



Meeting Minutes
April 17, 2009
Littleton Public School District

Becky McClure, CASPA President, welcomed everyone. Becky introduced Mike Owens, Asst. Supt. for Human Resources, for LPS. Mike shared LPS's recent experiences with the closure of two of its 15 elementary schools (effective at the end of this school year). If you have questions around the process LPS used throughout the school closure event, feel free to contact Mike at 303-347-3375. Budget reductions in LPS also include a 1.8 million dollar reduction at the Central Office along with 60 fewer FTEs at the school sites. More reductions are likely to come. LPS is a land-locked, declining enrollment district. When folks move into the district, they put their children through the system, and then they stay in their homes. If and when homes do go up for sale, they often are out of the price range for young families. LPS is projected to be down 100 students next year and each of the next few years.

Minutes from the February, 2009 meeting were approved.

Frank Davila, Equity Consultant, did a presentation on ideas for "Mentoring Leaders of Color." A few ways that individuals and school districts can assist in this effort are:

- Look at the "assets" in our own schools
- Assign mentors
- Invite teachers to be a part of leadership opportunities
- Engage in collaborative efforts with CDE, district leaders, CASE/CASPA/McRel/CASB/CEA/universities
- Provide scholarships for trainings (Discovering Your Leadership Potential, "Aspiring to the Principalship," etc.

Frank has been working with CASE in this regard. If you have any other ideas regarding how to build leadership capacity, please contact Bruce Caughey at CASE.

CASE/Legislative Update—Bruce Caughey: This year's discussions on the **School Finance Act** at the legislature have not been as collaborative as in the past. Senators Groff and Romer are leading the Senate's efforts. Most recently, a press release was handed out and many had not even seen the spreadsheets explaining specific items. The Senate version of the bill is focused on reform (Center for Excellence funding), size factor is reduced (2.5% across the board), 5-year averaging to go away (4 year averaging next year and 3 year averaging the following year...this really impacts declining enrollment districts!) The L O N G bill (state's budget) and its cuts have not yet been fully determined. A school finance interim committee will be formed this summer to discuss at risk dollars.

The **DPS/PERA merger** appears to be moving forward. The merger will provide portability and political strengths. The financial mechanics of the merger still raise issues and concerns. DPS has to put in more dollars, but they also have bond payments to make. CASE will support the merger (with caveats). A state-wide rollout of the **educator identifier** is imminent. The identifier will connect teacher performance with student performance. Our state's growth model removes some of the variables. Data cannot be used for cross-district evaluative sanctions.

CDE Update: Barb Allen has a new position. She has been named the Outreach Coordinator for the Department of Special Services. Barb will be "out in the field" helping with licensing issues across the state, training HR personnel. She will also be working along with Lisa Medler on HQ issues. The new Licensing Supervisor is Deborah Blake. There are still many unanswered questions regarding the changes around the CTE credential and new licensure. CDE (Chris Hill) will be evaluating and validating the current 4,000 statewide CTE credentials. If your district wants to qualify for Perkins dollars, all vocational CTEs must be "converted" to the new licensure by July 1st. The current expiration date on the credential will "drive the bus," so to speak. All new applications will go to the state Board of Education for approval. Barb will be working closely with district CTE coordinators on this transition. Representatives from Cherry Creek Boulder Valley and Jeffco volunteered to work with Barb on issues around SLP (Speech Language Pathologist) and the Highly Qualified designation. More later...

Negotiations Update...the following districts were represented: Boulder Valley, Aurora, Brighton, Westminster, Mapleton, Jeffco, Pueblo 70, Cherry Creek, Douglas County, Sheridan, (legal rep for Englewood and Eagle/Vail), St. Vrain and DPS.

CASPA Board elections...next Friday (April 24th) is the last day to submit your vitae for elections. Submit information to Barb Albright via the CASE website. A southern area rep, and a western area rep are still needed. The CASPA Board and its membership have recognized that it is exceptionally difficult for the western area reps to travel from the western slope to Denver on a monthly basis. It has been agreed that CASPA will now pay the mileage for the western area rep to attend the monthly meetings held in the Denver metro area (approximately \$250.00/mo.).

Nominations for the Sandra Shreve Award will be taken soon. You must be both a CASE and CASPA member to nominate someone.

Recruitment Fairs

Southern Fair—Friday, February 27th, Regis University, Colorado Springs, CO. There was an overwhelming attendance! Folks had to be turned away due to the building and parking overload. **Metro Denver Fair—Saturday, February 28th, Cherokee Trail High School (CCSD), Aurora CO.** This Fair maxed out at 600 attendees! The future of recruitment fairs is changing. This topic needs to be discussed in the near future.

Fall, 2009, Annual CASPA Conference:

The dates for our annual fall conference will be Sept. 30th-Oct. 2nd. This year our CASPA conference will coincide with CHRA's State Conference. CHRA (the Colorado Human Resource Association) is the state affiliate of SHRM (the Society for Human Resource Management.) The theme of the conference is "Elevate to Excellence." The conference will return to the **Keystone** Resort and Conference Center. HRCI credits will also be available for those who need to recertify their PHR, SPHR and/or GPHR certifications. On Wednesday, Sept. 30th, CASPA will host a pre-conference from 1:00-4:00p.m., with three (3) guest speakers. CASPA will then host a dinner afterward, 5:00-7:30p.m. On Thursday, Oct. 1st, the SHRM Conference goes from 7:45-noon. From noon-1:15p.m., CASPA will host a box lunch for its members. The conference continues from 1:15-5:00p.m. CASPA cocktails and Jeopardy (thanks, Jack!) will take place from 5:00-7:00p.m. From 7:00-9:00p.m., SHRM sponsors the dinner + 2 drink tickets + entertainment + casino.

NEXT MEETING: June 19th, Aurora Public Schools (Frisk Trainer-of-Trainer workshop)...more details to come...

