

Business Meeting

Monday, October 12, 2026 4:30 PM

Steamboat Springs Middle School, 39610 Amethyst Dr, Steamboat Springs, CO 80487

1. **Business Meeting - Call to Order 4:30 pm**

2. **Pledge of Allegiance**

3. **Roll Call**

4. **Agenda Review - Approval of Agenda**

5. **Consent Agenda Items -**

Pursuant to Policies: EL-9: Treatment of Students, Parents and Community; EL-12: Staff Treatment; EL-4: Communication and Counsel to the Board; GP-1: Governance Commitment; GP-3: Board Job Description

5.1. Employment

5.2. Resignations

5.3. Substitute Teachers 2026-27

5.4. Substitute Paraprofessionals and Office Support 2026-27

5.5. Substitute Health Tech 2026-27

5.6. Substitute Bus Drivers 2026-27

6. **Approval of Minutes**

Pursuant to Policies: GP-1; GP-3

7. **Reports and Communications**

Pursuant to Policies: EL-4; GP-1; GP-3 and SSSD Strategic Plan

8. **Community Comments**

Pursuant to Policies: GP-1: Governance Commitment; EL-9: Treatment of Students, Parents and Community; GP-15: Public Comment and Agenda Items at Board Meetings; GP-15-R: Regulations for Public Comment at Board Meetings. The Board Chair will call for Community Comment(s) relating to items/issues not on the current agenda. The Board Chair will begin by reading this statement:

9. **Action Items**

Pursuant to Policies: GP-1; GP-3; EL-4; EL-14: Development and Revision of Board Policy

9.1. Second Reading and Consideration of Adoption of Revisions to Board Ends Policies: Ends-1 and Ends-2

Purpose: To consider adoption of revisions to Board Ends-1 and Ends-2 as reviewed at the September 14, 2026 meeting

9.2. Second Reading and Consideration of Adoption of New Board Ends Policy Ends-3: Mindful Technology

Purpose: To consider adoption of a new Board Ends Policy as reviewed at the September 14, 2026 meeting

9.3. Second Reading and Consideration of Adoption of New Board Ends Policy Ends-4: Thriving Educator Community

Purpose: To consider adoption of a new Board Ends Policy as reviewed at the September 14, 2026 meeting

- 9.4. Second Reading and Consideration of Adoption of New Board Ends Policy Ends-5: Community Feedback and Continuous Improvement

Purpose: To consider adoption of a new Board Ends Policy as reviewed at the September 14, 2026 meeting

10. **Board Member Updates/ Comments/Debrief** -

Pursuant to Policies: GP-1; GP-3; EL-4

11. **Plan for Future Meetings**

12. **Adjourn Business Meeting**

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
EMPLOYMENT OF PERSONNEL

The administration is recommending the following candidates for the 2026-27 school year:

Background Information:

- Susana Arzaga Erives - SGS Preschool special education paraprofessional
- Amanda Bell - SGS Debate Club coach - change of status from .5 FTE
- Katie Blair - SGS Title I Instructional paraprofessional
- Emily Box - SGS Girls on the Run Club Sponsor
- Elissa Chapman - SGS .5 FTE Chess Club sponsor - change of status from 1 FTE
- John Cleland - SSHS Class of 2028 sponsor
- Libby Creamer - SCE .5 FTE Student Leadership sponsor
- Erin Early - SCE .5 FTE Student Leadership sponsor
- Shannon Forbes - SCE School Leadership Team/ELG/PLC
- Josh Fowler - SSHS Thescon sponsor
- Heidi Hamric - SGS School Literacy Team
- Dustin Hartmann - SGS .9 FTE Building Daily Substitute - change of status from .8 FTE Special Education paraprofessional
- Abby Iberg - SSHS Thescon sponsor
- Jane Iverson - SSMS paraprofessional
- Kyle Kounovsky - SGS .5 FTE Drama Club sponsor - change of status from 1 FTE
- Natalie Larson - SCE School Leadership Team/ELG/PLC
- John MacEntee - SSMS Assistant boys basketball coach
- Sandra McMahon - SPE special education paraprofessional - change of status from preschool paraprofessional
- Rebecca McNamara - SGS School Literacy Team
- Courtney Moline - SCE School Leadership Team/ELG/PLC
- Mitch Stypinski - SGS .5 FTE Chess Club sponsor
- Dianna Teague - SSHS special education paraprofessional
- Samantha Teutonico - SSHS .5 FTE special education paraprofessional
- Kara Warden - SGS special education paraprofessional - change of status from .7 FTE
- Katrina Wellman-Machut - SGS School Literacy Team
- Anna White - SGS School Literacy Team
- Caitlin Wilson - SGS School Literacy Team

