



**NORWOOD SCHOOL DISTRICT BOARD OF EDUCATION
BOARD MEETING
MINUTES
November 16 2021 - 7:00 p.m.
Redvale Community Center**

I. CALL TO ORDER

The regular meeting was called to order at 7:00 p.m. by school board president Mr. Morlang. Those in attendance: Mr. Morlang, Mr. Harris, Ms. Bray, Ms. Snyder, Mr. Fourney, Mr. Ryan, Mr. Lawrence and Mrs. Epright. Guests: See Attached List

A. Pledge of Allegiance

B. Request for Additional Items

Ms. Snyder requested to add action item G: Approval of resignation agreement of Ellen Metrick. Seconded by: Mr. Fourney. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

Mr. Fourney made a motion to amend the Election of Vice President, to reorganize all school board members. Seconded by: Ms. Bray. Roll call vote: "aye's" 4, "no's" 0. Motion Carried.

II. NEW BOARD MEMBER OATH OF OFFICE

Mr. Harris and Ms. Snyder were sworn in as new board members by Mr. Fourney.

Mr. Fourney and the board thanked Mr. Ordean for all his contributions, wisdom and service he has given to Norwood Public Schools over the last year. He was very instrumental in keeping the board on track in moving in a positive direction. Mr. Ordean will be missed.

III. REORGANIZATION OF BOARD MEMBERS

Ms. Snyder made a motion to nominate Mr. Morlang as President of the board. Seconded by: Mr. Fourney. No discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

Ms. Snyder made a motion to nominate Ms. Bray as Vice President of the board. Seconded by: Mr. Fourney. No discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

Ms. Bray made a motion to nominate Mr. Fourney as Secretary of the board. Seconded by Mr. Harris. No discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

Ms. Bray made a motion to nominate Ms. Snyder as Treasurer of the board. Seconded by Mr. Fourney. No discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

Ms. Snyder made a motion to nominate Mr. Morlang as UNBOCES Representative. Seconded by: Mr. Fourney. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

IV. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD

Vivian Russell of the True North Youth Program works in partnership with Norwood for about six years now. They help seniors with essays and scholarship applications, They also do out of school programs. We would like to increase participation in summer programs. We appreciate the board's support for school safety.

Brandi Griffith thanked the board for having the board meeting in Redvale, greatly appreciated. She continues to offer support for the security plan. Glad to see the board moving forward with the process. Brandi also asked about the mask mandate and what is the plan to continue or discontinue the mandate.

Mr. Morlang stated we are under the mandate from San Miguel County. So the board has to follow the mandate, because if something goes wrong, the board is liable. To get a medical exemption, it is very stringent and is not guaranteed.

Terri Lamers thanked the board for donating their time and energy on the school board. She is in favor of the Resolution. Our kids' safety is important.

Mr. Fourney read a letter from Kristen White. She is also in favor of the Resolution.

V. STAFF REPORTS - See Attached

Mr. Ryan stated from now on there will be one person present and the written report will be in the board packet.

VI. COMMUNITY REPORTS - None

VII. CELEBRATIONS

Thank you Mr. Ordean for 8 years of dedication to Norwood Public Schools. You will be missed.

The Lego Robotics Team is headed to State Competition. Great Job Students. Thank you Mrs. Johnson.

Thank you Ms. Kolbet for hosting a successful Knowledge Meet.

Congratulations to two new board members.

VIII. APPROVE CONSENT ITEMS

- A. Approval of October 19, 2021 Minutes
- B. Approval of November General Fund Bills
- C. Approval of Bond Payment of \$274,625.00
- D. Approval to schedule work session days
- E. Approval of Cortney Lemon as Assistant High School Basketball Coach
- F. Approval of School Safety Resolution
- G. Approval of resignation agreement for Ellem Metrick

Ms. Snyder made a motion to approve action items A: Approval of October 19, 2021 Minutes, B: Approval of November General Fund Bills, C: Approval of Bond Payment of 274,625.00. Seconded by Ms. Bray. No Discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

IX. ACTION ITEMS

- D. Approval to schedule work session days

Ms. Snyder made a motion to schedule quarterly work session days. Seconded by Ms. Bray. Discussion was held on the time frame for all board members to attend. The board decided on the second Monday of each quarter. Location to be determined The first date will be January 10, 2021. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- E. Approval of Cortney Lemon as Assistant High School Girls Basketball Coach

Ms. Snyder made a motion to approve Cortney Lemon as Assistant High School Girls Basketball Coach. Seconded by Mr. Fourney. Cortney will drive the two young ladies to Nucla everyday for practice and help with practice. She will be a great addition to the program. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- F. Approval of School Safety Resolution

Ms. Bray made a motion to approve the School Safety Resolution. Seconded by Ms. Snyder. Discussion was held on extra duty assignments are they selected or approved by the board in the wording of Section 1. It was decided on the word approved.

Ms. Snyder stated she knows there has been a lot of discussion about this School Safety Plan, she would like to point out the majority is in favor of this based off of the survey. There has been some discussion that some of the questions have not been answered, and she points out too we are talking about “trained staff” and we have a plan moving forward for volunteers to be “trained staff”. Ms. Snyder would also like to point out, this Resolution is a Resolution, it is not a plan or a program, we do have a plan in our emergency response plan. This is where the details lie. The Resolution is a Resolution, not a policy. Plans are always work in progress. Transparency is a sensitive topic. We have to protect staff. We care about our staff along with our students.

Mr. Morlang stated we started this discussion in June. We have had five board meetings into getting facts, going over details, rewriting the response plan and holding town meetings. There has been a lot of time to speak up and ask questions and it has not happened. We are at the point now where we have the facts and the plan amended and time to vote.

