# CSDB Board of Trustees

# Superintendent’s Report

# October 2023

## Student Enrollment

## As of September 22, 2023

Total Number of Students Currently Served Statewide 584

Total Number of Students Served on Campus since August 2022 160

Current Campus 3-21 Enrollment 160

Students in the School for the Deaf:

Preschool 6

K-5th 21

6-8th 23

9-12th 29

Bridges to Life 11

Total 90

Students in the School for the Blind:

Preschool 2

K-5th 19

6th-8th 16

9-12th 24

Bridges to Life 9

Total 70

Day Students 123

Residential Students 37

Parent Option 20

District Option 140

Teacher/Student Ratio 1:4

CHIP (Deaf) 331

CHIP (Deafblind) 12

Blind: Birth – 3 yrs. 25

Direct Outreach 56

ELDI Programs 99

## Interim Superintendent

* Attended Pikes Peak Area Superintendents’ Meeting.
* Completed the Statewide Supervisor Certificate Program. This training took place over eight weeks, with each class being four hours long.
* Facilitated the 150th Committee Meeting to continue planning for the celebrations this year.
* The Leadership team is reading How Leaders Can Inspire Accountability by Michael Timms. The team is discussing systems and processes that need to be addressed at CSDB to increase accountability campus-wide.

## REPORTS FROM SUPPORT SERVICES

### Finance

* The Governor has made decisions on our five budget requests that were submitted to the Office of State Planning and Budgeting July 17. Here is the pass back decisions:

* + Annual Teacher Salary Increase (Accepted)
	+ Two Dean positions for Deaf and Blind Schools (Full Time Equivalency 1.62) (Accepted)
	+ School Counselor for Blind School (Denied)
	+ Preschool Personnel – Preschool Coordinator, Preschool Teacher, Preschool Paraprofessional (Full Time Equivalency 1.8) (Accepted)
	+ American Sign Language Interpreter (Denied)

We are to appeal or accept the Governor’s decisions by September 27. It has been agreed that Colorado School for the Deaf and the Blind will not appeal the Governor’s decisions and we will accept the decisions as is.

We plan to support the Blind School Counselor position and the American Sign Language Interpreter internally. Three vacant positions have already been identified to be closed permanently so that the funding and Full Time Equivalency can be used to support the denied positions.

This does not mean that this is official as it is only the first round. The Governor’s Office will forward these decisions to the Joint Budget Committee for their review by November 1. The Joint Budget Committee will hold briefings with their staff. These briefings consist of written and oral presentations by the Joint Budget Committee on the departments’ budget requests and related information. Following these briefings, Colorado School for the Deaf and the Blind will be invited to show up for a hearing with the Joint Budget Committee. This usually happens in December.

* We are in the process of sending a letter to the Office of State Planning and Budgeting to increase the Full Time Equivalency for the Medicaid funded position of Certified Occupational Therapist Assistant. Currently, the Occupational Therapist’s caseload is not sustainable with one staff member. The additional position of therapy assistant will allow for a more manageable caseload and consistent service delivery for Individualized Education Plan (IEP) service minutes. CSDB has surplus Medicaid funding to support this additional position, so we need to ask for more Full Time Equivalency only.
* The financial reports show expenses posted through July 31 (Period 1). Period 2 closes September 22, meaning the September reports will not be ready for the next board meeting October 4.

