



COLORADO
Department of Education

Colorado State Board of Education

TRANSCRIPT OF PROCEEDINGS
BEFORE THE
COLORADO DEPARTMENT OF EDUCATION COMMISSION
DENVER, COLORADO
June 10, 2015, Part 6

BE IT REMEMBERED THAT on June 10, 2015, the
above-entitled meeting was conducted at the Colorado
Department of Education, before the following Board
Members:

Marcia Neal (R), Madam Chair
Angelika Schroeder (D), Vice Chairman
Steven Durham (R)
Valentina (Val) Flores (D)
Jane Goff (D)
Pam Mazanec (R)
Debora Scheffel (R)



1 (Overlapping)

2 MADAM CHAIR: -- Greeley-Evans School
3 District 6 to request to approve its Innovation
4 application --

5 MS. SCHROEDER: By far.

6 MADAM CHAIR: -- (indiscernible) the Early
7 College Academy. Commissioner?

8 MR. HAMMOND: Thank you very much. And I'll
9 go ahead (indiscernible) really. I'm going to turn on
10 the (indiscernible).

11 MS. MORGAN: Sure.

12 MR. HAMMOND: And then we'll get started.

13 MS. MORGAN: So this the second round of an
14 Innovation plan coming to you, same circumstances. This
15 is their first time creating an Innovation school and so
16 they need to be designated as a district of Innovation.
17 You'll be pleased to know I don't believe they're asking
18 for a waiver to 191, so -- so this may be somewhat more
19 straightforward than your previous discussions.

20 But we have two people here from the
21 district to present to you and share about your plan.
22 And then again, your decision is to either approve or not
23 approve, just on the criteria that (indiscernible).

24 (Overlapping)

25 MADAM CHAIR: Okay.



1 UNIDENTIFIED VOICE: Thank you, Gretchen.
2 Thank you, Commissioner Hammond, and to the State Board
3 Members. We thank you for the opportunity to be able to
4 come before you and present our Innovation plan for Early
5 College Academy in Greeley-Evans School District 6. It
6 is our first school of Innovation to come before the
7 State Board.

8 We want to first start by sharing with you
9 that Early College Academy will meet, in fact, both of
10 the requirements for approval from the State Board of
11 Education as stated in state law Statute 22-32.5-
12 107(3)(a), in that it will increase academic achievement
13 within the education school and the Innovation does
14 ensure the school is fiscally feasible.

15 Early College Academy began about 18 months
16 ago in a collaborative effort between the superintendent
17 of District 6 and the president of Ames Community
18 College. As a result, our mission was developed by our
19 advisory committee of Early College Academy to create a
20 high school where students could earn a four-year high
21 school diploma simultaneously to earning a two-year
22 Associate of Arts degree from Ames Community College.
23 The purpose then of our Innovation status that we are
24 requesting from you is that it will District 6 the
25 flexibility to hire the very best staff and remove any



1 barriers to success towards this ambitious mission. And
2 we believe it is very ambitious.

3 By granting Innovation status, we ensure
4 that the Early College Academy leadership and our
5 instructional staff will have the values, the passion,
6 and the (indiscernible) expectations for learning of our
7 students in this academy in order to enable successful
8 implementation of that mission (indiscernible) our
9 vision, rather, and the components of Early College
10 Academy. And with that, I'm going to turn it over to Mr.
11 Paul Francisco, our director of career and technical
12 education in post-secondary. And he is going to share
13 with the very specific waivers that are in the
14 application.

15 MR. FRANCISCO: So --

16 MADAM CHAIR: I'll try (indiscernible).

17 MR. FRANCISCO: -- we sought waivers in two
18 specific areas. In the areas of human resources, we --
19 we sought waivers which would allow District 6 to create
20 a unique educational program, which will become Early
21 College Academy. To accomplish this subjective, Early
22 College Academy will hire teachers and other employees
23 under at-will employment terms, utilize the schedule and
24 provisions of our administrative provisional and
25 technical salary schedule.



1 Our second area, we ask for waivers of
2 scheduling in calendar to overcome future barriers --
3 barriers that may occur as the program develops. The
4 waiver of both the Board of Education policy and the
5 State policy to ensure that the principal has the
6 flexibility to change the calendar for Early College
7 Academy to maximize the use of the blended relationship
8 with Ames Community College, while at the same time
9 meeting the requirements for both the high school and the
10 Associates of Arts problem. Our local board has reviewed
11 these -- our such waivers as you see outlined in our plan
12 and has a -- has already approved those waivers.

13 As illustrated in our Innovation plan, a --
14 a vote of the consenting parties has been conducted,
15 which includes our advisory committee members and our
16 administrative team. We're talking about a very small
17 numbers of teachers for this particular plan, so there
18 are only three District 6, I think, teachers who will be
19 initially employed by the school. Those teachers have
20 been -- have been given our Innovation plan and over --
21 about three weeks ago. And we plan on them voting on or
22 before July 25th. So the vote of the staff will occur
23 school -- before school begins. And although many of the
24 people that would be involved in the school
25 accountability are -- have already chimed in and voted



1 for this plan, we also will have the school
2 accountability committee vote on this plan at their
3 earliest time when they can.

4 UNIDENTIFIED VOICE: But as an Innovation
5 school, Early College Academy will be empowered with the
6 flexibility to meet the academic achievement goals and
7 ensure that each and every student is simultaneously
8 attained at Ames Community College Associate of Arts
9 degree as well as a high school diploma.

10 Innovation status will allow Early College
11 Academy to increase the frequency and customization of
12 professional development needed for our staff, the
13 training, and the planning for our instructors to be
14 successful. Innovation status will also permit the
15 school to establish a new innovative culture focused on
16 successful implementation of this ambitious mission.
17 This is necessary to meet the needs of our diverse
18 student population in our community to foster a culture
19 of excellence and to prepare our students for a rigorous
20 academic experience and ultimately post-secondary
21 success.

