

DAC Meeting Minutes 2025-2026
March 17, 2026

ATTENDANCE

Attendees:		Strikethrough =	absent	
Amanda Bryan	Corie Detwiler	Evie Hudak	Kate Otto	Shannon Ream
Amanda Gomez	Corky Guy	Greg Aigner	Katie Koivisto	Therese Rednor
Angela Cryan	Crystal Marine	Hannah Hoong	Katie Rogers	
Annie Contractor	Dawn Fritz	Heather Fassino	Katie Zaback	Heather Fassino excused absense
Ashley Kingsley	Diego Rodriguez	Heather Frizzell	Kayleb Layman	Amanda Gomez excused absense
Ashley Reynolds	Elizabeth Armstrong	Jennifer Canzoneri	Kim Bierbrauer	Karena Hamm has forfeited her position
Aubrey Allmond	Emily Lubkert	Jennifer Wilson	Laura Grims	Ashley Kingsley has forfeited her position
Aubrey Rice	Eric Koch	Jessica Bridges	Mandi Perkins	Eric Koch has forfeited his position
Autumn Ungar	Eric Rowe	Julia Morgan	Matthew Noll	Katie Koivisto excused absense
Carsten Engebretsen	Erica Tucker	Kara Zucker	Megan Anderson	Crystal Marine excused absense
Christa Medine	Erin Norton	Karena Hamm	Michele DeAndrea-Austin	Julia Morgan has forfeited her position
				Matthew Noll has forfeited his position
Additions:				Erin Norton has forfeited
Randy England, rkecolorado@gmail.com				Shannon Ream doesn't need to be on master list anymore
Charlene Warneke, cwarneke56@gmail.com				Autumn Unger has forfeited

1. Welcome and Approval of Minutes (5:30-5:40)-We couldn't approve minutes because they weren't printed.
2. DUIP Mid-year Update (5:40-6:30)-Justin Houck & Hannah Hoong (see presentation attached)
 - a. Goals
 - i. 3rd grade reading-DIBELS→ 67% at or above benchmark MOY in 3rd, growth on MAP reading has increased YOY for the past three years
 - ii. 5th & 8th grade math→ there is not much traction here from BOY to MOY
 - iii. High school graduation, freshman success and seniors on track to graduate-credit progress in math aligns with graduation rates (about 12-15% are not attaining the complete credits for math) If a student is not on track in 9th grade, it's very difficult for them to get back on track.
 - b. Mid-year data review-students have more median growth YOY for the past three years in reading and math in 3rd-10th grade (math) and 1st-10th (reading) Questions (Group

Activity): What patterns or bright spots are you seeing in the data that you want to call out?

- c. Bright spots-If students are part of CTE, their graduation rates are higher across all demographics. **Then why do our more underserved high schools (i.e Jefferson, Arvada, and Alameda) offer fewer CTE courses? For example, Arvada West offers 14 and Arvada offers 4**
 - d. Challenges-performance gaps for students of color, multilingual learners, economically at-risk and students with IEPs; ensuring a strong foundation in K-5; enhance middle school experience, improve student engagement/lessen absenteeism
 - e. SAC DUIP feedback and next steps-Hannah
 - i. Solutions: proactive strategies, better training and tools, creating a toolkit for schools going forward to use to aid in having these conversations (see slide for all tools in toolkit) DUIP committee is working to work on this toolkit in their next couple of meeting
 - ii. Utilize principal knowledge
 - iii. Have principals and SACS work together to explain how they define UIP success
 - f. Next Steps for DAC: Question: Elizabeth: When I look at projected proficiency numbers, they don't seem to mirror the growth data? There is a difference between growth and achievement. Question-Katie-can we get the data broken into sub groups? Disparity in CTE offerings; how the the district addressing this? They have started high school reimagined in Dakota, Columbine, Chatfield and two others and then it will launch in the north: Standley Lake, Arvada, Arvada West, Pomona, Ralston Valley Mark C. Perna: check your emails for a keynote on *March 30th*
3. DAC Legal Responsibilities REgarding Charter Schools–CANCELLED 4. Newer/New Principal SAC Training-District Focus (6:30-7:00)-Tara Pena (see slide deck attached)
- a. Training Outcomes-strategic lever for improvement, legal requirements, connect SAC work to UIP, budget, Family engagement, and student outcomes,
 - b. Why SACs matter: data meets lived experience, strategy meets community voice, decisions gain legitimacy and trust *SAC is your formal structure for shared decision-making*
 - c. The Role of the SAC-advisory, law requires it, principal remains responsible for compiling
 - d. Role of Principal: collaboratively constructs the agenda, secures input from SAC, provides various reports as requested by SAC
 - e. SAC relationship to DAC and the District (see slide)
 - f. Core responsibilities: thinking about how principals can think critically about how they can support SACs to *acknowledge, explain and then close the feedback loop to build trust and not tension*
 - g. SAC Membership
 - h. SACs and school improvement: bring context to data, root causes, barriers families experience, buy-in for implementation, leadership shift→ without SAC your plan is undersupported and not relevant, with SAC it's relevant, owned and effective

