

Jeffco Public Schools 2015-16 Report to the Community

Jeffco 2020 Vision

The Jeffco 2020 Vision pulls together a clear picture about the outcomes Jeffco wants its students to have in the future – it's a vision statement that begins with the end in mind. The purpose of the Jeffco 2020 Vision is to enhance the educational experience for all students, as well as to provide them the skills they will need to successfully navigate both their personal and professional lives after graduation.

It is the work of a diverse group of people who care deeply about Jeffco Public Schools and what future Jeffco grads are going to need in an increasingly competitive and challenging world. Stakeholders from across the district were included in the conversation to define a successful graduate. Over the course of several months, Jeffco students teamed up with Jeffco teachers, administrators, parents, local businesspeople, and others to identify key competencies necessary for 2020 grads. The end result was a community vision for the Jeffco 2020 graduate and beyond.

Throughout this report, you will learn more about the great news and the outstanding work happening in Jeffco Public Schools through the lens of the 2020 Vision.



JEFFCO PUBLIC SCHOOLS 2020 Vision

Competencies & Corresponding Skills

Critical Thinking & Creativity



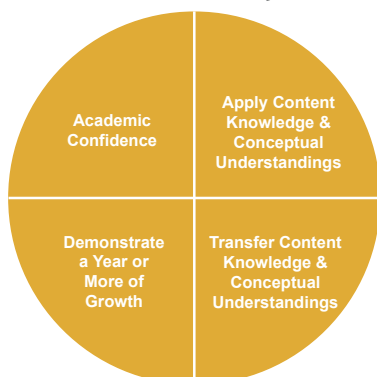
Civic & Global Engagement



Self-Direction & Personal Responsibility



Content Mastery



Communication



Select a competency below to learn more.

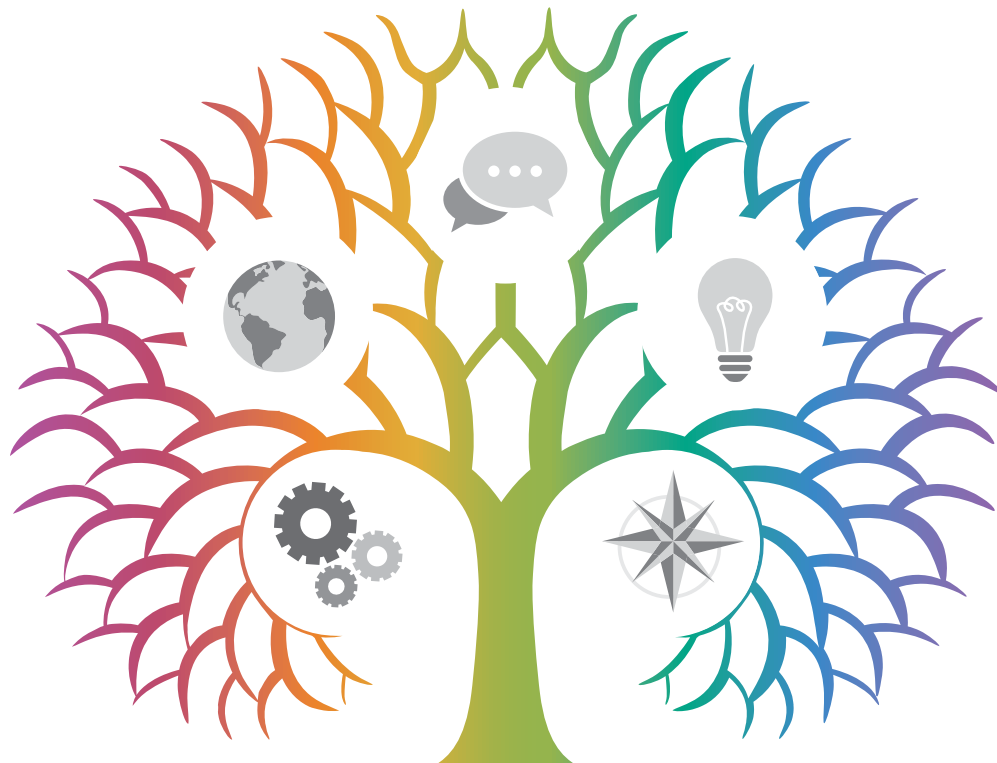
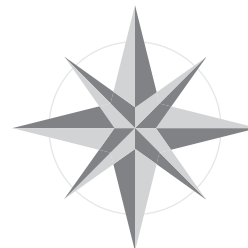
Content Mastery

