

2018-2019 Gallatin Gateway School District #35 Goals

The District's Core Values:

Individualized Success: We value a commitment of success from each board member, each staff member and each student. The dedication and enthusiasm of each board member and each staff member together with our nurturing, inspiring environment is critical to each student's individual success.

Student-Centered: The focus of all decisions is based first and foremost on the best interests of each and every student. We value the individual attributes of each student and a school environment that promotes positive, individual opportunities for each student.

Sense of Community: We believe that engagement with and respect for our community is vital to our success.

Accountability: We believe that holding ourselves accountable for our successes and our challenges is essential to reaching our envisioned future.

Culture of Collaboration and Support: We believe that fostering a culture in which our staff are and feel valued and supported in their roles and a culture where collaboration is embraced and honored is vital to our success.

| I. Individualized Student Success | | | | |
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| Objective | Action Steps | Resources Needed | Timeline | Position(s) |
| We will establish high expectations for each student and provide the necessary supports, to attain proficiency and continued growth for individual student success. | We will continue efforts toward creating a dovetailed curriculum by working with the ACE consortium. Work will focus on curriculum alignment, assessment analysis, and data analysis. | <ul style="list-style-type: none"> - Expanded Membership in ACE - Time to work with Andrea Meiers, as well as, work within collaborative teams - Collaborative team reporting form | <ul style="list-style-type: none"> - PIR Days – August 24, January 21, and April 12 - Team meeting time will be devoted to this work this year - Implemented at the individual level - Ongoing | <ul style="list-style-type: none"> - Teachers - Superintendent - School Board |
| | We will implement the Bridges Math and Lucy Caulkins ELA materials in grades 3-5. With the plan of implementation in K-2 during the 2019-2020 academic year. | <ul style="list-style-type: none"> - Bridges Math and Lucy Calkins Curriculum Materials - Time to analyze and implement those materials in grades 3-5 - Training and analysis of materials for grades K-2 | <ul style="list-style-type: none"> - Purchase materials – May 2018 - Ongoing training and collaboration - K-2 implementation during 2019-2020 academic year | <ul style="list-style-type: none"> - Teachers – Grade 3-5 - Teachers – Grade K-2 - Superintendent - School Board - Business Manager |
| | We will implement Number Corner in grades K-5. This program supports Bridges Math. | <ul style="list-style-type: none"> - Number Corner Curriculum Materials for Grades K-5 - Time to analyze and implement the materials | <ul style="list-style-type: none"> - Program was implemented in grades 3 and 1 during the 2017-2018 school year - All K-5 Materials have been purchased by February 2018 | <ul style="list-style-type: none"> - Teachers – Grades K-5 - Superintendent - School Board - Business Manager |
| | Middle school math teachers will analyze math materials to support Bridges Math and make | <ul style="list-style-type: none"> - Time to analyze materials as a math team to make sure math is dovetailed K-8 | <ul style="list-style-type: none"> - Ongoing conversation through year | <ul style="list-style-type: none"> - Math Teachers – Grades 6-8 - Superintendent |

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| | a recommendation for purchase by April 2019 | | - Go Math samples have been ordered for review | - School Board - Business Manager |
| We will enhance the educational opportunities for each student through after-school programming and provide our families with the tools needed to best support their children. | We will implement an afterschool program to start at the beginning of the 2018-2019 academic year | - Funding to start program - Staffing - Materials for activities - Handbook | - The School Board voted on July 25 to begin the program - Fraulein Jaffe was hired to be the program Coordinator on August 2 - Will hire program worker and approve handbook prior to beginning of year | - Superintendent - School Board - Business Manager - After School Program Coordinator - Whole Child Committee |
| | We will examine ways to provide for the fiscal stability and longevity of the after school program | - Familiarization with possible grants - Analyzing usage of program and creating an accurate annual budget - Student usage numbers through the year | - Ongoing through the 2018-2019 school year - Provide information to the school board through superintendent reports, as well as, Whole Child Committee | - Superintendent - School Board - Whole Child Committee - After School Program Coordinator |
| II. Staff and Volunteers | | | | |
| <u>Objective</u> | <u>Action Steps</u> | <u>Resources Needed</u> | <u>Timeline</u> | <u>Position(s)</u> |
| We will enhance the professional development opportunities for our staff with a clear focus on increasing the individual success of each student. | We will follow the recommendation set forth by the PDAC for professional development conducted during the 2018-2019 school year and meet through the year to analyze the success of professional development, as well as, plan future professional development | - PDAC recommendation as adopted by the Board in June 2018 - Information generated from staff feedback on professional development | - The PDAC will tentatively plan to meet in November 2018, April 2019, and May 2019 | - Superintendent - School Board - Business Manager - Professional Development Advisory Committee |
| | The EPAS teacher evaluation model will continue to be implemented in the district with a focus on teacher growth, as well as, work toward district goals | - EPAS training materials (online at OPI) - Opportunities for additional EPAS training - Time during the year to discuss EPAS models and individual implementation | - Goal Setting (to be completed by first week of October) - Classroom Observations and Evaluations (October 2018-April 2019) - Summative Evaluation (to be completed by the end of May 2019) | - Teachers - Superintendent |

