



**District
Mission:**

LCSD Challenges students to reach their fullest potential through personal, engaged and rigorous learning in the classroom and beyond.

**Board
Priorities:**

Ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career.

Every day, we are college or career ready.

Provide all students with engaging learning opportunities.

Rigor and engagement are everywhere.

Create a space that is safe, inclusive and welcoming for all.

Diversity and culture make us better.

Plan and execute the capital and human capital investments that will make our district better.

We plan for the future.

Lake County School District Board of Education
Sept. 5, 2022 6:30 pm Regular Meeting
Location: District Office-Room 11 & via Zoom

1. 6:30 Call to order
2. 6:31 Pledge of Allegiance
3. 6:32 Roll Call
4. 6:33 Preview Agenda
5. 6:34 Public Participation

Members of the public who wish to address the board on non-agenda items are welcome to do so at this time. Please sign up with board secretary. We ask you to please observe the following guidelines:

- Confine your comments to matters that are germane to the business of the School District.
- Recognize that students often attend or view our meetings. Speaker's remarks, therefore, should be suitable for an audience that includes kindergarten through twelfth grade students.
- Understand that the board cannot discuss specific personnel matters or specific students in a public forum.

6. 6:45 Consent Agenda
 - a. Aug. 8, 2022 Regular Meeting Minutes
 - b. Employee Status
7. 6:46 Project Dream Update-Taylor Trelka
8. 7:05 RFP Dust Off
9. 7:20 Oversight Calendar
 - a. District Performance
 - b. Enrollment update
10. 7:40 Strategic Plan
11. 8:40 Break
12. 8:45 Budget Sub Committee
13. 9:15 Housing Initiative Purpose Statement Draft
14. Board Reports
15. Agenda planning
16. Adjourn
17. Upcoming Meetings or events:
 - a. Sept. 26, 2022 Work Session 6:30 pm @ District Office/Zoom
 - b. Oct. 10, 2022 Regular Meeting 6:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 9/1/2022

A few welcoming notes:

The board's meeting time is dedicated to its strategic mission and top priorities. • The "consent agenda" has items which have either been discussed prior or are highly routine. By not discussing these issues, we are able to spend time on our most important priorities. • "Public participation" is an opportunity to present brief comments or pose questions to the board for consideration or follow-up. Time limits are 3 minutes for individual speakers if fewer than 20 individuals have signed up to speak; 2 minutes' limit and 5 minutes for groups of 20 signed up; and 1 minute for individual and 3 minutes for groups if more than 30 have signed up to speak. Please see Board Policy GP-14 (Governance Process) for the full policy. The boundaries are designed to help keep the strategic meeting focused and in no way limits conversations beyond the board meeting. • Your insights are needed and welcomed and the board encourages you to request a meeting with any board member, should you have something to discuss. • If you are interested in helping the district's achievement effort, please talk with any member of the leadership team or call the district office at 719-486-6800. Opportunities abound. Your participation is highly desired.



Mision del Distrito:

LCSD desafía a los estudiantes a alcanzar su máximo potencial a través del aprendizaje personal, comprometido y riguroso en el aula y más allá.

Prioridades de la junta:

Asegúrese de que todos los estudiantes se mantengan en o por encima del nivel de grado cada año y se gradúen preparados para implementar con éxito un plan para la universidad o una carrera.

Todos los días estamos preparados para la universidad o una carrera.

Brindar a todos los estudiantes oportunidades de aprendizaje interesantes.

El rigor y el compromiso están en todas partes.

Crea un espacio seguro, inclusivo y acogedor para todos.

La diversidad y la cultura nos hacen mejores.

Planificar y ejecutar las inversiones de capital y capital humano que mejorarán nuestro distrito.

Planeamos para el futuro.

Junta de Educación del Distrito Escolar del Condado de Lake 5 de septiembre de 2022 6:30 pm Reunión ordinaria Ubicación: Oficina del distrito y via Zoom

1. 6:30 Llamada al orden
2. 6:31 Juramento a la bandera
3. 6:32 Pasar lista
4. 6:33 Vista previa de la agenda
5. 6:34 Participación pública

Los miembros del público que deseen dirigirse a la junta sobre temas que no estén en la agenda pueden hacerlo en este momento. Regístrese con el secretario de la junta. Le pedimos que observe las siguientes pautas:

- Limite sus comentarios a asuntos relacionados con los negocios del Distrito Escolar.
- Reconozca que los estudiantes a menudo asisten o ven nuestras reuniones. Por lo tanto, los comentarios del orador deben ser adecuados para una audiencia que incluya a estudiantes de jardín de infantes a duodécimo grado.
- Entender que la junta no puede discutir asuntos específicos de personal o estudiantes específicos en un foro público.

6. 6:45 Agenda de consentimiento
 - a. Acta de la reunión ordinaria del 2 agosto de 2022
 - b. Estado de empleado
7. 6:46 Proyecto Dream Update-Taylor Trelka
8. 7:05 Eliminación de solicitudes de propuestas
9. 7:20 Calendario de supervisión
 - a. desempeño del Distrito
 - b. actualización de inscripción
10. 7:40 Plan estratégico
11. 8:40 descanso
12. 8:45 Subcomite de Presupuesto
13. 9:15 Proyecto de declaración de propósito de la iniciativa de vivienda
14. Informes de la junta
15. Planificación de la agenda
16. Aplazar
17. Proxima reunion o evento:
 - a. 26 de septiembre de 2022 sesión de trabajo 6:30 pm en la oficina del distrito/Zoom
 - b. 10 de octubre de reunión ordinaria 6:30 pm en la oficina del distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 9/1/2022

Algunas notas de bienvenida:

El tiempo de reunión de la junta se dedica a su misión estratégica y sus principales prioridades. • La "agenda de consentimiento" tiene elementos que han sido discutidos previamente o son muy rutinarios. Al no discutir estos temas, podemos dedicar tiempo a nuestras prioridades más importantes. • La "participación pública" es una oportunidad para presentar breves comentarios o plantear preguntas a la junta para su consideración o seguimiento. Los límites de tiempo son 3 minutos para oradores individuales si menos de 20 personas se han inscrito para hablar; Límite de 2 minutos y 5 minutos para grupos de 20 inscritos; y 1 minuto para individuales y 3 minutos para grupos si más de 30 se han inscrito para hablar. Consulte la Política de la Junta GP-14 (Proceso de gobernanza) para conocer la política completa). Los límites están diseñados para ayudar a mantener la reunión estratégica enfocada y de ninguna manera limita las conversaciones más allá de la reunión de la junta. • Sus ideas son necesarias y bienvenidas y la junta le anima a solicitar una reunión con cualquier miembro de la junta, en caso de que tenga algo que discutir. • Si está interesado en ayudar en el esfuerzo de rendimiento del distrito, hable con cualquier miembro del equipo de liderazgo o llame a la oficina del distrito al 719-486-6800. Abundan las oportunidades. Su participación es muy deseada d.

