# **CSDB Board of Trustees**

# **Superintendent’s Report**

# **April 2024**

## Student Enrollment

## As of March 15, 2024

Total Number of Students Currently Served Statewide 589

Total Number of Students Served on Campus since August 2022 174

Current Campus 3-21 Enrollment 164

Students in the School for the Deaf:

Preschool 9

K-5th 24

6-8th 24

9-12th 26

Bridges to Life 9

Total 92

Students in the School for the Blind:

Preschool 3

K-5th 19

6th-8th 16

9-12th 26

Bridges to Life 8

Total 72

Day Students 121

Residential Students 43

Parent Option 12

District Option 152

Teacher/Student Ratio 1:4

CHIP (Deaf) 339

CHIP (Deafblind) 7

Blind: Birth – 3 yrs. 25

Direct Outreach 54

ELDI Programs 104

# Superintendent

* 3/4 Attended Early Intervention System Focus Group
* 3/8 CEID Level 3 Training for All Staff
* 3/8 Deaf Community Event Meeting – the committee is planning for Savvy ASL to perform at CSDB April 29 – May 2
* 3/13 Attended Senate Confirmation Hearing – the committee ran out of time and is now rescheduled for April 10
* 3/19 Attended Parent-Staff Organization Meeting
* 3/22 Blind Goalball Homecoming Make-Up Game Staff vs. Students
* 90 minute 1:1 meetings with all Board Members

# REPORTS FROM SUPPORT SERVICES

## Human Resources

* To date, 18 positions have been filled for the 2023-2024 school year. Since July 1, 2023, there have been 26 employee separations.
* Currently posted are: Certified Occupational Therapy Assistant (COTA), NON-CLASSIFIED: American Sign Language (ASL) Instructor, NON-CLASSIFIED: Substitute Teacher, 2 NON-CLASSIFIED: Teacher of the Deaf, NON-CLASSIFIED: Teacher of the Deaf: Elementary, NON-CLASSIFIED: Teacher of the Deaf: Literacy Specialist / Coach, NON-CLASSIFIED: Teacher of the Visually Impaired, NON-CLASSIFIED: Teacher of the Visually Impaired (Preschool), NON-CLASSIFIED: Transition Teacher / Deaf Programs (EC), PARAPROFESSIONAL - TEMPORARY AIDE (working with Students who are Blind/VI), TEMPORARY AIDE. CLASSIFIED: Human Resources Manager.
* Interviews occurring for NON- CLASSIFIED: American Sign Language (ASL) Instructor.
* In the process of conducting a Structured Application Analysis for Human Resources Manager.
* Mid-Year Performance Goals for School Year 23-24 are completed.

# Finance

## Joint Budget Committee Update – Colorado School for the Deaf and the Blind Figure Setting

On March 4, the Joint Budget Committee had its figure setting hearing for the Department of Education, including the three decision items for Colorado School for the Deaf and the Blind. All but one request was accepted.

1. Annual Teacher Salary Increase: Accepted
2. Dean of Deaf and Blind School Positions: Accepted
3. Preschool Personnel Positions: Modified

The Preschool Personnel decision item was modified to exclude funding for the preschool coordinator position. The committee denied this portion of the request following the direction of the Joint Budget Staff, who stated this will probably be a needed position in the future but with current enrollment she felt that it was not necessary at this time. There was very little discussion from the committee overall and the only comments from the committee were praising Colorado School for the Deaf and the Blind’s responses to the committee about the one-time funding to general funding decision item.

## Healthy School Meals for All

With the passing of House Bill 24-1206 for School Food Authorities, Colorado School for the Deaf and Blind is now eligible for state nutrition programs, including the Healthy School Meals for All Program.  Healthy School Meals for All provides an additional state reimbursement for meals served to students that would otherwise pay full price for a meal.  Colorado School for the Deaf and the Blind has opted into the Healthy School Meals for All and began operations as of March 1, 2024.

## Step Pay Plan for Classified Employees

On July 1, 2024, the State will implement the Step Pay Program for eligible classified employees in the State Personnel System. The Step Pay Program addresses pay equity issues, alleviates pay compression, reduces bias, and addresses employee pay progression through the pay range based on time in job series.  It is important to note that the implementation of the Step Pay Program and the proposed FY 2024-25 Step Pay Plan will not occur unless the Legislature approves the budget for the 2024-25 fiscal year.

Step pay increases within job class pay ranges for classified employees take effect July 1, 2024, if the job series milestone is met by June 30, 2024, and the employee’s base salary is below the minimum salary for the step increment based on their time in job series. By March 31, 2024, eligible State employees will receive an initial notification of their time-in-job series.