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| | The mentoring program will be adjusted to incorporate a Mentoring Team for the 2018-2019 school year, which also incorporates a 3-day orientation for new staff (certified and classified) | <ul style="list-style-type: none"> - Time to meet with teachers who will serve as mentors - Stipends for mentors - Daily Stipends for new teachers during staff orientation | <ul style="list-style-type: none"> - Mentoring Team was established June 2018 - New Staff Orientation will occur August 14-16 - Ongoing meetings with new staff through the year - Mentor Team will provide recommendations for handbook revisions Summer 2019 | <ul style="list-style-type: none"> - Superintendent - Mentoring Team - New Staff (Certified and Classified) - Business Manager - School Board |
| | We will conduct classified staff evaluations to include goal setting meetings at the beginning of the year | <ul style="list-style-type: none"> - Time to meet with classified staff - EPAS goal setting form to be used in conjunction with existing classified evaluation form | <ul style="list-style-type: none"> - Goal setting to be completed by first week of October 2018 - Evaluations to be completed by the end of May 2019 | <ul style="list-style-type: none"> - Superintendent - Classified Staff |
| We will enhance opportunities for staff to collaborate in work sessions with a focus on alignment of our curriculum from subject to subject, grade to grade and the transition to secondary education. | Team meeting time this year will focus on curriculum alignment and assessment analysis | <ul style="list-style-type: none"> - Focus on curricular discussion priorities - Form to track and analyze team discussion and shape future discussion | <ul style="list-style-type: none"> - Ongoing through the year | <ul style="list-style-type: none"> - Superintendent - Teachers |
| | We will provide opportunities for teachers to collaborate with teachers in other schools for the purpose of transition | <ul style="list-style-type: none"> - Knowledge of opportunities to collaborate with teachers at BSD7 and BSD44 | <ul style="list-style-type: none"> - Regular participation in Rural Superintendent Meetings with BSD7 - Ongoing | <ul style="list-style-type: none"> - Superintendent - Teachers |
| We will facilitate and promote a positive culture and make workplace enhancements that increase the satisfaction levels and enthusiasm of our staff in the performance of their duties. | We will continue forward with opportunities to collect data and analyze that data to have a focus on positive school culture | <ul style="list-style-type: none"> - My Voice - SAOS - Stay Interviews | <ul style="list-style-type: none"> - Ongoing | <ul style="list-style-type: none"> - A positive school culture requires everyone to work together |
| | There will be a focus on professionalism through the year to include professionalism as outlined by the EPAS model | <ul style="list-style-type: none"> - EPAS Materials - Mentoring Program | <ul style="list-style-type: none"> - Discussion on professionalism during New Staff Orientation - Discussion with teachers on professionalism during PIR days (Aug 23) - Ongoing through the year | <ul style="list-style-type: none"> - Everyone is a professional |

