

I. PRELIMINARY

Shepherd called the April 7, 2015, meeting to order at 6:00 p.m.

Roll Call

The following members were present:

JulieMarie A. Shepherd, president
Cathy Wildman, vice president
Mary W. Lewis, secretary
Dan Jorgensen, treasurer
Amber Drevon, director
Eric Nelson, director
Barbara J. Yamrick, director

Also meeting with the Board of Education were:

D. Rico Munn, superintendent of schools
William Stuart, deputy superintendent
Georgia Durán, chief communication officer
Brandon Eyre, district legal counsel
David Trautenberg, chief financial officer
Anthony Sturges, chief operating officer
Adrienne Bradshaw, controller
Lisa Escárcega, chief accountability and research officer
Damon Smith, chief personnel officer
John Youngquist, chief academic officer
Tonia Norman, assistant to Board of Education

Pledge of Allegiance

Aurora Central High School student Jose Quentin led the Board and audience in the pledge to the flag. Shepherd welcomed visitors to the meeting.

Approval of Agenda

The April 7, 2015, agenda was amended to table Informational Report Item, II-C-5, Policy AED - Accreditation. This item will be presented as information at a later date.

Approval of Minutes

The minutes of the regular meeting of the Board of Education held on March 17, 2015, were approved as written.

Recognizing Excellence

Stuart congratulated Aurora Central High School Social Worker Dena Joslyn-Custer for earning the 2014 Joe Todd Annual Service Award presented by the Colorado Council for Exceptional Children. The award recognizes education professionals who contribute outstanding service for exceptional children in Colorado. The APS Board of Education and I applaud her for helping those who may not know how to help themselves. This recognition of her work with exceptional students is well-deserved. Thank you for all that you do.

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Vista PEAK Preparatory students Jessy Davis, Miranda Cox, Autumn Schmidt and Tristana Whetten, earned a spot in the 2015 Colorado All-State Concert Band. This is the third consecutive year that APS has had a presence in the band through Vista PEAK Preparatory. The concert will be held on Saturday, April 11, 4 p.m., at the University of Northern Colorado's Monfort Concert Hall.

Friday, April 17, is College Friday! Please help to raise awareness about the importance of higher education by wearing a college shirt to work that day.

Lewis announced that April is National Child Abuse Prevention Month. An event was held at the capitol earlier today to celebrate the establishment of a toll free number, 1-844-CO4-KIDS, to report cases of child abuse.

Shepherd recognized new Aurora Police Chief Nicholas Metz, who was in the audience.

Opportunity for Audience

Marla Caviness-French and Craig Caviness invited everyone to the 59th Robert F. Caviness Invitational Relay on Saturday, April 18. Caviness-French expressed that the Aurora Relays, now known as the Robert F. Caviness Invitational Relay, started in 1957 and is the third oldest track meet in Colorado and the oldest continuous sporting event in the City of Aurora. She noted that for several years, this was the largest and most prestigious track meet in the state and in 1960, 50 teams and 1,200 athletes made the Aurora Relays the "Largest Single Day High School Track Meet in the country," per the *Rocky Mountain News*.

Caviness-French indicated that the 59th Robert F. Caviness Invitational Relay may be the last and hopes that conversations can be held regarding its past legacy as well as its current and future role in the district. She believes that with careful and thoughtful management, this track meet can once again be a shiny jewel that showcases student athletic abilities in APS. She hopes that the Robert F. Caviness Invitational Relay can make it to its 60th anniversary and would welcome conversations to determine how they can best support the event.

Aurora Central - Student Comments

Aurora Central High School students Jose Puente, Shaone Garcia, and David Gorerra, highlighted some of the unique programs and opportunities available to students at Aurora Central.

- Puente shared that the Aurora LIGHTS Health Sciences Academy teaches students about human anatomy and medical interventions to prepare them for careers in the medical field.
- Garcia highlighted a program, Boys Hope Girls Hope, which provides tutoring services and scholarships to assist teacher-referred students with college preparation coursework. She added that students had an opportunity to become tax certified and prepare taxes free of charge for interested community members.
- Gorerra shared that college-level computer networking classes have taught him how to study and better prepare for college.

Aurora Central High School students Tracy Sullivan, Juan Navarro, and Yamel Ramirez, shared their perspectives about Aurora Central.

