Thank You!

Greetings - It is my privilege and honor to serve as Superintendent of Bozeman Public Schools. While the district faces a myriad of staffing challenges related to the high cost of living in the area, we are incredibly grateful to be in Bozeman, a community that champions high-quality public education and provides consistent support via finances, time, and talents.

BSD7’s Long-Range Strategic Plan (LRSP) guides the work of the District. To start the new year we will launch a community revisioning process to recalibrate the LRSP to ensure it meets the hopes and desires of the community.

The District has established four specific and measurable goals to focus the work of our educational team. Below are the four goal areas as well as our most recent progress towards them. All means all in Bozeman Public Schools, and while we celebrate our many successes, we are also laser-focused on meeting the needs of all students.

1. **Early Literacy Goal:** By 2025, 85% of all children entering Kindergarten will have requisite literacy skills as measured by the Acadience reading assessment.
   
   **Fall 2023 Incoming Kindergarten Proficiency = 72%**

2. **Grade Level Reading Goal:** By 2025, 90% of all BSD7 3rd Grade Students will demonstrate grade-level reading skills by achieving a proficient score on the Acadience reading assessment at the end of the school year.
   
   **Spring 2023 3rd Grade Reading Proficiency = 76%**

3. **Professional Learning Communities (PLC) Goal:** By spring of 2025 all BSD7 schools PK-12 will have fully implemented PLCs in place that will support the closing of the achievement gap, thus qualifying BSD7 as a Solution Tree Model PLC District.
   
   **2023-2024 Model PLC Schools = 4**
   
   Emily Dickinson, Hawthorne, Irving, and Longfellow

4. **Graduation Goal:** By 2025, 95% of BSD7 students in each graduation cohort will earn a regular high school diploma in four years or fewer.
   
   **2021-2022 Cohort Graduation Rate = 87.04%**

I appreciate the ongoing support and high expectations our community holds for Bozeman Public Schools. It is an honor to work toward meeting those expectations and ensuring every student in our system receives a high-quality education in an amazing public school.

Casey Bertram, Superintendent
ABOUT YOUR BOZEMAN PUBLIC SCHOOLS

GRADUATION RATES

<table>
<thead>
<tr>
<th>Year</th>
<th>Bozeman</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-18</td>
<td>87.86%</td>
<td>80.4%</td>
</tr>
<tr>
<td>2018-19</td>
<td>85.64%</td>
<td>80.3%</td>
</tr>
<tr>
<td>2019-20</td>
<td>87.41%</td>
<td>79.9%</td>
</tr>
<tr>
<td>2020-21</td>
<td>89.26%</td>
<td>79.3%</td>
</tr>
<tr>
<td>2021-22</td>
<td>87.04%</td>
<td>78.0%</td>
</tr>
</tbody>
</table>

TOTAL STUDENTS 2022-2023: 7,502

84.67% WHITE
8.29% HISPANIC
0.24% PACIFIC ISLANDER
2.34% AMERICAN INDIAN/ASIAN
1.54% BLACK
2.85% ASIAN

STUDENT : TEACHER RATIOS

K-8 DISTRICT: 15:1
9-12 DISTRICT: 16:1

ATTENDANCE RATES

K-8 DISTRICT: 92.4%
9-12 DISTRICT: 91.5%

OPI Reported Staffing Ratios Include All Certified Staff In The District (Counselors, School Psychologists, Intervention/SPED Staff, etc.)

PK - 5
3,148 Students

6 - 8
1,598 Students

9 - 12
2,756 Students

7,502 Students

2023-2024 REPORT TO OUR COMMUNITY 3
Collective Teacher Efficacy and Professional Learning Communities (PLCs)

Collective Teacher Efficacy refers to the shared belief that through their collective action, educators can influence student outcomes and increase achievement for all students. Research indicates that collective teacher efficacy is the number one factor influencing student achievement, three times larger than such factors as socioeconomic status, home environment, and parental involvement and twice that of prior achievement. [https://visible-learning.org/2018/03/collective-teacher-efficacy-hattie/](https://visible-learning.org/2018/03/collective-teacher-efficacy-hattie/)

Collective teacher efficacy is more than simply a belief that teachers can make a difference. When teachers work collaboratively with the belief they can ensure high levels of learning for all students, and feed that belief with evidence of student learning is where the power collective efficacy comes to fruition. It is through the teachers discussing student learning, collaboratively reflecting on teaching practice, and adjusting instruction to positively impact student learning that collective teacher efficacy brings about the positive research-based impacts on student learning.