Civic & Global Engagement

Communication

Critical Thinking & Creativity

Self-Direction & Personal Responsibility



Administration & Leadership

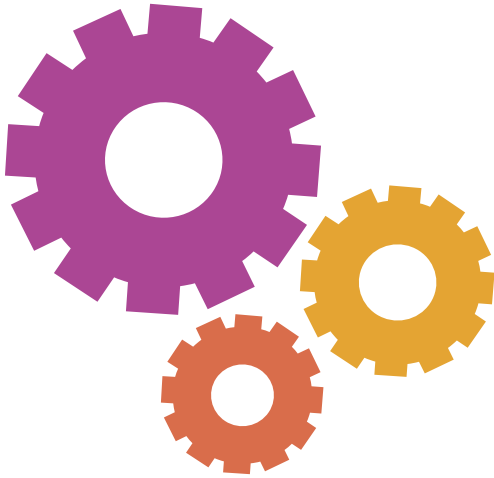
Financial Data & Transparency

District Profile

Federal & State Reporting Requirements



Content Mastery



- Academic Confidence
- Apply Content Knowledge & Conceptual Understandings
- Transfer Content Knowledge & Conceptual Understandings
- Demonstrate a Year or More of Growth

Assessment

Beginning with the 2014-15 school year, Colorado school districts are assessed using the Colorado Measures of Academic Success (“CMAS”) tests to assess schools and districts. This system uses the Partnership for Assessment of Readiness for College and Careers (“PARCC”) standardized test for English language arts and mathematics. CMAS science and social studies tests are Colorado-developed assessments. Colorado assesses English language proficiency for English learners using the “Assessing Comprehension and Communication in English State-to-State for English Language Learners” (“ACCESS for ELLs”) test. Colorado also uses the Colorado ACT (“CO ACT”) test in eleventh grade. CDE includes achievement, growth, and performance outcomes from CMAS, ACCESS for ELLs, and CO ACT in the District Performance Framework’s annual accreditation process for school districts.

Refer to SchoolView.org for full results of district and school state assessments.

Accountability

The District is fully accredited by the Colorado Department of Education. In conformance with Colorado law, the District has adopted various accreditation and performance goals. The Colorado Department of Education (“CDE”) has defined three performance indicator areas key to achieving this outcome: (1) Academic Achievement; (2) Academic Growth; and (3) Postsecondary and Workforce Readiness (high school only).

CDE’s District Performance Framework and School Performance Framework reports provide information about the levels of attainment in each of the three key performance indicators. For school districts, the overall evaluation leads to their accreditation. For schools, the overall evaluation leads to the type of plan schools will implement.

The District Performance Framework assigns to each district one of five accreditation categories:

1. Accredited with Distinction: The district meets or exceeds statewide performance indicators and is required to adopt and implement a Performance Plan.
2. Accredited: The district meets statewide attainment on the performance indicators and is required to adopt and implement a Performance Plan.
3. Accredited with Improvement Plan: The district is required to adopt and implement an Improvement Plan.
4. Accredited with Priority Improvement Plan: The district is required to adopt and implement a Priority Improvement Plan.
5. Accredited with Turnaround Plan: The district is required to adopt and implement a Turnaround Plan.

Jefferson County Public Schools has received the accreditation category of Accredited for the 2015-16 school year.

The School Performance Framework plan types assigned to schools include the following:

- Performance Plan
- Improvement Plan
- Priority Improvement Plan
- Turnaround Plan

A complete list of the 2016 SPF ratings for schools is provided below:

[View SFP Ratings \(PDF\)](#)

View the list of Title I schools below:

[View Title I Schools \(PDF\)](#)

On-time graduation rate: 82.8 percent

Extended graduation rate: 84.5 percent

Percentage of highly-qualified teachers: 99% *

* The Colorado Department of Education does not calculate highly-qualified data for this year, the data above reflects prior highly-qualified calculation methods.



Standley Lake Students' Research Published in Scientific Journal

As part of their junior year biology class taught by Rob Cassady, students Peyton Burger, Madline Ellsberry, David Morgenstern, and Mara Strother assisted Dr. Jennifer Honda and Dr. Edward Chan in researching nontuberculous mycobacterial (NTM) lung disease. Read more from [Chalk Talk here](#).

Pomona High School Chemistry Teacher Honored

Pomona High School chemistry teacher Dr. Tom Bindel was named Outstanding High School Physical Science Teacher in Colorado by The Colorado Association of Science Teachers. Dr. Bindel has been teaching chemistry to Pomona students since 1987, and the entire Pomona community was proud he earned this distinguished honor.





Chatfield High School French Teacher Julie Horowitz Received French Award for Outstanding Teacher of World Languages from the University of Northern Colorado

The Departments of Modern Languages and Hispanic Studies at the University of Northern Colorado recognized Horowitz for providing an exceptional foreign culture in a variety of dimensions, and for the important job of sensitizing people to cultural diversity and intercultural understanding.



Jeffco Virtual Academy Science Teacher Mari Hobkirk Receives 2016 Online and Blended Teacher and School Counselor Award

Read more from the [Colorado Department of Education here](#).



Evergreen High School Honored with Another Blue Ribbon

The National Blue Ribbon Schools Program recognizes public and private schools based on their overall academic excellence and progress in closing achievement gaps among student subgroups. Read more from [Chalk Talk here](#).



D'Evelyn Junior/Senior High School Named Best Public High School in Colorado by StartClass

StartClass used data from the [National Center for Education Statistics](#) to identify the best public high school in every state. Read more from [StartClass here](#).



Six Jeffco High Schools Named “Most Challenging High Schools” in Colorado by *The Washington Post*

Schools chosen included Conifer High School, Evergreen High School, D'Evelyn, Standley Lake High School, Dakota Ridge High School, and Bear Creek High School. Read more from [The Washington Post here](#).



Lakewood High School Senior Jack Doherty Earns Perfect Score on AP Microeconomics Exam

Doherty was one of 54 students out of over 78,000 who took the AP Microeconomics Exam who scored a perfect score. Approximately 4.5 million AP Exams were taken by 2.5 million U.S. public high school students in 2015, and only 322 students earned every point possible on an AP Exam, a rare accomplishment. Jack and his teacher, Sara Shackett, were honored in an assembly before the entire school.

School Awards

John Irwin Schools of Excellence Award Recipients

The John Irwin award is given to schools that demonstrate excellent academic achievement.

- Bergen Valley Intermediate School
- Bradford Intermediate School
- Bradford Primary School
- Deer Creek Middle School
- Dennison Elementary School
- D'Evelyn Junior/Senior High School
- Elk Creek Elementary School
- Evergreen High School
- Fairmount Elementary School
- Jefferson Academy
- Jefferson Academy High School
- Manning Option School
- Marshdale Elementary School
- Meiklejohn Elementary School
- Mitchell Elementary School
- Mount Carbon Elementary School
- Parmalee Elementary School
- Ralston Elementary School
- Ralston Valley High School
- Red Rocks Elementary School
- Sierra Elementary School
- Ute Meadows Elementary School
- West Woods Elementary School
- Westridge Elementary School

Governor's Distinguished Improvement Award Recipients

The Governor's award is given to schools that demonstrate exceptional student growth.

- Bear Creek High School
- Bergen Valley Intermediate School
- Colorow Elementary School
- Columbine Hills Elementary School
- Dennison Elementary School
- Devinny Elementary School
- Elk Creek Elementary School
- Governor's Ranch Elementary School
- Green Mountain Elementary School
- Jefferson Academy High School
- Marshdale Elementary School
- Meiklejohn Elementary School
- Mitchell Elementary School
- Parmalee Elementary School
- Peck Elementary School
- Warder Elementary School
- West Woods Elementary School

Daniels Fund Scholars

- Eroj Kaji Tuladhar, Alameda High School
- Dannika Louise Harris, Bear Creek High School
- Jaysa Marie Show, Columbine High School
- Samantha Lee Einsphar, Lakewood High School
- Jade Lee Montoya, Pomona High School
- Breanna Lynnise Hurst, Standley Lake High School
- Samantha Kathleen Noel, Wheat Ridge High School

National Merit Scholars

- Caelen Van Doren, Lakewood High School - Corporate-Sponsored Scholar
- Adriano Borsa, Evergreen High School - \$2,500 Scholar
- Dylan Johnson, Golden High School - \$2,500 Scholar
- Gretchen Knaut, Lakewood High School - \$2,500 Scholar

Boettcher Scholars

- Peter Heller, Columbine High School
- Korissa Straub, Arvada West High School



Civic & Global Engagement



- Leadership
- Cultural Proficiency
- Civic Responsibility
- Advocacy for Others



Green Mountain High School Principal Colleen Owens Named Colorado's High School Principal of the Year

Owens said of the honor, "This validates that my passion and work to be a positive influence in the lives of students, teachers, parents and our community means something to others. As a leader, I am dedicated to caring about others, providing opportunities for students and staff, and making sure that our community maintains strong bonds with the school. No leader is successful without having a strong support system. I have been fortunate in my career to work and learn from some amazing colleagues, students, and community members."



Columbine High School Teacher Bryan Halsey's Big Idea Project Receives West Region 2016 True Inspiration Award

The Big Idea Project was honored by the Chick-fil-A Foundation for its work developing generous leaders who are changing classroom communities.



Rooney Ranch Elementary Paraprofessional Annie Bitsie Named Colorado ESP of the Year

The ESP Award recognizes an education support professional (ESP) member whose activities demonstrate the contributions of education

support professionals to public education. The purpose of the ESP Award is to emphasize the contributions of ESP members to their schools and communities and to recognize a member who shows outstanding accomplishment in most of the following areas: innovations supporting the day-to-day education process; professional achievement in his/her job classification; involvement in promoting public education in the community; enhancement of educational support professionals' image in the Association, work site, and/or community; and contributions to the individual's Local Association, UniServ Unit, and CEA.



Jeffco Schools Save Energy and Earn Rewards in the “ReNew Our Schools” Competition

Students at twelve Jeffco schools participated in a month-long competition to save energy in their schools and homes. Read more from [Chalk Talk here](#).



