

DAC Regular Meeting February 17, 2026

DAC Attendance				
DATE: Tuesday, February 17, 2026				
ATTENDEES:		<i>Strikethrough = absent</i>		
Amanda Bryan	Corie Detwiler	Evie Hudak	Kate Otto	Michele DeAndrea-Austin
Amanda Gomez	Corky Guy	Greg Aigner	Katie Koivisto	Shannon Ream
Angela Cryan	Crystal Marine	Hannah Hoong	Katie Rogers	Therese Rednor
Annie Contractor	Dawn Fritz	Heather Fassino	Katie Zaback	
Ashley Kingsley	Diego Rodriguez	Heather Frizzell	Kayleb Layman	
Ashley Reynolds	Elizabeth Armstrong	Jennifer Ganzoneri	Kim Bierbrauer	
Aubrey Allmond	Emily Lubkert	Jennifer Wilson	Laura Grims	
Aubrey Rice	Eric Koch	Jessica Bridges	Mandi Perkins	
Autumn Ungar	Eric Rowe	Julia Morgan	Mark Kirkemier resigned	
Carsten Engebretsen	Erica Tucker	Kara Zucker	Matthew Noll	
Christa Medine	Erin Norton	Karena Hamm	Megan Anderson	

1. Welcome + Approval of Minutes
 - a. Approved!

2. Bylaws

- a. Substantive Change: Term limits: Membership, D. Term of Members—Remove “Members shall not be precluded from being reappointed and serving consecutive terms as long as they continue to meet the requirements of membership as defined above” and substitute to **“Parent Member terms are limited to 6 appointments (not to exceed 12 years), and non-parent members are limited to 2 consecutive terms. After reaching term limit, non-member must rotate off the DAC for at least 2 years before being eligible for reappointment. The BOE may waive the term limitation on a case-by-case basis.”**
- b. Two minute minute: Question will that be 2 minutes per person? Question: why term limits? Question is why would you waive the term? Why have an exception to that? Also, that may negatively affect recruitment. Why might it be a good idea? Context, my kids attend a title school and it felt that our schools are different and weren't represented properly. Oftentimes, the same schools are represented. Consistency is important and want to give a shout-out to long time folks and wonder if it's getting in the way of different perspectives getting to the forefront. I think we should think of term limits on AAR positions and consider rotating AAR positions which may allow us to better recruit. Could set a different feeling around what the DAC is. Some other suggestions, you change with your student and see a different life cycle. One other question: aren't there vacancies? I agree that we need new voices, but what are those numbers? Therese: They are two different things—we need term limits and have need to recruit. Carston: Current numbers are: 19 AAR areas and we have 28 AARs serving so we are short 12 positions. We have always been short and it's always been an issue. Evie: Respond to Katie's comment: you might be the only articulation area that has had the same people as the AARs. We reserve the right to assign people to other articulation areas. It is the exception, not the rule that AARs stay in the same position. I was going to go back and look and I can tell you that a lot of them are new. Maybe we petition; I am opposed to term limits. This is a little different. Dawn: make it part of the consideration, if someone has been in the position for XYZ, and then someone else applies, perhaps we give priority to the new person. Angela: AARs do naturally turn over and we don't have a full representation. I am for term limits and I think we should have them for leadership and having a six year term on that. We need some freshness and reserve the right if we don't have candidates that we can accept that. Shannon: agree with the direction that this is headed. I was made an at large member because the AAR was filled. It's okay to look within the ranks first and then you don't have to shift around as much. Elizabeth: mid year appointments are a lot

more at large appointments. If you have met the requirements of DAC, then there is a minimum criteria. If you are a parent and want to be part of DAC or At Large, we want you to join. Katie: The same person has had that position. Question (Diego): Do other districts have term limits? Therese: Yes, Adams 12, BVSD, Adams 12: DAC members shall serve 2 year term. Can serve multiple terms up to 3 and then a one year break in between. Aubrey: Not opposed to term limits and I think having less than 3 terms might hinder it because I'm just starting to understand what we do. I can't imagine being a first year and being an AAR. How do we get the most out of this volunteer work? And not changing over so much that it hinders? Emily L: Do we have any mechanism for parents or schools to deliver that feedback to the DAC? We need fresh perspectives. It doesn't seem like that's happening. Do we have a way to remedy this? Maybe we don't need term limits but we do need a mechanism for feedback to go up to the AARs. Question: What is the process for picking two out of four applicants? Therese: How the process has worked is that people apply, Greece goes through the applications for initial review, then vetted by Chair and Vice Chair because we know who it is expected to come back. Then, we compile the grid of positions. If there are four people from Pomona, then we try to get extras in At Large. The idea is get as many people on the DAC without limitations. Evie: by natural selection, anyone who is on the DAC that wants to return can and then the "extras" are put into At Large and they wouldn't have the option of being an AAR for a different area which is an interesting concept. This is the first year that we have allowed people to be an AAR for the area that their child doesn't attend. Annie: we're getting into the weeds of the "how." Evie: an important part of this conversation is the process. The default is someone who has been an AAR just continues and extras just get moved on. And since we are allowing people to be AAR for area that doesn't represent their kid, maybe it is a substantive change. Elizabeth: for example, Therese was Wheat Ridge and now she is Lakewood. Is this a good time to talk term limits? Carston: I have been on DAC for a long time and have considered leaving. There is value to the continuity and consistency if there is balance between new and old. It takes a while for AARs to develop relationships, trust, etc. If there is so much turn over, that can affect that. Also, I want to highlight when new laws and policies are implemented, they start at a certain point and then build on it for everyone's sake. I'm speaking in the good faith of DAC and I may not be continuing. Crystal: I've heard from members who've chosen to disengage because they don't see a path forward. If we have static leadership, it creates a perception that there isn't room for advancement and it impacts our retention. Healthy organizations have processes for this to prevent burnt-out, etc. We recognize that every articulation area doesn't always have representation, and creating turn limits will be vital to create vitality there. Dawn: I like this about leadership positions. I want to juxtapose term limits related to the executive committee's recommendation to give priority to someone who disagrees with term limits. Crystal: one addition, conversation about how we elect AAR needs to be a best practice and we don't currently have that. We need

to create continuity with a documented process year-after-year. Dawn: It is a grey area. Elizabeth: two years ago, we took a bunch of stuff out of the Bylaws and we need to put it in Best Practices. Carston: In my experience, #1 does Tracy still look at the applications? Tara: No, she doesn't, not in my tenure in this role. #2: since DAC has expanded, I don't know of anyone that has ever been denied for DAC. Exec committee: yes, they have been denied. Tara: We are trying to manage productive engagement through size. Number is much lower in terms of recommended size. That's nothing that's been written in statute, that is within our local bylaws context. It is our way of ensuring diverse backgrounds. Beyond that, most folks are accepted if they apply. Therese: we get a lot of non-parent applicants that aren't accepted. Katie: Asking, don't we have two senior people and we have other people that want to be on, that to me is a reason that we want to think about term limits. If there are other people vying for At Large, then that is a case for term limits. Katie: I was told I couldn't apply three years ago. Elizabeth: Is there DAC interest in moving forward with term limits? We will take everyone's suggestions and discuss at executive committee. Yes: 22, No: 5 and abstain: 4. Executive Committee will send out these suggestions by the Tuesday after the next Executive meeting. SUBMIT with the QR code or via email to the Executive Committee.

3. SAC Kick Off Structure-Therese

a. Reimagining the SAC Kick-off:

- i. Instead of doing a district wide SAC kick off, break it out to having each articulation do their own SAC kick off and it would have to be done prior to the first SAC meeting. Benefits are:
 1. Time barrier: we can't get everyone together because it's back to school night, etc.
 2. Commute
 3. We want to build community in our articulation areas. Each articulation area meets at each High School. We can make it a school event. We can invite community members, community sups, partners, etc.
- ii. Considerations:
 1. Areas may need extra support for less-tenured AARs and principals
 2. Ensure all SAC Kick Offs are scheduled. Make sure that everyone has support and DAC would provide the same presentation for everyone.
 3. BOE (Erin Kenworthy) wanted to add: suggested by board district instead of all of the articulation areas.

Annie: separating options/charters feels unnecessarily separate. The district areas seems more inclusive. Having the event have a clear value add for principals feels very important. In order to get buy-in, I would need to articulate why this is worth the principals' time.

Kara: All of our meetings are remote. If we did them in person, but with that being said we had so many people at the SAC kick-off and they wanted to be there. There will always be travel to places and there will always be conflicts.

Emily L: Like the district idea because it is less logistics. Consolidating a little bit is beneficial.

Amanda: After my last SAC meeting, we had a good conversation and they expressed annoyance with the SAC kick off as “one more thing” they have to do. They need to be guests and not owners in anyway.

Therese: Should we take a poll of the principals on what they prefer? Like the past? One by board district? or one by articulation area?

Amanda: Yes, and we need to get it done in April. Let’s get the date(s) on the calendar

Evie: Human nature to bow out if they have the option. Principals should be there. We would be losing half of the impact if the principals weren’t there. They are an integral part of SACs. I don’t want them to have a cop-out.

Tara: I would respectfully disagree. They know that SAC is an expectation and they know it is a distinct responsibility. Of course, it looks different in every building.

Crystal: I talked to my arctic area and this is the feedback: they liked broadening to the district area, not sitting through presentations was enticing, and they liked the idea of bringing in community partners.

