



**NORWOOD SCHOOL DISTRICT BOARD OF EDUCATION
BOARD MEETING
MINUTES
September 21, 2021 - 7:00 p.m.
Virtual Meeting**

I. CALL TO ORDER

The regular meeting was called to order at 7:00 p.m. by school board president Mr. Morlang via Virtual Meeting. Those in attendance: Mr. Morlang, Mr. Ordean, Ms. Bray, Ms. Snyder, Mr. Fourney, Mr. Bittner, Mr. Ryan, and Mrs. Epright. Guests: Ellen Metrick, Shelley Fourney, Sara Rasmussen, Catherine Kolbet, and Greg Fischer.

A. Request for Additional Items

Mr. Ordean requested to be added to the new business a discussion with an ethical scenario for the board members.

II. OPPORTUNITY FOR CITIZENS TO ADDRESS THE BOARD -None

III. STAFF REPORTS

PBIS - See attached. Mr. Ryan stated PBIS is up and running well.

MTSS - See attached. Ms. Metrick stated the focus of MTTS will be on Family School Community Partnering. Along with reinstating Learning Targets.

RESTORATIVE PRACTICE - See attached.

ATHLETICS - See attached. Mr. Bittner reported all fall sports are up and running. Transportation has been a challenge. Mr. Bittner informed the board he will meet with Mr. Wytulka from West End Schools tomorrow, September 22, in regards to future plans for athletics and other concerns pertaining to both schools.

IV. COMMUNITY REPORTS - None

V. CELEBRATIONS

Mr. Ordean appreciates the energy the administration is showing to all is great.

Ms. Bray thanked Mr. Bittner and Mr. Ryan for helping so much with the homecoming activities.

VI. APPROVE CONSENT ITEMS

- A. Approval of August 17, 2021 Minutes and the September 2, 2021 Minutes
- B. Approval of September General Fund Bills
- C. Approval of Ben Kirk as Mentor for Fern Pyles
- D. Approval of Nancy Wells as Mentor for John Cross
- E. Approval of Sheri Hardman as Mentor for Elise Martin

VII. ACTION ITEMS

- A. Approval of August 17, 2021 Minutes and the September 2, 2021 Minutes

Mr. Ordean made a motion to approve August 17, 2021 and September 2, 2021 minutes. Seconded by Ms. Snyder. No Discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- B. Approval of September General Fund Bills

Mr. Ordean made a motion to approve the September general fund bills. Seconded by Ms. Snyder. No Discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- C. Approval of Ben Kirk as Mentor for Fern Pyles

Ms. Snyder made a motion to approve Ben Kirk as Mentor for Fern Pyles. Seconded by Mr. Ordean. No Discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- D. Approval of Nancy Wells as Mentor for John Cross

Ms. Snyder made a motion to approve Nancy Wells as Mentor for John Cross. Seconded by Ms. Bray. Mr. Bittner informed the board Nancy has the experience needed to help Mr. Cross be the best teacher he can be. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

- E. Approval of Sheri Hardman as Mentor for Elise Martin

Ms. Snyder made a motion to approve Sheri Hardman as Mentor for Elise Martin. Seconded by Mr. Ordean. No discussion. Roll call vote: “aye’s” 5, “no’s” 0. Motion Carried.

VIII. MISCELLANEOUS REPORTS

- A. **UNBOCES** - Mr. Morlang reported they approved the budget and looked over financials. UNBOCES is working hard to provide services for our school.
- B. **WSCF** - Mr. Bittner informed the board we have to fix some ADA requirements for students in an old building. Mr. Bittner and Mr. Ryan are looking at ways to move our preschool into our main building.

IX. NEW BUSINESS -

- A. **Hypothetical Scenario** - Mr. Ordean stated if you have a parent who volunteers to help in your classroom and this person becomes a board member, how or what do you feel about this situation? We have to be careful in all aspects. We know volunteers are needed to make things work. Board members each responded with they felt the situation is ok, we need volunteers because we do not have people standing in line to coach or substitute when we need those people to be around to make things work. Overall feeling, not a problem at this time.
- B. **Mission Statement Review** - Mr. Ordean presented his suggestions for revamping the mission statement. He feels the board has worked hard on this and does not want it to get lost in the shuffle. The mission statement and goals should line up with current policies. Mr. Ordean strongly urges the board to make this a priority. The board discussed having a work session and to dig deeper into this review. It is suggested to be done at the CASB Conference where all board members will attend.
- C. **Electric Bus Grant Process** - Mr. Bittner informed the board Ernie Williams is in the process of obtaining a grant for the purchase of an Electric Bus. Ernie will keep Mr. Bittner informed of his progress. Ernie feels an electric bus will be more efficient and effective for our needs.

