

**COLORADO SPRINGS SCHOOL DISTRICT ELEVEN**

Mr. Michael Gaal, Superintendent  
Phoebe Bailey, Chief of Personnel Support Services

**District Accountability Committee  
Full DAC Committee Meeting**

November 16, 2023  
Hybrid – In person and WebEx  
Tesla, Room 112/113  
6:00 – 8:00pm

1. Welcome– Marion Clawson, DAC Chair–5 minutes
2. Future Ready Department Update – Everything you Want to Know- Valerie Scates, Executive Director-Future Ready - 30 minutes
3. Finance Department Update – Staffing Allocations/Student Based Budgeting– Dr. Brandan Comfort, Chief Resource Officer – 30 minutes
4. MLO PIP - D11 Promise Vote – (only DAC Members on the official charge can vote) – Dr. Brandan Comfort – 5 minutes
5. Data Coaches – Role and Function within the Area Model of Support – Natasha Crouse, Director-Metrics & Accountability– 20 minutes
6. Budget Subcommittee Update – Marion Clawson, DAC Chair – 5 minutes
7. Accreditation Subcommittee Update – Marion Clawson, Accreditation Chair – 5 minutes
8. Training & SAC Support Subcommittee Update – Velvet Stepanek, T&SS Chair– 5 minutes
9. Charter School Subcommittee Update – Velvet Stepanek, Charter Chair- 5 minutes
10. Update on Student Representative on the District Accountability Committee – Marion Clawson, DAC Chair/Carissa Rickard, Student
11. Closing Remarks– Marion Clawson – 5 minutes

*SAC Training*, November 30, January 25, April 4, Tesla room 112/113 and via WebEx  
*DAC meetings*, January 18, February 15, March 21, April 18, May 16, Tesla, room 112/113 and via WebEx

For more information including subcommittee meeting dates and the latest DAC Newsletter visit:  
<https://www.d11.org/administration/dac>