Katie K: consistent feedback: we have a steady articulation area, and we haven’t had a lot of turn over. The idea of going to an in-person event in August makes them not want to go. I understand the importance of face-to-face time but I think we are limiting its impact if it’s in person.

Michelle: I am the principal at Bell and have been for 14 years. There will not be a single principal that wants to host this event. We value our SACs and there hasn’t been anything that is different in the SAC kick-off YOY. If you are a new principal or have a new principal, it should be compulsory and if you aren’t new, it should be differentiated.

Annie: SAC chairs are ideally selected at the end of the year, what if we did it in late May or early June? I’m not sure I recognize that meeting in person is actually building community. All of this is an enormous ask, even for an experienced DAC member. I don’t think it’s realistic to ask parents to be owners of this. I like the decentralization, but it’s too big of an ask.

Aubrey A: For Columbine, I like this idea and I like the board district area idea. Getting up here is a struggle. That time of the year, we still have tours for schools. Community sup does come and they are all tenured, so it’s easier for us to coordinate locally. It helps us to keep our community close. That big event isn’t as valuable to us. We can use this local meeting as our planning meeting. Our leadership knows enough and if we have a slide deck provided, that seems easy enough.

Angela: What are next steps? We’ve talked about this at FSCP. We’ve got a month and everyone likes the idea of a small group with regionality to it. We want to be respectful of time and give value-add. SAC 101 and SAC 102 is the most valuable.

Therese: Would principals answer a short survey about the content that they want to see at this event? Michelle: Share and act on data.

Tara: take the feedback and really do something with it.

Crystal: Can we go back on the feedback we have? Do we need a new survey?

Tara: four options: 1. Status quo 2. Differentiation 3. High school arctic launch or 4. District. Feedback was tenured principals optional SAC 100%, new principals required.

Katie: relook at previous SAC surveys, and we have a second on that.

Jennie: I like the district area idea. Reinforces the idea of advising to the board, and that wasn't an option in that survey. It seems like you could do that version with tenured principles optional. If format is changing significantly, then maybe make it compulsory for the first year.

Carston: We used to have a welcome for principals and new chairs at the end of the year for SAC. I would suggest that we reimplement so that we can plan ahead. Secondly, the more personal, the better. It is a big ask, especially for new AARs.

BREAK:

4. New Principal SAC training: Tabled until next month for a more robust conversation

5. AAR/DAC Discussion-Carston

- a. We want to ensure that as many schools have SACs as possible. When we came out of COVID, it was like SAC/DAC was new. Budget constraints also don't help. Are our community sups involved with the SACS?
- b. Tara Yes, it can only be done with community superintendents. In the Columbine area, for example, it is quite robust.
- c. Hopefully you're communicating with your community sups

Alameda (Hannah): I haven't been doing an amazing job. BOY: most schools do not have SACs. It is reliant on the principals for the area; it is hard for community to come together for meetings. The one parent that was there had to go to work. If you can get a SAC chair committed by the end of the year, that helps. We are relying on principals to on board the SAC chairs. Plan for EOY: We've talked at DAC meeting about having a summary of "best practices" to get some of the information out to SAC chairs and principals. That would help. Rotate who sends it out month to month.

Arvada (Diego): Participation has waned. No one showed up. We haven't gotten feedback from other schools.

Arvada West (Kim): no one is here. Karena has NEVER been to a meeting.

Bear Creek (Katie K): Most of the time was spent on budget. Our next meeting is scheduled in April. We have a good crew and they go to each other's meetings to learn from each other. Everyone finds value in the quarterly meetings (October, January, April) We are lucky to have engaged, collaborative and communicative principals. There is a lot of shared responsibility. Our principals are very supportive of each other.

Tara: New community sups that are supporting Alameda and Beak Creek Artic and they are wonderful allies getting the SACs together.

Charter (Ashley): No returning folks are here

Chatfield (: SACs liked the summary being sent out. One of our SAC chairs used to be a DAC chair, so that's helpful.

Columbine (Aubrey): SAC chairs are fully stocked. Last meeting had 50 people. We haven't planned for our next one, but we will with the community sup.

Conifer: Super active SACs in all schools. EOY will be at the high school library.

Dakota Ridge (Amanda): Fully stocked and everyone swears they turned in the survey. We talk via email and everyone in the buildings are experienced.

Evergreen (no one is here)

Golden (no one is here)

Green Mountain (Emily): Great SACs in GM. rescheduled Jan meeting and will reschedule for first week of March and then end of year at the end of April. Really good participation.

Jefferson (Angela): Getting two new principals, one at Edgewater and one at Jefferson. We have one SAC for all of the schools. Engagement isn't just a meeting. We have a really robust community that doesn't need a SAC presence.

Lakewood (Therese): They just want updates and they don't want meetings. She sends monthly updates and is missing two of them. I will get the template and share it out to SAC chairs.

