I. Call To Order

A. Pledge of Allegiance

B. Roll Call

President Elaine Gantz Berman called the meeting to order at 5:35 p.m. The following Board of Education members were present: Ms. Elaine Gantz Berman, Mrs. Susan G. Edwards, Rev. Lucia Guzman, Mr. James Mejía, Mrs. Michelle Moss, Mr. Kevin Patterson, and Mr. Lester Woodward.

C. Recognitions

1. Traylor Elementary School Choir

The choir from Traylor Elementary School, directed by Karen Martin, sang “It’s Gonna Be A Great Day,” “Boogie Woogie Bugle Boy Of Company B,” “God Bless America,” a medley of classic children’s songs with a hand jive motif, and “You’re A Grand Old Flag.”

2. Denver School of the Arts Costume Design Students

Ms. Gantz Berman introduced students from the Denver School of the Arts who modeled costumes they designed and created for school productions. Patti Bippus, Denver School of the Arts Principal, introduced Heather Brooks, Costume Design teacher. There were also students present representing stagecraft areas such as sound, lighting, and props; the students explained how those areas are part of making a successful production, including the extensive research needed to ensure that sets and costumes are authentic and appropriate to the production.

D. Approve Agenda

Mrs. Edwards moved that the Board of Education approve the agenda for this meeting. Mr. Mejía seconded the motion. A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.
II. **Board Member Reports**

There were no reports.

III. **Superintendent’s Reports**

A. **Principal Recruitment**

Superintendent Jerry Wartgow said that, due to a combination of growth, expansion, and retirement, the Denver Public Schools is in a position to recruit 25 new principals; and that the process has been ongoing and fruitful due to an overwhelmingly positive response from many enthusiastic and qualified candidates. He said that the principal selection process changed this year so that Collaborative Decision Making (CDM) teams have been involved from the outset, reviewing all applications for principalships. He said that several new principals have already been contracted for the 2002-2003 school year and he asked the Area Superintendents to assist him in introducing them and welcoming them to the district.

Joseph Sandoval, Northwest Area Superintendent, introduced Angie Bodenhamer, newly selected principal of West High School.

Melanie Haas, Southwest Area Superintendent, thanked the steering committees and CDMs that worked so hard to screen applicants and determine which would be the most appropriate for their school community. She introduced the following principals, who will assume their duties with the 2002-2003 school year: Miguel Salazar, principal of Kunsmiller Middle School; John MacPherson, principal of John F. Kennedy High School; Jane Sbarboro, principal of Doull Elementary School; and Wendy Lanier, principal of Henry Middle School. She said that the community of Knapp Elementary School is still participating in the selection process, but that she expected to be able to announce a new principal for that school within the next few weeks.

Irene Martinez-Jordan, Southeast Area Superintendent, said that being a principal is a very difficult and demanding job, but that it is also one of the most rewarding. She and Beth Biggs, Assistant Area Superintendent, introduced the following new principals for schools in the southeast Denver area: Ron Norden, principal of Lowry Elementary School, recently arrived from LaJunta, Colorado; Brenda Cason, principal of Fallis Elementary School, who transferred from the Mapleton School District in Adams County; Gwen Gethers, interim principal of Carson Elementary School has been named principal for the coming year; Charles Reisch, principal of Steck Elementary School; Jason Martinez, principal of Moore Elementary School, recently transferred from the Boulder Valley School District; Kristin Waters, interim principal of Morey Middle School, who has been named to that position permanently; and Vicki Cyr, principal of McKinley-Thatcher Elementary School. Dr. Jordan stated that the principal selection process is still underway at Merrill
Middle School, Ashley Elementary School, and University Park Elementary School. She welcomed the new principals to the Denver Public Schools.

Dr. Wartgow said that he is pleased to have such a high caliber of principals beginning at schools within the district, and said that he looks forward to working with them.

On behalf of the Board of Education, Ms. Gantz Berman welcomed the new principals and wished them well in their positions.

IV. Consent Agenda

Assistant Secretary Jacquie Lucero read the agenda items by section and number. Board members did not request that any items be held for discussion

Mr. Patterson moved adoption of the consent agenda and Mr. Mejía seconded the motion.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

The following items were approved by the consent agenda process:

A. Board of Education

1. Minutes of the Regular Meetings of March 7, 2002, and March 21, 2002 – It was recommended that the Board of Education approve the minutes for the Regular Meetings of March 7, 2002, and March 21, 2002.

B. Superintendent’s Office

1. Gift Report – It was recommended that the Board of Education approve the Gift Report. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-B-1.

2. Motion – Program Design Advisory Committee (PDAC) Report – North Central Middle School – It was recommended that the Board of Education approve the North Central Middle School Program Design Advisory Committee Report, as provided in the staff analysis. Additionally, staff is not recommending any additional resources or staff member, as requested. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-B-2.
3. **Motion – Program Design Advisory Committee (PDAC) Report – Montbello Middle School** – It was recommended that the Board of Education approve the Montbello Middle School Program Design Advisory Committee Report, as provided in the staff analysis. Additionally, staff is not recommending any additional resources or staff member, as requested. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-B-3

C. **Administrative Services**

1. **Human Resources**

   a. **Personnel Transaction Report** – It was recommended that the Board of Education approve the Personnel Transaction Report. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-C-1a.

   b. **Accept Report of Arbitrator – American Arbitration Association Case 77 300 00043 01** – It was recommended that the Board of Education accept the arbitrator’s report, dated April 8, 2002, regarding the Denver Classroom Teachers Association and the Denver Public Schools, Grievance #01-19. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-C-1b.

