

*Board of Education
Mesa County Valley School District 51*

Agenda

October 7, 2025

Board of Education Work Session

VISION STATEMENT

Engage, equip, and empower each and every student, each and every day.

DISTRICT MISSION

D51 engages our community, families and staff to deliver individualized, collaborative and challenging educational experiences to prepare each and every student for their brightest future.

BOARD PURPOSE

Providing effective and ethical governance – representative of community – to support continuous success for all students.

ESSENTIAL BOARD ROLES

Guide the District through the superintendent
Engage constituents Ensure alignment of resources and structure
Measure effectiveness Model excellence

BOARD'S CORE, DRIVING VALUES

Continuous student success, respect for all, student centered, integrity, engaged communication, continuous improvement, fiscal responsibility, accountability, strategically proactive, team effectiveness

BOARD MEMBERS

District A – Mr. José Luis Chávez District
B – Mrs. Barb Evanson
District C – Mrs. Andrea Haitz, President
District D – Mr. Will Jones, Vice
President District E – Ms. Angela Lema,
Secretary

SUPERINTENDENT

Board of Education Work Session

5:00 PM

1. Call to Order/Pledge of Allegiance
2. Strategic Plan Update - Staff Retention and Recruitment
3. Priority Improvement Projects / FMHS Presentation
4. School Improvement Presentation
5. First Reading of Policy IKF - Graduation Requirements
6. Board Open Discussion
7. Future Meetings
- 7.A. October 11, 2025 Coffee with the Community
9am - 11am, Harry Butler Board Room
- 7.B. October 21, 2025 Board Business Meeting
5:00pm, Harry Butler Board Room
8. Adjournment

PUBLIC PARTICIPATION AT BOARD MEETINGS; MEETING RULES

Adopted: September 14, 2021

Revised: November 19, 2024

The Board desires to hear the views of citizens of the District and welcomes public comments at business meetings. Public comments at work sessions or special meetings will not be allowed unless otherwise delineated on the meeting agenda. To ensure the safety, security, and orderly conduct at Board meetings all participants must adhere to these rules and any additional instructions provided by security personnel or meeting facilitators.

Eligibility and priority to address the Board: To ensure the students are prioritized and heard, the Board will allow students to speak first during the public comment portion of the meetings. Students wishing to address the Board must sign up and will be called in the order of registration before other community members.

Process/Procedure:

1. Individuals wishing to address the Board must sign up and will be called in the order of registration.
2. Comments will be limited to agenda item(s).
3. The public comment portion will be limited to 60 minutes unless the Board votes to extend the time. If additional time is approved, it will be at the discretion of the Board and based on the circumstances of the meeting.
4. Each speaker will be allotted up to three minutes to address the Board during public comment. If there are a large number of individuals signed up to speak, the Board reserves the right to reduce the time per speaker to ensure that as many voices are heard within the allotted comment period. If time constraints prevent all individuals from speaking during the public comment period, the Board encourages those unable to address the Board in person to submit their input via emails, written letters, or other formats. All submitted comments will be reviewed by the Board.
5. Speakers should not repeat the same message shared by others. If a speaker's point has already been addressed, comment briefly in support of previous comments and provide any other unique insights.

Prohibited Items: For security purposes, attendees may not bring bags into the meeting room. This includes, but is not limited to: backpacks, purses larger than a clutch, and tote bags. Exceptions will be made for medically necessary items or diaper bags, which are subject to inspection. Employees who are required to attend and work during the meeting are exempt from the bag policy but may be subject to standard security procedures.

Orderly Conduct:

1. All speakers and attendees are expected to maintain respectful and proper decorum during Board meetings.
2. Comments shall be directed to the Board as a whole and not an individual member, staff, or other attendees.
3. Personal attacks, threats, shouting, cheering, snapping, and other distractions or disruptive behavior, will not be tolerated.
4. Clapping after a comment may be allowed unless it is disrespectful or disrupts the flow of the meeting. Attendees are encouraged to keep expressions of support by clapping brief. If attendees disregard this expectation, the Board may temporarily pause the meeting to restore order or remove individuals causing the disruptions.
5. All comments must be age-appropriate, to include kindergarten through twelfth grade, and suitable for a school setting. Speakers are expected to use language and share content that is respectful and appropriate for all ages.
6. Comments containing profanity, vulgarity, or otherwise inappropriate material will not be permitted.
7. Attendees may not bring signs, banners, props, or other similar items/materials into the meeting. Any individual wishing to display any of the items referenced, or demonstrate, should do so in appropriate spaces outside of the meeting room, in compliance with District policies.
8. Media representatives wishing to record the Board meeting will be assigned a designated location to ensure their activities do not disrupt the proceedings or obstruct the view of attendees. All recording equipment must remain within the assigned area for the duration of the meeting.