A few welcoming notes:

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SCHOOL BOARD MINUTES

Regular Meeting

Aug. 8, 2022

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The regular meeting of the Board of Directors for Lake County School District R-1 was called to order on Aug. 8, 2022, at 6:30 p.m. and was held at the District Office and via Zoom. Directors Allaman, Baker, Federico, Weston and Superintendent Massey were present. Director Contreras was absent and excused.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes were needed.

Public Participation- Jeff Fiedler, Lake County Commissioner, was in attendance and reminded the board of the letter of interest in the LCIS building that was given in support of the BEST application that the district applied for last year. He wanted to remind the board of the letter and the county's continued interest in a potential land swap for LCIS in the future for land located by LCES.

Jane Harelson was in attendance and spoke in regard to the pool and the great need for it to be updated and back to working order. She asked that if 3rd-6th will not be moved for at least three years, she is hoping the school district will look to make the updates. Melissa Simpson was in attendance and spoke of the need of having a pool in town due to the needs for people who use it for physical therapy and so they do not have to travel out of town.

Approval of consent agenda items- It was moved by Director Federico to approve the consent agenda. Director Allaman seconded the motion;

	Allaman	Baker	Contreras	Federico	Weston
Aye	X	X		X	X
Nay					
Absent			X		
Abstain					

motion carried 4-0-1-0.

DOLA Grant- Michael Yerman was in attendance and presented on the DOLA (Department of Local Affairs) that the housing authority is looking to apply for and spoke on ways the school district will be asked to support the housing efforts in Lake County. The board was able to ask questions of Michael to get clarifying answers.

C-4 Update- Emily Olsen, from C-4, presented on what they have been doing over the past few years and looking forward on their next steps.

A short break was taken and the meeting resumed.

Discussion Item- Superintendent Massey reviewed the Master Plan and went over previous events and impacts over the past few years that has happened since the master plan was completed. The BEST grant application was reviewed and where the district fell on the BEST funding list. She shared thoughts about a “Dust-off” process and the board discussed the timeline and next steps moving forward. The board roles and who has been representing them were discussed. Director Allaman will participate in Policy Council at The Center. The rest of the board will stay with their current commitments. The board

will continue school visits this year and visit each school once a month and those visits will be set up and posted.

Superintendent Massey spoke on the calendar committee planning and committee and a proposed timeline.

Oversight Calendar- Superintendent Massey gave updates on the work at LCES and finishing up the outside at the building; staff update and the challenges for this year; all staff back to school lunch and shared the staff of the year for this past year: an Equity project update with looking at the work moving forward: updated on the new literacy curriculum and professional development that staff is receiving and the LLT will bring back more information from the high school later this month; the administration meeting to work on the strategic plan; and having Orientation conferences this week.

Policy Updates- Superintendent Massey spoke on the new graduation policies and the dress code policy. The board will take a closer look into the CASB proposed compensation policy for school board members at a future meeting.

Board reports- Director Baker reported on the finishing touches going on at LCES. Director Federico had no report. Director Weston reported on going to the LURA meeting this week. Director Allaman had no report.

Upcoming meetings and agenda planning were discussed. The next Regular meeting will be the first Monday of September. September 5th at 6:30 pm.

It was moved by Director Federico to adjourn the meeting. Director Allaman seconded the motion; motion carried.

Meeting adjourned at 9:45pm.

ATTEST:

Erin Allaman, Secretary

Eudelia Contreras, President

Lake County School District R-1
Employee Status Report
September 6 2022

prepared on: 9/1/2022

Certified Staff

Recommended for Hire

Name	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
Mascarenas, Angelica	Teacher - 5th grade	BS - Education	Professional (K-12) Spanish	1 year
<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	Location	<u>Effective</u>

Employees on Administrative Leave

none at this time

Resignations/Terminations

none at this time

Eudelia Contreras, President

Erin Allaman, Secretary

**Lake County School District R-1
Employee Status Report
September 6 2022**

prepared: 9/1/2022

Support Staff/Classified

Recommended for Hire

Euceda, Monica	Substitute Teacher		8/25/2022
Kolarik, Mark	Substitute Teacher		8/18/2022
Medina, Kaitlyn	Career Pathway Learning Coordinator	LCCHS	8/29/2022
Newton, Mandi	Substitute Teacher		8/29/2022
Radilla, Stephanie	Instructional Paraprofessional (part time)	CCHS	8/8/2022
Shimak, Whitney	Preschool SubstituteTeacher	Center	8/15/2022

Transfers

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Effective</u>
Butler, Lana	Substitute Teacher	LCCHS - Out of School Time Director	8/15/2022
Contreras, Raquel	After School Program Leader	LCES- Out of School Time Director	8/15/2022
Lenhard, Conner	Substitute Teacher	LCES- Behavior Support Instructional Paraprofessional	8/12/2022

Employees on Administrative Leave

none at this time

Resignations/Terminations

Eudelia Contreras, President

Erin Allaman, Secretary

**Lake County School District R-1
Employee Status Report
September 6 2022**

prepared: 9/1/2022

Current Openings

Certified/Staff

Social Workers/Counselors	LCHS, LCES, LCIS, CCHS	2022-2023
Special Education Teachers	.5 LCHS	2022-2023
Speech Language Pathologist Assistant	.5 K-12	2022-2023

Classified/Support Staff

Bus Drivers (2)	Transportation	2022-2023
Instructional Paraprofessional (1)	CCHS	2022-2023
Maintenance Technician	District	2022-2023
Preschool Assistant Teacher	Center	2022-2023

Coaches/Athletics

MS Boys' Soccer Assistant Coach
MS Boys' Soccer Head Coach

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

Project Dream Updates

TO: Board of Education
PRESENTER(S): Taylor Trelka
MEMO PREPARED BY: Taylor Trelka
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 20 minutes
ATTACHMENTS: 1

RE: *Project Dream Updates*, Presentation

TOPIC SUMMARY

Background: Project Dream ran some amazing summer programs and we are looking forward to the 22-23 school year!

Topic for Presentation:

I would like to share some numbers from the summer and highlight the program provided this summer. I would like to remind the Board of our annual goals and share some items that we are looking forward to this year.



Summer Highlights

LAKE COUNTY
PANTHERS



- **21 classes recovered for students 9-12 (included Math, English, Science, & History)**
- **15 7th & 8th grade students attended summer school for Crew, Math, & English**
- **55 students K-6 attended after camp programming**
- **43 families received Smart Bellies meals throughout the summer**
- **The MLC or El Camioncito was painted!**





Blanca Rodriguez
LCIS Site Supervisor



Taylor Trelka
OST Director



Raquel Contreras
LCES Site Supervisor



Lana Butler
LCHS Site Supervisor

Vianca Gonzalez
MLC Site Supervisor

Meet the 22-23 team!



LCES Project Dream Goals

LAKE COUNTY
PANTHERS



22-23 Goal	Methods	Measures
90% of West Park students who participate regularly in Bookworms will meet their DIBELS benchmark.	Friday Interventions	Analyze DIBELS data for students that attend 75 hours or more of Bookworms
65% of students will demonstrate positive growth in “getting along well with other students”	Random Acts of Kindness curriculum	End-of-year teacher survey distributed through EZ Reports
70% of parents referred to ESL or parenting classes will fully complete the class.	ESL classes through CMC	Report of completion from CMC
The average daily attendance of 21st CCLC after school participants at West Park Elementary will be at least 96%.	Encouraging attendance	Attendance reports

LCIS Project Dream Goals



22-23 Goal	Methods	Measures
45% of students who participate regularly in out-of-school time intervention programs will be proficient according to the NWEA MAPS Math assessment.	Friday Interventions	Analyze NWEA data for students that attend 75 hours or more of Book Scholars/Mathletes
85% of students who participate regularly in out-of school time STEM Clubs will improve on their creativity, innovation, critical thinking, and problem-solving skills	Daily STEM Club	End-of-year teacher survey distributed through EZ Reports
Of families that participate in at least one family engagement event, 90% will rate the event as useful for them to be more actively and meaningfully engaged in their student's education	Family Learning Institutes, Parent Mentor Program	Post-event survey
Regular attendees of out-of-school time programs will have a school-day attendance rate of at least 94%	Encouraging attendance	Attendance reports



LCHS Project Dream Goals

LAKE COUNTY
PANTHERS



22-23 Goal	Methods	Measures
50% of 9-12 students who participate regularly in out-of school time programs will recover credits using the CDLS system. 87% of 7-8 students regularly participating in out-of-school time programs will receive a passing grade in core academic classes.	Friday credit recovery, after school tutoring in core classes	Credit recovery data, final grades in core classes
85% of students who participate regularly in out-of school time STEM Clubs will improve on their creativity, innovation, critical thinking, and problem-solving skills	STEM tutoring, STEM Club	End-of-year teacher survey distributed through EZ Reports
Of families that participate in at least one family engagement event, 90% will rate the event as useful for them to be more actively and meaningfully engaged in their student's education	Family Learning Institutes, Parent Mentor Program	Post-event survey
Regular attendees of out-of-school time programs will have a school-day attendance rate of at least 91%	Encouraging attendance	Attendance reports



School Year 22-23

LAKE COUNTY
PANTHERS



- **Programming begins on September 6th!**
- **Will continue 9-12 Friday Credit Recovery and start student-led after school clubs for 7-12**
- **Will have K-6 Friday programming on teacher PD days (Field Day and Silverthorne Aquatic Center)**
- **K-6 Friday Interventions run by teachers**
- **El Camioncito keeping M-TH schedule**
- **September 22: Homecoming Parade**
- **October 11: Lights on Afterschool**

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Bethany Massey
MEMO PREPARED BY: Bethany Massey
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 20 minutes
ATTACHMENTS: 0

RE: *RFP Dust Off*, Presentation

TOPIC SUMMARY

A need for reviewing our current facilities master plan to re-evaluate how we wish to move forward with LCIS, and to address district changes since the initial adoption of the master plan was identified at the August Board Meeting. Tonight's presentation is an update of this progress.

Background:

Status Update: The Request for Proposals has been posted for open proposals to be submitted. The timeline for work outlined in this document includes the following:

- | | |
|--|-------------|
| ● RFQ/P Available | 08.26.2022 |
| ● Non-mandatory Virtual Pre-proposal Meeting @12:00 PM | 09.01.2022 |
| ● RFQ/P Clarification Deadline by 12:00 PM | 09.06.2022 |
| ● RFQ/P Clarification Responses | 09.08.2022 |
| ● RFQ/P Responses due by 1:00 PM | 09.19.2022 |
| ● Selection Notification OR Interview Invitations | 09.23.2022 |
| ● Interviews (if held) | 09.29.2022* |
| ● Candidates Notified of Selection | 09.30.2022 |

Contract Accepted by BOE October 2022
*Master Plan Update Complete January 2023**

REQUEST FOR QUALIFICATIONS & PROPOSAL (RFQ/P)

FOR A FACILITY MASTER PLAN UPDATE



Lake County School District
Learning Beyond Walls

Request for Qualifications & Proposal for Professional Services

FACILITY MASTER PLAN UPDATE

For Lake County School District

Qualifications Due 09.19.22 @ 1 PM

Provided by: DYNAMIC PROGRAM MANAGEMENT



DYNAMIC
PROGRAM MANAGEMENT

REQUEST FOR QUALIFICATIONS/PROPOSAL (RFQ/P) FOR A FACILITY MASTER PLANNER

Lake County School District

PROPOSAL DUE DATE/DELIVERY REQUIREMENTS- 09.19.2022 @ 1 PM

Deliver 1 electronic copy via email to:

Mr. Paul Anderson, CFO

328 West 5th Street

Leadville, CO 80461

panderson@lakecountyschools.net

All official communication with Candidates and questions regarding this RFQ/P will be via email to the Owner Contact above and the Owner's Representative contact, Katie Droxler, katie.droxler@dynamicpm.com with Dynamic Program Management. **No inquiries will be accepted after the clarification deadline as indicated in the project schedule. Please submit clarification questions and proposals to both Paul Anderson and Katie Droxler via email.**

All Candidate inquiries will be responded to at the same time which will be after the "Clarification Deadline". Responses to clarification will be made available by email to all Candidates who requested the RFQ/P. Candidates should not rely on any other statements, either written or oral, that alter any specification or other term or condition of the RFQ/P during the open solicitation period. **Candidates should not contact any team members, or any individual associated with the Owner or the Colorado Department of Education (CDE) regarding this RFQ/P or this project.**

I. PROJECT SCHEDULE

RFQ/P Available	08.26.2022
Non-mandatory Virtual Pre-proposal Meeting @12:00 PM	09.01.2022
RFQ/P Clarification Deadline by 12:00 PM	09.06.2022
RFQ/P Clarification Responses	09.08.2022
RFQ/P Responses due by 1:00 PM	09.19.2022
Selection Notification OR Interview Invitations	09.23.2022
Interviews (if held)	09.29.2022*
Candidates Notified of Selection	09.30.2022
Contract Accepted by BOE	October 2022
Master Plan Update Complete	January 2023*
*Dates Subject to Change	

The Pre-proposal meeting will be held on 9/1/2022 at 12:00 PM via Zoom. Interested parties may join by using the following link and/or dial-in:

<https://us06web.zoom.us/j/81153330211?pwd=Y1FydWppOHlyc0hOamNWd3ZEUUVMUT09>

Meeting ID: 811 5333 0211

Passcode: 329159

One tap mobile
+17193594580,,81153330211#,,,,*329159# US

Dial by your location
+1 719 359 4580 US
Meeting ID: 811 5333 0211
Passcode: 329159

II. BACKGROUND

Owner Background

Please refer to Lake County School District's website for more information about the Owner:
<https://www.lakecountyschools.net/>

Project Description

Lake County School District intends to engage in a master plan update process to evaluate and identify facility needs to best serve their students, staff and community. The owner wishes for the community to be invited to participate in this process with the selected master planning firm. If the master planning process results in identified need(s) for a large renovation, addition or building replacement at one or more of their facilities, then the district would like to pursue grant opportunities to partially fund these projects and investigate a bond initiative. These grants may include BEST, DOLA, GOCO among others.

