

DAC June Meeting  
June 14, 2016  
Wilcox Building, BOE room  
6:30-8:30 p.m.

**Roll Call/Call to Order**

Brian Wetterling (DAC Vice Chair/ Voting Parent)  
Amy Pfister (DAC Recorder/ Voting Parent)  
Barb Cousins (Voting Parent)  
Chris Pratt (Voting Parent)  
Heather Graves (Voting Community Member)  
Melissa Bergfalk (Voting Secondary Teacher)  
Matt Rogers (Voting Elementary Teacher)  
Mark Harrell (Voting Principal)  
Judi Reynolds (BOE Liaison/ Non Voting Member)  
Meghann Silverthorn (BOE Liaison/ Non Voting Member)  
Dr. Steven Cook (Assistant Superintendent Secondary Education/Non Voting Member)  
Ted Knight (Assistant Superintendent Elementary Education/ Non Voting Member)

**Absent**

Sandra Brownrigg (DAC Chair/ Voting Parent)  
Jean Medberry (Voting Parent)  
Brandi Butticaaz (Voting Parent)

**Acronyms**

DAC - District Accountability Committee  
BOE- Board of Education  
SAC- School Accountability Committee  
UIP - Unified Improvement Plan  
CITE- Continued Improvement of Teacher Effectiveness  
TOM - Total Operations Management  
CDE- Colorado Department of Education  
PLS - Personalized Learning Specialist  
MYE - Mid Year Evaluation  
IB - International Baccalaureate  
WCO - World Class Outcome  
GVC- Guaranteed Viable Curriculum  
OT - Occupational Therapist

Meeting began at 6:35.

**Unfinished business**

Matt Rogers is up for renewal on his partial term as voting DAC elementary teacher -

Motion to extend Matt Rogers for a full term as a voting teacher, seconded. all in favor no opposed - **APPROVED**

Sandra Brownrigg (does not have a current DCSD student) is still within her term as DAC Chair and would like to finish out her term. DAC by-laws state chair “should be a parent representative”, but don’t mandate that they must be. DAC to submit request to BOE for clarification on this as stated...

***“Move to validate DAC decision to allow DAC members to finish terms in the capacity they started regardless of changes to circumstances during term.”***

Motion that DAC recommends Sandra Brownrigg carry out second year of term as DAC chair, seconded. All in favor no opposed - **APPROVED**

### **Committee updates**

BOE update (Meghann) - Superintendent Fagen expected to submit her resignation on 6/14. BOE has agreed to “accept” her resignation. Dr. Cook will be the acting superintendent until a new one is appointed and/or may be appointed to the position. Next BOE meeting is on 6/21 - Master Capital Plan will be discussed. Budget passed to meet statutory requirements for 2016/17.

UIP/Assessment (Brian) - presentation this evening at DAC for CITE rubric revision for this next year. There are still items that the focus group wants to push forward that will be ongoing.

Resolution Sub Committee ( Brian)- Committee met virtually, has identified the direction that we want to move forward with, will share with the group, Brandi to send out imminently to the DAC group.

Parental Involvement Committee (Amy) - No update

DAC By-Laws or BOE or BOE Special Dispensation (Chris) - Was rushed through at the last meeting. Thinking on SAC by-laws is that we don’t want to “rush” to make a change, we want to make sure that we are discussing with the SAC’s at the next fall forum potential changes to the SAC by-laws

Community Liaison Update (Kathy Brown) - No update

### **Department of Transportation Presentation - Ms. Donna Grattino - Director of Transportation**

Three main changes for the 2016/17 school year.

Zonar ZPass - an updated scanning system that will be installed on every DCSD bus.

- \*smaller more exact scan zone
- \*Faster internet compatibility
- \*More Accurate student data capture
- \*Faster response for crisis situations
- \*Integration with new software
- \*ZPass Plus

### ZPass Plu

New scanning system is more accurate, faster downloads (emergency purposes), ZPass Plus sends text notifications (date, time, and location for on/off bus) that kids made it to school. Families can sign up via [www.dcsdk12.org/transportation](http://www.dcsdk12.org/transportation). This is a free and easy service for parents and easy to “opt out” if you don’t want/like it.

Revenue collected from Zpass is approximately 10% of cost of the program. ZPass is a big piece of safety in transportation.

### Routing Software

New software has elevations, dangers, time of route, and integrates with the buses. Software is able to tell what kind of a stop the bus makes (stop, railroad crossing, etc...).

### Field Trips

Currently on TOM (Total Operations Management) changing to Transfinder Rates reduced for 2016/17 school year and fees are to cover bus and driver only Field trips leave after routes and need to be back before routes start

### Questions

How are field trip costs able to be reduced? Answer: Those capital needs aren’t being covered this coming year (\$289,000 in needs). Department elected not to cover the capital expenses for the coming year. When scheduling field trips there are issues with not having enough buses to cover the needs in the community. Our goal is to grant as many field trip wishes each year.