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| We will enhance the professional development opportunities and effectiveness of our volunteer program for the mutual benefit of the school, staff, students and those who volunteer time. | We will actively look for ways to involve volunteers in professional development that supports instruction and/or district goals | <ul style="list-style-type: none"> - Time (aligning schedules of volunteers with professional development opportunities) - Additional materials for volunteers | <ul style="list-style-type: none"> - Ongoing | <ul style="list-style-type: none"> - Superintendent - Teachers - Classified Staff - Volunteers - Volunteer Coordinator - School Board - Business Manager |
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III. Facilities

| <u>Objective</u> | <u>Action Steps</u> | <u>Resources Needed</u> | <u>Timeline</u> | <u>Position(s)</u> |
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| We will initiate programs that are environmentally responsible, that provide additional opportunities for our students, staff and community to collaborate, and which support the school and community. | Work with community individuals with the knowledge and experience needed to fix the greenhouse | <ul style="list-style-type: none"> - Funding for materials and labor - Someone with the knowledge needed to replace the missing panel | <ul style="list-style-type: none"> - Ongoing – Would prefer to have the roof addressed prior to winter | <ul style="list-style-type: none"> - Superintendent - Business Manager - Facilities Advisory Committee - School Board |
| | Continue with the replacement of fluorescent lighting to more energy efficient LED lighting | <ul style="list-style-type: none"> - Funding for materials and labor - End of year funding | <ul style="list-style-type: none"> - As of the beginning of the 2018-2019 school year, LED lights have been installed in most classrooms - A recommendation for future work will be made at the end of the 2018-2019 school year | <ul style="list-style-type: none"> - Superintendent - Business Manager - School Board - Facilities Advisory Committee |
| We will initiate a comprehensive review of our existing space in order to maximize the efficiency and use of our facilities | We will work with various stakeholders to upgrade and enhance the existing campus to support teaching and learning | <ul style="list-style-type: none"> - Knowledge of facilities - Funding for materials and labor | <ul style="list-style-type: none"> - Ongoing - Campus Walkthrough to Generate Priorities in September | <ul style="list-style-type: none"> - Superintendent - Teachers - Business Manager - School Board - Facilities Advisory Committee |
| | Refine and review priorities of work as they relate to improvements to campus | <ul style="list-style-type: none"> - Knowledge of facilities - Funding for materials and labor - Community input | <ul style="list-style-type: none"> - Ongoing - Begin establishing priorities based on September walkthrough | <ul style="list-style-type: none"> - Superintendent - Board |
| We will analyze our options for future expansion while making enhancements to our existing facilities that support our students, staff and community | We will initiate a conversation with the community to examine community input on the 1914 building | <ul style="list-style-type: none"> - Time - Possible survey of community | <ul style="list-style-type: none"> - Begin gathering data prior to summer of 2019 | <ul style="list-style-type: none"> - Superintendent - Business Manager - School Board - Facilities Advisory Committee |

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| | We will look to make improvements to the Art Room | <ul style="list-style-type: none"> - Analysis of room - Knowledge of facility - Funding for materials and labor | <ul style="list-style-type: none"> - Look to begin process during spring 2019 | <ul style="list-style-type: none"> - Superintendent - Business Manager - Facilities Advisory Committee - School Board |
| IV. Leadership, Communication and Collaboration | | | | |
| <u>Objective</u> | <u>Action Steps</u> | <u>Resources Needed</u> | <u>Timeline</u> | <u>Position(s)</u> |
| We will enhance the effectiveness of our communication with students, staff, parents and community members | We will work to maintain an updated district website which contains consistent expectations for communication | <ul style="list-style-type: none"> - Time to update website - Training on using the new website | <ul style="list-style-type: none"> - Training will be provided to the staff on August 23rd - Teachers pages will be completed by September 14 - Classroom pages will be updated weekly | <ul style="list-style-type: none"> - Teachers - Classified Staff (Secretary and After School Program) - Business Manager - Superintendent |
| | Conduct monthly meetings with superintendent to provide parents and community the opportunity to provide input into district initiatives | <ul style="list-style-type: none"> - Time | <ul style="list-style-type: none"> - First meeting will occur September 24 @ 6:00 | <ul style="list-style-type: none"> - Superintendent |
| | Compose monthly Superintendent Newsletter | <ul style="list-style-type: none"> - Time - Website Update | <ul style="list-style-type: none"> - First newsletter will go out after the September Board Meeting | <ul style="list-style-type: none"> - Superintendent |
| | We will find ways to provide opportunities for community engagement with the members of the Board | <ul style="list-style-type: none"> - Time - Organization - Communication | <ul style="list-style-type: none"> - Back to School Night (August 29) - Chili Cook-Off (October 11) - Community Suppers and other events | <ul style="list-style-type: none"> - Superintendent - School Board |
| | Begin conversation with staff to focus on creating and establishing consistent means of communicating with parents and community | <ul style="list-style-type: none"> - Time - Collaboration - Opportunity for Staff Input - Communication must be Supported by Website | <ul style="list-style-type: none"> - Ongoing through the year - Will provide updates on method(s) through the year | <ul style="list-style-type: none"> - Superintendent - School Board - Teachers - Classified Staff |
| | We will create a school environment that is collaborative and solution-based involving all relevant stakeholders | We will actively collaborate with the community, as well as, relevant parent groups to align efforts in support of learning at GGS | <ul style="list-style-type: none"> - Time - Understanding of other groups | <ul style="list-style-type: none"> - Ongoing through the year |