South Lakewood Elementary Receives 2016 Defender of the Planet Youth Sustainability Award from the Lakewood City Council

The school was recognized for developing an outreach and education plan that covered renewable energy, water conservation, and waste diversion.



Stein Elementary Dual Language Students Take Top Prizes at the Annual Proud to Be Bilingual Essay Contest from the Colorado Association for Bilingual Education

Each year, the Colorado Association for Bilingual Education (CABE) sponsors a writing competition titled “Proud to Be Bilingual”, to celebrate the work of bilingual learners in dual language education programs across Colorado. Of the competition's seven statewide award winners, four were Jeffco Public Schools students. Read more from [Chalk Talk here](#).



Lakewood High School Student Troy Jackson Wins First Place at the DECA International Development Conference

Jackson bested around 10,000 students that originally started in this event. He went up against 120 students on day one, each of whom was a top finisher from their respective state. Jackson went on to the final round and competed against the top 20 students in the country.



A Little Help: Jeffco Public Schools and the Jeffco Action Center Team Up to Help Families in Need

Jeffco Public Schools and the Jeffco Action Center teamed up to help those families who may find themselves struggling to afford school supplies for their students with the annual School Supply Distribution. Read more from [YourHub here](#).



Sheridan Green Elementary Named a National PTA School of Excellence for 2015-16

The National PTA's School of Excellence is a program that supports and celebrates partnerships between PTAs and schools to improve the educational experience and school environment for every child.



Volunteers at Jeffco Schools Foundation's Serving Kids Program Collect 4,100 Clothing Items for Families in Need

Volunteers at Jeffco Schools Foundation's Serving Kids Program made sure that over 4,100 items of clothing reached Jeffco students as school started. Each year, the demand for clothing increases and volunteers work hard to ensure families have what they need. Last year, 93 homeless children received clothing from the program.



Jan Harp Domene
Diversity and
Inclusion Award

South Lakewood Elementary Awarded 2016 Jan Harp Domene Diversity and Inclusion Award from the National PTA

This award recognizes PTAs that best demonstrate outstanding achievement in the areas of diversity and inclusion, as well as efforts to end discriminatory practices.

Military Academy Appointments

United States Air Force Academy

- Brett Bergstrom, Lakewood High School

United States Military Academy at West Point

- Jason Brodeur, Green Mountain High School
- Bendie Minu, Lakewood High School

United States Naval Academy at Annapolis

- August Roberts, Bear Creek High School





Communication



- Situational Awareness
- Collaboration & Teamwork
- Conflict Management
- Communication with Clarity & Purpose
- Interpersonal Skills



Lincoln Academy Yearbook Program Named 2016 Jostens' National Yearbook Program of Excellence

The National Yearbook Program of Excellence recognizes engaging yearbooks that reflect a broad representation of the student body, while helping students develop 21st century skills such as communication, collaboration, and information and communication technologies (ICT) literacy.



Jeffco Public Schools EAP Named Most Outstanding EAP by the Colorado Employee Assistance Professionals Association

EAP staff members include Deb Martin, Kirsten Phelan, and Kathleen Remington.

Safety & Security

Jeffco Public Schools is committed to protecting the safety and well-being of our students and staff. We understand that students learn best when they can attend classes in a secure and welcoming environment. Jeffco's security staff are at work twenty-four hours a day protecting our schools. Jeffco Public Schools Security and Emergency Management Department utilizes acknowledged best practices to protect Jeffco schools. The department has a multifaceted approach focusing on security, policies, procedures, people, and technology. They also call upon law enforcement and the mental health community to strengthen efforts.



