

The Power of Five Years of State Personnel Development Grant Implementation: Celebrating Colorado Multi-Tiered System of Supports Regional and District Wrap-Up Impact Stories

September 10, 2026

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What would your animals say about you?



Tifa

Miku, Willow,
Brie, Maizy,
Cypress, Molly
& Aspen



Moe and Penny



Barley
(and
Conor)



What would your grantees say about you?

She loves us
but she always
makes us look
at data.



Didn't we just
take the District
Capacity
Assessment?



Oh my gosh, this
guy, always
wanting us to think
about what
supports our staff
need.



She always
makes us think
about the root of
the problem! Can't
we just take
action?



Agenda

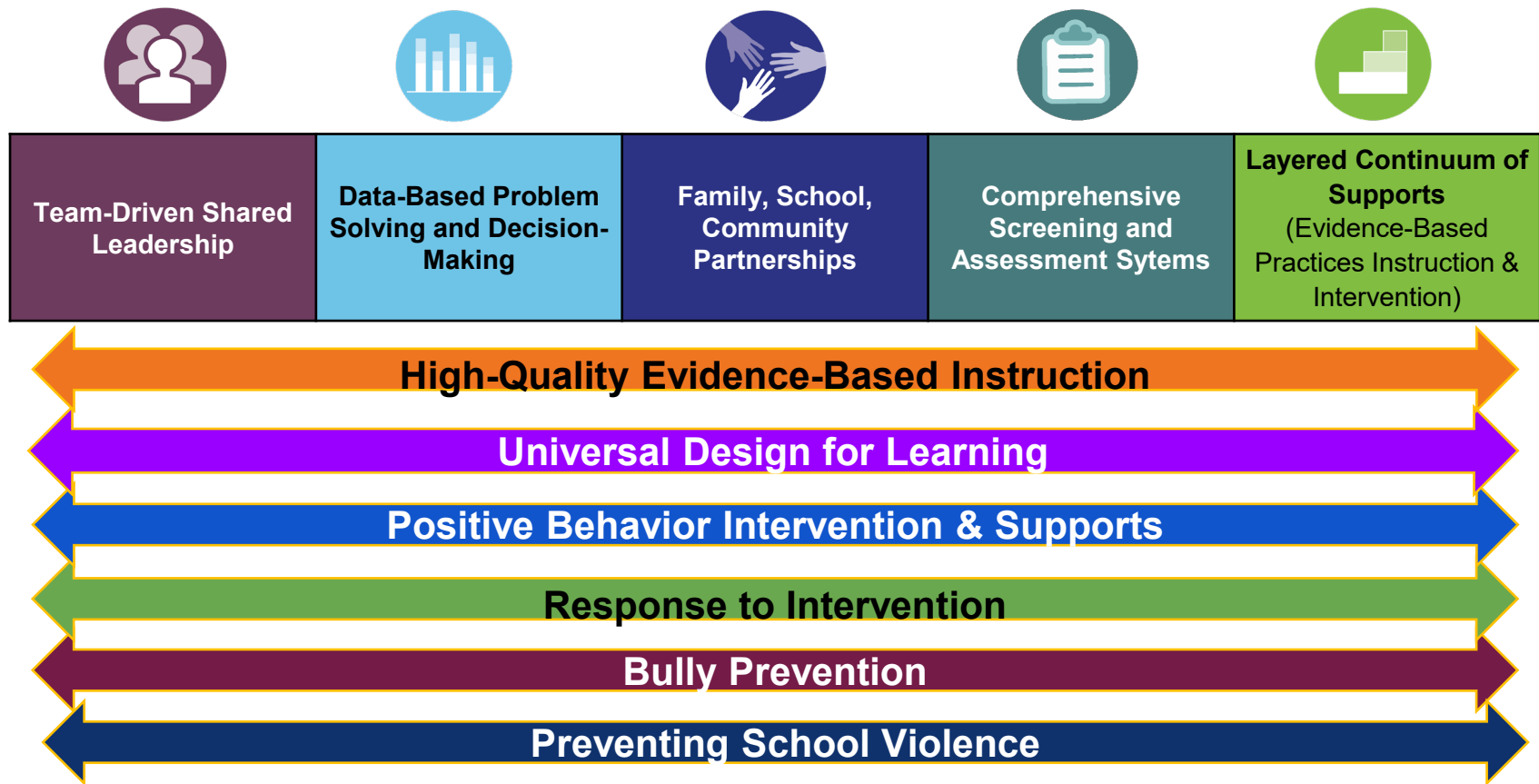
- Who We Are and What We Do
- Our Grantees and Focus Areas
- Purpose of Impact Stories and the Wrap Up Meetings
- What We Did and How We Did It
- Examples of Wrap Up Impact Stories
- Benefits and Lessons Learned
- Resources



Who We Are and What We Do



Colorado Multi-Tiered System of Supports Overview



Our Grantees



Implementation of Focus Areas



Best First Instruction: Math and Literacy



Attendance



Student Engagement



**SCHOOL CLIMATE
AND CULTURE**



**Math and Reading
Interventions**

Purpose of the Grantee Impact Stories

Stories demonstrate how COMTSS is improving outcomes for children and families and will...