22 District 6 is prepared to move forward and
23 begin this exciting journey within our community. We are
24 confident that this school of Innovation will increase
25 academic achievement and that our budget is fiscally



1 feasible. We thank you for the opportunity to be able to
2 present to you this afternoon. And we, as you
3 (indiscernible) in our vision (indiscernible) of our
4 students. We'll answer any questions that you may have.

5 MADAM CHAIR: Angelika?

6 MS. SCHROEDER: I -- I may be brain dead.

7 (Overlapping)

8 MS. SCHROEDER: Are you taking an existing
9 high school and putting in a program? Is the geographic
10 location on the campus -- did you tell me that and I
11 didn't get it?

12 UNIDENTIFIED VOICE: No. That is a great
13 question.

14 MS. SCHROEDER: Okay.

15 UNIDENTIFIED VOICE: No, actually. This is
16 a brand new school. It is on a location (indiscernible)
17 partnership with Ames Community College. They have
18 (indiscernible) building and we will be leasing it from
19 them. And so we will be on the Ames campus, but it will
20 be a separate building, so it will be its own high
21 school.

22 MS. SCHROEDER: With three teachers?

23 UNIDENTIFIED VOICE: Three teachers and also
24 (indiscernible) faculty.

25 MS. SCHROEDER: And how many -- how many



1 kids do you expect, please?

2 UNIDENTIFIED VOICE: Right now we have 170 -
3 -

4 MS. SCHROEDER: Wow.

5 UNIDENTIFIED VOICE: -- students. Yes, and
6 we're starting with ninth and tenth grade students.

7 MS. SCHROEDER: Okay.

8 UNIDENTIFIED VOICE: (Indiscernible) the
9 following (indiscernible). When we are here
10 (indiscernible) 50 to 500 students at capacity.

11 MS. SCHROEDER: Very cool, thank you.

12 MADAM CHAIR: What -- what are some classes
13 that they might take at -- what kind of things are you
14 looking at? I -- I love your idea. I think it's great
15 we have a similar thing, so -- but I was just curious.

16 UNIDENTIFIED VOICE: (Indiscernible).

17 MADAM CHAIR: What will they --

18 MR. FRANCISCO: The Associate of Arts
19 program is centered around their liberal arts degree, so
20 there are about 36 different programs that they can do.
21 All of the classes are focused on guaranteed transfer
22 classes with the community college systems, so students
23 compare that with a two-year -- two more years at a four-
24 year college within the -- the state system.

25 MADAM CHAIR: But still, what are some



1 specific classes they can take?

2 MR. FRANCISCO: Sure. So students can major
3 in psychology. We have science majors, such as biology,
4 chemistry, physics. Students can take -- like I said,
5 there's about 36 --

6 MADAM CHAIR: So they're pretty academic
7 classes?

8 MR. FRANCISCO: They're very academic
9 classes around -- associated around liberal arts. It was
10 not intended to -- to focus on career and technical
11 programs --

12 MADAM CHAIR: Okay.

13 MR. FRANCISCO: -- or -- and it -- and it --
14 it can -- it can be used to -- to accomplish and
15 Associate of Science degree. However, that degree is
16 very small at Ames Community College. And for -- for
17 this initial program, we focused on a liberal arts degree
18 for students.

19 MADAM CHAIR: Okay.

20 UNIDENTIFIED VOICE: The classes that they
21 will take will typically be like English 120, 121,
22 political science class, and a science class. So -- so
23 that they not only attain the requirements for an AA
24 degree, but also fulfill our high school diploma
25 graduation requirements as well. So they're general



1 classes.

2 MADAM CHAIR: And -- and at a higher level
3 than they might just take --

4 UNIDENTIFIED VOICE: At college level, yes.

5 MR. FRANCISCO: Yes.

6 CHAIRMAN DURHAM: (Indiscernible).

7 (Overlapping)

8 MADAM CHAIR: And save money too. Good
9 point.

10 (Overlapping)

11 MADAM CHAIR: Angelika?

12 MS. SCHROEDER: Are there -- are there
13 entrance requirements? I mean, is there a certain GPA
14 that's required or is there any --

15 MR. FRANCISCO: We did not do that. We --
16 we decided that the only entrance requirements for a
17 student to fill out an application and to get one
18 recommendation from a teacher or from an administrator or
19 from a counselor. In the application process,
20 (indiscernible) just general information was collected
21 from students. We relied on -- on parents to learn about
22 the program and for students to learn about the program
23 and the academic rigor of the guaranteed transfer classes
24 and then just make their own decision as to whether they
25 would apply.



1 What we were seeking was to get sort of a
2 balance across the system. We didn't want to seek out
3 only the best and brightest. We wanted students to be
4 able to take this opportunity. So really, the only
5 requirement is that a student does have to graduate from
6 the eighth grade and be eligible to graduate into the
7 ninth grade or from the ninth grade into the tenth grade
8 for the admission class.

9 MS. SCHROEDER: And of the kids you have, is
10 it a diverse population? Can you identify the makeup,
11 demographic makeup?

12 MR. FRANCISCO: Yes. I didn't bring the
13 statistics with me, but it is a very diverse population.
14 It is a cross-section from around our district. And we
15 will have --

16 MS. SCHROEDER: Does it match -- does it
17 match the overall district demographics?

18 MR. FRANCISCO: Yes, it does.

19 MS. SCHROEDER: In terms of the various
20 percentages?

21 MR. FRANCISCO: It does. I think we do have
22 a higher percent of females than males that we saw coming
23 in, but as far as our other demographic information, we
24 saw a very good cross-section from across our district.

25 MS. SCHROEDER: Thank you.



1 MADAM CHAIR: Any other questions? Deb?

2 MS. SHEFFEL: I just want to say thank you.
3 I think it's an Innovation plan. I like it. I
4 understand it's innovative.