Enforcement of Meeting Rules: Individuals who fail to follow the established rules for public comments or meeting decorum will receive a warning. If the disruptive behavior continues after the warning, the individual may be removed from the meeting. Repeated violations may result in a ban from attending future meetings as determined by the Board.



#WeAreD51

**Prepared and Supported Staff
*Retention and Recruitment***

October 7, 2025

ENGAGE - EQUIP - EMPOWER

What's *unchanged* in the 2025-2030
Strategic Plan:

MISSION

VISION

CORE BEHAVIORS

GRADUATE PROFILE



2025-2030 STRATEGIC PLAN FOCUS AND PRIORITY AREAS

(1) Prepared and Supported Students

- Academic Success
- Student Opportunities

(2) Well-Being and Belonging

- Student Wellness
- Staff Wellness

(3) Prepared and Supported Staff

- Staff Retention
- Staff Recruitment

(4) Effective District Operations

- Community Partnerships
- Effective District Operations

Active Staff as of October 6, 2025

	2025-2026
Total Staff: (without coaches and subs)	2641
Total Licensed Staff:	1400
Total Support Staff:	1105
Total Admin Staff:	136
Total Substitutes:	510

Staffing Levels - Licensed Staff

	Licensed Staff	
	2025 - 2026	2024 - 2025
New Hires	114	151
Transferred	146	154
Openings at the start of the school year	8	12

Staffing Levels - Support Staff

	Support Staff	
	2025 - 2026	2024 - 2025
New Hires	82	63
Transferred	67	54
Openings at the start of the school year	46	58

What has helped us retain and recruit?

Community Support

- Supportive community partners
- Passing the bond and mill levy

Prepared and Supported Staff

- Skilled and dedicated leaders, educators, and support staff
- Professional learning and Induction
- Commitment to staff health and well-being

Student Success

- Amazing students and high quality resources
- Historic milestones with School & District Performance Frameworks
- More Social Less Media Campaign

Effective District Operations

- Facilities Master Plan
- Ongoing commitment to increasing salaries

2025-2030 Focus Area 3: Prepared and Supported Staff

Priority 1: Retention

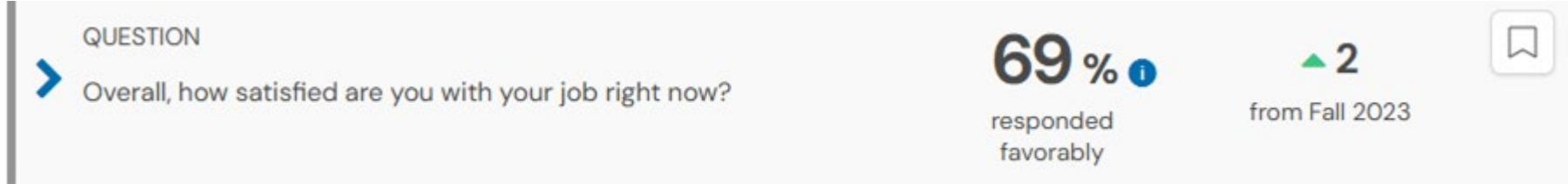
D51 will retain, develop, and attract a skilled and collaborative workforce, ensuring that every position is filled with talent committed to advancing student success.

Goal:

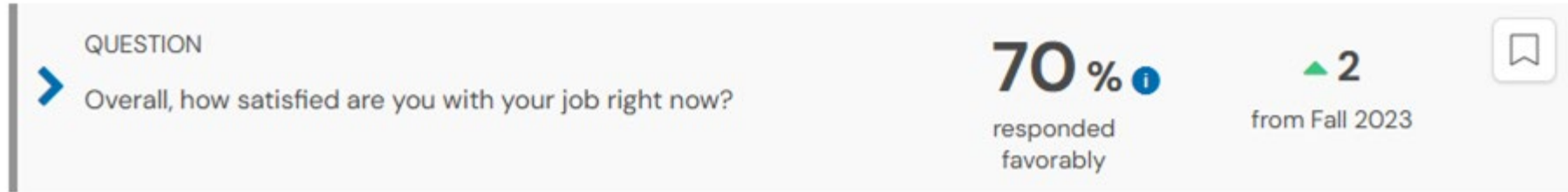
By 2030, increase favorable responses on the D51 Panorama survey by 20%, with respondents indicating job satisfaction, while maintaining current participation levels.