The District completed a master plan in 2019 that can be found here: <https://www.lakecountyschools.net/our-next-chapter/2019-facility-master-plan/>

A large portion of the master plan has been implemented with the completion of the new Lake County Elementary School (LCES) BEST Grant project. The new LCES currently serves grades pk-2 and was supported by a bond election and successful BEST Grant application in 2019. The school recently opened for its second school year this month.

The District applied for, but was unsuccessful, in obtaining a BEST Grant in 2022 to build an addition at LCES for grades 3-6. Grades 3-6 are currently located in Lake County Intermediate School (LCIS).

The Board of Education would like the district to re-engage in the master plan process to either confirm the 2022 BEST grant project is the right way to move forward for the district and community or provide the Board with alternatives to address the deficiencies at LCIS.

In addition, the District would like to evaluate long term planning solutions for Cloud City High School. CCHS is the alternative high school program and did not exist in the current form when the last master plan was completed.

Facilities Included in the Scope of Services

Please note CDE and the 2019 Master Plan team has completed facility assessments for the District that can be found in the Master Plan document. In addition, supplemental investigations have been completed for LCIS.

1. Lake County Intermediate School
2. Margaret J. Pitts School (currently District Admin, Cloud City High School and County Head Start)

3. Federico Field (Field/track adjacent to Lake County High School)
4. Transportation Building
5. Lake County Elementary School (update master plan to reflect this project has been completed)
6. General Review of Potential for District Workforce Housing

III. MASTER PLAN UPDATE OBJECTIVE

The objective of the Owner is assistance in the preparation of a facility master plan update that will address both the short term and long term facility needs. The master plan will serve as a "road map" ultimately leading to high performing, 21st century school facilities. The update will provide information to the Board of Education regarding the options to address building deficiencies.

IV. SUBMITTAL REQUIREMENTS

Organize your RFQ/P response using the following outline. Please separate each section with dividers or tabs using the appropriate section labels. **Fees shall be included in the RFQ Submittal.**

SECTION 1 – LETTER OF INTEREST

A maximum two-page letter of interest that includes a synopsis of the firm, business principals, distinguishing characteristics, approach to completing this project, primary contact information, and signed by the principal-in-charge.

SECTION 2 – EXPERIENCE AND QUALIFICATIONS

Please address each criterion listed below as it relates to your firm's relevant experience and qualifications.

1. Identify the individual who will be the main point of contact and the team responsible for providing services for the duration of the project. (the Owner reserves the right to determine the acceptability of these individuals)
2. Provide all team members experience, background and responsibilities including resumes.
3. Describe your firm's past experience with master planning and educational programming.
4. Describe your firm's past experience in considering workforce housing in the context of a facilities master plan, if any.
5. Provide your firm's project organization structure and responsibilities.
6. According to your firm, what is the value of a master plan and what is it used for?
7. What criterion does your firm use to determine if a building should be remodeled or if it should be torn down and rebuilt?
8. Describe your approach to integrating multiple sources of information about an Owner's facilities and community into the master plan.
9. Describe your ability to work with and facilitate multiple stakeholder committees comprised of community members, parents, staff, students, etc.
10. How does your firm provide an in-depth cost evaluation associated with deficiencies in a facility? This should include hard and soft costs.
11. Show your ability/approach to organize and meet schedules.
12. Identify master plans your firm has completed with a similar size and scope to the proposed project.

13. Demonstrate experience, understanding and analyzing school operations, school programs, enrollment projections and demographic data.
14. Understanding of the Owner, its organization and leadership.
15. Identify any other unique challenges/approaches that you have experienced that will assist the Owner with developing a successful master plan and ultimately successfully implement the master plan.
16. Based on your current workforce and staffing in addition to the number of projects your firm currently has under contract or in negotiation does your firm have the capacity to complete this project? What percentage of your firm is currently involved in other projects?
17. This project requires the Candidate to carry, at a minimum, general liability insurance, professional liability and workers' compensation according to State laws.

SECTION 3 – SCOPE OF SERVICES

The Candidate chosen will be expected to develop a master plan through a team effort involving school administration, staff, students, community members, and professional consultants with disciplines in education, planning, programming, architecture, engineering, construction, facility management, facility operations, and technology. The master plan should explore a variety of options, based on a thorough assessment of the facilities, to develop a strategic implementation plan for the long term facility needs.

Please address each of the following items below.

1. Facilities Master Planning Services

Complete the Scope of Services Matrix provided as Exhibit A. Exhibit A is divided into three categories: required services, additional services desired by the Owner, and additional scope offered by Candidate. The Candidate must validate each line in the exhibit by marking either provided or excluded.

The required items in Exhibit A represent the minimum deliverable requested in this RFQ/P. By submitting a response and proposal to this RFQ/P, candidates are agreeing to provide all services associated with the development of the Master Plan deliverable described. In general, these services may include, but are not limited to:

- a. Facilitating Community/Committee Meetings to gather information and seek input;
- b. Reviewing Facilities Assessments already completed and comparing findings with the CDE Statewide Facility Assessment;
- c. Performing square foot, program, and classroom utilization studies to discover and correct inefficiencies;
- d. Assisting Owner and Owner's committees with analyzing information and/or generating options;
- e. Developing multiple options for consideration, and provide adequate information for analysis;
- f. Assisting Owner in prioritizing potential capital projects toward build-out of selected option;
- g. Completing and publishing the Master Plan document as described in deliverable (Exhibit A)
- h. Please note LCIS houses the community indoor pool. The pool has been unable to open because of deficiencies for many months. Some options related to the community pool repairs and/or relocation would be desired in the master plan update report.

In addition to completing Exhibit A, please provide a separate narrative description of your approach to the

scope requested, describing quantity and types of proposed meetings, site visits, unique methodologies, etc. Additional services or scope may be proposed and identified in the final section of Exhibit A, however fees for these services should be identified as a line item in the fee proposal for consideration. Any exclusions from services or deliverables described must be explicitly identified in the submittal.

2. ADD ALTERNATE #1 - Grant Application Support Services

In the event that the master planning process results in the Owner proceeding with a BEST Grant application, the Owner may request assistance with preparation of a BEST grant application. These grant assistance services may include but are not limited to:

- a. Providing technical information regarding the deficiencies to the Owner's Representative preparing the grant application.
- b. Providing technical information regarding the proposed solution to the Owner's Representative preparing the grant application.
- c. Providing programming, floor and site plans to submit for the grant programs.
- d. Coordination of and attendance at meetings as needed and requested (via conference call if possible);
- e. Other duties as required;

If the Candidate is interested in providing Add Alternate #1, please provide a narrative expressing your firm's interest and capacity to complete this scope as presented.