Recommended Action:

Resolved, that the Board of Education authorize the employment of the following individuals:

Sleeping Giant School :

Opening created by:

Haley Sorenson resignation

- Susana Arzaga Erives - Preschool special education paraprofessional

Megan Cully resignation

- Amanda Bell - Debate Club coach - change of status from .5 FTE

Ellen Grundtisch change of status to teacher

- Katie Blair - Instructional paraprofessional

- Kara Warden - 1 FTE SpEd paraprofessional - change of status from .7 FTE

District Need

- o Emily Box - Girls on the Run Club sponsor
- Request change of status
 - o Elissa Chapman - .5 FTE Chess Club co-sponsor - change of status from 1 FTE
 - o Mitch Stypinski - .5 FTE Chess Club co-sponsor
- Grant Funded
 - o Heidi Hamric - School Literacy Team
 - o Rebecca McNamara - School Literacy Team
 - o Katrina Wellman Machut - School Literacy Team
 - o Anna White - School Literacy Team
 - o Caitlin Wilson - School Literacy Team
- Bill Felton resignation
 - o Dustin Hartmann - .9 FTE Building Daily Substitute - change of status from .8 FTE special education paraprofessional
- Staff Request
 - o Kyle Kounovsky - .5 FTE Drama Club sponsor - change of status from 1 FTE

Soda Creek Elementary School :

Opening created by:

- Jessica Aldighieri resignation
 - o Libby Creamer - .5 FTE Student Leadership sponsor
 - o Erin Early - .5 FTE Student Leadership sponsor
- Tiffany Gebhardt retirement
 - o Shannon Forbes - School Leadership Team/ELG/PLC
- Kelaine Sowards resignation
 - o Natalie Larson - School Leadership Team/ELG/PLC
- Heather Sloan resignation
 - o Courtney Moline - School Leadership Team/ELG/PLC

Steamboat Springs High School :

Opening created by:

- Replace Stephen McDonald
 - o John Cleland - Class of 2028 sponsor
- Hailey Berg resignation
 - o Josh Fowler - Thescon sponsor
- Michael Martinez resignation
 - o Abby Iberg - Thescon sponsor
- Robert Freer resignation
 - o Dianna Teague - Special Education paraprofessional
- District need
 - o Samantha Teutonico - .5 FTE Special Education paraprofessional

Steamboat Springs Middle School :

Opening created by:

- Mandy Maass change of status to 6th Grade teacher
 - o Jane Iverson - special education paraprofessional
- Marco Cuevas retirement
 - o John MacEntee - Assistant Boys Basketball coach

Strawberry Park Elementary School :

Opening created by:

- Katie McElhinney - change of status to special education teacher
 - o Sandra McMahon - Special Education paraprofessional - change of status from preschool paraprofessional

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
RESIGNATIONS

Background Information:

Jennifer Brossett has resigned her position as a special education paraprofessional for Soda Creek Elementary School effective October 23, 2026.

Dan Juba has resigned his position as a PLC Team Leader at Steamboat Springs High School effective September 11, 2026.

Patricia Nickerson has resigned her position as a special education paraprofessional for Soda Creek Elementary School effective September 16, 2026.

Haley Sorenson has resigned her position as a preschool special education paraprofessional for Sleeping Giant School effective September 30, 2026.

Kelaine Sowards has resigned her position as a PLC Team Leader at Soda Creek Elementary School effective September 11, 2026.

Recommended Action:

Resolved, that the Board of Education accept the resignations of:

Jennifer Brossett - SCE special education paraprofessional

Dan Juba - SSHS PLC Team Leader

Patricia Nickerson - SCE special education paraprofessional

Haley Sorenson - SGS preschool special education paraprofessional

Kelaine Sowards - SCE PLC Team Leader

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
SUBSTITUTE TEACHERS FOR 2026-2027

Background Information:

The following individuals have made application for substitute teaching positions within the Steamboat Springs School District:

<u>Name</u>	<u>Endorsement</u>	<u>Lic/Expir.</u>	<u>Preference</u>
Abbott, Emily		3 yr/1-28-29	K-12
Birkinbine, Betsy		3 yr/9-5-29	K-12
Crouch, Elle		3 yr/ 10-16-27	K-12
Emery, Christopher		1 yr/3-16-27	K-12
Faldet, Nolan		3 yr/7-29-29	K-12
Globe, Avery		5 yr/9-15-29	K-12
McClelland, Helle		5 yr/10-18-27	PK-5
Nelson, Shannon	Elementary	Prof/6-11-27	K-12
Rehak Suma, David	CTE	3 yr/12-1-28	K-12
Sanford, Brooke		1 yr/1-28-27	SCE
Winer, Kerry		5 yr/ 12-2-29	6-12

Recommended Action:

Resolved, that the Board of Education approve the addition of the following substitutes:

Emily Abbott, Betsy Birkinbine, Elle Crouch, Christopher Emery, Nolan Faldet, Avery Globe, Helle McClelland, Shannon Nelson, David Rehak Suma, Brooke Sanford, Kerry Winer

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
SUBSTITUTE PARAPROFESSIONALS AND OFFICE SUPPORT FOR 2026-2027

Background Information:

The following individuals have made application for substitute paraprofessional and office support positions within the Steamboat Springs School District:

Birkinbine, Betsy - SPED, Classroom, Preschool paraprofessional, and Office Support
Emery, Christopher - SPED and Classroom paraprofessional
Hopkins, Meredith - SPED, Classroom, and Preschool paraprofessional
McClelland, Helle - SPED, Classroom, and Preschool paraprofessional
Niederschmidt, Lisa - SPED, Classroom paraprofessional, and Office Support
Sallah, Laura - SPED, Classroom, Preschool paraprofessional

Recommended Action:

Resolved, that the Board of Education approve the addition of the following substitutes:

Betsy Birkinbine
Christopher Emery
Meredith Hopkins
Helle McClelland
Lisa Niederschmidt
Laura Sallah

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026**

**AGENDA ITEM
SUBSTITUTE HEALTH TECH FOR 2026-2027**

Background Information:

The following individual has made application for substitute health tech positions within the Steamboat Springs School District:

Gomez, Florida

Recommended Action:

Resolved, that the Board of Education approve the addition of the following substitutes:

Gomez, Florida

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
SUBSTITUTE BUS DRIVERS FOR 2026-2027

Background Information:

The following individuals have made application for substitute bus driver positions within the Steamboat Springs School District:

Fox, Scott
Kohler, Dan
Raper, Lori
White, Nancy

Recommended Action:

Resolved, that the Board of Education approve the addition of the following substitutes:

Fox, Scott
Kohler, Dan
Raper, Lori
White, Nancy

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
AGENDA ITEM
SUMMARY

Meeting Date:	October 12, 2026
Agenda Item:	Approval of the minutes for the Board of Education September 14, 2026 Business Meeting and September 28, 2026 Work Session
Presented by:	Secretary to the Board
Core Issues:	GP-19: School Board Meetings
Background Info:	Drafts of the minutes are included for review and approval.
Policy Implications:	GP-19: School Board Meetings
Fiscal Implications:	None
Options:	1. Approve the Minutes as written. 2. Correct the Minutes then approve.
Backup Memoranda Provided?	Drafts of the minutes are included for review and approval.
Recommended Action:	Resolved, that the Board of Education approve the minutes for September 14, 2026, as presented. Resolved, that the Board of Education approve the minutes for September 28, 2026, as presented.



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

Minutes
September 14, 2026
4:30 PM

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

Lara Craig attended remotely via Google Meet.

District Administration present and presenting: Superintendent Kristin Drury and Director of Teaching and Learning Dr. Tim Ridder

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 Resignations
- 5.3 Child Care (Parental Leave) Request 2026-27
- 5.4 Substitute Teachers 2026-27
- 5.5 Substitute Paraprofessionals 2026-27
- 5.6 Substitute Nurse and Health Techs 2026-27
- 5.7 Acknowledge Receipt of Quarterly Financials through June 30, 2026

Leah Helme made a motion and Jane Toothaker 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 24, 2026 Business Meeting and Work Session

Background information is provided in Boardbook under item 6.