2. **Facility Management**

   a. **Final Settlements** – It was recommended that the Board of Education approve the Final Settlements for Contracted Services. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-C-2a.

   b. **Construction Contract for the Denver School of the Arts Phase 2 Project** – It was recommended that the Board of Education approve the contract for the Denver School of the Arts Phase 2 Project and that the firm of Taylor Ball/DRG, acting as construction manager for the project, be approved to award purchase contracts to vendors. A copy of this motion is appended to the official minutes of this meeting as Appendix 02-07, IV-C-2b.

D. **Budget and Finance**

1. **Statement of Revenue Allocations, Appropriations, Commitments, and Expenditures** – It was recommended that the Board of Education approve the Statement of Revenue Allocations, Appropriations, Commitments, and Expenditures for the period July 1, 2001, to March 31, 2002. A copy of this statement is appended to the official minutes of this meeting as Appendix 02-07, IV-D-1.
2. Quarterly Travel Report – The Quarterly Travel Report was presented for information. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, IV-D-2.

V. Old Business

There was no Old Business.

VI. New Business

B. Issues Requiring Action by the Board of Education At This Time

1. Naming of Schools

   c. Parkfield Middle School*

   Mr. Patterson introduced John Smith, member of the Parkfield Middle School Program Design Advisory Committee (PDAC), and Patricia Slaughter, principal of Parkfield Middle School, to present to the Board the Parkfield Middle School community’s choices for the name they are proposing for their new school.

   Ms. Slaughter said that she and the community are very excited to provide their proposal for a name for Parkfield and that she is grateful that this meeting would be the final time anyone referred to the school by other than its rightful name. She said that they propose that Parkfield Middle School be named for Rachel B. Noel, former member of the Board of Education. She said that Mr. Smith originally made this proposal through Mrs. Noel’s sorority, Delta Sigma Theta.

   Mr. Smith said that he has resided in far northeast Denver for 33 years, is a retired Denver Public Schools educator, and that he has been honored to serve on the PDAC for Parkfield. The PDAC, he said, recommends that Parkfield Middle School be formally named Rachel B. Noel Middle School.

   He explained that Mrs. Noel came to Denver in 1949 with her husband, Dr. Edmund Noel, and their three-year-old son, Edmund, and that she and her husband had another child after arriving in Denver—Angela, who currently resides in California. Mrs. Noel’s children, he said, were educated through the Denver Public Schools, and later attended Dartmouth and Smith Colleges. He said that Dr. and Mrs. Noel were very active within the community.

   Mrs. Noel, he said, was born on January 15, 1918; her father was an attorney and education was a primary focus in her family as she grew up, and she and her siblings were raised to believe that they could succeed. She said that she

* This agenda item was taken out of sequence.
worked diligently for the cause of education in her community, served on several education-related committees, and was appointed to serve as a representative on an advisory committee for the Denver Public Schools. In 1965, he said, Mrs. Noel was elected to serve on the Board of Education and worked to inspire young teachers to be the best they could be, adopting as her motto, “Everyone Teach One.”

Mr. Smith said that Mrs. Noel was the first Black woman elected to public office in Colorado, and the first African-American elected to the Denver Public Schools Board of Education, and that her position allowed her to work toward her goal of serving and helping all children to receive equal education. Toward that end, he said, she was a proponent of integration in the district, having moved to Colorado from the southern United States to escape segregation. During the initial movement toward desegregation, he said, many unpleasant incidents occurred in Denver, but Mrs. Noel persisted despite those events.

He said that the PDAC, representing the 27,000 residents of far northeast Denver, asks that the Board give serious consideration to naming the Parkfield Middle School for Rachel Bassett Noel.

Frances Jefferson, president of the Denver Alumni Chapter of Delta Sigma Theta, said that not only has Mrs. Noel served as an outstanding citizen within her community, she is also listed as one of the 100 Most Influential Blacks in Colorado. It would be a tribute and legacy for the future, she said, to honor Mrs. Noel by naming a school after her—especially given the importance of education in her life.

A. Edgar Benton, former Board of Education member, said that he served on the Board from 1961 through 1969, and that he had been honored to serve the last four years of his term with Mrs. Noel. He said that, in her own quiet, dignified, courageous way, Mrs. Noel has been the equal of any of the noteworthy people for whom district schools were named in the past. Mrs. Noel, he said, was constant in her vision, commitment, and dedication to education, and that he was honored to be present to encourage the Board to approve the name Rachel B. Noel Middle School.

Mr. Patterson said that participating in this process and learning about Mrs. Noel and her legacy has been a humbling experience. He said that he regrets that it has taken so long to honor her by naming a school for her, but that he was also happy that it was delayed long enough that he was able to have the opportunity to participate in the process. He said that he cannot think of a person more worthy, or anyone who has done more in service to all the children of Denver, and it is a small gesture that the district can do to repay her for her dedication, commitment, and love for the children of Denver.
Mr. Patterson moved that the new Parkfield Middle School, located at 5290 Kittridge Street, be formally named Rachel B. Noel Middle School. Mr. Mejía seconded the motion.