X. OLD BUSINESS

- A. **Review School Safety Survey** - Mr. Bittner stated the community is concerned about school safety from the results of the survey. The comments were essential.

Mr. Ordean stated he is saddened with the fact not all attended the previous meetings about school safety. Seems to feel there is a lot of smoke and mirrors around the issue. But he understands something needs to be done.

Mr. Morlang stated the survey was good. The broader goal is to discuss all aspects of school safety, not just firearms. We need to move on it as a package, not just one piece of the plan.

Ms. Snyder stated we have a multitude of items to consider to reach our goals. There were not a lot of student votes either.

Mr. Fourney suggested we visit with Mr. Lawrence as well, because at the time he was in charge of school safety and his input is important.

Ms. Bray suggested the board slow down a little and look at all concerns and address all sides to do what is best for all staff and students.

Mr. Bittner has visited with Brad Stiles, a representative from the School Safety Program, and will help increase our surveillance cameras. Neenan will also help us with a safe structure layout of school grounds. Mr. Bittner has also visited with the marshall on procedures for proper selection of individuals who might carry a concealed weapon. Mr. Lawrence is working on policies to have in place. The end goal is to "Keep Kids Safe!" Mr. Bittner will have more information in October.

B. COVID Update - Mr. Bittner said the students have been amazing. No real problems with masks. He will attend the commissioners meeting on September 30 to see what the next steps are going to be. Mr. Bittner stated the concept of mandates in and out are not good for students. Sanitizing and cleaning is vital.

C. Neenan - will be here in November for the SaCC Friday to visit with staff and also visit within the community to get ideas about the possibility of a new school. Neenan will complete a walkthrough of the existing buildings to help determine our needs. They (Neenan) will also take pictures of the property for future use. The plan is to present information in January.

XI. PRINCIPAL REPORT - See Attached

XII. SUPERINTENDENT REPORT - See attached

Discussion was held on where future board meetings will be held. Mr. Lawrence will check to see if there is internet at the community center in Redvale. Mr. Bittner will keep the board posted.

XIII. EXECUTIVE SESSION

XIV. ADDITIONAL ACTION ITEMS - None

XV. ADJOURNMENT

Ms. Snyder made a motion to adjourn the meeting at 9:00 p.m. Seconded by Ms. Bray. Roll call vote: "aye's" 5, "no's" 0. Motion carried.

Respectfully submitted,
Susan Epright

Norwood Public Schools Board of Education
Principal's Report
10-19-21

Respectfully Submitted by Sam Ryan

Behavior

We have seen a bit of an uptick in specific behaviors reported in SWIS within a small group of students, with an overall decrease in referrals per month. Our PBIS and Restorative Practices teams have been working with the staff and students involved to mend relationships, re-teach expectations, and offer support where needed. SWIS data is showing that our average referrals per day per month has decreased from 7 to 6 from August to September. Most of these incidents are being reported from a classroom setting with Defiance being the noted cause. The implementation of Tier II intervention strategies and team supports, as well as classroom best practices re-teaching and the start of walk-throughs and observation supports are all helping to continue to decrease these numbers.

Communication

District Communications-

During our 10/01 SSaCC day, I spoke with staff about discontinuing the use of personal cell numbers to communicate directly with students/families. All staff were asked to create a Remind or Google Voice account (Secondary Staff) and use Class Dojo (ES Staff) for these communications. Staff and student safety were the basis for this conversation. These platforms were either already in place, or were easy to set up. All allow for two-way communication while protecting privacy and keeping records of conversations.

Personnel Development

- SSaCC Day Trainings have included the following topics:
 - 2 Hours of Talented and Gifted Education Training
 - 1.5 hours of RANDA Evaluation System Training
 - District Measures
 - Self-Assessments
 - Professional Growth Plans
 - Formal and Informal Processes
 - Grading Processes Best Practices
 - Restorative Practices Reflection Processes
 - Inclusive Culture Practices
- ES Staff Meetings discuss student progress and look at RTI process
- MS/HS Staff meetings have been digging deep into student behavior data to pinpoint concerns and find solutions.

- The evaluation process is used to increase focus on student achievement and teaching best practices. I am here to support staff in their professional growth.

Time

Safe, Supportive, and Collaborative Culture (SSaCC) Friday: Our next SSaCC Friday is scheduled for November 5. Neenan group will do staff surveys and we will continue with team meetings and evaluations planning.

Evaluations: Sam has started the process of educator evaluations. Staff will soon be able to schedule their conference and formal evaluation times with him.

Gifted Testing/Accommodations: Staff is working to accommodate gifted assessments in October for identified students. Conversations have begun around potential future scheduling needs/accommodations for accelerating students when/where needed.

