



STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 BOARD OF EDUCATION BUSINESS MEETING AND WORK SESSION

Minutes
August 24, 2026
4:30 PM

Board Members present: Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, and Jane Toothaker

District Administration present and presenting: Superintendent Kristin Drury, Director of Teaching & Learning Dr. Tim Ridder, School Improvement and Gifted Education Coordinator Maggie Bruski

1. Business Meeting - Call to Order

Kevin Callahan called the business meeting to order at 4:31 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

Jane Toothaker made a motion and Kim Lemmer seconded to approve the agenda as presented. The motion passed unanimously.

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

- 5.1 Employment
- 5.2 Resignation
- 5.3 Nonrenewal Classified Staff Resolution 2026-08-01
- 5.4 Substitute Teachers 2026-27
- 5.5 Substitute Paraprofessional and Office Support for 2026-27
- 5.6 Substitute Health Tech 2026-27
- 5.7 Approval of the Governmental Certificate with Yampa Valley Bank for Account Signers

Kim Lemmer made a motion and Lara Craig seconded to approve consent agenda items 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, and 5.7 as presented. The motion passed unanimously.

6. Approval of Minutes- August 5, August 10, and August 11

Background information is provided in Boardbook under item 6.

Kevin Callahan made a motion and Jane Toothaker seconded to approve the minutes for the August 5, 2026 meeting, as presented. The motion passed unanimously.

Kevin Callahan made a motion and Leah Helme seconded to approve the minutes for the August 10, 2026 meeting, as presented. The motion passed unanimously.

Kevin Callahan made a motion and Lara Craig seconded to approve the minutes for the August 11, 2026 meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District Updates - Superintendent Kristin Drury

- We have secured our contract and partnership with Northwest Colorado Health (NWCH); each of our 6 schools will benefit from having Lillian Vandever on-site each week to provide behavioral and mental health services to students and families
- We have 14 community partners signed up to participate in the Alpine Bank Community BBQ, ranging from local scholarship opportunities to environmental education organizations. We are excited to have the community, teachers, first responders, and families join us to kick off the new year on Thursday from 6-8 pm at the high school

- We are receiving positive feedback from district staff and parents regarding the rollout of TalkingPoints, a platform the district introduced this year to enhance two-way communication and engagement between schools and families; huge shoutout to Julian Piedra for his work in getting this platform up and running
- Colorado Department of Education is hosting a regional training for Post Secondary and Workforce Readiness; a multidisciplinary team consisting of Krsitin Drury, Shelby DeWolfe, Kirsten Brendtro, Jay Hamric, Cheryl Fullerton, and a SSHS student will look into ICAP implementation plans for our district; identifying educational milestones; developing a plan to broaden “Big Three” access for students
- New Director of Finance and Operations Derek Fettig is on board and has a great finance department working on the Quarterly Report, working on final stages of closing the 4th quarter of 2026, and preparing for the audit
- Our District has been reclassified as a Rural District with 4 of 7 schools now classified as Rural which will result in additional pupil funding through FY2032
- Exceptional Student Services update: We had 29 staff recently re-certified with the Crisis Prevention Institute (CPI); a course titled Beyond Compliance: Best Practices for Meaningful Student Outcomes was approved by NWBOCES and our educators will have the opportunity to engage in a 6-session professional learning series that helps special education teacher develop meaningful, legally compliant IEPs that support student growth and improve outcomes
- We had a district training on 8-13-26, after which we had a staff feedback survey: 98% of respondents agreed or strongly agreed that the PD actually met the learning intention
- We are using 2 questions from the Panorama staff morale survey in the spring in each of our PD staff surveys; the feedback we received from these questions started higher than the Spring Staff Morale Survey
- Technology Device costs continue to rise and it is an active conversation amongst districts and Tech leaders around the state about how to tackle this. We are in active conversations about what technology is essential in each of our classrooms

CMAS and PSAT/SAT Growth and Achievement Data Presentation - Director of Teaching & Learning Dr. Tim Ridder and School Improvement and Gifted Education Coordinator Maggie Bruskie

- Presentation included in Boardbook for review
- SSSD Strategic Goal: By June 2026, at least 78% of SSSD students will meet or exceed expected academic achievement and above 50th percentile in Academic Growth Measure according to assessments (SAT Suite, NWEA, iReady, and CMAS); By June 2027, goal is 80%

Academic Achievement Highlights

- **CMAS ELA (Grades 3–8):** 65.2% of SSSD students met or exceeded expectations, significantly outpacing the state average of 44.7%.
- **CMAS Math (Grades 3–8):** 55.9% met or exceeded expectations, performing well above Colorado’s 37.3% average.
- **CMAS Science:** Strong performance across grade bands—5th grade at 60.4%, 8th grade at 68.0%, and 11th grade at 45.9% (compared to state averages of 36.1%, 35.4%, and 24.8%).
- **PSAT & SAT Benchmarks:** High schoolers continue to outpace state averages across the board in Reading & Writing, led by PSAT 9 at 86% (vs. 66% state), PSAT 10 at 81% (vs. 65% state), and SAT at 79% (vs. 60% state).
- **PSAT 9 Math Strength:** PSAT 9 Math reached 63% meeting/exceeding benchmarks, beating the state average of 41% by 22 percentage points.
- **Global & National Standing:** Benchmark performance across our high school PSAT and SAT assessments significantly exceeds state, national, and global comparison groups.