Ms. Gantz Berman said that she has had the opportunity to work with Mrs. Noel in the past and that she agrees with Mr. Patterson’s statement that there is not a more appropriate candidate after whom to name the school.

Rev. Guzman said that she met Mrs. Noel seven years before, and spoke with her regarding some of her work at Metropolitan State College. She said that her conversation with Mrs. Noel had provided a great deal of inspiration and that Mrs. Noel’s dedication would touch her life forever.

Mr. Mejía said that it is often too easy to take for granted the foundation upon which Denver Public Schools was built. But it is important to remember, he said, that without pioneers like Rachel Noel, the district would likely not have been the same place. He said that the importance of her role within the district and the State of Colorado could not be overstated and that she accomplished what she did during a time of incredible strife and upheaval, both in Denver and throughout the United States. He expressed admiration for her courage and dedication, and said that it would have been a very difficult task to serve so well and so admirably during that time. He thanked her for opening doors so that people like him could follow through them in her footsteps. He said that he has had the honor to serve on the committee that works with the Rachel B. Noel Distinguished Professorship at Metropolitan State College and that he is amazed at the prestigious people who have come to Metro because of her. He stated that he would enthusiastically support the motion currently before the Board.

Dr. Wartgow said that, although he is relatively new to the Denver Public Schools, he is not new to knowing, working with, admiring, and respecting Rachel Noel. He said that he met Mrs. Noel more than twenty years ago, through her work with Metropolitan State College, the Commission on Higher Education, and her membership on the University of Colorado Board of Regents. Her dedication to education, he said, extended from the youngest students to the oldest students.

Mrs. Edwards thanked Mrs. Noel and Mr. Benton for their service to the Denver Public Schools. She said that she attended East High School with Mrs. Noel’s daughter, Angela, and that her first experience with her was as one of the mothers of a kid at school, but that she was a mother in a very different situation than the mothers of her friends. She said that Mrs. Noel had endless courage, commitment to her beliefs, and the integrity to serve all children in Denver—and to continue to serve them even today because of the work she did nearly forty years ago. It is an honor, she said, for the Denver
Public Schools to have a school named after such a wonderful, courageous woman.

A roll call vote was recorded as follows: voting “aye” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

A copy of the report entitled Naming of Parkfield Middle School is appended to the official minutes of this meeting as 02-07, VI-B-1c.

b. North Central Middle School*

Richard Smith, Northeast Area Assistant Superintendent, introduced Pastor Kevin Taylor, Assistant Pastor of Salem Baptist Church in northeast Denver; and Sophia Masewicz, principal of the North Central Middle School.

Ms. Masewicz said that, at the beginning of the name selection process, the North Central Middle School PDAC decided that they did not have enough parents on the committee, so they asked her to organize a parent group, present information to them, and enlist their service in the process. Toward that end, she said, she visited all of the feeder elementary schools several times during the months of October and November 2001, and organized meetings with the parents of those schools to provide information and solicit input from the community. She thanked the parents who became involved and acknowledged their hard work and dedication.

Pastor Taylor said that when he heard about the opportunity to provide suggestions for names for the new middle school in north central Denver, his first thoughts were that it should be named for Bruce Randolph, Sr.—known and much beloved throughout the city as Daddy Bruce. He said that the legacy of Daddy Bruce has outlived his generous life, and that fact reveals a great deal about the man’s character and the life that he lived. Naming the school for a hero of the neighborhood in which it is being built, he said, is a good model for the children who will attend the school as it shows them that they, as individuals, can make a difference in their world, and that what they do can affect the world even after they have left it.

He said that Daddy Bruce’s generosity was not based on ethnicity, but rather that it was an effort to help anyone who needed it. That is a strong message to send to children, he said, and a very important one. He urged the Board to vote in favor of naming the new middle school after Bruce Randolph, Sr.

Mr. Patterson moved that the new North Central middle school, located at 3955 Steele Street, be formally named Bruce Randolph Middle School. Mr. Mejía seconded the motion.

* This agenda item was taken out of sequence.
Mr. Patterson said that he was very pleased to have the involvement of the community in the naming of the new schools, and that the community was so strongly in favor of honoring Bruce Randolph, Sr. He said that Mr. Randolph did so much for his community, that his legacy has continued, and now it will continue into perpetuity by naming the new school for him.

Ms. Gantz Berman said that it is an honor and privilege to name the new North Central middle school for a man who did so much for his community. She thanked the PDAC for all of the work they did in preparation to open the school and in recommending that the school be named to commemorate the life of Mr. Randolph.

A roll call vote was recorded as follows: voting “aye” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

A copy of the report entitled *Naming of North Central Middle School* is appended to the official minutes of this meeting as Appendix 02-07, VI-B-1b.

### a. Gateway Elementary School*

Wil Minor, Gateway Elementary School principal, said that Gateway, under construction in the Parkfield area of Montbello, will relieve overcrowding at Greenwood, Maxwell, Ford, and Oakland Elementary Schools; therefore, it was important to obtain input from those school communities as they would be the most impacted by the new school. Toward that end, he said, an article was published in the December 1, 2001, issue of the *Greater Far Northeast Reporter* soliciting suggestions for naming the school, and that fliers were also distributed to more than 5,000 homes in the neighborhood. As a result, he said, they had a pool of approximately 65 names from which to consider. He said that the committee met several times and discussion led to a consensus vote to eliminate all but three of the suggested names: Lena Archuleta Elementary School as first choice, Florida Pitt Waller Elementary School as second choice, and Rachel B. Noel Elementary School as third choice.

