**

Quorum: Quorum is met (need a majority)

Matt Reynolds, Learning Services Officer - Present

Susan Meek, Board of Education Director - Present

Christy Williams, Board of Education Director - Present

Dr. Deanne Kirby, Director of Educator Effectiveness - Present

Guest in attendance: 19 (this does not include DAC and DCSD staff and board members)

Came to Order at 6:31

Total Attendance 40

1. Meeting Logistics (Julie Gooden)
 - a. Roll Call/Confirm Quorum
 - b. A motion to approve 02/202025 meeting minutes was made by Lenaya Dotseth and seconded by Allison Fox. Passed unanimously.
2. Chair Report (Julie Gooden)
 - a. Welcome

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- b. Subcommittee Updates
 - c. Communications: Brown mentioned that 9 SACs were visited prior to the announcement about school closings. Due to the announcement being made, the last two SAC meetings are not going to be visited. Based on the survey from SAC engagement back in the fall 2024, 24 SACs wanted the DAC to reach out to them personally but only 5 currently responded to her email asking for a time to meet. She will send out information to DAC members to sign up for these five.
 - d. Membership: Loomer reported there are 9 hours of interviews coming up this week for this group. There were numerous applicants for each role. Though some of the specific roles previously requested (e.g. bus drivers) received direct communication about roles, none applied. She requested thoughts on adding a charter teacher position. A question was asked about adding parents for the proper ratio. Discussion included how a certain charter teacher wants to be part of the DAC, how it may affect CART applications, the option of joining the audience, there's a desire for multiple voices, and the DAC membership already has a large diversity of views. Reynolds offered to do some extra research on this.
 - e. Handbook: Welsh reported there is nothing written yet but they have collected the handbook work of other districts and are studying them.
 - f. EAC: Parent reported that they went over the Healthy Kid Survey data and are focusing on bullying.
 - g. Parent Engagement: Gooden reported they are trying new QR codes for DAC audience members to log in. They are also trying to see how obtaining a list of charter principals could increase engagement from that stakeholder group.
 - h. CART: Spykerman reported applications are due April 1. They received the training from Gordon Mosher. Currently only two schools are applying and both are replications (meaning there's already a school of that charter in the district and this would simply be another location.)
 - i. Reynolds shared a potential meeting schedule for 2025-2026 DAC meetings. There was a discussion about potentially changing the location each time and/or meeting at Legacy as discussed in previous meetings. The boardroom is being reserved, however, in case DAC doesn't change this.
 - j. MBOC: Fox reported that they received a bond update from the bond director. Since the bond director is a former mayor of Lone Tree, she has used her contacts for the benefit of DCSD. There were questions about a park right next to a park. There are plans already created for the new schools that they are trying to use to create more interest and excitement in the community. To use the money well, they are purchasing some vehicles now with the belief that costs will rise with tariffs. Lynch reported that Northridge has a park near their school and the benefits of it.
3. Staff Update (Matthew Reynolds)
- a. Reynolds reported that there will be a survey sent to parents like last year with a 2 week window of April 14 through April 28. The district is also adding a staff survey and a middle school and high school survey.