5 MR. FRANCISCO: Stacey (ph), make sure they
6 have a detail.

7 MS. SHEFFEL: Thank you.

8 MADAM CHAIR: I think this is going to be
9 easier than the last one.

10 MS. SCHROEDER: Why don't you make the --
11 lost my (indiscernible) stuff.

12 MADAM CHAIR: Any other comments, questions?

13 MS. SCHROEDER: Steve's going to do it.

14 MADAM CHAIR: Where is my --
15 (Overlapping).

16 MS. SCHROEDER: Yeah, that was very clear.

17 MR. DURHAM: Would you like a motion?

18 MADAM CHAIR: Yes.

19 MR. DURHAM: Move to approve Greeley-Evans
20 School District 6 (indiscernible) to approve its
21 Innovation application at the Early College Academy.

22 MADAM CHAIR: Second?

23 MS. SCHROEDER: Second.

24 MADAM CHAIR: Deb?

25 MS. SHEFFEL: (Indiscernible).



1 MADAM CHAIR: I think probably we don't need
2 to have the roll called, do we?

3 MR. DURHAM: (Indiscernible).

4 MADAM CHAIR: We'll make them feel good.
5 Let's have the roll call, yes, to make them cheer.

6 (Overlapping)

7 MS. BURDSALL: Steve Durham?

8 MR. DURHAM: Yes.

9 (Overlapping)

10 MS. BURDSALL: Dr. Flores?

11 MS. FLORES: Aye.

12 MS. BURDSALL: Dr. Jane Goff?

13 MS. GOFF: Aye.

14 MS. BURDSALL: Pam Mazanec?

15 MS. MAZANEC: Aye.

16 MS. BURDSALL: Marcia Neal?

17 MADAM CHAIR: Aye.

18 MS. BURDSALL: Dr. Scheffel?

19 MS. SHEFFEL: Yes.

20 MS. BURDSALL: Dr. Schroeder?

21 MS. SCHROEDER: Yes.

22 MR. HAMMOND: Unofficial aye.

23 UNIDENTIFIED VOICE: Thank you so much.

24 MADAM CHAIR: Thank you.

25 MS. SCHROEDER: Thank you.



1 MADAM CHAIR: Appreciate it.

2 MS. SCHROEDER: Kind of cheered us up a
3 little.

4 (Overlapping)

5 MADAM CHAIR: All right.

6 (Overlapping)

7 MADAM CHAIR: Oh, okay, but (indiscernible).

8 Are they going to come? Oh, I just wondered. Okay.

9 Casey, Dr. Owens, you have a ESEA update issue for us?

10 MR. OWENS: Madam Chair?

11 MADAM CHAIR: Yes.

12 MR. OWENS: Good afternoon. I'll be brief.

13 We are continuing to work with the U.S. DOE regarding our

14 application for a waiver extension and don't really have

15 anything to update you on today, except that the talks

16 were still progressing. We did get some feedback on

17 several of the items and they've requested some

18 additional information. And we're working to get that

19 turned in. Hope to have more of an update, not myself,

20 but some of the -- probably one of the staff, Pat

21 Chapman, will have an update for you in the August

22 meeting around how those talks have progressed.

23 We are trying to reconcile some of the

24 statute that was passed in the -- in the spring, specific

25 around 1323 and how that works with the waiver request.



1 And but I think U.S. DOE's been fairly open. I -- I -- I
2 have good hopes that we're going to be able to get this
3 thing worked through and it will have something hopefully
4 approved and be talking to you about that at the August
5 meeting.

6 MADAM CHAIR: Okay.

7 MR. OWENS: So no real major updates right
8 now.

9 MADAM CHAIR: Any questions? Comments?
10 This is Dr. Owen's last meeting.

11 MS. SHEFFEL: Oh, no.

12 MADAM CHAIR: He will be moving down road to
13 Colorado Springs and I (indiscernible) I think you've
14 done an exemplary job. I certainly have enjoyed having
15 you.

16 MR. OWENS: Thank you.

17 MADAM CHAIR: I think we all owe you a vote
18 of thanks.

19 MR. OWENS: Oh, thank you.

20 MADAM CHAIR: And, you know, goodbye,
21 (indiscernible).

22 (Applause)

23 MR. OWENS: Thank you, Madam Chair. It's
24 been my sincere pleasure to be here the last four years
25 and have had a great experience, great opportunity.



1 Loved the people that I've worked with, loved working for
2 the State Board, and looking forward to getting back into
3 a school district and applying some of this knowledge
4 back there, so thank you for everything.

5 MADAM CHAIR: Where the kids are.

6 MR. OWENS: Yeah, absolutely, yeah. Thank
7 you.

8 MADAM CHAIR: Good luck. Thank you.

9 MS. SHEFFEL: Thank you.

10 MADAM CHAIR: All right, (indiscernible).
11 What?

12 MR. DURHAM: Mrs. Jill (indiscernible).

13 MADAM CHAIR: Oh, Jill. Well, Jill is also
14 leaving us. Sorry. I didn't see you back there.

15 MS. SCHROEDER: A great escape.

16 (Overlapping)

17 MADAM CHAIR: Yes, we have. And very best
18 of luck. And Jill is going to DPS, right?

19 MS. JILL: Yes.

20 MADAM CHAIR: Yes.

21 MR. DURHAM: The deputy chief of academics.

22 MADAM CHAIR: Deputy chief of academics.

23 Very good. Good luck. Thank you.

24 (Applause)

25 (Overlapping)



1 MS. SCHROEDER: (Indiscernible) thinking
2 about leaving, but that's just today.

3 MADAM CHAIR: Okay.

4 MS. MAZANEC: Only today?

5 MS. SCHROEDER: Yeah, I want to go home
6 today. That's all.

7 MADAM CHAIR: Dr. Schroeder is going to read
8 the resolution to the Commissioner at this time.

9 MS. SCHROEDER: If I can. Resolution
10 recognizing the contribution Commissioner Robert K.
11 Hammond has made to the education reform in Colorado,
12 whereas Robert Hammond came to the Colorado Department of
13 Education in 2008 as deputy commissioner of
14 administration and operations; and whereas he was noted
15 for his effective, consistent, visionary, and supportive
16 leadership --