John Smith, Gateway Elementary School PDAC member, thanked Mr. Patterson for his diligence and concern in appearing at numerous community and PDAC meetings.

Mr. Smith said that he had become acquainted with Lena Archuleta during his time as an educator in the Denver Public Schools, and that he had always been impressed by her enthusiasm for children and education. He explained that Ms. Archuleta was born in Clapham, New Mexico, and that she attended

*This agenda item was taken out of sequence.*
the University of Denver beginning in 1938 and that she received her Bachelor’s degree in 1942; she returned to the university in 1951 to obtain her Master’s degree and decided to remain in Colorado. She was hired by the Denver Public Schools as a teacher, he said, and that she spent her career with the district working in schools in west Denver, where she built a strong reputation based on her enthusiasm and good work.

Mr. Smith said that, since her retirement, Ms. Archuleta has become involved in issues within the City and County of Denver and, for the past six years, has worked on the national board of directors of the American Association of Retired Persons (AARP). Ms. Archuleta, he said, has also received a Civic Citation in Humanitarianism from Regis University, the Bernie Valdez Award for Community Service, the Hispanic-Anglo Salute, and in 2001, she received the Regional Award for the National Hispano Leadership Institute, and was included in the Mayor’s Mile Hi Unsung Heroes Program. In April 2002, he said, the Denver Public Library Commission created the Lena Archuleta Community Service Award, and will include her portrait in the Gallery of Latinos at the Woodbury Branch Library.

He said that Ms. Archuleta continues to be at work constantly, involved through every means possible to improve life for people of all ages. He urged the Board to approve the Gateway PDAC’s request to name their school after Lena Archuleta. He said that far northeast Denver is experiencing a tremendous surge of growth in its Hispanic population and that they are welcomed with open arms. As such, he said, he could not think of a better means of inclusion than naming the new school for a role model for Hispanics throughout the city.

Dr. Irene Martinez-Jordan, Southeast Area Superintendent, said that Lena Archuleta has served as a mentor to her for 27 years, and in addition to being one of the brightest women she has ever met, she is also a leader in Denver who has served the community and its children well. Dr. Jordan stated that, 27 years ago, Ms. Archuleta gathered a group of Hispanic women educators in the Denver Public Schools, to work together and exchange ideas; she established the Latin American Research And Service Agency (LARASA), was one of the founders of Mi Casa, and continues her deep involvement with AARP. She said that Ms. Archuleta was recently honored as the first female recipient of the César Chavez Award, and is also heavily involved with the beautification project at Sunken Gardens. Dr. Jordan thanked the Board for honoring her friend and mentor.

Rev. Guzman thanked Mr. Smith for his presentation about Lena Archuleta, which demonstrated Mr. Smith’s respect for her as a woman and an educator. She said that part of the pleasure of naming a new school is the fact that, in doing so, a lasting memorial is made for the honoree. She said that Ms. Archuleta would agree that the memorial is not to Ms. Archuleta herself, but
to the lasting ideals of excellence in education, strength in character, and the
unfailing perseverance of a community pursuing the very best public school
system that can be achieved. Ms. Archuleta, she said, is courageous,
respectful, and poised; her activism has been an inspiration to so many as a
Latina who, in the 1960s, moved into areas that other women of her race had
not been allowed to enter, and fought for the rights and the rightful place of
Hispanic children and their families. She said that Ms. Archuleta’s
sophistication has allowed her to represent her community with eloquence
and confidence on many subject areas, but most especially in the area of
education. Ms. Archuleta, she said, believes that education is enlightenment
and has always stood firm in her convictions about a fair and equal education
for all Denver children, regardless of race or color. She sent her regards to
Ms. Archuleta and thanked her for all that she gave to Rev. Guzman, both
individually and as a member of the community.

Mr. Mejía thanked the Gateway PDAC for their hard work in the school
naming process, and Mr. Smith for his eloquent defense of the PDAC’s
recommendation to name the school after Lena Archuleta. He said that he
was heartened by Mr. Smith’s welcome to the Hispanic community that is
growing in the Montbello area.

He said that Rachel Noel was honored earlier as a pioneer, but that it is
important to realize that Ms. Archuleta is an educational pioneer in her own
right. He said that Ms. Archuleta has had an amazing impact on Denver’s
Latino community and that she had led the way and made it possible for
young Latinos and Latinas to accomplish things they could not have done
without her leadership and trailblazing. He stated that it is difficult to be the
“first” at anything—to be the first of one’s ethnic group or gender to
accomplish things that previously had never been attempted. In addition to
being the first Latina principal in the Denver Public Schools, he said, she was
also the first Latina president of the Denver Classroom Teachers Association
(DCTA), the Colorado Library Association, and the first Latina elected to the
AARP board of directors.

He commended the PDAC for being broad in their scope and horizons for
consideration in the naming of the three schools. He expressed the opinion
that the PDAC could not have chosen a more suitable woman to honor and
said that he would wholeheartedly support the motion.

Mr. Patterson said that much has been said about Ms. Archuleta’s
accomplishments as a pioneer for her race and gender. However, he said,
what has always struck him most deeply is Ms. Archuleta’s view that the
school is a piece of every child’s family, and how her care, concern, and
compassion are so evident through all the work she has done.
Rev. Guzman moved that the new Gateway elementary school, located at 16000 East Maxwell Place, be formally named Lena Archuleta Elementary School. Mr. Mejía seconded the motion.

