

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION
MINUTES FOR APRIL 4th, 2018
SPECIAL BOARD MEETING

**Special Board Meeting
MS/HS Commons**

**April 4th, 2018
6:00 p.m.**

- I. CALL TO ORDER – No official call to order.
- II. ROLL CALL – No official roll call.
- III. APPROVAL OF AGENDA – No official approval of agenda.
- IV. INFORMATIONAL WORKSHOP – DISCIPLINE PLAN
 - A. Welcome and Introduction - Ms. Prock welcomed those present and gave an opening statement regarding the upcoming meeting. Set an example, show respect despite differences. Dr. Cooper introduced the presenters for tonight. The audience members were given printed copies of the presentations at their tables.
 - B. Presentation – Dolores Secondary Behavioral Support Framework – Ms. Huffman presented the discipline plan framework. Three goals: Increased consistency of application of model; increased parent communication; increased teacher and student support. Ms. Huffman went through the framework; refer to the handout for the presentation. Three levels of behavior were established: Minor, moderate, major. Three tiers of support established: Tier 1, 2 and 3. Refer to flow chart in PowerPoint presentation. Need feedback; Ms. Huffman and Ms. Pine will go through feedback, find common threads and make appropriate changes. This will all be done again with staff, garnering their feedback. Once that's done, it will be brought back to the board for review. Future plan, it will be made part of the handbook once it's all finalized. Dr. Cooper broke out the attendees into table groups; asked members to write down what they think about the proposal, what will be successful, provide feedback they feel is appropriate. (Roundtable discussion amongst table groups for about 37 minutes.)
 - C. Workshop Discussion with Community – Dr. Cooper reported all information gathered tonight goes back to groups at the school to be reviewed and incorporated. April 19 there is a training Ms. Pine is hosting on the mindsets, all are welcome. Ms. Prock opened the floor to those members in attendance that would like to address the board; be respectful; don't use names. Unidentified speaker: Been a member of the district for many years; feels kids have been put in harm's way; recounted a time when AD did not fill duties of certified coach for traveling team. Has taken complaints to admin office several times and doesn't feel she's been listened to. Many coaches have been lost. Not just about academics; many students are being hurt because of issues not being taken care of. Unidentified speaker: (Can't understand her; microphone not placed well, interference.) Amy Lewis: Reported that after the last meeting, they weren't heard; not satisfied with results of that meeting. Ms. Prock reported they're volunteers, put a lot of time, energy, commitment to their board roles; everyone is being heard. Ms. Pine explained they will not provide immediate answers because they need time to process and research what's presented; this does not mean they aren't listening. They are listening and have to work within their jobs and CO laws. Ms. Lewis thanked the board on behalf of herself and other audience members for stepping up and doing the tough job of being a board member. Ms. Prock understands there is a cry for change, there are upset people; they can't provide an immediate response. She is asking the audience to be patient, they are listening, they are working on issues. Unidentified speaker: Feels there have been problems for years, they are finally getting heard, need to be understood and talked to as well. There hasn't been much change, want the school to be a better place, want to see progress.

Unidentified speaker: Yes, board member is a volunteer position, but they signed up for it. A concerted effort across the board should be made to understand the current climate and trust is earned.

Ms. Pine: She and the other social worker were hired to address concerns in the school; it won't be immediate, they are addressing concerns and it will take some time.

Unidentified speaker: The plan presented tonight was about student behavior; what about the culpability of the admin and school leaders? Students need to be accountable, but so do the adults.

Unidentified speaker: Here tonight to address the admin issue. A lot of people left tonight because they were given the wrong impression of the intent of this meeting. Yes, students need to be held accountable; thought they were here tonight to address the administration and leaders of the school.

Ms. Prock reported it was recommended by CO's state association to do the meeting in this format so everyone would be heard; some voices can be louder than others, and they wanted to give everyone a chance to comment.

(Multiple speakers; unintelligible.)

Unidentified speaker: School district lucky that there are as many people interested and passionate about the district as there are. Senate Bill 191 – teacher and admin evals; it's a way to follow concerns re admin. The proper format needs to be followed to ensure results.

Unidentified speaker: Hope discipline applies to bus riders.

Ms. Pine – Yes, something needs to be implemented re bus policy.

Unidentified speaker: Moved son here years ago, sports kid, came to dad three months ago and told him he wasn't playing football; has the admin asked what's happening with CHSSA enrollment and why students are not playing, why are numbers down? Many students fear punishment and retaliation, won't be able to play, will be benched, etc., if they complain or speak up. Many students, their only outlet is sports; need to delve into why they aren't playing any longer.

Discussion ensued on trust and respect, they go hand in hand. Needs to be worked on throughout the school with students and adults.

Unidentified speaker: Appreciates the time taken tonight; hope there's a plan. Please add drugs to the offender list. There is already a policy, though, and it just needs to be followed. Also, feels tonight didn't go as the motion that was made at the last meeting intended, things were derailed; he came tonight expecting a different discussion, and it's up to the board to set the agenda. The concern was also about discipline involving a specific incident; has that been addressed? Ms. Truelsen reported that is still ongoing.

Ms. Prock feels they did address what they previously discussed, which was the discipline plan. She also reminded the audience when she ran, nobody else ran. Keep that in mind for future elections.

Ms. Shull: Reported filing a civil lawsuit seven years ago when board policy was not followed; mediation ensued; part of the resolution was to have mediations, have follow ups. None of that has occurred over the last seven years. She feels she failed the school because of where it's at now.

Dolores is a wonderful school, need to get it back on track. What needs to be done?

Student: One person missing tonight and the last several meetings, caused a lot of drama in the school, where is the AD? Felt he had the power to ruin kids' seasons and last year they were afraid to speak up. He lied about him personally, about his standing in CHSSA. Why is he not here?

Audience: Why is he still employed?

(Discussion ensued with various speakers regarding their personal experiences with the sports program.)

Ms. Lewis: Why did he get a \$10,000 raise?

Ms. Prock reminded the audience to be respectful, maintain composure. Personnel and student issues can't be discussed in a public forum.

Ms. Phelps: The forum tonight is the beginning of addressing the many concerns brought up at the last meeting. Everyone is here because the students come first.

Ms. Prock: The meeting will end at 8:00 to respect everyone's time. More will be forthcoming.

Mr. Majors: Disciplinary problem is a symptom. Test scores have gone down. Dolores is where everyone wanted to be, no longer the case. Need to restore that success academically, athletically and culturally. Until those are addressed, discipline issues will continue. He wants to see a plan to turn the district around. It should have never gotten to this point; management should have taken steps long before now. Changes need to happen quicker in all realms to get the school back on track.

Ms. Lewis: Recall going on, it's not personal. The district in the last eight years has declined significantly. Need a change and it starts with the board.

Ms. Prock: Appreciates everyone's attendance and input.

(Unintelligible comments.)

Ms. Prock: Concern is this will and is impacting the teachers; lucky to have the teachers we have. Want to create a productive and comfortable environment for everyone. Without the teachers, the district has nothing.

- D. Plan Date for Follow-up Meeting to Monitor Progress – Ms. Prock reported there is a meeting next Thursday. Agenda is not set; will be set Friday morning. Keep the communication going, collaborate. Thanks to everyone.

The next board meeting will be in the regular board room to conduct business, which is what they need to focus on.

Discussion ensued on the logistics of future meetings with the amount of people that are attending and plan to attend. Ms. Truelsen suggests moving the school board to a different venue to accommodate attendees.

- VI. ADJOURNMENT was at 8:03 p.m. The next board meeting will be held on Thursday, April 4th, 2018, at 6:00 p.m.

 5/24/18
Board President Date

 5-24-18
Board Secretary Date