- Sullivan expressed that the student leadership class enjoyed their visit with Superintendent Munn. Sullivan has been at Aurora Central since his freshman year and is proud to be a Trojan. He discussed the importance of dispelling the negative image that many perceive of Aurora Central and expressed that student leaders have done a good job promoting school spirit this year. He understands that many things need to change at Aurora Central, but indicated that students do not want to see the community or culture change. He added that the Aurora Central community feels more like a family, which is important while attending school.
- Ramirez was homeless at one time and had to move to Brighton where she attended a charter school. She indicated that the school was amazing, but lacked opportunities for students to express their identity. She elected to attend Aurora Central once she moved because she felt it provided an opportunity to express her identity and not be viewed as a bad kid who grew up without financial support. She emphasized that Aurora Central has provided her with more opportunities than she could ever imagined and wants to ensure that this is recognized and celebrated. She is proud of herself and the Aurora Central community and plans to share her proud legacy as a former Aurora Central student when she becomes a successful businesswoman. She appreciates the incredible staff, teachers and systems in place, adding that Aurora Central is one of the greatest things that could have happened for a lot of students.
- Navarro was scared when he arrived at Aurora Central as a freshman due to rumors he heard about the school. He noted that none of the rumors were true, pointing out that Aurora Central has changed him as an individual and as a first generation Hispanic male to go to college. He shared that Aurora Central has provided him with numerous opportunities, including pre-collegiate coursework, dual credits, scholarships and amazing counselors and staff. He added that many Aurora Central students are not recognized for educational successes because of rumors and the school's perceived reputation.

II. INFORMATIONAL REPORT

Leadership Team Reports

Legislative Update

District Lobbyist Mary Kay Hogan provided the Board with a legislative update. She shared that the buy down for the negative factor is less than anticipated and is currently expected to be around \$25 million. She indicated that the School Finance Act is not yet in draft form and anticipates some controversy related to the Student Success Act.

Hogan indicated that 11 bills have been introduced related to student assessments, but encouraged the Board to focus on Senate Bill 223, which would not penalize districts, schools, teachers, or students for opting out of state mandated assessments. She shared that Senate Bill 257 goes further than recommendations from the Colorado Standards and Assessment Task Force and includes one English language and math assessment for grades 9-12 and flexibility options and funding for local pilots. She noted that House Bill 1323 was also introduced, which is more minimal in changes to state assessments than Senate Bill 257. She expects bills to either be reconciled into one bill or discussed in conference committee to determine components to include in the final bill.

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Hogan highlighted Senate Bill 213, which would amend the State Immunity Act to include duty of care for schools to keep kids safe from third parties. She also highlighted Senate Bill 214 and noted that this bill would establish a panel to review best practices to keep kids safe.

Lewis asked about the status of House Bill 1240, which would reduce student contact with law enforcement. Hogan indicated that House Bill 1240 is moving forward, but was amended to ensure districts have autonomy with law enforcement.

Lewis asked about the status of workforce readiness bills. Hogan shared that four out of five bills have moved forward.

Jorgensen asked about the status of House Bill 1170, related to increasing postsecondary and workforce readiness. Hogan will provide additional information to the Board.

Shepherd asked about the status of legislation related to exclusive charter authorizing. Hogan shared that the bill, sponsored by the League of Charter Schools, would remove exclusive charter authorizing from districts on the accountability clock unless they had a Memorandum of Understanding with the Colorado Charter School Institute. She indicated that legislation passed out of the Senate.

Hogan will provide the Board with a memo related to the status of workforce readiness bills.

2015-16 Preliminary Budget Forecast

Trautenberg and Bradshaw highlighted a presentation that summarized the preliminary budget forecast for the 2015-16 school year, including budget development factors; potential funding impacts related to the School Finance Act; state and property tax projections; and projected one time and committed funds related to TABOR, reserves, PERA, Worker's Compensation, Medicare, T.E., Affordable Healthcare, ESS, ELL and infrastructure.

The proposed budget will be presented to the Board as information on May 5 and included on the May 19 consent agenda for action.

The 2015-16 General Fund Preliminary Budget Update presentation is appended to the April 7 minutes.

School Review Panel Update – Aurora Central High School

Shepherd reminded the Board and audience that no formal actions would be taken at tonight's meeting.

Escárcega provided the Board with a summary of updates and actions related to turnaround work and efforts at Aurora Central since the March 17 workshop discussion. The Board was provided with information generated from the March 17 workshop, including data and research related to DPS innovation schools; reform history and efforts at select DPS schools; a planning brief on education management organizations (EMO); a brief highlighting pilot school structures, a brief highlighting reforms lessons at *Urban Comprehensive High Schools*; a brief

highlighting *Creating a Zone of Innovation in Denver*; a brief from Mass Insight Education, *When Bold Steps are Needed*; and a supplement to the Turnaround Challenge Main Report.

