

was being made in the area of growth gaps.

After a few years of slightly slipping scores, the district had its highest performance score of 86 during the 2012-13 year. The district performance score is a measure of academic achievement, academic growth, academic growth gaps, and postsecondary and workforce readiness. Lewis-Palmer Middle School showed the greatest improvement, and all staff made careful note of what procedures were successful.

Looking forward to the 2013-14 school year, Borman predicted an increase of 100 students in the district, distributed over all age levels.

Mill levy override initiative

Borman also spoke briefly about the mill levy override (MLO) initiative on the November ballot. He said that the

last successful MLO was passed in 1999 and resulted in the building of Prairie Winds Elementary School. A bond issue in 2006 supported the construction of Palmer Ridge High School and improvements at Lewis-Palmer High School.

Borman explained that some members of the community still have a mistrust of the district's administration on the basis of actions taken as far back as nine years ago. None of those involved in these past decisions are still members of the Board of Education or serve in an administrative capacity.

The MLO would provide \$4.5 million to help the district replace many of the teaching positions lost over the past five years. These would include librarians, technology teachers, elementary summer school teachers, and math and reading coaches. For a breakdown of planned spending of MLO funds, please see the district website lewispalmer.org, or the Board of Education article in this issue of OCN (see page 1).

Committee Chair Chris Amenson asked whether the board has considered what it would do if the MLO failed to pass. Borman said that the district has not received community support in this way for several years. In the past few years, funding from the state has been unreliable and the aging of the state population and the corresponding growth in spending on Medicare and Medicaid will continue to erode K-12 education funding.

When asked when funds from an MLO would be available, Borman said they could be used as soon as January. If the initiative does not pass, the district will continue to do all it can to maintain the level of quality education for which it is known, he said.

When asked how the district would benefit from the proposed \$1 billion statewide initiative to raise personal income taxes to benefit education, Borman said that the majority of the funds would go to districts with a higher at-risk population than ours. D-38 would probably see an increase of \$200 to \$300 per student.

The MLO would be preferable, because it would keep local funds here in the community, he said. There is no sunset clause in the MLO because goals such as recruit-

ing and maintaining excellent faculty would be cut off under that restriction. Sunset clauses are more common in cases where the funds are applied to one-time costs such as building new schools.

In closing, Borman encouraged individuals to email him with any further questions.

Overview of new teacher evaluation procedure

Director of Personnel and Student Services Bob Foster gave a presentation on the new teacher evaluation process that will be applied for the first time this year. The process will give equal weight to professional practice and student outcomes.

School districts were given the choice of applying a Colorado Department of Education (CDE) rubric or creating their own. Lewis-Palmer is using the state model.

As first presented last spring, teachers would be evaluated regarding their professional practice by means of a 23-page document. The revised form is 15 pages long, having eliminated non-observable traits. Rating levels are: basic, partially proficient, proficient, accomplished, and exemplary.

The challenge this year is to determine how to rate teachers and others who do not teach subjects that appear on standardized tests. This would include teachers of physical education, the arts, science, special education teachers, and many others, including all teachers of students younger than third grade.

The student outcome portion of the evaluation considers measures of individually attributed student learning outcomes, collectively attributed student learning outcomes, statewide assessment results, and growth model results.

The ratings for student learning outcomes are: much lower than expected, lower than expected, expected, and higher than expected.

Foster said that 2013-14 is a "hold harmless" year for the application of the new procedure and will allow teachers to see their strengths and areas needing improvement.

To see the presentation on this subject, go to lewispalmer.org, Board of Education committees, DAAC folder, and teacher evaluation PowerPoint.

The committee approved a meeting schedule for the coming year, including meetings at various schools in the district.

The District Accountability Advisory Committee meets at 7 p.m. on the second Tuesday of each month. Locations vary. The next meeting will be on Oct. 8 in the library of Palmer Lake Elementary School, 115 Upper Glenway, Palmer Lake.

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