### Human Resources

* To date, 14 positions have been filled for the 2023-2024 school year. Since July 1, 2023, there have been 18 employee separations. Currently, there are 35 total vacancies: 15 vacancies for non-Classified positions; 20 vacancies for Classified positions.
* Currently posted are American Sign Language Instructor; Multi Teared System of Supports Coordinator; Principal/School for the Deaf (Interviews pending); Special Education Teacher / Teacher of the Deaf (K-12); Teacher of the Deaf: Spoken English-Preschool/Early Education Program; Teacher of the Deaf: Elementary; Teacher of the Deaf: Literacy Specialist / Coach; Teacher of the Visually Impaired (Preschool); Substitute Teachers and Temporary Aides.
* Upcoming postings: Administrative Assistant 2 (Dining Services): Custodian 3; Certified Occupational Therapist Assistant; Dining Services 1; Health Care Technician 1 (Reinstatement).
* Currently in the interview process are Health Care Technician 2 (2 Vacancies); 4 Health Care Technician 1’s (3 Deaf/Hard-of-Hearing & 1 blind / Visually Impaired).
* Classified Performance Plans are currently being completed. Human Resources must report the results to the Department of Personnel Administration by October 10, 2023. Normal cycle for Colorado School for the Deaf and the Blind Classified Performance Plans will be September 1 through August 31.

### Facilities/Information Technology

* Campus-wide Fire Inspections September 22
* 10-Year Facilities Master Plan – complete January 2024 / Office of the State Architect funded $204,000
	+ Completed Kick-Off September 7
	+ Starting Facility Condition Assessments, complete in October
	+ Educational Adequacy Assessments – interviews / walk-throughs complete in October.
	+ Evaluate Space Utilization
		- Identify space needs, relocations, efficiency opportunities.

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

* We have eight projects worth $10,000,000 in capital funding to improve our campus.
* Industrial Roof Repair
	+ Complete
* Gym Construction
	+ Building construction 5/30/2023 – 10/31/2023
	+ Developing Phases 3 to complete by October 2024
		- **Phase 3A:** Drinking Fountains, Running Track Railing Extension, Acoustical Panels and Motorized Shades in Upper Gym
		- **Phase 3B:** Accessible Elevator, Bleachers in Upper and Main Gym, Door Hardware Throughout
		- **Phase 3C:** Lighting Replacement Throughout, Complete Mechanical System Upgrade Throughout
* Argo Roof Replacement
	+ Roof replacement 6/12/2023 – 8/03/2023
	+ Deferring sloped roof work until next Summer
* West Hall
	+ Design/Build Roof Replacement
		- Roof replacement 7/5/2023 – 10/25/2023
	+ Renovation and Additions
		- Split $37,567,088 project into two phases per Office State Planning & Budgeting guidance.
		- Phase 1 of 2 Fiscal Year 2024 - 2025 approved by Office State Planning and Budgeting and moving on to Capital Development Committee; State funding request is 10,161,480 (55%) and grant request will be for $8,313,937 (45%)
		- Phase 2 of 2 will be Fiscal Year 2025 - 2026 State funding request $10,500,420 (55%) and grant request for $8,591,251 (45%)
* Playground
	+ Cost Proposals and Interview evaluations will be completed early next week.
	+ Select Design / Build Team Friday, September 29
	+ Design committee to start playground design in October.
	+ Negotiate bids December / January, construction Summer 2024
* Campus Security Upgrades Phase 1 of 2
	+ Evaluate Qualification September 27
	+ Contract award November
	+ Complete Phase 1 May 2024 (design and network/fiber improvements)
	+ Construction June - August 2024 pending funding May 2024
* Stone
	+ Conducting code review to address public access, accessibility, sidewalks, doors, key card access.

**Personnel Actions:**

* Hired Webmer, Inc as Project Manager for Security Upgrades and Playground projects.
* Advertising Custodial Supervisor & Grounds position
* Updating Structural Trade Position Description
* Admin position is vacant; will fill other vacancies first.

## All Schools

### Both Schools

* We had our Open House event on campus from 4:00 – 6:00 pm September 14 for all four programs. It was well attended overall.
* The Community and Family American Sign Language classes start their first session on September 19, 2023.
* Students learned about the Colorado School for the Deaf and the Blind history through lessons prepared by teachers involved in the 150th Anniversary that addressed the first decade of our school.