Collective teacher efficacy is operationalized in Bozeman Public Schools via [Professional Learning Communities (PLCs)](https://visible-learning.org/2018/03/collective-teacher-efficacy-hattie/). The three big ideas (see right) are foundational components of PLC culture and systems.

If the collective efficacy of our educational team is the number one driver of positive student learning outcomes, then recruitment and retention of high-quality staff is of utmost importance in Bozeman Public Schools.

The cost of living in Gallatin County is significantly impacting our ability to recruit and retain staff across all job types. With a general fund budget that prioritizes staffing (88.9%) we are doing all we can within the limitations of the MT funding formulas to offer wage and benefit increases to our employees.

We are extremely appreciative of the Bozeman community for consistent support of operational, technology, and safety levies to help maximize the revenue available to support the escalating costs of staffing your public schools.

The District, in collaboration with the Board of Trustees, is taking steps to support recruitment and retention in the following areas:

- Teacher and Administrator Pipeline Projects - The District is providing incentives and pathways to bolster local candidate pools for certified and administrative positions.
- Legislative Advocacy - BSD7 trustees passed two resolutions focused on MT school funding formula changes that will guide educational advocacy in the 2025 legislative session.

Below is a snapshot of the personnel associated with running Bozeman Public Schools:

- 538 Certified Staff
- 274 Classified Staff
- 51 Professional Staff
- 273 Substitute Staff

1,136 Educators

2023-2024 REPORT TO OUR COMMUNITY
Fiscal responsibility and transparency are core values for Bozeman Public Schools. BSD7 is the only Montana School to receive the Government Finance Officers Association's (GFOA) Certificate of Achievement for Excellence in Financial Reporting and Association of School Business Officials (ASBO) International Meritorious Budget Award. The District has received the GFOA and ASBO awards for 33 and eight consecutive years, respectively.

**GENERAL FUND BUDGETED EXPENDITURES**

- Salaries and Benefits: 88.9%
- Supplies and Materials: 3.4%
- Property and other Purchased Services: 6.5%
- Other: 1.3%

**BUDGETED REVENUE SOURCES**

- Local Property Taxes: 47.1.1%
- State Funding: 29.3%
- Fund Balance Reappropriated: 14.6%
- County Funding: 8.9%
- Other: 0.1%

**DISTRICT BOND RATING**

BSD7’s current bond rating from Moody’s - the best of any K-12 public school district in Montana. The bond rating is an independent measure of financial soundness and risk, and the District’s score keeps interest costs on debt as low as possible.
# Community Partners

<table>
<thead>
<tr>
<th>Bozeman Schools Foundation</th>
<th>Project Connect</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1.png" alt="Bozeman Schools Foundation" /></td>
<td><img src="image2.png" alt="Project Connect" /></td>
</tr>
<tr>
<td><strong>The Bozeman Schools Foundation (BSF)</strong> is a non-profit organization dedicated to preserving and expanding Bozeman’s commitment to excellence in public education.</td>
<td><strong>Whether it’s seeing a warm smile at lunch, or having someone hold the door for you at the end of the day, small acts of recognition, kindness and appreciation can change the atmosphere of a school.</strong></td>
</tr>
<tr>
<td>In support of Bozeman School District #7, BSF supplements the traditional educational experience by providing additional resources to inspire, enrich, and reward the educational ambition of district students and educators. Among other initiatives, BSF empowers teachers through grant programs and rewards students through scholarships. <strong>Enrich Teaching, Inspire Learning</strong></td>
<td>Project Connect is a group of community volunteers focused on connecting with K-12 students in our schools. They help create a culture of care, compassion, and inclusion in our schools so that all students feel welcome, acknowledged, and connected.</td>
</tr>
</tbody>
</table>

## THRIVE

![Thrive Logo](image3.png)

**THRIVE’s mission is for all children to have the opportunity to grow, succeed, and become valuable members of our community. Locally grown, nationally known; Thrive’s programs have been developed right here in Bozeman to meet the needs of the families who call our valley home. THRIVE partnership activities in Bozeman Public Schools include the Parent Liaison Program, the CAP Mentoring Program, as well as Word Play in collaboration with Bozeman Reads.**

**Success for all children: at home, at school, and in life**

## ABCDino Academy at the Hawks Nest

![ABCDino Academy](image4.png)

**ABCDino Academy is dedicated to fostering a dynamic and enriching learning environment that empowers students to thrive academically, creatively, and socially.**

**Their commitment to excellence, innovation, and personalized education sets them apart as a leader in early childhood education. ABCDino Academy operates in the Hawks’ Nest at Bozeman High School. Whether you are a student, parent, or educator, ABCDino Academy invites you to join them in a journey of learning, discovery, and growth.**

**Together, let’s shape a future where knowledge knows no bounds**

## Greater Gallatin United Way - kidsLINK

![Greater Gallatin United Way](image5.png)

**kidsLINK offers working families high-quality before and after school programming for their children. The program provides a safe, caring environment that allows for nutritious snacks, outdoor play, quiet time and homework assistance, and various enrichment programs.**

The kidsLINK afterschool staff strives to support students in multiple ways, encouraging them to find their spark in learning and expression. Programs take place on the school grounds directly after school until 5:45 pm.