17 MADAM CHAIR: What?

18 MS. SCHROEDER: -- and thus he was -- and
19 thus he was --

20 MADAM CHAIR: She's got the original. I've
21 got the card.

22 MS. SCHROEDER: -- given increasing
23 responsibilities of the Department; and whereas Mr.
24 Hammond was appointed as the interim commissioner on --
25 in December 2010 while the Colorado State Board of



1 Education conducted a national search for a new
2 commissioner of education and whereas the Colorado State
3 Board of Education requested that he submit his name for
4 consideration for the position of commissioner of
5 education; and whereas the Colorado State Board of
6 Education unanimously selected Robert K. Hammond as the
7 commissioner of education in May 2011; and whereas the
8 Commissioner was charged with implementing several major
9 educational improvement programs throughout the state
10 based on laws passed by the Colorado legislature, signed
11 by the governor, and appropriate, detailed in Colorado
12 State Board of Education rules; and whereas the
13 Commissioner recruited and retained one of the nation's
14 strongest leadership teams to lead the agency through the
15 process of developing the new education initiatives in
16 collaboration with school districts across the states and
17 other stakeholders; and whereas the Commissioner has been
18 deeply committed to providing districts the most useful
19 supports and services from all offices at CDE. He has
20 transitioned the Department from one that focused
21 primarily on compliance to one of service and support,
22 thus prompting many superintendents to respond to the
23 Commissioner's annual evaluation survey with words of
24 high praise and appreciation; and whereas through his
25 focus on serving the State's 178 districts, the



1 Department was able to effectively implement new academic
2 standards, new assessments, and new educator evaluation
3 system, a new accountability system, and a new early
4 literacy law in accordance with the timelines and
5 requirements outlined in State law; and whereas the
6 Commissioner's dedication to fiscal accountability
7 improved the Department's practices and brought trust and
8 respect from the U.S. Department of Education regarding
9 the Department's federal compliance; and whereas the
10 Department became highly regarded for its expertise,
11 support, and service to schools and districts across the
12 state; and whereas a collaborative and supportive
13 relationship was established with a broad group of
14 stakeholders throughout the state, including businesses,
15 foundations, and non-profit organizations; and whereas
16 education leaders across the state praised the
17 Commissioner for his leadership, accessibility,
18 encouraged to seek out diverse opinions in order to make
19 the best decisions for students and communities; and
20 whereas state legislators gave public recognition to the
21 Commissioner for his strength of leadership, credibility,
22 and ethical standards in making sound policy
23 recommendations to lawmakers; and whereas his service on
24 various commissions, boards, the executive leadership
25 groups, among them the PARCC governing board, the Council



1 of Chief State School Officers, and Colorado Creative
2 Industries Council was a tribute to his peers'
3 recognition of his quality leadership, ethical standards,
4 problem-solving abilities, collaborative skills,
5 incredibility across leadership groups around the nation.
6 Now therefore be it resolved the Colorado State Board of
7 Education formally commends Robert K. Hammond for his
8 outstanding services Colorado commissioner of education
9 is indefeatable -- indefatigable efforts to increase
10 academic achievement, champion academic civil rights for
11 all students, and to develop continuous improvement
12 systems (indiscernible) all educators, students, parents,
13 and communities across Colorado. I'm sorry.

14 (Applause)

15 MR. HAMMOND: All I have to say is just you
16 can tell I didn't write that. It would be one paragraph.
17 But bless your heart. Thank -- thank you all very much.
18 It's been a pleasure serving you. Like any boards, it's
19 been very interesting and always challenging, but I --
20 I've enjoyed my time here and with all of you. And even
21 though for the millions listening, if Dr. Schaffer (ph)
22 is out there, I wouldn't be in this position if I didn't
23 work for him, because he encouraged me to get out there
24 and apply. And I'll always thank him for that, and
25 because he saw something in me that I didn't see in



1 myself. And I've certainly grown in this job. So thank
2 you all very much.

3 (Applause)

4 MADAM CHAIR: And (indiscernible) the
5 resolution is coming around. We need to have all the
6 Board Members to please sign the resolution. And then we
7 also have a little gift card for you.

8 MR. HAMMOND: Oh, thank you very much.
9 (Indiscernible).

10 MADAM CHAIR: You can open it, yes.

11 MR. HAMMOND: Does it pop out at you?

12 MS. SCHROEDER: Trick.

13 MS. SHEFFEL: I'm scared.

14 MR. HAMMOND: I wish I can see.

15 MADAM CHAIR: Need your glasses?

16 MR. HAMMOND: Oh, my gosh. (Indiscernible)
17 State Board has sent you \$185 United.com gift
18 certificate.

19 (Overlapping)

20 MR. HAMMOND: Oh, my goodness.

21 (Overlapping)

22 MR. HAMMOND: I'm going to go somewhere,
23 very soon.

24 MS. SCHROEDER: We know where you're going.

25 MR. HAMMOND: Thank you.



1 (Overlapping)

2 MR. HAMMOND: Thank you very much. This is
3 wonderful, wow. Okay, we got other visitors.

4 MS. GOFF: So we have cake. Drinks would
5 work.

6 MR. HAMMOND: You know I'm having a hard
7 time returning. Jill brought --

8 MS. GOFF: Okay, we don't have cake.

9 MR. HAMMOND: Jill brought cake yesterday
10 for my party. She had (indiscernible) five big pieces
11 (indiscernible) myself.