# Future Ready

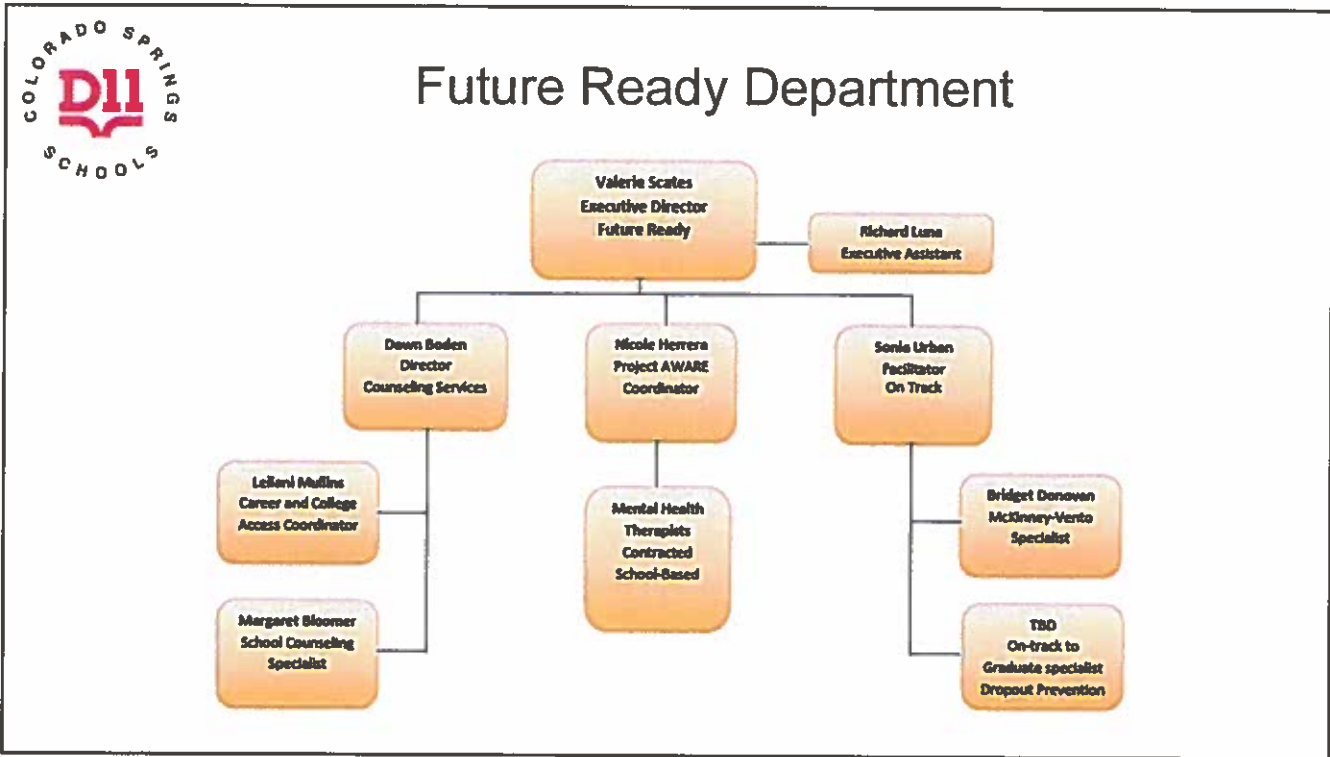
*Valerie Scates, Executive Director*



## Academic Master Plan Vision

As a community, we will build a strong *portfolio of schools* with learning foundations for all students (*Quality Neighborhood Schools*) to explore interests and opportunities (*Pathways and Programs*) igniting engagement so that students develop the knowledge, skills, and attributes to profoundly impact the world.

- Invest in Quality Neighborhood Schools so that every student has access to opportunity and achieves. **\*Goal 1\***
- Create access to programing and pathways in Arts, Experiential, STEM, Specialized Programming, and Language areas **\*Goal 2\***
- Provide robust opportunities for students to develop college, career, military and technical education credentials **\*Goal 3\***
- Ensure every student develops the attributes of a DII Graduate (Graduate Profile) and creates a plan for their future (ICAP) **\*Goal 4\***



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**Future Ready Supports**

- College and Career Readiness
- Individual Career and Academic Plans
- Comprehensive School Counseling
- Early Warning Indicator Systems/On-track to Graduate
- Multi-Tiered System of Supports
- Dropout Prevention and Re-engagement
- Project AWARE (Advancing Wellness and Resiliency in Education)
- Student Mental Health and Community-based provider partnerships