Escárcega provided an overview and outline of the recent State Review Panel visit to Aurora Central, including focus groups, conversations with students, classroom observations, and meetings with Aurora Central partners and Dr. Robert Marzano. Representatives from the State Review Panel and Aurora Central staff felt the visit went well.

Escárcega shared that district leaders met with Colorado Department of Education (CDE) turnaround staff to discuss the upcoming presentation with the State Board of Education. A meeting has been scheduled with national charter groups hosted by the Bill and Melinda Gates Foundation; the Green Dot Charter Organization, an Educational Management Organization that has worked with district schools on reform efforts in California, Tennessee and Washington; and the Communities in Schools organization, Clark County School District, that specializes in dropout recovery and community engagement strategies. A planning trip has been scheduled to the Clark County School District in Nevada to gather additional information. Several more community meetings have been scheduled at Aurora Central.

Drevon asked for additional information regarding the planning trip to the Clark County School District. Munn relayed that the purpose of the trip is to observe communities within the school and transformation zones within the district. Escárcega shared that the Clark County School District has zoned the majority of their schools into transformation zones. She noted that the trip is scheduled on April 24 and will include herself, along with Superintendent Munn; Jocelyn Stephens, director for P-20 Learning Community A; and Debi Hunter-Holen, community engagement advocate.

Escárcega shared that the State Review Panel can only recommend mandated state options for restructuring of Aurora Central, including school closure, Educational Management Organization (EMO), conversion to charter school, innovation status, or “other” change of equal impact.

Jorgensen asked if a formal RFP had been pursued in advance to determine interest for an EMO or charter school. Escárcega shared that informal conversations have occurred regarding an EMO or conversion to a charter school. She noted that the general response indicated that it was possible, but the implementation time line would take more than a year and most plans included breaking the school into three or four smaller components. Munn relayed that no formal RFP was pursued, but intentional outreach was pursued with organizations that do this type of work, noting that advice from conversations was to host a meeting with national charter groups, Bill and Melinda Gates Foundation. Escárcega has been reviewing and compiling RFPs and processes that districts and organizations utilized across the country.

Drevon asked if plans were currently in place to develop a formal RFP to pursue an EMO or charter school. Escárcega noted that this is new to the district and indicated that the process could be developed, but the Board would need to determine the framework.

Lewis asked whether an EMO or charter school conversion could be implemented under the innovation option structure. Escárcega replied that an

EMO or charter school could be included under the site innovation planning process.

Jorgensen requested additional details regarding the innovation structure and zone proposal and other options in place to better assist district schools approaching the accountability time line. He highlighted a 2014 report from the Donnell-Kay Foundation that compared innovations zones to charter schools, noting that charter data at DPS schools indicated better outcomes. He would like district leaders to pursue a RFP to assess interest for an EMO, charter school, or a teacher-led proposal. He emphasized that per policy governance, the Board could move the bar if this is considered more an operational decision. He requested that all policies be reviewed and additional details be provided to the Board before deferring to the Superintendent's innovation recommendation.

Escárcega noted that establishing an action time line and process for district schools on the accountability clock would be more supportive. Jorgensen discussed the importance of taking rapid action and reaching common language to better assist schools. He requested that parent, student and community feedback be considered prior to considering options for schools on the accountability clock.

Drevon is supportive of developing an RFP framework to better support schools on the accountability clock. She asked if feedback was available from community engagement sessions at Aurora Central. Escárcega noted that charters and EMOs would fit under the innovation umbrella and Aurora Central would fall under an innovation zone.

Drevon asked if the Board needed to provide direction regarding development of the RFP framework. Shepherd requested that the Board revisit proposed actions for other district schools on the accountability clock at a future meeting.

Durán noted that staff is currently gathering and transcribing feedback from community engagement sessions at Aurora Central. Jorgensen appreciates all of the community engagement sessions that have been scheduled to date. He reiterated the importance of ensuring that feedback is reviewed and considered in future recommendations and a process is established to ensure all mandated options and teacher-led options are considered.

Drevon asked when information would be available from the State Review Panel visit. Escárcega shared that the initial time line was early fall, but district leaders have requested that feedback be available in a month.

