

**Manitou Springs School District 14**  
**District Accountability Committee Questions for 2019-20**

**Sub-committee: Feedback and Evaluation (1338)**

When predicting the improvement of student learning, engagement, and success, the quality of teaching is the number one predictor. However, we know that developing learning environments where all students experience success requires more than one highly effective teacher. Across a child's school experiences, all school and district staff should play a significant role in developing a culture of excellence.

“Improving an educator’s (see note below) practice is the primary goal of an effective evaluation system and meaningful feedback is essential. Countless studies done in education as well as other industries have established that improvement relies significantly on receiving meaningful feedback. Of considerable more debate is not whether feedback can bring about improvement, but what makes it ‘meaningful.’ As observed by researcher John Hattie, ‘there is as much ineffective feedback as effective feedback’” (Missouri Department of Education, 2019).

For Manitou Springs School District 14, how do we honor our core values of relationships, deep learning, and opportunity while also developing a system that supports the growth and development of all staff? What should this system look like, sound like, and feel like for all staff? What is the efficacy of these feedback and evaluation strategies? Explain the characteristics of the research-based, best-practices for the proposed feedback and evaluation systems. Be sure to include attention to human resource matters for classified and certified staff, Colorado Revised State Statute around evaluation, time as a resource, assessments of student learning, goal-setting, retention and development of staff, and any other aspect that would ensure that we are a school district that believes in and contributes to the positive development of all staff.

**Sub-committee: Salary and Compensation**

Manitou Springs School District 14 has an annual budget that is fix based on local, state, and federal sources. During this time of leadership transition, what are some key questions that are on educators’ minds when it comes to salary and compensation decisions? What are some potential strategies or a proposal to address the key questions? Be sure to include research-based, best-practices when it comes to salaries and hourly wages for all Manitou Springs School District 14’s staff. In your proposal, consider aspects of income sources (e.g., salary, benefits, hourly wages, stipends related to athletics/clubs/other school-specific responsibilities).

**Sub-committee: Capital Improvement**

The physical environment of a school or work space does impact learning, success, retention, engagement, safety/security, and more. How and why does the physical environment impact performance, behaviors/actions, and attitudes? Define the ideal physical environment for 100% of Manitou Springs School District 14’s staff and students. What are the short-term and long-term school and district capital improvement needs? What would be a thoughtful and responsible approach to considering and addressing these needs? In your proposal, explain the research-based, best practices for educational environments that are inclusive, safe, innovative, engaging, comfortable, and environmentally responsible. The proposal should also include actions to engage all stakeholders (including students, parents, staff, residents, business owners, etc.).

\*Throughout these questions, the word educator is used as inclusive language. Educator is any Manitou Spring School District 14 staff member who contributes to the education of our students, which includes all licensed and classified staff. This inclusive language is important for honoring the significant contributions of all staff.