- McKinney-Vento/Homeless Liaison

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## Project AWARE work in progress

- Expanding Mental Health Partnerships to provide therapy at more schools
- Continuing to provide [Care Solace](#) care management coordination mental health service for D11 students, staff, and families
- Professional Learning
  - ◆ [QPR Suicide Prevention](#) and [Youth Mental Health First Aid](#)
- Supporting Restorative Practices Implementation
- El Pomar Foundation Fentanyl panel November 14th
- Presenting at National Conference on School Mental Health in December

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## On Track work in progress

- Continued identification and support for highly mobile students and families
- Staff Professional Development on McKinney Vento legal rights and supports
- Updating Systems to Support Dropout Data sharing, Outreach, and Re-engagement
- Developing district-level support for Dropout Prevention
- Continued support of On-track to graduate efforts and school-based MTSS/On Track Team meetings
- Facilitation of quarterly district-wide collaboration between school MTSS/On Track Teams
- Continuous improvement of data dashboard and action planning

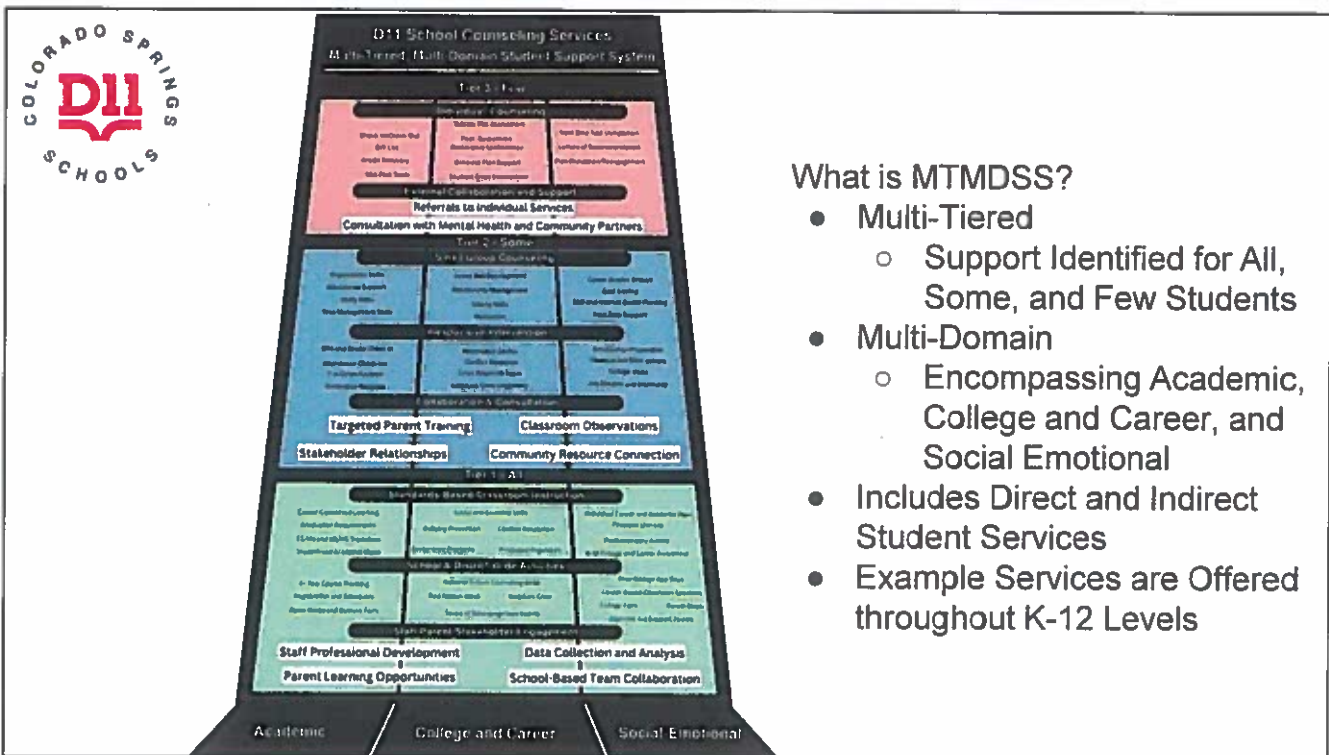
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## Counseling work in progress

