District Accountability Committee Meeting Agenda

November 18, 2025, 5:30-8:30 pm

Jeffco Public Schools Ed. Center, Room 4E (take elevators to the 4th floor)
1829 Denver West Drive, Bldg. 27, Golden, CO 80401

Team Agreements

DAC conversations are held in an environment where respect for all opinions is fostered, and space is provided for challenging and voicing questions and concerns.
Come prepared, stay on topic, and keep to the time. Be clear on tasks, next steps, and task assignment. Additional comments should be added to the chat and reviewed later if time permits.

- Respect all opinions, but don't be afraid to challenge them.
- Definitive tasks/next steps per person
    - Keeping time: Have a timekeeper remind us when time is running out for each item/task.
    - Put aside any additional issues until the end of the meeting, time permitting.
    - Remember to use the QR code for any additional comments.

Information/ Action	**Welcome and Approval of Agenda and Minutes** (5:30-5:35) Therese Rednor will welcome members and determine quorum. BOE members – voting announcements. ***A quorum of at least half of the current membership and at least one DAC officer must be present to conduct DAC business requiring a vote. *** Members will approve the agenda for the evening and the October meeting minutes. **Materials:** November Agenda and October meeting minutes	5 min	**Therese Rednor**, DAC Chair
Information	**Budget** (5:35-6:35) Recap Review budget timeline General budget timeline for SACs **Materials:**	60 min	**Trace Faust,** District Facilitator **Crystal Marine,** DAC Budget Subcommittee Chair
BREAK (6:35-**6:45)**			

Information	**Charter (**6:45-7:15) **Materials:**	30 min	**Bryan Head,** Former Board member at Woodrow Wilson **Dr. Tayo Adeeko,** Executive Director, Charter Partnerships
Information/ Discussion	**Bylaws** (7:15 -7:20) Review and make recommendations Vote in January **Materials:**	5 min	**Elizabeth Armstrong,** DAC Vice Chair
Information/ Discussion	**Recap of Cell Phone Policy Meeting & Discussion** (7:20 – 7:50) Recap of Cell Phone Policy meeting Table discussions **Materials:**	30 min	**Trace Faust,** **Therese Rednor,** **Elizabeth Armstrong**
Information	**AAR Share Out** (7:50 – 8:10)	20 min	
	Open Announcements & Adjournment (8:10-8:15) Board member comments (if present) Submit your questions here (or scan this QR Code) Remember, you always have a resource through the DAC website	5 min	**Therese Rednor**

JEFFCO DISTRICT ACCOUNTABILITY MEETING MINUTES
OCTOBER 21, 2025

Attendees:	~~*Strikethrough*~~ *= absent*			
Amanda Bryan	Corky Guy	Greg Aigner	Kate Otto	Megan Anderson
Amanda Gomez	Crystal Marine	Hannah Hoong	Katie Koivisto	~~Michele DeAndrea-Austin~~
Angela Cryan	Dawn Fritz	Heather Fassino	~~Katie Rogers~~	Shannon Ream
Annie Contractor	Diego Rodriguez	Jeanine Baird	Katie Zaback	Therese Rednor
~~Ashley Kingsley~~	Elizabeth Armstrong	~~Jennifer Canzoneri~~	Kayleb Layman	
Aubrey Allmond	~~Emily Lubkert~~	Jennifer Wilson	Kim Bierbrauer	
Aubrey Rice	Eric Koch	~~Jessica Bridges~~	Laura Grims	
Autumn Ungar	Erica Tucker	~~Julia Morgan~~	Mandi Perkins	
Carsten Engebretsen	Erin Norton	Kara Zucker	~~Mark Kirkemier~~	
Christa Medine	Evie Hudak	~~Karena Hamm~~	~~Matthew Noll~~	

I. Welcome and Approval of Minutes-Therese Rednor

1. We will not be approving the minutes because we have feedback which we will discuss here and via email.
2. Thank you, Trace, for the idea of the dip off.
3. Reminder that the deep work in DAC is done in subcommittees.