Safe2Tell

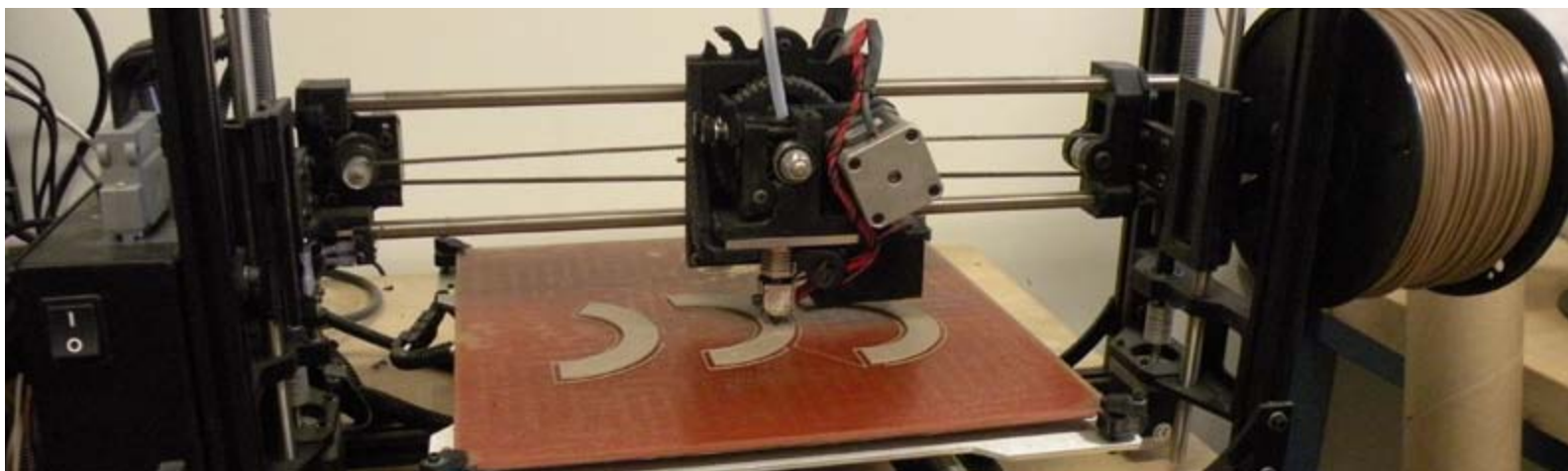
Jeffco Public Schools has a partnership with [SAFE2TELL®](#), which is designed to help students anonymously report any threatening behavior that endangers themselves, their friends, family, or the community.

District Safety Plan

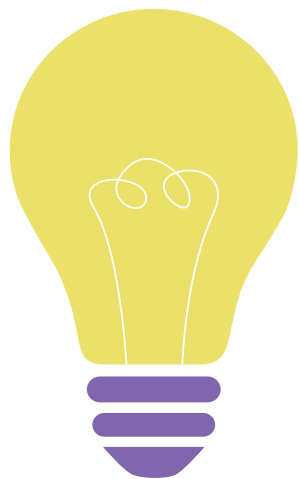
The district's Safety Plan identifies security programs and measures that focus on prevention, intervention, and crisis response.

The [School Safety Plan](#) is designed to be used by school principals to create safe and respectful school environments.

Learn about the [Standard Response Protocol](#) for responding to school emergencies.



Critical Thinking & Creativity



- Growth Mindset
- Higher Order Questioning & Inquiry
- Problem Identification & Problem Solving
- Risk-Taking & Imaginative Thinking
- Creative Solution Finding



Another Great showing by Wheat Ridge High Schools's STEM Team at Shell EcoMarathon in Detroit

The team placed second in their category. Read more from [9News here](#).



Sheridan Green Elementary Took First Place at District Destination IMagiNation

The team included students Deelia Sherman, Connor Pallis, David McPhee, Alexandra Billings, Rhianna Dains, Matthew Stoker, and Raiden Witt.



**Scholastic
Art & Writing
Awards**

Arvada West High School Student Celia Ernstrom Wins Gold Medal at Scholastic Art and Writing Awards

This is a National Level Gold Key award. Celia's work will hang in a hallway at the House of Representatives in Washington DC for up to two years.



SpaceX Rocket Launched with Load of ladybugs from Mount Carbon Elementary Destined for the International Space Station

A SpaceX rocket launched from Cape Canaveral, Florida with a load of ladybugs from Mount Carbon Elementary as part of 7,000 pounds of cargo destined for the International Space Station. Mount Carbon took part in NASA's Student Spaceflight Experiments Program. Their project was among 25 student experiments headed into orbit. The experiment was designed to measure the impact of microgravity on the life cycle of a ladybug and could further efforts to grow fresh produce on long space flights.

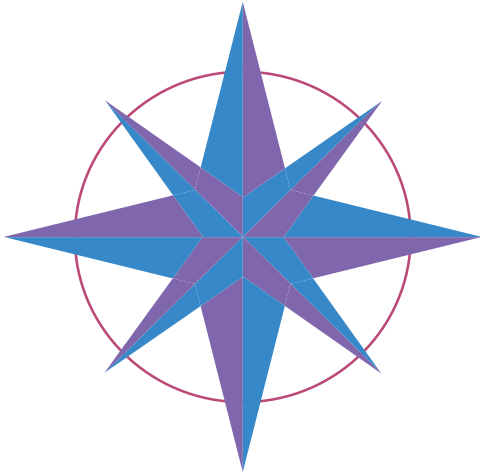


Jeffco Middle Schools Participate in NREL's 26th Annual Junior Solar Sprint and Lithium-Ion Battery Car Competition

The annual competition is also sponsored by DOE's Office of Science, the Alliance for Sustainable Energy, Jeffco Public Schools, and Dakota Ridge High School.



Self-Direction & Personal Responsibility



- Health & Wellness
- Reflective Thinking
- Goal Setting & Monitoring
- Self-Regulation & Personal Accountability
- Perseverance & Resiliency
- Self-Advocacy



Jeffco Public Schools Aims to Keep Football Players Safe with Guardian Caps

Jeffco football players wore specially-designed caps – Guardian Caps – invented by a local chemical technology company to give football players extra protection against a direct hit and repetitive hitting of the helmet during play. Read more from [YourHub here](#).



