



## MEETING RECORD

**PROJECT:** Manitou Springs School District – Master Plan Update

**PROJECT NO:** 2022-051.03

**DATE:** 10/05/2022

**ATTENDANCE:** see attached

**SUBJECT:** Planning Advisory Team (PAT)

This was the first Planning Advisory Team (PAT) meeting to kick-off the Master Plan Update process. The teams reviewed strengths, weaknesses, opportunities, and threats for the school district.

1. The team introduced themselves, and the desired outcome of this process was discussed; to establish MSSD Master Plan 2.0. The next draft needs to reflect community feedback that was received after failing the bond last term.
2. See attached for SWOT summaries and notes. **Green** note cards are Strengths. **Pink** note cards are Weaknesses. **Orange** note cards are Opportunities. **Red** note cards are Threats.

Attachments: PAT #1 Presentation Slides, SWOT Cards  
CC:

REPORTED BY:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

**19 South Tejon Street, Suite 300 - Colorado Springs, CO 80903 - Tel: 719-471-7566 Fax: 719-471-1174**



## MEETING ATTENDANCE

Project: Manitou Springs School District Master Plan Update – Planning Advisory Team (PAT)

Project Number: 2022-051.03

PAT #1 10.5.2022	PAT #2 10.19.2022	PAT #3 11.02.2022	PAT #4 11.16.2022	NAME	REPRESENTING	PHONE	EMAIL ADDRESS
X				Doug Abernethy	RTA	719.471.7566	doug@rtaarchitects.com
X				Ken Gregg	RTA	719.471.7566	ken@rtaarchitects.com
X				Ericka Everett	RTA	719.471.7566	ericka@rtaarchitects.com
X				Matt Wilhelm	Wember Inc.	720.737.9638	mwillhelm@wemberinc.com
X				Jane Anderson	MSSD Safety & Security	719.373.9139	janderson@mssd14.org
X				Carrie Dunlap	MSES	303.910.0027	cdunlap@mssd14.org
X				Suzi Thompson	MSSD	719.339.3573	sthompson@mssd14.org
X				Brooks Williams	Nunn Construction/Parent	719.494.3505	bwilliams@nunnconstruction.com
X				Elizabeth Domangne	MSSD	719.502.5387	edomangue@mssd14.org
X				Stuart Cross	MSSD	719.433.3669	scross@mssd14.org



## Manitou Springs School District Master Plan Update

PAT Meeting #1

October 5, 2022



Staff of 46

26 registered architects

Largest firm in southern Colorado

*Over 50% of our work is educational*

## Multi-Skilled Educational Facilities Specialists

Master Planning

Project Management

Furniture Design and Selection

Educational Specifications

Site Selection

Architectural Design

Facility Management Planning

Bond Election Assistance

Programming

Interior Space Planning

Construction Administration

13 BEST projects

RTA Architects: Colorado's K-12 Design Leader

Manitou Springs School District  
PAT Meeting #1



# Meeting Agenda

1. Introductions
2. Superintendent's Welcome & Goals
3. Review Proposed Master Plan Update Schedule
4. Activity – SWOT
5. SWOT Report Out
6. Closing Thoughts
7. Next Steps

# PAT Schedule

*Wednesdays @ 4:30pm - 6:00pm*

10.5.2022

**PAT #1**

*Introductions  
SWOT*

10.19.2022

**PAT #2**

*Review Findings – Capacities, Building Conditions, Opportunities  
Review Diagrams*

11.02.2022

**PAT #3**

*Review Preliminary Master Plan Options*

11.16.2022

**PAT #4**

*Review Refined Options  
Select Preferred Option (?)*



# What are the District's Strengths & Weaknesses ?

## STRENGTHS

- Traditions and connection of the community and the schools
- staff's capabilities - they can do a lot with a little!
- outdoor environment!
- parent involvement
- District focus on the "whole child"

## WEAKNESSES

- old, aging, dated facilities and infrastructure. This includes the technology in the classroom
- traditions are hard to compete with/change
- safety, security, ADA access
- funding, a considerable portion of enrollment is outside of the district. This challenges bonding capacity and current debt