Other Important Information

SAT Practice Scores:

Mr. Williams administered the PSAT with the Juniors and shared the following:

The attached document shows who did and did not meet the graduation benchmark requirements and the college readiness benchmark requirements for this test. Those who did not meet the graduation benchmark requirements are highlighted in **YELLOW** as are the sections (English or Math) where they did not meet the requirements. Those who met the graduation benchmark requirements but did not meet the college readiness benchmark requirements are highlighted in **BLUE** as are the sections (English or Math) where they did not meet the requirements. The college readiness benchmarks for each section are very important for those wanting to attend a four-year college or university since the benchmark scores are used for admissions and remediation decisions.

GRADUATION BENCHMARK SUMMARY

COHORT = 11 students

Met Graduation Requirements = 4 (36%)

Met English Graduation Requirements = 8 (73%)

Met Math Graduation Requirements = 4 (36%)

COLLEGE READINESS BENCHMARK SUMMARY

COHORT = 11 students

Met College Readiness Requirements = 2 (18%)

Met English College Readiness Requirements = 8 (64%)

Met Math College Readiness Requirements = 4 (18%)

NAME	ENGLISH - TEST 1	MATH - TEST 1
	560	440
	470	440
	520	460
	410	380
	400	460
	540	550
	390	440
	500	510
	480	470
	600	520
	530	530
GRADUATION REQUIREMENTS	470	500
COLLEGE BENCHMARK	480	530

The Sub Shortage is Real: Staff have been incredible about providing coverages when and where possible. Most days we are functional. Having 11 subs on our list (many with specific days/grades they can or will work) can make for challenging coverages at times. Mr. Ryan has worked to help cover classes often to help keep teachers from becoming overwhelmed.

Quarantines: We have been fairly fortunate overall, to not have had a tremendous number of quarantined students or staff. Thus far, as those have happened, the numbers have been small enough to not cause major disruptions. The staff has been incredible about continuing to provide work or allow students to Zoom in and join a class session throughout the process. Mr. Ryan and Mrs. Williams have worked closely with Public Health and our community to keep our school open and keep all as safe as possible.

Elementary Literacy Coach: Continuing with our Early Literacy Grant programming, Amy V was here on 9/27 and 9/28 to support our staff with incredible data-based coaching and supports. It was phenomenal to watch her work with our staff to implement literacy best strategies. Amy will return for more classroom walkthroughs and coaching in October.



Superintendents Report

October 19, 2021



General Report

As the school year progresses, we are filling staffing opportunities such as substitute teachers, extra duties such as yearbook advisor. As you know, our team is always willing to take on responsibilities to improve the social and academic experience for our students. This year we have engaged community members to help with sports and other activities. Mr. Ryan will also be sponsoring the yearbook process this year.

As we slowly look at the operations and processes here we are planning on a complete refocus for the staff on providing the highest quality education for our students. Climate and culture are a daily, weekly, monthly and years endeavour, but with a directed focus on the academic performance of our students we are not meeting the complete needs of our students. We have several redundant

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systems that are taking necessary time away from academic success. We are continually monitoring test scores and instruction to better understand how we can help staff become the best instructors in the region.

Operations



We have fired up the boilers and are getting ready for the winter season. As you are aware, we have tremendous challenges in heating our buildings with the current HVAC systems. The High School Building creates some unique challenges because of the dated systems.

We are addressing the HVAC concerns through the ERRER 3 funding, although supply chain issues throughout the country are affecting price quotes and estimated installation. We have received 2 grants to help improve the air purification systems in the school. The portable air filtration equipment can be moved from room to room to help improve general air quality.

In addition to the HVAC systems we have received quotes and will be installing new windows in the elementary school. These windows will allow the staff to safely open the windows to improve the fresh air in the classrooms. I believe regardless of the pandemic this improvement will help students learn as it improves the air quality in the classroom.

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Neenan - Master Plan

We are looking forward to the Neenan group joining us on November 5th to work with the staff on their wish lists for a new facility. They will be working directly with the administration to make sure stakeholders are included in this process.

We will have a better understanding of the timelines from Neenan as we move closer to the middle of November. They have agreed to help us with the BEST grant process in addition to the county manager.

Food Services



Debbie Bockrath and Sue Williams have been working diligently to provide healthy meals to our students. The federal regulations on the nutrition requirements for our students creates challenges in our offerings, but we are constantly looking for ways to improve our food. Sue has also been working on the student count and how that will effect our overall finances.

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Finance



Susan is working on the revised budget and mill levy information that will be presented at the December board meeting. We have also contracted with Peopleworks to provide required health and safety trainings for all of our staff. We are working to make sure we are in compliance with all state and federal safety laws.