12 (Overlapping)

13 MS. SCHROEDER: All right, we got to get
14 back to our agenda.

15 MADAM CHAIR: All right, back to work.

16 MS. MAZANEC: We still have more?

17 (Overlapping)

18 MS. SHEFFEL: Could we do some tomorrow?

19 MADAM CHAIR: All signed, sealed, and
20 delivered.

21 MR. DURHAM: (Indiscernible) thank you.

22 MADAM CHAIR: We needed -- next item on the
23 agenda is the appointment of an interim commissioner.

24 MS. SCHROEDER: Is there a motion?

25 MADAM CHAIR: I don't believe, unless



1 anybody has any reason to that we need to go into
2 executive session. Steve, certainly -- so if there is a
3 nomination and then if there's any discussion, we could
4 discuss it and move on. (Indiscernible) over to
5 executive session. I don't think we need to. Do I have
6 a nomination or a resolution? Jane?

7 MS. GOFF: (Indiscernible).

8 MADAM CHAIR: Find it.

9 MS. SCHROEDER: Yeah, there is one. Steve's
10 got it. Is there one?

11 (Overlapping)

12 MS. SCHROEDER: Jane, just go ahead and
13 nominate Elliott. (Indiscernible).

14 (Overlapping)

15 MADAM CHAIR: Now, if you prefer an
16 executive session, we can do that.

17 MS. SCHROEDER: No, we just --

18 MS. GOFF: (Indiscernible) yeah, yeah, yeah.

19 (Overlapping)

20 MS. SCHROEDER: It's the last
21 (indiscernible).

22 MADAM CHAIR: Should we save the last page?
23 How much is it?

24 MS. SCHROEDER: Yeah.

25 MS. GOFF: I move to appoint Dr. Elliott Asp



1 as interim commissioner --

2 MADAM CHAIR: Okay.

3 MS. GOFF: -- with an effective date of June
4 16, 2015.

5 MS. SCHROEDER: I'll second.

6 MADAM CHAIR: I didn't hear it, because I
7 was talking to Robert and did not.

8 MS. GOFF: I move to appoint Dr. Elliott Asp
9 as interim commissioner with an effective date of June
10 16, 2015.

11 MS. FLORES: I second it.

12 MS. SCHROEDER: I seconded it already, but
13 you can throw it in.

14 (Overlapping)

15 MADAM CHAIR: Okay. Dr. --

16 MS. MAZANEC: Dr. who?

17 MADAM CHAIR: It's suggested that we do into
18 executive session in order to discuss salary.

19 MR. DURHAM: Can you? My only
20 recommendation, I mean if you're -- you -- if you approve
21 an interim, it's your only time together. You should
22 discuss --

23 MS. SHEFFEL: I agree.

24 MR. DURHAM: -- with Elliott --

25 (Overlapping)



1 MS. MAZANEC: I second that.

2 MADAM CHAIR: Okay, so we'll -- read us into
3 exec session.

4 MR. DURHAM: But we have to come back
5 together at the end.

6 MADAM CHAIR: Yeah, I'll clear the room.

7 (Overlapping)

8 MS. BURDSALL: An executive session has been
9 (indiscernible) for today's State Board meeting in
10 conformance with 24-6-402 (3)(b), C.R.S. to consider the
11 appointment of a public official for employment who
12 requested that the matter be addressed in executive
13 session pursuant to (indiscernible).

14 (Pause)

15 MADAM CHAIR: Board is back in session. We
16 have approved the appointment of Elliott Asp as interim
17 commissioner.

18 MS. MAZANEC: (Indiscernible) we're voting
19 on the issue.

20 MADAM CHAIR: And Mr. Durham has a motion
21 about the salary.

22 MR. DURHAM: I think --

23 MS. MAZANEC: No.

24 MR. DURHAM: -- if I'm not mistaken, my
25 motion needs to be through the appointment and the



1 salary.

2 MS. MAZANEC: Yes.

3 MR. DURHAM: So the motion would be to
4 appoint Dr. Elliott Asp as interim commissioner and the
5 salary commiserate with his current pay level to be
6 determined by the director -- by the Department personnel
7 director. And so that would -- I think that would be --
8 does that cover (indiscernible), do you think?

9 MADAM CHAIR: I think so. Second?

10 MS. SCHROEDER: Second.

11 MADAM CHAIR: Second. Moved and seconded.

12 MR. DURHAM: (Indiscernible) discussion.

13 MADAM CHAIR: Any discussion?

14 MR. DURHAM: I do have a little discussion.

15 MADAM CHAIR: Little discussion?

16 MR. DURHAM: Well, not more than 30 minutes.

17 MADAM CHAIR: Oh, thanks.

18 MR. DURHAM: No, just a couple of things.

19 This is likely I think based on the next piece of
20 business we'll go through (indiscernible) last some
21 significant period of time. As we're already behind
22 schedule (indiscernible) so I do think it's important, at
23 least from my perspective, (indiscernible) anticipate
24 this is not a -- this is not a stand-still period of
25 time. There's a lot going on and I think there's a lot



1 going on in the Department that may need attention to
2 move forward over the next few months. I mean, I'm not
3 receiving complaints from charter school people, for
4 example, that somehow charter school unit is not as
5 charter friendly as it needs to be. And those are the
6 kinds of complaints (indiscernible) resolve.

7 I think review of the agency rules and
8 regulations, that those need to be -- need to be in a
9 situation in burdening the districts as little as
10 possible reporting requirements and all the rules as a
11 result of statutory (indiscernible) that we need to press
12 forward with (indiscernible) privacy issues, and trying
13 to wrap a number of those things up. So I hope that no
14 one in the Department or -- or (indiscernible)
15 commissioner think that this is housekeeping for the next
16 six months. It shouldn't be.

17 MADAM CHAIR: Thank you, Mr. Durham. I
18 would make the comment that you have sort of outlined a
19 program which we have not talked about as a Board.