Kim Lemmer made a motion and Leah Helme seconded to approve the minutes for the August 24, 2026 business meeting and work session, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District News - Superintendent Kristin Drury

- Professional Development Day- September 18- buildings will be leading their professional development in the morning and the District will be leading in the afternoon; included in this day is 90 minutes of staff uninterrupted plan time
- SSHS - 88% of students who took AP exams received a score of 3 or higher; 42 more students took exams and an additional 100 exams were taken over the previous year



- Laura Stack with Johnny's Ambassadors will join us on September 25th for student assemblies focused on the impact of marijuana and THC on the developing adolescent brain; the assemblies will serve our 9-12 grade students at SSHS and our 8th grade students in a joint assembly at Sleeping Giant
- We are in our second year of the Grow Your Own Grant funding for staff to apply for scholarship grants toward their education to support staff interested in moving into education or gaining education towards positions that are hard to fill; application cycle closed in late August with 30 applications for South Routt, Hayden, Steamboat, NRCCS and Montessori; 23 SSSD staff were awarded scholarship money
- This is Homecoming Week- highlights include Homecoming Parade on the 17th at 2:30, a Talgate BBQ starting at 5 pm on the 18th on the front lawn of the high school followed by some Friday night lights with our football team playing Grand Junction Central starting at 7 pm; Students will top off the week with their Homecoming dance on Saturday
- Kristi Bertron, SSSD's Student Data Technician for Exceptional Student Services and Medicaid Coordinator, was honored at the meeting as a Colorado Association of School Business Officials (CASBO) Summit Award winner; her award-winning Medicaid Reimbursement Initiative brings in a projected \$180,000 annually to the district - funding a Bilingual Family Liaison, an additional school nurse, and mental health resources, plus a \$1,000 donation is being gifted to a local school or foundation

Housing Update - Director of Finance and Operations Derek Fettig

- SSSD has selected Dynamic Program Management (DPM) as the owner's representative to assist SSSD with the employee housing project
- SSSD reps will be meeting with DPM to review the project and create a contract for future Board review and approval at the October 12 Board business meeting
- Kevin Callahan - Looking forward to having an owner's rep for this project

District Performance Frameworks Results - Director of Teaching & Learning Dr. Tim Ridder

- Presentation is included in Boardbook for review
- The District earned the state's highest rating - Accredited with Distinction - with a total score of 77.9%, up from 75.3% in 2025
- Elementary Schools Highlights: All students achieved top-tier grade-level test scores in Math and Science; Students with Disabilities demonstrated outstanding year-over-year progress, earning "exceeds" in Growth for both english language arts (ELA) and math
- Elementary Schools Focus areas: Raising baseline test scores (Achievement) in ELA for Multilingual Learners and Students with Disabilities to help them reach overall grade-level targets
- Middle Schools Highlights: All student grade-level scores reached top marks across ELA, Math, and Science; English Language Proficiency progress also earned an "Exceeds" Growth rating
- Middle School Focus areas: Supporting overall grade-level test scores in ELA for Students with Disabilities and in Science for Multilingual Learners
- High School Highlights: PSAT Reading, Writing and Math achievement rated "Exceeds" overall; postsecondary readiness reached 81.4%, supported by a 96.2% 6-year graduation rate a rising matriculation rate (74.9%)
- High School Focus areas: Boosting year-over-year (Growth) in PSAT.SAT Math for all students, while expanding graduation and academic achievement supports for Multilingual Learners
- District will continue to have a big focus on Professional Learning Communities (PLCs) and continued growth
- Professional Development with building administrators and District to support classrooms and building educators
- Kevin Callahan - Percentile Rank - is that throughout Colorado? Maggie Bruski - some of the data shared at the last meeting included Colorado data
- Jane Toothaker - Congratulations to the District on student progress; appreciate the facts and growth opportunities presentation
- Lara Craig - Good job moving the District forward; multilingual learners - is it possible to see what other school districts are doing? Dr. Ridder - we have Culturally Linguistically Diverse Education (CLDE) Committee work - finding successes and reviewing programming
- Lara Craig - How do we do the work with teachers? How do we know what we are going to do this year is actually going to work? Dr. Ridder - Through PLC work, the Early Literacy Grant work provides predictive piece with assessments for review - allows for norming against district and state
- Jane Toothaker - How often do the PLCs meet? Dr. Ridder - that depends on the school- some meet weekly- some meet monthly



- Jane Toothaker - Is this the last year for STRIVE? Dr. Ridder - this is the last year that it is funded by the state; school leadership teams continue doing work around literacy

Amendment 87 - The Income Tax Fairness Act - Leah Helme

- Draft resolution is included in Boardbook for review - 2026-09-01 - to endorse Amendment 87 (previously Initiative 195)
- Leah Helme and Lara Craig worked on together on this resolution to support Amendment 87 which will be on the November ballot
- Board had previously adopted a resolution in support of Initiative 195
- Amendment 87 would create a new funding stream in our state budget that would go specifically to K-12 Education, Healthcare, and Early Childhood Education
- Board will consider adopting the resolution under Action Item 9.1 in the agenda

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

8. Public Comment

No public comment on non agenda items.

