



**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
Oct. 9, 2023 6:30 pm Regular Meeting
Location: LCIS Library & via Zoom

6:00-6:30 LCIS tours

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. Sept. 11, 2023 Regular Meeting Minutes
 - b. Employee Status
 - c. Superintendent Evaluation
7. 6:46 Student Senate update
8. 6:50 Discussion Item
 - a. Full Enrollment Initiative-Mary Jelf
 - b. Housing Authority IGA update
 - c. McKenny Vento Update-Taylor Trelka
 - d. District Accountability Committee update
9. 8:00 Break
10. 8:10 Action Item
 - a. District Accountability Committee appointment
 - b. District Accountability Committee By Laws
 - c. Budget Committee appointment
 - d. Resolution NO. 24-11-Accredatiation of schools
 - e. Housing Authority IGA
 - f. First reading: SSG-5

11. 9:15 Board Reports
12. 9:20 Superintendent update
13. 9:30 Agenda planning
14. 9:40 Executive session pursuant to Section 24-6-402(4)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association; and pursuant to Section 24-6-402(4)(b), C.R.S. for legal advice regarding the same.
15. Resume regular meeting
16. Adjourn

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.



17. Upcoming Meetings or events:

- a. Oct. 23, 2023 Special Meeting @ 6:30 pm @ District Office/Zoom
- b. Nov. 13, 2023 Regular Meeting @ 6:30 pm @ District Office/Zoom
- c. Nov. 27, 2023 Work Session @ 6:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 10/6/2023

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

9 de octubre de 2023 6:30 pm Reunión ordinaria

Ubicación: Biblioteca LCIS y via Zoom

6:00-6:30 visitas guiadas al LCIS

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 11 de septiembre de 2023
 - b. Estado de empleado
 - c. Evaluación de la Superintendencia
 7. 6:46 Actualizacion del Senado estudiantil
 8. 6:50 Elemento de dicusion
 - a. Iniciativa de inscripcion completa-Mary Jelf
 - b. Actualización de IGA de la Autoridad de Vivienda
 - c. Actualización de McKenny Vento-Taylor Trelka
 - d. Actualización del Comité de Responsabilidad del Distrito
 9. 8:00 descanso
 10. 8:10 Elemento de accion
 - a. Nombramiento del Comité de Responsabilidad del Distrito
 - b. Estatutos del Comité de Responsabilidad del Distrito
 - c. Nombramiento del Comité de Presupuesto
 - d. Resolución NO. 24-11 Acreditación de colegios
 - e. Sutoridad de vivienda IGA
 - f. Primera lectura: SSG-5
 11. 9:15 Informes de la junta
 12. 9:20 Actualizacion de la Superintendente
 13. 9:30 Planificación de la agenda
 14. 9:40 Executive session pursuant to Section 24-6-402(4)(e)(I), C.R.S. for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators regarding the Master Agreement with the Lake County Education Association; pursuant to Section 24-6-402(4)(e)(III), C.R.S. for purposes of developing the strategy of the school district for negotiations relating to collective bargaining with the Lake County Education Association; and pursuant to Section 24-6-402(4)(b), C.R.S. for legal advice regarding the same.

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.



15. Reanudar la reunion ordinaria

16. Aplazar

17. Proxima reunion o evento:

- a. 25 de septiembre de 2023 reunión especial a las 6:30 pm en la oficina del distrito/Zoom
- b. 9 de octubre de 2023 reunión ordinaria a las 6:30 pm en la oficina del distrito/Zoom
- c. 23 de octubre de 2023 sesión de trabajo a las 6:30 pm en la oficina del distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 9/7/2023

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.

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.

SCHOOL BOARD MINUTES

Regular Meeting

Sept. 11, 2023

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 Sept. 11, 2023, at 6:30 p.m. and was held at the District Office and via Zoom. Directors Allaman (via Zoom), Baker, Federico, Lozano (via Zoom), Weston (via Zoom) and Superintendent Massey were present.

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

Preview of agenda- No changes were needed.