## Finance Reports:

The finance reports show expenses paid through February 29, 2024. February does not close until Friday, March 22, 2024.

# Facilities/Information Technology

* March Board meeting: present 10-year facilities Master Plan & Playground Project
* CSDB will complete the EPA-required Asbestos Hazard Emergency Response Act (AHERA) 3-Year Re-Inspection by the end of March.
* Hired Safety Management Group to develop the following safety programs and to provide staff training on these programs.
  + Lock Out / Tag Out, Hot Work, Confined Space & Electrical Safety
* State-directed Water Management Plan
  + Submitted plan 2/29/2024.
  + Begin implementing water management plan by 05/01/2024 .

## Project Update ( [**https://csdb.colorado.gov/facilities-construction/active/funded-projects**](https://csdb.colorado.gov/facilities-construction/active/funded-projects)):

* CSDB has eight projects worth $10 million in capital funding to improve our campus
* Received $305,964 from the State to complete asbestos cleanup and abatement in the Steam Plant and two utility tunnels.
* 1st Quarter Vacancy Savings; 11 projects approved - $142,000
  1. Argo Laundry Room
  2. Front Desk Window
  3. Stone ADA Improvements
  4. Doorbells in Palmer
  5. Extend Sidewalk Gym to Pikes Peak
  6. Repair Marque Sign
  7. Fix Underground Power Line
  8. Building Interior Braille Signage
  9. Fix Jones Gate Fire Alarm
  10. Concrete Work & Improve Adams Bus Lane
  11. Add Gym Interior Badge Access
* 2nd Quarter Vacancy Savings projects; 11 projects approved - $270,910.12
  1. Asbestos Inspection
  2. Cyber Security Assessment
  3. Manlift rental/secure plywood to Industrial Building windows
  4. Barn chemical disposal
  5. Replace steam lines from Argo to Admin
  6. Protect IT gear from potential steam leaks in Argo basement.
  7. Fix heat in IT Office/Argo
  8. Football Field Fence (prevent traffic between football field and residential homes)
  9. Resurface Tennis Courts
  10. Campus concrete repairs
  11. Landscape/Plant Trees
* Developing $290,000 energy initiatives FY25-26
  1. Install utility meters
  2. LED Lighting Upgrades & Water Conservation
  3. Admin windows/$80,000 grant match for $250,000 History Colorado Grant

## Gym Construction

* + Developing three phases to complete by Oct 2024
    - **Phase 3A:** Accessible Drinking Fountains, Running Track Railing Extension, Acoustical Panels & Motorized Shades in Upper Gym (awarded)
    - **Phase 3B:** Accessible Elevator, new Bleachers in Upper and Main Gym, new Door Hardware Throughout, (awarded)
    - **Phase 3C:** Complete HVAC Upgrade Upper Gym & Bulldog Activity Center, Lighting Replacement Throughout, Exterior Doors & Windows, Signage/Wayfinding (developing Construction costs)
* Argo Roof Replacement
  + Finish roof replacement 6/20/2024 – 8/03/2024.
* West Hall Roof Replacement
  + Need to load test balcony handrails.
  + Fixing broken underground balcony drain issue in-house.
* West Hall Renovation/Addition
  + Total project cost $36,883,241
    - State funding request FY24-25 $20,285,783 (55%) and BEST Grant request for $16,597,458 (45%).
    - Applied for BEST Grant by February 5
      * CDE review completed, final revisions due March 29
    - Capital Development Committee prioritized #13 to Joint Budget Committee 2/20/2024.
* New Playground
  + Design Team working towards Construction Documents
  + Construction 5/13 - 8/9/2024
  + Mini village relocation between Stone & Ritter
* Campus Security Upgrades
  + Moving forward with Campus Security Assessment & Network/Fiber Assessment
    - Awarded Security Assessment to Navigate 360 - Marc Bolt is the Point of Contact
    - Released solicitation for network/fiber improvements & camera design/installation 2/23/2024.
      * Award contract end of March.
* Stone Hall accessibility improvements
  + Adding badge readers and ADA door opener

## Personnel Actions:

* Hire Structural Trade II and Custodial I positions.

# All Schools

* We are in the middle of our District testing window which includes literacy, numeracy, science, ASL and Braille testing.