- Continuous improvement model for Comprehensive School Counseling Programs
  - ◆ School Counselor monthly PLCs
- District-wide Classroom Instruction at all levels on Careers
- Recruitment and Retention of School Counselors
- Individual Career and Academic Plan (ICAP) platform RFP
  - ◆ Intentional student-led academic planning
- College and Career Counselors (CAC) Community of Practice meets every 2 weeks
  - ◆ New this year! Each high school has a CAC Counselor and adding a CAC Counselor for the Opportunity Schools

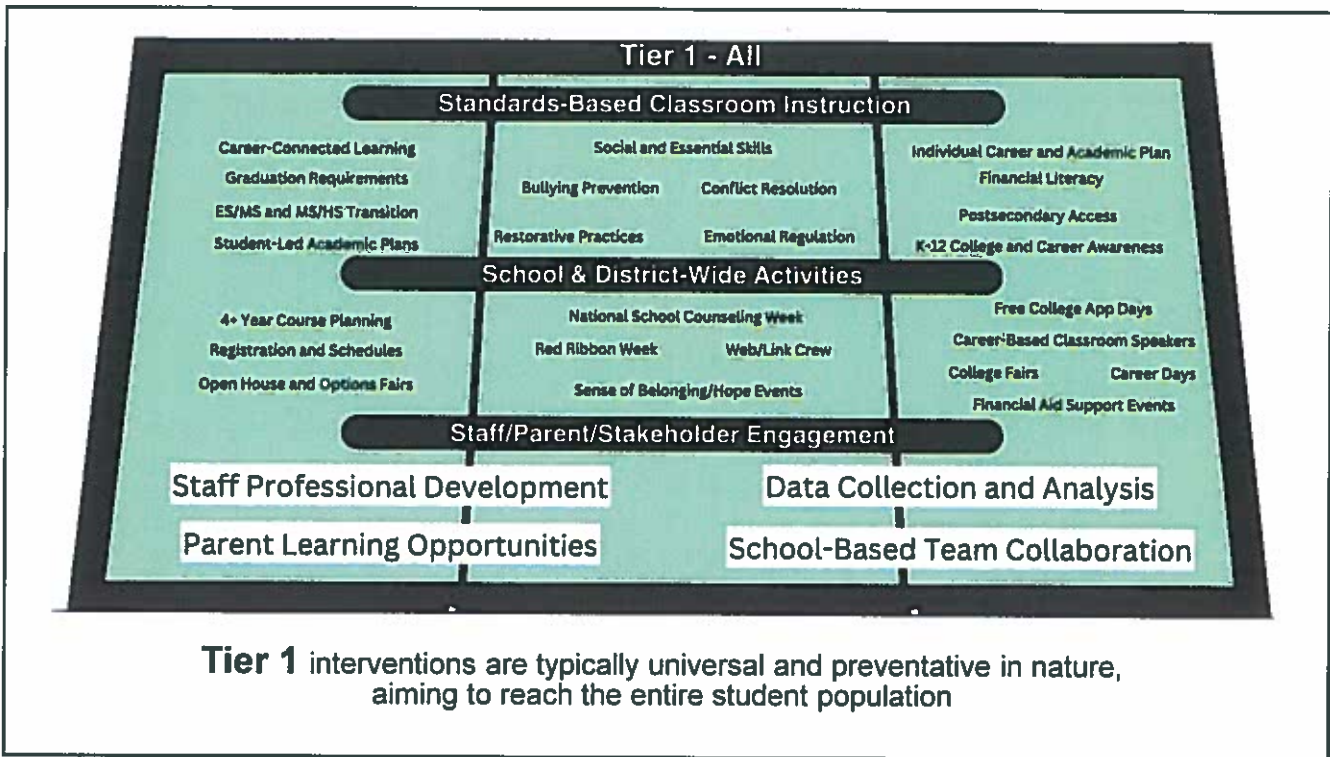
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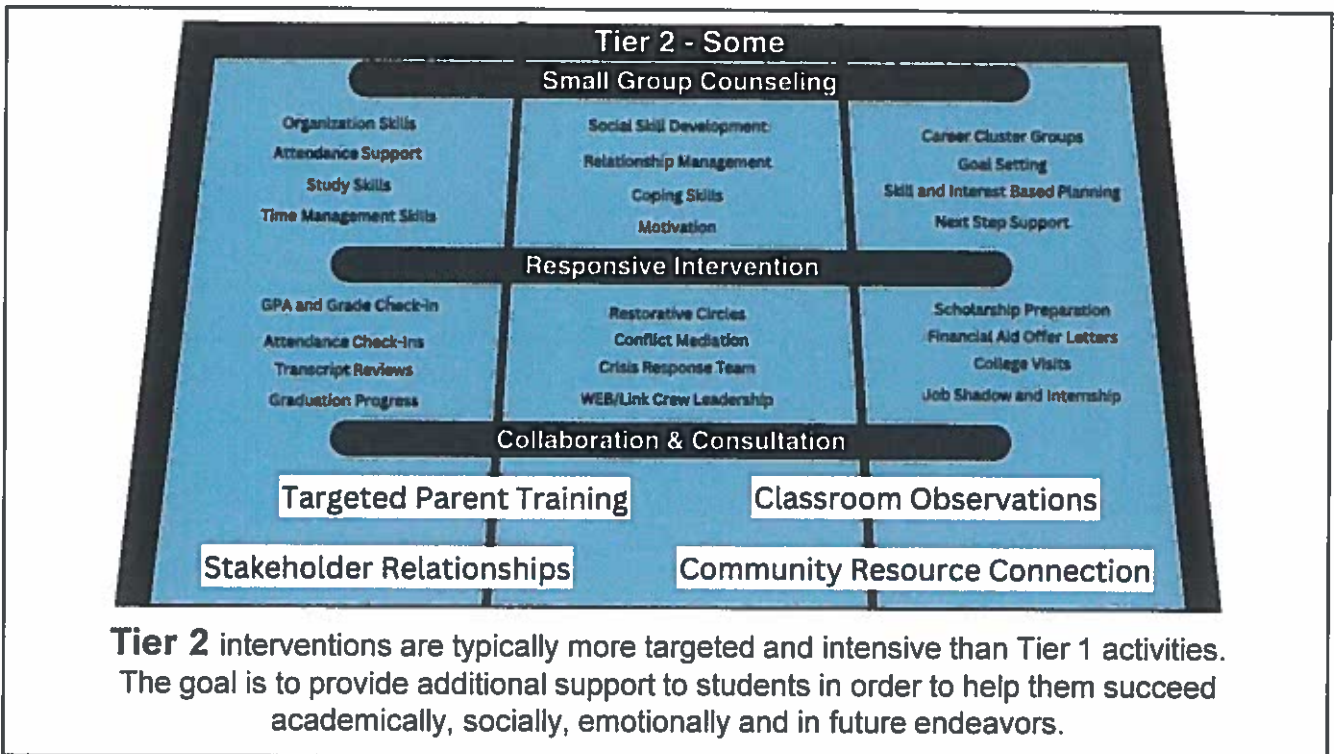
### What is MTMDSS?