- ✓ Showcase tangible improvements resulting from efforts
- ✓ Share innovative, effective practices that others can adopt
- ✓ Promote high-quality, evidence-based education and supports
- ✓ Inform and educate stakeholders, including families, educators, boards and policymakers
- ✓ Inspire continued investment and action to support all students



The Grantee Impact Story Journey

- Met with Grantees to talk about the value, use and creating impact stories two years before the COMTSS/SPDG grant was to end
- Worked with our Regional Implementation Teams (made up of 5 to 9 districts and community partners) to create impact stories and videos that were posted on our website.
- Continued to work with our district grantees to find tune their impact stories
- Celebrated and highlighted the region and district impact stories at the 2026 Grantee Wrap Up Meetings



Purpose of the Wrap-Up Meetings

Celebration!

Show Growth from
COMTSS Efforts

Allow grantees to see the
work of others

Networking



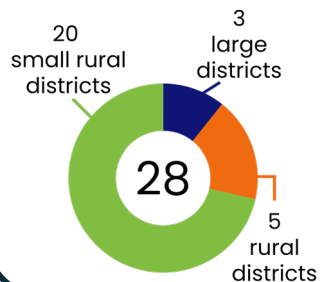
State Impact Story: COLORADO MULTI-TIERED SYSTEMS OF SUPPORT

TRAINING DATA



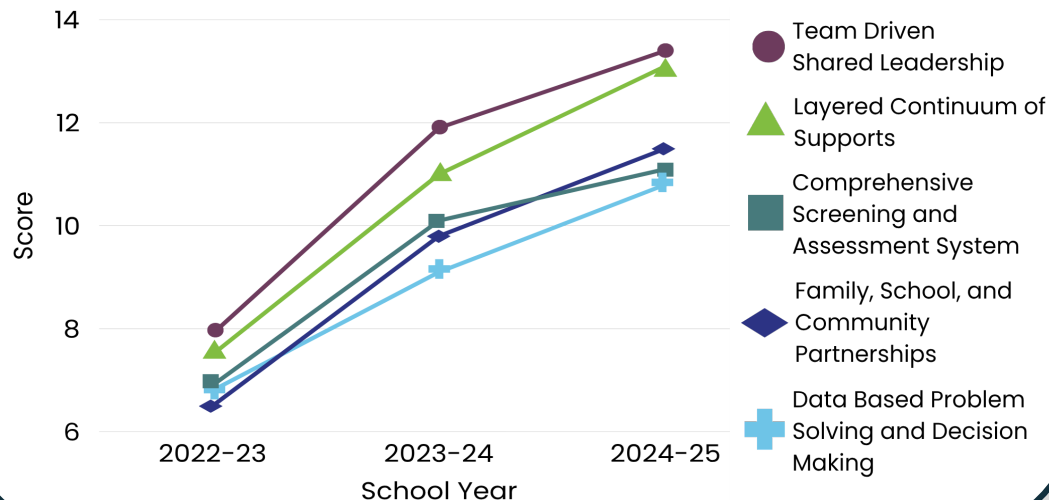
On average, after each Coordinator Training, 74% of grantees increased to competent, proficient, or expert in their implementation.

28 DISTRICTS & 3 REGIONS SERVED



COMPONENT GROWTH

The School Fidelity Tool tracks growth across the five components of Colorado Multi-Tiered System of Supports through key outcomes.



FIDELITY DATA

Fidelity was measured using a classroom look-for tool. 91% of Cohort 1 and 86% of Cohort 2 districts met the cut score of 60%.



INCREASED CAPACITY

154%

On average, all cohort 1 & 2 districts increased their capacity to carry out their programs and initiatives by 154%.