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| V. Safety | | | | |
| <u>Objective</u> | <u>Action Steps</u> | <u>Resources Needed</u> | <u>Timeline</u> | <u>Position(s)</u> |
| We will enhance the safety and security of our school building and property. | Additional security cameras and an electronic gym door lock were installed during summer 2018 | <ul style="list-style-type: none"> - Funding for materials and labor | <ul style="list-style-type: none"> - To be completed August 2018 | <ul style="list-style-type: none"> - Superintendent - Business Manager - School Board |
| | Recommendations on additional security and safety upgrades will be made through the year | <ul style="list-style-type: none"> - Time - Funding for materials and labor | <ul style="list-style-type: none"> - Ongoing - Recommendations to be submitted Spring 2019 | <ul style="list-style-type: none"> - Superintendent - Facilities Advisory Committee - School Board |
| We will enhance our safety procedures and training for all emergency situations. | Active Shooter Training will be conducted by Gallatin County Sherriff's Department and will occur on August 27 | <ul style="list-style-type: none"> - Coordination with Gallatin County Sherriff's Department | <ul style="list-style-type: none"> - August 27 - Meetings with SRO will occur through the year | <ul style="list-style-type: none"> - Superintendent - School Resource Officer |
| | Quarterly Safety Committee meetings will occur to provide input on training for staff, understanding of necessary training, and provide updates to Gallatin Gateway School Safety Plan | <ul style="list-style-type: none"> - Time to meet and collaborate - Input from necessary stakeholders | <ul style="list-style-type: none"> - First meeting will occur in October - Quarterly updates will be provided to the board - Recommendations for revision to the Safety Plan will be provided during the summer of 2019 | <ul style="list-style-type: none"> - Superintendent - Safety Committee - School Board |
| We will enhance our counseling support for students | Increase the FTE associated with the counseling position at GGS | <ul style="list-style-type: none"> - Funding - Chapter 55 Accreditation | <ul style="list-style-type: none"> - In May the School Board voted to expand the counseling position from 0.5 FTE to 0.85 FTE | <ul style="list-style-type: none"> - Superintendent - School Board |
| | Increase awareness of issues related to bullying and implement a cohesive bullying program at GGS | <ul style="list-style-type: none"> - Funding - Knowledge of resources | <ul style="list-style-type: none"> - One MBI meeting per month will be dedicated to bullying | <ul style="list-style-type: none"> - Superintendent - Counselor - Teachers - Business Manager - School Board - Whole Child Committee |
| We will increase our awareness of training on and implementation of alternative | Aspects of Restorative Justice will be analyzed by the MTSS | <ul style="list-style-type: none"> - Funding - Understanding of the construct and how it may work at GGS | <ul style="list-style-type: none"> - Ongoing through various committee work | <ul style="list-style-type: none"> - Superintendent - Counselor - Whole Child Committee |

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| means of addressing student behaviors. | Leadership Team, Counselor, and Whole Child Committee | - Time to analyze materials | - A recommendation will be made to the Board in spring 2019 | - MTSS Leadership Team - Business Manager |
| | The counselor will make a recommendation on a school-wide bullying program to be adopted for the 2019-2020 school year | - Time to analyze resources and collaborate with area schools - Funding to support the program - Time in the schedule to implement the program | - Recommendation on bullying program will be provided to the Board in the spring of 2019 | - Counselor - Superintendent - Business Manager - MTSS Leadership Team - Whole Child Committee - School Board |