# What are the District's Opportunities & Threats ?

## OPPORTUNITIES

- To create safe and secure buildings / outdoor spaces, and deter crime.
- To make program improvements and potentially create a community hub. This is an opportunity to provide spaces that invite community.
- To improve and create prideful facilities. This will increase the desire for staff and students to be here (also deter crime)
- Create 21st century/ modern learning environment
- Long term, decisions now can reduce deferred maintenance in the future.
- opportunity for more choice students and bring diversity to the community.
- improve outdoors for community and school use year round.

## THREATS

- Financial concerns - bonding capacity and current cost of construction
- small town rumors / misinformation
- aging building and systems
- steep terrain / topography
- staff and student retention
- current events in schools and on social media
- The town is land locked and there isn't much residential growth of the local community on the horizon. The current community is an "aging community"
- ability to offer diverse academic opportunity
- physical divide between Manitou Springs and Ute Pass area.





## Existing Site Plan

Manitou Springs School District  
PAT Meeting #1

# Closing Thoughts & Next Steps

Thank you!



## STRENGTHS

- LOW RATE OF TEACHER/STAFF TURNOVER. THIS IS AN INDICATOR OF A STRONG, POSITIVE CULTURE
- Tradition of school. Past generations commitment

## STRENGTHS

- SMALL TOWN FEEL AND PERSONALIZED ATTENTION TO STUDENTS. (DESPITE BEING LARGE-CITY ADJACENT)
- INCLUSIVE CULTURE
- STRONG COMMUNITY PRIDE
- ~~LOTS OF~~

1. Community
2. Small feel
3. Diversity
4. Location / Views
- 5.

- Kids are not numbers they are known.
- Traditions that continue
- Beautiful setting
- Arts community of School District + Cities
- SMALL community.
- Do a lot with a little staff. (96 classes <sup>→ 90 staff</sup>)
- Experiential Learning
- Parents choice from all over the city.
- Close to a district of distinction.
- Strong parent engagement.

- Tight community
- Tradition/history
- Whole child - many offerings
  - ↳ athletics, arts, CTE, AP
- Diverse community
- Predictable / consistent enrollment
- Views & Location!
- ~~Ext~~ Family engagement

Math

- Community / School integration support
- Strong teacher / staff ownership in District  
dedication to
- Lots of options for student passions.

### strengths

- Traditions (School + Community)
- Small Community
- Recognizing our buildings + systems need work
- Teamwork throughout district
- Supported by First Responders + great relationships
- Always seeking to improve safety + processes
- Strong leadership

### STRENGTHS

- \* HISTORIC CHARM
- \* ACCESSIBILITY TO COMMUNITY / DOWNTOWN
- \* WHOLE CHILD FOCUS
- \* STRONG SUPPORT OF THE ARTS
- \* ROBOTICS PROGRAM
- \* SUPPORTIVE COMMUNITY TOWARDS SCHOOL INVOLVEMENT & FINANCIAL SUPPORT
- \* DEDICATED STAFF / LOYAL FAMILIES



- weaknesses
- older buildings
- traditions - (we have always done it that way)
- lack of cameras/ vestibules
- lack of quickly securing areas in buildings
- radios are ok but hard to hear sometimes when channels bridge.
- some negative people going to media causing a divide in comm. members

- STP
- Misinformation is harder to get back
- Some people might think they know what's best, but don't really and this impacts operations
- No new residential builds
- Safety with the tenants.
- Might be hard to consider creating new traditions
- Divide from MS + Ute Pass

- Tight Community
- Location → not much extra land
- Small, but everyone expects us to have programs for everyone
- 2 different communities - mountain & GMP
- aging buildings that need updates
- not enough space
- parking
- athletic fields/sports play spaces

1. Security / Safety
  - A. Exterior Doors / Keys vs. Key Card
  - B. Camera Systems / Fire Panels / Entries
2. Funding
3. Aging Facilities
- 4.