**Improve lives by mobilizing the caring power of our communities**

## School Resource Officers

![School Resource Officers](image6.png)

**The SRO program reflects a community partnership between the Bozeman Police Department and Bozeman Public Schools to ensure that our schools are safe, secure, and orderly learning environments. The SROs should be looked at as a resource to which the school community can turn. As such, our SROs fulfill three roles by using a triad approach. Our SROs act as a law enforcement officer, an informal counselor, and a law-related presenter. Furthermore, our SROs also serve as positive role models for the students on campus during school hours and off campus at extracurricular activities.**

**Carefully Selected, Specifically Trained, and Properly Equipped**

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2023-2024 REPORT TO OUR COMMUNITY 6
AA District Data - Achievement and Demographics

English Language Arts (ELA) - % Proficient or Advanced

AA District ELA SBAC 2022-2023 (Grades 3-8)

Math - % Proficient or Advanced

AA District ACT ELA 2022-2023 (Grade 11)

% Multilingual / English Learners

AA District Math SBAC 2022-2023 (Grades 3-8)

% Economically Disadvantaged

AA District ACT Math 2022-2023 (Grade 11)


2023-2024 REPORT TO OUR COMMUNITY
LET'S CONNECT - Communication is a priority for BSD7 and our educational team. Below is a reminder of the options we have in place to keep our students, staff, families, and community updated on all things BSD7:

Monthly Newsletter - BSD7 publishes a monthly newsletter. To view the current or past newsletters, or to subscribe to the monthly newsletter, follow this link: [http://bit.ly/bsd7news](http://bit.ly/bsd7news) Please feel free to share the subscription link with your friends and family across the country.

Weekly Emails - BSD7 publishes a weekly email that is pushed out to staff and parents/guardians. To access an archive of all weekly emails follow this link: [https://bit.ly/3TXDdrt](https://bit.ly/3TXDdrt)

Website - Bozeman Public Schools and each school site has a website that can be accessed from our homepage: [https://wwwbsd7.org](https://wwwbsd7.org)

CALL YOUR SCHOOL

Emily Dickinson: 406-522-6650

Hawthorne: 406-522-6700

Hyalite: 406-522-6800

Irving: 406-522-6600

Longfellow: 406-522-6150

Meadowlark: 406-582-6860

Morning Star: 406-522-6500

Whittier: 406-522-6750

CJMS: 406-522-6318

SMS: 406-522-6470

BHS: 406-522-6262

GHS: 406-522-4603

Bozeman Charter School (BoCS): 406-522-6600

BOZEMAN PUBLIC SCHOOLS IS HIRING!

The Bozeman School District is an Equal Opportunity district in education programs, activities, services, and employment. Bozeman School District does not discriminate on the basis of race, color, national origin, ancestry, sex, ethnicity, language barrier, religious belief, physical or mental handicap or disability, economic or social condition, actual or potential marital or parental status, gender, or sexual orientation. We comply with the Americans with Disabilities Act of 1990, Title IX of the Education Amendments of 1972 (20 USC Section 1681), the 1975 Implementing Regulation, and any memoranda, directives, guidelines, or subsequent legislation that may be issued or enacted, 1984 Civil Rights Act, Title VI (401 FEP Manual 1), Title VII as amended (401 FEP Manual II), Title IX (401 FEP Manual 41), Title IX of the Education Amendments of 1972 (401 FEP Manual 83), Age Discrimination Act of 1967 and 1975 as amended, Equal Pay Act of 1963, Section 504 of The Rehabilitation Act of 1973, The Constitution of the State of Montana, The Montana Human Rights Act, The Montana Code of Governmental Fair Practices, and implementing federal and state rules and regulations. If you have a physical or mental disability that causes you to need assistance to access school facilities, programs, or services, please notify the school principal. This district endeavors to maintain an atmosphere free from discrimination and harassment. Any person who believes he or she has been discriminated against should contact the appropriate administrator or the following district designee: Title IX / Americans with Disabilities Act / Section 504 / Civil Rights Compliance Coordinator, Patrick Strauss, Human Resource Director, pat.strauss@bsd7.org, 406-522-6006.