[Want to know more? Visit our Impact Stories!](#)

Grant Teams

Assemble a diverse leadership team

Use data to select priority area of focus

Use implementation science to address focus area

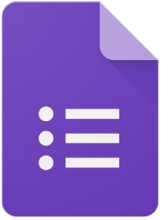
Measure implementation using fidelity and outcome

COMTSS Specialists provide ongoing training, technical assistance, & coaching to regions, districts, and schools



What We Did and How We Did It

Impact Stories: Gathering Information



- **What was the problem of practice:** Describe an implementation barrier(s) to system of student success
- **How was capacity building used to support a solution?** Describe the high-quality professional development, training, and/or coaching that supported the solution.
- **What lessons were learned along the way?** What was learned about your system, students, staff, school personnel, etc.?
- **What were the project outcomes and successes?** Describe the outcomes of the success of implementation.

Structuring the Wrap Up Meetings

Before the meeting:

Regions and Districts prepare presentations dates to present

Our Specialists worked with our grantees on their stories and the presentation template

During the meeting:

Regional and District coordinators to presented their visual impact stories with their administrator/team

Folks were encouraged to comment on and ask questions of the work presented

After the meeting:

Grantees asked for permission to share

Impact stories or videos were added our website





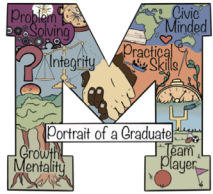
Example of Wrap Up Impact Stories

Santa Fe Trail Impact Story



Santa Fe Trail Impact Story

Mancos: Renewing and Simplifying the Strategic Plan



MANCOS RE-6 STRATEGIC PLAN

Presented for Adoption

2024-25

1. Community Connections

OBJECTIVE 1A: Mancos School District connects students with local professionals, businesses, and organizations.

OBJECTIVE 1B: Mancos School District consistently communicates with all stakeholders in a variety of ways.

OBJECTIVE 1C: The Mancos School Board regularly links with the town, local businesses, and local organizations and encourages partnership opportunities.

2. Climate and Culture

OBJECTIVE 2A: Mancos School District uses techniques and routines to support the needs of all students using trauma-informed practices.

OBJECTIVE 2B: Mancos School District students demonstrate emotional intelligence in their daily interactions with peers and adults.

OBJECTIVE 2C: Mancos School District uses techniques and routines to support the needs of staff using trauma-informed practices in order to promote a culture of teamwork, cooperation, and mutual respect.

3. Portrait of a Graduate Competencies via Student-Centered Learning

OBJECTIVE 3A: (No longer in effect.)

OBJECTIVE 3B: Mancos School District teaching staff teach and assess Portrait of a Graduate competencies through a student-centered model.

OBJECTIVE 3C: Mancos School District provides students with non-traditional courses based on student input and teacher strengths.

4. Opportunities for Individual Students

OBJECTIVE 4A: Mancos School District students demonstrate proficiency and positive longitudinal growth in reading and math.

OBJECTIVE 4B: (No longer in effect.)

OBJECTIVE 4C: Mancos School District teaching staff and students work together to identify individual student interests, talents, strengths, needs, and goals. Graduating students demonstrate their academic proficiencies and Portrait of a Graduate competencies through portfolio presentations.

OBJECTIVE 4D: Mancos School District teaching staff encourages a love of reading in students.

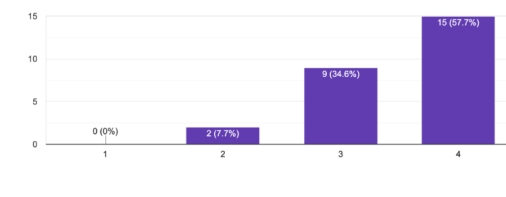
ABSTRACT

This revision of the Mancos RE-6 2010, 2021, and 2023 Strategic Plans reflects our district-wide initiative toward a Project Based Learning model, our Portrait of a Graduate competencies, planning for student wellness, and improving our connections with the community.



Staff Feedback

My level of support for the Healthy Community goal:
26 responses



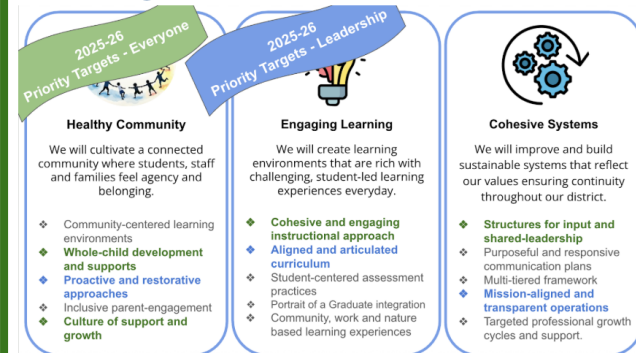
Mancos School District - Strategic Plan Overview

2025-26

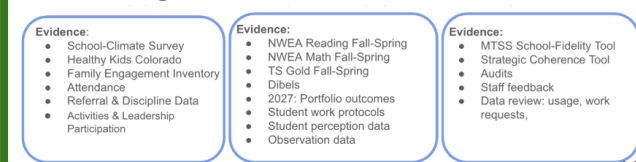
Mission Statement: In partnership with our community, we will foster safe, positive and rigorous learning experiences.

