



Meeting Minutes
January 15, 2010
Boulder Valley School District

Debbie McGee introduced Becky McClure who welcomed the group to her school district. Becky told us that BVSD encompasses 500 square miles and has 55 schools, serving the towns of Boulder, Gold Hill, Nederland, Broomfield, Louisville, Superior, and Lafayette. 35% of BVSD teachers move around within and among these cities/towns during their tenure with the district. Becky McClure is the Asst. Supt. of Human Resources for BVSD and her staff includes: Bob Jamison, Annie Kilgore, Shelly Landgraf, Jeanne Aguilar, and Steve Land.

CASPA "STARS"... Debbie McGee Presented CASPA ***STARS*** to Todd Fukai(CCSD) and Shelly Landgraf(BVSD) for their research and work in compiling multi-district information on background checking. Thanks, Todd and Shelly☺

CASE Legislative Committee... Todd Fukai(CCSD) and Mike Gradoz(St.Vrain) will join Bruce Caughey on the CASPA Legislative Committee. We look forward to their reports. Thank you, Todd and Mike☺

Minutes from the December, 2009, CASPA meeting... Mike Gradoz moved that the minutes be approved and Todd Fukai seconded.

The Results of the Teacher-Principal Evaluation Role Play which we took part in at the December, 2009, CASPA meeting are available. John Hefty, Executive Director of CASE, reviewed and summarized all of the information we provided at that meeting, and submitted it for use in the "Race to the Top" application. E-mail Lori Kinney (lkinney@lps.k12.co.us) if you would like a copy of those results.

Fall, 2010 CASPA Conference... look for a survey to be sent to CASPA membership regarding a fall, 2010 CASPA conference. District budget restraints may impact if/when a conference can be held. Survey results will be reported at the February, 2010, CASPA meeting.

CDE report... all CDE employees were on a furlough day today, so no one from CDE was present for our meeting. Cheryl Miller from CDE did ask Amy Spruce (Adams-12) to remind districts to get their Level II edits in for the CDE report. Amy also shared what information she had acquired regarding "expedites" and CDE—an ongoing frustration for HR depts. All mail that comes into CDE now goes to Pueblo, to be scanned because Web-Extender is located in Pueblo. This, of course, can create a significant delay in "expediting" anything. Suggestion: when an applicant submits an application which needs expediting, have them bring all paperwork directly to the school district's HR dept. District HR personnel then need to drive the application to CDE themselves and ask "IN PERSON" for expedite priority from someone at CDE. HR depts. continue to have issues with CDE's responses to our needs. A small group of CASPA members will arrange a meeting with Jami Goetz to address concerns. Jami will then be invited to attend a future CASPA meeting.

CASE...Bruce Caughey reminded us this morning that he is "just the messenger." **The top three (3) topics for this legislative session** will be **PERA, school funding, and teacher/principal effectiveness. Thirty (30) bills about education were introduced on the opening day of the legislature.** The state budget situation remains horrible. There is a \$1.3 billion gap for 2010-2011. Since 2000, Colorado has slipped to \$700.00/pupil funding. Colorado now is 50th of the 50 states in comparability. Our education "story" needs to be told more forcibly, and CASE intends to move in that direction. **The CASE Winter Leadership Conference is January 20th-22nd.** The theme this year is "Excellence by Association." This year's conference offers much that is appropriate for these trying times in education. The DBO "Nuts & Bolts" session is up 25% over past registrations. People clearly want to keep apprised of current fiscal events and predictions of what may occur in the future. One of the many conference breakout sessions is titled, "Legal Implication of RIF" (Reduction in Force.) This session will be of major interest as school districts across the state. There will also be a panel discussion during one of the breakout sessions which includes our own Becky McClure (BVSD). Teacher/Principal Effectiveness will be at the heart of discussions, as will the recent "Teacher Identifier" bill signed by Governor Ritter. Keep your eyes on how this piece of legislation unfolds in its recommendations for the development of teacher/principal evaluations.

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(Fountain/Ft. Carson) stated that they are finishing up a few issues of concern about the fair with UCCS, i.e., completion of building where fair is to be held, selection of food vendor, etc. Todd Fukai (CCSD) spoke in Jack's absence. Todd stated that all recruiters at Lincoln High School(DPS) will be in one long hallway. Both fairs are on the CASE website and on the AAEE website also. 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.

Retention Strategies for Teachers of Color...Becky McClure(BVSD) shared her PowerPoint presentation and a few handouts (see attachments). Groups shared what various districts have done or are doing with regard to recruitment of teachers/administrators of color.

Judy Hlawatsch, CU Career Services, reminded us that CU is holding mock interviews on the Boulder campus on Feb. 8th. The interviews are 15-20 minutes@ with a 10 minute follow-up with each candidate. If you would like to participate as an interviewer, please e-mail Judy at hlawatsc@colorado.edu. There will be no formal on-campus interviewing, but if you have a specific need, please let Judy know.

Miscellaneous...Mike Gradoz (St. Vrain) stated that his district has placed a hiring freeze of all support staff...Jaime Engel from Poudre Valley indicated that a reorganization of positions is occurring in that district...Tom Garcia will be retiring (sure, Tom) and his position will be combined with another position...the title of the vacancy, which has been posted, is for Asst. Supt. of Human Resources and Operational Management...if you attend the RIF session at the Winter Leadership Conference, we would like for you to share what you heard at the February CASPA meeting (thanks in advance)...there was no time for the planned Roundtable discussion...meeting adjourned.

Future CASPA mtg. dates:

February 19, 2010—Douglas County(classified breakout session after regular meeting)

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

June 18, 2010—Littleton Public Schools

Respectfully submitted,

Lori Kinney
Secretary, CASPA