- i. Characteristics for High-Impact SACs: representative and inclusive, structural and purposeful, co-created, accessible, transparent, integrated
- j. Shifting the Mindset from Compliance Thinking to Leadership Thinking k. Principal Leadership Moves
- l. Practical Launch Plan
- m. Closure and Commitment Slide surrounding accountability

Therese: We will close this feedback loop in our April meeting: Overarching themes as feedback or “on slide 4, please change x to x”

Carsten: If a new principal needs support, where would I go for those supports if needed? First stop is community superintendent, and then it goes to Tara.

BREAK

4. Bylaws (7:15-7:30)

- a. Term Limit Suggestions (see form attached)

Questions (Evie): If you look at C-it looks like the term limits are 6 years, but if you look at #2, it says they shall not be precluded from being reappointed...” Answer (Dawn): They are options. If somebody has served 6 of the last 8 years (3 out of 4 terms), then prioritization would go to someone new. Elizabeth: so it’s not a term limit, it’s at the discretion of the BOE. They have discretion as they always do. Essentially, priority is given to someone new who hasn’t served.

Evie: I don’t think we have a clear process for who makes recommendations to the board.

Elizabeth: That is a separate issue. Evie: How do you prioritize? Elizabeth: This is just about term limits. Dawn: If there is a new applicant, then that applicant gets the priority. It’s not a term limit, it’s a priority of the BOE Evie: Here’s a scenario: I am someone who has been an AAR for that last six year (3 terms), and there is a new applicant and that AAR lacks the special

populations that the law says they are supposed to have. That new applicant would then be given the priority because they meet the laws. Dawn: Executive committee will still have some discretion Evie: It’s a hierarchy. Students in Jeffco, certain demographics, Let’s say we have a parent of a “non-caucasian student” and maybe it’s an English learner, then they would get a higher priority. If that isn’t an issue, then the next is how long have they been on the DAC?

Katie Z: A lot of these things don’t have to do with term limits and it doesn’t feel like we need to talk about them.

Therese: We’ve clarified this one now.

Elizabeth: Suggestion 2

Elizabeth: Suggestion 3

Evie: What does “designated non-parent member mean?” Therese: “At large parent:

Question: Is the term limit waived if there is not a successor? Evie: If you serve three consecutive two year terms, you take a one year break and then you can come back.

Therese: I’m going to say no, it would be a year break mandatory. I’m interpreting it that the term limit is more important than filling the role.

Angela: I like suggestion two, strike “ and until a successor is appointed” All in favor? Everyone raises hands.

Question on Suggestion #3: Can we add language “at large” instead of Designated? All in favor? Majority vote yes.

Carsten: Want to add that it starts in 2026-2027? Meaning we’re not going to kick people off.