Public Participation- The following people spoke in public participation:

Matteo Lozano and Gloria Perez representing Voces Unidas de las Montanas and shared concerns about housing in Lake County and shared their hopes that the district will look to add into the IGA with the housing coalition, a stipulation to prioritize families that have students in the district and who may work out of town and the impacts to the Hispanic population that the addition would support. Grayson Cooper shared his support for the group and their concerns and the need for the board to look at making this consideration before the district enters into the IGA.

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

	Allaman	Baker	Federico	Lozano	Weston
Aye	X	X	X	X	X
Nay					

Absent					
Abstain					

motion carried 5-0-0-0.

There was not a Student Senate update.

Tal Sheleg, a Lake County High School student, shared her renewable energy project that she is working on, next steps and working with Director Allaman and CFO Paul Anderson along the way.

Discussion Item-Kayla Marcella, a member of the District Accountability Committee, shared an update from their first couple meetings and looking at structures and their plans on how to move forward. Superintendent Massey shared DAC considerations of how to recruit additional parent representation and really looking to get representation from CCHS. The board was able to share their thoughts and ideas for moving forward on recruitment. Superintendent Massey shared a draft version of the IGA between the district and the Leadville Lake County Regional Housing Authority and work being done by district counsel working with the LLCRHA counsel. The board was able to discuss and have Superintendent Massey keep working with legal to bring back to a later meeting. Paul Anderson, CFO, shared information regarding the proposed Gateway Village development and options for the board.

A short break was taken and the meeting resumed.

Action items- It was moved by Director Lozano to accept cash in lieu for the Gateway Village project. Director Federico seconded the motion;

Director Weston proposed an amendment to the motion to include that the money in lieu be placed in a special account to be tracked going forward. Director Federico seconded the motion;

The board discussed the proposed amendment and a vote was called on the amendment.

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

motion carried 4-1-0-0.

The board then took action on the amended motion to the fee in lieu and the money to be placed in a special account to be tracked separately.

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

motion carried 5-0-0-0.

It was moved by Director Lozano to approve Resolution NO. 24-10 Board compensation.

Director Allaman seconded the motion;

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

motion carried 5-0-0-0.

Item 12.c Housing Authority IGA was not available at this time and will be tabled for a future meeting.

It was moved by Director Federico to approve the second reading of SSG-5. Director Lozano seconded the motion;

The board had discussion on the content and would like to make adjustments to the policy.

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

motion failed 1-4-0-0 and will be brought back for a first reading at a future meeting with additional changes as recommended.

It was moved by Director Federico to approve the second reading and adoption of SSG-8.

Director Lozano seconded the motion;

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

motion carried 5-0-0-0.

Board reports- Director Baker reported on working on the bond language and working with the team on next steps and having a new master plan to share with the board.

Director Allaman has no report and will follow up with Student Senate about attending the meeting. Director Federico had no report as the BOCES meeting is on Wednesday.

Director Lozano had no report as Policy Council was cancelled. Director Weston had no report.

Superintendent Update- Superintendent Massey shared an update on Homecoming week, working on getting out staff of the month, gave a preschool update around structures and next steps and brining the updated Master Plan to a future meeting.

Upcoming meetings and agenda planning were discussed.

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

Meeting adjourned at 9:01 pm.

ATTEST:

Miriam Lozano, Secretary

John Baker, Vice President

**Lake County School District R-1
Employee Status Report
October 9, 2023**

prepared: 10/5/2023

Certified Staff

Recommended for Hire

<u>Name</u>	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
Mogoi, Aicheng	LCIS- Social Worker	Masters of Social Work	applying for SSP Social Worker	0 years

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Location</u>	<u>Effective</u>
Ward, Emily	6th Grade Teacher	Special Education	LCES	10/16/2023

Employees on Administrative Leave

2 employees were placed on administrative leave in the month of September.