Please note the Owner's Representative will take the lead on compiling and writing the BEST Grant application.

3. ADD ALTERNATE #2 - Bond Issue Support Services

In the event that the master planning process results in a successfully awarded BEST project, the Owner may request the following additional services:

- a. Assistance with providing the Owner with graphic images of conceptual design for the community
- b. Attendance at community meetings to discuss the bond election
- c. Attendance on conference calls and site meetings, answering questions regarding the project, and providing the Owner with information as needed to prepare and communicate the project for the bond election

If the Candidate is interested in providing Add Alternate #2, please provide a narrative expressing your firm's interest and capacity to complete this scope as presented.

SECTION 4 – SCHEDULE

It is expected that your firm has the current capabilities and capacity to complete the master plan by the date listed in the project schedule. Provide a detailed master plan schedule, including milestones, from the notice to proceed date to the completion of the master plan. Provide reasoning, in this section, for any modifications or alterations your firm wishes to make to the recommended project schedule

SECTION 5 – REFERENCES

Provide a comprehensive list of ALL school projects completed or begun within the last 5 years, with contact

information, along with a project description. Identify in the reference list which projects this master team has performed collectively. The Owner reserves the right to check additional references beyond those provided in the submittal.

SECTION 6 – FEE PROPOSAL

Provide a comprehensive fee for the base scope of work and separate fee proposals for the alternates. Please break out reimbursable expenses in the fee proposal. The fee proposal should demonstrate average time commitment by team member (architectural team) for each phase of the master plan.

V. SUBMITTAL REVIEW & SELECTION PROCESS

The selection process consists of two phases, followed by negotiations with the apparent winner.

Phase 1 – RFQP Review

The Owner's Selection Committee will evaluate and score the RFQ submittals based on the selection criteria listed below:

Selection Criteria	Max Point Possible
Section 1: Letter of Interest. How complete and concise was the letter of interest and RFQ/P response? Was the RFQ/P well organized, with complete information responding to all of the submittal criteria?	5 points
Section 2: Experience and Qualifications Provided a comprehensive and insightful experience and qualifications package which highlighted key personnel in addition to other items as stated.	30 points
Section 3: Scope of Services. Candidate has affirmed each of the Owners requirements for this project and demonstrates a clear understanding of Owner's needs and clear direction toward completing scope of work.	20 points
Section 4: Schedule. Ability to complete the planning tasks within the timeframe needed. Submitted complete & understandable schedule.	10 points
Section 5: References. Candidate has provided a comprehensive project list with contact information for projects completed over the last five years.	10 points
Section 6: Fee. Candidate has provided clear, detailed fee information for the base scope of work and add alternates.	50 points
Total Points	125 points

Phase 2 – Interview

If selected by the District to hold interviews, an interview invitation will be sent out to the Candidates with the highest RFQ/P submittal scores on the date noted in the project schedule. The invitation will explain the interview requirements and provide the time and location. The purpose of the interview is to ensure a full understanding of the RFQ/P responses and to introduce key members of the master plan team.

The interviews will consist of a short presentation followed by a longer period for questions and answers. During the short presentation, the lead consultant for the project should be identified along with members of the master planning team. Please note team members that will not be directly working on the project are not invited to the oral interviews.

Lake County School District prefers the interviews to be in-person. However, at the current time, the interviews may be virtual depending on health guidance. Clarification for this will be provided with the interview invitations, but please plan accordingly for either situation.

VII. Acceptance and Rejection

The Owner reserves the right to select any or reject any and all proposals in their best interest. The Owner also reserves the right to pre-qualify any or all Candidates or reject any or all Candidates as unqualified, including without limitation the right to reject any or all nonconforming, nonresponsive, unbalanced, or conditional, qualifications. The Owner also reserves the right to re-solicit, waive all informalities not involving price, time, or changes in the work, and to negotiate contract terms with the apparent successful proposer.

The Owner is not responsible for cost incurred in preparation of this proposal. Proposals will not be returned and become the property of the Owner once submitted. By submitting a proposal all Candidates agree to the terms and conditions of this RFQ/P and the RFQ/P will become part of the awarded Candidates contract. The apparent winner will be responsible for submitting a draft agreement to be used for this project. The Owner and the Owner's legal council will review the agreement and negotiate terms prior to commencement of work.

If the master planning process results in a decision to move forward on a capital project, the Owner will complete a separate competitive selection process to select the design and construction team for that project.

VIII. RFQ/P Supporting Material

1. Exhibit A: Master Planner Scope of Services Matrix (attached to this document)
2. To be completed as part of this submittal

The following are to be utilized by the master planner for reference in developing a master plan. They Are available at CDE's Department of Capital Construction website:

<https://www.cde.state.co.us/capitalconstruction>

1. Capital Construction Assistance Public Schools Facility Construction Guidelines. Master Planner to reference this document as a guideline during the master planning process.
2. Summary of 5B 07-51 re: High Performance Requirements. These requirements apply to building projects receiving 25% or more of state funding.

3. 24-80.1-104 C.R.S. ref: Colorado Historical Society.
4. Public School Facilities Master Plan Guidelines from CDE's Division of Public School Capital Construction Assistance. This document represents the Owner's minimum expectations for the deliverables and associated scope of the master plan.
5. Statewide Facilities Assessment.

Exhibit A

Master Plan Scope Matrix

The following matrix is a worksheet to identify required and optional scope for master planning services, adapted from the CDE Master Plan Guidelines. Please identify the scope represented by your proposal. For items not described in the CDE Master Plan Guidelines, or with enhanced or limited scope, please provide a description in your proposal. Please list any other services proposed in the section provided at the end of the list below. Any non-required scope proposed should be broken out as a line-item in the fee proposal.

Required	Provided	Excluded	I – Table of Contents
X			
Comments			
Required	Provided	Excluded	II - Executive Summary Provide a brief summary of the information provided in the master plan update. At a minimum, the executive summary should include the following with additional detail provided within the body of the master plan: <ul style="list-style-type: none"> • Background and Demographic Information: <ul style="list-style-type: none"> ○ History; ○ Location; ○ Demographics comprising student body and community. • Assessment Findings: <ul style="list-style-type: none"> ○ School educational programming and adequacy; ○ Facility conditions; ○ Future use analysis. • Conclusion.
X	X		
Comments			
Limited to MP Update only			
Required	Provided	Excluded	III – History of the Owner Describe the history of the Owner and the surrounding region, including but not limited to: <ul style="list-style-type: none"> • When was the Owner established and why? • How was the Owner's name determined? • Provide a timeline of events from the Owner's establishment to present day describing major growth and decline periods and reason for growth/decline; • Provide supporting graphs and charts; • List any historically significant sites, any building over 50 years of age, or properties owned by the Owner, or located within the Owner's boundaries.
X	X		
Comments			
May use info. from existing MP for update deliverable.			

