

## MINUTES

DSST Public Schools Board Meeting  
March 26, 2015  
DSST: Stapleton High School, Room 201

Meeting Called to Order: 2:38 p.m.

### **Board Members Present:**

Alex Hernandez  
David Greenberg  
Deborah McGriff (via phone)  
Don Kirkpatrick  
Dwight Jones (via phone)  
Gloria Zamora  
Heather Lamm (via phone)  
Keith Evans  
Michele Cooper  
Norwood Robb  
Peter Fritzingler  
Sean VanBerschoot  
Steve Halstedt  
Steve McConahey  
Teresa Berryman

**Parent Present:** None

**Board Members Absent:** Dan Wilkerson, Jackie Sullivan, Justin Jaschke, Matthew Schnittman, Tanya Kelly-Bowry

**DSST Staff Present:** Bill Kurtz, Christine Nelson, Denise Queen, Jessica Heesacker, Katie Glenn (note taker), Scott Walker

**DPS Staff Present:** None

### **Welcome**

Mr. Halstedt welcomed everyone to the meeting.

Mr. Kurtz introduced Jessica Heesacker, the School Director at DSST: Stapleton Middle. Mr. Kurtz provided a brief background on Ms. Heesacker and stated that she is paving the way for developing a leader internally based on the various positions she has held at DSST (teacher, DCI, ASD, School Director). Mr. Kurtz complimented her for doing a great job managing the DSST: Stapleton Middle School team.

**School Director Q&A:** Jessica Heesacker, School Director at DSST: Stapleton Middle School. Ms. Heesacker began by thanking the board for having her at the meeting and continued by providing a brief reflection of the school year to date. Ms. Heesacker began her reflection by providing the school's strengths. The first strength was their team's strong emphasis on diversity which included having strong visual culture, rich staff discussions, and the theme Ubuntu, "I am because we are". Ms. Heesacker stated they still have room to grow in this area but are making strides. Another area of strength is the instructional support that their teachers receive throughout the year. Ms. Heesacker stated that instructional support was a big push for their leadership team and on their last survey they received fours across the board. Ms. Heesacker continued by sharing a couple areas that they are working on with the first being work-life alignment. She stated that the leadership team constantly asks themselves how they are giving their teachers time to plan and what they can do to not add to their

already full plates. Another area their team is currently working on is figuring out the best way for all students to reach their potential specifically the students in the Autism Center. She stated although the Autism Center currently exists it is still new territory and a learning process. Ms. Heesacker closed by opening the discussion up to a Q and A session for her remaining time at the meeting. Mr. Kurtz concluded the session by commending Ms. Heesacker on her hard work.

Mr. Halstedt reintroduced Gloria Zamora to the board. Ms. Zamora joined the DSST Board in November.

Mr. Kurtz introduced and provided brief backgrounds on Dwight Jones, Alex Hernandez, and Peter Fritzing (not present). Mr. Jones, Mr. Hernandez, and Mr. Fritzing are the newest members of the DSST Board of Directors. Mr. Kurtz added that we are very lucky to have Mr. Jones, Mr. Hernandez, and Mr. Fritzing on our board. Mr. Kurtz continued by stating that he had briefly met with Terrance Carrol earlier in the day and he is considering a seat on our board.

Mr. McConahey concluded the discussion by thanking Mr. Jaschke, Ms. Lamm, and Mr. Wilkerson for coordinating the board orientation earlier in the month.

### **Consent Agenda**

**Motion:** Approval of previous board meeting minutes, Robb

**Second:** Cooper

**Vote:** Unanimous approval

**Motion:** Approval of transferring 401k plan from STMC to DSST, Berryman

**Second:** McConahey

**Vote:** Unanimous approval

**Motion:** Approval of Peter Fritzing as the new Audit Committee Chair, Robb

**Second:** Cooper

**Vote:** Unanimous approval

### **Discussion**

Mr. Halstedt stated that they have been informed by counsel to discuss risk management in an executive session so agenda item III will be moved to the executive session.

### **Reports**

Mr. Kurtz began by sharing four quick highlights. The highlights included the 100% college acceptance, project GPS, hiring, and our strategic priorities.

Mr. Kurtz shared that we have 100% college acceptance at both Stapleton High School and Green Valley Ranch High School which included a couple acceptances into Yale and Stanford. Mr. Kurtz continued by sharing that Project GPS is ahead of schedule and DSST will change over to the new system on April 6<sup>th</sup>. The next highlight Mr. Kurtz shared was on leadership hiring. Mr. Kurtz stated that leadership hiring has been exceptional this year and as of today every leadership team is full for next year. He continued by stating that teacher hiring is very competitive but we are getting better with it and currently have 45% of new teachers hired for next year. The last highlight that Mr. Kurtz shared was the hard work the team is putting into our strategic priorities. He stated the importance of getting these priorities right for the rest of our team.

Mr. Kurtz closed by opening up the discussion to a Q and A.

Mr. Halstedt gave an update on the current status of the Executive Committee's goals for the year. After the update, Mr. Halstedt stated that the Executive Committee wants to build out the succession plan and assign advisory council members to each chair as part of that process.

Mr. Kirkpatrick and Ms. Cooper reminded the board of the upcoming IT Deep Dive on April 9<sup>th</sup> from 9:00-11:00am at the Morgridge College of Education at the University of Denver. They stated that they have not received many responses from board members and encouraged board members to attend. They concluded their report by sharing a brief overview of the upcoming IT Deep Dive.

Mr. Greenberg shared that the board's time commitment to School Accountability Committees has changed from having both board representatives attend each meeting to only having one board representative attend each meeting.

Ms. Berryman pointed out the financial statements and dashboard included in the board book. She stated that nothing has changed from the last board meeting. She continued by sharing that the first payroll in the new system will be April 30<sup>th</sup>. She concluded by stating that there will be a finance deep dive at the board meeting in May.

Mr. Robb shared that the next Audit Committee meeting is on April 24<sup>th</sup> at 9:30am and anyone is welcome to attend.

Ms. Queen shared that several grants have come in recently which included grants from the Harvey Family Foundation, Barton Family Foundation, Kent Thiry and Denise O'leary, and the Walton Family Foundation. Ms. Queen continued by stating that her team is currently very focused on Slice of Pi (May 1<sup>st</sup>) and hitting their one million dollar goal. She concluded the Advancement Committee's report by asking the board to please let her know if they know of anyone that would be interested in sponsoring Slice of Pi this year.

Mr. McConahey and Ms. Lamm reported that the board has gained four terrific members and the Nominating and Governance Committee is currently working on building a strong bench with a focus on diversity and resource development. They also shared that the committee is taking input from the board survey, specifically regarding deep dive topics, and including a discussion about each at the board meetings. They concluded their report by asking the board to submit names of potential board candidates and they will set up a meeting with those individuals promptly.

**New Business:** None

Mr. Halstedt stated, "I would entertain to go into Executive Session as permitted under the Colorado Revised Status section 24-6-402 (4) to the purpose of:

- Pursuant to subsection (e) Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators; specifically the timing and location of additional schools and campuses.
- Risk Management

**Motion to go into Executive Session at 4:35pm, Greenberg**

**Second:** Robb

**Vote:** Unanimous approval

**Motion to end Executive Session at 5:15pm, Greenberg**

**Second:** Robb

**Vote:** Unanimous approval

**Motion for adjournment of Board Meeting at 5:15pm, Greenberg**

**Second:** Robb

**Vote:** Unanimous approval

Respectfully Submitted,

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Katie Glenn (note-taker) for Sean VanBerschot, Secretary