### School for the Deaf

* A representative from the Rochester Institute of Technology came and presented to high school students Thursday, September 14 about program offerings. The representative also met with some students one-on-one and discussed college pathways and majors.
* In Deaf Studies class, students learned about the history of Deaf education and completed an independent study of an individual of their choice who has impacted Deaf history.
* Elementary students have been working hard on the writing process. They set up science journals, learned American Sign Language Graphemes, learned about Deaf history and the Milan Conference, and kindergartners learned about farm animals.
* In Social Studies and Civics classes, students learned about various aspects of culture, how climate and weather affect living things, discussed the ideals for which our country was built, and about the politics of elections and candidates.
* In English classes, students learned how to do research and write a research paper, learned about subjects and predicates, and learned how different grammar/ punctuations could be easily misinterpreted if used wrong.
* In Life Skills class, students worked on a blind awareness unit where they learned about the eye, how to human guide other students, and basic braille concepts.
* In Physical Education class, students learned about the game of volleyball.
* In Math classes, students showed growth in foundational math skills and are prepared to move on to more advanced math concepts.
* In Science classes, students conducted a bread mold experiment and are excited to see how long it will take for mold to grow.

### School for the Blind

* Secondary students with additional disabilities are learning about opinion writing in literacy. They shared their opinions about different musical instruments and will be exploring tactile graphics displaying their opinions.
* Secondary math students are learning how to read a bar graph with a screen reader. Students are learning how to scan to get the essential information in the graph. The students are amazed how much this helps with their overall confidence when reading bar graphs.
* Students are working hard on White Cane Day projects in art. Secondary students have all chosen a unique medium and concept around the topic. Elementary students were asked the question: "Where can your cane take you?” This opened a variety of ideas of current, future, and make-believe places that students would love to one day independently travel to. Students have learned some important beginning concepts of how to create landscape using perspective foreground, middle ground, and background.
* Students in our expanded core curriculum class are about halfway through the self-determination unit. Students have been introduced to how an Individual Education Program works. They are now exploring the anatomy of the eye and currently making a 3D representation of an eye using a variety of art materials.
* Elementary Career Education classes are learning about different community helpers. Students made police hats, visited the Children’s Village (fire station), and we have some guest speakers coming in to talk about their jobs throughout the month of October.
* The Post Secondary Preparation class visited and volunteered their time at Concrete Couch this week and got to use some tools, identify wood by smell, and made tactile tiles out of clay for their tactile Kiosk.
* The secondary recreation and leisure class are working on activities geared towards physical activity such as giant Jenga, connect 4, fitness dice, and stacking cups.

### Employability Center

* In the Bridges to Life program, one student already began their paid work experience.
* Transition students are busy researching possible job placements and attending interviews with prospective employers.
* All transition students who are Blind began volunteer work experiences.
* The Employability Center is supporting two Bridges to Life students in taking college classes at Pikes Peak State College. One student is taking an English class and the other student is enrolled in three classes focused on English as a Second language.

### Preschool Programs

* We have welcomed several new students to the Preschool. We will start to welcome back Siblings of Deaf Adults/Children of Deaf Adults as peer models if vacancies allow this year.
* The team, including students have ‘named’ the classrooms for the year. We have the Unicorn room, the Rainbow room, and the Garden room.
* For the first time, Preschool has a library day. Kids got to go to the library and check out books!

## Student Services

### Enrollment update

Our enrollment as of August 31 was 158 students. During the month of September, we have welcomed a few new students. We currently have one student here on a diagnostic placement, designed to determine if the Colorado School for the Deaf and Blind is an appropriate placement to meet his needs. After a predetermined amount of time, the Individual Education Program team will reconvene to determine an official placement for the student.