A roll call vote was recorded as follows: voting “aye,” Ms. Gantz Berman, Mrs. Edwards, Rev. Guzman, Mr. Mejía, Mrs. Moss, Mr. Patterson, and Mr. Woodward. The motion was declared duly carried.

A copy of the report entitled, *Naming of New Gateway Elementary School* is appended to the official minutes of this meeting as Appendix 02-07, VI-B-1a.

A. Information Only

1. **Report of Expelled Students** – The Report of Expelled Students was presented for information. A copy of this report is appended to the official minutes of this meeting as Appendix 02-07, VI-A-1.

3. **Cole School Design Proposal** *

   Carla Santorno, Northeast Area Superintendent, said that it has been a pleasure to watch the Cole Middle School community come together to discuss and develop a proposal for a new design strategy for reform at Cole. She said that it had been a lesson to her in the power of the community taking matters into their own hands and how working together really can accomplish change for students in their community. The committee, she said, worked in excess of 100 hours together and has provided a good model for other communities in the district seeking school reform. She said that there were many diverse viewpoints and opinions among the committee members, but that the proposal reflects the consensus opinion of the group.

   Allen Balczarek, General Obligation Bond Program Manager, said that he was impressed during the discussion process at how passionate members of the Cole community are about school reform, improved achievement, and better education for their children. He extended his thanks to members of Padres Unidos for their involvement, as well as Jean Vandenberg and Associates, the Anna Casey Foundation, and the district’s Department of Community Relations for their assistance.

   He said that the purpose of the proposal before the Board, and the presentation accompanying it, is to urge the Board to consider a model that integrates the reforms suggested by the Cole community with the district’s Literacy Plan. He noted that the proposal calls for the reform plan to be implemented with the 2002-2003 school year’s integrating freshman and would be phased in over the following three years.

* This agenda item was taken out of sequence.
Mr. Balczarek said that the model integrates Learning Families Through Mentor Advocates, who will work with students on a one-to-fifteen ratio. He said that teachers who would be working with next year’s incoming sixth graders would have extensive training over the summer to work with their students during the Learning Family period of 35 minutes per day, during which Mentor Adults would work closely with their students in many areas, such as career development, assistance with studies, ensuring that homework is complete and on time, etc.

He said that the proposal also advocates the implementation of the Advancement Via Individual Determination (AVID) program of college preparatory skills, beginning with the sixth grade class of 2002-2003. The proposal, he said, also calls for a mathematics enhancement program, to be used in conjunction with the existing mathematics program. He said that the Cole community would work with Sally Mentor Hay, Chief Academic Officer, to determine a suitable enhancement program. Another aspect of the proposal, he said, is a service-learning component supported by AmeriCorps and Front Range Earth Force, a non-profit organization that supports youth-driven service learning programs. He said that these service-learning programs would have groups of twelve to fifteen children participating on a once per week basis. Part of the success of the program, he said, hinges on allowing Learning Family team members to meet weekly for a three-period block of time.

Mr. Balczarek said that the community is aware that the request for additional funding for this program might make it difficult for the Board to be able to consider on a fiscal basis. The budget, he said, is a four year, draw-down budget; it is proposed that the first year include essential training components, along with a coordinator of AVID and Learning Family Activities. The second and third years, he said, have decreasing budgetary amounts, with increasing grade level participation, and in the fourth year, it is anticipated that there will not be additional funds requested from the district.

He said that there might also be concern from the Board regarding the intensive staff training necessary to implement and operate the program. In the first year, he said, eight people would be trained, five of whom would be teachers in core subjects, who would require a four- to five-week training period in the summer, including the literacy training component that would already be required of school staff for the 2002-2003 school year.

Mr. Balczarek said that it is very important to assemble the appropriate sixth grade team for the 2002-2003 school year, because if teachers and staff do not have a passion for the program, it will not succeed. Therefore, he said, it is important for Cole representatives to interview qualified applicants on individual basis.
Mr. Balcerek said that the most difficult aspect of any reform measure is a tendency on the part of many people to resist change. It is less likely that people will be able to buy into change, he said, if massive changes are made all at once; therefore, changes will be implemented slowly to increase the likelihood of success. He asked if the Board had any questions or concerns regarding the program.

Ms. Gantz Berman reminded the Board that the proposal was currently an informational item and that action by the Board would not be taken at the current meeting.

Mrs. Moss asked how AVID fits into the district’s Literacy Plan. Sally Mentor Hay, Chief Academic Officer, replied that she plans to examine the AVID program closely to determine whether or not it would work in conjunction with the Literacy Plan at the middle school level. She said that she is very familiar and supportive of the AVID program, having worked with it for approximately 25 years. However, she said, the program has aged somewhat since its inception, and what is known about children and how to support their learning processes has changed in that time; those problems might be able to be overcome with slight modifications to make the AVID compatible with the Literacy Plan.

Mrs. Moss said that she is also concerned about Cole’s staffing should the program be approved. According to the proposal, she said, the Cole community would be interviewing new teachers for sixth grade, and she asked what would happen to the existing sixth grade teachers.

Cole Principal Michele Bernadett said that Cole’s faculty has undergone significant changes over the past few years and that, as part of the reform movement within the school, staff and faculty would be asked to make a sincere commitment to the plan and form a team that is cohesive and ready to work together, realizing the extensive training that will be required of them over the summer.

Mrs. Moss said that she understands the commitment that is necessary; however, it is late in the current school year and the proposal appears to be for the 2002-2003 school year. Even if the Board is able to approve the plan at the next meeting, she said, it will be very late for those who do not wish to participate in the plan to find positions at other schools, and it will be very late to find new teachers familiar with the plan and enthusiastic about it to take the place of the teachers who do not wish to remain at Cole.

Ms. Bernadett said that they would certainly try to fill the positions with existing staff whenever possible, but that for the teachers who do not want to stay at Cole, Round Three position postings have not appeared yet. She said that the reform plan has not been developed without contention, that many
teachers have already chosen to leave the school, and that she wishes them well because it is important for them to seek a place that is comfortable for them. She said that the teachers must be so enthusiastic about, and committed to, the reform plan that they would be willing to endure extensive training over the summer because a long training program will be a requirement.

Mr. Patterson noted that the focus of the reform program will be the incoming sixth grade students in 2002-2003, and he said that he understands the school’s desire to start fresh with new students. However, he questioned whether there would be time to wait three years for schoolwide improvement to be shown, given the fact that the State of Colorado plans to turn schools that retain “unsatisfactory” ratings into state run charter schools. He said that he does not oppose the plan, but that he is concerned that it might not do enough soon enough.

Ms. Bernadett said that she shares Mr. Patterson’s concerns, but that she feels that the best the community can do is move forward and do whatever they can to bring about improved student achievement, despite the threat hanging over their heads. She pledged that Cole seventh and eighth grade students would not be left behind because they will be following the district’s Literacy Plan and mathematics curriculum. She said Cole students currently participate in Connected Math, and most of the school’s mathematics teachers are trained in the program and are planning to stay for the coming school year.

Mr. Mejía said that he has concerns regarding the budget for the reform plan, as the funds cited in the proposal are over and above Cole’s regular allocation of funds. He noted that the AVID program would cost nearly $69,000 in the first year, including the salary of the Learning Family Coordinator.

Mr. Balczarek noted that AVID and the Learning Family are two different programs and that the cost of AVID alone is slightly more than $20,000. However, he acknowledged that part of the Learning Family Coordinator’s duties would probably have to do with the AVID Program.

Mr. Mejía asked if there had been discussion among the community of whether people would rather have a Learning Family Coordinator, serving in an administrative capacity, or another teacher. The money spent on the coordinator and the AVID program, he said, would be nearly enough for two additional teachers to focus on literacy or other educational basics.

Ms. Bernadett said that the community feels they need the Learning Family Coordinator to take care of implementing the three new programs the school plans for the 2002-2003 school year, and that duties for that implementation might take teachers from the classroom without the assistance of a
coordinator. She said that she feels that the program, as proposed, would be carefully staffed and would eliminate several current positions that would be considered less focused on the goals and objectives of the reform plan. The Learning Family Coordinator, she said, would be in charge of a lot of detail with three new programs being implemented—especially the service learning portion, which would call for students being outside the building participating in meaningful learning experiences.

Mr. Mejía said that he was of the understanding that the Learning Family and the Critical Friends programs were very similar and wondered why Cole would have to implement both programs.

Ms. Bernadett replied that that was an incorrect assumption. The Critical Friends Program, she said, is for the benefit of teachers, providing training so that teachers have the ability examine student work and create benchmarks to gain a better understanding of what can be accomplished in the classroom. She explained that the Learning Family Program is designed to benefit the student, providing him or her with a mentor/advocate—an adult with whom they can connect on a daily basis.

In response to a question about alternate sources of funding for these programs within Cole’s existing budget, Ms. Bernadett said that she might be able to identify approximately $15,000 from the school’s Amendment 23 funds that could be used for staff training—especially for AVID or Critical Fiends programs.

Mr. Mejía said that he wanted to give a “plug” to Front Range Earth Force and the service learning aspect of this program. He said that he feels that Earth Force is an excellent organization that does a great job throughout the Denver schools in which it provides service.

Mrs. Edwards asked if the Cole community has considered sources of outside funding, as this proposal seems very worthy of grant consideration.

Ms. Bernadett agreed and said that they are currently pursuing grants through many foundations and other sources. However, she said, there is not any certain timeline for decisions in these grants and they are not certain that funding will arrive in time to implement the program for the 2002-2003 school year.

Dr. Wartgow said that he, too, feels that the reform program is very grant-worthy and that he would help the community obtain outside funds in any manner possible. He said that he has spoken about the program with a number of interested funding sources and that they seem eager to be of service.
Mrs. Edwards said that there is little doubt that significant changes need to occur at Cole in the areas of philosophy and educational focus, and that she understands the need for a staff member to coordinate all the activities around these changes. However, she said, the Board must also be mindful of the issue of equity between schools.

In response to a question from Mrs. Edwards regarding the Mentor Advocates, Ms. Bernadette explained that they are staff members, including teachers with free time, counselors, social workers, and administrators within the school who have taken on the responsibility of mentoring students.

Mrs. Edwards said that she has noted, upon visiting Cole, that attendance levels in classes do not seem to be very high and that it seems to her that there are many students walking around the building at times when student should be in class. Ms. Bernadette agreed and said that that problem is one that Cole’s staff and faculty are working on daily.

In closing, Mrs. Edwards thanked Ms. Bernadette for taking on the principalship of Cole, as it is a difficult school to manage, and said that she is doing a wonderful job. Ms. Bernadett thanked Mrs. Edwards in return and said that her ability to lead has been dependent upon the great people at Cole with whom she works. She said that her coworkers and the school’s CDM have all stepped up to the plate with her and supported her through the development process for the proposed reform plan; district administration has also been extremely helpful and supportive.

Rev. Guzman said that Cole, like many district schools, is in need of a serious and sincere reform effort and over the past year or so, such efforts have been in development, resulting in the proposed reform plan. She said that there are many factions and many schools of thought in the Cole community and that it is commendable that a group of people with so many differing points of views would put aside their differences to come together for the benefit of their children. She thanked all of the groups for their willingness to work together and for presenting their proposal; and she suggested that they continue to work with the Chief Academic Officer to refine it and define sources of funding.

She said that she used to have doubts about the value of service learning, as it takes children outside of the classroom and away from academic subjects. However, she said, she has since obtained a better understanding of service learning and how it is tied to academic goals, and she is very supportive of it.

Ms. Bernadett said that the proposal is the result of collaboration that was not always easy, and she feels that it is an example of perseverance, passion, and total commitment. She said that she is very proud of her community and how
they came together, and she asked that community representatives present in the audience be acknowledged for their accomplishments.

Mr. Woodward said that he is very excited about the prospect of the Cole community’s efforts to take responsibility for the education of their children and to find creative methods of making changes. He expressed a high level of confidence that the reform plan would work because of the community’s ownership of it, and their expression of care and concern for their children. It is heartening, he said, that the community has worked together to make difficult decisions and make changes that might not necessarily be popular ones. He commended them for their persistence and district staff for helping and supporting these changes. He urged them to continue to seek grant funding because of the worthiness of the plan, and he wished them well as they move forward.

Dr. Wartgow said that it had been slightly less than a year ago that Cole was at the top of the list of schools in crisis in the district, and that it was obvious that the community needed to come together to make strong commitments and hard decisions. He said that he was aware that the process of developing the proposed reform plan was not an easy one for the community and commended them for their accomplishments. He also thanked district staff for their efforts to assist the Cole community.

He said that the proposal had been presented to the Cabinet and had been discussed at their meetings. The Cabinet, he said, had some of the same questions and concerns that were raised by Board members, such as funding, the need for a coordinator, details of implementation, and its fit with the district’s literacy program. He said, however, that he does not feel that any of the problems are insurmountable and that, conceptually, he feels that the reform plan is a sound one based upon practices that have proven successful. District staff, he said, is committed to helping the community refine the program and make it work both academically and fiscally, and he expressed confidence that a the plan would work. He thanked the community for coming together around the plan and urged them to stay together as it is refined and implemented.

A copy of the report entitled *Carlos M. Cole Middle School Reform Plan* is appended to the official minutes of this meeting as Appendix 02-07, VI-A-3.

2. Facility Planning for Montbello/Green Valley Ranch*

Rev. Aaron Gray, Director of Community Relations, said that the report before the Board is an interim capacity plan for the Montbello/Parkfield/Green Valley Ranch areas of far northeast Denver. He said that facility planning for the area is extremely challenging based upon

* This agenda item was taken out of sequence.
the tremendous amount of growth, development, and population surge within the community. He explained that the area currently has the fastest growing rate of English language learners in the district. He said that the area also presents a great opportunity to provide high levels of instruction and student achievement.

Rev. Gray stated that he has often asked himself the question that, if a child in that area enters early childhood education in a Montbello/Green Valley Ranch school and remains in the area and in the public education system, graduating from Montbello High School, what the expectation should be for what that child has learned—not only through instruction, but as a citizen within that fast-growing community. The greatest opportunity and challenge for the district, he said, is to have in place an educational continuum that sees to the development of the whole child.

As an overview of the situation in that area, he said that, since 1998, the district, has opened Maxwell, Green Valley, and Greenwood Elementary Schools; and in the fall of 2002, will open Lena Archuleta Elementary School and Rachel B. Noel Middle School. He also stated that, in the redesign of the district upon the arrival of Dr. Wartgow as Superintendent, a specific Assistant Area Superintendent, Richard Smith, was assigned to the community. For the 2001-2002 school year, he said, due to capacity issues at Martin Luther King Middle School, an overflow plan had to be implemented, with students from the area being sent to Morey, Place, Merrill, and Smiley Middle Schools. The Board, he said, has approved a plan for students to remain in those schools, should they so desire, so that families are not disrupted.

Rev. Gray stated that the interim capacity plan currently before the Board has the support of all the principals of the schools in the Montbello/Green Valley Ranch area, which is very important for the plan to work, as it entails capping enrollment in some schools. The principals of these schools, he said, are working with their Collaborative Decision Making (CDM) teams and communities to ensure that they understand the capacity plan and the reasoning behind it. He said that community meetings had been held, allowing for the free exchange of ideas and input, and that his office has also been taking a number of calls for further information. He said that early registration sessions are also being held so that principals and school communities have a better indication of capacity issues within their schools.