20 MR. DURHAM: No --

21 MADAM CHAIR: And we need to talk about
22 those kinds of things.

23 MR. DURHAM: There are a number of things we
24 need to.

25 MADAM CHAIR: Yeah.



1 MS. GOFF: (Indiscernible) I apologize.

2 Thank you for the indulgence. Did we vote on the salary

3 --

4 MR. DURHAM: No, not yet. I was speaking to
5 the motion.

6 (Overlapping)

7 MS. BURDSALL: I'm going to call the roll.
8 Steve Durham?

9 MR. DURHAM: Aye.

10 MS. BURDSALL: Jane -- Dr. Flores?

11 MS. FLORES: Aye.

12 MS. BURDSALL: Jane Goff?

13 MS. GOFF: Aye.

14 (Overlapping)

15 MS. BURDSALL: Pam Mazanec?

16 MS. MAZANEC: Aye.

17 MS. BURDSALL: Marcia Neal?

18 MADAM CHAIR: Aye.

19 MS. BURDSALL: Dr. Scheffel?

20 MS. SHEFFEL: I'm going to vote no, because
21 I appreciate Elliott's willingness to take on this role
22 and I know he brings a lot to the table. I guess I feel
23 that six business days to allow us to find an interim was
24 insufficient, so I object to the process. So I'll vote
25 no, thank you.



1 MS. BURDSALL: Dr. Schroeder?

2 MS. SCHROEDER: Aye.

3 MADAM CHAIR: Motion carries. The only
4 other thing we have is this search -- I guess Jane and
5 Steve were going to talk about the process.

6 MS. SHEFFEL: And public comment.

7 (Overlapping)

8 MADAM CHAIR: Yeah, or do you have any or
9 does everybody kind of know what it is? Steve? The
10 search process?

11 MR. DURHAM: Yeah, I -- Jane, you want to --

12 (Overlapping)

13 MADAM CHAIR: Sure.

14 MS. GOFF: We did say we've give an update
15 (indiscernible).

16 MS. SCHROEDER: I like -- I have no idea.

17 MADAM CHAIR: Oh.

18 MS. SCHROEDER: Which is before the Board
19 report.

20 MADAM CHAIR: She's here? Okay.

21 MS. GOFF: (Indiscernible) I mean, before I
22 knew it, I will -- I will (indiscernible) everybody
23 (indiscernible) a link to these updates will be in the
24 same place they are now, which is on our stakeholder page
25 under Announcements, right?



1 MS. FLORES: Oh.

2 MS. GOFF: But and then now that we have
3 this out on our agenda, you'll be able to link to this
4 (indiscernible).

5 MS. BURDSALL: (Indiscernible) on that .

6 MS. GOFF: (Indiscernible) whatever happened
7 to intervene (indiscernible) agenda for the date. I
8 mean, you could find the same link (indiscernible) there
9 and --

10 MS. MAZANEC: It's probably easier to find
11 it on the -- those state -- the CDE website.

12 MS. GOFF: Go to the statewide web page and
13 look around the website.

14 MS. MAZANEC: That's another date.

15 MS. GOFF: (Indiscernible) website. But
16 here's -- here's basically what the summary of what --
17 what could happen. And this is -- this is open -- open
18 (indiscernible). The search sub-committee, our first
19 meeting was on May 20th. We already started to draft and
20 approve what's called the documentation quotation, or DQ
21 form. This is -- this is the form that initiates the
22 solicitation process to select an executive search firm.
23 The DQ form was finalized and posted on the State bid
24 website and CDE's website two days later on May 22nd.
25 And the proposal submission deadline was set for June



1 4th, which was I believe two weeks later.

2 MS. MAZANEC: Excuse me, can I -- can we ask
3 questions during this? So who put together the DQ form?
4 Did you guys put it together or was that --

5 MS. GOFF: (Indiscernible) sub-committee in
6 conjunction with the procurement officer here at CDE,
7 Trish --

8 (Overlapping)

9 MS. MAZANEC: So does that mean it was
10 largely driven by Trish having experience in doing these
11 things?

12 MS. GOFF: Yeah, yeah. If -- if I'm right,
13 it's -- it's sort of a state template form, in a way.
14 It's customizable for the -- for any bid that an agency
15 or department is doing. So there are some -- there are
16 some standard language in it. Flexibility is ours --

17 MADAM CHAIR: (Indiscernible).

18 MS. GOFF: -- as far as this time in setting
19 (indiscernible) deadline dates, big amounts, or budget
20 (indiscernible). And -- and a lot of -- and the criteria
21 for this particular (indiscernible) or for what we would
22 be using to select a firm, criteria (indiscernible).

23 MS. SCHROEDER: Oh, I'm sorry. I'm sorry.

24 (Overlapping)

25 MS. GOFF: I'm not going to start over,



1 thank you very much. So yes, Steve and Val and I, our
2 first meeting was Trish -- Tony was also -- Tony and Bizy
3 is our State Board office center part. We had -- spent
4 that day -- those -- those couple hours resulted in what
5 we considered to be our final form -- form -- firm --
6 firm form and it was very similar to what we did the last
7 time. And so that was put on the websites and it went --
8 sent to -- broadly it went to superintendents, districts,
9 other connected education-related groups.

10 So when we set the July -- or June 4th --

11 MS. MAZANEC: Wait, so it didn't go out to
12 search firms? It did, didn't it?

13 MS. GOFF: Yeah, there was -- yeah. Yeah,
14 thank you. There were some direct contacts. That's how
15 we've been referring to them. So there was -- there was
16 a specific list of firms that we had suggested that
17 people -- you -- you guys had, a couple of you. We had a
18 list of some that we used prior and to recontact and let
19 them know about the bid. So that's where we were.

20 Following the June 4th deadline for the --
21 that first round, we received one proposal only. And
22 that is not sufficient for the -- to have a fair and a
23 competitive bid process, which is what everybody would
24 prefer. Makes it a lot more credible, a lot more
25 reliable and believable, not only for the firms, but for



1 the public as well. And firms welcome competition. They
2 -- they would. They appreciate knowing there is -- they
3 have a competition.

4 So only one firm being submitted caused this
5 to -- to be deemed a failed solicitation. So that's --
6 that's a fairly -- it's not -- it doesn't happen every
7 day, I'm sure, but it's not unusual that when the bid
8 pool is not satisfactory, we do that. So as a result of
9 the -- of that, the sub-committee, we met again -- was it
10 only yesterday? It was only yesterday. Yesterday -- and
11 determined what the next steps will be in light of the
12 fact that we would -- we have a set of options here,
13 either first of all, declare it a failed process, start
14 over. If you start the process over. Or apply what is
15 known as the elected officials exemption, which means
16 that we as a board can do our own search. We can sort of
17 structure our own search. We have the flexibility to,
18 for example, contact or suggest a list of firms to -- to
19 make contact with. We can invite others outside of the
20 Board to work -- you know, to relay through us suggested
21 firms and then we send them. We have -- we get a
22 coordinated grouping for direct contact again.

23 But in addition to that, it will also be
24 posted again on the CDE website and then on our usual
25 places. We -- we will -- we can always continue talking



1 about if we need to, what are some even further out
2 avenues to -- to get as wide a net as possible.

3 (Overlapping)

4 MS. MAZANEC: We need to limit it to
5 Colorado.

6 MS. GOFF: So -- no, we can -- we want to do
7 -- yeah, we're not -- we're not closed to -- we can't be.
8 We shouldn't be, so we're not. But that will happen.
9 The -- the goal of where we left it yesterday was the
10 goal for the next -- to have the new, quote, the bid form
11 -- it's not really the same as the state procurement
12 form, because we're doing it on our own, so we do have a
13 little flexibility in certain requirements under the
14 state procurement form. We will of course still set a
15 target budget range. We will of course have to have some
16 target dates. We're looking at having the posting and
17 the context begun and under way by June 15, 16th -- 15th
18 or 16th.

19 MADAM CHAIR: Is that a reasonable date? Do
20 you think you'll be (indiscernible)?

21 MS. GOFF: Well, we chatted a lot about
22 that. That's for the new posting only. That won't take
23 too much time.

24 MADAM CHAIR: Okay.

25 MS. GOFF: The new deadline, the submission



1 deadline date now, we agreed on July 6, which is a week
2 longer than the first one was. And as many -- many firms
3 or even several that were contacted, they -- it's not --
4 it's not -- since it's not the first time they heard
5 about it, they're aware this is going on in Colorado, a
6 lot of them will have been prepared to -- to do it
7 anyway.

8 So that'll be -- it's a way -- we'll see.
9 We have three weeks, as opposed to two. And with many of
10 them, that's an additional two weeks anyway.

11 MADAM CHAIR: (Indiscernible) Jane
12 (indiscernible).

13 MS. GOFF: From what they had before. So
14 that's -- that's part of that. So July 6 -- June 15th,
15 new posting. You could watch for that. July 6th, this
16 is the date that we're -- we expect the new bids, the new
17 round of bids, to be here. And then from then we --
18 dates after that, there are some tentatives in mind. You
19 might be looking at a special meeting for the down-the-
20 road piece to interview a couple of finals, so firms.
21 And then vote on which firm we want to choose to guide us
22 through this the rest of the way.

23 So I say early August, first week of August,
24 we might have a special meeting. I -- if I were all you,
25 I'd pencil it in in dark black pencil. We do have a



1 regular board meeting the following week with a real
2 heavy agenda. So we're trying to be practical and, you
3 know, practical about how much should be -- can be put
4 into a two-day period (indiscernible).

5 MS. MAZANEC: Okay. Was there coffee in
6 there?

7 CHAIRMAN DURHAM: Oh, my goodness. Yeah,
8 there was, but I didn't spill it.

9 MS. SCHROEDER: You didn't spill any.

10 MS. MAZANEC: (Indiscernible) looked like
11 you spilled it on your (indiscernible).

12 (Overlapping)

13 MS. GOFF: So that's it, I think, pretty
14 much. Be looking for the -- this -- this exact text --
15 oh, one more thing. This exact text will be on -- on
16 Board docs. We talked about that, and on the State Board
17 page. One other note that will not be necessarily on the
18 public websites, because it's not pertinent to anybody
19 but us right now, Board Members, if you have firms in
20 mind, names of firms, of you've heard of other firms or
21 people that suggested firms or someone has asked you how
22 can so-and-so get a hold of -- you know, get involved in
23 the big process, if you will pass those on -- pass the
24 info. Bizy's great at making connections if she has to
25 figure things out. But let's use Bizy as our central



1 depository for these names and such. She -- she will
2 directly contact them in addition to others we -- we plan
3 to again.

4 MS. BURDSALL: And then if we have that by
5 Monday, (indiscernible) so that we can be timely in
6 getting the revised -- the new --

7 MS. GOFF: The new --

8 MS. BURDSALL: -- proposal put together.

9 MS. GOFF: It all lines up really well that
10 way, so -- so Monday the 15th is kind of --

11 MS. SCHROEDER: So do you have a list of the
12 firms you've contacted?

13 MS. GOFF: We haven't been doing that. She
14 has.

15 MS. BURDSALL: So it's --

16 MS. GOFF: And the procurement offices
17 (indiscernible).

18 MS. BURDSALL: Yeah, we -- yes.

19 MS. GOFF: She'll -- she does. She has
20 some.

21 MS. BURDSALL: I do have a list. And then
22 since we're (indiscernible) other firms that
23 (indiscernible) to reach out to them as well, see if they
24 would like to submit a bid before the sub-committee's
25 first review and then come --



1 (Overlapping)

2 MS. SCHROEDER: So you did have a list of
3 the firms that applied last time?

4 MS. BURDSALL: Uh-huh.

5 MS. SCHROEDER: Because I do remember there
6 was one firm that didn't make the cut, but -- and it
7 wasn't one of the big (indiscernible). I can't remember
8 which one it was.