### Student Services Department:

* Our evening nurse hosted a class, for the Blind high school dorm, regarding nutrition. Specifically, it encompassed the role of sugar in the body and healthy ways to incorporate carbs.
* Our Speech Language Pathologist, who works in the School for the Blind, is doing cooking / functional language groups with Bridges to Life, and primary and secondary Blind / Visually Impaired students with additional needs.
* Nurses have completed eight student physicals for students so they may participate in sports.
* The Audiologist is collaborating with the educational programs to provide reading intervention time for six students to support phonics for students who access reading in this modality.
* The School Psychologists are both representing our school at the state level. The School Psychologist, in the School for the Blind, represented the Colorado School for the Deaf and the Blind at the Colorado Society of School Psychologists. She serves on the statewide Diversity, Equity, and Inclusion committee. The School Psychologist, in the School for the Deaf, was chosen to serve on the Mental Health Advisory Committee. The committee is a community of school-based mental health professionals that partners with stakeholders to respond to current events and issues, inform and advise practice and policy.
* The Orientation and Mobility Department and White Cane Day Committee are busy with preparations for White Cane Day which will take place October 13at Acacia Park.
* Our Speech Language Pathologist, in the School for the Deaf, is partnering with our American Sign Language Bilingual Specialist to gloss current assessments, trialing assessments through research, and collaborating on sessions, Individual Education Program meetings, etc. to ensure our students are supported in a bilingual approach. She also pushes into the School for the Deaf preschool to assist in providing early language development with students who use American Sign Language and / or spoken language.

## Student Life

### Athletics

* Volleyball season is underway. All games this season are away due to the gym renovation and construction projects happening on campus.
* Special Olympics Bowling is going strong.
* Labor Day Lift off, we raised over $7,000 in one weekend for our athletic programs by opening our campus to parking during the Labor Day weekend.

### Afterschool Programs

* Flag Football and Deaf Great Escape Bible Club Church.

### Dorm Activities

* Springs Trampoline
* Cooking in the dorm
* Financial workshops
* Karaoke night in BtL
* Altitude ninja
* Smores cookout.
* Biking on campus
* Biking off campus
* PetSmart fieldtrip
* Gardening off campus
* Yoga
* Outdoor adventure club
* Healthy eating workshops

### Residential Overview

* We have six vacancies in the residential program right now.
* Subs are still an ongoing issue, we currently for this month only have one sub and that sub is already working the maximum that her availability allows.
* We held interviews for our in-house Health Care Technician 2 positions. This was an opportunity for our current Health Care Technician 1 staff to apply for a promotion.
* We have completed Health Care Technician 1 interviews and are in the process of checking references and possibly have two candidates we would like to make an offer to within this coming week.
* We had a former staff member who moved back into the state ask to be reinstated as a Health Care Technician 1, we are working out the details of this and will be rehiring her.
* We recently did sub interviews and have a few new subs that will start soon.

## Outreach Programs including the Colorado Instructional Materials Center

## Colorado Instructional Materials Center

### ****Southern Region TVI/DVR Meetings****

CSDB hosted the Southern Region meeting on campus on Tuesday, 9/13/23. We had good representation from the region. Service providers from the following agencies / districts joined: Division of Vocational Rehabilitation; El Paso County District 11

### American Sign Language Team

An American Sign Language instructor position is still posted.

### ASL Family Immersion

**We had a 3-day immersion last June. Based on the survey from families, they asked for longer immersion. We plan to have a 4-day immersion for June 2024.**

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

The collaboration between Colorado Digital Learning Solutions and Outreach Programs continues for the 2023 - 2024 School Year. We have 50 students enrolled this semester, which is the maximum number of students for each semester.

### Community American Sign Language Classes

Since we are one American Sign Language teacher short, we offer two classes each Tuesday (Beginning 1 and 2) and Thursdays (Beginning 1 and 3). Classes start the week of September 19 - 21 for 8 weeks.

## Early Education Team

### ****Summers at the Park****

**Summers at the park continue through September in the Pikes Peak Region, providing opportunities for families and professionals to come together in a casual setting.**

### ****CO-Hear****

**We are engaged in many stakeholder conversations and work groups for resources shared with families, better meeting the needs of families in early intervention, and gaps in the system that may be addressed in the next Early Hearing Detection and Intervention grant application.**

### ****Early Literacy Development Initiative (ELDI)****

**The Early Literacy Development Initiative team came to campus with 6 contractors for the Ski-Hi Deaf Mentor training at the end of August. This 3-day curriculum training is the first step in building the Early Education American Sign Language program which will provide American Sign Language as a statewide service on the Individualize Family Service Plan. The instructors flew in from Utah and Indiana for this awesome training!**