Options (Kara): five people at their meeting and that's been pretty consistent. Mix of old and new SAC chairs and a principal who wanted suggestions for involvement at McClain Community HS. Talking about security brought about 50 people to the BOY meeting. One of the schools is going through a principal change. Zero desire to meet in person.

Pomona (Crystal): Good. Convos about building community in artic area. Book club, etc.

Ralston Valley (Erica): well attended and 100% prefer virtual. SRO was big in conversation. 100% of SACs were disappointed that the budget questions were taken off of the SAC survey. The individual school voices were not collected and that was disappointing. They want to know if budget questions will be on the upcoming survey?

Standley Lake (no one is here)

Wheat Ridge (Heather): WR is tricky and bringing them together is difficult. They all have SACs, some do a hybrid PTA situation. I send updates and no one responds; i'm not sure if it's helpful. Our feedback never gets taken into consideration. First meeting, everyone came. Second meeting, two schools bailed. But good conversations. It's a weird artic area

6. Budget Subcommittee BOE recs (Crystal): (See slides attached)

- a. Desire in seeing feedback loops closed.
- b. Standardized engagement framework
- c. Clarity and *closure* build credibility.
- d. Transparent explanations and is must be accessible, consistent, timely and understandable
- e. YOY changes and clearer documentation
- f. Clarity reduces confusion and risk. Clear tools for communing decisions.
- g. Enrollment-net student loss, 91% of Jeffco choose jeffco schools and 4/10 exercise choice. Enrollment should be treated as a dynamic system.
- h. Enrollment strategy must align with budget strategy
- i. **Board asks: 1. Endorse engagement framework principles, 2. Direct staff to review and strengthen financial transparency and SOPs, 3. Commit to structured enrollment root-cause analysis**

Evie: When is this due? March timeframe. We won't come back to the BOE. I'm not ready to vote on it.

Matthew: I liked it. Not isolated statements. When it comes to the discussions that we have overall about the budget, it's almost like a surprise. Way back in 2021, I saw a "budget in brief" and it showed that we would hit a deficit this year and this is when we are tapping into reserves and it frustrates me that we are so reactive. Why didn't we do something back in 2021? Please include something there. Why are we here when we are just going to react to something in the future?

Emily: Well prepared, knowledgeable. Thank you. It's going to make a great representation for DAC. The examples of what they can do is really powerful. Add a few more examples to make it more concrete.

Amanda: Built a lovely argument for recommended steps of action, and I think it would be helpful at the end to revisit what the steps would look like in the future. The purpose of the collaboration was well done.

Angela: For someone who had no knowledge, it's a little fast and a little packed. It goes to the BOE and then the public. For English as a Second Language, it's too high of a reading level.

Heather: Well written. Please include that this is going to the BOE. This is what we want. Most important piece to me is to state what your input will influence. A lot of communities are thinking, "what are they actually going to do with this?"

Shannon: Build on the comments, it is well done. I like how you spoke to that it feels like it's happening to us, and language around having ownership over these things is important. I want to second that you've written this knowing who your audience is, and please have the actions clearer with the "so, what" even sooner.

Elizabeth: Well done. Last year, one of the BOE said that the public doesn't feel like we are trustworthy stewards of their money and this is a good avenue to bring this back around to this. We also found through the school closures and the data that was presented last year, there were 52% of parents that don't choose their artic area schools. That is something we should bear in mind. Use the data and tell them why.

Carsten: Our district is being reactive and we need to recommend to be proactive. What will we do as a district to bring more kids in?

Katie Z: We need to make it clear when we talk to the board, demographics are declining and we can't force people to have babies. We are experiencing negative growth for the first time in Colorado. They will have to make hard decisions about closing schools again. 9% are opting out. We as DAC need to lead the way of coming to terms with that.

Dawn: Colorado School Finance Project--You can "nerd out" there. And you can go to the Nov 13th board meeting.

Crystal: We were asked by the board: How do we build trust and fix the transparency problem? That is why we are leaning into that engagement piece.

Evie: The third point isn't clear to me.

Crystal: This year we had a net gain in enrollment, but the last two years, we didn't.

Majority approves, no one oppose, two abstain

Kayleb (abstain): My thought on that is that even when you do the budget reduction blueprint, it talks about what the board can do. Why isn't there wording on legislative moves that the public can also do?

7. SAC Survey Task Force-This is being led by Angela Cryan. A group of people that would like to refine the SAC survey. It will take 3-4 working sessions (about 1.5 hours each). Collected notes from prior conversations and it will be based on prior feedback--structure and platform. All of the work will start after March 15th and they will work with the Budget subcommittee.
8. Advertisement for DAC-Therese will email us on different ways to advertise for DAC. The application process opens in April and encourage families to do the panorama survey.