## WEAKNESSES

- SMALLER DISTRICT SIZE = GREATER TAX IMPLICATIONS TO RESIDENTS
- AGING FACILITIES & DATED LEARNING ENVIRONMENTS
- 

## WEAKNESSES

- SPACE
  - PARKING
- COMMUNITY INVOLVEMENT
  - SET IN THE PAST
  - GOSSIP
  - STRONG PERSONALITIES
  - SMALL TOWN "EGO"
- STAFF / COMMUNITY DIVIDE REGARDING ANY CHANGE
- OLD FACILITIES
  - LACK OF ADA COMPLIANCE
- HEALTH CONCERNS (ASBESTOS, ETC.)

## opportunities

- continue to get funding to improve our buildings
- ensure we try to make best decisions w/ current funding
- to teach staff, students + community about school safety
- ability to solve or prevent crimes at our schools
- educate comm members on progress
- To learn + keep growing

## M.H.

### - ~~Health~~ Facilities

- Bowling capacity / no dept
- Topography



1. Improved Safety/Security

2. Drawing Students to our schools

3. Setting the district up for the next 20+ years

4. Providing Quality and modern learning Environments for staff/students.

## OPPORTUNITIES

- BEING ABLE TO CREATE MODERN LEARNING ENVIRONMENTS & PROVIDE TECHNOLOGIES NEEDED TO ACHIEVE FULL ACADEMIC POTENTIAL OF ALL STUDENTS
- GREATER TEACHER & STUDENT EXCITEMENT TO SHOW UP EVERY DAY.
- SHOWCASE THE BEAUTY (PHYSICAL) OF OUR PHYSICAL LOCATION

## OPPORTUNITIES

- \* ENCOURAGE DIVERSITY IN STUDENT/FAMILY POPULATION = GROWTH OUTSIDE OUR TOWN
- \* SAFE, SECURE, 21st Century inspired SPACES.
- \* 21st CENTURY ADAPTED SPACES
- \* PRIDE IN FACILITIES
- \* AVOID CONTINUED BUILD UP OF SAFETY CONCERNS

- More program capabilities

- More community space & interaction  
School as community hub - increased
- ~~More~~ Lower cost facilities = more \$ for students in operation

- Creative solutions
- Community coming together to solve problem.
- Better facilities, safe buildings, cooler building, new w/old
- Play spaces that can be used all year round. (at all schools).
- ADA accessible spaces
- Auditorium for performances.
- Catch up on deferred maintenance.

- adequate spaces for all programming
- Student (choice) and staff retention
- ADA compliance
- less \$\$\$ on deferred maintenance
- Safety - Kids & staff feeling safe and secure at school/work

1. Funding

2. Economy impacting bond success

3. Communicating current conditions of facilities.

4.

- Bonding Capacity / Lack of Dept

- Board opinion differences.

- Miss information on ability to show weaknesses.



## THREATS

### \* SMALL TOWN CONCERNS

- STUCK IN THE PAST
- Gossip
- OPINIONS
- DIVIDED OPINIONS

### \* "ALTERNATIVE" FACTS

- \* MONEY
- \* SPACE & TIME
- \* PARKING

- PPR, Best match is high  
Board didn't pass
- FINANCING → There is not enough money to complete necessary projects.
  - OUR location on side of mountain has many ADA
  - Safety and security upgrades - keep changing
  - Board of Ed

## Threats

- Rumors that are causing a division as what is going on at school
- \$
- Old buildings + systems
- Not enough employees in district but we do what we can
- what's going on in the world - shootings, tik tok challenge
- Lack of parking (grn card)

## THREATS

- LACK OF FUNDING - SPECIFICALLY RESULTING IN INABILITY TO CONTINUE DRAWING IN MOST TALENTED TEACHERS (AND MORE STUDENTS)
- PHYSICAL SAFETY OF STUDENTS & FACULTY

- No new residential builds.
- Student enrollment, especially with aging population + choice %.
- Board elections / Board cohesion.
- School Finance.
- Material + Construction costs.
- Social media misinformation: