

2021-2022

MANITOU SPRINGS SCHOOL DISTRICT 14

ANNUAL REPORT





OUR MISSION

Manitou Springs District 14 is dedicated to:

- Providing a safe and caring learning environment
- Encouraging all students to reach their potential
- Preparing responsible citizens

OUR CORE VALUES

Relationships:

We value authentic connections grounded in trust and respect between ALL people.

Deep Learning:

Our community practices: dynamic, divergent, critical, and global thinking.

We challenge each learner to master, transfer, and apply the knowledge, skills, and abilities needed for success.

Opportunity:

We provide accessible and engaging opportunities for purposeful growth and visionary learning.



MESSAGE FROM THE SUPERINTENDENT

Elizabeth Domangue, PhD



Dear Manitou Springs School District Community,

First, Happy 150th Anniversary of Manitou Springs School District! This is a very important milestone in the history of our school district.

As I enter my fourth year as the Superintendent of Schools for Manitou Springs School District, I am pleased to share our 2021-22 Annual Report. It has been several years since the school district has provided this type of annual report, but we believe it is important to capture a snapshot of the accomplishments and achievements, while also looking to the future. It is especially important to reflect on as we think about all that we have experienced during the three years of the COVID-19 pandemic.

What I love about our school district is that I actually get to know individual students, staff, families, and community members. I get to know their stories. I get to know what they care about. There is not a day that goes by that I do not get to experience something special and unique when it comes to student learning, staff connecting in meaningful ways, and families being involved in their child's life.

Never in a million years would I have thought that I would lead during a global pandemic, but I am immensely proud of all that we have accomplished together during these times, including (and definitely not limited to):

- The development of strong district, school, and department Action Plans that prioritize our Core Values of Relationships, Deep-Learning, and Opportunity while continuously focusing on reaching our Strategic Outcomes.
 - The District Performance Framework for the 2021-22 school year is higher than the pre-pandemic year (2019), with all schools accredited with Performance status, with a 96% Graduation rate.
 - Ute Pass Elementary School moving from Improvement (49%) to Performance (69%) status.
- Students have unique experiences that are provided by our exceptional educators (e.g., new Math resource K-8th grade, experiential field trips, environmental education, approximately \$874,000 in course credit for students enrolled in Advanced Placement and Concurrent Enrollment courses, Arts Education, Athletics, Activities, Connect14, and so much more).



MESSAGE FROM THE SUPERINTENDENT

Elizabeth Domangue, PhD

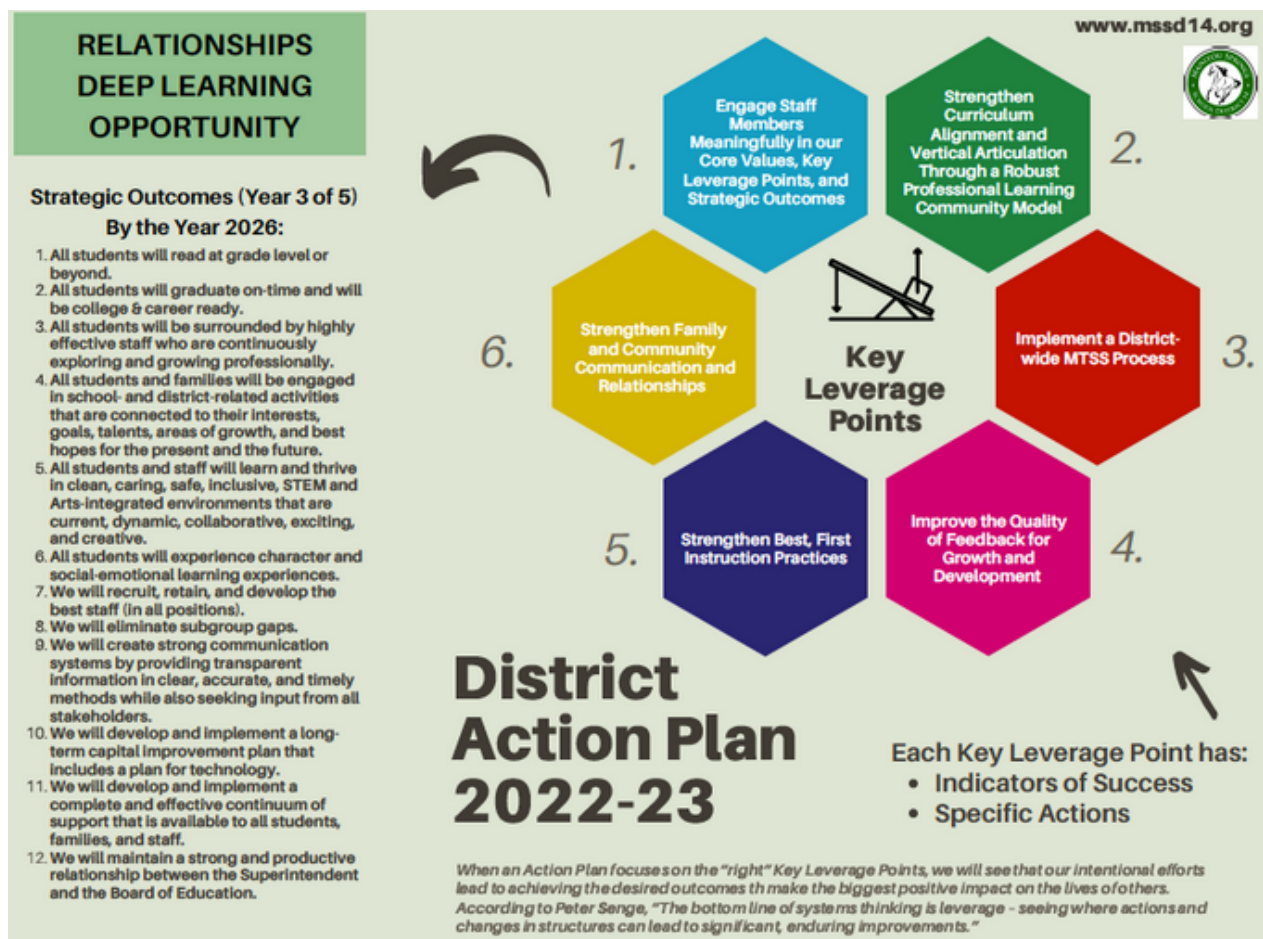
- We started the school year with all licensed positions filled with high quality educators when many districts across the county, state, and nation have numerous vacancies. They have the opportunity to work with the strongest leaders I have ever had the privilege to work alongside.
- Our high school students started to build a home through the Careers in Construction Colorado program. Take a drive through the high school to see the progress the students are making.
- The development of a comprehensive master facility plan, and we received a BEST grant for safety and security enhancements and roof replacements at MSES and UPES. This work will be completed during the summer of 2023.

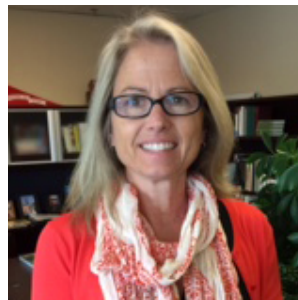
I have so much gratitude for each and every member of our community. I am thankful for our parents and families who are so engaged and willing to support in meaningful ways.

I look forward to continuing the great work of the District Accountability Committee, maintaining strong communication pathways for staff, students, and families, celebrating the 150th Anniversary of our exceptional school district, and working productively with the Board of Education.

With honor,

Elizabeth Domangue, PhD
Superintendent of Schools





Natalie Johnson
BOE President

Jack Sharon
Vice President

Gus Moen
Director

Tina Vidovich
Director

Christi-Marie Butler
Director

BOARD OF EDUCATION

It is said that every child needs roots and wings. I see this philosophy embedded in our campuses and in practice daily. We are grounded in our history and in the red rocks that form the foundation of our schools. The mountain connects us to the sky, our future, and our wings. We are drawn to the natural beauty that is our inspiration. This physical experience represents everything that is happening in our buildings. This is the place to learn, grow, fail, and grow again. Thank you for being a part of our roots and for your trust in our ability to prepare our kids for the next steps in their lives.

Transparency is truth. Taking the time out of your busy lives to review our annual report demonstrates your commitment to MSSD14. Generating this report is one of the many steps we are taking as a district to share our story with each of you. Hold us accountable as we continue to work with our stakeholders to improve, progress, change, and hold true to our core values. Our future as a community depends on it.

As a district where all children choose and all staff have options, I want to take a moment to thank and acknowledge this choice. It is not taken for granted. Thank you for choosing us. It matters.

I am proud to be the president of the MSSD14 Board of Education and I am proud of our staff, families, and kids.

Thank you for all that you do.

Natalie Johnson, BOE President



GROWING & ACHIEVING

NEW MATH CURRICULUM

During the 2021-2022 school year, 23 kindergarten through eighth grade mathematics teachers engaged in a process to adopt a new curricular resource. K-5 will utilize Eureka Math Squared and 6-8 students will use Illustrative Mathematics.

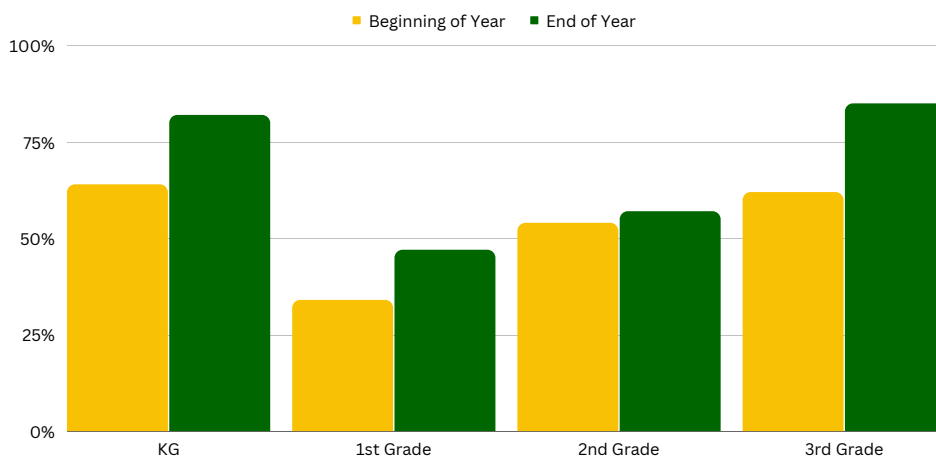
NEW STAFF ORIENTATION

During New Staff Orientation, 19 teachers, special service providers, and administrators engaged in four days of learning about systems and core values that are specific to the district. This time is divided between whole district sessions and time in the school/classroom for these new staff members and their assigned mentors.