Required	Provided	Excluded	IV - Location of Owner’s boundaries <ul style="list-style-type: none">• Provide map illustrating geographic location of the Owner in the state of Colorado;• Provide map delineating the Owner’s boundary lines with facility sites identified;• Describe the location relative to other major cities and services. Include location to higher education facilities, universities, private schools, technical schools and community colleges;• On maps show major highways, streets, roads, railroads, airports and other transportation modes;• Describe the location in terms of elevation and climate trends;• Describe the location in regards to its potential for renewable energy savings. Evaluate the Owner’s location in respect to:<ul style="list-style-type: none">○ Solar;○ Wind;○ Geothermal;○ Biomass.
X	X		
Comments			
May use info from existing MP for update deliverable.			
Required	Provided	Excluded	V – Owner’s demographics <p>An understanding of the demographics is important to determine past, current and future trends. Demographic information should be obtained and collected to provide an understanding of the demographic make-up and resulting needs.</p> <ul style="list-style-type: none">• Owner’s population trends for the last 10-years in general and specifically the last 5-years. Include but don’t limit to:<ul style="list-style-type: none">○ General population;○ Classroom population;○ Decline, increase, stable;○ Median age and is the population getting younger, stable, getting older.• Economics of the general population, including but not limited to:<ul style="list-style-type: none">○ Industry and business make up of the area;○ Are the economics weak, strong, stable?○ Influences that may impact the economics:<ul style="list-style-type: none">▪ Currently;▪ In the next 5-years.○ Median household income;○ Median home cost.• Summary of the performance of the Owner, including but not limited to:<ul style="list-style-type: none">○ Graduation rates;<ul style="list-style-type: none">▪ Percent of pupils that go to college;▪ Percent of pupils that stay in the community;▪ Percent of pupils that move out of the community.○ Test scores;○ Educational programs or specialties;○ Athletics.• Geographic area;• Operation costs:<ul style="list-style-type: none">○ Utilities;○ Maintenance;<ul style="list-style-type: none">▪ Custodial;▪ Systems maintenance.○ Cost per year and cost per SF to maintain each facility.
X	X		
Comments			
May use info from existing MP for update deliverable.			
Would need to update info regarding district performance and operational costs with most recent info since MP.			

Required	Provided	Excluded	VI - Historical Significance <ul style="list-style-type: none">The evaluation shall take into consideration the historical significance of the facility and other community valued attributes. At the earliest stages of planning, if a historical building defined as one that is 50 or more years old may be affected as part of the master planning process, CDE must be contacted to request a determination of effect from the Colorado Historical Society as per CRS 24-80.1-104(2)(a);The master planning team must take into consideration the historical society’s position if a determination is made that the planned project may adversely affect a building of historical significance, and provide CDE with adequate information as part of the consultative process between the two state agencies (CDE & CHS).The process outlined is a time sensitive process and must therefore be prioritized early in the initial phases of the master planning.
X	X		
Comments			
May use info from existing MP.			
Required	Provided	Excluded	VII – BEST Facility Assessment <p>A complete and detailed facility assessment should be performed to evaluate the condition and suitability of all building systems, as part of the Facility Evaluation and Future Use analysis. A CDE statewide facility assessment report is available and may be referenced, however all systems should be independently evaluated by the master plan team. If the CDE Facility Assessment is utilized, note major discrepancies between the professional assessment and the statewide assessment report.</p>
X	X		
Comments			
May use info from existing MP.			
Will need some updates for Pitts since MP was completed			
Required	Provided	Excluded	VIII - Educational programming and adequacy <p>This portion of the assessment should compare the Owner’s offered programming against the Colorado Academic Standards listed below. If programs are not provided in the areas set forth indicate why. Describe programs that are provided by the Owner not included in the Colorado Academic Standards (VoAg & VoTech) and reason for inclusion. Describe how the Owner’s current facilities meet or are deficient in meeting the educational program needs being taught.</p> <p>Colorado Academic Standards: Dance, Drama and Theatre Arts, Comprehensive Health & Physical Education, English Language Proficiency, Mathematics, Music, Reading, Writing and Communicating, Science, Social Studies, Visual Arts, World Languages.</p>
X	X		
Comments			
May use info from existing MP.			
Owner would like updated			

analysis for LCIS and CCHS.			
Required	Provided	Excluded	IX - Complete Inventory of facilities This portion of the assessment should include, in spreadsheet format, all facilities owned or leased by the Owner including, educational facilities, administration buildings, gymnasiums, multipurpose facilities, libraries, cafeterias, maintenance buildings, storage buildings, storage sheds, water pump houses, concession stands and sports fields and bleachers. The following information should be included for each facility: <ul style="list-style-type: none">Name of facility;Address of facility;Use of facility (i.e. elementary school, preschool, etc.);Square footage of facility;Year built;Description of construction (i.e. slab on grade with masonry walls and metal roof, etc);Additions to facility:<ul style="list-style-type: none">Use of addition;Square footage of addition;Year of addition;Description of construction. Provide a site plan of each facility locating the property line along with notes of important site and building elements. The use of satellite map imagery illustrates site and building elements. Provide floor plans with graphic scale of education facilities when possible.
X	X		
Comments			
May use info from existing MP for update. Will need update for the new LCES and CCHS location.			
Required	Provided	Excluded	X - Facility Evaluation and Future Use Analysis <ul style="list-style-type: none">Provide a separate overall building analysis describing the condition and educational suitability of each of the buildings, the most pressing and long-term needs, and any additional relevant comments that would assist the reader in gaining a snapshot understanding of the buildings condition and needs. Provide relevant “titled” photos that support the Master Plan;Floor plans are helpful in the Master Plan for all educational programmed spaces clearly identifying all current and existing educational programs within the floor plan. If as-built drawings are not available a sketch showing all current and existing programmed spaces within the buildings should be adequate;Provide a professional evaluation on the structural soundness of each building;Evaluate the building envelope including exterior wall and roof construction;Evaluate all facilities and key building components compared against “Capital Construction Assistance Public Schools Facility Construction Guidelines”. (This document is available on the CDE’s web site under capital construction grants);Each facility should be field assessed/reviewed to determine all the facilities deficiencies, and to provide repair/replacement cost associated to each identified deficiency. The assessment evaluation should utilize a facility condition index (FCI) or equal evaluation
X	X		
Comments			
May use info from existing MP, but will need to update for LCES, LCIS (future use) and CCHS.			