## School for the Deaf

* Three students from the School for the Deaf were selected to attend the Youth Leadership Camp facilitated by the National Association of the Deaf. The NAD Youth Leadership Camp (YLC) is an intensive educational four-week summer program for deaf and hard of hearing high school students. The camp provides leaders with the ability to develop their scholarship, leadership, and citizenship (SLC) qualities in nature environment. Leaders experience self-discovery, learn about self-identity, confidence, and self-esteem and understand many things about themselves.
* Students in elementary English language Arts classes started a new story called "The Storyteller's Candle." It is about Pura Belpré who is a Puerto Rican, a librarian and a storyteller moved to New York, and worked in New York Public Library system. People from Puerto Rico moved to New York for better job opportunities, and when they got to the library finding out that their librarian speak Spanish, and was able to read stories in their language, everyone was so excited because they were worried about losing their culture when they moved to different place.
* Students in World Geography class researched how hurricanes form. Students used the Internet to find out more about how hurricanes develop. Each group explored an aspect of hurricanes: formation, onshore damage, classification and naming conventions, prediction, and tracking, etc.
* Students in civics class created collages titled City. Students defined the term at the top of a poster board, then cut out pictures from magazines that illustrate city officials or services. Students sorted their pictures by category and taped or pasted them to a sheet of paper or poster board to make a collage.
* Students in Physical Education classes learned about table tennis.

## School for the Blind

* Secondary students skied at Crested Butte with the Adaptive Sports Center. In addition to learning how to ski, the students also prepared their own meals in the evening and focused on their social skills throughout the weekend experience.
* Spring district assessments are underway. Students are working hard to improve their scores from the fall.
* Teacher observations are in full swing. The School for the Blind teachers are also observing each other and learning from the expertise within the CSDB walls.
* One of our students represented CSDB at the Deafblind Limitless Conference by sitting on the panel for assistive technology. He did a beautiful job answering questions about his experience at CSDB and how technology has helped improve his life as a blind individual.
* PE classes are learning about goalball. This includes reviewing and applying goalball rules, court overview and exploration, equipment overview and exploration, and practicing diving, throwing, and playing goalball in general.
* In art, students are glazing their projects. They are learning about underglaze, glaze, and the rules required while glazing their windchimes. The younger students are working on self-portraits created with clay.
* The Civics class is preparing to have Yolanda Avila visit so they can discuss public transportation, especially transportation for the blind, in Colorado Springs.
* The English class is working on the Morale Logic of Survivor’s Guilt during their writing workshop time.
* Seniors are working really hard to wrap up the final details and touches on their Capstone projects. They will present these projects the week after spring break.
* Middle school math students are expanding their knowledge and understanding of ratios as they explore ratio equivalence using ratio tables.

## Employability Center

* Students are learning about abbreviations used in living situation advertisements (Apt, TwnHs, Sq ft, Bdrm, Kit, furn, util pd, etc).
* Financial Literacy Skills:
* Students are learning about:
* various aspects of banking (writing checks, making deposits, ATMs)
* comparing time, using both analog & digital clocks
* Cooking Skills:
* Students are learning about:
* Hygiene in Food Preparation & Storage
* Preparation of breakfast recipe: *Breakfast Sandwiches*
* Workforce Readiness Skills:
* Students are learning about:
* Rights, Responsibility, & the Law (IDEA, ADA, 504)
* On-the-job communication strategies
* One Deaf BtL student was able to set up his own bank account on his own with staff support
* Students are still working at their respective job sites
* We have a Blind student from out of district visiting the program, possible new student for next year

## Preschool programs

* Preschool has contracted with a TVI to provide daily instruction in the blind classroom in addition to the regular services that have been provided all year by our Braille TVI teacher
* The blind classroom welcomed a long-term early childhood sub and a para
* We celebrated our 100th day of school in PK with a parent/child event
* Deaf PK is growing! We added two new students and have two more upcoming placement meetings.

# Student Services

* Members of our Orientation Mobility team provided professional development for the Student Life department. In addition to an informative PowerPoint presentation, all participants got the opportunity to experience human guide from the guide’s and the blind person’s perspective. They also got to experience using a cane to travel through a hallway filled with obstacles while blindfolded.
* Two members of the Student Services department, Occupational Therapist and Physical Therapist represented CSDB at the Deaf.Blind. Limitless conference hosted by the Alabama Institute for the Deaf and Blind.  The conference was held in Denver this year and proved to be an informative and great experience for our team members.

# Student Life

## Athletics

* Special Olympics Basketball, great season ending on 3/20/24 with a Party to celebrate.
* Goalball Homecoming was cancelled due to the weather on 3/15 and 3/16, with an overwhelming number of staff reaching out and their support we scheduled a game to be held on 3/22/24 against Alumni/Staff.
* Pep Rally was also cancelled due to the weather on 3/15/24 and rescheduled it to happen on 3/22/24 before the Students VS. Alumni/Staff Goalball game.
* Discussion around cancelling the Season for Track and Field and moving to a block schedule for different activities for dorm and day students due to conflicts with state testing during Track and Field meets. As well as low interest in Track and Field from the student body overall.