Escárcega noted that the State Review Panel is prohibited from providing informal or formal feedback to a district. She shared that the intent of the visit is to collect information and provide the State Board with the most preferred option. Shepherd added that the purpose of the district's presentation to the State Board is to demonstrate thoughtful and intentional planning and a commitment to submitting an actionable plan. The April 9 presentation to the State Board does not commit the district to a plan.

Lewis asked about the number of representatives who participated in the State Review Panel visit. Escárcega replied that two representatives are assigned to a school and two representatives are assigned to a district. She noted that a representative from SchoolWorks also participated in the visit. Aurora Central is one of the first schools that the State Review Panel has visited.

Lewis asked if a sentence could be added on the form that is submitted to the State Review Panel that includes preferred actions and exploration of additional options.

Lewis asked about presenters for the State Board presentation. Escárcega shared that she, along with Shepherd, Munn and Youngquist, would be presenting information to the State Board. Jorgensen also plans to be in attendance.

Jorgensen likes that additional language will be included on the form for the State Review Panel. He stressed the importance of the Board being more proactive in future turnaround planning. Wildman noted that the Board has had conversations around turnaround planning. She discussed the importance of looking at options and systems feeding into Aurora Central and moving forward to determine the best supports for students.

Lewis and Durán will develop language to include in the form for the State Review Panel. The Board will have an opportunity to review language prior to submission to the State Review Panel.

Escárcega shared that staff can listen to the State Board presentation via a link on Thursday.

Yamrick asked for additional clarification related to the innovation zone proposal. Escárcega shared that the Board is not required to make a decision on a proposal until February 2016. Durán added that the preliminary innovation proposal has not been shared with the State Review Panel or the State Board. She noted that planning for innovation zones would begin once it is determined to be the preferred structure for Aurora Central and schools with similar demographics. Planning would then begin for staffing, budget, and teacher evaluation.

Drevon asked about root causes analysis identified by CDE in slide 8 of the presentation. Escárcega shared that staff has requested clarification from the State Review Panel.

Shepherd asked about alternate plans if the State Board rejects a future proposal. Escárcega shared that staff plans to get additional clarification from the State Board on Thursday.

The general consensus of the Board was to move forward with steps and timelines proposed by Superintendent Munn as follows:

1. APS will present the State Board of Education with a plan for implementing one of the statutorily allowed options for the restructure of Aurora Central at the June 10, 2015, State Board meeting.
2. The State Board of Education would be asked to take action to enter into a memorandum of understanding (MOU) with the APS Board of Education for implementation of the option described in the above statement at the June 10, 2015, meeting. The MOU would include an expectation that the plan for implementation would be finalized and approved by both the State Board and the APS Board in spring 2016.

3. The respective governing boards would direct the APS administration and CDE to create a planning timeline for the restructure of ACHS in accordance with the MOU.

The Board requested that additional details and research continue to be forwarded as it becomes available.

The Aurora Central – Shaping the Future presentation is appended to the April 7 minutes.

Discipline and Behavior Update

Escárcega provided an overview of discipline and behavior data from first semester of the 2014-15 school year and the past two school years.

Drevon asked what school sites are doing to impact positive behavior in the classroom. Escárcega shared that the restorative practice program has deterred negative behavior and impacted student discipline data. Youngquist highlighted recent professional learning sessions with deans and teachers on special assignment to determine a district-wide definition of a restorative practice program. He noted that professional learning has occurred around alternatives to suspensions and effective attendance response systems to help students be more effective in class. Student engagement advocates have also been assigned to Aurora Central.

Wildman reviewed a positive article that highlighted expulsion reductions at Aurora West College Preparatory. She has had several conversations with teachers at various schools regarding discipline concerns and questioned if current practices are making a difference in the classroom.

Lewis voiced concerns related to the five-step referral process in place in some buildings, and the dramatic decreases and increases reflected in discipline and arrest data at Aurora Central. Youngquist noted that district leaders are constantly reviewing data and asking similar questions around discipline data. Escarcega reviewed a slide that highlighted arrest data at district high schools, noting that approximately 490 students have received tickets to date. Youngquist does not believe referral data is currently accurate across the district as a clear definition for referrals has not yet been established.

Youngquist shared that the implementation of the No Nonsense Nurturing program, a blended learning training for classroom teachers, has seen positive results related to trust and respect in the classroom from Wheeling Elementary School teachers who participated in the pilot. Teachers are also able to access training via videos and coaching.

Wildman asked how the safe schools handbook supports the referral process. Youngquist shared that guidelines communicated in the safe schools handbook are consistent throughout the district.