IREADY AND ACADIENCE

We saw growth in our local measures as evidenced by the iReady and Acadience Reading Results during the 2021-2022 school year.

ACADIENCE READING GROWTH



Kids Teaching Kids!



MS&ES & UP&ES Staff Training



5th Grade Math Class

GROWING & ACHIEVING

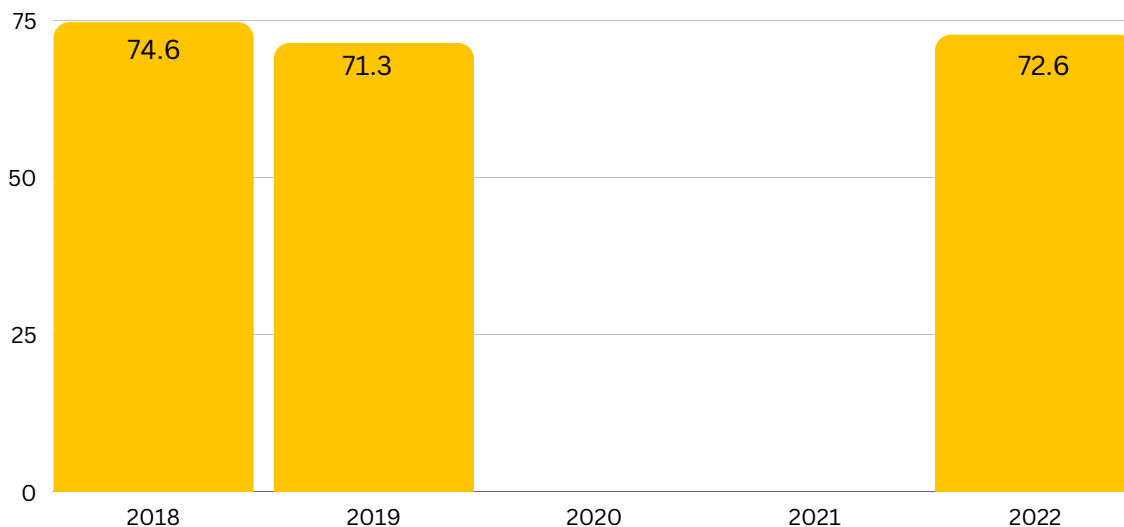


Photo Courtesy of Pikes Peak Bulletin

DISTRICT PERFORMANCE FRAMEWORK (DPF)

Each year, Colorado schools and districts receive performance ratings to let us and our communities know how well they are doing compared to other school districts. These reports are called the District Performance Frameworks (DPFs) and School Performance Frameworks (SPFs). The overall ratings assigned are based on achievement and growth on state assessments, along with such postsecondary measures as graduation rates, drop-out rates, college entrance exams and college matriculation rates.

DPF 5-Year Trend Data (Total Points)

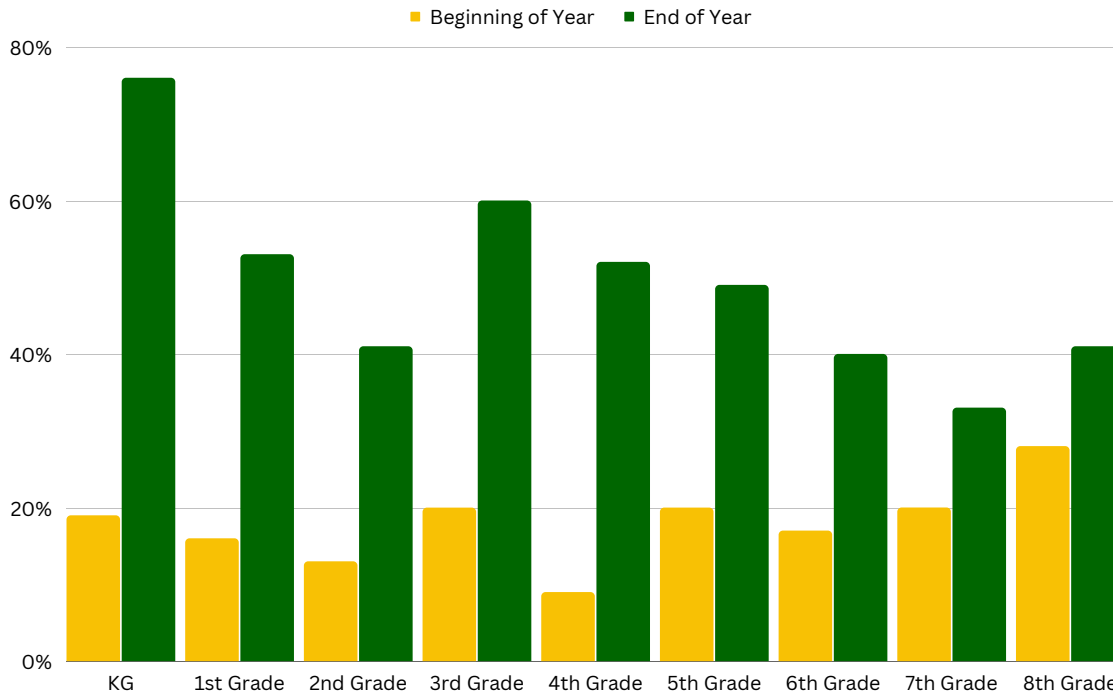


*Increased DPF from 2019 to 2022; No DPF 2020 & 2021 due to COVID-19.

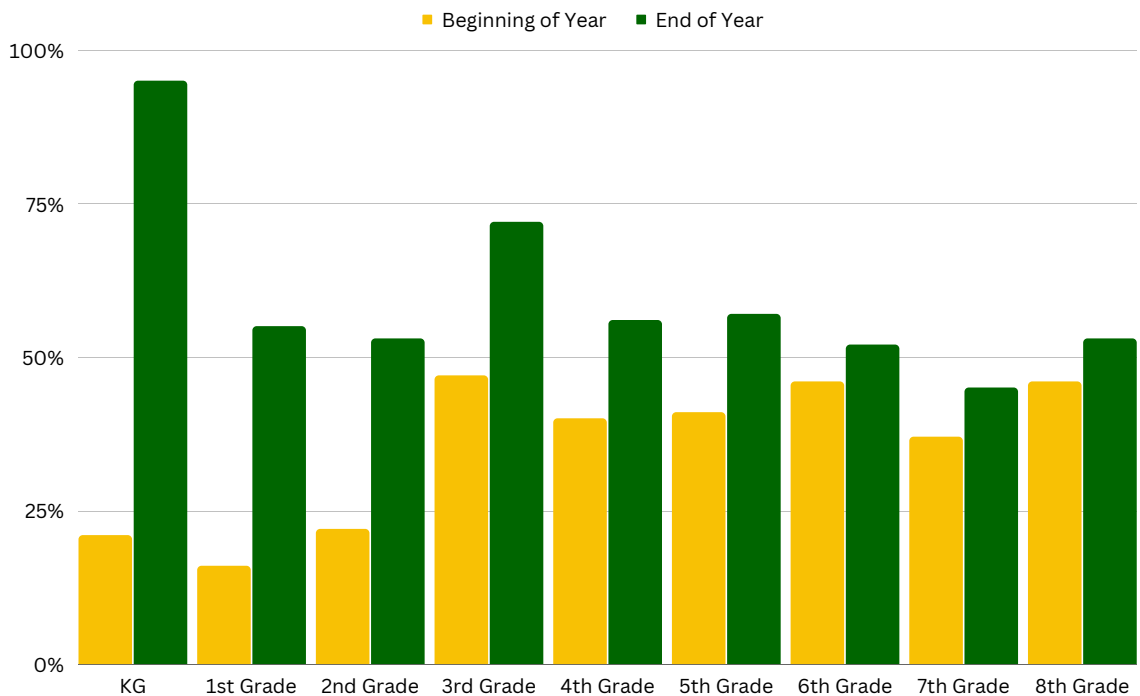


GROWING & ACHIEVING

IREADY GROWTH MATH



IREADY GROWTH ELA



MANITOU SPRINGS ELEMENTARY SCHOOL

MSES - FIELD TRIPS

This year MSES had the opportunity to participate in more than 40 field trips in grades PK-5. There were additional opportunities to extend and enrich learning with virtual field trips and guest speakers. Here are some of the places we went!

- Cheyenne Mountain Zoo
- Space Foundation
- Pikes Peak Children's Museum
- Rock Ledge Ranch
- Dinosaur Resource Center
- Mueller State Park
- Bear Creek Nature Center
- Pikes Peak
- Western Museum of Mining & Industry
- Camp Shady Brook
- Starsmore Discovery Center
- History Colorado Center

PAC GRANTS & SERVICE DOG

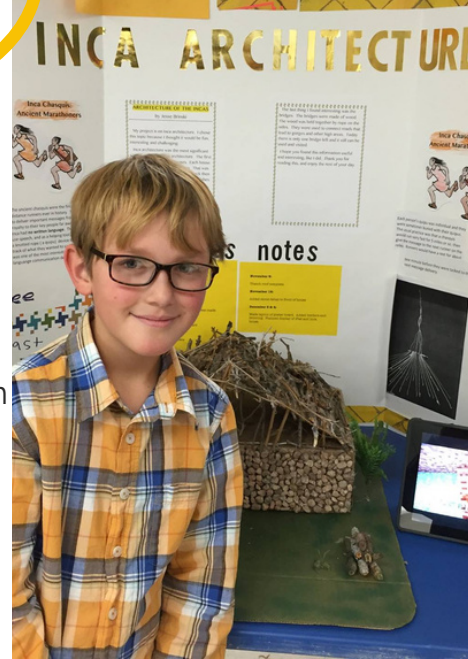
Our very active and generous Parent Action Committee (PAC) spent more than \$5,800 supporting teachers at Manitou Springs Elementary School. PAC also supported science, music, and field trips.

The biggest expenditure was the addition of the four-legged kind, a black Labrador. Day is our school service dog who will support students and staff every day. She was paid for in 2021-22 school year but just joined us this fall.

Be sure to say "hi" to Day when you see her.

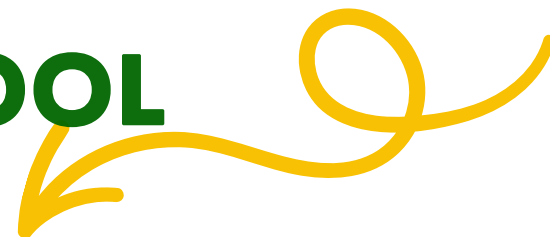
NIGHT OF EXCELLENCE

This year, we celebrated the School of Excellence, an evening of showcasing the stellar work of our staff and students. Our fourth graders provided beverage service, while our students in the Flamenco and Panamanian Club performed cultural dances. On this night, our Special Education team partners with our local Adam's Mountain Cafe for a decadent meal for our entire community. The proceeds of the evening benefit our Special Education team.

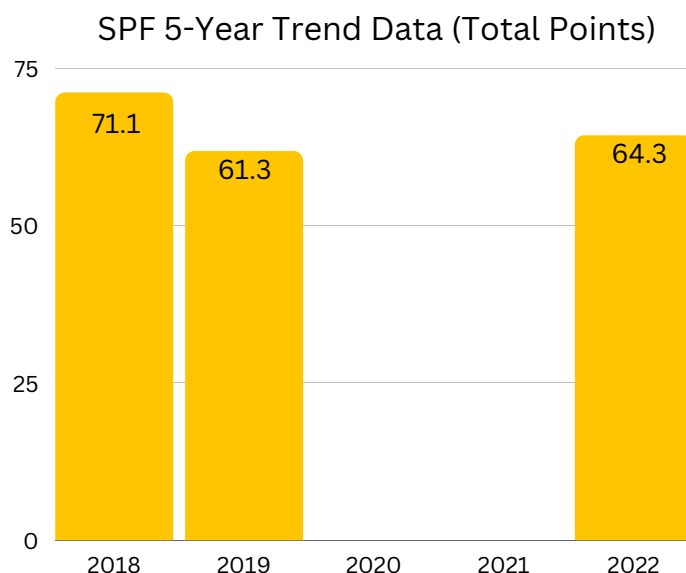




MANITOU SPRINGS ELEMENTARY SCHOOL



SCHOOL PERFORMANCE FRAMEWORK (SPF)



*Increased SPF from 2019 to 2022; No SPF 2020 & 2021 due to COVID-19.



CONSIDERABLE GROWTH ON CMAS IN ELA

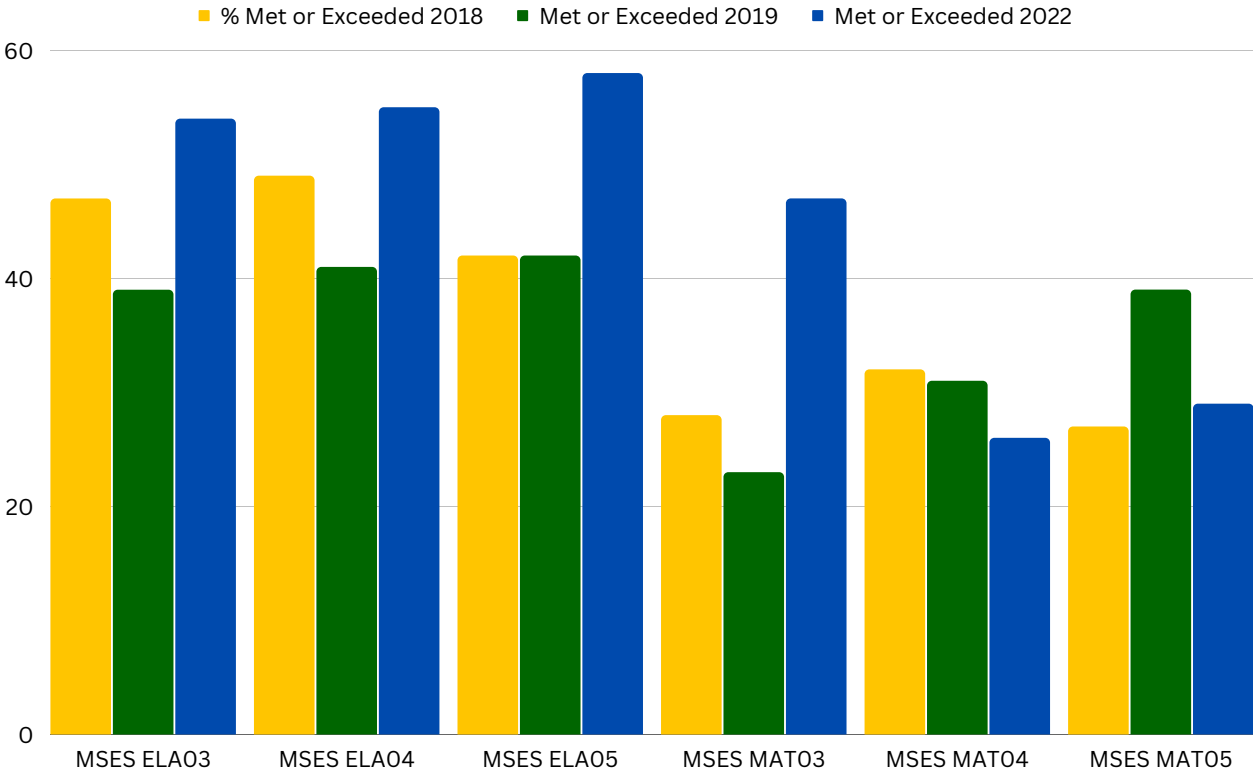
In 2022, Manitou Springs Elementary School showed considerable growth on CMAS in ELA, exceeding the state in grades 3, 4, and 5. We celebrate this growth despite COVID-19 and its impacts on education. In a year where most schools are seeing a decline in CMAS scores, we saw an increase.

As a school, we are proud and attribute our success to our talented staff who continue to provide exceptional learning experiences for our students. Staff have participated in school-wide instructional rounds, observing one another, and incorporating multiple engagement strategies taught through our adopted district-wide book study: 7 Steps to a Language-Rich Interactive Classroom.

We have also implemented a systematic intervention model as a tool in all grades called flooding. This allows one designated time for both intervention and acceleration so that students' needs are addressed at the same time. In addition, we have invested intentional time within our Professional Learning Community (PLC) and Multi-Tiered Systems of Support (MTSS) models.

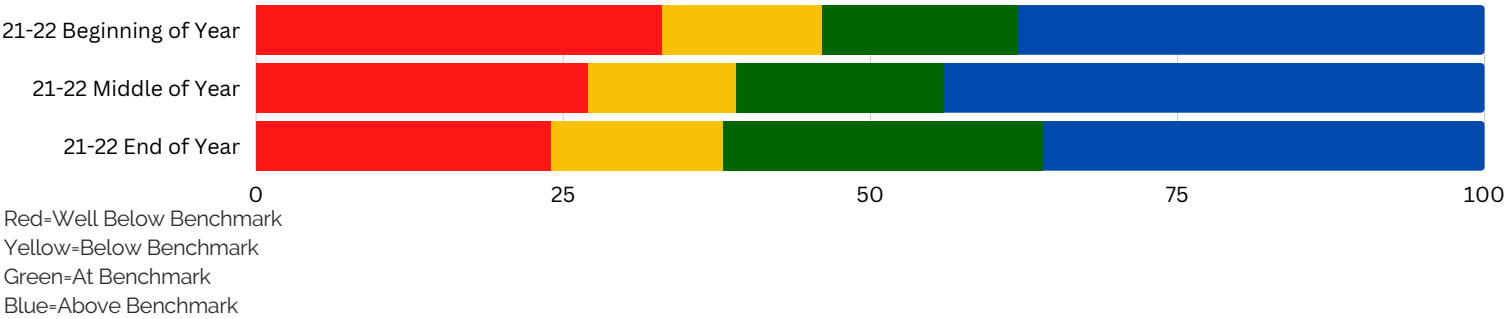
MANITOU SPRINGS ELEMENTARY SCHOOL

CMAS FOR ANNUAL REPORT



TIER 2 READING INTERVENTION

MS ES implemented clear Tier 2 reading intervention strategies in primary grades (K-3). With the focus on foundational reading skills through the flooding model. There was an increase in the percentage of Kindergarten through 3rd Grade students reading at or above grade level from 54% (Fall) to 62% (Spring).



UTE PASS ELEMENTARY SCHOOL

LEAVE NO TRACE YOUTH PROGRAM ACCREDITATION

Ute Pass Elementary School became the only public school in the country to receive the Leave No Trace Youth (LNT) Program Accreditation through the Mountain Academy of Arts and Sciences. The accreditation requires the program to demonstrate compliance with 11 different standards which evaluate how a program incorporates Leave No Trace and stewardship education throughout all facets of their youth programming. Through the accreditation process, students have built a strong understanding of how to minimize their impact on the natural environment and to become stewards of the beautiful lands all around us.

The Mountain Academy of Arts and Sciences, besides receiving a LNT accreditation, also went on 12 field trips (not counting walking field trips). These opportunities included whitewater rafting, camping, backpacking, photography, raising trout, and citizen science projects.

ENVIRONMENTAL EDUCATION AT UPES

Environmental learning opportunities were prioritized for all students attending UPES. Staff created a bank of lessons to increase environmental and outdoor education. Students utilized the local environment and community to extend their learning.

MUSIC PROGRAMS

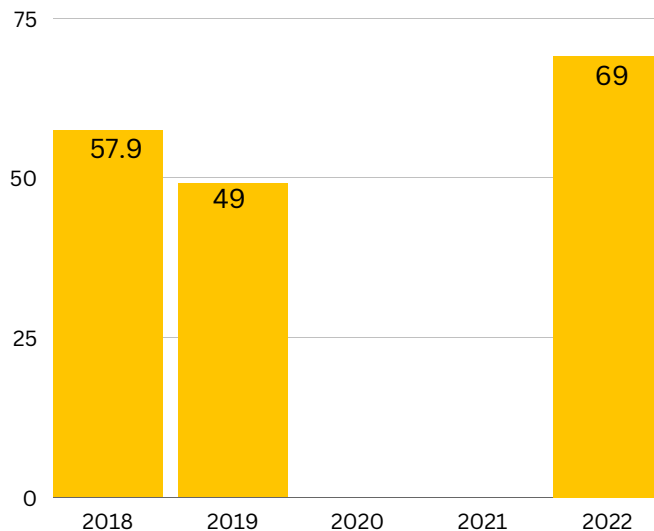
We welcomed families back into the building and also provided live streaming for our robust music programs. Each grade level participated in at least one music performance. Second graders learned how to play the recorder. Third through fifth graders learned the violin while sixth graders had access to all band instruments. UPES also welcomed back the Variety Show in May with more than 30 students showcasing their talents.

SCHOOL PERFORMANCE FRAMEWORK (SPF)

SPF 5-Year Trend Data (Total Points)

**UPES MOVED
FROM
IMPROVEMENT
TO
PERFORMANCE
STATUS!**

**20 POINT
INCREASE FROM
2019-22.**

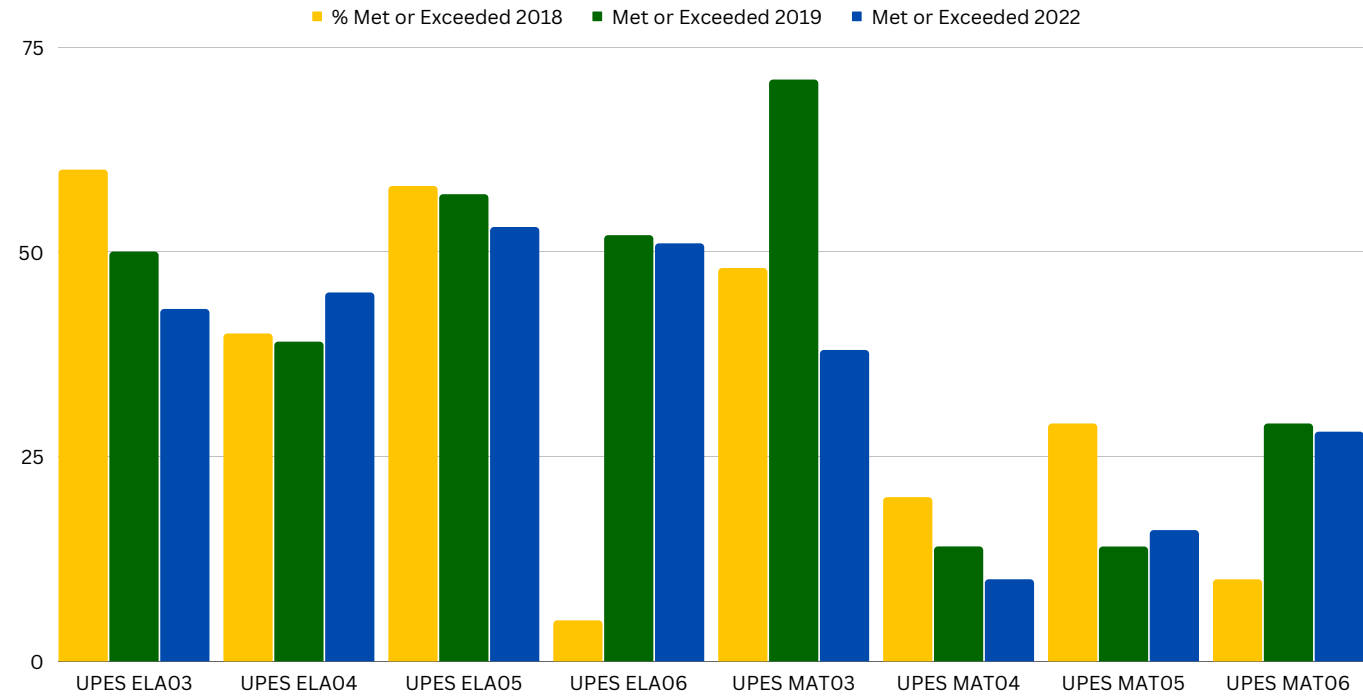


*Increased SPF from 2019 to 2022; No SPF 2020 & 2021 due to COVID-19.



UTE PASS ELEMENTARY SCHOOL

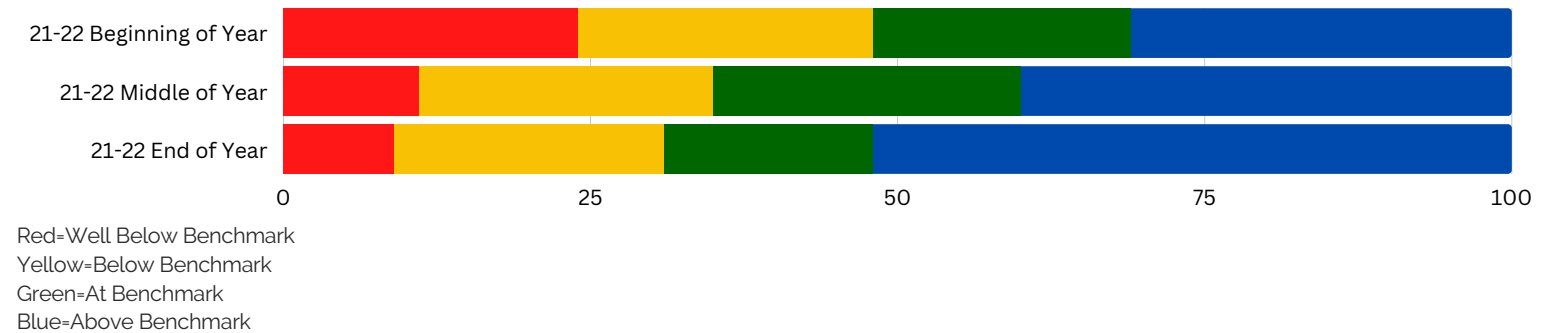
CMAS FOR ANNUAL REPORT



*No data 2020 or 2021

TIER 2 READING INTERVENTION

UPES implemented clear Tier 2 reading intervention in primary grades. With the focus on foundational reading skills through the SIPPS program, there was an increase in kindergarten through third grade students reading at or above grade level from 52% (Fall) to 69% (Spring).



MANITOU SPRINGS MIDDLE SCHOOL



NEW COMMUNITY PARTNERSHIP

Manitou Springs Middle School was thrilled to begin a partnership with Children's Hospital Colorado Springs to support all sixth grade students. The program is called Building Resiliency for Healthy Kids. Throughout the school year, each sixth grader met one-on-one with a Resiliency Coach from Children's Hospital to work on goal setting and being a successful middle school student. More than 60 students participated.

ENRICHMENT PROGRAM

Last year, Manitou Springs Middle School started an Enrichment program for all students. On Thursday afternoons, students were able to choose from 15 different classes that our teachers designed around topics they are passionate about. The purpose of Enrichment is to have fun, build relationships, and learn in creative ways. Some examples included American Sign Language, Science Experiments, Student Council, Outdoors and the Environment, and Lego Builders. This program aligns to our Core Values of Relationships, Opportunities for students, and Deep Learning.

INAUGURAL STEAM NIGHT

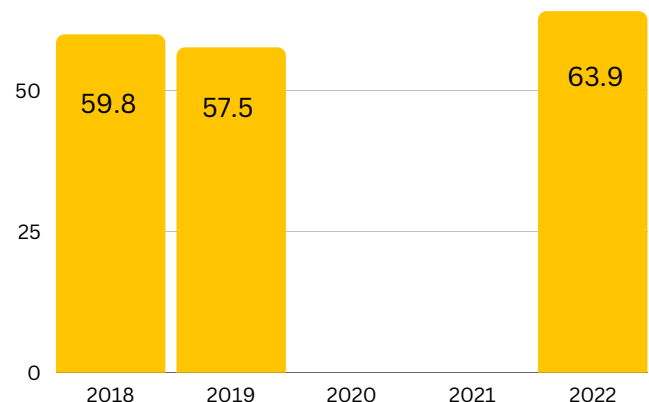
In alignment with our Core Values of Deep Learning and Opportunity, students got to learn about careers in Science, Technology, Engineering, Art, and Math during STEAM Night in April. We had more than 15 community organizations participate! Students engaged in experiments, games, and activities related to STEAM subjects. More than 200 people attended this exciting event.

MSMS FIELD TRIPS

Our field trips prioritized learning and having fun. Students attended educational field trips to the Denver Museum of Nature and Science; Mueller State Park to learn about geology and the environment; Cave of the Winds to learn about local geology; Flying Pig Farm to study agriculture and farming; and STEAM Day at Skate City to learn about the physics of skating.

SCHOOL PERFORMANCE FRAMEWORK (SPF)

⁷⁵ SPF 5-Year Trend Data (Total Points)



*Increased SPF from 2019 to 2022; No SPF 2020 & 2021 due to COVID-19.



