

MINUTES OF THE REGULAR MEETING (06-05) OF THE
BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 1,
IN THE CITY AND COUNTY OF DENVER AND STATE OF COLORADO
HELD IN THE BOARD ROOM, 900 GRANT STREET
5:00 P.M., THURSDAY, APRIL 20, 2006

I. Call to Order – 5:00 p.m.

Pledge of Allegiance

Roll Call

President Theresa Pena called the meeting to order at 5:11 p.m. The following Board of Education members were present: Jill Conrad, Rev. Lucia Guzman, Mr. Bruce Hoyt, Mrs. Jeannie Kaplan Mrs. Michelle Moss, Mr. Kevin Patterson, and Ms. Theresa Pena.

II. Board Member Reports

Recognition of East High School’s Constitutional Scholars 2006 State Champions for “We the People...the Citizens and the Constitution.”

Kathy Callum, Principal of East High School, introduced Edna Sutton, the East teacher who has led East’s Constitutional Scholars team to success. The following students were introduced: Paula Davis, Sophia Galleher, Mackenzie Jacobs, Logan McHenry, Sarah McNaughton, Zena Price-Broncucia, Amy Stanesco, and Will VanTreuren.

Report from Citizen’s Committee on Capital Needs (CCCN)

Mr. Bennet introduced Co-Chairs Diane Barrett and Ismael Guerrero to present the report.

Ms. Barrett reported that the committee firmly believes that another bond issue is absolutely essential. The committee also discussed the fact that the district has certain under-utilized facilities and other issues with some existing facilities. It is undertaking a major study to determine how best to handle that situation. They solicited information from an outside political consultant regarding the November 2006 ballot and were told that it probably will be very crowded. The committee decided at their meeting last night that it would not be advisable for the district to go forward with a bond election in 2006.

Mr. Guerro said that the committee unanimously adopted the following resolution. First, they are recommending to the Board not to move forward with the bond initiative in November 2006. Second, they strongly recommend that the Board issue a sense of

the Board by the January 2007 Board meeting whether or not to go forward with the ballot initiative in November 2007. Third, to discontinue, at this time, meetings of the Citizen's Committee on Capital Needs; to be reconvened at the discretion of the Board and of the co-chairs based on the outcomes of the asset management committee process. The committee proposes suspending these activities for now, reconvening in the fall after the Asset Management Committee has had a chance to complete its work and the Board has had a chance to consider that outcome. They ask that the Board renew the committee's mandate with the sense of the Board's action at the first of the year stating its desire for the committee to reconvene and to pursue a bond election in November 2007.

In response to Mr. Patterson's concern regarding the demand for a high school in far northeast Denver, especially Green Valley Ranch, Mr. Bennet said they will work with the people in Green Valley Ranch to try to get planning underway.

Disney Teacher of the Year

Mrs. Moss introduced Jennifer Wilson, teacher at Grant Ranch K-8 School, who was named Disney Teacher of the Year. This year there were over 10,000 applicants; they selected 44 teachers nationwide. There was only one from the State of Colorado.

Student Board of Education Report

Ms. Conrad presented the Student Board of Education report. A copy of this report is Appended to the minutes of this meeting.

Ms. Conrad reported on the proposed changes for the management and focus of the Student Board of Education next year. The Office of Character and School Culture will be taking over management and support of the Student Board. They have been very active in recruiting Student Board members for next year, one junior and one senior from each school; they will serve two year terms. There are four goal areas they will focus on next year: District policy government, constituent engagement and outreach, leadership development, and community relations.

III. Superintendent's Report

Manual High School Update

Mr. Bennet introduced Brad Jupp, Senior Academic Policy Advisor, and Happy Haynes, Assistant to the Superintendent for Community Partnerships, to present an update on Manual High School.

Mr. Jupp reported on the progress on the three phases to renew Manual High School. The three phases are to track every individual student to ensure that they are getting the best educational opportunity; continue to provide those educational services in the upcoming year; and, finally, to develop an open and meaningful process in the design

of a renewed Manual High School. He said they have made unprecedented progress in tracking Manual students and assigning mentors to those students who want them. As of April 27, only nine students out of 557 have not selected a school for next year. Most students chose to attend South High School; the rest will attend George Washington, North, and Thomas Jefferson High Schools.