Nelson expressed that the referral rate and school culture will not change until the district staffing model is changed and more teachers of color are hired. Wildman shared that effective classroom teachers with good classroom management skills will make a difference. Smith emphasized that there is a limited pool for teachers of color in Colorado and highlighted recent recruitment efforts to target teachers of color in cities that have larger minority population

groups.

Jorgensen asked if data comparing teacher ethnicity to referral rates could be provided to the Board. Escárcega suggested reviewing national research and trends related to teacher ethnicity and discipline data. Shepherd highlighted the district's commitment to work and training around equity and diversity. She added that AEA is also committed to work around equity and diversity.

Yamrick asked about the number of expulsion appeal hearings that have been requested this school year. Eyre believes that two expulsion appeal hearings have been requested this school year and three expulsion appeal hearings were requested last year. He shared that efforts have been increased to encourage parents and guardians to exercise their appeal right.

Jorgensen asked if alternatives to expulsion options were being offered to students and parents. Stuart shared that Superintendent Munn implemented a process in which P20 learning directors meet with principals when an expulsion is recommended to discuss various options and alternatives. He indicated that this process may be expanded to include discussions between P20 learning directors and principals around alternatives to suspensions and referrals.

Drevon asked if the Board would receive end of the year data that highlights what schools are doing to reduce discipline infractions. Youngquist and Escárcega will provide information to the Board.

Shepherd thanked staff for providing information to the Board.

The Discipline and Behavior First Semester Update presentation is appended to the April 7 minutes.

Annual Transportation Report

Brent Spahn, transportation director; Anthony Sturges, chief operating officer; Josh Hensley, planning coordinator; Georgia Duran, chief communication officer; and Dana Oehm, Oehm Group, were present to provide an update to the Board regarding the state of district transportation.

Spahn provided an overview of Board of Education Policy EE – Transportation Services; key transportation facts; eligible walk distances for general education students; general education student ridership; impact of SPED transportation services; transportation budget; transportation reorganization chart; and key accomplishments.

Yamrick asked if the district had a higher SPED student population group than other metro districts. Oehm shared that the nature of a student's disability or IEP requires specific transportation services. She indicated that other metro districts may allow students with disabilities access to general education routes and buses if it is equipped with an accessible wheel chair lift or other innovative features. She noted that each metro district determines how to interpret the federal law and policies and apply it to their SPED student population group. Spahn added that monthly meetings are held with Exceptional Student Services staff to review transportation costs and routes.

Spahn highlighted some of the key transportation challenges, including impact of driver shortages; late buses; limited support for field trips and events; and aging

bus fleet, maintenance costs and its impact on the budget. He emphasized the importance of maintaining a school bus fleet and briefly highlighted options to expand transportation services, including satellite transportation in the south quadrant of the district, RTD passes for eligible high school students and looking at other urban districts that have partnered with regional transient authorities. He reviewed walk distances for middle and high school students at Aurora Hills, Columbia, Mrachek, and Rangeview, and concluded that students are within maximum walk distances as outlined by Board policy.

Duran shared that DPS provides a free RTD bus pass for high school students who live 3.5 miles or further from their neighborhood or magnet school. They also subsidize a monthly reduced rate bus pass that free and reduced lunch students can purchase for approximately \$19.95. DPS spends almost \$1 million for bus passes for eligible and free and reduce lunch students and distributes or sells approximately 3,000 bus passes per month.

Spahn indicated that nine percent of the transportation budget is spent transporting high school students. Vista PEAK accounts for 40 percent of riders and bus routes are currently not available in that area. Oehm highlighted research related to public and private transportation partnerships in urban school districts and noted that regional transportation partnerships are a good supplement, but not a cost saving measure for districts. Spahn shared that eliminating transportation services for high school students would not reduce bus routes.

Spahn highlighted next steps, including recruitment of additional bus drivers; adjusting the capital projects budget to replace five percent of the bus fleet annually; adjusting the fleet maintenance budget to align with other metro school districts; continue providing differentiated transportation supports; continue studies to expand satellite bus transportation; and continue to study partnership opportunities with RTD and other transportation entities.

Lewis asked if buses were considered drivable if they failed to pass the CDE inspection. Spahn replied that buses are immediately retired if they fail to pass the inspection.

Jorgensen, Nelson, and Yamrick expressed support for allocating funds to increase the transportation budget and replace five percent of the bus fleet annually.

Sturges clarified that approximately \$500,000 is spent annually to replace buses. He has requested an additional \$500,000 to purchase ten new buses.

Shepherd thanked staff for providing an update to the Board and for detailed information provided in advance of the meeting.