Healthy Schools Coordinator Emily O’Winter Receives National Thriving School Award from Kaiser Permanente

O’Winter was honored in part for her tireless efforts that have helped bring about school wellness teams, Safe Routes to School programs, a youth health advisory council, a garden program and garden-to-cafeteria program, and a revised district wellness policy.



Three Jeffco employees Selected as 2015 Public Health Champions by Jefferson County Public Health (JCPH)

Karen Minter and Kim MacDonnell (Brogan) from the Environmental Services Department, and Jenelle Vierzbicki from the Risk Management Department have been honored for the work they have done with JCPH to ensure safe science classrooms and laboratories for students in Jeffco Public

Schools.



Lakewood High School Senior Appointed Leadership Role with Tobacco-Free Jeffco Alliance

Tristin Roman, a Lakewood High School senior, was recently appointed to the inaugural position of Youth Chair for the Tobacco-Free Jeffco Alliance. Tobacco-Free Jeffco is an alliance of individuals and organizations addressing tobacco use in Jefferson County. Read more from [Chalk Talk here](#).



Student Health Advisory Council Wins Imagine Colorado State-Wide Innovation Contest

The contest challenged students to come up with an idea to impact youth physical activity or nutrition. Their idea, submitted in a two-minute video, was to get youth outdoors using an app to help connect with each other and incentivize outdoor activities. Please click [here](#) to watch their video submission.



Kaiser Permanente Awards Jeffco Public Schools New Funding to Help Get Kids Active

Thriving Schools encourages school communities to champion change by incorporating evidence-based, community health improvement practices. In the second round of grants, Jeffco Public Schools received \$150,000 to deepen the SPARK Initiative, as well as for high schools to improve secondary physical education.



Administration & Leadership



Superintendent

Dan McMinimee joined Jeffco Public Schools on July 1, 2014 as superintendent. He has spent his professional life (26 years) devoted to public education and working on behalf of students and staff. His early roots are in Jeffco where he attended Hackberry Hill Elementary School. Dan is a graduate of Adams State College (BA) and Oregon State University (EdM). In addition, he has successfully completed 54 hours of post graduate coursework in the Administrative Certificate program at Portland State University and the Educational Leadership Program at CU-Denver. (remove extra space here) Dan has experience as a teacher, coach, assistant principal, athletic director, principal and district-level administrator working at all levels K-12.



Ready for Air: Building Bright Futures Podcast

Jeffco Public Schools launched a new podcast series with Superintendent Dan McMinimee.

The series is produced with the assistance of students enrolled in the Digital Audio program at Warren Tech North, and are available on [JPS-TV](#) and iTunes.



2015-2016 Board of Education

The Jefferson County Board of Education is the policy-making body of the school district. The Board is composed of five members elected to alternating four-year terms. The Board is responsible for educational planning and evaluation, staffing and appraisal, school facilities, financial resources, and communication. The Board acts as a court of appeal for staff members, students, and the public on issues involving board policy or implementation of that policy.

Advisory Committees

Jeffco Public Schools could never achieve its mission without the strong support of the community and volunteers. Volunteer groups do everything from working in classrooms to serving on advisory committees. Thousands of people unite each year to give their time to ensure Jeffco students receive a great education.

- **Audit Committee**

The Audit Committee's primary purpose is ensuring the Board of Education is fulfilling its fiduciary responsibilities. The committee monitors the district's financial reporting process and internal control systems, recommends the district's independent auditors, reviews and appraises the work of auditors, coordinates with the Financial Oversight Committee to review, and assess and analyzes impacts of proposed financial management policy and process changes. Learn more about the committee [here](#).

- **Capital Asset Advisory Committee**

The Capital Asset Advisory Committee's purpose is to monitor the planning of capital needs and the implementation of capital programs, which may include future bond programs. Learn more about the committee [here](#).

- **Community Diversity Advisory Committee**

The Community Diversity Advisory Council includes parents, staff, and community members who offer advice and support to the district in creating an inclusive environment and improving educational outcomes for diverse learners.

- **Financial Oversight Committee**

The primary function of the Financial Oversight Committee is to assist the Board of Education in fulfilling its oversight responsibilities by reviewing financial reports and other financial information used internally; examining the district's systems of internal controls regarding finance, accounting, legal compliance, and ethics; assessing the business risk of the district; and evaluating the district's auditing, accounting, and financial reporting processes generally. Learn more about the committee [here](#).

- **Indian Education Parent Advisory Committee**

The mission of the Indian Education Program is to meet the unique educationally and culturally related academic needs of eligible students. The advisory committee is comprised of district parents and advises the Indian Education Program, assists in planning cultural activities, provides cultural support and insight, and assists in implementing grant goals.

- **Strategic Planning and Advisory Council**

The Strategic Planning and Advisory Council is composed of parent representatives from all articulation areas, representatives from JCEA, CSEA, and administrators, as well as citizen and parent leaders from a variety of stakeholder groups. Members act in an advisory capacity on the implementation and evaluation of the Jeffco 2020 Vision Strategic Plan. Members have the opportunity to hear updates on district issues and efforts and provide input on these topics.

- **Technology and Data Privacy Advisory Committee**

The Technology and Data Privacy Advisory Committee was created to advise the Board of Education on district technology strategies, systems, and overall data governance. The committee will review the district's technology plan considering alignment with instructional goals and opportunities for technology innovation. Additionally, district privacy policies and practices will be presented to the committee for advisement. The committee encourages continuous improvement of and fosters adherence to district policies, procedures, and practices at all levels. Learn more about the committee [here](#).



Financial Data & Transparency

Jeffco Public Schools once again faced financial challenges in 2015-16; however, it continues the long history of being financially proactive and maintaining a focus on being financially transparent.

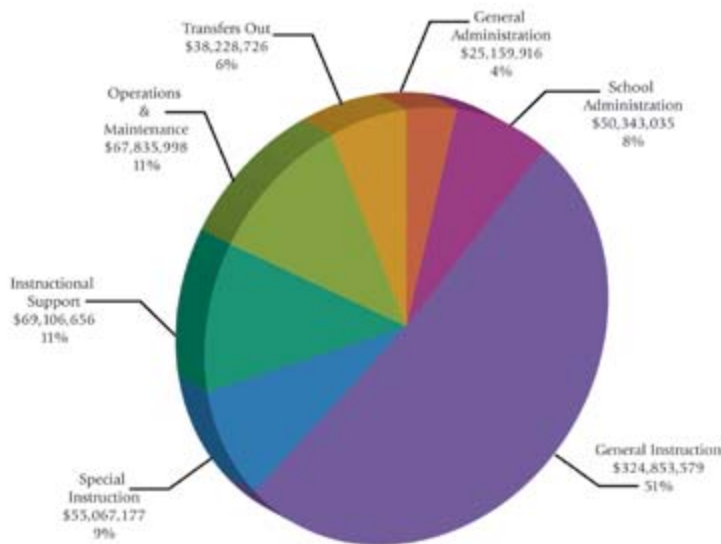
Our stakeholders have access to the district's financial information through a searchable, online financial transparency database, as well as the online [Comprehensive Annual Financial Report, annual district budget and other financial publications, and information](#).

Learn more about where the district's funding comes from and how it is spent below.

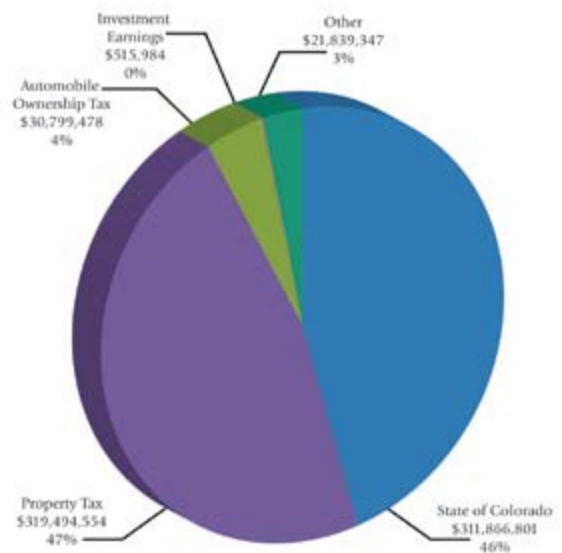
Your Tax Dollars at Work

Learn more about the 2015-16 budget by reading our [Dollars and Sense PDF](#).

General Fund Expenditures by Classification
2015-16



General Fund Revenue by Source
2015-16



Transparency

Jeffco Public School is committed to providing a clear view of how tax dollars are spent and how the district operates. The district's financial information is consolidated into one webpage to provide even greater financial transparency. Please review the district's financial transparency information [here](#).



District Profile

Ethnic Distribution:

- American Indian/Alaska Native - 1%
- Asian & Pacific Islander - 3.25%
- Black - 1%
- Hispanic - 24%
- White - 64%
- Multiple Races - 3.55%

31.5 percent of our students qualified for free and reduced lunch.

The official enrollment count for the 2015-16 was 86,721

Number of Schools:

- 88 elementary schools
- 3 K-8 elementary schools
- 17 middle schools
- 17 high schools
- 9 option schools
- 17 charter schools
- 1 online school
- 2 outdoor laboratory schools

Mission:

To provide a quality education that prepares all children for a successful future.

Values:

- Integrity
- Valuing People
- Teamwork
- Exemplary Performance

Contact Info:

1829 Denver West Drive #27

Golden, CO 80401

303-982-6600

www.jeffcopublicschools.org



Federal & State Reporting Requirements

Attendance

All schools will have attendance rules which incorporate Jeffco Public Schools' attendance requirements as outlined by district policy. Colorado Revised Statutes (C.R.S.) provide that “every child who has obtained the age of six years on or before August 1 of each year and is under the age of seventeen years shall attend public school for at least” the minimum required hours each school year. The minimum required hours by school level are:

- **Half-day Kindergarten – 450 hours**
- **Full-day Kindergarten – 900 hours**
- **Elementary school other than kindergarten – 968 hours**
- **Secondary school student – 1,056 hours**

Please note, there are a number of exceptions to these provisions that are contained in the statute and policy. For additional information, please refer to [District Policy JH, Student Absences and Excuses](#).

Immunization

Each student entering a Colorado school for the first time is required to present a certificate of immunization from a licensed physician, an authorized representative of the Colorado Department of Public Health and Environment (CDPHE), or local health department stating that the student has received immunizations against communicable diseases as specified by C.R.S. 25-4-902. Please note, there are a number of exceptions to these provisions that are contained in the statute. Student immunization information may be accessed through the Colorado Immunization System. For additional information, please visit the [CDPHE website](#).

Civil Rights

The district is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. Consequently, it is district policy that no person shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, intimidation, or harassment under any district program or activity on the basis of ethnicity or race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, genetic information, age, veteran status, or disability. Sexual orientation is a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or perception of the individual's sexual orientation.

Avoiding unlawful discrimination requires the collaborative responsibility of each administrator, supervisor, employee, and student to affirm in actions and deeds the intent and spirit of governing laws and regulations. Toward this end, the district will assist management, staff, and students to implement the district's good faith intent not to discriminate in the district's employment and educational opportunities.

Students, public, parents, or staff members who believe they have been the subject of discrimination must report the incident immediately in accordance with district policies:

- [District Policy AC, Unlawful Discrimination/Equal Opportunity](#)
- [District Policy GBK, Staff Concerns, Complaints, and Grievances](#)
- [District Policy GBAA, Harassment of Employees](#)
- [District Policy II, Student Rights and Responsibilities](#)
- [District Policy JBB, Harassment of Students](#)
- [District Policy KE, Public/Parent Concerns and Complaints](#)

The following contact has been designated to assist the Jeffco Public Schools with its response to complaints of unlawful harassment and discrimination:

Student ADA and Section 504 Compliance Officer

Director, Special Education

1829 Denver West Drive, Building 27

P.O. Box 4001

Golden, Colorado 80401-0001

Phone: (303) 982-7268

Title IX/Employee ADA, Section 504 and EEO Compliance Officer

Chief Legal Counsel/Executive Director, Employee Relations

1829 Denver West Drive, Building 27

P.O. Box 4001

Golden, Colorado 80401-0001

Phone: (303) 982-6544

Sex Offender Registry

Various law enforcement agencies provide sex offender data in order to enhance public safety. Generally, sex offender registries contain information about individuals who have been required by law to register and who are in compliance with the sex registry laws. The Colorado Bureau of Investigation (CBI) maintains a directory of adults convicted of felony sex offenses. This directory may be found on the [CBI website](#). In addition to the CBI registry, you may contact your local police department or your county sheriff's office to obtain a list of registered sex offenders in your city, county, or state.

Student Data and Privacy

In accordance with the Family Educational Rights and Privacy Act (FERPA) and other applicable law, parents/guardians and students over 18 years of age ("eligible students") are afforded certain rights with respect to the student's education records.

- Parents/guardians or eligible students may submit a Request to Review Education Records form, which is located on the [Jeffco Public Schools website](#), to the Student Records Center that identifies the record(s) they wish to inspect.
- Parents/guardians or eligible students may submit a Request to Amend Education Records form, which is

located on the [Jeffco Public Schools website](#), to the Student Records Center that clearly identifies the part of the record they want changed, and specify why it should be changed.

- Parents/guardians or eligible students may submit a directory information opt-out designation as communicated on the [Jeffco Connect](#) parent portal.
- Parents/guardians or eligible students may opt-out of having student personally identifiable information (PII) disclosed to military recruiters as communicated on the [Jeffco Connect](#) parent portal.
- Parents/guardians or eligible students have the right to file a complaint with the U.S. Department of Education concerning alleged failures by Jeffco Public Schools to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office

U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

For additional information, please refer to [District Policy JRA/JRC, Student Records/Release of Information on Students](#).

Pregnancy Accommodation

Colorado's Civil Rights Division of the Department of Regulatory Agencies has released its [Notice for Employers to Use in Order to be in Compliance with HB 16-1438 \(Pregnancy Accommodations\)](#).

Colorado's pregnancy accommodation law requires employers to provide a reasonable accommodation for an employee, or an applicant for employment, for health conditions related to pregnancy or physical recovery from childbirth, absent an undue hardship.

Additional information on compliance is available through MSEC.



Building Bright Futures

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