Ms. Haynes reported that they have focused on the mentoring program for the students continuing on to other high schools in the district, and have tried to address the needs of the seniors graduating from Manual this year. They have focused gathering information on college access and post-secondary options. They have compiled data and status on each of those students, have planned activities to follow-up, including a college fair later this month where we will sit down with each student individually and go over a checklist of items.

Ms. Haynes said that of the 372 Manual students who requested a mentor, 316 have been matched with a mentor; thus mentors are still being recruited. We still hold the expectation that we will be able to match every individual student with a mentor. Mentoring agencies who already work in district schools have stepped up to help and assist. We have identified eight agencies that will provide guidance and support for the next six months. Mentors will be asked to make a six month commitment to their students. We hope that in October when this first six month period is ended that the kinds of relationships that have been established between the mentors and their students will continue.

Mr. Jupp reported that all Manual students received their first choice selection for the school they will attend next year. He expressed his appreciation for the extraordinary efforts by Manual staff, administrative staff, and the School of Choice Office in locating all Manual students.

Committees have been created to address issues in all three phases. A committee to design the academic resource center and a community engagement committee have been formed. The academic resource center, which will open June 1, will serve to: enroll and assess students in the neighborhood who are new to the neighborhood and have not yet made a high school choice; provide a single center where staff and the community can follow-through and make sure that the students from the neighborhood are in the schools that they've chosen; do drop out recovery of students that leave the school they have chosen; and be the hub of any academic services and community resource services the district provides in the neighborhood.

Mr. Jupp reported on the third phase, the district's commitment to renewing Manual. He stated that an advisory committee to oversee the redesign of Manual High School has been formed. The committee will be co-chaired by Denver City Council member, and Manual High School graduate, Elba Wedgeworth; and Denver Board of Education President, Theresa Pena. The committee will advise the district as it follows through on its commitment to reopen Manual High School in 2007 as a vibrant and dynamic educational program that meets the needs of neighborhood students and families. The

committee will ensure that the design process is well managed and that the development of the new program fully engages the community. The district is committed to ensure that all Manual stakeholders are engaged, including residents, parents, students, alumni, educators, community, faith-based organizations, and business leaders. It will create an authentic community process that sets a strong dynamic foundation for Manual as a school, that the neighborhood, the district, and the greater Denver community can support. There has been some concern in the community that priority will not be given to neighborhood students. The district wants to assure everyone that this will be an open, honest process with a priority and commitment to ensuring that the neighborhood is well served.

Recommendation of Teacher Dismissals

The Superintendent distributed written recommendations to dismiss three teachers, Copies of the recommendations are appended to the minutes of this meeting.

IV. Consent Agenda

Assistant Secretary Jacquie Lucero read the Agenda items. In accordance with Consent Agenda procedures, the following item was removed from the Agenda and held for discussion:

Motion to Approve Performance-Based Compensation for the Superintendent

Mr. Patterson moved that all matters on the Consent Agenda not held be approved. Rev. Guzman seconded the motion. The motion passed unanimously and the following items were approved:

Board of Education

Motion to Approve a Revised Board Meeting Schedule for the 2005-2006 School Year
A copy of this motion, the revised 2005-2006 Board of Education meeting schedule to reflect that the June 2006 meetings will be moved to June 19 and June 22, is appended to the minutes of this meeting.

Minutes of the Regular Board of Education Meeting of March 16, 2006 and February 16, 2006 - Certification – Copies are appended to the minutes of this meeting.

Gift Report – A copy is appended to the minutes of this meeting.

Finance and Audit Committee

Motion to Approve the Construction Contract for a Renovation Project at Abraham Lincoln High School – A copy of this motion is appended to the minutes of this meeting.

Motion to Approve the Construction Contract for a Renovation Project at Schmitt Elementary School – A copy of this motion is appended to the minutes of this meeting.

Motion to Approve the Award of BD 1123, Building Glass, to EAP Glass and Unique Glass – A copy of this motion, to furnish and install glass to replace broken windows in all district buildings, is appended to the minutes of this meeting.