Therese: Language takes effect for the 2026-2027 school year. It’s not retroactive. Angela: It’s just semantics; new policy stands from when it’s written.

Carsten: We want to make sure it's not retroactive.

Evie: Half of us are currently in the first year of their term.

Katie: I am so grateful for what this organization has done, and I also looked at who was turned down and we had five former teachers with other voices that were not appointed. If we can bring new voices into this group, it is time to be having this conversation. Maybe it applies to the way the applications are reviewed. We need to have an open process for how applications are considered. We're talking about when term limits go into effect, so this is important here.

Therese: This language now goes into effect, so those who are returning, the clock starts on their term limit 2027-2028.

Carsten: I want to make sure this gets written into the bylaws.

Therese: Kate is writing it into the notes write now.

Elizabeth: Raise your hand for Suggestion 1 and you will have two

votes: 9 votes for suggestion 1

Suggestion 2: 19 votes for suggestion 2

Suggestion 3: 10 votes for suggestion 3

Elizabeth: Now we vote between suggestion 2 and 3

21 votes for SUGGESTION TWO: **DAC members shall serve for a two (2) year term. DAC members may be appointed to serve multiple two-year terms, but may not serve more than three consecutive two-year terms without a minimum one year break in service. BOE (board) has discretion to waive term limits.**

Elizabeth: Let's look at Leadership Term Limits

Question: Has there even been thought to put position limits instead of term limits on leadership roles? When I say term, we have people on different timelines for being a part of DAC, but position limits puts the limit on positions.

Evie: Let's think about this next year, that is a major major change

Therese: This is a clarification of the "chair term limit" vs "chair position limit" Annie: If we change Leadership Term to Leadership Position Limit. All in Favor: Everyone raises hand.

Aubrey: Do you have to serve a full term before you can serve in executive. Evie: Currently, there is nothing stopping them, but they have to be a parent. Therese: Presumably you'd already be a member of DAC, and then you'd put your hand forward to be on the executive committee.

Elizabeth: This one seems moot then. Aubrey: Yes, that's what I was clarifying So the question is: should we move to one or none.

Therese: Do we want a Leadership Position Limit or No?

Question: What is the longest time a chair or vice chair has done this?

Therese: I've been here for four years.

Evie: Memory is that that is the longest.

Jen: Does board have discretion to waive?

Evie: No, because it's elected by the DAC.

Aubrey: Could a person go for two years as vice chair and then four years as chair?

Evie: Yes, they could.

Therese: Those in favor? 16 in favor: **The Chair and Vice Chair are elected to 1 year terms. May not serve more than 4 consecutive one year terms in the elected position.**

Therese: Positions will be open in May and we elect: 1Chair, 2Vice Chair Person, 3Secretary, 4Budget, 5Charter,6 FSCP and 7AAR Coordinator. Anyone can put their name forward. Also, if you were

pointed in an odd year, you are in the middle of a two year term, and you must let us know if you intend to return. We will be sending out that email to see if the 2025 applicants want to return. If you were appointed in 2024, you must reapply. Applications are open and keystone is running them. Applications will close April 10th. Let community members know that the DAC application is open. Last year, we had 32 applications for DAC. Of those applications, 20 were from parents, 18 were moved forward as recommendations to the board. The two that were not moved forward were...we still hadn't worked out as an exec committee how to bring in a new member in Wheat Ridge. I couldn't figure out how to bring on a new member with a pre-schooler and tell that person to help out another articulation area (i.e Pomona). The other one that wasn't moved forward was new to Jeffco, moving articulation areas, and was a principal in a different school district, and I was concerned about that parent putting on their principal hat instead of their parent hat.

Evie: Why did you get to make that decision?

Therese: I couldn't wrap my head around either applicant and Elizabeth and I went through them and determined that these two wouldn't fit.

Evie: We were under the impression that it was the executive committee that made that decision.