Resignations/Terminations

Krause, Abigayle	Special Education Teacher	LCES	10/19/2023
------------------	---------------------------	------	------------

John Baker, President

Miriam Lozano, Secretary

**Lake County School District R-1
Employee Status Report
October 9, 2023**

prepared: 10/5/2023

Support Staff/Classified

Recommended for Hire

Best, Tim	Permanent Substitute	District	10/9/2023
Carlson, Rosa	Preschool Assistant Teacher	LCES	9/11/2023
Cornell, Julienne	Substitute	District	10/3/2023
Lenhard, Molly	Paraprofessional- Kindergarten	LCES	10/2/2023
Pendleton, Molly	Project Dream Leader	LCES	9/28/2023
Reynolds, Brandon	Assistant Director of Project Dream	District	11/13/2023
Tarango, Obed	MS Boys' Basketball Assistant Coach		Winter

Name

Current Assignment

Transfer Assignment

Effective

Employees on Administrative Leave

none

Resignations/Terminations

Coffin, Zach	Bus Driver	10/12/2023
Lepore, Shelby	Preschool Teacher	10/3/2023

John Baker, President

Miriam Lozano, Secretary

**Lake County School District R-1
Employee Status Report
October 9, 2023**

prepared: 10/5/2023

2023-2024 Openings

Certified/Staff

ELD Teacher	LCHS	2023-2024
Elementary Teacher	LCIS- 6th Grade	2023-2024
Social Worker	LCIS	2023-2024

Classified/Support Staff

Assistant or Lead Preschool Teacher	Preschool	2023-2024
Bus Technician	Transportation	2023-2024
Bus Driver	Transportation	2023-2024
Part-Time Family Connector	District	2023-2024
Substitute Teachers, Custodians, Cooks	PreK-12	2023-2024

Coaches/Athletics

Head Alpine Ski Coach		2023-2024
-----------------------	--	-----------

Superintendent's Evaluation – Lake County School District – 2022-2023

August 14, 2023

Introduction

The Board of School Directors for the Lake County School District embrace the opportunity to conduct recurrent and timely reviews of the professional performance of the organization's chief executive officer (CEO), the superintendent of schools (superintendent). As a matter of process, this annual (by policy) and biennial (in practice) represents an opportunity for the Board to reflect on the performance of the organization and to report that assessment to the superintendent. It is the stated goal of the Board to utilize it as an opportunity for growth and the expansion of cooperation between the Board and the Superintendent. By extension, evaluation is the opportunity to blend organizational achievement, community perspective, and specific board concerns to influence the course of the District.

Assessment – Key Areas for Consideration

In an effort to align assessment with goals and objectives, the Board has self-imposed four main areas for consideration, reflection, and evaluation. Those areas are:

1. Student achievement
2. Engagement and Learning Opportunities (Rigor)
3. Safe and Inclusive Environment/Celebration of Diversity
4. Investments – Capital and Personnel

In pursuit of this focus, the Board asked the Superintendent, Dr. Bethany Massey to report back on accomplishments and challenges in each of those areas. Simultaneously, each board member was given the opportunity to provide input and concerns under each of those areas. Dr. Massey was generous with her time in answering each question and addressing each area of concern. Her willingness to participate in a process that can be rife with criticisms is appreciated by the Board.

Goal 1: Student Achievement

Dr. Massey provided the Board with a list of projects, programs, successes, and areas in need of growth. The next section of this evaluation, "Broader View and Organizational Growth," will include recommendations for specific areas of student growth to be measured and reported over time. This will include some thoughts on specifics of benchmarks that may provide clarity and usefulness in the local setting.

English Language Arts

Dr. Massey coordinated a review of existing English/language arts curriculums and materials and a search for new curriculum materials. The process involved a staff committee with

representation across the district. The committee reviewed and assessed various available curriculum packages with the ultimate selection of the Core Knowledge Language Arts (CKLA) for grades Pre-kindergarten through eight. Similarly, there was a literacy curriculum adoption at the ninth through twelfth level. Both areas of change included professional development to promote the vertical integration of instruction, essentially getting everyone on the same page.

READ Plan

The Colorado READ Act requires that all K-3 students be assessed for reading competency. Students who are identified as having a significant reading deficiency should be supported with an individualized plan to support students in obtaining literacy proficiency. Over the past year Dr. Massey has been working on a systemic process for supporting and implementing the READ act process; worked collaboratively to develop a consistent READ plan template to support the process; completed building level reviews of interim assessment options from the state approved list for implementation in the 2023-24 school year.