Motion to Approve Sole Source Agreement with McCandless International – A copy of this motion, requested by the Transportation Department for the purchase of school buses in order to maintain routine life cycle management of the bus fleet, is appended to the minutes of this meeting.

Administrative Services

Human Resources

Motion to Approve the Personnel Transaction Report – A copy of this report is appended to the minutes of this meeting.

DPS Health Insurance Plans – A copy of this report, renewal of DPS' health insurance plans for all active employees, is appended to the minutes of this meeting.

Motion to Accept Arbitrator's Report Regarding 77 390 00395 05, Denver Classroom Teachers Association and School District No.1, DCTA Grievance #5/6-01 – A copy of this motion is appended to the minutes of this meeting.

Motion to Ratify the Agreement between Denver Public Schools and the Communication Workers of America Effective May 1, 2006 through April 30, 2009
A copy of this motion is appended to the minutes of this meeting.

Educational Services

Motion to Approve the School Innovation Grant Proposal – A copy of this motion, a new process for making School Innovation Grants using portions of mill levy revenue for improving the graduation rate and improving student achievement; this process will modify processes for awarding School Revitalization Grants and Secondary Reform Grants, is appended to the minutes of this meeting.

OLD BUSINESS

There was none

NEW BUSINESS

Student Services

Expelled Students Report - A copy of this report is appended to the minutes of this meeting.

Policy Review

Revise Policy IKF – Graduation Requirements - A copy of this policy, to provide and implement a framework to drive the strategic plan, policies, resources, and district operations, to positively impact graduation requirement, is appended to the minutes of this meeting. Action is anticipated at the June 2006 meeting.

DISCUSSION - HELD CONSENT AGENDA ITEM

Motion to Approve Performance-Based Compensation for the Superintendent

Ms. Pena explained that when Superintendent Bennet was hired he volunteered to put a percentage of his salary at risk as a performance bonus. The criteria by which the Board will evaluate whether he receives that salary is: “Increase the percent of student scores on CSAP for grades three, four, and five in reading, writing, and math that are at or above the proficient levels by five percent...” She said that he is the first Superintendent the district has had who has put his salary at-risk.

Mr. Bennet noted that when they first discussed this they had talked about wanting this to be linked to the balanced score card he is developing as part of the Denver Plan. They are continuing to work on that with some outside organizations to ensure they have value-added metrics. Once that is finalized that will be the measure by which his bonus is determined.

Ms. Pena moved approval of the motion. Rev. Guzman seconded the motion. The motion passed unanimously. A copy of this motion is appended to the minutes of this meeting.

NEW BUSINESS

Graduation Requirements

Dr. Jaime Aquino, Chief Academic Officer, presented the report. He reviewed the proposals of a work group and his own proposed changes to the existing district graduation requirements. A copy of the report and proposed revisions to district Policy IKF are attached to minutes of this meeting.

Dr. Aquino introduced the new principal for Godsman Elementary School, Patricia Hurrieta.

Ms. Pena adjourned the Regular Meeting at 6:08 p.m.

COMMENT SESSION – 6:08 P.M.

Restructuring of Manual High School

Jorge Merida, President of Manual's Hispanic parent group, expressed his disappointment that efforts have not been made to bring neighborhood parents and community in as members of the advisory committee. The district has put their kids through a lot of changes. They were told that mentors would be provided for their students, but the bottom line is not all students have mentors. Again, you are asking us to make do. The community is left with promises and commitments the district has not been able to keep. His trust in the district is at zero at this point.

Araceli Lorma, a junior at Manual High School, stated that she is angry that they are being forcibly transferred and that students who participate in after school activities will not receive transportation. She asked that students participating in after school activities be dropped off at Manual for safety.

Manual High School

Student Ace Taylor, junior at Manual Leadership High School, stated that the process to renew Manual must involve students. Following is a list of resources current Manual students would like available in the academic achievement center: Basketball, volley ball, a mini computer lab, use of the pool for lessons, tutoring available on a daily basis, and unlimited access to the library.

Brian Barhaugh, parent of DPS graduate, said the biggest issue in the Manual community is lack of trust. He has worked with the students from that neighborhood for fourteen years and has come to respect and admire, not only their tenacity to survive under difficult conditions in every aspect of their lives, their ability to come up with solutions that enable them to excel when given the opportunity. This problem-solving ability can be applied to the problem of rebuilding trust and then rebuilding Manual. He suggested that the district involve Manual students in the process of rebuilding their school. They can take the message that they are helping to rebuild out to the community to bring the community back.