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- b. He also gave an update on the Strategic Plan Update. They will present soon and the DAC may spend time in the June meeting going over the presentation because it is intended to be implemented next school year.
- 4. SAC Engagement--Growth and Decline (Julie Gooden)
 - a. There was an announcement on March 24 of which schools are being proposed for pairing. The board will receive an update on the process to fully understand it prior to their vote.
 - b. A member asked about the pairings: Saddle Ranch Elementary will consolidate into Eldorado Elementary, Heritage Elementary will consolidate into Summit View Elementary, and Acres Green Elementary will consolidate into Fox Creek Elementary. The final vote will be on April 27, 2025.
 - c. Reynolds thanked everyone for their work and pointed people again to the [Growth and Decline portion](#) of the district website.
 - d. A member asked about what will happen to the bond monies for the consolidated school. These will still be used as directed.
 - e. A member mentioned that Eldorado Elementary SAC was worried about their property values, losing the connections with staff, and wanted more information on the timeline.
 - f. A member asked about the change from consolidating and creating a new school into one school absorbing another. The response was that this wasn't exactly true as the two schools will make a choice together. A parent of an affected school and DAC member mentioned this is what was communicated to parents.
 - g. A member asked about combining staff, especially administration. Reynolds said that for the 25-26 year all staff will operate as normal and the following year all are guaranteed jobs. A DAC member mentioned it was one of the [first FAQ questions](#) as well as another part called [Staffing Protocol](#) that answered this. She also contrasted DCSD's approach of keeping all jobs with many other districts where jobs were simply lost.
 - h. A DAC member that also was on the Growth and Decline board mentioned how the conversations have been contentious but respectful as they listened to a range of viewpoints but students and staff have been respected.
- 5. CITE Update (Dr. Deanne Kirby)
 - a. She went through [her slide deck](#) and handed copies to each DAC member.
 - b. 212 Certificates were given for the DCSD Evaluation training and all attendees were asked for feedback. An AI went through the responses and reported the top 5 takeaways members had, the top 5 suggested improvements, and 5 positive changes that evaluators have made.
 - c. She went through the 5 priorities from the 23-24 Licensed Evaluation Survey and asked for feedback.
 - d. A member mentioned that Growth Focused Feedback request from the 23-24 Licensed Evaluation Survey was one of the major takeaways as well as 5 changes.
 - e. A member asked about how Dr. Kirby meets the request for more calibration.

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- f. A member mentioned the licensed staff request for Consistency in Evaluations may be addressed by the bias takeaway as well as the changes.
 - g. A member discussed how the previous method of evaluation seemed punitive but this newer evaluation system seems to move away from this as data becomes less about punishment and more about growth.
- 6. DAC Budget Subcommittee Update (Budget Subcommittee)
 - a. Reynolds went through [a slide deck](#) which reviewed the survey sent to SACs about budgeting priorities as well as the results from it. The survey is currently open and about 66% of schools have reported.
 - b. The results overwhelmingly selected staff compensation as the number 1 priority with Targeted Student Supports, Expanding Student Programming, and Staff Benefits as a second tier, and Transportation and Support for Small Schools as a third, lower tier. This was fairly consistent even when considering different school levels (elementary, middle, high schools), feeder area, or school size.
 - c. Budget subcommittee members mentioned the process and summarized their meeting, including the discussion of how staff compensation meant all staff (e.g. principal, teachers, nutritional services, secretaries, security, bus drivers, and more), not simply teachers.
 - d. Dir. Meek asked if the district leadership team ever gets an opportunity to see this. Reynolds said the data is shared through principal notes. He is also sharing it with the CFO.
 - e. A member asked about the part in the transportation description that also mentioned bus salaries in addition to staff compensation.
 - f. The MBOC member talked about how more buses have already been purchased.
 - g. Reynolds also went through the board's [previous resolution on staff compensation passed at the March 4, 2025 Board Meeting](#).
 - h. A member asked when the district would know when they had money to spend.
 - i. Jenn Spykerman made a motion to push forward the recommendation of priorities based on the SAC feedback. Lisa Loomer seconded the motion. Three members abstained but the rest passed it unanimously.
- 7. Open Discussion
 - a. Brown talked about the emails they have received, primarily from Sterling Ranch residents about John Adams Academy CSI Application.
 - b. Major issues seemed to be the land being given to the charter instead of being used for a district school, the lack of need for a Sterling Ranch school, the poor performance of John Adams schools academics, and the consolidation of schools near the community.
 - c. Brown reminded the DAC that DCSD has no oversight over this charter.
 - d. A public comment was made by a Sterling Ranch resident who had sent an email and who mentioned the poor academic performance where they are 2nd and 4th to last in their area. There were also questions about student safety based on another John Adams Academy.
 - e. A public comment was made by another Sterling Ranch resident who didn't send an email but questioned the process as most of the public comments at the board

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meeting weren't from actual residents and there is a large community of Sterling Ranch against it.