			<p>approach;</p> <ul style="list-style-type: none">• The Statewide Facilities Assessment may be utilized in the assessment portion of the master plan, however it is not a substitute for further in-depth condition assessment of all building systems by the master planning team;• List major code violations for ADA accessibility, fire safety systems, life safety systems, electrical systems, and mechanical and plumbing systems.
Required	Provided	Excluded	XI - Energy, HVAC, O & M Analysis <ul style="list-style-type: none">• Include a code review and energy efficiency evaluation. Include utility costs and other operating costs for each building. Identify areas of the building where thermal comfort is not being achieved through adequate heating, cooling and natural ventilation and identify areas where the thermal envelope is compromised. Identify areas not meeting current energy codes;• Evaluate the major heating and cooling systems for energy efficiency, condition and operation and also evaluate the lighting systems for energy efficiency, condition and operation.
X	X		
Comments			
May use info from existing MP. Will need to be updated for LCES and CCHS.			
Required	Provided	Excluded	XII - SF Analysis <p>Master Plan materials should:</p> <ul style="list-style-type: none">• Clearly outline the total SF and the SF for each facility;• Identify SF/pupil;• Identify capacity of the current facilities compared to the current enrollment and how it relates to the programs being delivered;• Include a utilization matrix showing how the facilities are currently utilized.
X	X		
Comments			
May use info from existing MP. Will need to be updated for LCES, LCIS and CCHS			
Required	Provided	Excluded	XIII - Site Evaluation <ul style="list-style-type: none">• Include site evaluations including bus/vehicle/pedestrian traffic patterns, sports fields, soft and hard playground surfaces, parking lots and safe parent/student/staff conditions, ADA compliance for general use of the building, site lighting, site drainage, and deficiencies noted;• Emergency and fire department access to site and building for existing and proposed site
X	X		
Comments			

May use info from existing MP. Will need to be updated for LCES and CCHS			<div>improvements and building improvements;</div> <div><div></div><div>Master plan should include evaluation of existing utility infrastructure and its location with respect to the existing and proposed facilities for power, water, sanitary and storm sewer, and telecommunication systems;</div><div></div><div>Acreage for each site.</div></div>
Required	Provided	Excluded	<div>XIV – Technology</div> <div>Describe the technology infrastructure:</div> <div>Network Topology</div> <div><div></div><div>Type of cabling;</div><div></div><div>Age of hardware;</div><div></div><div>Security of servers;</div><div></div><div>Source and bandwidth of internet connectivity.</div></div> <div>Network Infrastructure</div> <div><div></div><div>Data network equipment;</div><div></div><div>Voice network equipment;</div><div></div><div>Firewall and security;</div><div></div><div>Backup and Recovery;</div><div></div><div>Availability and campus connectivity if applicable.</div></div> <div>System Standards and Specifications</div> <div><div></div><div>Operating System;</div><div></div><div>Active directory standards;</div><div></div><div>Email Services;</div><div></div><div>Wireless Services.</div></div> <div>Educational Technology</div> <div><div></div><div>Smart Boards;</div><div></div><div>Student Equipment;</div><div></div><div>Laboratory Equipment;</div><div></div><div>Other Classroom Equipment.</div></div>
X	X		
Comments			
May use info from existing MP. Will need to be updated for LCES and CCHS			
Required	Provided	Excluded	<div>XV - Future Use Analysis</div> <div>Include analysis and narrative regarding the Owner and/or community’s current and future use of any facilities that are changing usage as a result of the planning process.</div>
X	X		
Comments			
May use info from existing MP. Will need to be updated for LCES and CCHS.			

<p>Future uses, including community use of LCIS will need to be studied.</p> <p>Future sites and solutions for staff housing should be studied as part of this master plan update.</p>			
Required	Provided	Excluded	<p>XVI – Strategic Plan for Implementation</p> <p>From the findings develop a strategic plan that establishes options for specific directions and actions to implement the Owner’s master plan.</p> <p>Options for Facilities</p> <ul style="list-style-type: none">• If applicable multiple options should be presented with associated costs, narrative discussion, life cycle analysis, and pros/cons of each option;<ul style="list-style-type: none">○ Impact on educational delivery;○ Itemized cost, including how cost are determined;○ Impact on operating cost• Indicate the impact of options/recommendations/conclusions/proposed construction to the adjacent properties, streets, infrastructure and general area;• Provide a narrative that summarizes each of the options explored and use a matrix type exhibit for detailed pros/cons;• Indicate the impact on the community for each option presented;• Long range impact of implementing or not implementing each option including: educational delivery, initial cost, operation and maintenance costs and projected energy costs. Compare these costs to their current O & M and energy costs of operating the existing facilities. <p>High Performance Objectives</p> <p>High performance objectives/components should be evaluated and included as part of the master plan process including a LEED, CHPS, or Green Globes scorecard (if applicable) and narrative of high performance opportunities that can be achieved.</p> <p>Funding</p> <p>A funding discussion should be included noting multiple funding sources and a plan for contacting and applying/soliciting funding from each source.</p> <p>Capital Renewal</p> <p>A capital renewal plan should also be a part of the strategic plan. The capital renewal plan allows the Owner to plan for replacement costs in the future when the major building systems require replacement</p> <p>Prioritized long-term (5-10 year) project implementation list with cost estimates</p>
X	X		
Comments			
May use info from existing MP.			
Will need to be updated for LCES, LCIS and CCHS.			
In addition a strategic plan for future staff housing should be identified in the MP update.			

			<p>Relevant information regarding an implementation plan, phased if needed, should be included with the master plan.</p> <p>Provide in spreadsheet or database format a list of five year projects required to satisfy deficiencies identified in the facility assessment. Each project shall be accompanied with a cost estimate utilizing RS Means cost data, or equal. Projects proposed in years 2-5 should take inflation into account.</p>
Required	Provided	Excluded	<p>XVII - Conclusion</p> <p>This section should clearly and concisely convey the final solutions and the rationale behind the final solutions determined through the master plan process. The following topics should be covered at a minimum:</p> <ul style="list-style-type: none">• Document master plan process in detail with brief narrative descriptions of each meeting held as part of the master planning process;• Identify team members involved and their roles. Provide contact information for each member;• Include all ideas discussed and options explored;• Describe overall methodology.
X			
Comments			
Required	Provided	Excluded	<p>ADD ALTERNATE #1 - Grant Application Support Services</p> <ul style="list-style-type: none">• Ensuring that all costs (hard, soft, and owner) and scope are included in grant application;• Ongoing communication with the Owner;• Coordination of and attendance at meetings as needed and requested (via conference call if possible);• Reviewing BEST application requirements and familiarization with BEST grant information from CDE website;• Compare master plan assessments with Owner’s CDE Facility Assessment data, and coordinate notable discrepancies with CDE staff;• Communication and cooperation with CDE staff as needed;• Documentation required by CDE to provide to the Colorado Historical Society as applicable;• Preparing the BEST grant application including scope narrative for final Owner approval;• Preparing LEED, CHPS, and/or Green Globes scorecard and narrative;• Providing additional information required for CDE to complete the analysis of the grant application;• Acting as a liaison for the Owner for CDE follow-up grant questions;• Other duties as required;
X			
Comments			
Please see RFQ/P document			
Required	Provided	Excluded	<p>ADD ALTERNATE #2 - Bond Issue Support Services</p> <ul style="list-style-type: none">• Assistance with providing the Owner with graphic images of conceptual design for the community;• Attendance at community meetings to discuss the bond election;• Attendance on conference calls, answering questions regarding the project, and providing the Owner with information as needed to prepare and communicate the project for the bond
X			
Comments			

Please see RFQ/P document			election.
Required	Provided	Excluded	Additional scope offered by Candidate :
Comments			

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Bethany Massey
MEMO PREPARED BY: Bethany Massey
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 60 minutes
ATTACHMENTS: 0

RE: *Strategic Plan*, Presentation

TOPIC SUMMARY

In kicking off the new year, our admin team has been looking at the Board goals and continuing the development of the strategic plan action steps. As part of the discussion, we will look through and discuss the action steps that are identified and are currently in progress related to the Board Goals.