2025 -2030 Strategic Goal

Department Results (Spring 2025)



School Results (Spring 2025)



By 2030, we will see roughly 90% job satisfaction reported by both Depts & Schools

90%

2025-2030 Focus Area 3: Prepared and Supported Staff

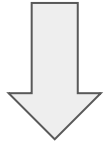
Priority Two: Staff Recruitment

Attract and hire highly skilled professionals who meet the needs of students and schools, strengthening teams across schools and departments.

Goal:

By 2030, 95% will report on the TLCC survey that schools in D51 are a good place to work.

2024



2030

QUESTION



I would recommend this school as a good place to work.

90% 

responded
favorably

QUESTION



I would recommend this school as a good place to work.

95% 

responded
favorably

2025-2030 Strategic Goal - Year 1 Goals

Year 1:

- Examine leave policies for employee groups
- Implement Transfer Exit Interviews
- Research and design an induction program for support staff supervisors
- Evaluate questions asked in staff survey through Panorama to include “Why do you stay at D5 I?”
- Evaluate and update questions asked in Post Hire Feedback Survey

2025-2030 Strategic Goal - Year 2 Goals

Year 2:

- Implement leave policy changes
- Implement induction program for support staff supervisors
- Define hard to fill positions and evaluate differentiated pay
- Evaluate Grow Your Own Program to meet Special Service Provider and Robust Options needs
- Evaluate need for additional endorsement areas



FOUR CORE BEHAVIORS

D51 focuses on the whole learner to foster growth and high achievement.

D51 believes in the strengths of our people, our schools, and our communities.

D51 values individuality, inclusivity, and belonging.

D51 commits to continuous improvement.

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Questions?



2024 BOND PROJECTS PROGRESS UPDATE

BOARD OF EDUCATION MEETING: OCTOBER 7TH, 2025



BOND SCOPE OVERVIEW

- \$190M Bond
- Three parts:
 - Priority Improvement Projects (“PIPs”)
 - Four Phases (one for each summer)
 - Central High School improvements
 - Fruita Monument High School improvements

MESA COUNTY VALLEY SCHOOL DISTRICT 51 MAY 31, 2024 25-YEAR FACILITY MASTER PLAN

OVERALL PROJECT COST ESTIMATE
PHASE 1 (2024) →

SAFETY AND SECURITY ENHANCEMENTS	\$14 - 16 M	PIPs
PRIORITY MAINTENANCE + LIFE SAFETY	\$69 - 71 M	
IMPROVED LEARNING ENVIRONMENTS	\$12 - 14 M	
CENTRAL HS IMPROVEMENTS	\$65 - 68 M	
FRUITA MONUMENT HS IMPROVEMENTS	\$18 - 21 M	
POTENTIAL BOND PROJECT TOTAL	\$178 M - 190M	

177 | hard | explain | measure | School District 51

PRIORITY IMPROVEMENT PROJECTS PHASE 01 – COMPLETE*

Scope Overview

- Asbestos Abatement: 5 schools
- Fire Sprinkler Systems Installed: 7 schools
- Upgraded Fire Alarms: 3 schools
- Improved/Added Security Vestibules: 3 schools
- Playgournd / Play Area Improvements: 5 schools
- SPED/Small Group Room Additions/Modifications: 5 schools
- Added Drinking Fountains: 5 schools
- New Ceilings: 6 schools
- Media Center Improvements: 6 schools
- Added Bollards / Boulders at Front Entry: 7 schools
- Parking Expansion/Improvements: 3 schools
- Maker Space Furniture: 6 schools
- Upgraded Security Systems: 38 campuses
- *Wrapping up: Playgrounds, shade structure, PHS security vestibule, misc.

Budget Overview

- Total Budget: \$28.8M
- Committed to Date: \$23.4M
- Spent to Date (thru August): \$20.4M

PRIORITY IMPROVEMENT PROJECTS PHASE 02 – SUMMER OF 2026

- 11 schools
- Budget: \$38.6M
- Recently Completed
 - CMGC procurement
 - Schematic Design



- In Progress
 - Coordination meetings with principals
 - Schematic Design Estimates – this week
 - Design Development – issue in November
 - Contractors have begun site investigations
 - Site Surveys
 - Geotechnical investigations
 - Asbestos abatement coordination / design

- DDB
 - Dos Rios ES
 - Dual Immersion Academy
 - Tope ES
 - Wingate ES



- FCI
 - Broadway ES
 - Orchard Ave ES
 - Pomona ES
 - Mt. Garfield MS
 - West MS.



- Shaw
 - Appleton ES
 - Rim Rock ES



FRUITA MONUMENT HIGH SCHOOL

Budget

- Total Project Budget per Facility Master Plan: \$21M
- Committed to Date: \$1.25M
- Estimated Construction Budget: \$16.3M



Recently Completed

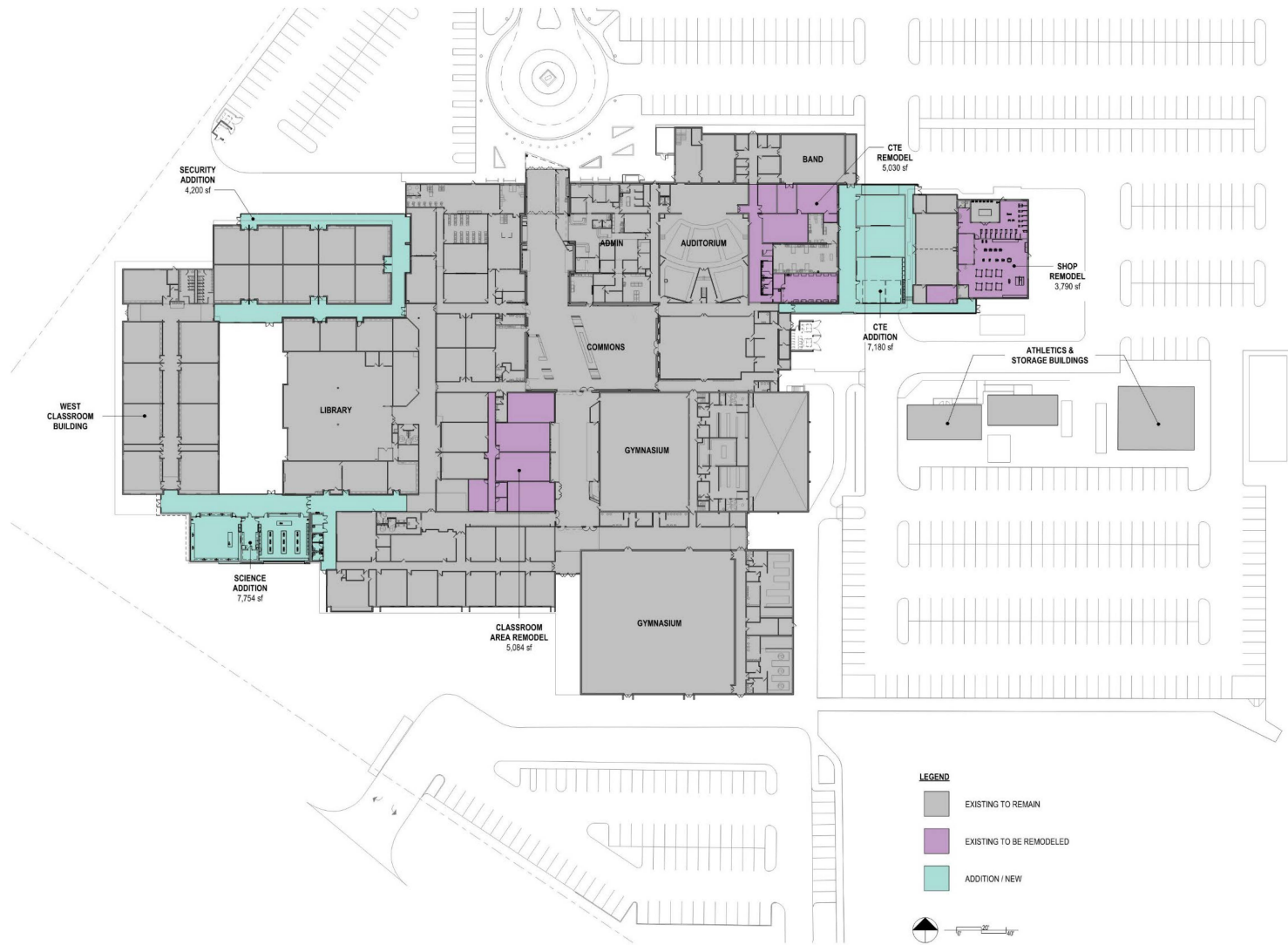
- Design Development (10/6)
- Open House at Parent Teacher Conferences
- Met with AHJs