Therese: Unilateral? Somewhat as far as moving applications forward.

Dawn: It was implied that exec committee was making these decisions.

Therese: I made those decisions between Mandy and the one that had parent hat. At large non parent members, we received 5 applications and moved zero forward. We only had one non-parent, Greg had applied already, so we moved Greg forward.

On DAC, 8 are considered non-parent members.

We had 7 applicants who should have gone through their organization. One went through org and then was appointed.

We had 32 applicants, 18 were moved forward.

If we have a full DAC, it's 80% parent and 20% non-parent.

Question: What is the right balance? Is it this? Is it 70/30?

Evie: The law says the part with the greatest number has to be parents.

Dawn: I think that is something that should be brought to the board.

Therese: I talked to Erin at length. Erin said she'd be curious about what the DAC thinks.

Katie: I'm less concerned about parent vs. non-parent. I'm more concerned about the representative representation in our district. I just looked at the DAC application again and it collects no information about the kind of students that were serving. There is an optional question about the school that the students attend.

Therese: I'm looking at the application and that is a good point. I'll bring that up to Trace because Keystone is running the application.

Tara: That is interesting. It seems as if were asking for more of a narrative. I.e I identify as a woman of color, I have a gifted child, I sat down with Dave Weiss and we tried to prioritize diverse. Greece goes through all of the applications and tried to discern who is who using infinite campus.

Katie: I hear a lot of assumptions about how certain groups and people are not represented and the language we use is important.

Therese: Keystone is monitoring the first wave of applicants with Greece. Then, we'll discuss as an executive committee to go through all of the applicants. Homework will have to be done

ahead of time because it will take 2-3 hours. Board votes in June. Biggest thing: encourage people to apply. To get to a full DAC, we need a minimum of 31 applications. 25 parents, at large 2 (non-parent), 4 at large parent

Spoke to Erin Kenworthy to do SAC Kick-off by Board District Area

Suggestion (Annie): I would welcome more input from more folks than just SAC chairs.

Therese: Erin said that they don't want to BOE member to feel like they have to organize this and that is not the intention.

Aubrey: Who would lead the charge?

Suggestion: Executive committee and chairs

Annie: Community superintendent and a returning principal and create a bridge of communication

Therese: returning AARs could be involved. I will take the lead and communicate with all community sups tomorrow.

Evie: Are we going to communicate with Board members?

Therese: Yes, as long as it happens before September 15th

Katie: Who will help execute this?

Therese: We want to leave room for autonomy for each district.

Evie & Katie: We need a point person

Therese: Let's start talking to community sups and principals to collaborate. Who can we identify as leaders in that community to be the point person? Here is your date for your SAC kick-off but now they can choose their date.

Evie: DAC needs to take leadership or it will be a nightmare.

Carsten: There needs to structure, an agenda.

Amanda: When?

Therese: I'll communicate with community sups via email and then if I don't hear from them by Friday, I'll call them. Then, we'll send this out with our principal and district board member list. That email to announce the new change will go out the following Friday from Tara. Therese will reach out to community sups and Tara will reach out to principals.

Annie: We don't meet in the summer and knowing what the checklist is and by what dates.

Evie: Executive committee and FSCP will work on this now and then we'll have this ready by April. FSCP will do the turn key for this and it's on the agenda for the next few months. And AAR Kick-off will also happen. AAR Kick off is the last Tuesday of July.

Recap: 1. Therese will reach out to community sups and follow up with a phone call by Friday

2. Tara will reach out to all principals communicating the change.

3. FSCP will work on the check-list and turn key presentation.

4. Carsten will put together AAR list per board member district and we'll meet in April to do this (45 minutes).

5. AAR Feedback (8:25-8:30)

a. Celebrations! Katie Z-we just hosted a "Career Fair" with Wheat Ridge articulation area

b. Suggestion: attend and create events. Pull principals in.

c. We need to make sure that this is presented to the principals within the set parameter of time.