Growth Wins & Subgroup Success

- **District Growth (Grades 4–8):** Posted Median Growth Percentiles (MGP) of 59 in ELA and 59.5 in Math, well above the state norm of 50.
- **11th-Grade Science Momentum:** CMAS Science performance for 11th graders jumped +5.1% year-over-year to 45.9%, nearly doubling the state average of 24.8%.
- **Multilingual Learner Growth:** Multilingual Learners district-wide achieved MGPs exceeding state growth averages in both ELA and Math.
- **Special Education Progress:** Students on IEPs district-wide achieved MGPs exceeding state growth averages in ELA and Math, with high school IEP students outpacing state growth benchmarks on PSAT/SAT Reading and Writing and PSAT 9 Math.

Areas for Strategic Focus

- **CMAS Growth Trajectories:** Address slight year-over-year growth dips across elementary and middle school grades, keeping in mind this reflects normal variation within upper typical growth ranges.

- **High School Growth Velocity:** Target growth percentiles in both ELA and Math across PSAT/SAT demographic groups where percentiles dipped below state averages (while remaining in the typical growth range).
- **Districtwide Goal:** Maintain momentum toward our goal of 78% of students meeting/exceeding standards and performing above the 50th growth percentile by June 2026 (scaling to 80% by 2027).
- **Action Plan & Supports:** Drive these targets through needs-based PLCs, Science of Reading & STRIVE writing coaching, new 4-8 ELA curriculum rollouts, and expanded MTSS in Panorama.

Board Discussion and comments

- Lara Craig - What kind of patterns are trending? We have amazing teachers doing really good work; focus on writing is really important; If you look at national data, Colorado is in the middle; How can we know how we are doing? What is working and what is not if we are not all doing the same things? How do we figure out what really works? Dr. Ridder - Spring data like iReady and NWEA provides national averages; can bring back additional national data after District staff completes review of the data
- Kim Lemmer - Data shows weaknesses that we can focus on but we are still above state averages; have to rely on data from larger populations
- Jane Toothaker - How are teachers getting professional development (PD)? Is it a staff choice or principals lead? Dr. Ridder - We have building based PD based on professional learning communities (PLC); we also have District based PD with principals and our high impact instructional team; staff given choice of pathway of identified needs in classroom through Ed Camp
- Jane Toothaker - Special Education (SpEd) and Gifted Education (GE) - did see some gains - is there discussion about patterns or curriculum and instruction being used? Dr. Ridder - I will bring additional data back to you after staff review the data and make the ties to PLC work and instruction adoption
- Jane Toothaker - Is gifted population included in Multi-Tiered System of Support (MTSS)? Dr. Ridder - GE and SpEd are part of MTSS conversations
- Jane Toothaker - Elementary Math achievement dropped by 12 points; Dr. Ridder - Maggie will have data based on conversations by grade level to determine what is working and what isn't working
- Leah Helme - Is the data in Panorama? Dr. Ridder - the intent is that the data will be in Panorama; We are excited to use with the MTSS process - designed to help build Unified Improvement Plans (UIPs), build Individual Education Plans (IEPs); it is a tool that we look forward to utilizing
- Superintendent Drury - This presentation was intended to be a big picture, high level data presentation; staff will continue to review and drill down through PLC work this year
- Lara Craig - We need to analyze the data K-12 and set our goals; isolate what is and what isn't working
- Kevin Callahan - Do we focus on a specific test SAT or PSAT to energize our pathways? Let us know how the Board can support you in your efforts; Dr. Ridder - We focus on certain elements of the SAT and PSAT for prep during the second semester

Kevin Callahan made a motion and Lara Craig seconded to acknowledge receipt of reports and communications as presented by the superintendent. The motion passed unanimously.