### ****Early Literacy Events****

**Our event leads are planning for the year and will kick off our first community event in October. Our Save The Date flyer has been sent to families statewide.**

### ****Little Language Learners****

**Little Language Learners kicked off with an Open House on August 24, and the official first day August 31. Due to requests from parents and professionals, children as young as 12 months are now able to join Little Language Learners. The parents stay on campus for the 2-hour class, but this year, the teachers are focused on classroom style teaching with the children, and have separate time set aside for parent workshops.**

### ****Outreach Core Vision Team****

**Our growing department saw the need last year for a team that could come together for “vision” and share ideas for departmental growth. This team has representation from each team and has met weekly since mid-August. The goal is to create a shared vision and mission for Outreach Programs, as well as share vision ideas and needs to get there, but we were able to meet with the Superintendent after gathering information from our teams to support the Outreach Director position that will be posted soon.**

### ****State Collaborations****

**Outreach has a small contract with the Colorado Department of Public Health and Environment to provide education, and newborn hearing screening information to midwives and homebirths, as well as follow-up on data within the Health Informatics Data System. We are excited to be working alongside the Colorado Department of Public Health and Environment to support babies born outside of the hospitals with screening options.**

## Media:

* [Governor Polis Announces Boards and Commissions Appointments | Colorado Governor Jared Polis](https://www.google.com/url?rct=j&sa=t&url=https://www.colorado.gov/governor/news/10606-gov-polis-announces-boards-and-commissions-appointments&ct=ga&cd=CAEYACoUMTA5Mzk2OTk4NDU1MjA2MzMwMjEyGjgwMjJlODMwMjk4ZTYxNGY6Y29tOmVuOlVT&usg=AOvVaw1VAsBfRJkMyjor7R-rC3st)
* *HBO* - Michael Stone, Board member, is honored on Real Sports with Bryant Gumbel, an HBO Sports Series!
* *Colorado Springs Indy* – The Fine Arts Center New Director - The article talks about the FAC deepened community partnerships with many agencies including the Colorado School for the Deaf and the Blind.
* *Blind Coloradoan* – Tool Scaffolding
* *Howe’s Now*-Tool Scaffolding
* *CEASD* - Bulldogs Strong Together: Team building.

### 150th History Celebration

* History video 1874-1876
* Then and Now photos - September: View to Pikes Peak and Students/Staff in front of building
* Alumni Advice - September: Max Wilding
* Monthly history lessons - students received their first monthly CSDB history lesson.

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

* National Read a Book Day
* National Arts in Education Week
* After-School Fun
* Colorado Construction Days

### Social Media – August 19-September 18 monthly analytics

Facebook reach 329,936 Instagram reach 509
New fans 342 Growth 4%
Total followers 7,472 Total followers 526

Linked Unique views 28 Twitter Impressions 382
New followers 3 New followers 0
Total followers 621 Total followers 297

YouTube
 15,000 views/731.2 hours
New subscribers 82
Subscribers 5,440

### Website Analytics – *August 19-September 19* monthly analytics

Pageviews/Month 20,638

Unique Users/Month 4,790

### Upcoming Events:

* October 9 Outreach: Community Early Literacy Virtual Event
* October 11 Colorado Springs Police present to Elementary and Preschool
* October 11 Outreach: American Sign Language Storytime and Play Group at East Library
* October 13 White Cane Day Celebration & Rally at Acacia Park in Colorado Springs
* October 14 Outreach: American Sign Language Immersion for Professionals
* October 14 Outreach: Community Early Literacy In-Person Event at Sunflower Farms
* October 17 Diana’s Pumpkin Farm visit for all CSDB stakeholders
* October 21 Colorado School for the Deaf and Blind Alumni Association meeting and Chili Fest
* October 27 Outreach: Baby American Sign Language Class at East Library