



The Mission of the Norwood Public Schools is to Foster Success in All Students by Educating Them in a Safe and Respectful Environment.

**MINUTES
BOARD OF EDUCATION
November 19, 2018**

Regular Meeting

I. CALL TO ORDER

The regular meeting was called to order at 7:00 p.m. by school board president Mr. Morlang.

A. Pledge of Allegiance

The pledge of allegiance was said by those present.

B. Request for Additional Items

Ms. Barkemeyer made a motion to add Action Items: F. Approval of Bus Routes for the 2018-2019 School Year. Seconded by Mr. Sanchez. Roll call vote: "aye's" 5, "no's" 0. Motion Carried.

II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD-None

III. COMMUNITY REPORTS

Leslie Sherlock reported to the board on the "Ice Cream Shop". They have received one grant to help with expenses and are waiting on one more grant. Mrs. Sherlock stated the shop is on track and scheduled to open next year. Mrs. Sherlock requested the school send a notice to parents when the Ice Cream Shop will open in the near future. The question of fingerprinting for parents who volunteered was discussed at length.

IV. STUDENT REPORTS - None

V. STAFF REPORTS - None

VI. CELEBRATIONS

Thank you to Gwen Lane for the updated bus routes for the 2018-2019 school year and the complete trip list you send each week.

Thank you to Susan Epright for adding the extra column to the account payables document.

Knowledge Bowl Meet held in Norwood was a huge success with great help from staff and students from Norwood School District. Thank you to all who helped.

FFA elected officers, thank you to all involved with the process.

Sammi Reed and Jarret Sinks earned a Bronze Medal at the Creed Speaking Contest.

VII. APPROVE CONSENT ITEMS

- A.** Approve October 18, 2018 Minutes
- B.** Approve October General Fund Bills
- C.** Approval of Bond Payment of \$262,225.00
- D.** Approval of HS Assistant Boys Coach, Brad Campbell
- E.** Approval of HS Assistant Wrestling Coach, Justin Franklin
- F.** Approval of 2018-2019 School Bus Routes

Ms. Barkemeyer made a motion to approve consent items: **A.** October 18, 2018 Minutes **B:** October General Fund Bills. **C.** Bond Payment of \$262,225.00. Seconded by Mr. Sanchez. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

VIII. ACTION ITEMS

- D.** Approval of HS Assistant HS Boys BB Coach, Brad Campbell.

Ms. Barkemeyer made a motion to approve Brad Campbell as HS Assistant Boys BB Coach. Seconded by Ms. McCluer. . Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- E.** Approval of HS Assistant Wrestling Coach, Justin Franklin.

Ms. McCluer made a motion to approve Justin Franklin as Assistant HS Wrestling Coach. Seconded by Ms. Barkemeyer. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- F.** Approval of 2018-2019 School Bus Routes

Ms. Barkemeyer made a motion to approve 2018-2019 Bus Routes. Seconded by Mr. Ordean. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

IX. MISCELLANEOUS REPORTS

A. DAAC – Nicole Bray stated the DAAC had met and reviewed the UIP, teacher evaluation tools, and a teacher survey at the end of the semester. It has been requested a comment section be added to each question of the survey.

B. UNBOCES – Mr. Morlang stated the UNBOCES meeting was held and all voting was done electronically.

C. WSCF – None

D. PTA – Nicole Bray reported the Halloween Carnival was a success and everyone had a great time. The “Take Your Family to Lunch” day was also a huge success, the lunch was delicious. PTA is working on ACT breakfast and the holiday workshop. The next meeting is February 6, 2019 at 7:00 p.m.

E. OTHER BOARD REPORTS – None

X. NEW BUSINESS - None

XI. OLD BUSINESS

Community Communications – The board would like the students and staff to thank our sponsors who give and donate so much to our school. A suggestion was made to have student write a thank you to sponsors.

Inside/Out –The Transformation Article was discussed. The board would like to have Shelby Thomas come to a board meeting to report on the Inside/Out Program. Transformation purposes from the school to the couch to the players were also discussed.

XII. ADMINISTRATION REPORTS

A. Superintendent Report – See attached-

Mr. Crews also discussed the ordering of VHF radios for operability within the schools. The latest legislative bills were discussed along with CEBT premium free holiday and capstone research.

B. Principal Report – See attached

The question was asked if there are any interventions in place for MS/HS students who are currently failing classes.

XIII. ADDITIONAL ACTION ITEMS

Ms. Barkemeyer made a motion to add CEBT Premium Free Refund to the agenda as action item G. Seconded by Ms. McCluer. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

Ms. Barkemeyer made a motion to approve CEBT Premium Free Refund. Seconded by Ms. McCluer. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

XIV. ADJOURNMENT

Mr. Ordean made a motion to adjourn the meeting at 8:49 p.m. Seconded by Mr. Sanchez. Roll call vote: “aye’s” 5, “no’s” 0. Motion carried.

Respectfully submitted,
Susan Epright

November 2018 Superintendent Report

- **Legislative Update 1b,1c,6b,7a,7b** It was reported at my meeting on Friday that the State budget looks decent and there may another possible reduction on the budget stabilization (b.s.) factor. Senator Todd will be the chairman of the senate education committee who is a supporter of k12 education. 35% of the legislature is brand new so there is an anticipation of random education bills coming from the new people because everyone is an expert in education because everyone went to school. On a positive note one of the first education bills that will be pushed through the house and senate is full day kindergarten. This is something the new governor supports and people are positive that it will go through. Since we changed from ½ day kindergarten to full day kindergarten we only received ½ day funding. For us I estimate we would receive at least an additional \$60,000. Below are additional education bill topics for the new session

Revisiting Gallagher

Safe 2 Tell

Lock Zone Schools

Parental Notification

Fingerprinting

Mandatory Reporting

Mental Health Needs

School Safety Grant

Increase of the settlement caps

Red flag bill (The red flag law would give family members or law enforcement a legal tool to raise a red flag and take away guns from someone in the midst of a mental health crisis while still protecting due process.)

CSDSIP is developing a bill through our operational advisory council that will address reasonable care. Something that we haven't determined for school districts since the Claire Davis bill was passed. Below is the proposed language of the bill. Our council and lobbyist have people in mind that would sponsor the bill.

It is the recommendation of the General Assembly that, to promote school safety and best use limited time, funding and resources, school districts and charter schools in the state should prioritize the following:

1. *Encouraging and empowering parents, students and employees to report safety concerns – such as through an anonymous reporting system such as Safe2Tell – and logging safety concerns in a student information system that is available to all employees with a legitimate educational interest and threat assessment teams.*
2. *Establishing a multidisciplinary threat assessment team to serve each school. A multidisciplinary team may include individuals with different areas of expertise, and may include as appropriate and available mental health, medical, law enforcement, and community agencies.*
3. *Adopting a threat assessment model that reflects current best practices.*
4. *Implementing threat assessment procedures that reflect current best practices.*
5. *Training all school employees on the Family Educational Rights and Privacy Act, with a focus on the provisions that allow for disclosure to other school officials, officials at a school that a student seeks to or has enrolled in, or when there is a health and safety emergency.*
6. *Utilizing interventions for managing and minimizing the risk posed by students who a threat assessment team determines to present a threat.*
7. *Implementing operational and capital improvements to ensure that each school building is secure, with a focus on controlling access, subject to available resources and funding.*
8. *Utilizing culture and climate assessments to foster open communication and trusted relationships between students, parents, and employees.*

CEBT Premium free holiday 6b,6c, 8d, 8e Susan and I talked about giving a holiday bonus of \$200 to our staff that would be from the rebate we received from CEBT. We received \$21,284 back from CEBT. We would use \$9400 for the staff bonus and then put back the remaining \$11,884 into the general fund to use for anticipated insurance increases for next year. It is not as much as last year but we made a significant increase on salary schedules last May. I would like to add it to the agenda for approval if possible.

PSAT, Instruction, and Friday Support 5a PSAT scores will be received by December 7. The admin wants to review the data with middle and high school teachers and talk about strengthening instructional support for our students that is aligned with PSAT/SAT. They also want to inform the parents of PSAT/SAT support on Fridays.

Capstone Research 1a, 2a, 2b I spent some time visiting other school models for capstone and also met with Robin Russel, the state's graduation guideline coordinator. At first I didn't think capstone would be an option for our students, but as we talked more she was very open to capstone that would be designed specifically for our students and use it as a safety net. She pointed out things we could include in our capstone that students are already doing over their high school careers which include certain post-secondary assignments that Mr. Williams can require them to complete. Out of our conversation, I see that it is a very doable. We would need to include a financial literacy course to be included as a graduation requirement.

UIP Training 2b On November 28 we are meeting with Erin Loften in Delta to review and develop our UIP for the next year.

District Performance Framework decision 1b The Colorado State Board of Education on Thursday voted unanimously to maintain the current targets for achievement, growth and postsecondary workforce readiness used to determine school and district ratings. Yes! They didn't move the target.

Staff Survey 4d,8c I will give you the fall and winter results at our January meeting.

CASB Conference Jackson and Michelle are planning on attending the conference. Nikki may attend a part of it. I have registered Michelle and Jackson. **1c**

Norwood Public Schools Board of Education
Principals Report
11-19-18

Respectfully Submitted by Perri Gipner and Sara Rasmussen

Behavior
<p>Behavior trends are positive. The technical assistance provided to teachers on November 9th helped clarify procedures and answer questions. Teachers discussed re-teaching expectations as we move into part of the school year that is historically sees an uptick in negative behaviors.</p> <p><u>Freedom from Chemical Dependency (FCD) Summary from Rick Williams:</u> During the post visit meeting with FCD, I met with George who is one of the two FCD counselors who came to speak with our students, and I discussed the program, their visit and trends. George indicated that our student population today is doing much better than ten years ago regarding at risk behaviors as defined by alcohol and drug use/abuse based on comparing two student surveys given last year and ten years ago respectively. We also discussed how to include staff in their next visit in October 2019.</p> <p><u>Mental Health Update from Rick Williams:</u> We currently do not have dedicated mental health support at our school with the departure of Lindsay from her position at the Center for Mental Health (CMH). Jenny, the CMH Regional Director and myself have been in numerous discussions regarding coverage as the CMH attempts to fill the vacant position with another therapist. Currently, we will have a therapist on campus as much as her schedule with her current commitments will allow to see those students already enrolled for services. Until we have a dedicated replacement, we will not be able to refer new students to been seen at our school for mental health support services.</p>
Communication
<p>We continue to utilize our website, Facebook, all-call system, and LCD at Clark's market to keep parents informed. Ken Lawrence just received a a JFK grant for \$2,308 to purchase equipment for a radio sound studio. KOTO will be providing our students air time once a week to put on our own radio program.</p>
Personnel Development
<p>The second Safe, Supportive and Collaborative Climate (SSaCC) day was November 9th. We began with celebrations and acknowledgements of our amazing staff and students. Perri and Sara provided technical assistance on the behavior toolkit to elementary and secondary teachers. Teachers who were unable to attend are meeting with the principals individually to get the same technical assistance. Teacher mentors also met with their mentees and the afternoon included work on elementary math interventions, learning target development, and a crisis team work session.</p>

Individual Personnel Development Opportunities since the last board meeting:

- Catherine Kolbet and Warren Taylor attended the Colorado Association of Science Teachers conference on November 9th. Warren shared that he learned how to get the students more involved in the classroom through exciting hands-on labs, and through group work. He also learned about many fun activities that take low cost items to use.
- Abbie Mahlin attended the Colorado Art Education Association conference on November 9th multiple workshops on Teaching Artistic Behavior (TAB) which encompasses problem-solving, risk-taking and learning how to use materials to apply one's own originality. She also was trained in Design Thinking which can be applied throughout content areas.
- Catherine Kolbet will also be attending the Supervised Agricultural Conference on November 15th and 16th to learn more about experiential learning.
- Ellen Metrick performed in Our Town at the Ouray Opera House and our entire middle school attended the student performance.
- Austin Smith, Kelly Sutherlin, Ashley Sutherlin, Kate Andrews, Jessica Johnson and Robin Snyder attended the Crisis Prevention and Intervention training to maintain their certification for de-escalation and restraint.
- Terry Snow attended the Gifted and Talented Conference. She shared, "First let me start off by saying, thank you all off letting me attend the conference. The conference was very informative for me because this is my first year in the GT program. There were multiple things that I learned at the conference. The one session that I went to was Gifted Kids: Managing the Piece That's Disturbing the Peace. This session focuses on Positive Cognitive Behavioral Techniques to help gifted students (or any) on how to deal with their anxiety. I also feel the session Strategies for Mental Health Support was very informative. The group learned how to use strategies to meet the social emotional needs of gifted (all) learners. Ways to use social emotional skills within the small group or classroom setting. I also enjoyed going to listen to Robert Seney, he is a Professor at the Mississippi University for Women, he reads books and then gives his list of books he recommends for gifted students to read to get the creative, appropriate reading they need. I brought the list back for our librarians to see if we could get some of these for the GT students to read."
- Rick Williams attended the CMAS Administrative training for spring 2019 state testing.
- Sue Williams attended the Goedustar training conference and benefited from making face to face connections with other rural schools and learned more details about Civil Rights Data Report.
- ELG Consultation (1st-4th grade teachers met with Amy for a half day each): Shera Nuttall shared that she had a lot of questions answered as well as some positive direction to take to her instruction. Amy was able to help her look at the skill levels of her students and give her direction in small grouping strategies for her students.

Time

Sara and Perri have doubled their walk-throughs in classrooms from last year. Sara is focusing on number corner, explicit phonics instruction, morphology and comprehension.

Perri works one on one with two teachers weekly to co-plan and write learning targets and supports Samantha Jacobs with freshman English during small group writing intervention. Both Perri and Sara provide specific feedback on learning targets to all teachers using a learning target component rubric.

Four-Day School Week

Kelly Sutherlin reports that Friday intervention is going great. We currently have sixteen students attending every Friday. Our main focus is reading. Students are split into five groups based on their reading levels. For each students intervention we are working on phonemic awareness, reading comprehension, and letter sounds. While Kelly works with students in their intervention groups the other teacher is supervising individualized work in Lexia, Reflex math, and any work from their teachers. Teachers have been pleased with the results thus far and we have been receiving positive feedback from parents and students alike. Next month we hope to add math intervention work as well.

Secondary intervention Friday's are in process. We are awaiting the PSAT scores to identify students who would benefit from additional support. Scores will not be available until early December.

Other Important Information

Family Literacy Night was held on November 13th. We had around 30 families participate. During this time, the kids were able to meet with Leslie Sherlock. Leslie read the book she wrote and illustrated to the students. She also spent time sharing the process she went through to become a published author. Each student was given her book which was signed by her. Parents also were given information on the importance of reading to their children and then were given some time to sit down and enjoy a book together.

Recent Grant Recipients:

- Ben Kirk was awarded \$3,000 towards tuition assistance for the ski program to get kids aged 4th grade - 8th grade on the mountain from JFK.
- Ken Lawrence was awarded \$2308 to purchase equipment for a radio sound studio. KOTO will be providing our students air time once a week to put on our own radio program from JFK.
- Kathryn Westcott was awarded \$3500 from the State Grants for Libraries to share between the secondary and elementary library.