Mr. Fourney added if approved tonight, there is not going to be an announcement of who on sight is volunteering.

Mr. Morlang stated this is part of a bigger plan, part of the emergency plan and will help move forward with the master plan with Neenan Company. Better security and a better solution for safety of students and staff.

Ms. Snyder stated we hope we never have to be in a situation where we have to use the volunteers, but we will have the system in place.

Mr. Harris stated he has been following the progress and has a lot to learn, but has no doubt the board has done their homework. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

X. MISCELLANEOUS REPORTS

- A. **UNBOCES** - Mr. Morlang stated they are doing normal business and working on policies.
- B. **WSCF** - None

XI. NEW BUSINESS -None

XII. OLD BUSINESS

ESSER and HVAC Updates - Ken Lawrence

Mr. Lawrence informed the board of the plans of the HVAC Project.

The overall budget is \$931,500.

Grant amount is \$456,435

ESSER III Funds will be \$259,238

Reserves used will be \$215,827

The goal is to have it all installed by August of 2022.

XIII. PRINCIPAL REPORT - See Attached

XIV. SUPERINTENDENT REPORT

XV. EXECUTIVE SESSION -None

XVI. ADDITIONAL ACTION ITEMS - None

XVII. ADJOURNMENT

Ms. Bray made a motion to adjourn the meeting at 8:10 p.m. Seconded by Ms. Snyder.
Roll call vote: “aye’s” 5, “no’s” 0. Motion carried.

Respectfully submitted,
Susan Epright

Norwood Public Schools Board of Education
Principal's Report
11-16-21

Respectfully Submitted by Sam Ryan

Behavior
<p>There have been some specific behaviors handled within the past month. From discipline to re-entry all conversations have revolved around the process of understanding the wrong, taking ownership of the behavior, and then restoratively re-entering the classroom environment to feel confident and comfortable there. RTI teams in each building have also been focusing on SWIS data to determine students in need of interventions and then collaboratively working to determine how to best implement and track the effectiveness of those interventions.</p>
Communication
Personnel Development
<ul style="list-style-type: none">● SSaCC Day Trainings have included the following topics:<ul style="list-style-type: none">○ Intentional conversations and vision planning with the Neenan group about current things that work, don't work and what an ideal space could look like.○ Public School Works training and implementation.<ul style="list-style-type: none">■ One platform for most Federal and State level required trainings for all job classifications within the district.■ Online training modules sent out 2-3 times a year to all staff■ Courses rated for specific times, certificates allow for logged time for renewals.■ District has electronic record of all trainings○ PBIS Check-in Check-out system training○ Color test and results display with new staff○ Restorative conversations training with Para staff
Time
<p>Safe, Supportive, and Collaborative Culture (SSaCC) Friday: Our next SSaCC Friday is scheduled for December 10. Topics will include further content specific staff development, time for PSW training completion, and a calendar planning/feedback meeting.</p> <p>Evaluations: Evaluations are moving along. Most all staff have had at least their first informal observation completed and received feedback immediately. I have completed 4/20 formal observations. Each cycle consists of a pre/post-conference, 45-minute observation, and</p>

evidence collection and categorization. The conversations with staff thus far have been very productive.

Educlimber Transition: Over the summer Educlimber bought out Alpine data management. The purchase means that the district will move to a new data visualization tool. However, the migration process is not being fully handled by educlimber. There are many items that Ken and Sam are having to re-import or re-create before creating permissions and getting staff into the platform again. This process is going to take time. Hopefully, we will have everything rolled over and up and running by Q3.

Other Important Information

Gifted Testing/Accommodations: Michelle Barkemeyer from the UnBoces completed gifted testing with our 3rd and 6th graders last month. The results below showed us a few areas to focus on potential services. We will be planning and creating options for these students in the months ahead.

Age		Verbal			Quantitative			Non-verbal		
Years	Months	Score by age			Score by age			Score by age		
		USS	SAS	PR	USS	SAS	PR	USS	SAS	PR
8	2	186	104	60%	206	122	92%	207	117	86%
8	3	192	109	71%	179	100	50%	185	101	52%
8	4	189	107	67%	190	110	73%	200	112	77%
8	5	180	96	40%	190	107	67%	198	109	71%
8	7	228	132	87%	223	129	81%	209	117	86%
8	9	181	95	38%	167	80	11%	182	94	35%
8	10	207	116	84%	204	116	84%	212	117	86%
9	0	209	116	84%	204	114	81%	218	120	89%
8	8	209	118	87%	190	104	60%	185	97	43%
8	7	159	77	8%	186	103	57%	192	104	60%
8	5	180	96	40%	183	100	50%	207	115	83%
8	7	218	126	83%	206	120	89%	194	106	65%
8	7	167	84	16%	188	105	62%	202	112	77%
9	3	212	116	84%	223	125	94%	209	112	77%
9	7	223	122	92%	210	115	83%	216	116	84%
9	5	236	131	97%	209	114	81%	200	103	57%
11	3	227	110	73%	195	88	23%	201	95	38%
11	4	229	111	75%	200	93	33%	229	118	87%
11	9	197	84	16%	203	93	33%	205	97	43%
12	0	238	112	77%	198	86	19%	215	106	65%
12	0	233	108	69%	193	81	12%	198	89	25%
12	3	229	104	60%	237	116	84%	240	124	93%
12	9	217	93	33%	207	92	31%	215	104	60%
11	3	205	93	33%	203	96	40%	212	105	62%
12	7							202	92	31%

May be an underestimate of ability



Veteran's Day Assembly: Nancy Wells and our Student Council hosted a very nice Veteran's Day assembly for our community. Our students were incredible and all grade levels participated in some way. The cafeteria staff also hosted a lunch for our veterans, and the event was recorded and posted to our Facebook page.