Rev. James Peters said they wanted to be sure that the district got a clear message of where things stand. You think the Manual issue is closed. It is not. The Ministerial Alliance stood before you a month ago and drew a line in the sand to let you know that they are as determined not to let Manual close as the district is to close it. You did not even have the common courtesy to come and talk to us. They are going to meet you in court, they are going to meet you on the sidewalk, they are going to meet you everywhere you go because they are determined that Manual will not close.

Jackie Falcon, Manual teacher, expressed concern regarding the redesign of Manual and the lack of trust by the community. Many community members who have expressed an interest in working with the district have not been brought to the table. If the district chooses to make Manual a magnet school, that would indicate that the district has low expectations of those students. If it is going to be true reform it has to include all the neighborhood kids who want to

attend Manual; not 20 percent neighborhood kids and 80 percent from the rest of the district, that's not true reform. People are saying that when the new school opens none of the current Manual teachers will be assigned. She said that makes her very sad because the teachers that have chosen to stay at Manual are dedicated to those kids, they are committed to them and they want to see them succeed.

DCTA

Kim Ursetta, President of the Denver Classroom Association, recognized the following teachers in attendance: Joe Ortega, school nurse at Brown Elementary School, who recently received the Colorado School Nurse of the Year Award; and Mike Cory, teacher at South High School, the first DPS teacher to receive the James Madison Fellowship.

For the last decade, DCTA has adopted a mission statement that consists of continuously improving the quality of the teaching force; consistently seeking higher levels of student achievement; promoting in public education and in the union democratic, dynamic fairness and due process for all; and improving on an ongoing basis the terms and conditions under which both adults and students work and learn. They are committed to improving their craft through continual professional development and reflection. The recent discussions regarding high school graduation requirements have raised some concerns. While they, of course, support higher standards and a more rigorous curriculum careful consideration needs to be given to how these goals can be practically accomplished while reducing staff and elective programs in the buildings due to budget cuts. They have asked the district and Board for an opportunity to discuss secondary reform and to-date there has been no commitment.

Contract Renewal

Maury Christensen, a third year teacher at Lowry Elementary School, expressed his dismay that his contract was non-renewed based on the opinion of his principal. The following colleagues have come to express their support of him. He asked the Board to reconsider his non-renewal.

Peggy Mortiz, retired teacher and long-term substitute, spoke on behalf of Maury Christensen. She said she had taught beside Mr. Christensen for two years at Lowry Elementary School and he is a talented and committed educator. She implored the Board to keep him as a teacher.

Susan Brettel, teacher at Lowry Elementary School, said she has worked with Mr. Christensen for three years. While he has been at Lowry he raised CSAP scores two years in a row and ran a school-wide science fair. Parents request him, the community supports him, and the kids love him. She was shocked and appalled when she found he had received a non-renewal.

Herb Jacobson, ten year DPS volunteer and retired teacher, said he has worked with Mr. Christensen for three years. He is a superb teacher. The kids look up to him because they respect him. He urged the Board to check out the scores of the children in sixth and seventh grade that have been taught by Mr. Christensen.

Rev. Guzman asked the Superintendent to review this situation.

Report on Indian Education Program/Focus Schools

Rose Marie McGuire, Program Manager of the Indian Education Program, reported that 45 American Indian students are graduating this year; generally they have between 22 and 25. The Lakota language class is still going strong at East High School; it is one of the more popular language courses. They are really proud of their accomplishments and think East High School has done an excellent job educating American Indian students.

John Compton introduced students who have been taking the Lakota class. He explained that there are three branches of the language: Lakota, Dakota, and Nakota. He said he is proud to say that they are preserving their languages in their own ways.

Students Tarah Hoover, Kevin Hoover, and Matthew Little spoke in Lakota and explained why they like studying Lakota.

David Redhorse, from the Indian Education program at Merrill Middle School, said they have been working hard building the program at Merrill since it was transferred from Hamilton Middle School. They have heavy involvement from their families and students and are working hard on demonstrating the commitment of the Native community.