8. Public Comment - 5:46 pm

No public comment

9. Board Member Updates/Comments/Debrief

Lara Craig

- Met with Housing Committee to review Owners Rep proposals - plan to interview 3; committee had a discussion about an Owner's Rep that could do both preliminary work and oversee construction work
- Met with Kevin on Board community engagement

Jane Toothaker

- Owners Rep interviews scheduled for August 31
- Met as a Board to work on Boards Ends policies
- Participating in the 2 on 1 Board member meetings once a month with Kristin Drury
- Attended the Teacher Welcome Back event at SSHS
- Attended the Back to School nights at NRCCS and SPE

Kim Lemmer

- Board work session on August 11 was very productive and Board created new Board Ends policies
- Met with Superintendent Drury
- Attended the SCE Welcome Back Social
- Attended the Welcome Back teacher event at SSHS

Leah Helme

- Colorado School Finance Project
- Meeting with Kim to work on Board Ends

Kevin Callahan

- Met with Lara to discuss Board and community engagement ideas
- Trying to figure out best way to engage with schools but not overburden schools or staff
- Have heard positive feedback about the Board trying to connect with other community groups

10. Plan for future meetings

- CASB Regional Meeting is September 1st at Sleeping Giant School
- Second Meeting of the month will be a work session to provide the Board the opportunity to engage and keep business meetings more precise
- Lara Craig - I would like a deeper dive into data and trends and patterns
- Jane Toothaker - I would like to have affordable housing updates and technology updates - could be part of Friday Superintendent/Board updates
- Superintendent Drury - Have information to provide regarding District surveys - will provide survey list in a Friday update

11. Adjourn Business Meeting

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 5:58 pm. This is the end of the livestream of the meeting.

12. Work Session Call to Order

- Work session called to order at 6:04 pm
- Board members in attendance: Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, and Jane Toothaker
- District Staff in Attendance: Superintendent Kristin Drury and Board Secretary Deb Ginesta

13. Work Session Topics

Superintendent Evaluation From Review - Lara Craig

- 25-26 Evaluation rubric and Goal document are included in Boardbook for review
- Changes to rubric were discussed at the Board Retreat on August 5
- Lara Craig will work on revising the document for use on September 14 in Executive Session for the ongoing superintendent evaluation process
- Goal setting document will not be used

Board Ends Policies Review and Discussion - Leah Helme and Kim Lemmer

- Draft of new policies from the Board Work Session on August 11 included in Boardbook for review
- Each one will be its own policy and will replace existing E-1: Mission, Vision & Beliefs and E-2: Academic Achievement
- New Policy E-1: Global Ends
- New Policy E-2: Academic Excellence
- New Policy E-3: Mindful Technology
- New Policy E-4: Thriving Educator Community
- New Policy E-5: Community Feedback and Continuous Improvement
- First Reading of policy revisions planned for September 14 board meeting

Colorado Association of School Boards (CASB) Legislative Priorities - Leah Helme

- Proposed 2027 CASB Legislative Priorities and Platform document included in Boardbook for review
- Leah Helme will be representing the SSSD Board of Education as a voting member at the CASB Delegate Assembly on September 11
- Resolutions are submitted by member school districts and if unanimously supported by the CASB delegates will be presented to Colorado Legislature for consideration
- Finance # 1: Call for Full Funding of IDEA by Congress - Board supports this resolution
- Finance #2: No Hidden Negative Factors - Board supports this resolution
- Local Governance # 3: Modernization of Charter School Authorization in Colorado - Board does not support this resolution
- Local Governance #4: Educator Evaluation - Board supports this resolution as long as local control standards meet or exceed state standards
- Student & Safety and Success #5: Improving the Sharing of Information Regarding Educator Misconduct - Board supports this resolution conditionally so that Colorado can explore legislative solutions that improve the exchange of relevant employment information while balancing the important interest of employee privacy, due process, and student safety
- Student & Staff Safety and Success # 6: Modernizing and Expanding Fifth-and Sixth-Year Career Pathway Programs - Board supports this resolution
- Accountability # 7: Reduction of Excessive Reporting Requirements - Board supports this resolution

Community Engagement Updates

- Jane Toothaker - Reached out to Education Fund Board (EFB) - Kim & Kevin will meet with EFB board members on October 8 - want to discuss Half Cent Sales Tax renewal
- September 9 - Jane Toothaker and Lara Craig will meet with Sonja Macys (County Commissioner), and Amy Dickson and Gail (City Council members)
- Kim Lemmer - Brian Krill from Winter Sports Club reached out about scheduling a meeting; she will try and connect

Community Engagement Office Hours

- Events will be known as Board Chats
- September 9 at 11:30 am at Off the Beaten Path Bookstore - Leah Helme & Kim Lemmer
- October 7 at 3:15 pm at Soda Creek Elementary - Kim Lemmer & Jane Toothaker
- November 4 at 11:30 am at Strawberry Park Elementary - Jane Toothaker
- December 9 at 3:15 pm at Off the Beaten Path Bookstore
- February 3 at 3:15 pm at Sleeping Giant School - Kevin Callahan
- March 3 at 11:30 am at Off the Beaten Path Bookstore
- April 7 at 3:15 pm at Steamboat Springs Middle School - Leah Helme
- May 5 at 3:15 pm at Steamboat Springs High School - Lara Craig
- May 5 at 3:15 pm at Yampa Valley High School - Leah Helme

14. Work Session Adjourn

The Steamboat Springs School District RE-2 Board of Education work session adjourned at 7:17 pm.

Board of Education Business Meeting and Work Session minutes for August 24, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on September 14, 2026:

Kevin Callahan, President