The State of Transportation presentation is appended to the April 7 agenda.

AXL Charter Renewal Contract Addendum

Eyre reviewed the addendum to the AXL charter renewal contract. Lewis requested that a date be included on the AXL charter renewal contract addendum. Eyre will include a date on the signature line.

This item will be included on the April 21 consent agenda for action.

Aurora Academy Charter School and Global Village Academy Renewal Contracts

Eyre reviewed renewal contracts for Aurora Academy Charter School and Global Village Academy. He noted that both charters requested that language be incorporated in renewal contracts for possible renegotiation of special education services costs if a viable option is developed through the League of Charter Schools.

This item will be included on the April 21 consent agenda for action.

Aman STEAM Academy Contract

Eyre reviewed conditions related to the Aman STEAM Academy contract. The Board agreed to retain the four year school operational language included in the contract.

This item will be included on the April 21 consent agenda for action.

III. CONSENT AGENDA

Lewis moved and Jorgensen seconded to approve the following items on the consent agenda as presented:

- Personnel

Smith congratulated 23 retirees listed on the April 7 consent agenda for a total of 493 years of service to the district.

Roll Call: Drevon, Jorgensen, Lewis, Nelson, Shepherd, Wildman, Yamrick #8344

Approved on a vote of 7-0

IV. BOARD WORK

Ends Conversation

Standing Committee Report

Wildman provided the Board with a report of the recent Aurora Mental Health Center Board of Directors meeting. She noted that the annual Aurora Mental Health Center Spring Benefit Luncheon will be held May 1, 11:30 a.m., at the Radisson Hotel.

NSBA Conference Update

The NSBA conference update was tabled for a future meeting.

Open Dialogue

Jorgensen proposed that Board-approved processes and time lines be established requiring solicitation of RFPs for charters, EMOs, and teacher-led proposals, for consideration in the decision-making process for schools on the accountability clock. Yamrick, Drevon, and Nelson expressed support for the proposal.

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Wildman would like information included in a proposal to better assist schools on the first year of the accountability clock.

Lewis expressed that changes have been put in place to assist schools on the accountability clock. She noted that state mandates include four options and wants to ensure that best practices and processes are put in place to assist Aurora Central and all schools on the accountability clock.

Yamrick noted that this year's graduating senior class has experienced five different district implementations to increase achievement. She expressed that a good steady path and policies need to be put in place and the Board needs to be held accountable.

Shepherd is willing to have discussions regarding the proposal, but feels it is the Board's job to hire a superintendent. She feels that staff have identified viable options and due diligence has been done.

Munn relayed that the Board made a decision to go in one direction and it did not work. We now need to take a different action.

Shepherd suggested that Jorgensen and Drevon work with Munn to draft language to include in the proposal for Board consideration.

Wildman provided the Board with a letter regarding the district sub shortage and its impact on learning. She encouraged Board members to review the letter.

Wildman thanked the communication department for the beautiful pictures of kids adorning the back wall of the boardroom.

Lewis encouraged Board members to observe the deadline for communications to include in the monthly Board newsletter.

Lewis asked that Board members have a dialogue to determine the focus for the upcoming CASB Regional Day at the Capitol.

Jorgensen suggested that the Board have conversations to better define its ends and focus in terms of governance or operations.

Nelson proposed that an independent review panel be convened to review the district's hiring model and best practices to retain teachers. Nelson and Yamrick will meet with Smith to discuss.

Drevon suggested that a policy be considered to allow the Board to review and approve documents or policies once they have been revised. Drevon will work with Eyre to develop reasonable guidelines for Board consideration.

Policy Perception Checklist

Did the Board receive information at tonight's meeting that requires a policy change?

The Board received information at the April 7 Board meeting that may result in possible policies or revisions to policies.

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Did the Board receive information at tonight's meeting that requires additional information or monitoring?

Additional information, data and questions will be provided to the Board.

Board Self-Monitoring

Lewis suggested that the Board consider agenda time lines during meetings and consider waiting until the end of a presentation to ask questions. She also suggested that side conversations between Board members be limited as sounds traveling through microphones are distracting to other members.

V. CONCLUDING ITEMS

Next meeting date

The next meeting of the Board of Education will be held on April 21, 2015, at 6:15 p.m. in the Dr. Edward and Mrs. Patricia Lord Boardroom of Educational Services Center 4.

Adjournment

The regular meeting of the Board of Education adjourned at 11:17 p.m.

President

ATTEST _____
Secretary