## Afterschool programs

* Deaf “Great Escape Bible Club”
* Outdoor adventure club
* Open Gym night
* Cheerleading club
* Indoor Adventure club.

## Dorm activities

* Walking club (Adams students)
* Springs Trampoline Park
* Weight Room (work out night) (Adams Students)
* Oratorical Contest (Adams Students)
* 150th activity: Cereal Guessing game hosted at Breakfast. (Students had to guess which cold cereal was related to which decade in time. (All students)
* Arts and Crafts in the Craft room (Elementary dorm, Gottlieb Students)
* Pride Store Shopping (All students)
* Kickball game (Gottlieb students)
* Tie Dye shirts in the dorm
* Egg Drop Challenge (Elementary dorm, Gottlieb Students)
* Glow Egg Hunt (glow in the dark eggs, hidden after dark) (Elementary dorm, Gottlieb Students)
* Dye Eggs for Easter (Elementary dorm, Gottlieb Students)
* St. Patrick’s Party in the dorm. (Elementary dorm, Gottlieb Students)
* Hygiene workshop (BtL students)
* Zoom Game (Gottlieb students)
* Monopoly Financial literacy learning (Gottlieb HS/MS girls)
* 150th activity: Afternoon Celebrate the 80’s (All students)
* Altitude Ninja (HS/MS girls from Gottlieb)
* Scheels/Bass Pro Shopping night (HS/MS girls from Gottlieb)
* Pickel Ball (HS Boys Gottlieb students) Monument Valley

## Residential Overview

Our numbers are currently 43 students’ total. We have 5 vacancies in the residential program right now with the current student numbers. The substitutes are covering our vacancies currently, jobs will be posted in the Spring of 24.

# Outreach

## Colorado Instructional Materials Center (CIMC)

On March 1, the Colorado Instructional Materials Center hosted a statewide “First Friday” Zoom meeting to continue to train school district staff on the new eligibility criteria implemented for this year’s January 2024 Federal Quota census.

The team continues to fill orders for braille books and materials for students across the state.

Orders for textbooks in braille for the 2024-2025 school year are due on April 1.

## American Sign Language Team

Interviews are taking place for the vacant American Sign Language instructor position.

## American Sign Language Family Immersion

Family Immersion is back again this year and is scheduled for the third week of June.

## American Sign Language Immersion for Professionals

**The next immersion for professionals will take place on April 20.**

## **Colorado Digital Learning Solutions - Online American Sign Language Courses for Middle and High School Students**

The collaboration between CDLS and Outreach Programs continues for the 2023-2024 School Year. We have twenty students signed up for ASL class level 1b for the second semester. We are halfway through the semester, and all are doing great.

## Community American Sign Language classes

Pikes Peak area classes finished for the winter session except for one makeup class due to staff illness and weather closures.

Marion Downs Center class has one makeup class remaining for this winter session. We are looking for a different place where we may be able to offer two levels of ASL classes in the Denver area.

# Early Education Team

## **Blind and Low Vision Early Intervention**

**On March 20, an Outreach vision provider teamed with the Anchor Center for Blind Children to assess a young child, under the age of 3 years old, for Cortical Vision Impairment.** Cortical Visual Impairment is diagnosed when children show abnormal visual responses not caused by the eyes.

## **Colorado Home Intervention Program Coordinators**

* **The month of February brought sixteen new referrals from all over the state to the Colorado Home Intervention Program. Coordinators are diligently working with families to get them connected to programs both through CSDB programming as well as to programs locally and in the communities, they live in.**
* **Collaboration and work continue to support local Early Intervention Programs to add ASL to the Individualized Family Support Plans.**
* **Ongoing training and collaboration with Children’s Hospital audiologists continues as well. We recently met to share more information about the assessments we complete with families and how we can work together to use results to support families and services needed. Families receiving support through the Colorado Home Intervention Program all around the state have access to ongoing assessments for their children. These assessments are completed with the family at 6, 15, 21, 27 and 33 months and include protocols covering all areas of development with a focus on language outcomes. Reports are shared with the family to monitor progress, identify any areas needing additional support, and to help guide goal setting. Please reach out to a CHIP coordinator if you have any questions about the assessments offered!**
* **We continue to be on the lookout for additional qualified and motivated Colorado Home Intervention Facilitators to support families. There is a new facilitator training scheduled at the end of April and we look forward to adding new facilitators to the ‘family!’**