Steve- field trip purchases this past year were based on gasoline prices, which have since gone down, so last year we ended up with an excess. This coming year cost will not be passed on to DCSD parents.

What was reasoning in making this decision? Answer: Cost per mile stayed flat (vs last year) yet cost per hour went down (from \$50 to \$27).

Why do charter schools not have bussing or for the ones that do, why is it being taken away? Answer :There is no availability of bus drivers (currently short 30 across DCSD). There is a national bus driver shortage and we continue to look at hiring new drivers. Federal government changed CDL requirements for driver physicals (they are more stringent), which resulted in a nationwide change for CDL drivers. Charter schools are year by year with having transportation and the ones that did have transportation elected to not continue transportation. In February they were notified that they will not have it for the 2016/17 school year. No transportation for charter schools for 2016/17.

Barb- if you have a support system that promotes school choice, the choice to have a bus should be there. If a charter wants the bus service, they should have a bus.

There are various ways to come to conclusions that charter schools can have bussing. Information and communication surrounding bussing need to be clarified with charter parents. There needs to be some type of choice for each school.

Judi - In state of Colorado, special needs students are the only ones that we are by-law required to bus. For charters that want to provide bus transportation, can they contract outside of DCSD to meet needs of the school? Answer: Yes, as long as they meet the CDE requirements.

Are we contracting outside of DCSD for our needs? Answer: Yes. We have a shortage everywhere, and we have schools that are purchasing their own buses to transport students (smaller buses).

Brian - What percent of our cost is in fuel? Does DCSD have the capability to pre-purchase fuel (since it's currently low) to store for a later date when it's more expensive? Answer: Many companies aren't offering that currently. We have looked at several different options related to fuel.

Brian- What retains a bus driver? Answer: Relationship with kids and compensation. Commercial trucking companies are offering great incentive packages, so those positions are more appealing than school districts.

Chris - What is our current pay rate? \$15.90/hour. Now DCSD is the second to the last along the front range. Other districts are using ZPass, and some that weren't charging for bussing in the past are now. DCSD raised the rates for bus drivers at the beginning of 2015/16 school year (\$15.90) and the rest of the front range districts then followed. We went from 2nd highest paid along front range to 2nd from bottom.

Is there any chance we will raise our rates? Answer: We have to go back to the drawing board with our budget. We do still have incentive programs in place for DCSD bus drivers.

How much was the new software ZPass plus and Zonar? Answer; No charge. Transfinder software was \$189.00 for a 5 year period.

We talked about using commercial bussing their employees (for charters and other options), has there been any looking at packaging that for charter schools (possibly with collective discounts) via DCSD? Answer: Potential cost of the raise for salaries, but offset wouldn't be enough.

### **Community Questions**

How are buses that are over 20 years old able to accommodate this new software system? Answer: This is very easy, accommodations shouldn't impact the buses. How are you able to foresee kindergarteners getting on/off the bus with the new pass

requirements? Answer: We anticipate an adjustment period for kids to get used to the system and we will adjust accordingly. Routes may run a little late for the first couple of weeks.

Will we need new Z passes? Answer: No. Current ones work.

Is charge for the daily Zpass changing? Answer: No.

SSN busing for field trips is currently divided up by SSN students, which can be very expensive for those families. Is this something that will be changing? Answer:

Transportation department works out field trip fee with an individual school for what that fee is. That is a conversation to be had with a principal, but there are lots of options for principals as for how to absorb this fee.

Is there an aspect of budget surplus where the BOE was discussing overages?

Answer: There is a possibility of COP payouts that would allow for \$1-2 million, but we won't know that until fall.

### **CITE Rubric Revisions - Director of CITE - Mr. Ian Wells**

DAC has been involved in the CITE Rubric revision for the past year via visibility, suggestions, etc...

DAC is statutorily required to vote on the proposed CITE revisions. If we don't, rubrics will stay the same. There will be no mid-year changes to CITE EVER.

There were 50 plus items brainstormed on for CITE changes. The four "big rocks" that CITE task force identified are...

- 1) Labels Changed
- 2) "Backwards Planning" - Purposefully plan
- 3) Defining Terms/ Develop PD to clarify
- 4) 5 Categories

### **New Rating Label Suggestions for CITE**

Highly Effective - *Innovative*

Effective- *Proficient*

Partially Effective- *Transitioning*

Ineffective - remains the same

Thoughtful discussion amongst focus group surrounding the term "backwards planning". Collectively teachers and committee members didn't want to remove the term "planning" because that's a big part of a teachers job.

Much of the verbiage (demonstrate expertise, assigned to subject or grade level) is more specific to different teachers (part time, specials, etc.).