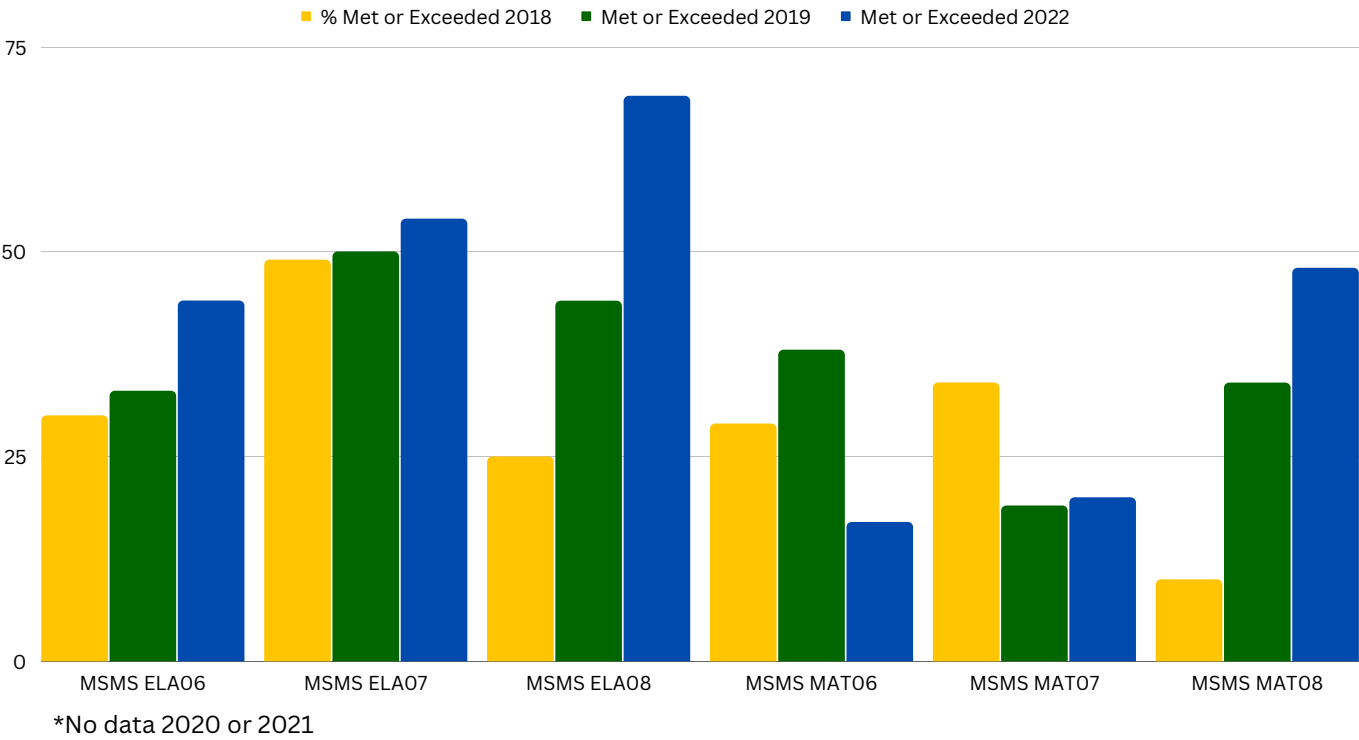
MANITOU SPRINGS MIDDLE SCHOOL



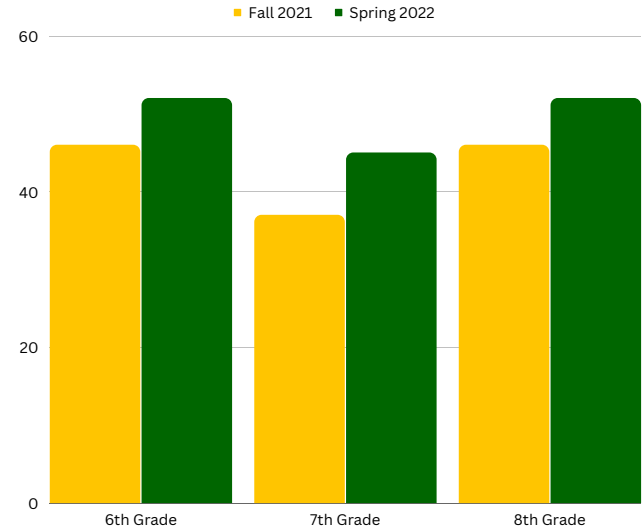
STUDENT ACHIEVEMENT

Students worked hard and learned so much during the 2021-2022 school year! We are proud of students for working hard on their reading and math throughout the year. Many students met their goals in Math and Reading according to their iReady assessments.

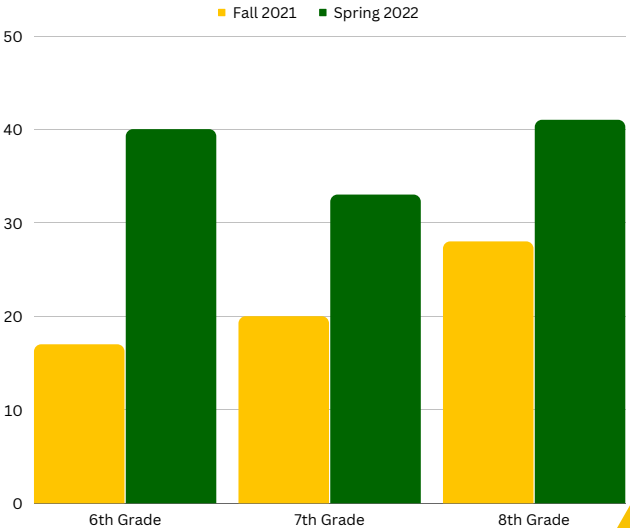
CMAS FOR ANNUAL REPORT



IREADY SCORES ELA



IREADY SCORES MATH





MANITOU SPRINGS HIGH SCHOOL

COLLEGE CREDITS

Students that took an AP exam and scored a 3 or higher earned the equivalent of \$768,169.44 in college scholarships and an additional \$108,251.52 through concurrent enrollment coursework in the 21-22 school year (based on credit cost at CSU Ft. Collins).

COURSE OFFERINGS

MSHS offered 94 different courses, including numerous AP and college-credit courses, Dance, Metalsmithing, Symphonic Band, Computer Programming, and Journalism just to name a few!

CTE PROGRAMS

- Construction & Skilled Trades
- Health Sciences
- Computer Science
- Commercial Arts
- Tech Theater
- ACE - Special Populations

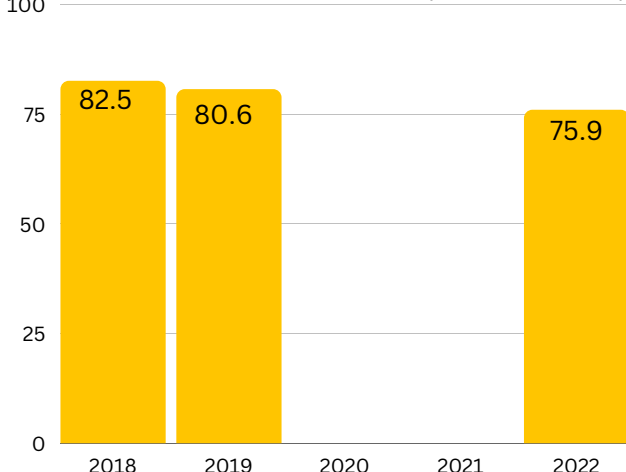
WORLD LANGUAGE CULTURE NIGHT

World Language and Culture Night (WLACN) was a huge success! We celebrated student learning and growth highlighting the beauty and diversity of language, culture, and the arts. Focused on "A Biographical Perspective," WLACN included student projects, presentations, performances, an art gallery, and the Pulsera Project Charity Fundraiser.

SCHOOL PERFORMANCE FRAMEWORK (SPF)

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SPF 5-Year Trend Data (Total Points)



HISTORICAL ADVANCED PLACEMENT DATA

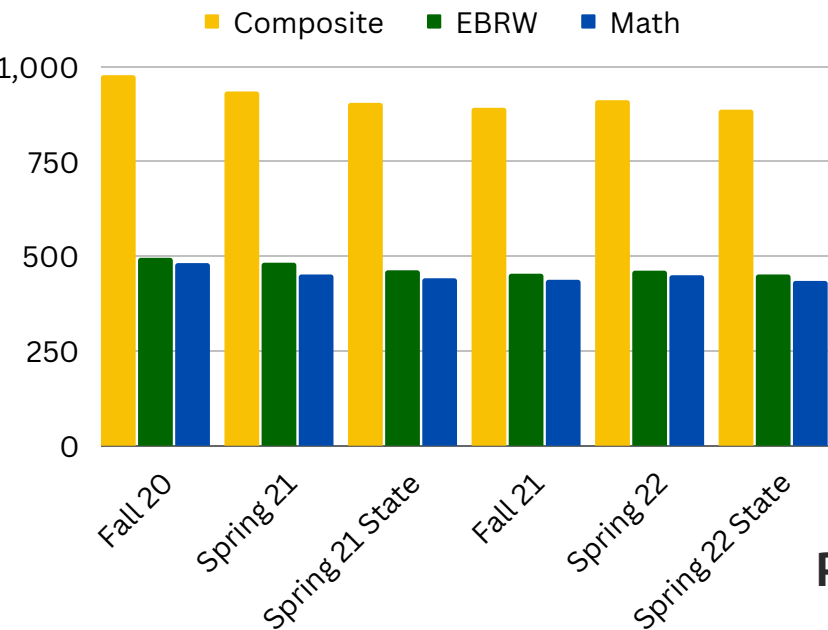
	2018	2019	2020	2021	2022
Total AP Students	90	95	118	102	109
Number of Exams	127	158	187	176	198
AP Students with Scores 3+	53	56	77	57	74
% of Total AP Students with Scores 3+	58.89	58.95	65.25	55.88	67.89

*Decreased SPF from 2019 to 2022; No SPF 2020 & 2021 due to COVID-19.

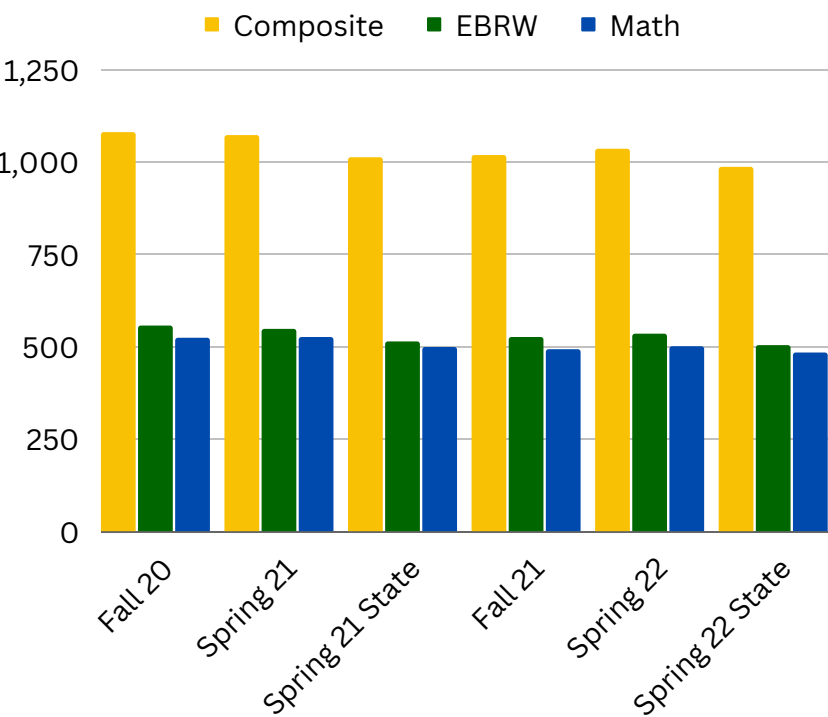
MANITOU SPRINGS HIGH SCHOOL

PSAT & SAT DATA

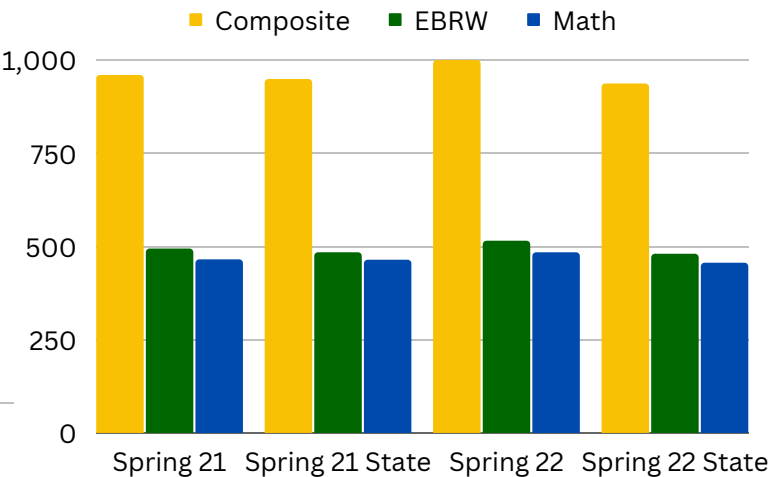
PSAT 9



PSAT NMSQT 11 & SAT



PSAT 10



Our results in PSAT 9, PSAT 10, and SAT surpassed the state averages in every category!