- Multi-Tiered
  - Support Identified for All, Some, and Few Students
- Multi-Domain
  - Encompassing Academic, College and Career, and Social Emotional
- Includes Direct and Indirect Student Services
- Example Services are Offered throughout K-12 Levels

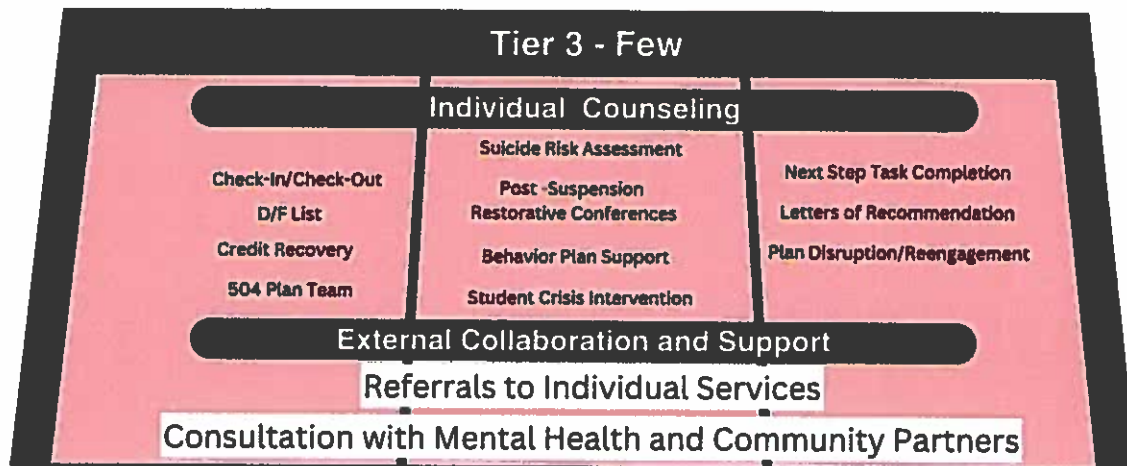
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**Tier 3** interventions are typically more intensive and individualized than those provided at Tiers 1 and 2.

The goal of Tier 3 interventions is to provide targeted and personalized support to help students overcome significant challenges and succeed in school.