RIGOR AND ENGAGEMENT

BY 2025, 100% OF STUDENTS WILL SHOWCASE INDIVIDUALIZED, ENGAGING & RIGOROUS WORK & ACADEMIC GROWTH ACROSS MULTIPLE SCHOOL YEARS THAT ALIGNS TO STUDENT PERSONAL GOALS & (CAREER) INTERESTS & DEMONSTRATE PROFICIENCY IN STATE STANDARDS AS SHOWCASED IN A STUDENT

[illegible]

Creating a space that is safe, inclusive, and welcoming for all

By 2025, 85% of parents with children attending LCSD or eligible to attend LCSD who completed the school climate survey will express satisfaction with their child(ren)'s enrolled or eligible to enroll school in response to the following question: Is your child's current school your first choice for your child?

By 2025, 95% of students in grades 5-12 attending LCSD who completed the school climate survey will express satisfaction with their school in response to the following question: Is your current school the best school for you?

By 2025, 85% of parents with children attending LCSD or eligible to attend LCSD who completed the school climate survey will express satisfaction with their child(ren)'s enrolled or eligible to enroll school in response to the following question: Is your child's current school your first choice for your child?

By 2025, 95% of students in grades 5-12 attending LCSD who completed the school climate survey will express satisfaction with their school in response to the following question: Is your current school the best school for you?

[illegible]

PLAN FOR THE FUTURE	Planning and executing the capital and human capital investments that will make our district better
	By 2025, LCSD will have met the facility related goals as defined within the "2023 Master Plan Dustoff" for the corresponding year.
	By 2025, 95% of staff employed with LCSD who completed the culture and climate survey will express satisfaction with LCSD as an employer in response to the following question: Is LCSD your first choice for employment?
	By 2025, 100% of supervisors within LCSD will express satisfaction with LCSD employees in response to the following question: Are the employees of LCSD meeting the needs of the organization to fulfill our strategic plan/goals?

By 2025, 95% of staff employed with LCSD who completed the culture and climate survey will express satisfaction with LCSD as an employer in response to the following question: Is LCSD your first choice for employment?

PLAN FOR THE FUTURE		AUGUST					SEPTEMBER					OCTOBER					NOVEMBER					DECEMBER					JANUARY					FEBRUARY					MARCH					APRIL					MAY					JUNE									
1	8	15	22	29	5	12	19	26	3	10	17	24	31	7	14	21	28	4	11	18	25	2	9	16	23	30	6	13	20	27	6	13	20	27	3	10	17	24	1	8	15	22	29	5	12	19	26	Lead:													

STAFF RETENTION & RECRUITMENT																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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Budget Sub Committee: Meeting 3/29/22

GOALS:

- **Fostering a team mindset/approach to budget conversations.**
- **Coming to common agreements related to the budget that impact how we plan for FY 23 and beyond.**
- **Providing an open environment for stakeholders to have a voice in the budgeting process.**
- **To create trust and transparency around the budget.**

District Membership (listed alphabetically):

- AFSCME (up to 3) representative
- Board of Education Director representative
- Chief Financial Officer
- Human Resources
- LCEA representative (up to 3)
- Non-unionized employee group (NUE) representative (up to 3)
- Superintendent

Objective 1: Agreements around the guiding principles for budget considerations for FY23

- A. Review mid-year survey results
- B. Hear from representatives about their staff conversations
- C. Facilities master plan
- D. A place for concerns about the current budget expenses are voiced (while this group does not make the decisions this is the place to begin representing these concerns).

Objective 2: To discuss unique budget considerations that will be shared with the Board of Education

- A. Understandings and considerations around reserve amounts (for board level future agreement setting) Clarity around what reserves can/should be used for.

Objective 3: To agree upon the factual and clear basis of information for future decision making.

- A. Common understandings around how much additional recurring revenue we will be receiving in FY23 and the timelines of the state forecasts/projections/ppf/categorical/etc
- B. Salaries: The historical and current state of base pay of staff salaries of the past 5 years.
- C. Definition of “raise” when talking about steps/lanes/etc
- D. Cost of living (inflation?) increase: Consistent measure that is used to understand how much more it costs now to live in Leadville than it did last year or agreements that this should not be considered in budgeting.

Budget Sub Committee: Meeting 3/29/22

a.

Next steps:

- Proposed meeting date/time: March 17, 4:00-5:00 @ DO
- Pitch concept/plan/next steps to representatives of each group
 - LCEA: John
 - AFCSME: Paul
 - NUE: Bethany
- Ask membership representatives if there are other objectives/topics that should be added to this list to provide clarity and transparency.
- Board update through committee updates at next meeting

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AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Bethany Massey
MEMO PREPARED BY: Bethany Massey
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 20 minutes
ATTACHMENTS: 0

RE: *Housing Initiative Purpose Statement*, Presentation

TOPIC SUMMARY

Board of Education

Housing Purpose Statement

The Board of Education has a Board Goal focused on planning for the future. The Board has committed to “*Planning and executing the capital and human capital investments that will make our district better*”. We recognize that the community housing crisis has impacted our families and continues to impact the district's ability to attract and retain employees. The Board wishes to be involved in meaningful efforts to address this community challenge. The District owns property that has been identified as potential and opportune workforce housing development. This provides the opportunity to become involved in the community housing initiatives in a very direct way. As Board members hold the responsibility to represent constituents in making decisions for the short and long term decision making for the school district, members are investing time and effort in formulating a purpose statement to guide this work. After an initial brainstorming session, a very rough first draft is being brought before the board for discussion. It is intended that discussions will result in revisions to this language.

Purpose Statement (very rough draft):

The Board of Education for Lake County School District wishes to show leadership in efforts related to community housing stability that removes barriers to members of the community to be able to access housing in our community. The Board wishes to consider the use of district assets that will offer the most impactful efforts in order to serve and support the most number of employees possible while considering the financial and long term sustainability of the project.