Will try to do a link to the 4C's within the CITE rubrics as they are referred to multiple times.

## Standard highlights

Standard 2.5 has a significant change “Teacher uses quality formative practices/assessments to assess the GVC.”

Conversation was had as the group, should we leave or change the wording for monitor, measuring, benchmark? Consensus was to keep.

Standard 3.7 - Teacher facilitates learning opportunities to utilize higher order thinking skills (evaluate and create/invent) to learn the GVC.

Melissa- Why did they take out the word analyze? Answer: It was felt to be a lower level of “blooms” versus evaluate and create/invent.

Standard 4 (Culture and Climate) and Standard 5 (Professionalism) have never been changed in the past.

\*safe for all students was added to each standard

\*psychologically was added

Standard 4.3 “honors student diversity” was added, as it was in the state model.

Standard 5 - Not many changes

Chris- I noticed that there’s a lot of repetition in many of the standards, and things are restated. Couldn’t you summarize once vs. repeating wording? Answer: We have to line this up to the state and follow under their umbrella of expectation. We can look into this at some point in the future, but we didn’t want to do that at this point. It’s definitely a goal down the line.

Melissa - You’d be surprised by how many teachers aren’t going to read this document this way. If it isn’t stated.

Steve- We will get feedback from teachers/evaluators in October that CITE creates some confusion. There is no evaluation tool that is perfect. You have to negotiate between too vague and too specific.

Chris- How much time is spent by teachers to digest this? Answer (Mark) - There are 2 real aspects on this. The content side, and the process side. Content isn’t the time consuming process about this, what are the changes in process.

PLS 4 Rubrics - Revised

\*Childfind Assessment Professional Diagnostician - Psychologist

\* Childfind Assessment Diagnostic Professional - SLP & OT

\* Childfind Assessment Diagnostic Professional - Social Worker

\* Early Childhood Educator

\*changes made, we added verbiage “collaborates with students, families, and multi decision making team” and “making progress towards GVC”.

Brian - One of the frustrations was that some of the CITE rubrics detailed weren't specific to the particular grade being reached.

Mark - If we look at the generalist rubric, we have differentiated, but there is more work to do. There needs to be some specific language for elementary to secondary. Ian - that concern has been addressed and it's something that we as a group will continue to discuss.

### New Rubrics

\*IB PYP Rubric

\*IB MYP/ DP Rubric

\*Coordinator Rubric (moving away from Admin Pro/ Tech) - *In Progress*

\*Proposed merger between generalist rubric and IB terminology to ensure that rubric speaks to the IB community as the IB wording is specific.

There are 26 Cite Rubrics within DCSD.

### CITE work for next year

\*keep meeting

\*guidance/FAQ Document

\*Refining/ Reducing Elements

\*5 Ratings in 1-5 Discussion

\*Inter-rater Reliability

\*Elementary vs Secondary

\* Clarity of Terms

\*Others interested in participating?

DAC can offer insight to prioritize this list early next year.

Brian - Uploading of evidence is something that we hear over and over is difficult for teachers. We are seeking guidance and clarity on uploading quality evidence vs quantity going forward. HE teachers shouldn't feel that they need to “reinvent the wheel” year after year to achieve that rating. Would love to see more individuals from DAC involved going forward next year on the committee.

Steve- Evidence conversation has been going on forever. We are on record stating that teachers DO NOT have to upload evidence to the system. The discussion surrounding this really happens between evaluator and evaluatee. Evaluation process is” for teachers for kids.”

Matt - I personally like the revised changes. Seems more observational than evidence based. What training will administrators receive about this? Answer: We will have a roll out with every evaluator within the district to ensure that the changes made are understood. Ian and team will train administrators, then teachers will get trained. This happens every year.

Are WCO outcomes being developed? Answer: They are being developed, but won't be rolled out for years.

Melissa - I struggle with the wording of "demonstrates expertise", as my students won't ever be able to demonstrate a level of expertise until they are adults. Answer: Ask your evaluator "what does demonstrate expertise look like"? State model is very similar. Hope is with the FAQ document, that conversation happens. We want to encourage conversations to happen between administrator and evacuee. Can we take out the middle man and have the CITE leaders teach the new rubrics to the teachers and the administrators at the same time.

Steve- You can't teacher proof or principal proof the process. The center of the evaluation process happens between the teacher and administrator.

Melissa - As a teacher, I love this

Barb- Suggestion for next year, can we get this document a month in advance? Answer: We will try, but we were working on these changes up until the very last minute.

Ian - Request to the DAC to approve proposed CITE rubric changes. Motion made to approve proposed CITE rubric changes, seconded. All in favor, no opposed - **APPROVED**

Motion made to adjourn meeting, seconded. All in favor.

Meeting adjourned - 8:52 p.m.