9. Action Item

9.1 Consideration of Adoption of Resolution 2026-09-01 to Endorse Amendment 87

- Draft Resolution is included in Boardbook for review
- Board reviewed and discussed the document under Reports and Communications
- No changes to the draft document

Kevin Callahan made a motion and Jane Toothaker seconded to adopt Resolution 2026-09-01 to endorse Amendment 87, as presented. The motion passed unanimously.

10. Board Policy Review

- First Reading and discussion of revisions and consideration of new policies
- Draft versions of Board policies are included in Boardbook for review
- Ends-1: Global Ends fka Mission, Vision, and Beliefs
- Ends-2: Academic Excellence fka Academic Achievement
- Ends-3: Mindful Technology - NEW POLICY
- Ends-4: Thriving Educator Community - NEW POLICY
- Ends-5: Community Feedback - NEW POLICY
- Board reviewed each draft and no changes were made
- Policies will be on the October 12 Board business meeting agenda for second reading and adoption

11. Board Member Updates/Comments/Debrief

Jane Toothaker

- Attended Back to School nights at SCE, SPE, SSMS and SSHS
- Met with Derek and Matt (SSSD) to discuss District finances
- Participated in the Owners' Rep interviews
- Attended the CASB Regional Meeting
- Met with Lara Craig, Sonja Macys, Amy Dickson, and Gail Gary (City Council & Commissioner) for community engagement
- Met with SSEA to discuss state initiatives
- SPE is doing a Literacy Jamboree

Kim Lemmer

- SSMS PIC - Fall Fundraiser - Sept 30
- SCE PIC - trying to recruit new parents
- Attended SCE Literacy night - 2 part series- encourage parents to attend - very helpful - teach parents how to help your kid with school - push out to parents to encourage attendance
- Coffee with the Board with Leah at Off the Beaten Path Bookstore - no one showed - need a marketing strategy

Leah Helme



- Attended Back to School events at SPE and SSMS
- Attended CASB Regional Meeting
- Attended Coffee with the Board with Kim
- Attended SEAC Meeting
- Attended CASB Fall Conference & Delegate Assembly
- Met with Jane and SSEA to talk about state initiatives

Lara Craig

- Attended SSHS open house
- Met with Jane and City Council and County Commissioner reps- amazing collaboration opportunities
- Met with Leah on resolution for Amendment 87
- Update the superintendent evaluation rubric
- Met with Kristin and Leah

Kevin Callahan

- Appreciate the 2 on 1 meetings with Kristin
- Attended the CASB Regional Meeting
- Appreciate the work from Board members and collaboration with City Council and Routt County

11. Plan for future meetings

- Board Work Session - September 28
- SCE Team Presentation - October 12
- CASB Annual Convention - December 3-5

Board Work Sessions - Second Meeting every month

- Board has adjusted our second meeting of every month to be a board work session to allow us to focus more on getting into the detail of things
- Work Session - September 28
- SSSD Data Report - Work Session - October 26
- Work Session - January 25
- Work Session - March 15
- Work Session - May 17

Board Chats

- 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 - Jane Toothaker
- 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

Work Session Topics - input from Board members during the Board update

Jane Toothaker - work session topics

- Affordable Housing
- Strategic Planning
- Initiatives that District is working on
- Technology Use
- How can we engage parents and community members with surveys?

Leah Helme

- Board Self Assessment
- Board long-term calendar

Lara Craig

- Agenda Planning

Kevin Callahan

- Strategic Plan consultant - begin discussion
- Board Chats - discuss long term plans
- Board long-term calendar planning
- Board Self Assessment

12. Adjourn

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 5:48 pm.

Board of Education Business Meeting minutes for September 14, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on October 12, 2026:



Lara Craig, Vice President



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

Minutes
September 28, 2026
4:30 pm

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

District Staff present: Superintendent Kristin Drury and Executive Admin Deb Ginesta

1. Work Session - Call to Order

Kevin Callahan called the work session to order at 4:28 pm.