David Lowry, Executive Director of Planning and Research, said that the plan before the Board contains the following components:

- **Enrollment capping**: For kindergarten and first grade, capping enrollment at 25 pupils per grade; 26 pupils for grades two and three; and 27 pupils for grades four and five.
• **Designated overflow schools:** Transportation would be provided in the Montbello/Green Valley Ranch area for pupils to designated overflow schools—Gateway, Greenwood, and Marrama Elementary Schools. He said that there would be transportation costs involved ($52,500 for three buses), and that additional teachers would be needed for the overflow schools.

• **Promotion of district magnet programs:** The district would heavily promote its magnet programs in the Montbello/Green Valley Ranch area in an effort to have students attend school in other areas of the city on a voluntary basis to help alleviate capacity issues.

• **Outside designated overflow school:** Barrett Elementary School would be designed as an overflow school outside the Montbello/Green Valley Ranch area in the event that all schools in the area become too crowded. Transportation to Barrett would be provided. If necessary, modular classrooms would be placed at three area elementary schools, based on need and lot space availability. If modular classrooms were necessary, there would be a cost of $25,000 per classroom to purchase the classrooms, and $10,000 per year to operate them.

• **Middle school issues:** At the middle school level, similar enrollment caps are planned. At the Rachel B. Noel Middle School, enrollment would be capped at 260 students per grade level; at Martin Luther King Middle School, enrollment would be capped at 375 students per grade level. Modular classrooms are not being considered for either middle school.

In response to a question from Mrs. Edwards, Mr. Lowry stated that the additional teacher allocations would be over and above the regular allocations for schools based on student enrollment. He said that the teachers would be needed because of anticipated growth due to current development in the area and an anticipated influx of students over the course of the year. He stated that the district would not receive Per Pupil Operating Revenue (PPOR) funds for students enrolling in the district after October 1, 2002.

Rev. Gray said that the additional teachers are being added based on the experience of this and previous years, in the hopes that the district can have the additional teachers already in place, rather than struggling to find them after the students have already enrolled and are placed in overcrowded classrooms.
Mr. Patterson asked if there is a common thread to the inquiries made by the community to the Community Relations Department, and how many such inquiries had been made.

Rev. Gray replied that the department had received approximately ten telephone calls since the last community meeting on April 8, and that most had asked for more information or explanation about the capping plan. Some of the calls, he said, stated the belief that the district’s projections of anticipated enrollment were likely too low—which might be a legitimate concern given the amount of new development in the area. He stated that he hoped the plan would still work by the time the 2002-2003 school year begins, and that, given the fact that the proposed plan is an interim plan, other contingencies must be sought to keep pace with the growth in that area.

Mr. Lowry, responding to Mr. Patterson’s question about total costs, said that, if the anticipated modular classrooms were used, the total cost of the interim plan, including transportation, would be approximately $330,000. He said that that cost could increase if middle school students must be bused to other middle schools in the city.

Mr. Patterson said that it is obvious that the interim plan will not suffice for a long time as a solution to the problem of population growth in Montbello/Green Valley Ranch. He said that it is time for serious discussions of long-term plans for that area, as well as capital needs issues throughout the city, such as maintenance of existing buildings, air conditioning, etc. It is important that such discussions take place soon, he said, so that a sound plan is in place to keep all district schools in top condition to serve the children of Denver.

Mrs. Edwards said that she is pleased that district magnet schools will be promoted as a solution to overcrowding in the Montbello/Green Valley Ranch area. The issue of the lack of children of color attending the Denver School of the Arts was raised at the last Board meeting, she said, and the district must undertake promotion of magnet programs as good educational alternatives for children of color. She said that she feels that promotion must be stronger than merely sending out fliers, and will require face-to-face communication from district staff and real community outreach. Teachers, she said, must come to understand the offerings available in the district and recognize students who show abilities that might indicate that they would benefit from participation in a magnet program. She also suggested that representatives from magnet programs visit schools and speak with children and their parents about the programs and the benefits to children.

Mr. Patterson agreed with Mrs. Edwards, but added that he feels that more work has to be done to ensure that students are ready to participate in such programs and that the opportunities articulate into higher levels of education.
Mr. Patterson said that there has been a great deal of development in a large geographic subset of northeast Denver, and he wants to ensure that the district is constantly mindful and aware of all that is happening regarding that, and future, development. There is a great deal of potential for the district in that area, he said, and it would be to the benefit of the district as a whole to grasp that potential and make the most of what is happening in a thriving area of the city.

Rev. Gray agreed with Mr. Patterson and stressed that the interim capacity plan is not about “warehousing” children, but about ensuring that conditions are ripe for setting high educational expectations, improving student performance, and closing the learning gap. Some members of the Montbello/Green Valley Ranch community, he said, feel as if the district forgets them sometimes due to the geographic separation from the rest of the city. He said that it is time to show the residents of far northeast Denver that that is not the case and that the district is committed to providing the best means of delivering instruction to children living in an area of tremendous growth.

Ms. Gantz Berman thanked Rev. Gray and Mr. Lowry for their presentation, and commended Mr. Patterson for his hands-on approach to serving the far northeast Denver community.

A copy of the report entitled *Interim Capacity Planning for Montbello/Parkfield/Green Valley Ranch* is appended to the official minutes of this meeting as Appendix 02-07, VI-A-2.

**VII. Adjournment**

Ms. Gantz Berman adjourned the meeting at 7:30 p.m.

Susan G. Edwards, Secretary
Board of Education