

## CAREER EXPLORATION

District 11's award-winning Career and Technical Education programs and Career Pathways help students explore occupations they are interested in through specialized training, internships, national competitions, access to industry certifications, and postsecondary academics. These experiences, combined with continuous engagement, help students decide what field of study or career they would like to pursue after graduation. Here are just a few of our Career Pathways choices:

- **Biomedical:** Project Lead the Way (PLTW) biomedical incorporates project-based learning and real world scenarios to develop student application of science in a variety of industry-based health fields. Designed as a companion to traditional biology, chemistry, and anatomy and physiology, PLTW biomedicine is sequenced to help students gain greater competency in the areas of health science, from pathology to genetics.
- **Hospitality and Tourism:** ProStart is a nationally certified program that blends front-of-the-house and back-of-the-house kitchen industry skills. Other pathway classes offered: ProStart Business Economics and Hospitality, Tourism, and Management Program.
- **IT Programming and Cyber Security:** The fundamental class introduces the basic concepts and terminology of cybersecurity and information assurance. The course covers how to enforce network-level security policies and how to protect an organization's information.
- **Education/Early Childhood:** These courses prepare students to enter the field of education as support professionals or teachers. Training includes instructional methods, use of technology, behavior management techniques, and industry certification. Classes include Paraprofessional, Teacher Cadet, Early Childhood Education, Relationships, and Child and Adolescent Development.
- **Sustainable Agriculture and Green Education (SAGE):** This rigorous program includes environmental science and soil science academics combined with hands-on laboratory experiences.
- **Construction:** In a partnership with the Housing and Building Association, the construction program at Mitchell incorporates the Home Builders Institute curriculum into a project-based classroom where students get hands-on experience developing their skills in construction trades.
- **Business and Marketing:** Embedded with marketing essentials, accounting, and introduction to business, this is a great basic program for the entrepreneur.

Colorado Springs School District 11 ("D11") seeks to comply with applicable laws prohibiting discrimination in relation to disability, race, creed, color, sex, sexual orientation (as defined by state law), national origin, religion, ancestry, age, and protected activity in its programs and activities. D11 also provides equal access to the Boy Scouts and other designated youth groups.

Any harassment/ discrimination of students and/or staff, based on the aforementioned protected areas, is prohibited and must be brought to the immediate attention of the school principal, the D11 administrator/supervisor, or the D11 nondiscrimination compliance/grievance coordinator. The following person has been designated to handle inquiries regarding D11's non-discrimination policies: The District 11 NONDISCRIMINATION COMPLIANCE COORDINATOR, Alvin N. Brown, Jr., JD, designated to coordinate compliance with: 1) Equal Pay Act of 1963, 2) Civil Rights Act of 1964, as Amended, 3) Age Discrimination in Employment Act of 1967, 4) Title IX – Education Amendments Act of 1972, 5) Section 504 of Rehabilitation Act of 1973, 6) Pregnancy Discrimination Act of 1978, 7) Americans with Disabilities Act of 1990, and 8) Colorado Anti-Discrimination Act. 9) School District 11 Board of Education Policy AC. Nondiscrimination/Equal Opportunity, 711 East San Rafael Street, Colorado Springs, CO 80903, e-mail: alvin.brown2@d11.org, Phone: (719) 520-2271, Fax: (719) 520-2442. Se habla Español.

## PARCC/CMAS UPDATE

The Colorado State Assessment System is designed to measure Colorado student's mastery of Colorado's academic content standards. In December 2009, Colorado adopted revised academic content standards progressing from early school readiness to postsecondary competencies reflective of both workforce readiness and 21st century skills.

For a full report of the District and school performance accountability information required by federal law, please visit the Colorado Department of Education's website, within the SchoolView Data center at [www.schoolview.org/performance.asp](http://www.schoolview.org/performance.asp). This information is also posted on the District's website at [www.d11.org/annualreport](http://www.d11.org/annualreport). If you would like a hard copy of this information, please contact the Office of Communications and Community Relations at 719-520-2005.