Athletics & Activities

- We had 74% of Middle School Students participate in an activity or sport during the 2021-2022 SY.
- We had 60% of our High School Students participate in an activity or sport during the 2021-22 SY.



MSMS Robotics



MSMS Girls Cross Country



MSMS Girls Soccer

MANITOU SPRINGS MIDDLE SCHOOL

- Manitou Springs Middle School hosted its first live choir concert in two years!
- Manitou Springs Middle School Robotics Team qualified for State. They finished 12 out of 24 teams.
- Manitou Springs Middle School Girls Cross Country team wins the Central Colorado Athletic League Championship and Colorado Middle School State Championship.
- Manitou Springs Middle School Girls Soccer Team won their seventh straight Central Colorado Athletic League Championship.

MANITOU SPRINGS HIGH SCHOOL

- Knowledge Bowl: 3rd Place Regional and 1st Place in 3rd Division.
- Suzette Who Set To Sea, the HS one act, won Best Ensemble and took 1st place at the regional One Act Competition at Pine Creek.
- Five Manitou Springs High School Band Students qualified for the Tri-Peaks Band Competition! Sadie House took 1st Oboe, Logan Abeel took 1st Trombone, Anton Aske took 1st Tuba, and Connor O'Brien took 2nd Tuba.
- Manitou Springs High School Boys Cross Country Team qualified for State. They're the first Manitou boys team to qualify since 1996.
- Manitou Springs High School's Hannah Hollick-Mitchell becomes the first ever Women's Tri-Peaks League Wrestling Champion and went on to place 4th at State.

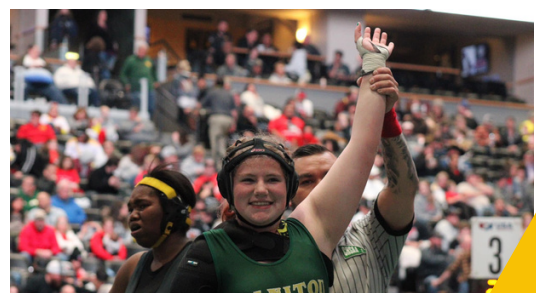
*Not an exhaustive list of achievements.



High School Band



High School Boys Cross Country



High School Wrestling

1st place at the One Act Competition!

STUDENT SUCCESS

MULTI-TIERED SYSTEMS OF SUPPORT (MTSS)

Multi-Tiered Systems of Support (MTSS) was launched district-wide in the 2021-2022 school year with a full-day training for administrators in June of 2021. A district-wide team and building-wide teams created systems of supports for students.

- Staff used Late Start Wednesdays for Professional Learning Communities (PLC) and MTSS.
- District-wide and building-wide teams met together to discuss interventions and structures to support student growth and achievement.



Each piece is integral in supporting the Whole Child's success in school. Starting from left to right: Comprehensive screening and assessment; Family, School, and Community partnerships; Team-driven shared leadership; Data-based problem solving and decision making; Layered continuum of supports. When we think of the Whole Child we know that all students are a part of the MTSS process in our schools.

HIGHLIGHTS OF THE LAUNCH INCLUDE:

- Community partnerships with Diversus Health and Children's Hospital (sixth grade) for on-campus mental health opportunities.
- Professional development and system for truancy in accordance with Colorado State Statute with a partnership with New Horizons.
- Addition of a 6-12 Gifted and Talented Coordinator (with a School Counselor background) that supports Career and College Counseling along with social/emotional supports.
- Starting in the 2022-2023 school year, a 6-12 504 coordinator will support truancy and restorative practices work along with Section 504 Plans.

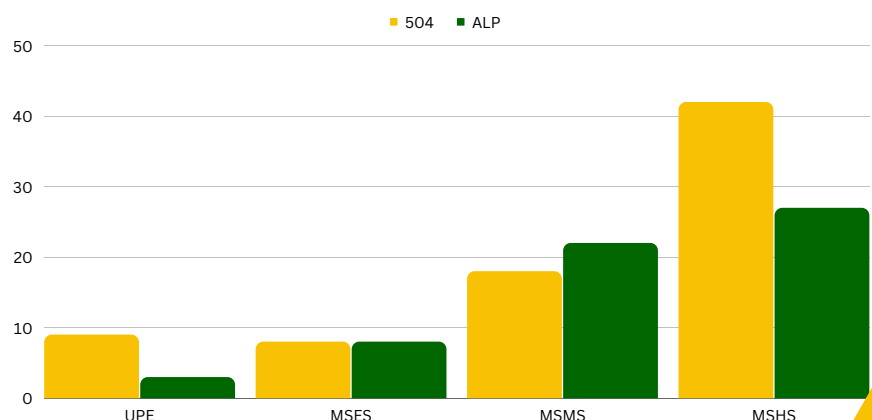
CONTINUED COMMUNITY PARTNERSHIPS WITH:

- Peak Education
- Pikes Peak Business and Education Alliance (PPBEA)
- Creative Alliance Manitou Springs (CRANE)

GOALS FOR 2022-23 SCHOOL YEAR

- Increase school attendance
- Increase use of Tier II and Tier III interventions and data collection for both Academic and Social/Emotional Learning.

OF SECTION 504 PLANS AND ADVANCED LEARNING PLANS



STUDENT SUCCESS

At the end of a student's time at Manitou Springs School District, we want every student to be Career and College ready regardless of their chosen pathway. While not all children will attend a two- or four-year college, many will seek out education and training opportunities after graduation, and we want all children to be prepared for those choices.

Manitou Springs School District is proud to offer Advanced Placement at MSHS as well as on-campus Concurrent Enrollment. Manitou Springs School District also has a robust Career and Technical Education program starting in sixth grade and going through 12th grade.



HOMEBUILD

October 2021: MSHS, in partnership with Careers in Construction Colorado, began a Homebuild in the parking lot of the high school.

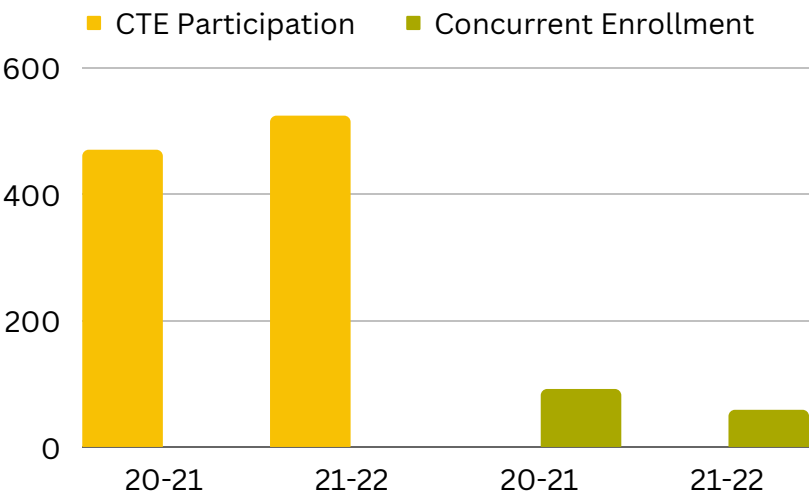
This Homebuild provides mentorship, instruction, and hands-on learning for students as they work alongside industry partners.

Students participating in the Careers in Construction Colorado courses have all earned their OSHA-10 certification, and 50 other internationally recognized industry credentials making them more desirable in hiring.

For the start of the 2022-2023 school year, Manitou Springs Middle School is launching Project Lead the Way Computer Science, an internationally recognized computer science and engineering program for K-12 students.



POST-SECONDARY OPPORTUNITIES



In the past four years, MSSD has received more than \$457,000 in CTE funding.

FINANCE



2021 PER-PUPIL SPENDING

BUDGET STABILIZATION FACTOR

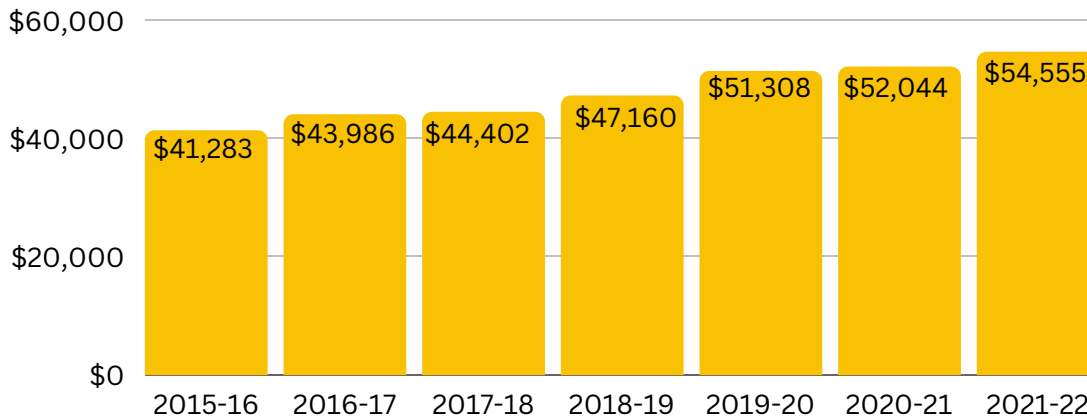
The Budget Stabilization factor was introduced in 2009 as a way to balance the state's budget. It reduces the amount of funding school district's should be receiving.

FY10	224,244
FY11	1,026,421
FY12	1,393,322
FY13	1,793,146
FY14	1,745,137
FY15	1,515,549
FY16	1,427,675
FY17	1,399,318
FY18	1,388,266
FY19	1,128,180
FY20	934,557
FY21	1,692,715
FY22	787,296
FY23	505,357
FY10-FY22	16,961,183



Vermont	\$23,205
New York	\$20,610
Connecticut	\$18,905
Alaska	\$18,643
New Jersey	\$18,412
Wyoming	\$17,934
Maine	\$17,857
New Hampshire	\$17,752
Pennsylvania	\$17,157
Massachusetts	\$16,984
Rhode Island	\$16,493
Delaware	\$15,692
Illinois	\$15,594
Hawaii	\$15,329
Nebraska	\$14,960
North Dakota	\$14,879
Montana	\$14,493
Maryland	\$14,051
Ohio	\$13,935
Iowa	\$13,802
Wisconsin	\$13,669
Minnesota	\$13,456
West Virginia	\$13,299
Kansas	\$13,215
Louisiana	\$13,177
Michigan	\$13,092
Oregon	\$12,958
South Dakota	\$12,832
Kentucky	\$12,717
Missouri	\$12,560
Arkansas	\$12,296
Washington	\$12,281
South Carolina	\$12,100
Indiana	\$11,798
Virginia	\$11,360
California	\$11,269
Georgia	\$11,240
New Mexico	\$11,176
Alabama	\$11,083
Mississippi	\$10,738
Florida	\$10,722
Colorado	\$10,592
Tennessee	\$10,574
North Carolina	\$9,936
Idaho	\$9,602
Nevada	\$9,434
Oklahoma	\$9,428
Texas	\$9,369
Arizona	\$8,971
Utah	\$8,352

■ Average Teacher Salary (all positions)



SALARY/WORK DAYS INCREASE

2015-2016 - 4% (176 staff work days)

2016-2017 - 2% (176 staff work days)

2017-2018 - 2% (176 staff work days)

2018-2019 - 5.1% + 3% (176 staff work days)

2019-2020 - 5% (176 staff work days)

2020-2021 - Flat (added 3 paid staff work days 176-179)

2021-2022 - 4% (added 2 paid staff work days 179-181, Adjusted Certified Discrepancies; Bonus)

2022-2023 - 7% (181 staff work days, Adjusted Classified Discrepancies)



FUNDING FOR LARGE-SCALE CAPITAL IMPROVEMENT PROJECTS

NOVEMBER 2021--BOND ELECTION

- \$43 million Bond ballot measure--Failed
- Additional \$9 million BEST dollars not received (contingent on voter-approved ballot measure)

SPRING 2022

- Board of Education approved a \$4 million Lease Purchase Agreement for (BEST match and additional projects--ADA renovations MSHS, Upper Activity Field--MSMS)
- Received \$1.1 million BEST Grant
 - MSES--New roof on 1950 addition including mechanical upgrades, secure entry way, new cameras
 - UPES--New roof, front office remodel with secure entry way, new cameras

SUMMER & FALL 2022

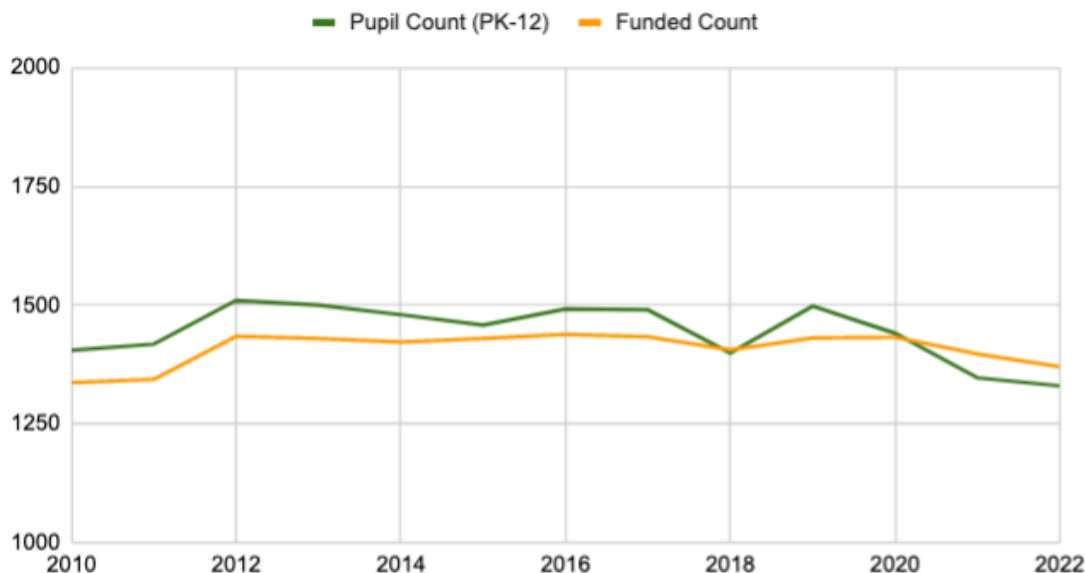
- Request for Proposals for Owner's Rep--Wember, Inc. (awarded)
- Request for Proposals for Architect--RTA Architects (awarded)
- Request for Proposals for General Contractor--GH Phipps (awarded)
- Facility Master Plan 2.0--Planning Assistant Team established

GRANTS RECEIVED

Coronavirus Relief Fund (CRF)	\$704,733
CRF - At-Risk	\$37,469
Safe Schools Reopening Grant (SSRG)	\$260,260
ESSER I	\$124,377
ESSER II	\$434,872
ESSER III	\$977,352



Pupil Count (PK-12) and Funded Count



HUMAN RESOURCES

EFFECTIVENESS OF EDUCATORS

Expanding on the Colorado State Standards, MSSD also places weight on relationships in and out of the classroom when evaluating staff.

- 100% of Educators effective End-of-Year

MCGRATH TRUE SPEAK/MANDATORY TRAININGS

McGrath Succeed with True-Speak is a leadership program that supports excellent communication skills and productive reasoning based in a philosophy of trust, respect, understanding, and engagement to lead others to excellence.

- 100% of Leadership Team completed True-Speak training

STAFF COMPLETED MANDATORY REPORTER TRAINING

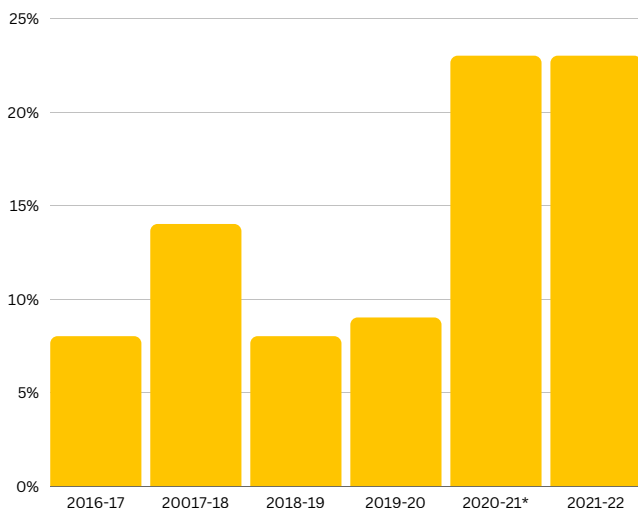
This training is required for all public school employees, to be completed every year, as a reminder of our duty to report any suspicion of abuse or neglect.

- 100% of Staff Completed Mandatory Reporter Training

SUBSTITUTE COVERAGE

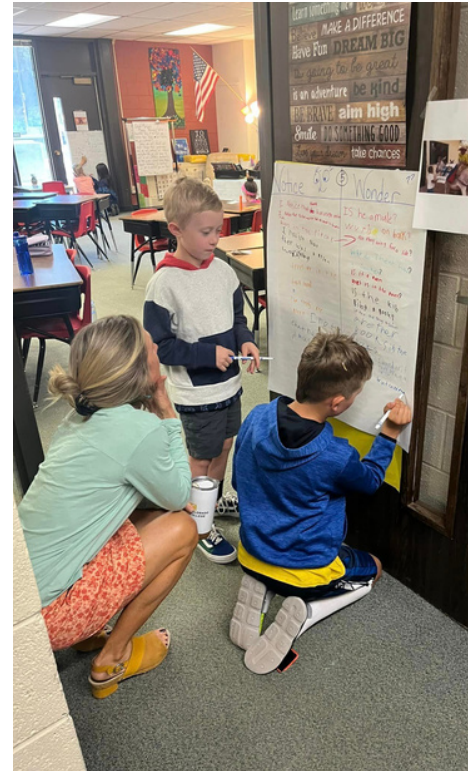
- Absence fill rate percent per month of 21-22 School Year = 90.2% average
- Deep Learning is happening with a qualified substitute teacher in place.

6-YEARS ATTRITION RATE (ALL STAFF)



BENEFITS

- Medical Benefits (District/Employee Paid Premiums)
- Voluntary Dental, Vision Benefits
- PERA Retirement (District/Employee Contribution)
- District Covered Life Insurance
- District Covered Short-Term Disability
- Employee Access to City Pool and Gym
- Annual Paid Time Off
- Employee and Family Admittance to District Home Games and Activities



TOTAL ONBOARDED SUBSTITUTES: 58

SPIRIT OF THE MUSTANG AWARD



Suzi Thompson



Carrie Dunlap



Matt Rogge



Jane Squires



Kevin Connors

THE PEOPLE @ MANITOU SPRINGS

Licensed Staff in 2021-22

113

Support Staff in 2021-22

112

CONNECT WITH US ON FACEBOOK

Manitou Springs Elementary School

<https://www.facebook.com/manitouspringmses>

Ute Pass Elementary School

<https://www.facebook.com/upesponies>

Manitou Springs Middle School

<https://www.facebook.com/manitouspringmiddleschool>

Manitou Springs High School

<https://www.facebook.com/manitouspringhighschool>



Manitou Springs Elementary School

Pre-K - 5th Grade

Principal: Maria Masone

<https://mse.mssd14.org/>

Ute Pass Elementary School

Pre-K - 6th Grade

Principal: Jackie Powell

<https://upe.mssd14.org/>

Manitou Springs Middle School

6th Grade - 8th Grade

Principal: Dustin Cady

<https://msm.mssd14.org/>

Manitou Springs High School

9th Grade - 12th Grade

Interim Principal: Anna Conrad

<https://msh.mssd14.org/>





TECHNOLOGY DEPARTMENT

GRANTS & E-RATE RECEIVED

- Category I (Internet Access) \$39,752.40
- Category II (New AP's at HS and MS) \$14,684.23
- Emergency Connectivity Grant \$58,870.00
- Library Grant \$5,000.00

OVERDRIVE - SORA ONLINE BOOKS

MSSD14 checked out more books than any other school district from the BOCES SORA library.

School Districts	Checkouts
Manitou Springs School District	6214
Moffat County School District Re 1	1463
Lake County School District R-1	832
Garfield School District R 2	786
Stratton School District R 4	287
Sanford Schools	209
Salida School District R-32J	167
Woodland Park School District RE-2	3

INFRASTRUCTURE CHANGES

- Moved to a new Internet filter - LineWize for better security/reporting
- Added Bark monitoring software to all HS and MS student devices
- Installed new safety alert paging system - InformaCast

COMMUNICATION

- Shared Calendars
- Schools & District Facebook Pages
- FB Ad's - Staff Spotlights, Enrollment, Vacancies
- MSSD14 App (Calendars, Staff Directory, Links, etc.)
- School Messenger – ROBO Call and family communication tool

SOFTWARE SUPPORT

- Canvas – LMS for first through 12th grade
- Powerschool – Student Database
- LineWize – 24/7 Filter for District Devices
- Airwatch – iPad/Laptop management platform
- Faronics – PC Management Platform
- MySchoolBucks – Online Payment system
- Mosaic – Nutrition Service Program
- Google Suite
- Office 365 – Available to all Students and Staff for free
- 500 + Apps and teacher site support
- Testing Software

AWARDS:

Colorado Environmental Leadership Program and State Electronic Challenge



This is What Sets Us Apart
Relationships. Deep Learning. Opportunity.



Learn More About
Manitou Springs School District 14
at MSSD14.org



TRANSPORTATION

THIS IS HOW WE ROLL!

- Supporting activities and sports for all schools, teams, clubs, field trips, and more
- Submitted grant for two electric buses
- Implemented a new Parent Portal App, so parents can track their students' buses.
- Transportation is utilizing new routing software to help with student bus lists for the drivers and the schools.
- New messages on the side of the buses

It takes a
village to
raise a child;
it takes a
dedicated
Bus Driver
to get them
home safely!



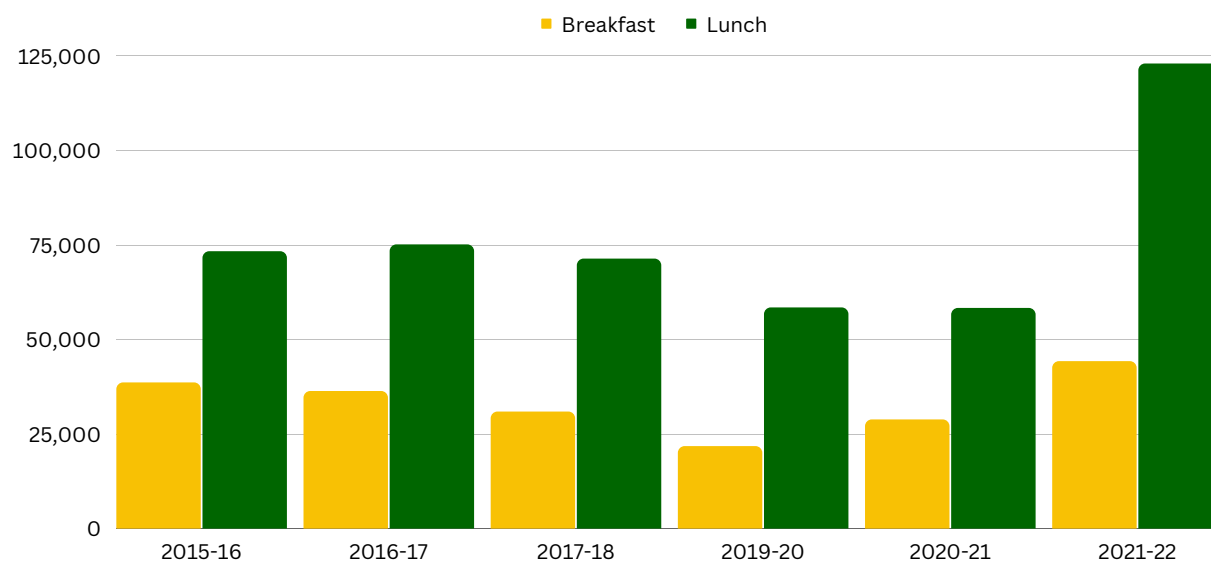
We drove our school buses 124,378 miles in 2021-2022



NUTRITION SERVICES

FREE BREAKFAST AND LUNCH

This has been a busy school year. We have offered free breakfast and lunch to all students for all schools this year. Breakfast and lunch was paid for by the federal and state government for the last two years. We also provided a summer breakfast and lunch for Manitou children from the ages of 18 months to 18 years at two different school sites: Ute Pass Elementary and Manitou Springs Elementary. We were able to serve more than 3,000 summer meals.



FOOD WE SERVED!

We offered students healthy breakfasts like biscuit sausage sandwiches, french toast, breakfast burritos, pancakes, and cereal. For lunch, we offered sloppy joes, tacos, and pasta with meat sauce. All of those were made with fresh ground beef. Other options were hamburgers, chicken tenders, cheeseburgers, macaroni and cheese, and homemade pizza along with fresh fruits, vegetables, and milk daily.

In 2021-22 we served 44,248 breakfast meals and 122,881 lunch meals for a total of 167,129 meals!



SAFETY AND SECURITY

NEW PAGING SYSTEM

MSSD14 researched and implemented a new notification system for school safety concerns and emergencies in an effort to improve our communication and response. The system is called InformaCast. .

Notifications will be sent to:

- Cell phones
- InformaCast phones
- Staff laptops (if logged in)
- Speakers on the interior and exterior of the buildings
- Strobe lights and bull horn loud speakers in the gyms, band rooms, choir, etc.



HOSTED A MSSD COMMUNITY ENGAGEMENT FORUM FOR SAFETY AND SECURITY

We hosted a forum with staff members (Principal, Social Worker, Counselor, Superintendent), a high school student, two members of the BOE, and community partners (MSPD, TESSA, Safe Passages, Kid Power, DHS, and Children's Hospital). The forum allowed participants to ask important questions and gain information.

MANITOU SPRINGS HIGH SCHOOL MUSTANG STRONG SAFETY DAY

We partnered with MSPD, CSPD DUI Unit, DHS, TESSA, Metro Vice and Narcotics, Safe Passages, the Place, Kid Power, El Paso County Department of Health, and others. The event was done the same week of prom in order to promote healthy and safe choices for our students.

I LOVE YOU GUYS

I Love You Guys Standard Response Protocol video was shared with all our parents to inform them on how we do security drills at school..

NEW CROSSWALK @ MSES

The City of Manitou Springs partnered together with Manitou Springs Elementary School to support school safety. The city repainted each and every crosswalk at school and provided flashing lights at our Pawnee crosswalk. In addition, new signage was provided at our three main crosswalks.



BUILDING & GROUNDS

CAPITAL IMPROVEMENTS

MSES

- Water Damage (Contingency)
- Front Office Remodel
- Library Remodel
- Truss Support

MSMS

- Media Center Window Replacement
- Emergency Lighting

MSHS

- Gym Window Replacement
- Boiler Heat Exchanger / Burn Tube Replacement (Contingency)

District

- District Carpet
- District Painting
- District Asphalt Crack Fill / Seal Coat
- District Facilities Master Plan

B&G

- Turf Roller

Transportation

- Electrical Panel Replacement

Total Capital Improvements \$180,000.53

ANNUAL CLEANING / MAINTENANCE / GROUNDS

- 512 acres of grass cut
- 1400 eco light bulbs replaced
- 38,350,000 sq. ft cleaned and disinfected
- 21,208,980 sq. ft vacuumed
- 109,200 trash and recycling containers emptied
- 2,496,000 tables and desks cleaned
- 14,560 restrooms cleaned annually
- 7,640,360 sq. ft of gyms cleaned annually
- 1,638,000 lunch rooms/commons cleaned annually
- Each building sprayed with hospital grade disinfectant to guard against airborne germs

SAFETY / SECURITY

- MSHS/MSMS/MSES exterior doors rekeyed
- Key check out process and documentation for all staff members
- Safety Data Sheets maintained for all chemicals in district (available on the website)





Reason
Relate
Regulate

- 17 teaching staff trained/certified in the Neurosequential Model of Education.
- This training presents core concepts of the Neurosequential Model (NM) in context of the educational system. Educators will be introduced to brain development, stress response systems, trauma, developmental adversity, and trauma-informed practices to use in the classroom setting.
- One Mental Health team member certified in the Neurosequential Model of Therapeutics. Three more will finish in the fall of 2022.
- 30 staff trained in the NM of Education Foundations and Applications. The goal of this training is to equip school staff with a strong frame that is biologically-sound and relationally-rich. This course aims to educate staff to understand not only the impact of adverse childhood experiences but also how to implement strategies to buffer or mitigate effects of toxic stress caused by trauma.

Awarded two grants to promote trauma informed and responsive learning and classroom strategies:

- School Health Professional Grant \$322,363.00
- Colorado Springs Health Foundation Grant \$115,500.00



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CONNECT 14



CLASSES/PROGRAMS OFFERED

Connect 14 provided 33 classes during the 2021-22 school year. More than 400 students participated K-12. Elementary Robotics took 2nd place in Robot Design and 2nd place in Core Values at competition! We had 3 community partners including Flying Pig Farm, Ormao Dance Company, and Concrete Couch. A few examples of classes offered:

- Drama and Puppetry
- Middle School Drama Club
- Musical Exploration
- Board Games
- Creative Movement
- Agricultural Arts and Animal Husbandry
- Baila con Maestra - Flamenco and Panama Dance
- FAB Lab
- Gardening
- Ping Pong
- Robotics
- Storytelling through Movement



SUMMER OPPORTUNITIES

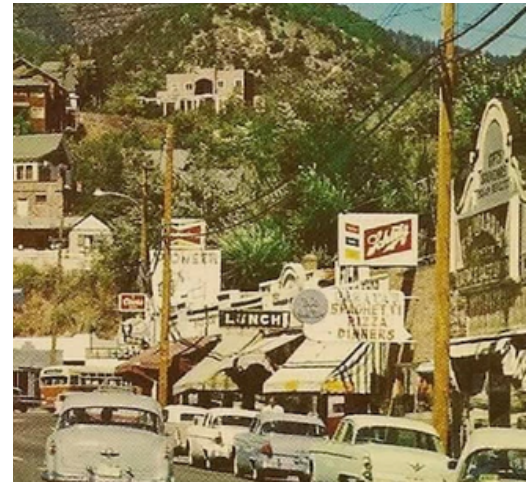
- Green Box Arts Camp - 95 students, 8 mentors, and 11 teachers participated in the Integrated Arts Camps, Construction Arts Camp or 48 Hour Musical Camp
- Growing Gardens
- Jumpstart
- Middle School GALLoP Camp





We are so thankful for our educators who keep the legacy going and create new traditions along the way. Thank you to our parents who are partner with us. Thank you to our alumni who continue to be champions for children. Thank you to the residents and business owners who continue to support our schools.

We have fantastic students. We are going to keep working hard to provide the best education for each and every one of our students for another 150 years.



Sometime in the late 1950's

150 YEARS CELEBRATION EVENTS

- Staff Welcome Back Breakfast and 150th Anniversary Kick-off
- Homecoming Parade: A Celebration of the Decades
- Homecoming Game
- Alumni & Friends of MSSD Celebration of 150 Years
- Return of the "M" tradition on the mountain
- "The Mustang Way" a connector trail to the Intemann Trail



September 2022