Vision Statement: Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

Goals and Targets:



Evidence of Progress:



Mancos Impact Story Slides

South Conejos Impact Story



Problem Statement

Boys have disproportionate discipline referrals and lower academic achievement across all levels because teachers need to learn how to engage and teach them.



South Conejos School District
HOME OF THE TROJANS

Colorado Multi-Tiered System of Supports
Impact Story
Area of Focus:
PBIS
Implementation

Problem of Practice

- Majority of our staff being new (Long Term Subs/Alt Licensure/J1s)
- Need for assistance/training/coaching on delivering best, first instruction and engagement
- Including strategies for teachers in how to Prevent, Teach, and Respond to expected and unexpected behavior

Capacity Building

- Partnership with EL to aligned and train on Expeditionary Learning Curriculum for ELA K-12
- K-5 training in Illustrative Math instruction
- Schoolwide Expectations created and shared
- Training on positive classroom management strategies



South Conejos School
District COMTSS Impact
Story June 2026

Weld Re-8 Impact Story

Weld Re-8 COMTSS Impact
Story April 2026

FROM ASPIRATION TO ACHIEVEMENT: How the MTSS State Grant Transformed the Weld Re-8 School District A Seven-Year Journey to Systemic Accountability & Student Success



Lewis Palmer Impact Story



Effective Core Instruction

- At least 80% of all students meet or exceed grade-level benchmarks with Tier I instruction alone, instruction is standards- and evidence-based, explicit teaching, modeling, guided practice, and checks for understanding, differentiated instruction.

Data-Driven and Results-Oriented

- Universal screening occurs at least three times per year for all students, data is used to identify trends, guide instruction, and monitor growth, data is analyzed collaboratively to adjust instruction and supports.

Positive & Supportive Learning Environment

- Clear behavioral expectations are taught, modeled, and reinforced schoolwide, classrooms emphasize predictability, safety, and positive relationships, and social-emotional learning (SEL) is embedded within daily routines.

Universal TIER

Collaborative & Reflective Practices

- Teams engage in regular collaboration and data reflection to strengthen Tier I, instructional decisions are shared and consistent across classrooms, staff receive ongoing professional learning focused on high-quality, inclusive practices.

Fidelity & Continuous Improvement

- Core instruction and assessment systems are implemented with fidelity, universal tier practices are monitored, evaluated, and refined regularly, and continuous improvement efforts focus on maintaining 80%+ benchmark performance.

Responsive Teaching

- Instruction reflects students' cultures, languages, and lived experiences, practices promote equity, inclusion, and student voice, and expectations are accessible and relevant for all learners.

Benefits For the Field



- Grantees able to network, get ideas, and connect for future work
- Allowed for grantees to see their collective struggles, accomplishments and impacts of the work
- Provided a capstone event for grantees to reflect on their growth and synthesize, commemorate, and celebrate the work they've done
- Gave grantees a product they could potentially present with other audiences within their learning community (staff, board, etc.) to communicate their COMTSS successes



Benefits For Our Office



- **Celebrated the impact of COMTSS implementation, coaching, and partnerships** with our grantees and communities.
- **Deepened our understanding of our collective impact** helping COMTSS Specialists see how their individual support contributes to broader systems-level change across Colorado.
- **Elevated the work of our grantees** by creating opportunities for CDE colleagues, community partners, and our OSEP liaison, Jennifer Coffey, to see the meaningful impact of COMTSS implementation in action.



Lessons Learned



- Need to plan and communicate well ahead of time
- Underestimated how much our grantees wanted to talk - needed a better method for timing each share-out
- No cap was set for each day's attendance, and ended up with too many people on one of the days. We had to do breakouts, and not everyone could hear everyone's presentation.
- Not everyone was able to see presentations from grantees doing similar focus areas.



Activity

How have your grantees shared their work?

What new ideas do you have after this presentation?



Biggest Take Away

Mentimeter Question

Responder's Link



Resource Links

[Office of Learning/COMTSS Website](#)

Office of Learning Supports



Online Academy and Trainings

› Colorado Multi-Tiered System of Supports



Impact Stories

Resources

Grant Program

Response to Intervention



Positive Behavioral Interventions and Supports



Bullying Prevention and Education



Questions?