Tiers II and III

Multi-Tiered System of Supports (MTSS - combined Response to Intervention [RTI] and Positive Behavior Intervention Support [PBIS]) involves the organizational response to students in need of additional assistance. In part, Tier II includes the expectation that students will get the help they need supplemental to the regular instruction given to all students. The goal is that students will then master curricular expectations. Any student who still needs additional assistance will be referred for consideration for entry into Tier III supports (special education). When Dr. Massey arrived in the district, understandings of and expectations for the process were varied and, at times, arguably not compliant with federal law. Again, an audit of this situation and the creation of a systematic plan for reorganization would have taken up a substantial amount of time for a director of special education or assistant superintendent. Dr. Massey was able to lead this change without personnel in those positions.

Practical Efforts

In support of the student achievement efforts above, the district made significant efforts in making technology accessible across the various groups in the broader community. This included mobile internet and student support in underserved areas. Parent/Community Literacy efforts were continued and expanded.

English Language Programming

This strategic action plan implementation included program development, a service plan, and professional development. This includes the redesign of the ELD delivery to bring it into state and federal compliance. It also included the review and adoption of Spanish language curriculum K-12.

Math

The district has begun the process of performing a full math program audit.

Additional Data

Dr. Massey provided several additional pages of achievement data and special activities. The information appears to be taken from Colorado Department of Education's CMAS testing. A comparison of school performance framework data of Academic Growth in 2019 and 2022 shows a much more favorable situation. In 2019, no category, nor the aggregated total of LCSD elementary students met the standard. In 2022, seven categories, including the aggregated total met the standard for growth. The remaining four disaggregated categories were approaching the standard.

Dr. Massey is implementing change in the area of early literacy with the outcome being greater growth among students in all disaggregated categories. Students currently receive legitimate Tier II interventions and an organized delivery of a research-based curriculum. Current efforts to increase Tier II supports are designed to continue the pattern of increased growth. That is an unambiguous measured outcome that can inform the Board.

Outstanding Areas of Excellence

Lake County Intermediate School (LCIS) advanced more than two bands on their performance framework from 2019 to 2022. With many American students wallowing in the morass of the pandemic malaise, LCIS students and staff were among only 21 schools statewide to make such significant improvements. As signified by this recognition, these improvements occurred under Dr. Massey's leadership; exceeding expectations.

Kindergarten early literacy skills show another success story. In a district where 55% plus of first and second graders scored in the bottom two categories of achievement over more than a decade, having 70% of kindergarteners at or above grade level speaks well of the work of the teaching of current students.

Lost in the light pink printout of DIBELS is the fact that 48% of second graders scored in the top category. This hopeful sign suggests that there may be a growing critical mass of reading excellence, a rising tide of academic competence. Since arriving at the LCSD, Dr. Massey has committed to early literacy, focusing on that area as a key to long term academic improvement.

Goal 2: Engagement, Rigor, and Learning Opportunities

Expeditionary Learning

There is concern on the Board that the district has shifted away from Expeditionary Learning (EL), a key initiative embraced by previous Boards. This initiative directly addressed engagement. Dr. Massey's response to Goal 2 includes multiple examples of field trips and experiences that relate to expeditions. EL seems to have gone from being central to educational practice within the district to being an add on. The Board values EL and would like to see it as an important part of learning and school culture.

PK-12 Portfolio System

Conceptually, student portfolio systems and student-led conferences based on portfolios can be empowering and motivational. Students gain control of the narrative around their individual progress. Achievement becomes something of which each student can take control instead of having that assessment done to her/him. The Board supports the concept of the portfolio system and the superintendent's involvement in developing this initiative.

Graduation Programs of Study: Capstone Process and Evaluation

Similar to a well-developed portfolio system, capstone projects can be empowering and individualizing experiences for students, especially at the secondary level. This is one area of a student's education that they can design, implement, and evaluate by themselves. Lake County received the Co-Action Grant to partner with CMC and has begun the process to develop internship opportunities aligned to graduation Programs of Study.