Sara Howell, Chairperson of the American Indian Education Advisory Council, reported that the Council is extremely happy and very proud of the good work of the Indian Education Office and the Focus Schools. As evidence that the district is heading in the right direction, the Office of Indian Education in Washington, D.C., has prepared a document that addresses the educational needs of native students. Of the more than 75 suggestions contained in that document, the district is already doing at least 15 percent of those suggestions. On behalf of the American Indian Education Advisory Council, she thanked the Board for their commitment to the success of American Indian students in Denver Public Schools.

Gerald Montor, Chairperson of the Parent Advisory Committee and American Indian paraprofessional for John Amesse Elementary School, said that this program and this type of schooling encouraged him to go back into school to become a teacher. He does this to further his education and also to show their youth that they too can do these things. Through this program they find unity and camaraderie.

DSA and Handicap Discrimination

Jeanne Schulthies-Price, parent, spoke regarding the discrimination her daughter received when she applied to the Denver School of the Arts (DSA). Her daughter has a 504 accommodation for her disability. When her daughter decided to audition for DSA in the creative writing department, she was repeatedly assured by the school that her daughter would be accommodated properly in the audition process. She said she offered twice to give the school a copy of her daughter's 504 plan. During her daughter's audition her 504 rights were violated

Truancy Summit

Doris Goodteacher and Heather Macgillvary invited Board members to attend a truancy conference, Creative Options: Strategic Planning Summit on April 28, 2006.

Open Records Request

Joanne Roll presented an Open Records request to President Theresa Peña, pursuant to CRS 24-72-203. She requested to review the following documents: All correspondence between the Colorado Civil Rights Commission and Denver Public Schools in regards to the civil rights complaint filed by students at George Washington High School in 2000. All documents generated by the Denver Dozen Project. She was told in response to an earlier request that there are no documents as their reports were evidently presented verbally to Dr. Wartgow and to the then Area Superintendent for Northeast Denver. Therefore, specifically requests to review the documents generated in fulfillment of the contract for the school year 2005-2006. Also, to review documents showing how the results for the Denver Dozen project were used in creating the Denver Plan and the various staff reports regarding Manual High School. She asked for a written receipt of this request, a written reply to her request, and that a time be set within three days for the review.

Constitution Day

Andy McKean said that a year and a half ago Congress passed a new law requiring all educational institutions in the US to hold an education program on the United States Constitution every year on September 17. He offered his services in preparing a program for the district.

Credit Given for College Level Courses/GPA

Guy Stone, parent, said his daughter is a senior and in talking with her about courses she has taken, something came to his attention which he regards as unfair. When a student takes a University of Colorado course, CU Succeeds, and it comes to calculating their weighted GPA, the University of Colorado course counts as 4.0, if they get an A. However, if the student had taken an X course, an AP course, or an IB course it would be weighted as a 5.2. He asked if the Board would look into that situation. He suggested that a CU class or a Metro class should probably get a 5.2 like an IB class, an X class or an AP class.

Financial State of the District 2003-2010

Victoria Berge, parent, said she had attended the April 6 Board Work Session that discussed the financial state of the district for the time span of 2003-2010. Two main ideas were presented, the marketing of DPS to increase enrollment and the benefits of consolidating and restructuring existing school. Restructuring and consolidation may mean closing more neighborhood schools at all levels. Part of the restructuring and consolidation plan presented at the April 6 meeting includes input from a blue ribbon citizens committee. She expressed the hope that this committee includes parents otherwise overlooked by the administration and School Board. Another key element of the Denver Plan is a parent advocate position proposed for every school

in the district. This position should be open to every interested parent. Parents and taxpayers are willing to understand the financial responsibilities and constraints facing the administration and School Board. However, these responsibilities need to be made known to the community so they can work with the district. Closing schools is painful and often controversial but if it results in better schools for all students parents will understand and help make these changes happen.

***School Innovation Grant Proposal**

Brad Jupp presented the report on the School Innovation Grant proposal process. A copy of this report is attached to the minutes of this meeting.

Ms. Peña adjourned the meeting at 7:57 p.m.

Jeanne S. Kaplan, Secretary
Board of Education

*This report was taken out of sequence