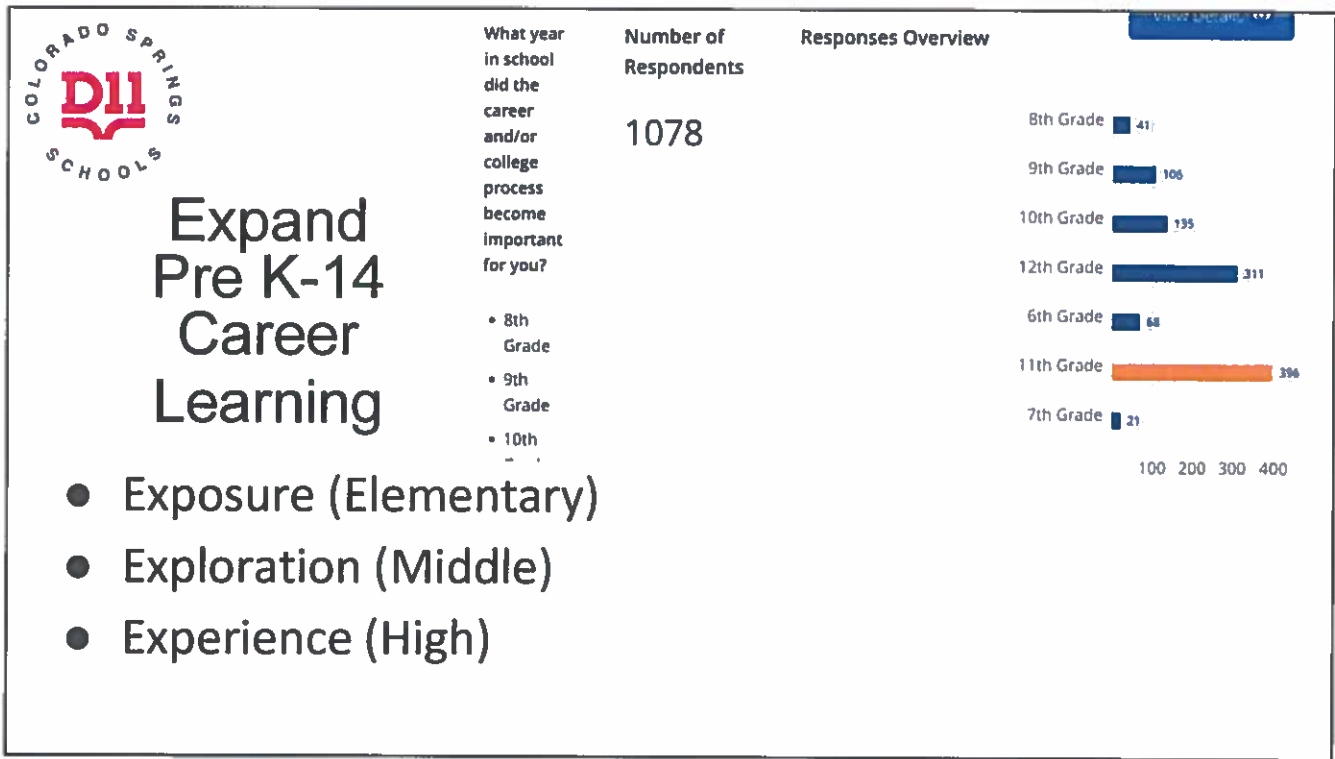
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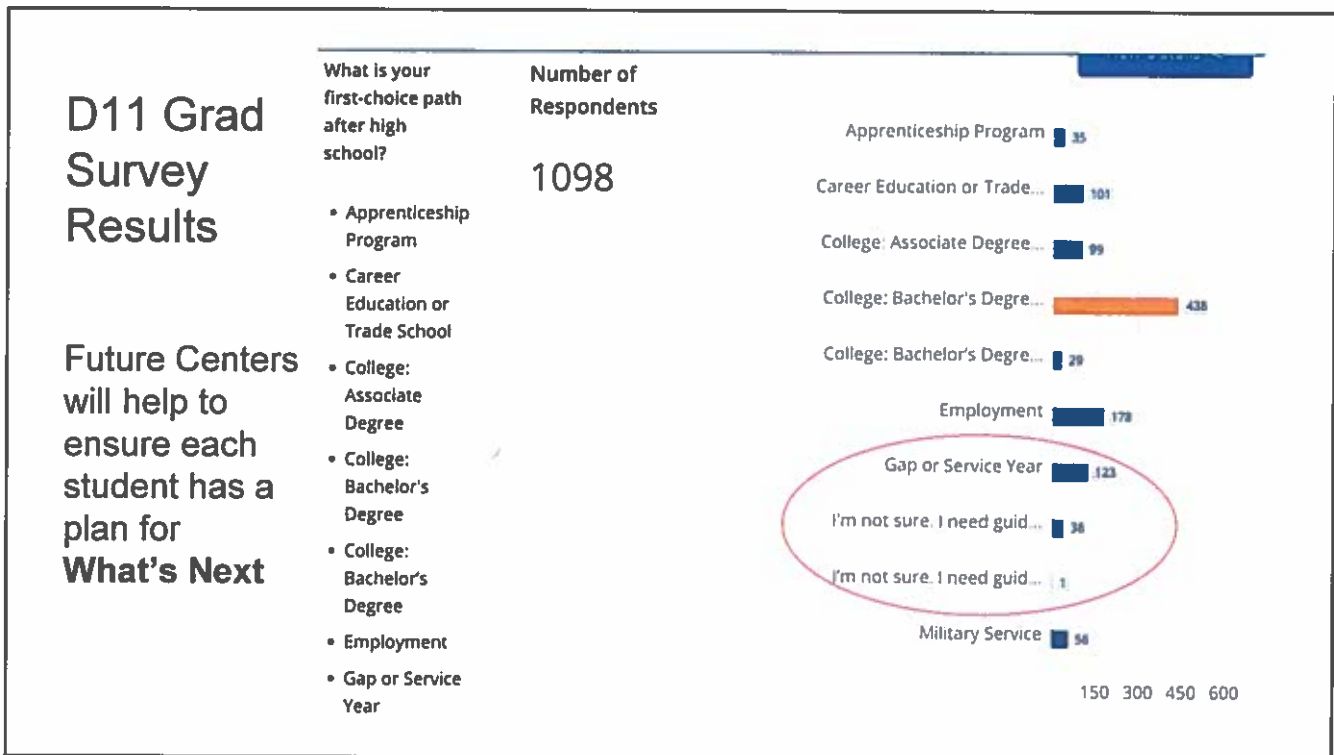
## Future Ready Collaborations

- Pikes Peak Community Health Partnership and Suicide Prevention
- Career and Technical Education & Curriculum and Instruction
- D11 Promise with Pikes Peak State College
- Pikes Peak Business Education Association Counselor Training
- [National Postsecondary Strategy Institute](#) Leadership Summit
- D11 Awarded by [The Office of Future Work - Apprenticeship Colorado](#) for the Apprenticeship Outreach Specialist Pilot program
- Future Center Task Force
  - ◆ How might we operationalize the idea of Future Centers at each High School?
  - ◆ 14 members including school-level, students, parents, and community partners
  - ◆ [Doherty Future Center Request](#) approved by BOE on 10/18

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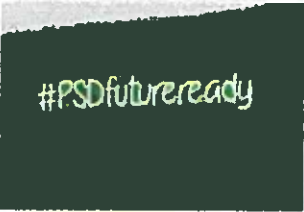
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FUTURE CENTERS





- Knowledgeable Staff >
- Individualized Counseling >
- Comprehensive Resources >
- Career Development Programs and Certs >
- Job shadows, Service Learning, Internships, Apprenticeships >
- Military Service Opportunities >
- Concurrent Enrollment >
- Financial Aid and Scholarship Guidance >
- College Application Support >
- Interviewing, Resumes, Job seeking >

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## Apprenticeship Outreach - Earn while you Learn!