2. Work Session

Strategic Plan Initial Discussion - Spark & Compass - Cheri Wrench, Susan Meek, and Brett Miles

- Presentation is included in Boardbook for review
- 4 phases over a 9 month process
- Will have a page on the District website dedicated to the process and the plan
- Process will include surveys and focus groups; very important for student, parent, and community participation
- Phase 2 - Focus Groups & Interviews - November
- Phase 3 -Strategic Direction - will be a 2 day event with a committee of 35-40 members in January
- Survey - Will include Finance facts in the question; budget will be the biggest burden over the next 5 years; survey will be available to complete for about 6 weeks

Board Self Assessment

- Google Form is included in Boardbook for review
- Board reviewed the results of the assessment and discussed policies that received a rating of 3 and below
- Leah Helme - Will contact CASB to ask about Board training for Robert's Rules of Order
- Board members should have a one on one conversation with the superintendent about any concerns; superintendent should contact board members if she has heard anything of concern in the communityOctober 5 at 3:15 at Soda Creek Elementary - Jane Toothaker and Kim Lemmer
- November 4 at 3:15 pm at Strawberry Park Elementary - Jane Toothaker & Leah Helme
- December 9 at 4:30 pm at Off the Beaten Path Bookstore - Jane Toothaker & Leah Helme
- February 3 at 3:15 pm at Sleeping Giant School - Kevin Callahan & Lara Craig
- March 3 at 11:30 am at Off the Beaten Path Bookstore - Lara Craig & Leah Helme
- April 7 at 3:15 pm at Steamboat Springs Middle School - Leah Helme & Kim Lemmer
- May 5 at 3:15 pm at Steamboat Springs High School - Lara Craig & Kevin Callahan
- May 5 at 3:15 pm at Yampa Valley High School - Leah Helme & Jane Toothaker
- Kim Lemmer & Leah Helme will work on creating a Google Form that will provide a communication process for board members to share reports from meetings they attend

Board Chats

Board FY27 Calendar Events

- PDF version of the document is included in Boardbook for review
- Live document shared with Board - Leah and Deb will add to the document as needed
- Board Policy Monitoring - Summit has a form they use; What do we want policy monitoring to look like? Can monitoring reports be consent agenda items? Jane Toothaker will review examples and create a document for the Board to consider

District Plan Update - Superintendent Kristin Drury

- Superintendent Drury has shared a working document with the Board that represents the District's current Strategic Plan and who is doing what and how are we monitoring
- Document shares different aspects of District work by category
- Document will be updated by cabinet members as the year progresses

3. Work Session Adjourn

The Steamboat Springs School District RE-2 Board of Education work session adjourned at 7:00 pm.

Board of Education Work Session minutes for September 28, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on October 12, 2026:



Lara Craig, Vice President



Soda Creek Spotlight



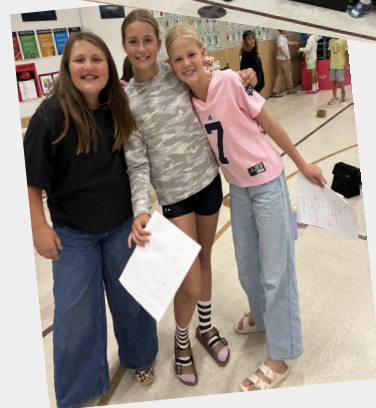
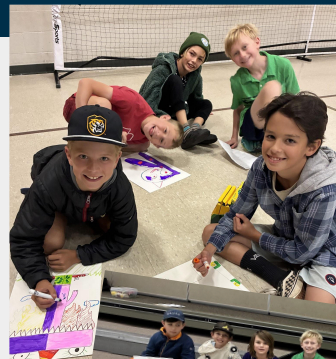


5th Grade Student Leadership

Student Leadership Presenters Joplin Copeland and Vivian Smith

Student Leadership is a committee of 5th graders who work to make the school and our community a better place. Some of the things we do are:

- **Paw Drawing and Paw Store** – students who have earned 'PAWS' for following our SPARK guidelines can earn the ability to 'shop' at our Paw Store
- **Organize School Spirit Days**
- **Find ways to impact the world around us** – Food Drive, Clothing Drive to donate to Lift Up of Routt County





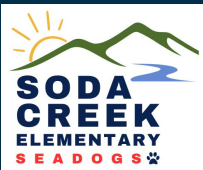
Vision & Mission Statements

Mission:

SCE students will become confident, resilient, and empowered individuals with the tools to excel in our ever-changing global community.

Vision:

To educate the children of our community in a supportive and encouraging environment that promotes personal growth.



S.P.A.R.K.

CORE VALUES



S

We **STRIVE** for excellence.

P

We **PERSEVERE** to reach our full potential.

A

We are **ACCOUNTABLE** for our learning.

R

We **RESPECT** ourselves, others, and our environment.

K

We are **KIND** to those in our school and community.