In Progress

- Design Development Estimate (11/6)
- User Group Meetings
- Construction Phasing & Planning

Upcoming

- Helical Pier Testing
- Utility Potholing
- Construction Documents (Feb.)
- Mobilize May 2026



FRUITA MONUMENT HIGH SCHOOL
 2026-2027 FMHS PROPOSED ADDITIONS: ARCHITECTURAL SITE PLAN
 SEPTEMBER 18, 2025



FRUITA MONUMENT HIGH SCHOOL
2026-2027 FMHS PROPOSED ADDITIONS: SCIENCE ADDITION
SEPTEMBER 18, 2025





FRUITA MONUMENT HIGH SCHOOL
2026-2027 FMHS PROPOSED ADDITIONS: CTE ADDITION
SEPTEMBER 18, 2025





FRUITA MONUMENT HIGH SCHOOL
2026-2027 FMHS PROPOSED ADDITIONS: CHEMISTRY LAB
SEPTEMBER 18, 2025



THANK YOU

COLLEEN.KANEDA@DYNAMICCPM.COM





School Improvement BOE Presentation

October 7, 2025



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Tonight's Presentation

Tonight's purpose is to inform our community about the D51 schools that have received a state rating of Priority Improvement(PI) or Turnaround(T) and the schools' plan for success..

This School Board Report is a process required by the Colorado Department of Education.



What does it mean to receive this rating?

Accreditation Category Plan Type

Accredited (District) or Performance Plan (School)
Accredited w/Improvement Plan (District) or Improvement Plan (School)
Accredited w/Priority Improvement Plan (District) or Priority Improvement (School)
Accredited w/Turnaround Plan(District) or Turnaround Plan (School)

Accreditation categories are based on the total percentage of points earned.

Central High School



Plan Type and Rating with Growth/Achievement Totals

Plan Type		Official Rating based on SINGLE-YEAR SPF Report	
Priority Improvement Plan: Decreased due to Participation		52.8/100 Points Earned	
Year 3			
<p>The performance framework evaluates district and school performance on Academic Achievement, Academic Growth, and Postsecondary & Workforce Readiness indicators. The percentage of points earned across all indicators determines the final accreditation rating for a district or the final plan type for a school, which is displayed above. The cut points for final ratings established by the State Board of Education are shown at the right of this page. Failure to meet finance, assessment, and safety assurances may result in a lowered rating. Refer to the scoring guide near the end of this report for more details on how ratings are determined.</p>			
Indicator Rating Totals			
Performance Indicator	Percent of Points Earned	Points Earned/ Eligible	Rating
Academic Achievement	47.9%	14.4/30	Approaching
Academic Growth	52.1%	20.8/40	Approaching
Postsecondary & Workforce Readiness	58.5%	17.6/30	Approaching

Performance 52.8%

Improvement

Priority Imp.

Turnaround

School plan types are based on the total percentage of points earned.

Performance Plan: 53.0% - 100%

Test Participation Rates and Total Participation Rate Descriptor*

Subject	Total Records	Valid Scores	Total Participation Rate	Parent Excusals	Accountability Participation Rate	Rating
English Language Arts	1,410	1,198	85.0%	175	97.0%	Meets 95% Participation
Math	1,410	1,198	85.0%	175	97.0%	Meets 95% Participation

Participation Rate

- Parent Excusals are not counted as participants
- Over 90% indicates a good representation of student body took the assessment

ACCOUNTABILITY Participation Rate

- Parent Excusals are counted as participants
- MUST have either an excusal OR a score for EVERY student
- Two or more must meet 95% or drop a rating

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Central High School



Test Participation Rates and Total Participation Rate Descriptor*

Subject	Total Records	Valid Scores	Total Participation Rate	Parent Excusals	Accountability Participation Rate	Rating
English Language Arts	954	662	69.4%	231	91.7%	Does Not Meet 95%
Math	954	662	69.4%	231	91.6%	Does Not Meet 95%