- f. A public comment was made by another Sterling Ranch resident who hadn't yet sent an email. She requested DAC do what they can. She pointed out that Douglas County School District voted against the constitutional amendment to add charter schools but did vote for 5A, so John Adams Academy isn't representative of the district. She repeated the issue she had with how public comment was made in the December meeting. She has attended charter and public schools.
- g. A public comment was made by another Sterling Ranch resident who works in data. She compared the research done about the disengaged teens and the work done by John Adams Academy. She mentioned that less than half of the John Adams Academy students in California are considered college ready. She also has a child in charter schools and isn't against charters, simply poorly run charters like John Adams Academy.
- h. A member said she was appalled and confused and asked the board members if they had these facts. Dir. Williams said all they did was allow a release to the state: the state will decide on this. Dir. Meek said there was a robust conversation about this but it was a split vote.
- i. There is a letter of an intent sent to the district to apply on March 21, 2025 with an application on March 24, 2025. A member offered to go to CSI and speak against it. Dir. Williams called CSI today and asked how often a DAC or Board of Education makes a comment. CSI said that none have ever done anything and there's nothing in the statute that says the CSI has to give any weight to it when considering the application.
- j. A DAC member reads the wording of the resolution about the land and if the district would keep it. Dir. Williams said her understanding is that the land couldn't be something the district already had promised. The member said emails referenced land use that was previously promised to schools already.
- k. A DAC member who is on the CART subcommittee questioned why they were ignored in the process of the Board releasing the charter school to CSI.
- l. A DAC member said that charter schools don't exist in South America and was surprised that charter schools in this country were so good. She just wants to give choices to people and supports charter schools.
- m. A DAC member asked about the land again. She also asked if the release to CSI should have been considered by the DAC first. Dir. Meek stated that, as one board member, she wished the DAC had considered.
- n. Julie Gooden cited the relevant statute.
- o. A DAC member also asked again about if the land belonged to Douglas County or Douglas County School District.
- p. A DAC member asked that if a charter school is denied by the district, can they apply to CSI. Dir. Williams stated they could as part of the appeal process. The member asked if the reason CSI gets little feedback is because of this process. Dir. Williams clarified that CSI has both rejected and new applications.

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- q. A DAC member said the vote by the board was quickly and poorly done. He stated that he thinks the DAC has an obligation to provide feedback.
 - r. Chad Cox made a motion to respond to CSI on behalf of the DAC. Allison Fox seconded the motion. Fifteen voted to support the motion and one opposed the motion.
 - s. A member asked if the DAC needs to ask other areas of the district since the responses seemed to be primarily from Sterling Ranch
 - t. Katie made a motion to add the public comments to the emails and potential response. Anne Chacon seconded the motion. All members voted in favor of including these comments.
 - u. Gooden asked if anything needs to be added beyond the current comments. A member mentioned that something should be added about the process of it being released and many agreed. A DAC member also volunteered to read the letter after it's written.
 - v. Reynolds asked that the DAC members also point out the need to include telling those who emailed how they can connect to CSI.
 - w. An audience member said they have sent numerous emails to CSI but have been told nothing can change until something official happens.
 - x. Jenn Spykerman made a motion to thank those who sent an email for their emails, tell what the DAC decided to do, and point them to CSI for future conversations. Victoria McDermott seconded the motion. Fifteen voted to do this and one voted in opposition.
 - y. Lenaya Dotseth made a motion to include the public process, the public comments, and the major takeaways from the emails to the letter sent to CSI. Chad Cox seconded the motion. Fifteen voted yes, and one no.
8. A motion to adjourn was made by Lenaya Dotseth and seconded by Kate Welsh. It passed unanimously at 8:57 pm.