Focus Area Three:
*Thriving educators and
community.*

S.P.A.R.K. Assembly

- Assembly to honor one student in each class who consistently demonstrate our STRIVE core value
- Also recognize students with perfect attendance
- Future assemblies this year will honor Perseverance, Accountable, Respect and Kind

STRIVE



We are engaged learners
and we give our best effort.



We are positive leaders
and encourage others to
be their best selves.



We come to school
regularly and on time.



S.P.A.R.K.





Chess Club

Chess Club Presenters Nik Durkee & JJ Moline

- Before school every Thursday
- All 3rd - 5th grade students invited!
- New friends from different grade levels
- Taught kids how to play chess





Soda Creek Celebrations

- ★ Family Literacy Nights
- ★ Friday Fitness
- ★ Fun Run
- ★ Coming Soon: STEM Night, Veteran's Day Assembly, Executive Functioning Presentation, Turkey Trot!





Soda Creek Celebration: Erin Early

- ★ **2026–2027 SHAPE Colorado PE Teacher of the Year:** Honored as the top statewide elementary physical educator for exceptional teaching methods at Soda Creek Elementary.
- ★ **High-Impact Pedagogy & Collaboration:** Recognized for her high-energy, structured PE curriculum and collaborative leadership across the district.





Soda Creek Celebration: Base Camp



BELONGING

Creating a safe, inclusive space where every student feels valued, connected & accepted

AUTONOMY

Fostering independence, self-advocacy, and empowering students to make meaningful choices.

SKILLS

Building the essential tools, structured routines, and strategies needed for daily success.

EXPRESSION

Encouraging diverse ways to communicate, share feelings, and connect with peers.



Academic Success on School Performance Framework

Performance Indicator	75.3 (Performance ranking range 53-100)
Academic Achievement	MEETS
Academic Growth	MEETS
Overall Ranking	District of Distinction



Focus Area One:

Learning experiences that support students to reach their fullest potential.



UIP Focus for 26/27

Driving Academic Growth Through K–5 Writing Alignment

- **Increase** the average points earned on CMAS-ELA *Written Expression & Knowledge of Conventions* (Grades 3–5).
- **READ Act Target:** Increase of Grade 3 students reaching grade-level benchmark on Acadience Reading, with 100% of SRD students showing typical/above-typical growth.

Strengthening School Culture, Belonging & Behavioral Systems

- **Systematic Perception Data Routines:** Regularly collect and analyze student climate data to identify needs and track belonging.
- **Tier 1 SEL Practices:** Enhance schoolwide proactive skill-building and routines to foster self-regulation and connectedness across all grades.



GO SEADOGS, WOOF WOOF!

Thank you



PUBLIC COMMENT DURING A BOARD OF EDUCATION MEETING

Thank you for your interest in the public comment portion of this board meeting. This meeting is being recorded and live streamed and available to view on the District's website.

All wishing to speak during public comment on items on the current agenda or not on the current agenda must be physically present at the Board meeting to address the board. Electronic participation via Zoom is not available when the Board is meeting in person.

Community Comments

The Board Chair will call for Community Comment(s) relating to items/issues not on the current agenda. The Board Chair will begin by reading this statement:

- Individuals wishing to address the Board are limited to three (3) minutes per person wishing to address the Board. If four (4) or more people wish to address the board on a single topic, the Board may allot up to 15 minutes for a collective commentary.
- Out of respect for the guests attending the Board meeting, the Board may limit public comment to 30 minutes. Registered speakers not part of the first 30 minutes, will be heard at the conclusion of the meeting.
- When recognized by the Board, individuals wishing to address the Board, the speaker should provide their name, and who they are representing.
- No action will be taken on any item not scheduled on the agenda. No action will be taken during this portion of the meeting. Any public comment requiring additional discussion or action by the Board must be placed on a future agenda.
- On a scheduled agenda item, the Board may or may not ask clarifying questions of the speaker. However, discussion is limited to Board members.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
AGENDA ITEM
SUMMARY

Meeting Date:	October 12, 2026
Agenda Item:	Second Reading and Consideration of Adoption of Revisions to Board Policies: • Ends-1: Global Ends fka Mission Vision and Beliefs • Ends-2: Academic Excellence fka Academic Achievement
Presented by:	Board Secretary Leah Helme
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading and revision of the policies took place on September 14, 2026.
Background Info:	Copies of the revised policies are included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	1. To adopt the revised policies as presented 2. To make amendments to the policies and adopt with stated amendments
Backup Memoranda Provided?	Copy of the revised policies are included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the revised Ends policies, Ends-1 and Ends-2, as presented.