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Central High School



GOAL - 95% accountability participation rate spring 2026

- 91.7% accountability participation rate spring 2025
 - **59** students did not take the exam or fill out an opt out form
 - 26 PSAT 9
 - 21 PSAT 10
 - 12 SAT

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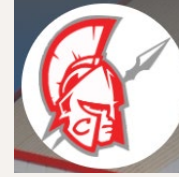
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Central High School



CENTRAL HIGH SCHOOL

Something to Notice

- **69.4% Test participation rate**
 - **87.4% - GJHS, FMHS, PHS:**
- **24.2% Parent excusal rate**
 - **FMHS - 10.10%**
 - **GJHS - 12.40%**
 - **PHS - 8.20%**

CHS GOAL

- **>95% test participation**
- **Less than 10% Parent Excusal**



Prior to the Testing Window:

Focus on Teaching & Learning

- **Ensure all students are academically prepared for the state assessment.**
- **Maintain a strong emphasis on daily teaching and learning.**
- **Build classroom routines that foster confidence and readiness.**



Central High School Commitments

- ***Ensure all eligible students complete the state assessment.***
- ***Foster a culture that values and champions participation.***
- ***Provide clear, consistent communication with staff, students, and families.***
- ***Help parents/guardians understand the importance of state assessments.***
- ***Implement structured make-up testing for absent students.***

Central High School



Fostering a culture that champions participation by:

- Communication: CHS students and families will understand the importance of state assessments
 - SAT/PSAT - college and career readiness
 - Learning grade appropriate material
 - Open doors for your future
 - Helps school identify gaps in student learning
- CHS staff will:
 - Hold test prep days
 - Create advisory lessons to build confidence on state testing
 - Implement School wide initiatives to show the importance of state testing
 - Examples of how state assessments have benefitted past students



CENTRAL HIGH SCHOOL

In closing...

Mesa County Valley School District 51

IKF

GRADUATION REQUIREMENTS

Adopted: January 17, 2023

Revised: 1st reading October 7, 2025

Page 1 of 1

Students shall have the opportunity to graduate from Mesa County Valley School District 51 schools by satisfying the requirements set forth below for issuance of a Mesa County Valley School District 51 diploma or certificate of attendance. The Board of Education's goal is for all students to earn a Mesa County Valley School District 51 diploma.

A student must complete the required standards-based 25 credit units to graduate. These credits must be earned in courses approved by the Superintendent or his designee for credit toward high school graduation. A student must be properly registered and credits properly authorized in order to receive credit for courses completed. In the case of students transferring from educational programs outside of Mesa County Valley School District 51, reasonable effort shall be made to adjust the students' programs to the requirements for graduation. Students exiting Mesa County Valley School District 51 schools and then re-entering at a later date shall follow the policies for graduation as established by the Board for their year of re-entry.

No student may participate in commencement exercises until all graduation requirements have been met.

A student must complete the following to receive a Mesa County Valley School District 51 diploma:

- I. Earn twenty-five (25) standards-based credits, with a 2.0 GPA or higher, from the following required and elective courses. Specific course titles are listed and updated in the D51 course catalog.
- II. Complete an Individual Career Academic Plan (ICAP)
- III. Demonstrate academic proficiencies in reading, writing, and communicating; and math from one of the Menu of College and Career Readiness options listed in the Colorado Department of Education Graduation Requirements. Colorado Department of Education Graduation Requirements can be viewed at www.cde.state.co.us/postsecondary or from the high school counseling office.

GRADUATION PATHWAYS

The 25 standards-based credit requirements will be earned through three basic pathways as described below:

1. **Conventional Pathway:** The **Conventional Pathway** will lead a student to graduation when the following criteria are met:
 - a. Completed 25 required standards-based credits with a 2.0 GPA or higher **AND**
 - b. Demonstrate competency in reading, writing, communicating, and math from the Menu of College and Career Readiness options.
2. **Pathway of Distinction:** This honors pathway will lead a student to graduation when the following criteria are met:
 - a. Meet the Higher Education Admission Requirement (HEAR) requirements **AND**
 - b. Achieve a cumulative GPA of 3.5 or higher **AND**
 - c. Demonstrate a score of 24 or above on the ACT **OR**
 - d. Demonstrate a score of 1110 or above on the SAT Colorado