



Great Falls Public Schools

Strategic Goals

2022/2023

Board approved May 9, 2022



Student Achievement 2022/2023

Great Falls Public Schools believes that we should have comprehensive systems of support in place to ensure that Students achieve the highest levels of academic growth.

Goal: The District will develop clear goals for student achievement through targeted strategies that will improve student learning and develop the essential skills necessary for citizenship, career and/or college readiness, as measured by academic achievement data at each grade level and graduation rates.

Action Steps:

1. Identify and focus on student achievement, attendance and behavioral needs for specific students and subgroups.
 - Assess students and analyze data
 - Identify the necessary skills and standards
 - Identify best practices
 - Develop targeted plans for students/groups
 - Monitor progress and adjust accordingly
 - Address needs for Military associated students
 - Improve areas identified by Military Report
 - Provide professional development to staff (PIR and PLC)
2. Implement and enhance building-based, extended learning opportunities.
 - Extended Time: Extended School Year (SPED), Summer School, Saturday School, Blitzes, IEP goal remediation
 - Before/After School Programming
 - Credit Recovery opportunities
 - Promote and expand individualized and workforce development opportunities through Transformational Learning and Montana Advanced Opportunities
 - Internships /Apprenticeships/Experiential learning
 - Dual credit / stackable credentials
3. Redesign homebound, digital learning and hybrid models to meet individual student and family needs.
 - Maintain necessary middle school and high school teachers or coaches
 - Elementary will design a customized plan to meet the needs of individual students.
 - Expand the understanding and utilization of Transformational Learning and Montana Advanced Opportunities to expand rigorous virtual learning opportunities not offered within our district.

4. a.) Implement the English Language Arts standards and curriculum and program/resources recently adopted.

- Provide researched based programs for Special Education Resource 1,2,3 Class-rooms
- Provide high quality professional development

b.) Adopt the Social Studies standard and curriculum. Review and adopt resources and materials.

5. Implement a district-wide professional development plan that addresses the achievement gap through the lens of equity, fairness and respect for all.

- Evaluate the structures and practices within our buildings
- Engage all staff that have contact with students
- Roll out to District Directed PIR 2022-2023
- Include Standards-based instruction

6. Expand the access to Transitional Kindergarten and enhance communication/collaboration with community partners and District schools.

- Malmstrom Air Force Base
- Head Start
- Great Falls College- MSU
- Paris Gibson Education Center
- Family Connections
- STARS programs
- Others

7. Restructure the organizational leadership at the district level for enhanced communication and collaboration with instructional staff to improve student outcomes. This will include the renaming of Student Services, Tk-6 and 7-12 department leaders as Executive Directors of Student Achievement.



Healthy, Safe and Secure Schools 2022/2023

The District believes that a comprehensive educational environment addresses the health, safety, and social/emotional needs of all students and staff.

Goal: The District will implement policies, strategies and practices to address specific health and safety concerns, while monitoring the overall health and wellbeing of all students and staff.

Action Steps:

1. Continue the identification of students/families who are disengaged or at risk of disengagement and attempt to contact and re-engage.
2. Implement and collect data on the Summer-Kid-Camps (K-6), Home visits and credit recovery for (7-12); to include other district departments (Indigenous Education, Homeless Liaisons, Student Services, etc.) and applicable diverse community partners.
3. Design and implement citizenship and career readiness programs for students in grades TK-12.
 - Character Education
 - Social Skills
 - Coping Skills
4. Provide professional development designed to train personnel to facilitate re-engagement activities.
5. Enhance a sustainable school-based mental health program in collaboration with parents to address the needs of students/families in all schools.
 - Provide staff member(s) to help coordinate collaboration with the mental health and medical community and other partners to provide these connections.
6. Each school will continue to implement and monitor an overall wellbeing plan that addresses the adverse effects of COVID-19 on staff and students.
 - This may require consulting and professional development on social-emotional/mental health to include summer meetings for goal setting.
7. Create learning environments in schools and classrooms that are respectful and nurturing, supported by all GFPS staff.
 - Evaluate the structures and practices within our buildings
 - Incorporate all staff that have contact with students
 - Professional Development Fall 2022
 - District Directed PIR focus 2022-2023

8. The District will retain school-based nurses.

- Revise COVID-19 health and safety protocols for school year 2022/2023
- Monitor health care plans and support medical 504 plans
- Support plans for immune-compromised students, staff and families
- Continued implementation and refinement of a secure medical record system

9. The District will continue to assess and evaluate facilities to identify responsible scopes of work to address safety, air and water quality within learning environments and other district facilities. Project scopes may include, but not limited to:

- Fresh air circulation, including new air handlers, unit ventilators, controls, and associated mechanical systems
- Improved air filtration into classroom and common spaces
- Operable, energy efficient windows to improve thermal efficiency, day lighting and localized fresh air circulation
- Water quality improvement
- Asbestos abatement
- Secured entrances/alert notification systems
- Sanitation enhancements & PPE installation.
- Will include training and professional development for all staff
- Develop enhanced safety communications plans for internal and external groups
- Replacement of video surveillance



Stewardship and Accountability 2022/2023

The District believes that our resources and staff are public assets requiring responsible stewardship, accountability and community involvement.

Goal: The District will utilize federal relief funds to enhance existing funding sources to maximize allowable expenditures associated with improving learning outcomes. as measured by annual reports.

Action Steps:

1. All District spending will follow District Policy, State Law, and the requirements set forth in Federal guidance provided for the ESSER II and ESSER III funds
2. The District will continue to address facility projects, using consultants when appropriate, to enhance the healthy, safe and secure environments for staff and students. A scope of work specific for each facility will be outlined and carried out. Each project will follow established procurement guidelines.
3. The District will begin an assessment of specific areas of growth/enrollment within Great Falls to forecast and determine facilities needs through 2027.
4. The District will develop and implement systems of measurement and accountability for each component of the 2022/2023 strategic plan. (Academic Achievement, Health, Safe and Secure Schools and Stewardship and Accountability)
5. The District will enhance and support technology and infrastructure.
 - Enhance internal network (wired and wireless)
 - Oversee installation of private fiber network
 - Update and/or renew software subscriptions
 - Purchase new and replacement devices working to a 1:1 device to student ratio
 - Technology Professional Development
 - Synchronous Digital Classroom system
 - Install new surveillance camera system
 - Enhance the Parent /Student communication system
 - Assistive Technology for Students with Disabilities
 - Classroom device monitoring and management system
 - Security Assessment and remediation
6. The District will recruit, hire and retain highly qualified teachers and staff members.
 - Targeted planning around retention of high turnover groups (paras, food service workers, teacher aides)
 - Expand new teacher(staff) training
 - Review and revise training for new staff by grouping
 - Evaluate ongoing training for all staff by employee group

7. The District will work cooperatively with the GFPS Foundation to continue enhancing high-quality teaching and life-long learning for students through private funding. The primary areas of focus include:

- Student scholarships
- Teacher grants
- Facility enhancements
- Student and teacher recognition
- Truck raffle fundraiser

8. The District will continue to study and provide enhanced opportunities for collaboration with parents and community partners. (examples)

- Community Budget Input
- Superintendents Advisory Panel
- Parent Teachers Association
- Citizens Academy
- Workforce Development
- SPED Parent Advisory
- Title 1
- IPAC

9. The District will analyze data on programs and staffing that have been implemented, adopted or hired during the Pandemic to determine priorities for sustainability or elimination as ESSER funding subsides.