9 MS. MAZANEC: Can we all see the list of
10 search firms that are being --

11 MS. GOFF: Yeah, what -- what -- what we're
12 thinking right now is the --

13 MS. MAZANEC: Because we would -- we might
14 suggest some if they're already on the list.

15 MS. SCHROEDER: Right.

16 MS. GOFF: Well, yeah, (indiscernible) take
17 much time or (indiscernible).

18 (Overlapping)

19 MS. BURDSALL: -- and say these are
20 (indiscernible) reached out to.

21 (Overlapping)

22 MS. MAZANEC: -- figure out who we have on
23 our list.

24 MS. GOFF: That's a good idea.

25 MS. MAZANEC: Thank you.



1 MS. FLORES: And hope that, you know, the
2 audience that's listening will maybe have -- out there
3 too.

4 MS. GOFF: It's --

5 MS. MAZANEC: What?

6 MS. GOFF: It's a little bit longer time for
7 people to respond --

8 (Overlapping)

9 MS. GOFF: And it's a little -- it's already
10 been -- we've already started it. The word's out, which
11 helps. It'll go -- spread a little faster, so I think
12 we're good with what we can be good with right now. So
13 we will review all of them that come in and recommend we
14 have forms. We have tools to use to evaluate the
15 qualities of them and we'll pick some for the Board to
16 consider for interviews. Have that part -- part by May -
17 - by August, we'll be done. So that's all I have.

18 MADAM CHAIR: And I'm sure as time comes
19 closer or if he hasn't already, Tony will be reminding
20 more of the confidentiality rules that apply to a lot of
21 this.

22 MR. DYLL: That's correct, although most of
23 those frankly won't kick in until you actually have
24 meetings --

25 (Overlapping)



1 MADAM CHAIR: Well, I know it's more with
2 the candidates, but, you know, you kind of want to not be
3 throwing these names around.

4 MS. GOFF: It's -- it's -- I have an opinion
5 about that, but it doesn't mean it's -- it law.

6 MS. FLORES: Interesting.

7 MS. GOFF: I just think we need to be
8 mindful of this is a competitive process, so sort of keep
9 in mind that everybody's got their interest. That's all.
10 Thank you.

11 MS. SCHROEDER: Public comments
12 (indiscernible)?

13 MS. BURDSALL: There's one person that's
14 signed up (indiscernible).

15 MADAM CHAIR: Oh, yes, I'm sorry. Thank
16 you, Bizy. We have one final public comment from Deborah
17 Cole (ph). Deborah? I'm sorry. I didn't know they
18 (indiscernible). Thank you, Deborah.

19 MS. COLE: Madam Chair and Members of the
20 Board. Can you hear me? It doesn't sound as though I'm
21 --

22 MS. MAZANEC: Yes, bring it up a little
23 closer to you.

24 MADAM CHAIR: If you bring it down a bit.

25 MS. MAZANEC: There you go.



1 MS. COLE: Okay.

2 MS. MAZANEC: (Indiscernible).

3 MS. COLE: I'd like to read from testimony
4 given to a Congressional meeting in 1958 by a world class
5 expert on psychological warfare, Edward Hunter, on the
6 undermining of an American national character:

7 "I see as a part of the softening-up process
8 in America the liquidation of our attitudes on what we
9 used to recognize as right and wrong, what we used to
10 accept as absolute moral standards. There's no such
11 thing as truth or a lie and any belief we may actually
12 hold is simply because of our lack of sophisticated. We
13 are told we need to be objective, but the word is used
14 with the meaning given to it by dialectical materialism."

15 He described the American POWs he had
16 studied: "The Communists selected Americans who had fine
17 intelligence quotients but with poor education. Their
18 heads were like a good solid, but empty bucket, only
19 waiting to be filled. The Communists did so with their
20 own slanted material."

21 Hunter describes the push against the
22 individual in favor of the collective: "I remember when
23 I was young man, every personnel department was looking
24 for leadership qualities. Today, they ask instead if the
25 man gets along with everybody. When we raise a young man



1 to believe that at all costs he must get on with
2 everyone, we have put him into a state of mind that
3 almost guarantees if he falls into the hands of any
4 enemy, such as the Communists, he will react as if he had
5 been raised to get on, because he must not be anti-
6 social.

7 One of the qualities that enabled men to
8 resist brainwashing was what Hunter called closed-
9 mindedness. He explained as "When you have already
10 reached a conclusion on a specific matter in question and
11 under the circumstances, there's no earthly use in
12 discussing it. One doesn't discuss, for instance,
13 whether it isn't all right to slap one's mother in the
14 face or to slap one's county in the face by making
15 propaganda for the enemy. Finally, and ominously, the
16 most important elements of mental survival stamina are
17 faith and convictions. I never expected this to be
18 questioned. After all, my information came out of the
19 experiences of the brainwashed themselves. Yet there has
20 been almost peculiar resentment of that finding. I
21 believe this is the most significant of my discoveries
22 for Americans, for it reveals a national vulnerability
23 that has crept into our character."

24 Against this background, consider --

25 MADAM CHAIR: (Indiscernible).



1 MS. COLE: -- a recent U.N. report
2 characterizing what 21st century education should be: A
3 vision fully embraced by the common core. Quote,
4 "Education must fully assume its central role in helping
5 people to forge more just, peaceful, tolerant, and
6 inclusive societies." Three sentences. "It must give
7 people the understanding, skills, and values they need to
8 cooperate in resolving the interconnected challenges of
9 the 21st century."

10 Ladies and gentlemen, it's a dangerous
11 world. And we must not predicate the education of our
12 young people on words like "peaceful," "tolerance," and
13 "inclusive." I tremble for them and for my country.
14 Thank you very much.

15 MADAM CHAIR: Thank you. Appreciate it.
16 Any other business to come before the Board? If not,
17 then we stand adjourned.

18 (Meeting adjourned)

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C E R T I F I C A T E

I, Kimberly C. McCright, Certified Vendor and Notary, do hereby certify that the above-mentioned matter occurred as hereinbefore set out.

I FURTHER CERTIFY THAT the proceedings of such were reported by me or under my supervision, later reduced to typewritten form under my supervision and control and that the foregoing pages are a full, true and correct transcription of the original notes.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 5th day of February, 2019.

/s/ Kimberly C. McCright
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Certified Vendor and Notary Public

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