Goal 3: Safe, Inclusive, and Diverse

High School Culture

This is an area that will need additional attention and possibly added resources going forward. The Equity Project report of Lake County High School documents multiple areas of concern. There were also improvements in these areas noted in the revisit report. Dr. Massey and the Board will need to make the reinvigoration of the high school program central to efforts in the coming year and beyond, including updating the board on progress in these areas.

Lake County Equity Group

This group has been created specifically to study and work on cross-cultural issues in the Lake County School District. The Equity Project report creates a clear and valuable starting point for efforts toward creating a safe and welcoming cross-cultural environment. Dr. Massey is to be commended for her commitment to take on and improve this issue. Improving this area of cultural challenges is central to the district and its success.

Family Connectors

This group was not included in materials submitted in response to Board questions. Nevertheless, it is cited herein because of its value to the organization. The formation of this group by Dr. Massey may be the most positive and significant action taken to date in regards to building cross-cultural communications. Staffed primarily, but not exclusively, by a group of energetic, articulate, educated Latinas, Family Connectors benefits from cultural compatibility. The group not only shares information in a palatable manner, but is in and of itself the model of the paramount organizational goal.

School Safety

Efforts in this area fall into the realm of the practical (radios and locked doors) and the human connection realm (training in suicide prevention). Both are commendable and important. Neither is an area for second chances.

Goal 4: Capital and Personnel

Facilities: Master Plan

This has been and continues to be an area of strength. Dr. Massey oversaw the completion of Lake County Elementary School and its naming. Both were handled effectively. The master plan has been revisited and updated. Board members and the public have been given significant opportunity to comment on key decisions that need to be made in this area. Various points of view were given the respect and room to flourish, leading to an apparent consensus on next steps. As a part of this process, a professional group has been retained to facilitate polling. Their work has been professional, meets polling process expectations, and has been useful.

Facilities

This area seems to be on track. Multiple perspectives have been honored, including input from the community. Dr. Massey has exerted influence in the organization and clarification of decision-making. Her continued leadership will continue to be important within the process.

Financial Transparency

Dr. Massey has been proactive in bringing expert testimony to the Board. Her calm demeanor in the face of criticism of existing financials has kept the issue from escalating as we look forward to the audit. This is an area of ongoing work. A subgoal is the development of an institutionalized process of budget development that includes various groups within the community.

Staffing

Dr. Massey has put forward a cogent, multipronged plan to address staffing challenges given significant teacher shortages. This includes building and supporting a local teacher pipeline.

Leadership

The Board has noted the importance of building relationships, trust and communications channels, specifically within our small district and community.

Housing

Leadership from Dr. Massey has added the school district needs to the broader housing efforts that interface with the Colorado Department of Local Affairs (DOLA). The Board has approved the transfer of land for 12 units to the Lake County Housing Authority while preserving other parcels for development through internal school district efforts.

Summary

It is the opinion of the Board that Dr. Massey has worked diligently and with integrity in efforts to improve student outcomes and the district overall. In meeting with Dr. Massey, the Board has found her to be open to the identification of future goals and areas for organizational and personal growth.

The Board wishes to share their appreciation for Director Weston's efforts in preparing the initial draft, and for the "old guy" stories.

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Mary Jelf
MEMO PREPARED BY: Mary Jelf
INVITED GUESTS: Jacqueline Lujan, Katie Pongrekun
TIME ALLOTTED ON AGENDA: 15 minutes
ATTACHMENTS: 1

RE: *Early Head Start Full Enrollment Initiative*, Presentation

TOPIC SUMMARY

Background:

The Early Head Start program is participating in a required twelve month Full Enrollment Initiative plan to reach at least 97% enrollment in the EHS program by 2024.

Topic for Presentation:

The Full Enrollment Initiative (FEI) Team is meeting regularly and updating the plan document with progress.

Activities since last month's report include:

- Appointment of Manager of Health and Instruction as acting home visitor
- Reported current enrollment of one child
- Data collection and review for community needs : parent survey, PIR data, community assessment
- Identification of recruitment opportunities
- Draft of budget, staffing requirements, supplies, staff capacity for potential change in scope
- Decision to focus efforts on recruitment for existing home visiting program
- Drafting of job description and posting for bilingual home visitor
- Expanded recruitment:
 - Underserved sectors of community
 - Rebranding
 - Utilize existing relationships and enthusiasm of Family Connectors
- Continued enrollment reporting to OHS.
- Ongoing, regular meetings with program and grantee specialists for progress monitoring and feedback on the effectiveness of efforts.



Full Enrollment Initiative - *Update*

The goal of the FEI plan is to have full enrollment in the Early Head Start program by July 2024.

Progress of the FEI Team this month:

- Appointment of Manager of Health and Instruction as acting home visitor
- Reported current enrollment of one child
- Data collection and review for community needs : parent survey, PIR data, community assessment
- Identification of recruitment opportunities
- Draft of budget, staffing requirements, supplies, staff capacity for potential change in scope
- Decision to focus efforts on recruitment for existing home visiting program
- Drafting of job description and posting for bilingual home visitor
- Expanded recruitment:
 - Underserved sectors of community
 - Rebranding
 - Utilize existing relationships and enthusiasm of Family Connectors
- Continued enrollment reporting to OHS.
- Ongoing, regular meetings with program and grantee specialists for progress monitoring and feedback on the effectiveness of efforts.

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Taylor Trelka
MEMO PREPARED BY: Taylor Trelka
INVITED GUESTS:
TIME ALLOTTED ON AGENDA: 10 minutes
ATTACHMENTS: 0

RE: *McKenny Vento*, Presentation

TOPIC SUMMARY

Background: I will be updating the Board on the status of our McKinney-Vento youth activities and outreach. In the spring of 2021, the program was transferred to be under the Out of School Time Director. Previously, the program was under the Healthy Schools Director.

Topic for Presentation:

Number of McKinney-Vento Youth Identified Birth through Grade 12

- 2020-2021: 31
- 2021-2022: 44
- 2022-2023: 87

Outreach and Care Coordination

- Presentations to teachers, secretaries, Project Dream
- Referrals during school registration (especially late registrants)
- Partnership with Wraparound/communication tracking
- McKinney-Mart
- LEAP registration with El Camioncito
- Smart Bellies Meal Delivery
- Outreach to families by Project Dream staff (79% of qualified students participated in Project Dream programs in 2022-2023)



**Lake County School District RE-1
DISTRICT ACCOUNTABILITY COMMITTEE
FOR SCHOOL IMPROVEMENT AND ACCREDITATION
2023-24 BYLAWS**

**ARTICLE I
TITLE**

Section 1. Name. The committee shall be known as the Lake County School District RE-1 District Accountability Committee for School Improvement and Accreditation, hereinafter referred to as DAC.

**ARTICLE II
PURPOSE**

Section 1. Purpose. The DAC shall bring together stakeholder voices, to include parents, teachers, administrators, and community members, with the goal of improving student outcomes in Lake County School District RE-1 in order to fulfill the DAC's duties as charged in Colorado Revised Statute § 22-11-302.

Section 2. Statutory mandate. Per Colorado Revised Statutes § 22-11-302, the DAC's purposes include:

1. recommending to the school board priorities for spending school district monies;
2. submitting recommendations to the school board concerning preparation of the district's Performance, Improvement, Priority Improvement or Turnaround plan (whichever is applicable);
3. reviewing all charter school applications and making recommendations to the BOE;
4. provide input, on an advisory basis, concerning the development and use of assessment tools to measure and evaluate student academic growth as it relates to teacher evaluations;
5. (in the absence of school accountability committees,) provide input and recommendations regarding each of the district's schools in facilitating the evaluation of the performance of the school's principal;
6. provide input to the local school board concerning the creation and enforcement of its school conduct and discipline code;
7. assisting the district in implementing the district's parent involvement in education policy, including publicizing opportunities to serve and soliciting parents to serve on the DAC;
8. promoting the identification and/or revision of District goals and monitoring the contributions of district leadership, personnel, and infrastructure towards accomplishing these goals.

Section 3. Additional purposes. Beyond the purposes enumerated by the Colorado Revised Statutes, the DAC may, at the direction of the Lake County School District Board of Education, adopt additional purposes that broadly promote, improve, enable, or ensure the provision of quality education within the district.

ARTICLE III

MEMBERSHIP

Section 1. Categories and qualifications of voting members. The DAC will strive to have membership consistent with representation of the District (Colorado Revised Statutes § 22-11-301). The DAC voting membership shall include:

1. Required membership of at least:
 - a. Three parents of students enrolled in the District's schools, and a greater number of parents than any of the other categories listed below
 - b. One teacher representative (from any level)
 - c. One person who is involved in business in the community within school district boundaries
 - d. One school administrator (principal, assistant principal, or dean)
2. In addition the required membership, the DAC will strive to include, at minimum:
 - a. One support staff representative
 - b. At least one representative from each school, whether an employee or a parent of a student attending that school

Section 2. Categories and qualifications of non-voting members. The DAC's non-voting membership shall include at least the following members in an effort to promote communication and collaboration between the DAC, the district, and the Board of Education:

1. One District Board of Education member
2. District Superintendent and/or Superintendent designee(s)

Section 3. Classification determination. Each voting member's classification shall be determined at time of appointment and shall be considered valid for the duration of their appointed term. *Note: The classification of Officer Positions follows a different process. See Article III, Section 3 for details.*

Section 4. Membership term. Membership will be for two years, starting July 1 and ending June 30. Membership shall have overlapping terms to facilitate the annual transition. Members may apply for consideration for multiple terms. There shall be no limit on the number of consecutive or total terms a member may serve.

Section 5. Advertisement and selection for membership. Notification of openings on the DAC will be published in District publications and, if necessary, local media. Members are eligible for reappointment. The DAC chair, co-chair and Superintendent (or designee) will serve on the recruitment committee. The Board of Education will make the selection for appointments to fill vacancies.

Section 6. Treatment of vacancies. Vacancies shall be filled by appointment in the same way as original appointments for the given term. An appointed member shall serve to complete the remainder of the term only and must seek appointment in his or her own right.

Section 7. Permanent members. There are no permanent members.

Section 8. Resignation, termination, and absences. Resignation from the DAC must be in writing and received by the secretary. A DAC voting member may be terminated from the DAC due to excess absences, defined as more than two consecutive absences from scheduled DAC meetings where prior notice was not received by the secretary. A DAC voting member may be recommended for removal to the Board of Education for other reasons by a three-fourths vote of the remaining DAC voting members present at a properly noticed meeting.

ARTICLE IV

OFFICERS

Section 1. Officer positions. The officers will consist of:

- Chair - shall preside over all meetings, set agenda and assume responsibilities as usually designated to the presiding officer
- Co-Chair - shall serve in the absence of the Chair and assist the Chair as requested
- Secretary - shall keep minutes of each meeting, maintain membership, attendance and other correspondence
- Co-Secretary - shall serve in the absence of the Secretary and assist the Secretary as requested

Section 2. Officer position requirements. The officers shall meet the following requirements:

- Chair - parent of a student in the district and DAC voting member
- Co-Chair - parent of a student in the district and DAC voting member
- Secretary - DAC voting member
- Co-Secretary - DAC voting member

Section 3. Classification determination. Each new officer shall meet the requirements for their position at their election. Should a current officer fail to meet the requirements of their position for more than a temporary period, the officer position shall be considered vacant.

Section 4. Elections. Officers of the DAC shall be elected by the DAC voting membership.

Section 5. Terms. Officers will serve for a period of one year beginning July 1 and ending June 30. The officers will be elected by the membership of the DAC at the first regularly scheduled meeting of the membership year (typically August).

Section 6. Treatment of vacancies. A vacancy occurring in any office shall be filled by a vote of the DAC members at the first meeting following the notification of the vacancy.

Section 7. Resignation, termination, and absences. Resignation from an officer position of the DAC must be in writing and received by the secretary. An officer's position may be terminated due to excess absences, defined as more than two consecutive absences from scheduled DAC meetings where prior notice was not received by the secretary. An officer's position may be vacated for other reasons by a three-fourths vote of the remaining DAC voting members present at a properly noticed meeting.

