

# Fountain-Fort Carson School District 8

## Evidence of An Accessibility Plan

### Our efforts:

The district's commitment to digital compliance under HB21-1110 is evident through building awareness of digital accessibility among staff, providing training, resources, and software to ensure accessibility. Our approach not only aims to meet statutory requirements but also to foster an inclusive digital environment conducive to the educational success of all students and staff.

### FFC8 HB21-1110 Compliance Plan

#### Website Compliance Plan

1. Siteimprove to scan the district and schools websites for accessibility issues.
2. Use tools within our website platform to ensure accessibility.
3. Correct all known website and document issues.
4. Provide a method for users to report accessibility issues so the issues can be addressed.
5. Training provided to website content editors.
6. Track and correct web pages with Accessibility issues. View the [website tracker document](#).

#### Staff Training

1. Developing a series of training videos for staff development over the first semester of 2024-25 year. - COMPLETE
  - a. Technology and Communications staff trained District Leadership - August 20, 2024
2. Schools and departments will train all staff who create digital content.
  - a. Abrams Elementary - September 17, 2024 (part one), February 4, 2025 (part two)
  - b. A.I.M. - February 18, 2025
  - c. Aragon Elementary - September 4, 2024 (part one), February 24, 2025 (part two)
  - d. Carson Middle School - various dates throughout 2024-2025 school year
  - e. Communications Department - August 30, 2024
  - f. Eagleside Elementary - various dates, Spring 2025
  - g. FFC8 Preschool at Conrad - February 18, 2025
  - h. FFC8 Preschool at Weikel Elementary - October 15, 2024 (part one), February 18, 2025 (part two)
  - i. Finance Department - August 30, 2024
  - j. Food Services Department - August 30, 2024
  - k. Fountain Middle School - October 15, 2024
  - l. Fountain-Fort Carson High School
  - m. Human Resources - August 30, 2024
  - n. Jordahl Elementary - October 28, 2024
  - o. Maintenance Department - February 21, 2025
  - p. Mesa Elementary - ongoing discussions throughout the year, training on February 18, 2025
  - q. Mountainside Elementary - September 11, 2024, November 20, 2024
  - r. Office of Superintendent & Deputy Superintendent - August 30, 2024

- s. Patriot Elementary - November 5, 2024
  - t. Special Education Department - August 30, 2024
  - u. Student Achievement - August 30, 2024
  - v. Technology Department - August 30, 2024
  - w. Transportation Department - August 30, 2024
  - x. Weikel Elementary - September 30, 2024 & October 28, 2024
  - y. Welte Education Center - October 15, 2024
3. Ongoing web accessibility training provided to school web editors - February 18, 2025
  4. Communications and Technology directors attend monthly calls regarding digital accessibility, hosted by a third-party.
  5. Provide annual refresher training to all staff.
  6. Provide access to software that enables digital accessibility compliance.

## Software Application Compliance

1. Develop processes to review software applications and train staff to vet for accessibility (Q1 2025).
  - a. Obtain VPATs from software application vendors.
  - b. Track [third party vendor accessibility](#).
2. Vendors must be in compliance or meet the criteria for one of the following: [Undue Burden](#), [Fundamental Alteration](#), or [Direct Threat](#).

## Documents and other Digital Resource Compliance

1. Use Grackle add-on to check for accessibility for published documents in Google Docs, Sheets, and Slides.
2. Use Canva Accessibility checker for all documents and resources created in Canva.
3. Use accessibility checker in Microsoft Office products as applicable.

## Ongoing Support and Oversight

Propose funding in the 2025-26 general budget for resources that support digital accessibility (i.e., purchase resources and provide training needed to stay in compliance).

Send all staff ongoing information and tips on meeting accessibility guidelines. Emails sent are listed below with topics.

- October 23, 2024 - Accessibility in External Tools and Usage of GrackleDocs
- February 5, 2025 - Accessible hyperlinks
- March 12, 2025 - PDFs and Grackle Docs
- April 9, 2025 - Alt Text for Images and Graphics

Technology and Communications Directors meet every other week to update the plan, write content for the monthly newsletter and discuss current issues that have been raised.

Communications Department reviews reports from Siteimprove tool and distributes information on inaccessible PDFs to departments, with the intent that documents get remediated or removed from the website.

Communications and Technology provide support and guidance to departments.

## Accessibility Maturity

The Agency is at the following accessibility maturity level for 2025.

Check One	Stage	Criteria
	Inactive	No awareness and recognition of need. At this stage organizations are inventorying their technology, have begun to make investments, etc....
	Launch	Recognized need organization-wide. Planning initiated, but activities not well organized.
X	Integrate	Roadmap including timeline is in place, overall organizational approach defined and well-organized.
	Optimize	Incorporated into the whole organization, consistently evaluated, and actions taken on assessment outcomes.

### Why are we at this stage?

The district has initiated planning for the system and staff. Training materials are being developed. A timeline has not yet been established.

### Software Application Compliance

- Over 300 software applications are used in the district. Checking for accessibility compliance is extremely complex and time consuming and vendors have to be consulted.
- If a software application is deemed to be noncompliant, the process for documenting “Undue Burden, Fundamental Alteration or Direct Threat” is complex and finding alternative software is an extensive undertaking, if it’s possible at all to find an alternative vendor.

### Resource Limitations

- HB 21-1110 is an unfunded mandate. No new funding is provided to help meet the requirements of the law. Training and software require a significant amount of time and funding.
- HB 21-1110 places additional responsibilities upon already busy staff.

### Timeline of HB 21-1110

- The Colorado OIT adopted the final Rules Establishing Technology Accessibility Standards on February 23, 2024. This is a significant and limiting factor given the timeline of budget planning and adoption, and creation and implementation of district-wide training.

### Training Deployment

- Training 1000+ staff on the intricacies of digital accessibility takes a significant amount of time.

### Accessibility Meetings

- Regular updates and strategic meetings to track progress.

## Compliance Documentation

- Development of job descriptions for new roles, detailed budget plans, and summaries of next steps for leadership teams.
- Developing remediation process for HB21-1110 - in progress