E-1: Global Ends

Every student in the Steamboat Springs School District will thrive by achieving meaningful academic, social, and emotional growth to graduate with the knowledge, skills, sense of belonging, and resilience to pursue their chosen path and flourish in their community.

R-1 Adopted	November 16, 1998
Latest Revision fka Mission, Vision & Beliefs Latest Revision - renamed and separated into 2 policies Formerly known as Results R-1	2026 August 25, 2025 August 29, 2022 August 24, 2015 September 12, 2011 October 6, 2008 August 18, 2008 June 20, 2007 January 12, 2004
Other References:	District Strategic Plan 2022
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually

E-2: Academic Excellence

Every student will demonstrate strong academic achievement and meaningful individual growth, with focused attention to closing opportunity and achievement gaps for special populations using evidence and research-based practices.

R-2 Adopted	November 16, 1998
Latest Revision fka Academic Achievement	2026
Latest Revision renamed and separated into 2 policies	August 25, 2025
Formerly known as Results R-2	August 29, 2022 August 24, 2015 September 12, 2011 August 18, 2008 March 15, 2004 December 17, 2001 August 20, 2001
Other References:	District Strategic Plan 2022
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
AGENDA ITEM
SUMMARY

Meeting Date:	October 12, 2026
Agenda Item:	Second Reading and Consideration of Adoption of New Ends Policy Ends-3: Mindful Technology
Presented by:	Board Secretary Leah Helme
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading of the new policy took place on September 14, 2026.
Background Info:	Copy of the new policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	1. To adopt the new policy as presented 2. To make amendments to the policy and adopt with stated amendments, as amended
Backup Memoranda Provided?	Copy of the revised policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the new policy Ends-3: Mindful Technology, as presented.

E-3: Mindful Technology

Students, educators, and district leadership will use technology purposefully and responsibly, limiting screen time to technology that will complement, rather than replace, meaningful human interaction and essential skill development.

E-3 Adopted	2026
Other References:	
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
AGENDA ITEM
SUMMARY

Meeting Date:	October 12, 2026
Agenda Item:	Second Reading and Consideration of Adoption of New Ends Policy Ends-4: Thriving Educator Community
Presented by:	Board Secretary Leah Helme
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading of the new policy took place on September 14, 2026.
Background Info:	Copy of the new policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	1. To adopt the new policy as presented 2. To make amendments to the policy and adopt with stated amendments, as amended
Backup Memoranda Provided?	Copy of the revised policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the new policy Ends-4: Thriving Educator Community, as presented.

E-4: Thriving Educator Community

The District will attract, retain, and support a high-quality, diverse, and thriving educator workforce by prioritizing accessible workforce housing solutions that enable members to live, work, and contribute meaningfully to the Steamboat Springs community.

E-4 Adopted	2026
Other References:	
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
AGENDA ITEM
SUMMARY

Meeting Date:	October 12, 2026
Agenda Item:	Second Reading and Consideration of Adoption of New Ends Policy Ends-5: Community Feedback and Continuous Improvement
Presented by:	Board Secretary Leah Helme
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading of the new policy took place on September 14, 2026.
Background Info:	Copy of the new policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	1. To adopt the new policy as presented 2. To make amendments to the policy and adopt with stated amendments, as amended
Backup Memoranda Provided?	Copy of the revised policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the new policy Ends-5: Community Feedback and Continuous Improvement, as presented.

E-5: Community Feedback and Continuous Improvement

Students, educators, families, and community members will have meaningful opportunities to provide feedback. These diverse perspectives will inform district decision-making, monitoring, and continuous improvement in ways that strengthen outcomes for students.

E-5 Adopted	2026
Other References:	
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026**

**AGENDA ITEM
BOARD MEMBER UPDATES/COMMENTS/DEBRIEF**

Background Information:

- ☐ Board Member Updates
- ☐ Meeting Review

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
October 12, 2026

AGENDA ITEM
PLAN FOR FUTURE MEETINGS

Plan for future meetings

- Strawberry Park Elementary Team Presentation - November 9
- CASB Annual Convention - December 3-5
- Sleeping Giant School Team Presentation - December 14
- Steamboat Springs High School Team Presentation - January 11
- Steamboat Springs Middle School Team Presentation - February 8
- Yampa Valley High School Team Presentation - March 1

Board Work Sessions - Second Meeting every month

- SSSD Data Report - Work Session - October 26
- Work Session - January 25
- Work Session - March 15
- Work Session - May 17

Board Chats

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