



Meeting Minutes
February 19, 2010
Douglas County School District - Clear Sky Elementary School

Debbie McGee welcomed the group to her school district. Debbie shared a bit of information about the school in which we were meeting. Clear Sky Elementary is one of the newer schools to have opened in Douglas County and is considered a "green school." Natural light is used as much as possible throughout the facility, with skylights in nearly every room in the building. Ice tanks are used for cooling instead of chillers. The heating system is located in the basement. No large mechanical equipment is housed on the roof at all. The building is truly beautiful and appears to be a great design, environmentally speaking.

As a complement to having today's meeting in a "green school," Debbie also asked Andrew Sykes, a Strategy Consultant with a company called Health at Work, to speak to the group about DCSD's wellness efforts. DCSD has a goal to become the "Healthiest School District in America by 2015." Toward that goal, their guidelines for wellness efforts are:

- *Inspire people to be well
- *Stop paying people to be sick
- *Help people measure their own progress
- *Excite their competitive spirit
- *Reward effort and performance
- *Enroll community

As an additional wellness support, DCSD also provided a "healthy" breakfast this morning of fruit, eggs, turkey sausage, and asparagus with mushrooms. Yummy☺

CASPA "STARS"... Debbie McGee presented a CASPA *STAR* to Shelly Landgraf(BVSD) for her research and work in compiling multi-district information on background checking. Shelly worked with Todd Fukai on this effort. Todd received his *STAR* at the last meeting. Henry Gonzales received a *STAR* for his work on the FRISK training. Congratulations to Shelly and to Henry☺

Fall, 2010 CASPA Conference... Mike Gradoz, CASPA president-elect, shared the results from the survey regarding a fall, CASPA conference. It appears $\frac{1}{2}$ the respondents were in support of keeping things basically the same, and $\frac{1}{2}$ were in support of changing things. At this time, the venue will remain at Keystone and the conference will be for $2\frac{1}{2}$ days. The CASPA Board firmly believes that our group as a whole needs to meet and learn together each year. We also need to continue to share our issues and concerns with each other as a larger group. The CASPA Board encourages its membership to attend all or any part of the fall, 2010 conference, depending on what you and your district can afford. The conference will be held at the end of Sept./early Oct., 2010. More details and a request for tentative attendance at the conference will be forthcoming.

Report from the CDE...Deborah Blake and Cheryl Miller were in attendance from the CDE.

Fingerprinting...the process has changed to increase efficiency. The account# MUST be on the fingerprint card in order for processing to move smoothly through the system. Fingerprint cards from the local police departments can be used. **Reminder—the fingerprint card is sent to CBI, not to CDE.** This is one issue that continues to cause problems. Applicants just need to follow directions on the application.

Pueblo "Black Hole"...the process for working with U.S. mail at CDE is this: all U.S. mail that is addressed to CDE goes directly to the state mail facility where it is examined for everything harmful; it then goes to Pueblo, where all items are put in order into the "Reflections" system for Webextender; this upgrade is done overnight. This system itself appears to be working. Errors made by applicants in their paperwork or background issues very often are the cause of delays in the processing of applications.

Expedites...these still are of issue and still can be addressed at CDE. Continue to call Deb with questions and concerns. Currently, CDE is two (2) weeks out for scanning of applications. CDE is working on January applications now. (PLEASE reference the attached 2-page "Request for Expedited Application Review" document from CDE. Send comments regarding the items in this document to Deb Blake at blake_d@cde.state.co.us)

Mike Gradoz, Todd Fukai, and Jim Baker requested and attended a meeting with Jami Goetz, CDE Director of Professional Services and Educator Licensing. The concern regarding expedites was addressed during that meeting. The process for addressing expedites was meant to be seamless, but lack of communication and/or miscommunications from CDE have caused more calls to be made to CDE. CASPA reminded Jami that Human Resources folks—namely we CASPA members—can be **VERY** helpful to CDE in the licensure application process. Mike, Todd and Jim asked that CASPA be kept in the information loop regularly so that we can pass necessary and helpful information onto applicants and employees. CASPA folks can act as "sense-makers" for our districts' employees. CASPA is committed to working with CDE, and the licensure department in particular. CASPA is also committed to working with CDE toward improved communications. It was suggested that the "listserve" of CASPA contacts be resurrected and that it be used by the licensing dept. at CDE for communication purposes on a regular basis.

Phones...they have been a mess for four (4) months. Suffice it to say that the system should be working now, with a new menu for assistance.

CDE Report...Colorado was found out-of-compliance by the feds with regard to highly qualified teachers in schoolwide Title programs. It's been a HUGE task for Lisa Medler's office with over 100+ teachers out-of-compliance. Call Cheryl Miller with all questions specific to this issue.

Recruiting Fair Update:

CASPA Southern Fair/Colorado Springs
Contact: Henry Gonzales
hgonzales@ffc8.org

Friday, February 26, 2010
UCCS campus

CASPA Denver/Metro Fair
Contact: Jack Kronser
jkronser@aps.k12.co.us

Saturday, February 27, 2010
Lincoln High School, Denver

Henry Gonzales(Fountain/Ft. Carson) reported that there were 375 candidates registered at this time. There will be a cut-off at 400. There are 83 recruiters registered from 15 districts. Henry was finalizing details for the Southern Fair today. Todd Fukai (CCSD) spoke in Jack Kronser's absence. Todd stated that registration was closed for the Metro Fair with about 600 candidates registered. Approximately 24 districts will be represented at the Fair. If you have not done so, **Please e-mail Jack Kronser whether you are or are not attending the Denver/Metro Fair. If you are, Jack would like to know if you are doing just a "Meet & Greet" or a "Meet & Greet" plus On-Site Interviews.** E-mail Jack at jkronser@aps.k12.co.us. We also need to discuss the future of Recruitment Fairs at a future CASPA meeting.

CASE Legislative Committee... Todd Fukai(CCSD) and Mike Gradoz(St.Vrain) attended a CASE Legislative Committee meeting at the CASE Winter Leadership Conference. The next meeting of the Legislative Committee will be today in Englewood. View the "Legislative News" link on the CASE website for updated information on what's going on at the legislature.

CASE... Bruce was unable to join us today.

Linking Performance Pay to Student Achievement... John Hoag, Asst. Supt. of Operations/HR, and Carole Ruckel, TIF Project Coordinator, (Ft. Lupton) gave a PowerPoint presentation on their district's "Teacher Incentive Fund" (see attached materials.) The Ft. Lupton district is north of Brighton and has about 2400 students. There are two (2) elementary schools, both Title I schools. There is one K-8 school, one middle school, and one high school. The district is at 60% free & reduced lunches, and is 68% Hispanic. In 2006, Weld Re-8 was selected by the U.S. Dept. of Education to receive one of the first grants under its Teacher Incentive Fund (TIF) Program. This program supports efforts to develop and implement performance-based teacher and principal compensation systems in high-need schools. The award is for five (5) years and totals \$3,670,133 spread over that period. For more information, contact John at jhoag@ftlupton.k12.co.us or Carole at cruckel@ftlupton.k12.co.us.

Becky McClure has information from the CASE Winter Leadership Conference pertaining to Boards of Education declaring fiscal emergencies for their school districts. Contact Becky at becky.mcclure@bvsd.org for more detailed information

Future CASPA mtg. dates:

NO MARCH MEETING!

April 16, 2010—Jefferson County (combined with Colorado Negotiators)

June 18, 2010—Littleton Public Schools

Respectfully submitted,

Lori Kinney
Secretary, CASPA