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Norwood Public Schools Board of Education
Leadership Support Team Report
DATE 10/19/21

Respectfully Submitted by Ellen Metrick, Jessica Johnson and Andrya Brantingham, Kyle Dinsmore, and Kim Fischer

Athletics by Kyle Dinsmore

- The cancelation of high school football was a hard decision that needed to be made for the safety of our athletes. We will need to focus on recruiting kids to play from Nucla and Telluride.
- High School volleyball has four events remaining in the season. Sam Jacobs has informed me that she will not be returning as head coach next year. We will be looking for a new high school volleyball coach for next season.
- Middle school volleyball has finished, they played well but did not make the four-team league playoff.
- Middle school boys' basketball has begun. We are sending 11 kids to Naturita to play. Mike Rummel is driving the boys to practice and helping coach the team.
- Middle school girls basketball will begin January 4th and run through February 19th. Jessica Johnson has volunteered to drive the players to practice each day.
- High school winter sports (Basketball and wrestling) will begin on November 15th and run through the end of February.
- High school girls' and boys' basketball will be played in Nucla again this season. As of now, we are looking to send 3 girls and 4 boys down to play for Nucla.
- I am currently looking for someone to drive the high school girl basketball players to practice every day.

Multi-Tiered Systems of Support (MTSS) by Ellen Metrick

1. State Personnel Development Grant (Round 3) for Colorado Multi-Tiered System of Supports (COMTSS):

The MLT will apply for the new State Personnel Development Grant (SPDG). This will be our third application.

The Colorado Department of Education (CDE) would like to see all districts in the state use the Colorado Multi-Tiered System of Supports (COMTSS) and have an MTSS Leadership Team (MLT) in place.

We will ask for funding to continue our work as a team and to have support from the CDE Office of Learning Supports (OLS) for Family-School-Community Partnering.

The basic application timeline is:

- **November 22, 2021: Applications due to CDE by 11:59 p.m.**
- November 22 - December 13, 2021: Review of applications

- December 17, 2021: Applicants notified of award status
- Monday, January 10, 2022: Informational webinar from 9:30 - 11:30 a.m.: Grantees attend the informational webinar about grant requirements, COMTSS District Coordinator role description, training schedule, TA structure, budgets, etc.
- January 10 - 14, 2022: Grantees awarded funds

For more detailed information, ask Ellen Metrick, see <https://www.cde.state.co.us/mtss/spdg>

2. National Association Family School Community Engagement (NAFSCE) Conference:

The team will be individually viewing the recorded sessions from last week's summit and sharing notes. Any session that a team member thinks we should all watch will be shared out.

3. Annual Goals:

One of our goals is to complete the SPDG application. We know we'll be strengthening our implementation of Family-School-Community Partnering.

Once we set more specific goals we will share them and then integrate them into our monthly meeting agenda. This will be part of our grant application.

4. Board's Input/Requests:

What would you like our reports to include?

Proactive Behavior Interventions and Supports by Jessica Johnson and Andrya Brantingham

The PBIS team met Friday during SSaCC. We discussed SWIS data and any locations or behaviors needing a re-teach. Elementary identified the hallway, particularly the upper classes when transitioning from recess to lunch. MS data show defiance in the classroom is a problem and adding 'keep hands and belongings to yourself' in all behavior matrix locations. HS is seeing an uptick in students wearing hats and not wearing masks. Staff say students are respectful when reminded of the expectations.

Student advisory committees met and reported. Elementary and MS students want access to the MavUp cards so they can acknowledge classmates. HS students want to 'auction' off larger prizes for their rewards rather than weekly smaller prizes.

100% of students at NPS received formal acknowledgements in 1st Quarter, and 98% of all trained staff members sent at least one MavUp card 1st quarter.

Finally, the team took the Tiered Fidelity Inventory (TFI) and scored a 97% on Tier I and 42% on Tier 2. Our annual goal is to reach 25% on tier 2, so we are pleased with those results.

Restorative Practices by Kim Fischer

We led a staff training on 10.15 over Affective Statements and Affective Questions (see explanations below). We are still waiting on the survey results of this training to show the effectiveness and where we need to address concerns. The results will determine our next coaching steps. At our last team meeting, we laid out the training schedule for the rest of the

year. Each month, we will give a training or coaching session on the SSaCC days that include paras.

Affective Statements: Show how the speaker is affected by the behavior. This reduces blame and deescalates situations

Ex. Instead of "Be quiet!"

We use, "The noise is distracting. I need volume to be a level one right now."

Affective Questions: Questions like "*What happened?*", "*What were you thinking when that happened?*", "*Who was impacted?*" And "*What do we need to move forward?*" help resolve behavioral situations in an inclusive and productive manner. They reduce the feeling of shame and blame, and allow students and staff to work together to take accountability and work towards solutions.

[This flyer](#) is going out to parents this week at conferences