Established by [HB23-1212](#) to hire two full-time Outreach Specialist assigned to one urban and one rural school district responsible for:

- promoting registered apprenticeship as a quality career path
- hosting events for students and families
- coordinating with state and local partners
- engaging with local businesses to create onramps to apprenticeships

They are intended to serve an entire school district, work on site at multiple schools in the district, be integrated into school staff, host events for students and families, and be based in the community in which they live.

The two objectives that will be evaluated at the end of the pilot are:

1. Increased awareness of registered apprenticeship programs among graduating high school students and
2. Increased participation by individuals who are 18 -26 in registered apprenticeship programs



<https://apprenticeship.colorado.gov/>

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## Key Areas to Increase Access and Participation in Career Connected Learning

- Logistics
  - Scheduling
  - Transportation
- Academic Planning
  - Graduation Requirements
  - Core Credit for Career Connected Learning
- Student Engagement
  - Increase Awareness of Opportunities
  - ICAP Dedicated and Integrated school-wide with fidelity

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 **Colorado Springs Schools**  
*Inspire every mind.*

*Questions?*

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# Finance Overview

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STAFFING ALLOCATIONS, STUDENT-BASED BUDGETING AND PIP  
AMENDMENT

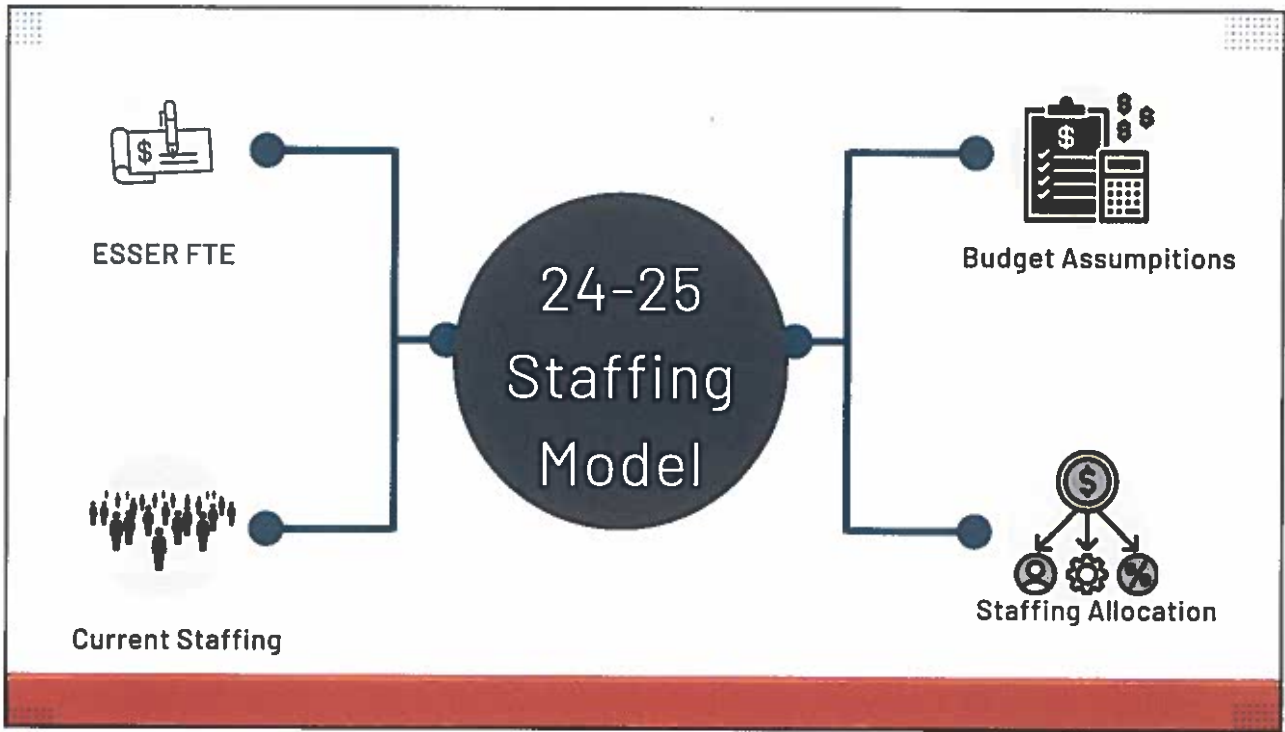
## Current State

\$8,000,000 in salaries for ESSER staff  
(23-24)