ARTICLE V

MEETINGS

Section 1. Regular meetings. The membership of the DAC shall establish the dates, times, and locations of all meetings. Written notification will be given to all members of meetings not less than 1 week prior to the meeting. All meetings will be open to the public.

Section 2. Special meetings. Special meetings may be called at any time by the Chair, or upon request by members made to the Chair, upon 24 hours notice. Notice shall be given to all DAC members not less than 24 hours prior to the meeting. All meetings will be open to the public.

Section 3. Subcommittees. Subcommittees shall be organized as deemed necessary. Each subcommittee shall automatically be dissolved after completing its assigned project.

Section 4. Meeting attendance. All members shall attend all general meetings unless they have notified the Secretary of their anticipated absence. Any members having excessive absences shall be contacted to ascertain continuing interest in serving.

ARTICLE VI

VOTING

Section 1. Quorum. A quorum must be attended by at least fifty percent of the DAC voting membership, proper notice having been given *prior to the meeting*, for business transaction to take place and motions to pass.

Section 2. Voting. The simple majority of the DAC voting membership present shall govern the acceptance by the DAC of its actions and recommendations unless otherwise stated herein.

Section 3. Remote communication for meetings. Any meeting may be conducted solely by one or more means of remote communication through which all directors may participate in the meeting, if notice of the meeting is given. Remote communication includes but is not limited to telephone, video, the Internet, or such other means by which persons may communicate with each other on a substantially simultaneous basis. Participation in a meeting by any of the above-mentioned means constitutes attendance at a meeting.

ARTICLE VII

AMENDMENTS

Section 1. Amendments. The Bylaws of the DAC may be changed or amended pursuant to

- A 2/3 majority vote of those voting members at a regular meeting recommending the change to the Board of Education, and
- Approval by the Board of Education.

Proposed amendments must be submitted to the secretary to be sent out with regular board announcements.

CERTIFICATION

These bylaws were approved

- at a meeting of the DAC by a two-thirds majority vote on October 4, 2023.
- by the Board of Education on

Grayson Cooper

Date 10/4/23

Grayson Cooper, District Accountability Committee Secretary

Date _____

, Board of Education Secretary

Adopted: _____

*Lake County School District
328 West 5th Street
Leadville, CO 80461
719-486-6800*

RESOLUTION NO. 24-11

WHEREAS, Lake County School District has been accredited by the Colorado Department of Education; and

WHEREAS, the local board of education is required to accredit local schools;

THEREFORE, the Board of Education of Lake County School District R-1 accredits Lake County School District as Priority Improvement, Cloud City High School: Not eligible for review; Lake County High School: Priority Improvement; Lake County Intermediate School: Improvement; and Lake County Elementary: Not eligible for review, for the 2023-2024 school year.

Secretary

President

Dated: October 9, 2023

Policy Type: Staff/Superintendent Guidelines

Emergency Superintendent Succession

In order to protect the district in the event of sudden loss of Superintendent services, the Superintendent shall assure that no fewer than one other executive staff member is familiar with Board and Superintendent issues and processes and is capable of assuming Superintendent responsibilities on a short-term interim basis, should the unexpected need arise while the Board looks to name a formally appointed Interim Superintendent or replacement Superintendent.

Emergency Interim Superintendent – Succession Plan for 2023-2024 School Year:

Kathleen Fitzsimmons

Human Resource Director

kfitzsimmons@lakecountyschools.net

The Emergency Interim Superintendent is intended to be the person identified above, however the Board may have a need, and may designate a different Emergency Interim Superintendent as appropriate.

In the event an Emergency Interim Superintendent succession plan is enacted, the Interim Superintendent will be provided with an appropriate compensation offering that is set by the Board of Education President or other Board Director Designee in consultation with the appropriate district staff.

{Revised (month) 2023}

[Adopted January 2016]

LAKE COUNTY SCHOOL DISTRICT R-1, LEADVILLE, COLORADO