## **Early Hearing Detection and Intervention National Conference**

**The Early Hearing Detection and Intervention National Conference was hosted in Denver on March 17- 20. Outreach supported nine staff in attending the conference, and three additional staff are going as room moderators. During the conference, Early Education staff provided over 12 presentations, a fieldtrip to Feel the Beat and Brewability focused on “access”-ability, a collaborative networking event with the Early Hearing Detection and Intervention state team, and a collaborative Deaf and Hard of Hearing Coordinators Round Table Event hosted with the Regional Early Acquisition of Language Outreach team and the Maine Educational Center for the Deaf and Hard of Hearing Early Education team lead. Additionally, the Colorado School for the Deaf and the Blind had a booth with materials, and our very own “selfie station” with the iconic Pikes Peak in the background.**

## **Early Literacy Development Initiative**

**At the end of February, our Early Literacy Development Initiative Team provided an in-person workshop for Language and Literacy Instructors with the Colorado Shared Reading Program. The workshop focused on “role play” to help instructors feel more confident in their sessions with families.**

## **Early Literacy Events**

**Our March Early Literacy Event was hosted at the Fort Collins Museum of Discovery on Saturday, March 9. Twenty-four families attended the museum and enjoyed exploring and playing, American Sign Language story time, and a short film called “the Accidental Astronauts” on their Digital Dome Theater. Families and children had access to captions and a Deaf Interpreter during the show. The virtual event for families with children birth to three was held on March 11, and had four families participate in story time, American Sign Language vocabulary learning, and American Sign Language chant. Each family that attended the virtual event received a copy of the book.**

## **Little Language Learners**

Little Language Learners is transitioning to Spring themed activities and advertising for their next parent workshop, provided via zoom and open to families state-wide! We are collaborating with preschool to provide a “visit” day at the end of the year, as children transition into preschool in the fall.

## **State Collaborations**

**March 26 was another Otoacoustic Emissions training at Developmental Pathways in Denver.**

**Additionally, on March 13, we finished the focus group work for the Early Intervention collaboration. The core team will identify common themes, and present these to the workgroup in April. The workgroup will then analyze the feedback and make recommendations to Early Intervention Colorado and the Colorado School for the Deaf and the Blind to improve the system. This will also align the choosing of the new name for the Colorado Hearing Resource Coordinator Program.**

# Media

* Colorado Public Radio – We are working with CPR on a goalball story featuring the CSDB team and the US National team for awareness of this sport moving toward the Paralympics.
* Howe’s Now – “**Accessible Literacy at the Colorado School for the Deaf and the Blind” regarding School for the Blind literacy strategies**
* Keeping In Touch – CDE Special Education Blind/VI newsletter –Congratulations to Tera Spangler
* KKTV and KRDO TV **“**Pick up collides with school bus in north Colorado Springs” – reports the students as being from CSDB
* Fox 31 TV Denver – Reporting Spring Break dates for CSDB
* Denver Post – article about wrestlers including one who is Deaf – paragraph about CSDB fielding more than a dozen champion wrestlers over the years.
* 150th history celebration

### History videos- 1981-now (March)

### Then and Now photos (Goalball and TBD)

### Alumni Advice- Terry Garrett, School for the Blind alumni

* April 7, 2024 150th Celebration invitation and distribution
* Proclamation request sent to the State of CO, El Paso County and the City of Colorado Springs
* Giveaway items ordered: solar eclipse glasses, pens, Then and Now postcards
* 150th exterior banners (6) with sponsor logos

## Super in 60 Seconds videos – distributed on social media and via email

* School for the Deaf Elementary Awards
* Spirit Week for Homecoming Goalball Tournament
* ASL Storytelling from students

## Other

* Superintendent monthly video (March)
* Outreach: Co-Hear Name Changevideo
* Outreach: Early Learning Development Initiative video
* Employee of the Month videos
* Homecoming VLOG
* Board of Trustees Hybrid Zoom Meeting recording (March )
* Photos
  + Outreach Goalball Game (February 5, 2024)
  + Lunar New Year (February 9, 2024)
  + Senior Photos (remaining students)
* Superintendent Reception invitation and distribution
* A/V for Equity presentation (CEID)
* Presentation to the SW National School Public Relations Association re: creating accessible videos

## Social Media – February 15 – March 14, 2024

Facebook reach 87,528 Instagram reach 387

New fans 216 Growth .4%

Total followers 8,541 Total followers 588

Linked In Unique views 32 Twitter Impressions N/A

New followers 5 New followers 8

Total followers 632 Total followers 325

YouTube

Views/hours 12,300/615.80

New subscribers 43

Subscribers 5,796