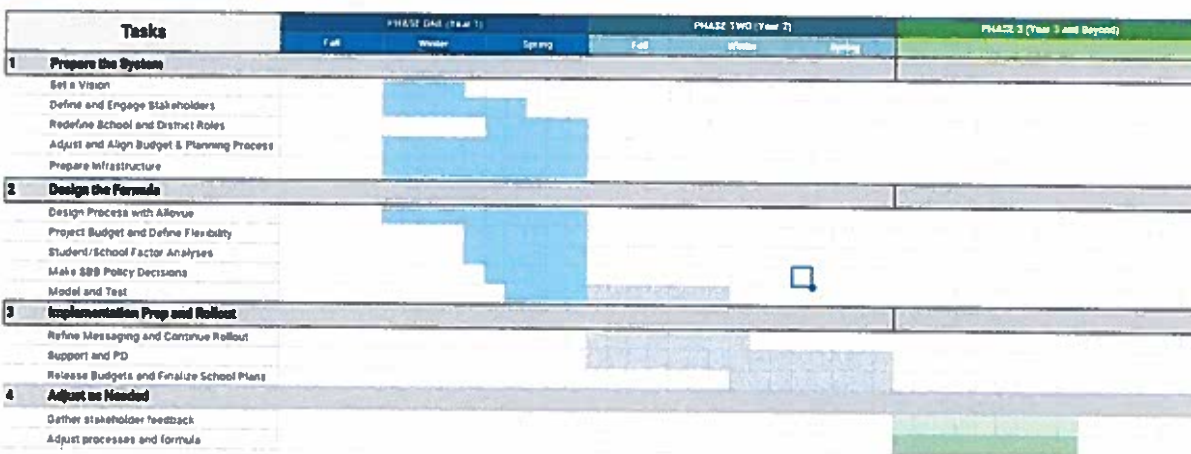
## FTE Funded by ESSER

ESSER III Responding to COVID and Learning Loss

Project	FTE allowed
Kindergarten Aides	32
Interventionists/Teachers	51.00
Gifted & Talented	5.60
Wellness & Coaching: Restorative Justice-mental health for students and teachers	4
Behavioral Intervention Specialists - Mental Health	3
ESSER Grant Specialists	1
HR Specialist	1
Teacher Mentor Induction Prgm.	1
Inter-Rater Reliability Evaluator - Improving Instructional Svcs.	1
Community Liaisons	3
Translators/Interpreters	5
Preschool Teachers	12
Preschool Aides	24.00
<b>Total</b>	<b>143.60</b>



## Student-Based Budgeting Timeline



## Area Superintendent Teams

**Regional Data  
Coaches  
NE, SE, Central**



- School visits with Area Superintendents and Area Instructional Coaches
- Building relationships and assessing strengths/challenges in schools.
- Supporting alignment of data collection and reporting
- Building datasets to support Area Superintendents in USIP meetings
- School visits with Area Superintendents and Area Instructional Coaches
- Customer service/point of contact for data-based inquiries.

1

## **School Administrative Teams**

**Regional Data  
Coaches  
NE, SE, Central**



- Building relationships with administrators and assessing strengths/challenges in schools.
- Beginning to establish data culture in schools and classrooms.
- Supporting alignment of data collection and reporting
- Working with ILTs on DDI workbook, One Plan and PLC preparation.
- Principal, ILT, TLC, teacher, GT coordinator coaching and data-informed suggestions.
- Customer service/point of contact for data-based inquiries.

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## PLCs and Teacher Teams

**Regional Data  
Coaches  
NE, SE, Central**



- Building relationships and assessing strengths/challenges in departments.
- Beginning to establish data culture in classrooms.
- Supporting data analysis in PLCs and at the teacher level.
- Working with ILTs on Data Driven Instruction workbook, One Plan and PLC preparation.
- PLC, teacher, GT coordinator coaching and data-informed suggestions.
- Identifying high-leverage standards for PLC focus, especially in math.
- Customer service/point of contact for data-based inquiries.

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## Assessments

**Regional Data  
Coaches  
NE, SE, Central**



- Troubleshooting Eureka and Star use with individual teachers.
- Analyzing progress monitoring performance in Eureka, Star, Dibels, and aligning to next steps in intervention
- Developing visuals and supporting materials for standardized assessment cycles.
- CMAS preparation items: grading rubrics, exemplars, performance tasks, writing frameworks.
- School Assessment Coordinator support (CMAS, WIDA Access, Star.)
- Customer service/point of contact for assessment inquiries.
- CMAS preparation items: grading rubrics, exemplars, performance tasks, writing frameworks.

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