## MONEY MATTERS

### 2016-17 Budget

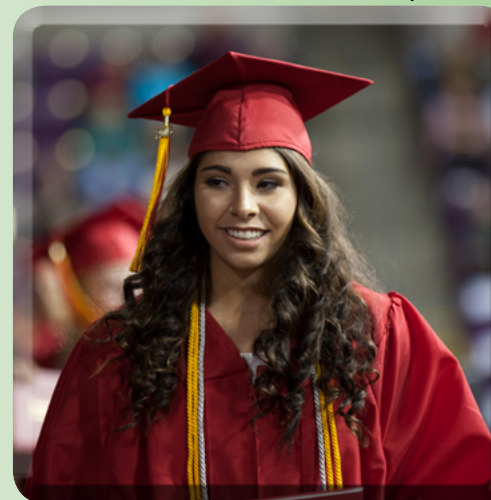
- **General Fund \$257,913,311**  
(used for salaries and benefits, utility costs, maintenance expenses, supplies, and equipment; includes carry-forwards, Risk Management, and preschool funds)
- **Special Revenue Fund \$33,084,944**  
(used for food service, federal and other grant projects)
- **Debt Service Fund \$36,268,333**  
(used for repayment of bonds and loan debts)
- **Capital Projects Fund \$21,402,125**  
(used for new construction, land, renovation, and remodeling)
- **Internal Service Fund \$35,269,516**  
(used for the accounting of money held by the school board for self-insured health costs, property/casualty claims, and printing services operations)

For more information, visit our website at [www.d11.org/transparency](http://www.d11.org/transparency).

## DISTRICT HIGHLIGHTS

- **Doherty to Implement AP Capstone™:** In the fall of 2017, Thomas B. Doherty High School will implement AP Capstone™, an innovative diploma program that gives students the opportunity to develop the skills that matter most for college success: research, collaboration, and communication. Doherty is one of approximately 1,000 schools worldwide to implement this program. The program consists of two courses taken in sequence, AP Seminar and AP Research. Developed in direct response to feedback from higher education faculty and college admission officers, AP Capstone complements the in-depth, subject-specific study of other Advanced Placement® courses and exams.
- **District 11 Saving Families Money:** School District 11 has saved high school families hundreds of thousands of dollars by covering the costs for college credit courses, career industry certifications, advance placement and International Baccalaureate exams! During the 2015-2016 school year, School District 11 families saved **\$1,911,511.50** in college tuition because students received college credit as part of their high school concurrent enrollment classes! All D11 high schools have concurrent enrollment opportunities like biomedical science, automotive, business/marketing education, and many more.

- **New ICAP Graduation Requirement:** The Individual Career and Academic Plan, or ICAP, is the process by which students, educational staff, families, and communities come together to help students explore their interests, plan their classes, and prepare themselves to become Postsecondary and Workforce Ready (PWR). Starting in sixth grade, students participate in a variety of activities like goal setting, identifying career pathways of interest, and learning both the vocabulary and requirements to get into college, trade school, the military, or a vocational program of their choosing. For more information, contact a school "Dream Coach" (school counselor) or visit the parent tab at <http://bit.ly/2jBk7Ha> today!



## FACTS AND FIGURES

Colorado ranks **41st** in per-pupil spending, and spent \$2,685 less per-pupil than the national average in 2013-14, according to data gathered by the Colorado School Finance Project. (For more information on per-pupil spending, please visit <http://www.d11.org/Documents/FinanceProject.pdf>). In addition, 2013-14 was the fifth year of Colorado's Negative Factor/Rescissions:

FY 2009-10 \$130M

FY 2010-11 \$381M

FY 2011-12 \$774M

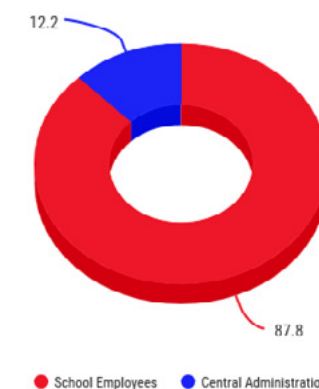
FY 2012-13 \$1.001B

FY 2013-14 \$1.004B

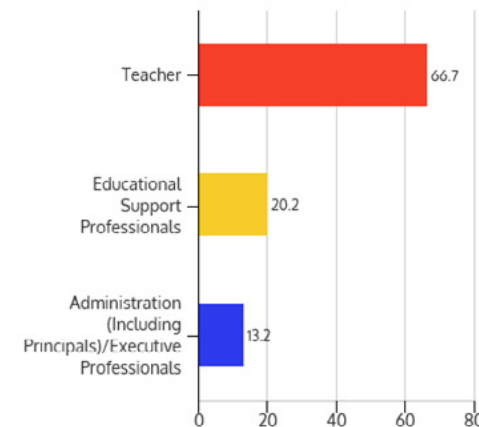
(Source: Colorado Legislative Services)