II. Charter School Renewals Review/Recommendations-Evie

1. Amanda, Aubrey, Aubree, Jeanine all reviewed on the committee. Thank you!
2. Three charters that are up for renewal and they have all been recommended to be renewed:
    a. *Addenbrooke*-grammar school and a high school→ the district is now combining these into a single review
    b. *Compass Montessori (Wheat Ridge)*--> at some point the district will try to get all of the Compass Montessoris together to review at once
    c. New America School (Lakewood)
3. They identified strengths and areas of opportunity for each school via the rubric.
4. Questions:
    a. Therese asked: Do you like the new rubric with “Strengths” and “Areas of Opportunity”? They are using a new format to do the analysis and to present to the board. The district was responsive to the request that the format be changed.
    b. State law requires the DAC to give input on three areas of renewal application.
    c. Question: Are Charters supposed to show how they can apply change to “areas of opportunity?”
    d. Jeanine: Most charters will read through the recommendations and do review the areas of opportunity and often those will go into their “strategic plan.”
    e. Question: “When I’m looking at second point: “improving achievement of minority students” Who sets that goal? Do they define levels of success? Answer: Must provide in application questions that they must answer. One of which is based on academic performance for past five years. Sub-committee noted that minority

students' academic performance does not meet standards. The sub-committee makes the reflections and school's use that in their improvement plan. For example, Addenbrooke called that out themselves as something they have identified that they want to work on.

f. Question: "For Compass Montessori, what does "tuition" mean? Answer: "It's for their PK program." Compass Montessori does a significant amount of travel so those fees are for the travel. That might be a huge consideration: they only have a 6.6% Free and Reduced rate.
g. New America School has different standards because its an alternative education school. They have to have to give the tests, and have the same expectations as other public schools and also use Enroll Jeffco. It's the organization and calendar, etc, that is different. Difference for neighborhood schools is that if you live in the neighborhood, you're automatically let in.

h. Question: Improvement from Saxon Math→ what are they transitioning to? They are transitioning to Big Ideas Math. We should have a charter primer. Jeanine has someone who can come in perhaps in November.
i. Jeanine: Almost every charter has a waiting list, we follow all of the same rules, we have to financially support ourselves and we have to meet the same learning expectations. This committee is tasked with facts: are they doing the job they are supposed to do?
j. Question: How do charter schools contribute to the district in terms of budget? Taio Adiko (spelling) would be an excellent resource for this.
k. DAC should take suggested recommendations and move them up to the board.
l. Move that we divide the question and divide each one.

Addenbrooke: most approve, 0 nos, 4 abstentions
Compass: 1 oppose, 5 abstentions, the rest approve
New America School: 0 oppose, 4 abstentions
*Attach rubric here

III: DUIP (District Unified Improvement Plan) Update and Recap–Hannah Hoong

1. The plan was approved. Dr. Drew Newcombe and Hannah presented to the board. They spent time previewing the plan. They discussed the different components of the DUIP.
    a. Celebrations: We are still accredited. We improved on our points in that accreditation. We revisited the different components of the plan and outlined how that aligns with the district plan. 3rd grade reading, 9th grade on track for graduation, etc.
    b. Overall highlight: the new math curriculum seems to be working according to CMAS scores. All CMAS scores in math have approved from 2023. Met or exceeded math pre-pandemic performance. Reading has all increased except for 4th grade. 3, 5, 6, 7 have exceeded pre-pandemic reading performance.
    c. Reviewed strategies and targets. Four schools: Jefferson was turn-around to improvement, Lumberg also, Rose Stein-turn-around to performance, Connections learning went to performance! Amazing!
    d. The board approved the DUIP to be submitted to the state.

IV: SAC Survey Discussion

1. Many iterations of the SAC survey.
2. Last year: just included budget questions and it was sent to SAC chairs and principals (if schools didn't have a SAC Chair), sent out in Dec and asked for it to be back in January.
3. This year: biggest feedback was that SAC survey should get sent out no later than Oct. 31st. This one will just focus on Family Engagement and DUIP. These questions were sent to us last week. Could be more beneficial to charters because it's not asking about questions that don't pertain to them. Charters do their own surveys and accountability committees. Charters asked to be left out of this survey entirely.

Question (Dawn): Are the results of charter surveys shared out to the broader community? Answer (Jeanine) No, they aren't specifically shared out with anyone. Each charter school is so different and they have autonomy.

Do charters share their surveys with Board of Education? Would charters be opposed to doing it? Would they be amenable? I don't know.

Question: What is the purpose of the SAC survey? Is it verifying that schools are making their statutory requirements? Yes, and it helps inform sub-committee work. We look at it aggregately and separately. Charter schools may have good ideas that we could use. It would be helpful for them to answer this. We are always looking at using it more robustly.
Two questions: Improving family engagement…this has been removed. Remove improving, what about promoting? Promoting feels better.
Encourage us to consider that AI could open up some more opportunities more more robust open-ended questions and compiling the answers.
Question 8: Check all that apply including "other" to capture the most data possible. This is for newer SAC members to get their mind thinking and the "other" is open-ended. We used them in the past and it gets the conversation going. Comment: it felt overwhelming as a new member.
Comment: might be good to add "safety and security."
Clarification: removing budget questions for just this year.
Clarification: opportunity to review KB. Has the KB policy been updated on the website? We don't know. It has to have KB or you can't find it. *Make sure KB policy is correct on the website.
Feedback: Schools will be talking about budget. Should there be questions about budget or a Disclaimer: what is happening with district/school budget…you have an opportunity to share in these ways, etc.
Angela: we might want to get to the point that we are using the same questions so we get more accurate data. Hopefully, these will be long term questions. Include highlights: DUIP, Engagement, Policy think about reducing questions to get better quality for next year. Good to work on in February. Make sure the link is in there. Make it clear that it's for statutory requirements. As an accountability committee, we should have that language that it is for compliance.
Last year it was 24 questions, this year it is 20 questions.
For future DACs, we need to hit more compliance questions. But they way we ask the questions is self-reporting. How do we collect that information that is appropriate and private and accurate?
However, the role of the DAC is NOT to police the SAC. Then, do we need the compliance questions?
Purpose of the SAC survey is to "take the temperature" and how to help SACs be more effective.
Question: Has your SAC reviewed this inventory? A simple yes, no, I'm not sure. question would help us understand where we are.
Tara & Drew are going to look at doing a SAC training for principals. Part of this can be integrated in that. This meeting is happening. Title school Family Liaisons are doing the training with CDE on SACs and we can talk to those individuals in their buildings.

BREAK

V: SAC Share Out-Carsten

1. AARs are a BIG part of DAC: What is going on with your SACs?

Heather (Wheat Ridge): Wins: One Area Articulation Area in person:

a. School safety is a huge concern and there should be a district-wide approach. . Every school should have the same safety measures. Push is for a district-wide approach.

b. Budget Transparency
c. Community connections and choice–making the decision that is best for their family.

What has worked is coming from a place of understanding and learning

Suggestion (Erin): use the same form that we used last year because themes come out from that form

2. Autumn and Erica (Ralston Valley Articulation Area):

a. Safety and security-it shouldn't be based on certain qualifications and should be the same; it was a day after the security threat at Ralston Valley that they didn't hear about from the district. Not just the high school wanted to know–all of the schools wanted to know about it and its impact. This is great feedback.
b. Budget transparency-teachers and benefits. Does that include admin? Is the district top heavy? What metrics are they looking at?

2. *Kara (options)-virtual option on Oct 7th, 3 people came, one was a new chair*

a. Questions on how to run a SAC and promote a SAC
b. Sharing of resources and asked for suggestions–asked, what do you want to get out of this?
c. Principal transitions -there was confusion and the theme was that principals run the "SAC show"

3. *Kim (Arvada West)*

a. Michelle Applegate will come to Arvada West on November 6th to discuss budget at 6 pm

4. *Aubrey (Columbine)*

a. Devices was a hot topic all the way from no devices to yes, we want access to devices available
b. Trace-there is a district document that addresses device use and there is the District Wide Policy meeting on 10/29 at 5:30

*This will be discussed as an executive committee and should be shared out→ We should share this info with the AARs so that they can disseminate to the SACs

VI: Budget Engagement Information–Crystal & Trace

1. Tool to Share out with SACs–in AAR subcommittee folder in the drive: How do I get involved? Flyer is in the google drive and you can put it in Spanish on Canva
    a. Virtual Budget Lab
    b. In Person Budget Labs-Oct 27th at Arvada High School, 5-7, October 29th at Carmody Middle School, 5-7
    c. SAC Engagement-the principal is the budget owner and they make the decisions but SACs advise the principals on budget priorities *Take the district Budget Priorities Survey*-> https://www.jeffcopublicschools.org/about/initiatives/budget-reduction-blueprint This closes December 1st.
2. Reach out to the FRST team if you need help with transportation, resources, etc.
3. Tara: *Aim is $45M centrally and $15M at school level*

Partnership for Fiscal Sustainability (tomorrow is the fourth meeting) *conversation is based on budget reduction and revenue genertion

1. Budget Owner Group (principals, etc)

2. Community Partnerships, businesses, reps from every union, teachers, parents

Timeline: Board would pass something in the winter to explore options: What would a mill levy override look like? What would need to happen to make that happen? It's a both, and Opportunity for the DAC: community perspective of what would need to happen for this to actually happen

*Trace will send out an asynch. Document for us to consider

1. What should development of a ballot initiative look like to get our community ready to support revenue generation for Jeffco??
2. "The Alliance" 80 community members worked on what budget priorities would be
    a. High School Reimagined
    b. Safe and Secure Schools
    c. Competitive Compensation

Share-out Ideas:

1. Needing to know where the money will go, why we are asking for money and that it's compelling, and how we got here
2. Mill-levy will get passed when its tied to outcomes, when test scores go up, school ratings go up, property values go up
3. Polling of the whole community and timing is important→ February/March is good time when everyone is aware that the legislature will make significant cuts in funding. The #1 thing people want to use the money for is teacher's salaries.
4. Educator buy-in, figuring out how to engage older generation or anyone who doesn't have current kids in the district
5. What the investment today becomes in the future, ROI in the future→ what will this look like in 3 years, 5 years, 10 years,etc
6. Cost per household→ what is actually looks like, where the pot $$ is going, messaging that kids are the future
7. Transparency and commitment about how the money will be spent, people thought the last mill levy wasn't spent wisely and how to avoid that this time, have budget itemization
8. Mill-levy perspective, we have a bad habit of combining things that aren't related. Just having it be Jeffco public schools, it trips people up that including materials is mixed up in that. Example, "we thought this wasn't going to be problem…turns out it is." Name the complexity. Aggressive and strategic campaign that has everyone on board.

VII: Safety & Security Update

1. February 2025-We had a security update at DAC→ it was moved forward that jeffco will prioritize paying 75% of SRO pay. Starting with an IGA that district pays 50% of the SRO's salary and then the rest is paid by the
2. Safety and Security budget will not make any budget reductions this year or in the future. You will see a YOY investment in safety and security.
3. Increasing Investment in Safety and Security→ increase of 68% over five years (2022-2026)

Question: Does that pay increase include charters? Yes, but it's more complicated because of the IGA (Intergovernmental agreements) and how it is contracted. Jeanines: at the principals meeting, we were told that charters would be excluded.

SRO agreements are made in agreement with Jeffco Sherriff's department, the district is working to revise the IGAs in order to be able to better serve charters. The response and support for charters is going to look different.
IGAs have been in place since Columbine. Since then, municipalities have paid, but this year, jeffco had to pay 50% because municipalities needed the money. Charters could ask for an SRO directly through the municipalities. One municipality misinterpreted this as go not include charters.
Question: How many schools do the R1s cover at any one time? We don't know. There are 25 positions currently, and they have regions. In Wheat Ridge, there was a push for more R1s as opposed to SROs. R1s are armed and can search students.
Question: What are the metrics of success of the safety and security team? We'd have to ask them.
Question: Why are we adding more supervisors instead of R1s or SROs?
Question: Can we have a say if they get yanked somewhere else? Not really, because they have autonomy over where they go. We can level set their training, etc.

4. Right now: 35 SROs from: Arvada, Westminster, Broomfield, Wheat Ridge, Lakewood, Golden, Jefferson County Sheriffs, 92.5 Campus Supervisors→ Centrally funded by the district

*See slide deck attached. Tara will ask for permission to share. And it was shared in a board meeting.

Budget Reduction Blueprint

District Accountability Committee Update

November 18, 2025

JEFFCO PUBLIC SCHOOLS

Budget Reduction Blueprint

A clear, disciplined plan to **close a $60 million gap** by bringing Jeffco's spending in line with the revenue the district receives.

The blueprint will help us make difficult but necessary decisions about some **reductions to programs, staffing, and services**.

We are setting out to **balance financial sustainability with what matters most** in Jeffco—helping students learn, grow, and have meaningful experiences.

www.jeffcopublicschools.org/about/initiatives/budget-reduction-blueprint

Decision-making Clarity

Every year, Jeffco schools and departments build budgets and decide how to use their resources to support students, staff and families. The 2026-27 school year is no different — except the overall budget will be smaller, so each school and department will have less to spend.

- **Schools:** Each principal makes staffing and budget decisions, working with their community, School Accountability Committee, and staff teams to understand needs and prioritize resources.
- **Departments:** Leaders make staffing and budget decisions, working with their teams to understand needs and prioritize resources with community input..
- **The Board of Education:** Adopts the annual budget in June.

Timeline Review – School Comms

- **Nov 13:** School reduction ranges shared at Board Meeting (1.5-4.5%)
- **Nov 17:** School targets confidentially shared with principals
- **Dec 2:** Principals receive optional turnkey to use in December (Next turnkey will be required in January)
- **Dec 8: Principals send** a template message to their school community to **explain the budget process and timeline**
- **Between Dec 8 – Jan 14:** Principals send a link to a survey;
- **Jan 14–Feb 13:** Principals facilitate required turnkey conversations with staff and SAC to explain budget, facilitate hopes and fears conversation
- **Jan 30:** All surveys must close; principals communicate results (*more guidance to come*)
- **Feb 13:** First school draft budget due

Survey Questions

Required, district-wide questions:

- As we plan for next year's budget, what matters most to you about your child's school experience? (Open ended)
- How important is it to you that you receive updates about our school budget process? (multiple choice)
- What is the best way to inform you about our budget planning process? (multiple choice)
- Is there anything else you want to share as we plan for next year? (open response, optional)