

**Present were:**

**Board Members:**

- Mary Seawell, Senior VP of Education at Gates Family Foundation, Community Representative, and President
- Jen Walmer, Executive Director at Ed Reform Now Colorado, Community Representative and VP
- Debbie Hearty, Chief HR Officer at DPS, District Representative
- Savinay Chandrasekhar, Executive Director at Minds Matter of Denver, Community Representative, Secretary
- Jennifer Jackson, Principal, Cole Arts & Science Academy

**Other Attendees:**

- Jessica Roberts
- Lori Nazareno
- Alan Gottlieb
- Andrew Sullivan
- Coza – Teacher Council Representative from Cole

**Teacher Council**

1. January 5<sup>th</sup> Meeting
  - a. Planned a day for the full-school cohort to meet at Cole
    - i. Vision & Goal
      1. Shared purpose
      2. Gather data about what teachers want for Professional/Personal Development
      3. Implement Teacher-driven PD
      4. Have fun and get to know each other (socialize)
    - ii. Schedule
      1. Teacher-driven PD around School-based Trauma was postponed (speaker was sick)
      2. Teachers shared experiences
        - a. Linking teacher-driving PD to coaching around a problem of practice
      3. Broke into 12 cohorts (based on grade-levels and interest)
        - a. Outlined similar problems of practice
          - i. Cohorts for all teachers
          - b. Vision -- Replace district PDU with cohort-based option to maximize time
      4. Determined overall areas of teacher-driven PD took two levels
        - a. Grade-level based
        - b. All four schools focused on:
          - i. Trauma
          - ii. Whole Child Support, e.g.
            1. Social/Emotional Learning
            2. G/T and implications for interacting with others

- iii. Results
  - 1. Felt high-interest
  - 2. 75 teachers felt interested in doing it this year
  - 3. Appreciated talking to teachers
  - 4. Felt manageable
    - a. Having Lori helped
      - i. Maybe transition that onto a teacher
    - b. Trading off helps – “most collaborative experience I’ve ever had.”
  - 5. Social connections helped
    - a. Informal conversations
- iv. Expansion?
  - 1. Probably split into “new teacher” cohort and “existing teacher” cohort

### Minutes Approval

- Mary Motion
- Jen Second
- Aye: All

### Expansion

- Denver Discovery School submitted for an Application
  - Kristen Atwood (School Leader) has been quite proactive in getting stakeholder support
    - Shared with Community Advisory Board
    - Shared with Staff
- Other schools: DCIS Montbello, DCIS Fairmont
  - Interested in building out “international school” part of the DCIS brand
    - Competency-based learning
  - Needed more time due to updating Innovation Plans
    - DCIS Montbello just submitted an application
    - DCIS Fairmont wasn’t ready to apply
- Moving onto Interview process
- DPS also has an application for schools and the LLN
  - More heavily weighted to schools than anticipated
  - LLN can fill out most of the application on the school’s behalf
    - Jessica/Andrew will work with schools to fill out the rest
  - Jessica/Andrew will go to application schools to do site visits and get more detail
- Timeline
  - Go through interview updates in March
  - Approve in April
    - Then need 60 days
  - Put in front of DPS Board in May/June
- Concerns
  - DPS Instructional Superintendents are concerned about being involved in the process
    - They don’t want to feel like they have undue weight in the process
    - Working with DPS to figure out what the best approach is to get that input without it potentially feeling punitive

- Can we use them as a reference check for schools, but not feeling the burden of being a gatekeeper
    - Be more explicit in interview – share your CollaboRATE/LEAD results and walk us through it
  - Interview questions:
    - Ask more questions in the interview (and not just the application) about what schools plan for with more autonomy and what more accountability looks like for them
      - How has the autonomy they've already received been used, and what have been the results?
      - Point to examples
    - More questions about student achievement and growth
      - What grade level has had the most growth? What contributed to that?
    - Ask about the Teacher Council; how willing are folks to accept guidance from Teacher Council, and distributed leadership in the school
    - Question about retention
      - Name and explain it
    - What are they bringing to the other schools?
  - Include a teacher group interview – similar to the School Review
    - Ask a subset of the same questions
    - Ask school leaders what they think teachers would respond to the question
- Presenting to DPS Board in April
  - Should present on some of these insights then
- Jess and LLN School Leaders another conversation with Tom/Jen H.
  - That will inform some of the DPS Board conversation

#### **SBB+**

- Big caveat: DCIS Montbello is a 6-12, so that changes SBB numbers with 9-12
  - Some numbers will change due to HS
- No new buckets this year, just adjustments to existing
- Big changes:
  - CELT and FACE money is being retained, but some is being given back to schools
  - Mill dollars gets pushed back to all schools (thanks to Mike Johnson working with the team)
- Mark Ferrandino is working really hard to change the perception/perspective within and outside his team
  - The point is that it's about ensuring autonomy about budgeting, not just gross dollars given back
- C3 number goes down the most (\$29,723) because they had budget assistance in FY 17, and that's going away
  - C3 is applying to another bucket of Student Services account (for health/medical needs), which is going to close that gap
  - Huge value-add from LLN
- Making big adjustments for all schools based on this SBB work
- Next Steps
  - We're at a good baseline moving forward
  - Now need to look at SBB for HS grade levels

- Re-examine LLN Budget

### **Upcoming**

- May: Renegotiate MOU
- School-Year end:
  - Feedback from school leaders and TC
  - Internal Lessons Learned