### District 11 Salary Summary

Percentage of Budget Spent for Central Administration and School Employees



Percentage of Budget Spent for Salaries by Employee Group



From 2013-14 to 2014-15, the average teacher salary *declined* from \$49,606 to \$48,277, a \$1,329 *decrease*. In addition, the 2014-15 salary is more than \$9,000 *below* the national average and more than \$7,500 *below* the 2009-10 inflation-adjusted average salary for Colorado, which is about \$12,500 *below* the 1992-93 inflation-adjusted figure.

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1115 N. El Paso Street, Colorado Springs, CO 80903  
719-520-2000 - [www.d11.org](http://www.d11.org)



## 2015-16 POINTS OF PRIDE

- Two Mitchell High School students, **Sean Castillo** and **Jessica Perea**, and one Palmer High School student, **DeAnna Christensen**, received Boettcher Scholarships.
- Two Palmer High School students, **Yadeth Veronica Estrada** and **Kayla Lynn McCurry**, and one Coronado High School student, **Evan Nicholas Torres**, were awarded Daniels Scholarships.
- For the sixth straight year, Mitchell High School's JROTC cadets won the Commander's Trophy as the overall champion at the Air Force Association, Lance P. Sijan, Chapter 125, Colorado JROTC Drill meet.
- Holmes Middle School's Girls' Cross Country Team won the State Championship.
- Martinez Elementary School named as a *Leader in Me Lighthouse School* by Franklin Covey Co. (NYSE: FC).
- Early College High School's Career Pathways teacher **Debbie Halverson** named Colorado Association of Career and Technical Education Teacher of the Year.
- For the ninth consecutive year, West Middle School's MATHCOUNTS team reached the Gold Level Status in The National Math Club.
- **Karen Shaw**, principal of Columbia Elementary School, named the 2016 National Distinguished Principal of the Year for Colorado by the Colorado Association of School Executives (CASE).
- Palmer High School student **DeAnna Christensen** was one of only two students to represent Colorado as a delegate to the United States Senate Youth Program (USSYP).
- The Association of School Business Officials (ASBO) International awarded Colorado Springs School District 11 the ASBO Certificate of Excellence in Financial Reporting.

**Schools Matter  
Volunteer!**

Volunteer Services and Community Partnerships provide a number of resources to District 11 schools, to include volunteer recruitment and placement, service learning, community/school partnerships, the Grandfriends and Sidekicks programs, and much more! Learn more online at [www.d11.org/volunteers](http://www.d11.org/volunteers) or call 719-520-2202.

**Colorado Springs  
School District 11**  
1115 N. El Paso Street  
Colorado Springs, CO 80903



Mitchell High School's Award-Winning  
Junior Reserve Officer Training Corps

# 2016 REPORT to the COMMUNITY



**School District 11, where every  
student is prepared for a world  
yet to be imagined.**



## BY THE NUMBERS

- Student membership of 28,035, with 70+ different languages spoken

### Ethnicity/Race

White .....	52.3%
Hispanic .....	30%
Black .....	7.6%
Pacific Islander/Asian ...	2.1%
American Indian .....	.8%
Two or More Races .....	7.4%

- School District 11 is the tenth largest school district in Colorado
- 100 percent of D11 teachers rated as highly qualified
- Over 4.2 million square feet of facilities and 720 acres of property
- 3,464,553 meals (breakfast, lunch, and snacks) served during 2015-16 school year
- 56.3 percent of students qualify for free or reduced-priced meals
- 3,780 employees; sixth largest employer in El Paso County
- 2,288 employees live in District 11 boundaries
- 67.5 percent of teachers have advanced degrees
- \$17,581,663 paid per month for employee salaries and benefits
- 7.8 percent of our students receive gifted and talented services
- 9.4 percent of our students qualify for special education
- Traditional four-year, on-time graduation rate is 81.5 percent
- In 2015-16 school year, **District 11 had 22,056 volunteers register**, providing more than 2,249,712 volunteer hours